



**CENTER FOR GOVERNANCE**

(Center)

**2015 PROJECT ACCOMPLISHMENT REPORT**

**I. Project Information**

Project Code: CMRDS  
Project Title: Organizational Capacity Assessment for the Bureau of Animal Industry (BAI)  
Project Start: December 1, 2014  
Project End: August 30, 2015  
Project Price: Php 913,387.00  
Client Organization: Bureau of Animal Industry (BAI)

**II. Project Team**

Project Manager: Peter Dan B. Baon  
Team Members: Michelle N. Belga  
Jenny O. Darish  
Mary Katherine M. Gamayon  
Ma. Narcilyn P. Rizal  
John Rey R. Roque  
Ismael M. Usman  
Mariz P. Potestades  
Catherine S. Luzuriaga  
Ramona Lissa E. Villegas  
Emelita V. Esusan  
Merriam P. Dy  
Melanie G. Mercader  
Jason G. Tabinas  
Supervising Fellow: Alvin P. Principe

**III. Project Details**

**Project Description:** The Bureau of Animal Industry (BAI), attached to the Department of Agriculture (DA), was created in 1930 by virtue of Act 3639 to investigate, study and report the cause of dangerous communicable diseases and the means of prevention, and in general to promote the development of the livestock industry. Moreover, the powers, functions and duties of then Bureau of Agriculture concerning domestic animals and animal diseases were transferred to and vested in the Bureau as enshrined in Section 5 of Act 3639.

In line with the government's efforts to improve national competitiveness, the Bureau has decided to undertake an organizational assessment to enhance its capacity to be more effective and efficient in the delivery of its mandates. This organizational assessment is part of the regular evaluation process of an organization like BAI to determine the appropriate strategies and responsive interventions in addressing organizational issues and concerns. Having the right and responsive strategies and interventions will help in the sustained enhancement of the agency's operations in order to deliver its products and/or services that meet customer/client needs and requirements.

With the challenges given to all government agencies, it is imperative for the Bureau to go through a systematic organizational assessment that would look into the various organizational dimensions.



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**Project Objective:** In response to the expressed need, the proposed intervention assisted BAI in determining the appropriate organizational/institutional interventions to be more effective and efficient in the delivery of its programs and services.

Specifically, it aimed:

1. Determine BAI's capacity gaps along the key organizational dimensions; and
2. Identify priority solutions or interventions to address issues and concerns related to various organizational dimensions.

**Project Type:** Technical Assistance/Consultancy

**Project Beneficiary:** Bureau of Animal Industry (BAI)

**Regional Coverage:** National Coverage

**IV. Project Accomplishments**

**Key Activity Implemented:**

- Conduct of Business Excellence Self-Assessment Training
- Conduct of Field Validation Visits (Farms and Central Office Delivery Units)

**Major Outputs:**

- Business Excellence Self-Assessment Workshop Design
- BAI Organizational Capacity Self-Assessment Consolidated Workshop Outputs
- BAI Organizational Capacity Assessment Final Report

**Project Impact:**

- The project allowed for a participative or collective assessment of organizational health and an objective external validation to verify organizational strategies and approaches and the resulting organizational/institutional interventions can be further institutionalized to strengthen organizational capacity to effectively and efficiently deliver its programs and services.

**Lessons Learned:**

1. For consistency of findings and ease of comparison, the sets/teams of field validators should be limited to two (2).
2. It is ideal that all field validators attended the training to better familiarize with the framework. A simulation activity should have been conducted to aid the identified team members in familiarizing with the framework and instrument.
3. The sole responsibility of drafting the main report was assigned to the project manager. Other field validators should have been tapped to write specific sections of the report to shorten the time of writing.
4. Tapped other Center to implement one component of the project. Expected outputs and implementation arrangements were laid down during project discussion. The delivered output did not meet the expectation of the project team given the amount that the client will pay. The project manager should have requested a sample report to level-off expectation and discuss possible revisions to aid in attaining the project objectives.



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#### V. Attachments

- Summary of Evaluation for Course and Resource Person
- One-Point Lesson
- Certificate of Project Closure

#### Prepared by:

*Peter B. Baon*  
Peter B. Baon  
Project Manager

#### Noted / Approved by:

*Imelda C. Calue*  
Imelda C. Calue  
Center Head

#### Notes:

1. Project details on Section I-III can be generated thru PMIS based on PMs inputs.
2. Project Managers are required to accomplish Section IV & provide Section V to reflect results of project implementation
3. Project Managers can update/adjust the pre-filled sections(I-III) based on actual data