



I. Project Information

Project Code	: CLGZG
Project Title	: Local Government Executives and Managers Class (LGEMC) Batch 14
Project Start	: June 01, 2024
Project End	: November 30, 2024
Project Price	: PhP6,500,000.00
Client Organization	: Department of Budget and Management (GAA-Fund)

II. Project Team

Project Manager	: Neala Justine O. Medina
Team Members	: Karina Marya U. Mendoza, Dorothy Rose J. Palafox, Majella M. Delfin, Kimberly T. Cardona, Michelle N. Belga, Erika Paula C. Pesigan, Lester John A. Villar, Maria Corinna Priscila D. Escartin, Jaice Ann C. Morada, Kristine Noelle M. Cruz
Supervising Fellow	: Jannis T. Montañez

Consultants /Resource Persons : Imelda C. Caluen, Jannis T. Montañez, Alvin P. Principe, Gilbert E. Lumantao, Peter Dan B. Baon, Maria Rosario A. Ablan, Michelle N. Belga, Mel Senen S. Sarmiento, Austere A. Panadero, Ma. Victoria V. Alcosaba, Alfredo M. Coro II, Michael Victor N. Alimurung, Angelita Y. Gregorio – Medel, Kristine Joy S. Briones, Francisco A. Magno, Anna Liza F. Bonagua, Arce P. Fajardo, Gil S. Beltran, Ryan S. Lita, Dennis S. Santiago Carmelita O. Antasuda, Florante V. Galura, Marcos G. Ayangwa, Kevin A. Javier, Jaqueline A. Landicho, Apollo Edwin S. Pagano, Stephanie F. Christiansen, Ferdinand P. Tumaliuan, Nerrisa T. Esguerra, Carmel P. Matabang, Agustin C. Mendoza, Edna Cynthia S. Berces, Arecio A. Casing, Jr., Richardson T. Cua, Romel Patrick E. Tanghal, Mirasol P. Montenegro

III. Project Details

Project Description

The Public Management Development Program-Local Government Executives and Managers Class (PMDP-LGEMC) is an intensive program that aims to strengthen the capabilities of local government leaders so that they may excel in their roles and performance of mandated functions, be more adaptive and agile in a changing and disruptive environment, and promote good practices and innovations for a sustained and more effective delivery of public services at the local government level. It is centered on three (3) key learning areas: (1) personal efficacy and leadership; (2) development and governance; and (3) strategic public management, with the development of Innovation Project Concept as the final requirement of the program.

The program targeted Department Heads, including those in charge of critical local government functions, with permanent positions for two years and above. The scholars participated in lectures, assessment exercises, and coaching sessions through a flexible and blended learning mode which may combine synchronous and asynchronous sessions using an online platform scheme, while ensuring the integrity of the curriculum and the highest standards of academic excellence.



Project Objective:

The PMDP-LGEMC Training Program shall enable the scholars to: (1) instill the value of self-efficacy and adaptive leadership in light of their critical role as innovators and drivers of change in the organization; (2) apply broad-based governance and development perspectives in the performance of local government unit (LGU) roles and functions; (3) apply strategic management in leading and managing organizations and other areas to deliver mandated functions and services; (4) integrate interdisciplinary and evidence-based approaches in the performance of key functions, particularly, local planning, investment programming, resource mobilization and budgeting, and policy/program development and implementation; and (5) develop innovation projects driven by a deep understanding of the local situation and of the ever-changing wants and needs of citizens, for an effective and efficient delivery of devolved services and functions.

Focus Area: Transformational and Innovation Towards Performance Excellence

Project Type: Training

Project Beneficiary: Local Government Units

Regional Coverage: Nationwide

IV. Project Accomplishments

Key Activities Implemented:

Training program design revision and approval
Orientation for the scholars
Project team and faculty mobilization
Scholar's handbook updating
Setting-up of Zoom and Google Classroom
Hybrid curriculum delivery of Courses 1 - 5
Tabulation of course and resource person's evaluations
Processing of payment for suppliers and resource persons
Liquidation of cash advances
Project debriefing

Major Output:

Pre- and Post- Tests Results
Five (5) courses of the LGEMC conducted in hybrid delivery
Five (5) Course Coordinator's Reports submitted and approved
Project Accomplishment Report and One-Point Lesson Learned

Project Impact:

- Guided by the objectives, the program improved the knowledge and skills of twenty-seven (27) department heads or those in-charge of critical local government functions on personal efficacy and leadership; governance and development; and strategic public management.
- Scholars appreciated concepts presented to them and immediately reflected it through course requirements specifically the following:
 - Myers Briggs Type Indicator Test
 - Reflections on Team Effectiveness and Adaptive Leadership
 - Assessments of their LGUs Comprehensive Development Plan and Result Matrices
 - Reflection on Philippine Quality Awards Categories
 - Strategy Map and Balanced Scorecard
 - Local Economic Enterprise Proposal, Action Plan on LGU Fiscal Sustainability Scorecards (FSS)
 - Local Government Financial Performance Management System (LGFPMs)
 - Local Expenditure Program
 - Innovation Project Concept
- The program received positive affirmations from the scholars like appreciating how good governance and being adaptive leaders can change their respective LGUs, through their learnings,



Center for Governance

2024 PROJECT ACCOMPLISHMENT REPORT

they can improve communication and information dissemination that will greatly increase transparency in providing services and implementing projects.

- In their immersive LGEMC experience, the scholars were inspired to be catalysts of change and spark inspiration to their fellow government employees.
- By implementing their innovation projects and cascading their learnings, they can somehow make a difference in terms of building the capacities of fellow colleagues and alleviating particular issues in their communities.
- A deep appreciation on how LGU systems work was realized by the scholars through the program that empowered them to envision equal access to and faster delivery of governmental services.
- Some of the scholars already sent updates regarding the implementation of their Innovation Projects and this signifies their ongoing pursuit for better and efficient governance.

Lessons Learned:

- Constant reminders and communication with the scholars are essential especially when scholars are not responsive in follow-ups about requirements. Trackers and official letters to the scholars who haven't submitted can be given before the start of Course 5.
- Plot possible dates of faculty meetings considering all schedules of the faculty members. Continue to send initial invitations to all resource persons 1-2 months in advance.
- Be consistent with documenting sessions as some of the sessions were not documented throughout the conduct.
- Continue to pursue looking for alternative roster of faculty and subject matter experts to avoid last minute changes in the implementation of courses and revalida.
- Make use of the Innovation Project Concept database for continuous familiarization of sectoral concepts and guide the management team to provide comments and suggestions in coaching scholars.
- Attach previously approved LOIs and documents to process honoraria to serve as reference when submitting new documents for review. This reference will help ease the review process.

V. Attachments

- One Point Lesson
- Course 1-5 Reports
- Program and Course Evaluation Results
- Summaries of Resource Person Evaluation Results

Prepared by:

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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.