



Center for Organizational Development
(Center)

[2017] PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	KIGKB
Project Title	Public Sector Human Resource Management and Development Plan: A Descriptive-Analytical Study of Leadership Capability Programs (PSHRMDP Phase 3)
Project Start	01 April 2016
Project End	31 March 2017
Project Price	PhP5,000,000.00
Client	Department of Budget and Management (DBM)

II. Project Team

Project Manager	Immanuel A. Magalit
Team Members	Zemalyn G. Ronda, Carina F. Evangelista, Marietta Quevedo-Umbay, Dianne B. Delfin, Gloria B. Lim, Flordeliza T. Martin, Loretta Y. Balanzat, and Andres P. Largo
Supervising Fellow	Trygve A. Bolante
Consultants/ Resource Persons	Maria Anthonette V. Allones, Alicia dela Rosa-Bala, Arthur Luis Florentin, Rene I. Lamzon

III. Project Details

Project Description	The Public Sector Human Resource Management and Development Plan: A Descriptive-Analytical Study of Leadership Capability Programs (PSHRMDP Phase 3), which represents a partnership between the Development Academy of the Philippines (DAP), the Career Executive Service Board (CESB), and the Civil Service Commission (CSC) aims to produce a descriptive-analytical study of capability programs targeted at developing leadership, managerial, and supervisory skills among executives in the public sector. The descriptive-analytical study will assess the extent to which each capability program covers the identified leadership, managerial, and supervisory competencies of public executives from Undersecretary down to Division Chief.
Project Objectives	The purpose of this project is to propose a mechanism on harmonizing the capability programs and the training and educational institutions that offer them.
Focus Area	Human Resource
Project Type	Research
Project Beneficiary	National Line Agencies (NLAs) and Government Owned and Controlled Corporations (GOCCs)

IV. Project Accomplishments

Key Activities Implemented	Component 1: Desk Review and Comparison of CSC and CESB Core and Leadership Competency Frameworks Public Sector; Consultation Sessions (FGDs and KIIs) with Civil Service Commission and Career Executive Service Board; Construction of improvised Harmonized Set of Core and Leadership Competencies Component 2: Gathering Data on Existing Capability Programs for Public Executives - Research/Desk Review on the existing Capability
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Programs offered by different Training/Educational Institutions (Public and Private); Conduct of the 2-day Conference to gather pertinent information from training providers offering leadership/managerial/supervisory capability programs

Component 3: Assessing Capability Programs' Coverage of Public Executive Core Competencies – Round Table Discussion and Report Writing

Major Outputs

Major Outputs are the following:

1. Improvised Harmonized Set of Core and Leadership Competencies
2. Assessment of the Existing Capability Programs offered by different Training/Educational Institutions in terms of the Competencies that they intend to develop
3. Framework for Rationalization of Capability Programs in the Public Sector


Project Impact

A more rationalized Human Resource Management and Development System aimed at developing a cadre of Public Executives tasked to lead in the achievement of the development goals of the country.


V. Attachments

- List of Participants in the PSHRMDP 2-Day Conference
- List of Attendees in the PSHRMDP Round Table Discussion

Prepared by:


IMMANUEL A. MAGALIT
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