



Center for Organizational Development
(Center)

[2016] PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	KIPMK
Project Title	Orientation Course in Competency Modeling and Position Profiling
Project Start	01 February 2016
Project End	31 April 2016
Project Price	PhP504,000.00
Client	HR Practitioners from National Government Agencies (NGAs) and Government Owned and Controlled Corporations (GOCCs) (Public Offering)

II. Project Team

Project Manager	Zemalyn G. Ronda
Team Members	Dianne B. Delfin, Gloria B. Lim, Flordeliza T. Martin, Loretta Y. Balanzat, and Andres P. Largo
Supervising Fellow	Immanuel A. Magalit
Consultants/ Resource Persons	Marietta Quevedo-Umbay, Immanuel A. Magalit, Carina F. Evangelista, Rene I. Lamzon

III. Project Details

Project Description	<p>The Orientation Course in Competency Modeling and Position Profiling (CMPP) is a four-day Orientation Course wherein participants reflectively go through the actual procedure of creating basic competency models and profiles using a "guided task approach". This course features real "hands-on" experience, an "inside view" of the complexities and challenges involved, and a "sneak peak" at the possible responses to these challenges.</p>
Project Objectives	<p>At the end of the four-day Orientation Course, participants will be able to:</p> <ol style="list-style-type: none">1. Differentiate competencies from skills, job descriptions, and qualification standards;2. Differentiate core from functional competencies, and technical from leadership competencies;3. Describe what a competency-based approach is and its advantages;4. Narrate the steps for producing competency profiles;5. Create a list of competencies relevant to one's agency;6. Write three competency definitions by following a definition template;7. Write Key Behavioral Indicators across several levels for one competency; and8. Describe the parts of a competency profile.
Focus Area	Training and Development
Project Type	Training (Public Offering)



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Project Beneficiary

HR Practitioners from National Line Agencies (NLAs) and
Government Owned and Controlled Corporations (GOCCs)

IV. Project Accomplishments

Key Activities Implemented

Course Outline:

1. The Nature of and Rationale behind a Competency-based Approach
2. Overview of the Human Resource Management and Development System
3. Competency Modeling and Profiling
4. Identifying and Classifying Competencies
5. Defining Competencies
6. Constructing Competency Key Behavioral Indicators
7. Competency Modeling
8. Competency Profiling

Major Outputs

Major Outputs are the following:

1. Core Competencies with Definitions
2. Functional Competencies with Definitions
3. Competency Models

Project Impact

Pool of competent HR practitioners in the National Line Agencies (NLAs) and Government Owned and Controlled Corporations (GOCCs) who will establish and implement the Competency-Based HRMD in the whole of government

V. Attachments

- Summary of Evaluation for Course and Resource Person (for training program)
- Certificate of Project Closure (for all completed projects) – *Not Applicable*

Prepared by:

ZEMALYN G. RONDA
Project Manager

Noted / Approved by:

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