



I. Project Information

Project Code: CMRDX
Project Title: Formulating the Strategic Plan of the Bureau of Plant Industry (BPI)
Project Start: May 2, 2016
Project End: January 30, 2017
Project Price: Php 2,537,951.00
Client Organization: Bureau of Plant Industry (BPI)

II. Project Team

Project Manager: Peter Dan B. Baon
Team Members: Jericho I. Galang, Aries Ivan G. Viray, Emelita V. Esusan, Juan Miguel Gerard D. Planas VII, Leslie L. Ramos, Mariz P. Potestades
Resource Speaker: Evelyn Tragico-Mendoza
Supervising Fellow: Alvin P. Principe

III. Project Details

Project Description:

Excellence in public service requires continuous improvement. It should address the evolving political, economic, cultural, and social landscapes that will eventually affect its delivery of goods and services. It is timely for government organizations to revisit their vision for the future as they prepare for the next administration and possible changes in its organizational leadership. The Bureau of Plant Industry (BPI) is one such organization that desires to further its service to the public as it adapts itself amidst the impending change in political and leadership landscapes.

The BPI, attached to the Department of Agriculture (DA), was created in 1930 by virtue of Act 3639 to promote the development of plant industries through crop and plant research and development, crop production, crop protection and effective promotion and transfer of relevant technologies. Moreover, the powers, functions and duties of then Bureau of Agriculture concerning plant research and crop production were transferred to and vested in the Bureau.

To continuously enhance its capacity to be more effective and efficient in the delivery of its mandates, the BPI identified the need to develop a medium-term strategic plan that will describe where the organization is right now in terms of their programs and interventions; where they want to go; and the course of actions needed to guide them in defining their strategic medium-term directions. Critical in developing a well-defined and evidence-based plan is to undertake a systematic organizational assessment that would look into the various organizational dimensions. This will allow the organization to determine the appropriate strategies and responsive interventions in addressing organizational issues and concerns and 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.

In view of this, the BPI requested the Development Academy of the Philippines (DAP) for assistance. In response, DAP proposed a technical assistance in the formulation of the strategic plan for the BPI that aims to enhance its strategic



management and planning process. This helped prepare BPI embark on a journey towards quality and performance excellence.

Project Objective: The strategic planning intervention sought to help the BPI define their strategic direction in the next five years.

Specifically, the DAP technical assistance allowed BPI to:

1. Surface performance issues and capacity gaps along key organizational dimensions;
2. Identify opportunities for improvement and priority institutional interventions to address the performance gaps identified;
3. Re-visit its mission, vision and core values based on their mandate;
4. Define its strategic objectives that will help achieve its vision and mission;
5. Identify a set of performance measures and annual targets that will be used as basis for performance monitoring and evaluation;
6. Determine time-bound programs and/or projects that will pursue the achievement of strategic objectives; and
7. Develop scorecard for each division.

Project Type: Technical Assistance/Consultancy

Project Beneficiary: Bureau of Plant Industry (BPI)

Regional Coverage: National Coverage

IV. Project Accomplishments

Key Activity Implemented:

- Conduct of Performance Excellence (Self-Assessment) Workshop
- Conduct of Field Validation Visits
- Conduct of Strategic Planning Workshops
- Conduct of Division Scorecard Formulation/Cascading Workshop
- Clean-up sessions

Major Outputs:

- Performance Excellence Workshop Results
- Organizational Performance and Capacity Assessment Report
- Strategic Planning Workshop Design
- Final Draft Agency Strategic Plan (Strategy Map, Level 1 [Bureau] Scorecard, Initiative Profiles)
- Consolidated division scorecards

Project Impact/Benefits:

- The project allowed the Bureau of Plant Industry define its strategic directions for the next six years and formulate its division scorecards aligned with its strategic plan.
- The Bureau's delivery units were able to formulate their own mission and vision statement aligned with the Bureau's revisited strategic directions.
- The project paved way for a collective consciousness that agency planning has to be participative and inclusive.
- Participants were capacitated on the use of Balanced Scorecard (BSC) as a planning framework. They were encouraged to identify outcome indicators in measuring the results of their interventions and "out-of-the-box" initiatives to ensure effective and efficient service delivery.

CENTER FOR GOVERNANCE

(Center)

2017 PROJECT ACCOMPLISHMENT REPORT

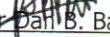
Lessons Learned:

1. The redesigning of the Performance Excellence Self-Assessment Framework allowed substantive inputs from the participants.
2. The incorporation of an incentive system (in the form customized chips i.e. participants exchanging earned chips for reward in the DAP Store) of during the conduct of workshops (performance excellence, strategic planning and cascading) encouraged active participation and timely submission of outputs.
3. Additional dedicated technical and administrative staff to the project contributed to on-time delivery of intervention outputs with available lead time to review and revise.

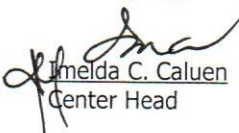
V. Attachments

- One-Point Lesson
- Certificate of Project Closure
- Certificate of Project Deliverable Accepted

Prepared by:


Peter Dan B. Baon
Project Manager

Noted / Approved by:


Imelda C. Caluen
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