

Center for Governance
2024 PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code: CPGZH

Project Title: 2024 Capability Building on Innovative Leadership for Legislative Staff

Project Start: 1 January 2024

Project End: 31 March 2025

Project Price: P 74,620,000.00

Client Organization: DBM/ Philippine Congress

II. Project Team

Project Manager: Sheena Carmina V. Mateo

Team Members:

Ma. Czarina Krisha M. De Leon, Jeanena Mae E. Rafer, Kristine Ann S. Estrada, Mary Ann D. Fajardo, Mardy S. Gonzales, Eliza Salud C. Galang, Lean Rius D. C. Morales, Elluz M. Macalinao, Trisha Mae A. Mariano, Christopher Brian N. Caiga, Rhealyn Joy I. Anceno, Le Angela Juarez, Norielyn D. De Guzman, Dannieliza V. Sambrano, Angeli A. Buclatin, Jared A. Cabrera, Maria Patricia Alexandra T Vargas, Mariz P. Potestades, Ronna Shane Belaro, Beatriz Isabelle P. Calugay, Joebert D. Sayson, Lea S. Peralta, Maria Rosario A. Ablan, Majah-leah V. Ravago, Jannis T. Montañez, Ziona Gilia Castro, Benette B. Mendoza

Supervising Fellow: Gilbert Lumantao

Consultants/ Resource Persons:

Eduardo T. Gonzalez, Jalton G. Taguibao, Jean E. Franco, Pamela D. Manalo, Romulo Emmanuel M. Miral Jr., Maxine Tanya Hamada, Gemma B. Gabuya, Gil S. Beltran, Novel V. Bangsal, Jesse T. David, Reverie Pure G. Sapaen, Maria Ela L. Atienza, Maria Victoria R. Raquiza, Rolando U. Toledo, Tirso Raymond S. Gutierrez, Alfredo Mahar Francisco A. Lagmay, Michelle Alarcon, Ruth Eunice Mina-diamante, Maria Vida G. Caparas, Josephine B. Manalo, Lorna Q. Israel, Maria Fe B. Abalos, Kristine Agape M. Javier, Rodolfo Noel S. Quimbo, Czarina Teresa B. Teves, Robert Dominick E. Mariano, Dondon P. Marcos, Jennifer Andrea S. Imperial, Sandino J. Soliman, Rachel E. Khan, Fredmoore S. Cavan, Melinda Q. De Jesus, Jennifer R. Aquino, Bernadine B. Mahinay, Mario Marlito R. Domingo, Gregorio R. Bilog Iv, Maricel T. Sicat

III. Project Details

Project Description:

The Philippine Congress in 2018 has recognized the need to continuously capacitate top and up-and-coming legislative staff so as to ensure they are able to complement the evolving lawmaking functions of our legislators which involves the conduct of committee hearings and legislative inquiries on various socio-economic and political issues. Thus, Congress has identified education and training capability building as an intervention to develop capacities of its technical legislative staff so as to effectively assist and manage the need of our legislators.

It is in pursuit of this agenda, that the legislative branch has chosen to partner with the Development Academy of the Philippines, with its reputation as the leading training institution that has capacitated individuals and development stakeholder organizations in government, the private sector, civil society, academe, and international organizations in efficiently and effectively performing their respective roles and mandates in development, to design and implement a continuous training program that would meet the evolving capacity needs of its staff.



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Both online and face-to-face learning will be utilized in delivering all training interventions, taking into consideration potential health risk and effective learning methods appropriate to the intended objective as well as to the changing situation.

The CBILLS program implemented the following components:

1. Local Training which covers topics on management, leadership, policy development and technical skills, including special topics to revisit fundamental concepts, and facilitate awareness on current political trends, and new and/or emerging perspectives in the public sector.

a. Courses on management, leadership and policy development skills designed specifically to enhance leadership competencies and technical skills of participants.

b. Lecture series on socio-political and economic perspectives aim to promote the discipline of long-term planning and to provide a venue for discussing strategic issues that impact socio-political and economic governance.

2. The International Learning component is an opportunity for participants to learn from international experts and institutions. It aims to enhance global perspective and understanding on public policy systems, legislation, public sector leadership, as well as to innovative governance measures. It will also serve as a forum of information exchange where participants can discuss and share skills and best practices, while building and strengthening networks for possible international collaboration.

Project Objective:

As a general objective, the capability building program seeks to capacitate senior leaders, managers and technical legislative staff of both the Senate and House of Representatives in leadership, management and technical skills. Specifically, it enables participants to:

1. Deepen their understanding of their management and leadership roles;
2. Realize what it takes to be an effective leader/manager;
3. Broaden their perspective on socio-political and economic trends and innovations;
4. Nurture their personal efficacy and ethical competence
5. Hone their technical skills in policy development; and,
6. Develop a global mindset in realizing new strategies and best practices relevant to their work.

Specifically, the CBILLS Program addresses the learning needs of the following groups:

Appropriations and Finance Group

Emerging Leaders

Middle Managers

Senior Leaders

Focus Area: Governance, Leadership and Public Policy Development

Project Type: Education and Training

Project Beneficiary: Legislative Staff and Officers of the Philippine Congress

Regional Coverage: NCR

IV. Project Accomplishments

1. Project Mobilization and Preparation Documents:

- Program Design, Module and Session design
- Nomination and Selection of Participants
- Memorandum of Agreement with NUS-LKYSP, KDIS, and CMSPP
- CBILLS website
- 3 Hayag - commentaries
- 2 newsletters



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- Identification and Invitation of Resource Persons
 - Coordination meetings
 - Preparation of LOI and terms of reference
 - Administrative and Logistics (Transportation, procurement, cash advance)
 - Preparation of course materials (hand-outs, supplies, IDs, food, etc.)
2. Project Implementation:
- Conduct of training program
 - 8 Learning Modules
 - 3 Lectures
 - 1 Inaugural Conference
 - 4 International Learning Courses
 - Publication initiative (website, commentaries, newsletter)
 - Annual Report Publication
 - End-of-year Program Evaluation 2024
 - Documentation of activities
3. Project Closure
- Debriefing
 - Training report

Major Outputs:

- 1) Total of 130 participants were trained.
- 2) The 2024 Program run the following intervention for the following tracks through in-person set-up:
 - Emerging Leaders
 - Course on Professionalism, Ethics, and Integrity in the Public Sector
 - Course on Excel for Data Management
 - Course on Policy Analysis
 - Middle Managers
 - Course on High Performance Leadership
 - Course Managing the Policy Process
 - International Learning Course
 - Senior Leaders
 - Course on Systems Thinking
 - International Learning Course
 - Appropriations and Finance Group
 - Course on Policy Monitoring and Evaluation
 - Course on Risk Management in Public Finance
 - International Learning Course in partnership with
 - Three (3) Lectures – Theme: Rethinking Transformative Development Policies for an Inclusive and Resilient Philippines
 - Strengthening Public Accountability and Participatory Governance for Sustainable Development
 - Building Trust: Opportunities for Citizen Participation in Public Accountability
 - The Future of Truth: Navigating Information in the Digital Age
 - Inaugural CBILLS Conference
- 3) Participants output submitted:
 - 31 EL Individual Reflection
 - 7 EL Group Policy Paper
 - 25 MM Personal Leadership Plan
 - 4 MM Policy Review
 - 4 SL Systems Map
 - 4 AFEL Evaluation Criteria
 - 32 EL Reaction Paper



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- 22 MM Reaction Paper
- 16 SL Reaction Paper
- 24 AFEL Reaction Paper
- 24 AFM Reaction Paper
- 3 AFM Financial Risk Management Policies
- 8 Mission Reports

4) Website and Publications

- CBILLS website - <https://cbills.dap.edu.ph/>
- 2 newsletter "Brevis" a biannual newsletter providing publication of CBILLS activities and content
- 3 written commentaries from congressional committee secretaries under Hayag: Legislative Notes
- 1 Annual report

5) Training reports

Lessons Learned:

The tickets purchased through the travel agency was bought by the latter from another supplier which created a layer of process in allowing scholars to rebook or purchase additional services from the airline. The team should ensure that the travel agency supplier and/or the participants should have access or will be allowed to purchase directly from the airline.

The appropriations and finance EL scholars expressed their dissatisfaction with how their track was managed, particularly in terms of coordination and scheduling, which persisted even beyond the implementation. The PM/CM should have intervened immediately and met with the scholars to address their concerns.

Preparation for the ILC and Conference was delayed because drafting of training reports was prioritized, which were not even submitted on time. This resulted in inefficient deployment of the team in the ILC and Conference, hindering effectiveness and agility, consequently overburdening some team members. Clear timeline and submission should have been set at the beginning of the year. PM/CM should have been strategic in deciding which tasks should have been prioritized and in providing overall guidance.

One DAP graduation took more time and effort from the program team than expected which derailed end of year evaluation and planning of CBILLS 2025.

V. Attachments

- [Component Training Report](#)
- 2024 Annual Report
- [ILC Partner Report](#)
- [2024 BAR MOVs](#)

Prepared by:


Sheena Carmina V. Mateo
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