



Center for Organizational Development 2015 PROJECT ACCOMPLISHMENT REPORT

Project Information

Project Code:	KMRAH
Project Title:	DAP Competency-Based Human Resource Management and Development
Project Start:	September 1, 2014
Project End:	April 30, 2015
Project Price:	Php 1,500,00.00
Client Organization:	Development Academy of the Philippines

Project Team

Project Manager	Carina Evangelista
Team Members	Zemalyn Gutierrez, Dianna Delfin, Rina Loriza Datiles, Marietta Quevedo-Umbay
Supervising Fellow	Immanuel Magalit
Consultants/ Resource Person	

Project Details

Project Description	The project covers the first phase of installing a competency-based human resource management and development system at Development Academy of the Philippines by creating competency models and competency profiles which will be used in the recruitment, selection and placement, and development of employees in the Academy (Programs Group and Graduate School)
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The 1st Phase of the CBHRMD for DAP, aims to accomplish the following:

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| Project Objective | <ol style="list-style-type: none"> 1. Identify the core competencies of the Academy and the functional competencies of positions under the Programs Group and Graduate School; 2. Create competency models for both the core and functional competencies; 3. Build competency profiles for select job families in project management; and 4. Capacitate the HRMDO on applying the competency-based technology to the various HRMD subsystems. |
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Focus Area	Human Resource Management and Development
Project Type	Regular
Regional Coverage	National Coverage

Project Accomplishments

Key Activities Implemented	Focus Group Discussions, Key-Informant-Interviews, Surveys
Major Outputs	<ol style="list-style-type: none"> 1. DAP list of Core and Functional Competencies for the Programs and Graduate School 2. Competency Dictionary 3. Competency Models and Profiles
Project Impact	Improve HRMD systems in the public sector in order to hire, develop, and retain competent individuals in the service



Lessons Learned

- This type of project would require a participative approach from the executives, managers and employees of the Academy;
- Workshops should be scheduled ahead of time to ensure the attendance of target participants;
- The list of competencies may change as the project progresses
- Pilot test should be conducted in order to validate the competency profiles
- The competency models and profiles should be reviewed and updated regularly

Attachments

See attached.

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