



**CENTER FOR ORGANIZATIONAL DEVELOPMENT**

(Center)

**2016 PROJECT ACCOMPLISHMENT REPORT**

**I. Project Information**

Project Code	KMRGH
Project Title	<b>A Strategic Review of PNOC Operations and Organization and the Design of a New Structure to Transform the PNOC into an Operating Entity (PNOC Re-Structuring)</b>
Project Start	September 15, 2015
Project End	May 31, 2016
Project Price	PhP 4,431,200.00
Client Organization	Philippine National Oil Company

**II. Project Team**

Project Manager	Carina Evangelista
Team Members	Marietta Umbay, Flordeliza Martin, Loretta Balanzat, Tricia Marie Dimalaluan, Andres Largo, Zemalyn Ronda, Cristina Bobis, Dianne Delfin
Supervising Fellow	Immanuel Magalit
Consultants/RPs	Pierre Angelie Batara (Technical)

**III. Project Details**

Project Description	A technical assistance project will review the structure, functions, and staffing of the PNOC and propose a new organizational structure that is aligned to its new mandate as an operating entity
Project Objective	To develop a new structure for the PNOC based on the requirements of the GCG
Focus Area	Organizational development; change management
Project Type	Regular
Project Beneficiary	PNOC
Regional Coverage	PNOC

**IV. Project Accomplishments**

Key Activities Implemented	Contracting / Negotiating, Project Team Mobilization, Organizational Diagnostics, Organizational Prognostics, Detailing, Action Planning
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**Major Outputs**

1. The Proposed Organizational Structure;
2. The Updated Functional Descriptions from the highest level to the section level;



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3. The Updated Job Classifications and Levelling;
4. The Proposed Staffing Pattern with Job/Position Descriptions & Qualification Standards;
5. The Proposed Compensation and Position Classification Methodology based on career bands; and
6. An implementation plan, including an interim operations plan and a transition program for affected officers and employees.

Project Impact                      Increased organizational performance of PNOC

Lessons Learned                      The support of the PNOC ManComm is important in the success of the re-structuring and implementing change in the organization

The participatory and consultative approach used by the DAP project team is effective in producing the project deliverables

Org re-structuring / re-organization projects require a dedicated project team

Thoroughness and attention to detail is very important in producing the outputs

**V. Attachments**

- Summary of Evaluation for Course and Resource Person (for training program)
- Certificate of Project Closure (for all completed projects)

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