



CENTER FOR ORGANIZATIONAL DEVELOPMENT

(Center)

[2016] PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	KMPTK
Project Title	Orientation Course in Competency Modeling and Position Profiling
Project Start	July 15, 2016
Project End	November 4, 2016
Project Price	Php 326,700.00
Client Organization	Public and Private /

II. Project Team

Project Manager	Dianne B. Delfin
Team Members	Cristina L. Bobis, Zemalyn G. Ronda, Almira M. Mirabel, Loretta Y. Balanzat, Andres P. Largo
Supervising Fellow	Marietta Quevedo-Umbay
Consultants/Resource Persons	Rene I. Lamzon, Immanuel A. Magalit, Marietta Quevedo-Umbay, Carina F. Evangelista

III. Project Details

Project Description	The Orientation Course in Competency Modeling and Profiling is a four-day course wherein the participants reflectively go through the procedure itself of creating basic competency models and position profiles using a "guided task approach." This gives the participants real "hands on" experience, a first-hand view of the complexities and challenges involved, and an "inside view" of the possible responses to these challenges.
Project Objective	The Orientation Course in Competency Modeling and Position Profiling aims to develop a good understanding of and basic skills in the construction of competency models and position profiles.
Focus Area	Training and Development
Project Type	Public Offering
Project Beneficiary	HR Practitioners from National Line Agencies (NLAs) and Government Owned and Controlled Corporations (GOCCs)
Regional Coverage	

IV.

Project Accomplishments

Key Activities Implemented	Module 1: Overview of the Competency-Based Human Resource Management and Development System Module 2: Identifying Competencies and Writing Competency Definitions Module 3: Writing Competency Models Module 4: Writing Position Profiles
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Major Outputs

The major outputs of the participants in the workshop are:

1. "Universe" or long list of competencies;
2. Core Competencies with Definitions
3. Functional Competencies with Definitions
4. Competency Models
5. Position Profiles

Project Impact

Pool of competent HR practitioners in the National Line Agencies (NLAs) and Government Owned and Controlled Corporations (GOCCs) who will establish and implement the Competency-Based HRMD in the whole of government


V. Attachments

- Summary of Evaluation for Course and Resource Person (for training program)
- Certificate of Project Closure (for all completed projects) - Not Applicable

Prepared by:


DIANNE B. DELFIN
Project Manager

Noted / Approved by:


TRYGVE A. BOLANTE
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