



CENTER FOR ORGANIZATIONAL DEVELOPMENT

PROJECT ACCOMPLISHMENT REPORT

I. Project Information

Project Code	GWRYH
Project Title	FTI 2.0 Reinvented
Project Start	October 1, 2018
Project End	December 31, 2019
Project Price	PhP 6,500,000.00
Client Organization	Food Terminal Incorporated (FTI)

II. Project Team

Project Manager	Abigail G. Fulgueras
Team Members	Winefrida M. Manzo Earl John M. Orio Joyce Camposagrado Wilfred Soriano Vanessa Datumputi Gerald Y. Cruz Dianne B. Delfin Bernard Joseph Buerano
Supervising Fellow	Trygve A. Bolante
Consultants/ Resource Persons	Francis Adrian Comendador, Cloyd Garcia, Joanne Lo, Mabie Joy Garcia, Ariel Faraon, Karl Garcia, Nestor Ian Fiedalan

III. Project Details

Project Description

The Development Academy of the Philippines, through its mandate of assisting development partners implement capacity building interventions and solutions, is proposing to partner with FTI to carry out **FTI 2.0** to reset, rebuild, and reorganize the corporation. The program concept described here is anchored on the requirements that will enable FTI to compose its roadmap, to comply as a government entity and eventually, to compete as a reinvented enterprise.

Project Objective

The **FTI 2.0** is designed to:

1. **Reset** the enterprise through a systematic, integrated and results-oriented approach.
2. **Reinvent**. The technical assistance aims to help FTI to:
 - a. Conduct an initial review and assessment of the FTI's internal and external capacities and situation to set the baselines and have objective data and overview of the current status of the corporation;
 - b. Revisit and redefine the vision and mission of FTI's strategic horizon based on the current organizational assessment; and
 - c. Facilitate planning workshops and consultations with internal and external stakeholders to produce the outputs.
3. **Activate**. The technical facilitation in directing and monitoring the plan execution in order for FTI to:
 - a. Ensure that all officials and staff of FTI are enthusiastic about the organizational changes, and are engaged in shaping and building the foundations of the corporation;

- b. Carry out the transition of the organization from its current state to the desired state; and
- c. Obtain access to several capacity building programs that will target both technical/functional and soft skill requirements to ascertain readiness to accomplish targets.

Focus Area

Organizational Development starting with the rapid review going to strategic planning, capability building, business development and planning.

Project Type

Technical Assistance and Consultancy

Project Beneficiary

Food Terminal Incorporated (FTI)

Regional Coverage

Government Owned and Controlled Corporation (GOCC)

IV. Project Accomplishments

Key Activities Implemented and Outputs

Components	Activities	Outputs
Project Inception	Inception Meeting	Inception Report and Project Implementation Plan
COMPONENT 1: Reinvent FTI To ensure alignment of FTIs mandate with that of the overarching development plan and current administration's priorities for the Philippines, this component aims to facilitate both the long- and short-term planning exercise of FTI. The Strategic Plan will articulate future direction and vision for the enterprise. Specific business plans are to be crafted in order to support priorities of the current administration. The newly-stated or validated vision, mission and organizational level initiatives will also be translated and broken down into operational actions by the different offices of FTI.		
Strategic Planning • Internal and External Assessment* • Planning Workshop	Survey Administration at FTI by means of email	Survey Results
	Retrieval of Completed Survey via returned emails	
	Desk Review and survey analysis by DAP	Assessment Results
	Stakeholder Interviews	
	Governance Training	
	Strategic Planning Workshops	Initial Draft Strategy Map, Scorecard and Initiatives
	1-day Clean up of Strategic Plan with Top Management	Second Draft of Strategic Plan
	1-day Validation session with BOD	Validated Strategic Plan
	Submission of Outputs	FTI Strategic Plan and Agency Scorecard/s
Initial Scoping of Core Business Processes And Business Development	Pre-work for the Business Process Mapping for the core business (Data Gathering)	Business Development • SIPOC analysis Business Case
	2-days Workshop on Business Development and Core Business Process Map with Top Management	
	Presentation of First Draft of Business Development Case to the BOD	
	Submission of Draft Business Development Case	

Components	Activities	Outputs
Business Planning	Pre-work Meeting for the Business Planning (Data Gathering)	Business Plan with the Initial Business Process Map
	Staggered 5-days Business Planning Workshop with Top Management	
	Presentation of Business Plan to BOD	
COMPONENT 2: Activate FTI		
Congruent to the strategic horizon and operationalization of FTI, the Change Management Plan will summarize all the initiatives to fully support the activities in the Operations Plan and the actualization of processed goals. This component will ensure built capability of the FTI in undertaking these plans through execution of HR development programs, communication plans, and monitoring and evaluation. This component aims to prepare the current workforce of FTI to transition to the enhanced and intensive operations of FTI 2.0.		
Managing Transition <ul style="list-style-type: none">• Rapid Assessment for Baseline• Transition Planning (Initiatives)• Monitoring and Evaluation of Implementation of Plans in 2019	Plans and Assessment Report	Transition Plan including Assessment Report
	End of Year Accomplishment Reporting meetings with Planning Officers	End-of-year Accomplishment
Building Capacity	Management of Capacity Building programs through Coaching and Mentoring	Human Resource Development Plan Schedule
	Provisions for the Technical Support team to assist project implementation	
Project Closure	Terminal Reporting	Project Completion Report


Project Impact

Assessment of the organizational capacity of the FTI to rebuild and operate as a new enterprise based on its new mandate to help support (1) price stabilization and (2) supply of agricultural products in the market. Crafting of its Strategic Plan under the new administration to ensure the direction of the agency as well as compliance to the requirements of the GCG and the Office of the President and lastly, drafting of a Business Plan that will be the initial step towards growing the agency and its enterprise to fulfill its new mandate for the next 50 years.

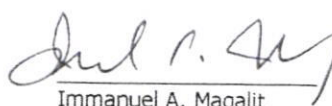
Lessons Learned

1. Clarification of roles in consultancy. Reiterate time and again to client that consultancy does not equate to the DAP doing all the work. We in the academy believes in capacitating the partner agencies to ensure that they will be able to implement programs and projects, ensure continuity and sustainability.
2. Ensure a working and functional technical Working Group on the part of the client that will work in unison and alignment with the the DAP Project Team.
3. Enhance the change management efforts buy in at the top management level and embedded even during the assessment and transition projects.

Prepared by:


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Noted / Approved by:


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