



## **Development Academy of the Philippines Performance Commitment for 2017**

### **I. DAP Mandate, Mission, Vision and Values**

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.

#### **A. Mandate**

Based on its charter, the DAP is mandated to:

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.

#### **B. Mission**

The Academy's mission is as follows:

1. Initiate research and strategic studies that address the current issues and foresee trends to generate better policy and action;
2. Provide consultancy, training, publication, and education that is relevant and responsive to the public and private sector towards increased productivity and excellence; and
3. Initiate concrete programs and projects that accelerate growth, development, and security for replication, as well as assist in sustaining public and private collaboration.

#### **C. Vision**

Under its new leadership, the DAP management has formulated a fresh vision:

The DAP thinks and acts ahead of the curve in accelerating the transformation of people and organizations for nation-building.

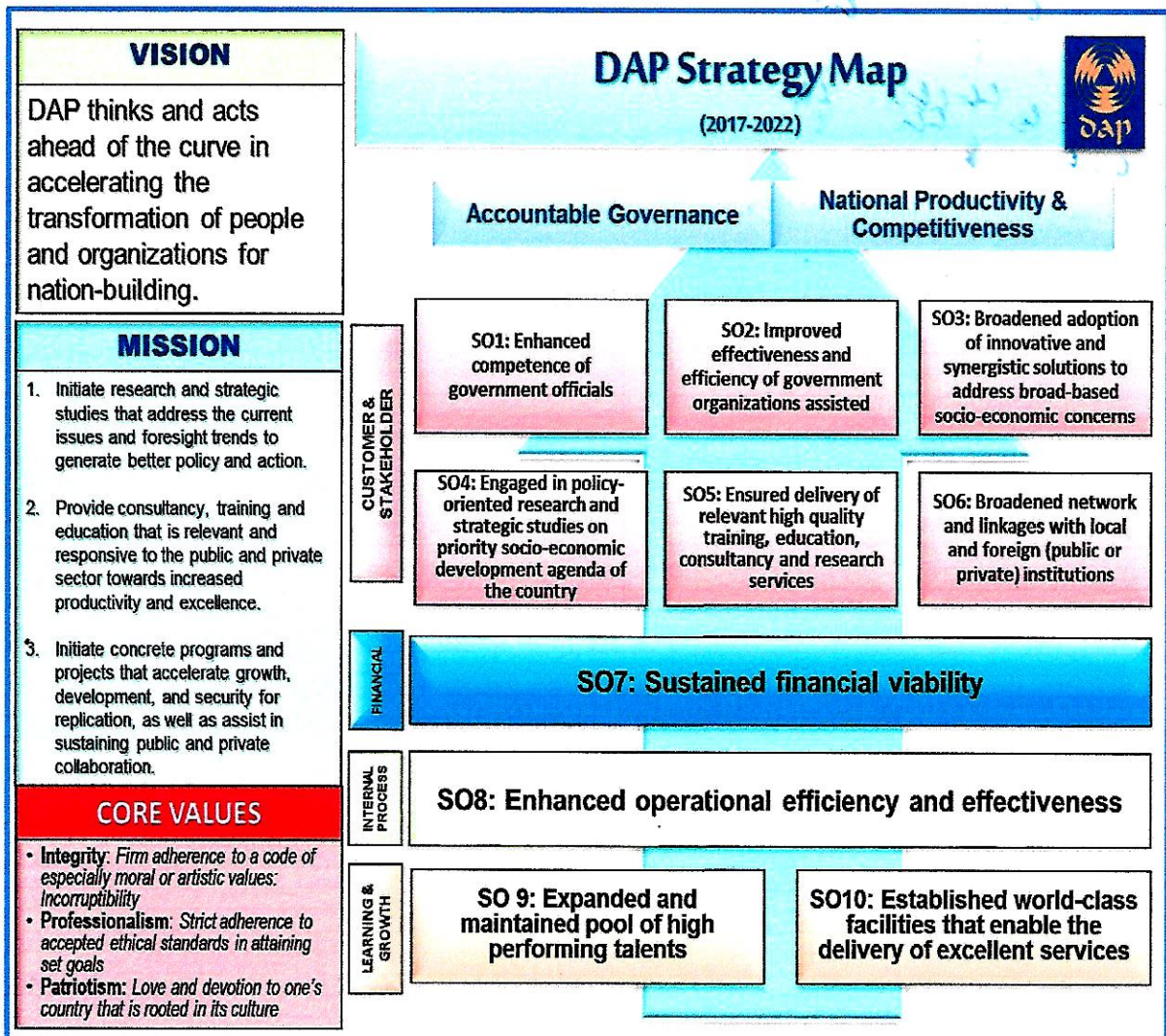


**D. Values**

The DAP will be guided by the core values of **integrity**, **professionalism**, and **patriotism** in all its activities and dealings with stakeholders, both internal and external.

**II. DAP Strategy Map**

The Academy commits to perform efficiently and effectively its Mandate and Mission, pursue the attainment of its Vision, and live up to its Core Values as indicated in the DAP Strategy Map 2017-2022. The ten strategic objectives along the four perspectives – customers/stakeholders, financial, internal process, learning & growth – are set to support the priorities of the Administration towards accountable governance and national productivity and competitiveness of the country. *(It should be noted that three strategic objectives are added in the updated Strategy Map.)*





### III. DAP Performance Scorecard (*\*most of the SOs and PMs were discussed with the GCG-TWG*)

The metrics of DAP performance are reflected in its Performance Scorecard. Table below shows in a snapshot the Academy's FY 2017 targets.

**DAP FY2017 Performance Scorecard**

Performance Measure	Formula	2016 Baseline	2017 Target
<b>Strategic Objective 1: Enhanced competence of government officials</b>			
PM1: Key government officials capacitated	Total/actual number of officers and senior technical personnel graduated or completed the program	GSDAP: 845 PMDP: 143	GSDAP: 825 PMDP: 140
PM2: Percentage of REPs/APPs accepted for implementation	Proportion of participants or students with accepted or implemented REPs & APPs	GSDAP: 100% PMDP: 84.3%	GSDAP: 100% PMDP: 85%
<b>Strategic Objective 2: Improved effectiveness &amp; efficiency of Government Organizations assisted</b>			
PM3: Percentage of client government offices w/ ISO9001 Certifiable QMS	No. of agencies with ISO 9001 Certifiable QMS over total number of agencies assisted on QMS	70%	65%
<b>Strategic Objective 3: Broadened adoption of innovative and synergistic solutions to address broad-based socio-economic concerns*</b>			
<b>Strategic Objective 4: Engaged in policy-oriented research and strategic studies on priority socio-economic development agenda of the country*</b>			
<b>Strategic Objective 5: Ensured delivery of relevant high quality training, education, consultancy and research services</b>			
PM4: Customer satisfaction rating	Proportion of DAP clients that are satisfied with all DAP services	87%	85%
PM5: Percentage completion of bidding for construction of DAPCC Facility Expansion in Tagaytay (contracted/awarded) <i>*this PM is in support to strengthen the capacity of DAP to provide both general and highly specialized training courses for government officials</i>	Actual accomplishment	80% <i>(percentage completion of architectural &amp; engineering documents)</i>	100% contracted/awarded <i>(construction phase)</i>
<b>Strategic Objective 6: Broadened network and linkages with local and foreign (public or private) institutions</b>			
PM6: Number of partnership with institutions	Total number of partnerships with institutions	14 <i>(number of programs implemented in collaboration with key agencies and stakeholders)</i>	Local – 9 International - 3



Performance Measure	Formula	2016 Baseline	2017 Target
<b>Strategic Objective 7: Sustained financial viability</b>			
PM7: Revenue growth year to year	Percentage growth year to year	24%	8%
PM8: EBITDA ( <i>Earnings Before Interest, Taxes, Depreciation &amp; Amortization</i> )	Percentage increase in EBITDA from year to year	22%	9%
<b>Strategic Objective 8: Achieved operational efficiency and effectiveness</b>			
PM9: On-time delivery rate	Percentage of projects completed/ accomplished as planned	95% <i>(based on accruals)</i>	88%
PM10: QMS conformance rate ( <i>Project Management System, Support Systems, &amp; Conference Facilities Management</i> )	Sustained ISO Certification (NC closure rate)	Continued Certification: ISO 9001:2015 (closed NCs)	Continued Certification: ISO 9001:2015 (closed NCs)
<b>Strategic Objective SO9: Expand and maintained pool of high performing talents</b>			
PM11: Organizational climate/employee morale index	Score on employee morale of surveyed employees	3.84	3.84 (maintain)
PM12: Adoption & implementation of Competency-Based Human Resource Management Framework	Implementation of the competency-based framework	Undertake position and person profiling 83% of incumbents in PA to Fellow I positions	100% of incumbents in the Support Group that underwent position & person profiling  100% of applicants/ recruits for PA to Fellow II positions assessed based on competencies
<b>Strategic Objective 10: Established world class facilities that enable the delivery of excellent services*</b>			

\* Performance measures and targets for the new strategic objectives nos. 3,4, & 10 are to be applied in 2018

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