



CENTER FOR ORGANIZATIONAL DEVELOPMENT

(Center)

2016 PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	KMRGH
Project Title	A Strategic Review of PNOC Operations and Organization and the Design of a New Structure to Transform the PNOC into an Operating Entity (PNOC Re-Structuring)
Project Start	September 15, 2015
Project End	May 31, 2016
Project Price	PhP 4,431,200.00
Client Organization	Philippine National Oil Company

II. Project Team

Project Manager	Carina Evangelista
Team Members	Marietta Umbay, Flordeliza Martin, Loretta Balanzat, Tricia Marie Dimalaluan, Andres Largo, Zemalyn Ronda, Cristina Bobis, Dianne Delfin
Supervising Fellow	Immanuel Magalit
Consultants/RPs	Pierre Angelie Batara (Technical)

III. Project Details

Project Description	A technical assistance project will review the structure, functions, and staffing of the PNOC and propose a new organizational structure that is aligned to its new mandate as an operating entity
Project Objective	To develop a new structure for the PNOC based on the requirements of the GCG
Focus Area	Organizational development; change management
Project Type	Regular
Project Beneficiary	PNOC
Regional Coverage	PNOC

IV. Project Accomplishments

Key Activities Implemented	Contracting / Negotiating, Project Team Mobilization, Organizational Diagnostics, Organizational Prognostics, Detailing, Action Planning
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Major Outputs

1. The Proposed Organizational Structure;
2. The Updated Functional Descriptions from the highest level to the section level;



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3. The Updated Job Classifications and Levelling;
4. The Proposed Staffing Pattern with Job/Position Descriptions & Qualification Standards;
5. The Proposed Compensation and Position Classification Methodology based on career bands; and
6. An implementation plan, including an interim operations plan and a transition program for affected officers and employees.

Project Impact Increased organizational performance of PNOC

Lessons Learned The support of the PNOC ManComm is important in the success of the re-structuring and implementing change in the organization

The participatory and consultative approach used by the DAP project team is effective in producing the project deliverables

Org re-structuring / re-organization projects require a dedicated project team

Thoroughness and attention to detail is very important in producing the outputs

V. Attachments

- Summary of Evaluation for Course and Resource Person (for training program)
- Certificate of Project Closure (for all completed projects)

Prepared by: ~


CARINA F. EVANGELISTA
Project Manager

Noted / Approved by:


VP 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