

## 2017 TARGETS AND ACCOMPLISHMENTS

### I. The DAP Mandate, Mission and Vision

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**

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.

#### **Mission**

The Academy's mission is as follows:

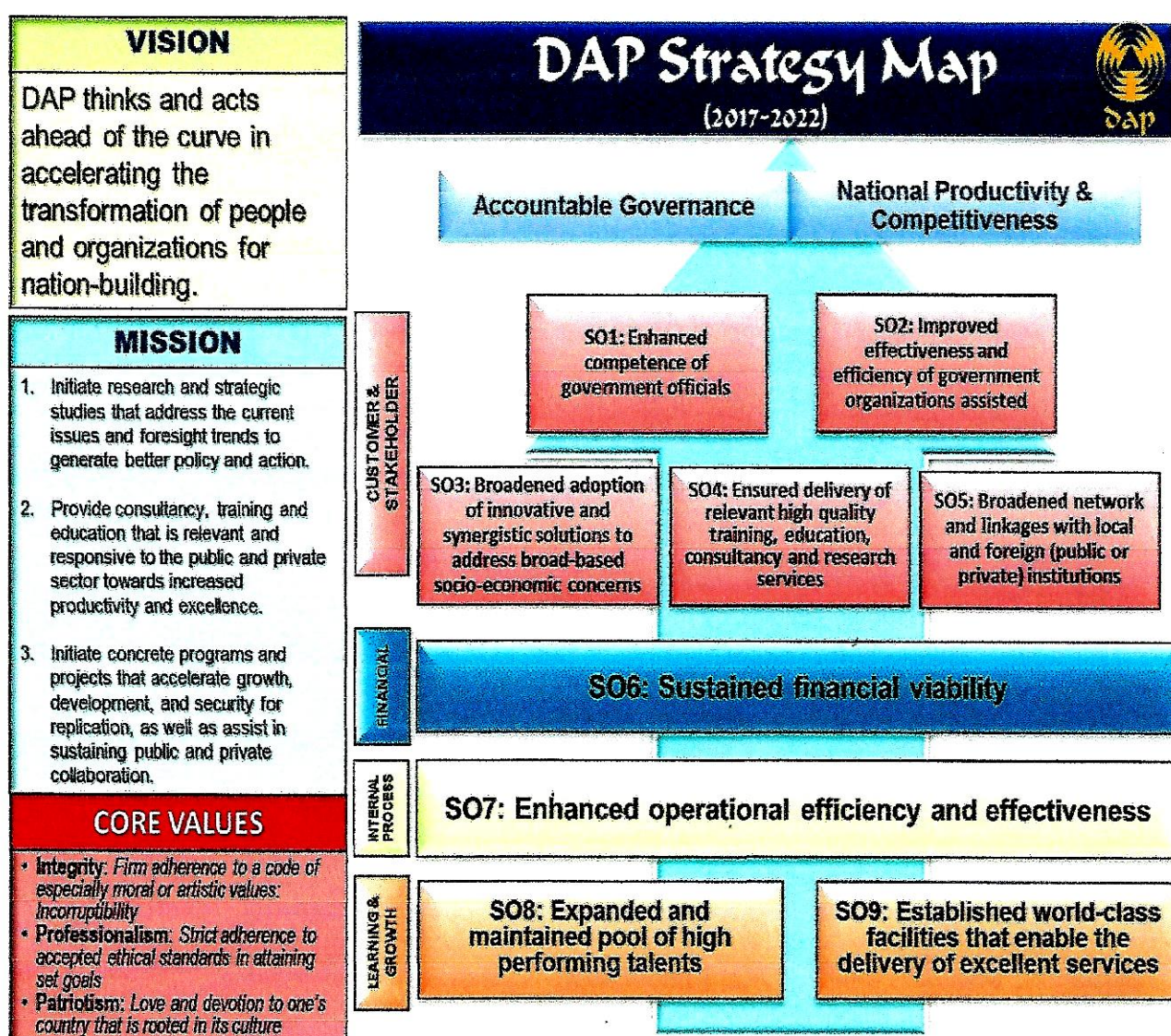
1. Initiate research and strategic studies that address the current issues and foresee trends to generate better policy and action;
2. Provide consultancy, training, publication, and education that is relevant and responsive to the public and private sector towards increased productivity and excellence; 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.

#### **Vision**

By 2020, the DAP thinks and acts ahead of the curve in accelerating the transformation of people and organizations for nation-building.

## 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 DAP Strategy Map 2017-2022. The nine strategic objectives along the four perspectives namely 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.



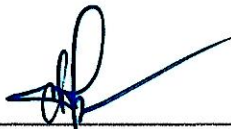
III. DAP 2017 Performance Scorecard

Monitoring Report of Performance Targets  
(January to December 2017)

Perspective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Target 2017	Actual 2017	
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%	GSPDM: 825 PMDP: 140	GSPDM: 802 PMDP: 120
	PM2	Re-Entry Plans (REPs) or Action Plans & Projects (APPs) Success Rate	Proportion of participants or students with accepted or implemented REPs & APPs	10%	GSPDM: 100% PMDP: 85%	GSPDM: 98% PMDP: 84%
			<b>Subtotal</b>	<b>20%</b>		
	<b>SO2</b>	<b>Improved effectiveness and efficiency of government organizations assisted</b>				
	PM3	Percentage of client government agencies assisted on QMS with ISO 9001 certifiable QMS	No. of agencies with ISO9001 Certifiable QMS over number of client agencies assisted	10%	65%	100%
	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%	100%	99%
			<b>Subtotal</b>	<b>20%</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%	85%	90.79%
	PM6	Percentage completion of bidding for construction (milestone accomplishment)	Actual accomplishment	5%	Conduct of bidding process	Bidding process was conducted
			<b>Subtotal</b>	<b>12%</b>		
	<b>SO4</b>	<b>Forged partnership/involvement of key stakeholders</b>				
	PM7	Number of partnership with institutions	Total number of partnerships with institutions forged/established	8%	14	17
			<b>Subtotal</b>	<b>8%</b>		

Persp ective	Strategic Objectives (SO) & Performance Measures (PM)	Formula	Weights	Target 2017	Actual 2017	
<b>FINANCIAL</b>	<b>SO5</b>	<b>Sustained financial viability</b>				
	PM8	Revenue growth year to year (Gross Revenue)	Percentage growth year to year	5%	8%	(7%)
	PM9	Earnings Before Interest, Taxes, Depreciation & Amortization (EBITDA)	EBITDA (% increase from year to year)	5%	9%	41%
			<b>Subtotal</b>	<b>10%</b>		
<b>PROCESS EXCELLENCE</b>	<b>SO6</b>	<b>Achieved operational efficiency</b>				
	PM10	On-time delivery rate	Amount accrued over total accruable amount	10%	88%	98%
	PM11	Quality Management System (QMS) Conformance Rate - Project Management System - Support Systems - Conference Facilities Management	Sustained ISO certification	5%	Continued Certification (all processes)	Continued Certification ISO 9001:2015 (closed NCs)
			<b>Subtotal</b>	<b>15%</b>		
<b>LEARNING AND GROWTH</b>	<b>SO7</b>	<b>Developed and sustained high performing talents</b>				
	PM12	Organizational climate employee morale index	100% developed	7.5%	3.84	3.89
	PM13	Adoption and implementation of Competency-Based Human Resource Management Framework (CBHRMF)	Milestone Accomplishment	7.5%	100% of incumbents in the Support Offices underwent position & person profiling	100% incumbents in the Support Offices underwent position & person profiling
			<b>Subtotal</b>	<b>15%</b>		
		<b>GRAND TOTAL (Performance Rating)</b>	<b>100%</b>			

Certified True and Correct



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