



## 2016 TARGETS AND ACCOMPLISHMENTS

### I. The DAP Mandate, Powers and Functions

The Development Academy of the Philippines is a government-owned and controlled corporation established in 1973 with original charter created by Presidential Decree 205, amended by Presidential Decree 1061 and further amended by Executive Order 288.

#### Mandate

As stated in Section 1, Presidential Decree 205, dated 07 June 1973, DAP's mandate is:

1. "To foster and support the development forces at work in the nation's economy through selective human resources development programs, research, data collection, and information services, to the end that optimization of wealth may be achieved in a manner congruent with the maximization of public security and welfare;
2. To promote, carry on and conduct scientific, inter-disciplinary and policy-oriented research education, training, consultancy, and publication in the broad fields of economics, public administration, and the political and social sciences, generally, involving the study, determination, interpretation, and publication of economic, political, and social facts and principles bearing upon development problems of local, national, or international significance; and,
3. To discharge a regional role in initiating and catalyzing exchange of ideas and expertise on development activities in the region of Asia and the Pacific."

#### Mission

The DAP shall develop transformative leaders, innovative ideas, and synergistic solutions to make the public sector more effective and efficient. In particular, it shall:

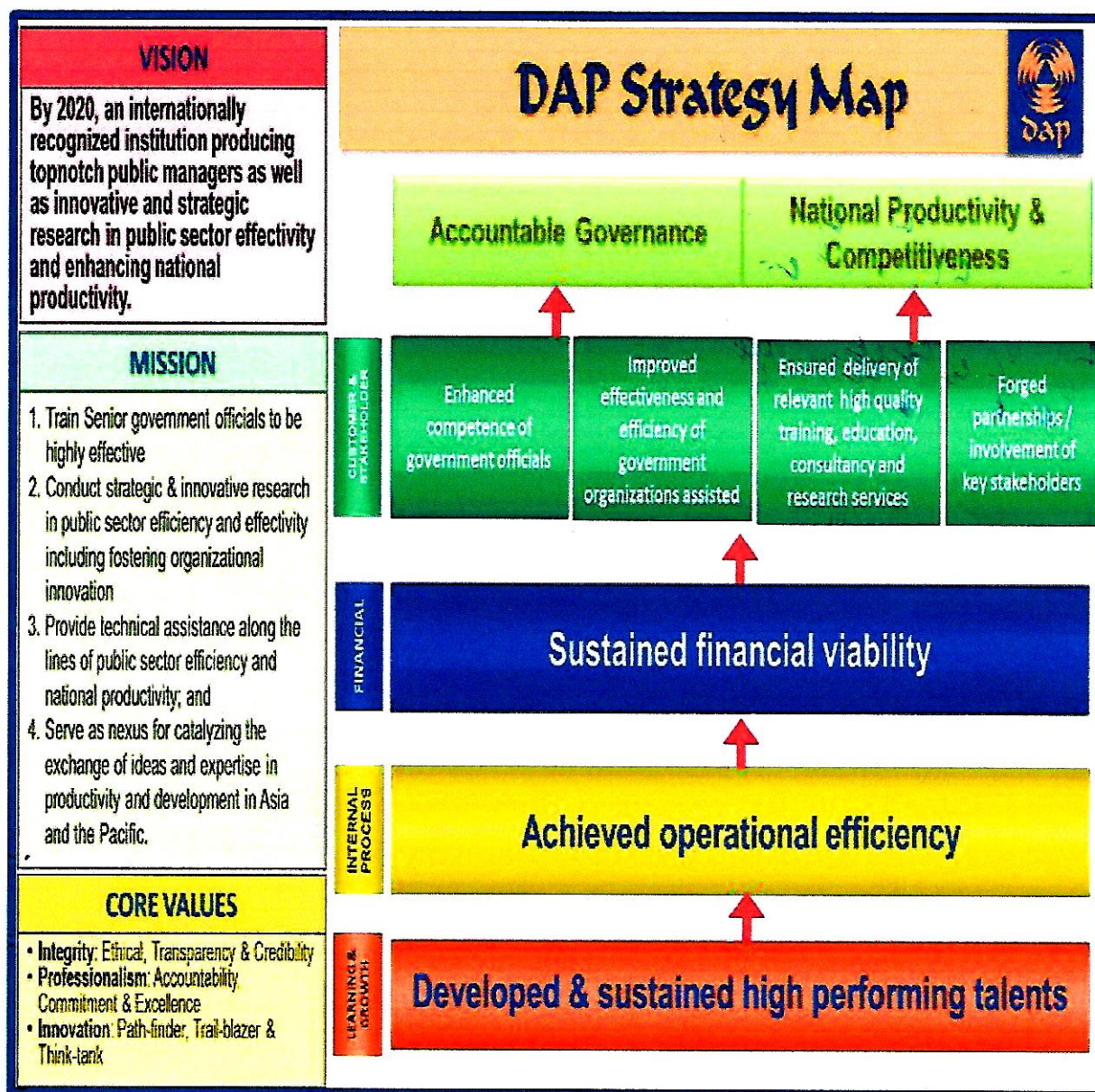
1. Train senior government officials to be highly effective;
2. Conduct strategic and innovative research in public sector efficiency and effectivity including fostering organizational innovations;
3. Provide technical assistance along the lines of public sector efficiency and productivity; and,
4. Serve as nexus for catalyzing the exchange of ideas and expertise in productivity and development in Asia and the Pacific.

#### Vision

By 2020, DAP is an internationally recognized institution producing topnotch public managers as well as innovative and strategic research in public sector effectivity and enhancing national productivity.

## II. DAP Strategy Map

The Academy commits to perform efficiently and effectively its Mandate and Mission; pursue the attainment of its Vision; and live with its Core Values indicated in the Strategy Map. The Academy will still pursue its strategic objectives under the four perspectives so that accountable governance and national productivity and competitiveness would be realized in 2020.



III. DAP 2016 Performance Scorecard

Monitoring Report of Performance Targets  
(January to December 2016)

| Perspec<br>tive        | Strategic Objectives (SO) &<br>Performance Measures (PM) | Formula   | Weights   | Rating/<br>Score<br>(Actual vs<br>Target) | Target<br>2016 | Actual<br>2016                                     |  |
|------------------------|--|---|---|---|----------------|--|--|
| CUSTOMER/ STAKEHOLDERS | <b>SO1</b>   | <b>Enhanced Competence of Government Officials</b>  |   |   |                |  |  |
|                        | PM1  | Number of key government officials (Senior Executives and Middle Managers) capacitated                    | Actual number of key government officials (Senior executives & middle managers) graduated or completed the programs | 10%                                       | 10%            | Graduate Degree Program<br>GSPDM: 829<br>PMDP: 140 | Graduate Degree Program<br>GSPDM: 845<br>PMDP: 143 |
|                        | PM2  | Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate                                      | Proportion of participants or students with accepted or implemented REPs & APPs                                     | 10%                                       | 10%            | GSPDM: 95%<br>PMDP: 85%                            | GSPDM: 100%<br>PMDP: 84.3%                         |
|                        |  |   | <b>Subtotal</b>   | <b>20%</b>                                | <b>20%</b>     |  |  |
|                        | <b>SO2</b>   | <b>Improved effectiveness and efficiency of government organizations assisted</b>                         |   |   |                |  |  |
|                        | PM3  | Percentage of client government offices with ISO 9001 certifiable QMS                                     | No. of agencies with ISO9001 Certifiable QMS over number of client agencies   | 10%                                       | 10%            | 60%  | 70%  |
|                        | PM4  | Participation Rate of National Government Agencies in RBPMS/PBIS Implementation                           | No. of NGAs that participated in RBPMS-PBIS implementation over total no. of NGAs                                   | 10%                                       | 9%             | 100%   | 99%  |
|                        |  |   | <b>Subtotal</b>   | <b>20%</b>                                | <b>19%</b>     |  |  |
|                        | <b>SO3</b>   | <b>Ensured delivery of relevant high quality training, education, consultancy &amp; research services</b> |   |   |                |  |  |
|                        | PM5  | Customer satisfaction rating  | Proportion of DAP clients that are satisfied with all DAP services  | 7%  | 7%             | 85%  | 87%  |
|                        | PM6  | Complete architectural and engineering study of the proposed extension of the Tagaytay facility           | Actual accomplishment   | 5%  | 5%             | 80%  | 80%  |
|                        |  |   | <b>Subtotal</b>   | <b>12%</b>                                | <b>12%</b>     |  |  |
|                        | <b>SO4</b>   | <b>Forged partnership/involvement of key stakeholders</b>   |   |   |                |  |  |
|                        | PM7  | Number of programs implemented in collaboration with key agencies and stakeholders                        | Total number of programs implemented in collaboration with key agencies and stakeholders                            | 8%  | 8%             | 14   | 14   |
|                        |  |   | <b>Subtotal</b>   | <b>8%</b>                                 | <b>8%</b>      |  |  |

| Perspective        | Strategic Objectives (SO) & Performance Measures (PM)  | Formula  | Weights     | Rating/ Score (Actual vs Target) | Target 2016  | Actual 2016  |
|--------------------|--|--|-------------|----------------------------------|--|--|
| FINANCIAL          | <b>SO5 Sustained financial viability</b>   |  |             |                                  |  |  |
|                    | PM8 Revenue growth year to year (Gross Revenue)  | Percentage growth year to year                   | 5%          | 5%                               | 7%   | 24%  |
|                    | PM9 Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)  | EBITDA (% increase from year to year)            | 5%          | 5%                               | 8%   | 22%  |
|                    |  | <b>Subtotal</b>                                  | <b>10%</b>  | <b>10%</b>                       |  |  |
| PROCESS EXCELLENCE | <b>SO6 Achieved operational efficiency</b>   |  |             |                                  |  |  |
|                    | PM10 On-time delivery rate   | Amount accrued over total accruable amount       | 10%         | 10%                              | 88%  | 95%  |
|                    | PM 11 Quality Management System (QMS) Conformance Rate<br>- Project Management System<br>- Support Systems<br>- Conference Facilities Management | Sustained ISO certification                      | 5%          | 5%                               | Continued Certification (all processes)  | Continued Certification ISO 9001:2015 (with closed NCs)                                    |
|                    |  | <b>Subtotal</b>                                  | <b>15%</b>  | <b>15%</b>                       |  |  |
| LEARNING & GROWTH  | <b>SO7 Developed and sustained high performing talents</b>   |  |             |                                  |  |  |
|                    | <i>Rationalization/ Reorganization Plan</i>  | Actual accomplishment                            | NA          |                                  | NA   |  |
|                    | PM 12 Organizational climate employee morale index   | 100% developed                                   | 7.5%        | 7.5%                             | Generate baseline data   | 3.84 (Baseline: Above Average)   |
|                    | PM 13 Adoption and implementation of Competency-Based Human Resource Management Framework (CBHRMF)   | Implementation of the competency-based framework | 7.5%        | 7.5%                             | Undertake position & person profiling<br><br>75% of incumbents in PA to Fellow I positions | Undertake position & person profiling<br><br>83% of incumbents in PA to Fellow I positions |
|                    | <b>Subtotal</b>  | <b>15%</b>                                       | <b>15%</b>  |                                  |  |  |
|                    | <b>GRAND TOTAL (Performance Rating)</b>  |  | <b>100%</b> | <b>99%</b>                       |  |  |


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