



CENTER FOR ORGANIZATIONAL DEVELOPMENT

(Center)

[2016] PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code : KMPGL
Project Title : Orientation Course in Competency Modeling and Position Profiling Batch 3
Project Start : November 16, 2016
Project End : March 10, 2017
Project Price : Php 594,000.00
Client Organization : Public and Private

II. Project Team

Project Manager : Dianne B. Delfin
Team Members : Angelica Sarah C. Riofrio, Loretta Y. Balanzat, Andres P. Largo, Almira M. Mirabel
Supervising Fellow : Marietta Q. Umbay
Consultants/Resource Persons : Rene I. Lamzon, Immanuel A. Magalit, Marietta Q. Umbay, Carina F. Evangelista, Dianne B. Delfin

III. Project Details

Project Description : The Orientation Course in Competency Modeling and Position Profiling aims to develop a good understanding of and basic skills in facilitating the construction of competency models and position profiles. The orientation course uses a "guided task approach" in which the participants will learn the ropes of competency modeling and position profiling as they reflectively go through the procedure itself of creating basic competency models and position profiles. This gives the participants real "hands on" experience, a first-hand view of the complexities and challenges involved, and an "inside view" of the possible responses to these challenges.

Project Objective : The Orientation Course in Competency Modeling and Position Profiling aims to develop a good understanding of and basic skills in the construction of competency models and position profiles.

Focus Area : Training and Development
Project Type : Public Offering
Project Beneficiary : Not Applicable
Regional Coverage : Nationwide

IV. Project Accomplishments

Key Activities Implemented : Module 1: Overview of the Competency-Based Human Resource Management and Development System
Module 2: Identifying Competencies and Writing Competency Definitions
Module 3: Writing Competency Models
Module 4: Writing Position Profiles

Major Outputs : **The major outputs of the participants in the workshop are:**

1. "Universe" or long list of competencies;
2. Core Competencies with Definitions
3. Functional Competencies with Definitions
4. Competency Models
5. Position Profiles



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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:

DIANNE B. DELFIN
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