

# *GENERAL PROGRAM OF ACTION*

## *FOR THE HOME GUARANTY CORPORATION (Years 2006 to 2011)*

*(As presented to the HGC Board of Directors last February 2007)*

- ✓ HGC shall be a **financial power house** in the shelter finance system.
  - *Leader in the shelter finance sector*
  - *Guaranty shall be an **indispensable** component of home lending and housing investments.*
  
- ✓ HGC shall be organizationally capable of meeting the challenges for the next five (5) years.
  - *It shall have highly professional, and competent staff, strongly adhering to the core values of the Corpo*
  - *HGC will be fully automated, with its IT systems integrated under an enhanced computing environment*
  
- ✓ HGC will be on the road to financial recovery .
  - *Achievement of financial goals (asset liquefaction, debt management, profitability, steady state growth in its traditional business lines)*
  - *Venturing into new markets and products.*
  
- ✓ It shall reach a high level of actuarial soundness and respectability in the housing finance market.
  - *It will pursue its newly developed business model.*
  - *HGC shall transform into a research-based and learning organization, constantly improving and innovating along the way.*

## General Program of Action

**OBJECTIVE: Complete the turnaround of HGC and transform into a leading institution in housing finance**

### Major thrusts for 2006:

- Implementation of the New Organization Structure
- Fund raising
- Completion of Disposition Plan
- Finalization of the Information Systems Strategic Plan
- Launching of HGC Business Model Studies

### Major thrusts for 2007:

- First staging of the Annual Housing Finance Forum
- Progression from asset clean-up to asset marketing.
- Implementation of ISSP
- Pursue a viable settlement scheme for unpaid guarantees
- Securitization of housing mortgages
- Development of the secondary mortgage market

### Major thrusts for 2008:

- Enactment of amended HGC Charter
- Obtain concessional funding
- Product Innovation/Research & Development

### Major thrusts for 2009-2011:

- Progression from asset liquefaction/disposition mode to collection management and securitization/sale of receivables.
- Winding down of disposition activities and attaining closure; *zero inventory of old accounts.*
- Completion of corporate turnaround.
- Innovations to sustain operations.

## Vision for Employees

- “People” are the key to realize Corporate vision.
  - Its “heart and soul”.
- HGC will evolve as an institution embracing a culture of learning and innovation.
  - Experience and research will be predominant sources of knowledge that will be ingrained in each employe and will constitute the driving force for continuous improvement.
- HGC will breed a new generation of staff
  - Staff will exude confidence and exhibit knowledge and familiarity in the financial markets.
- Ideas will have no boundaries and will be encouraged bottom-up.
  - As a major player in housing finance, HGC is envisioned to find its niche in developing innovative housing finance schemes and these novel concepts and ideas will be the product of its intellectual capital.
- The new breed of HGC staff will be at ease working in an IT- driven environment with the necessary support, rewards and incentives system
  - Human capital will be strongly supported by training and development as the benefits redound to HGC.

