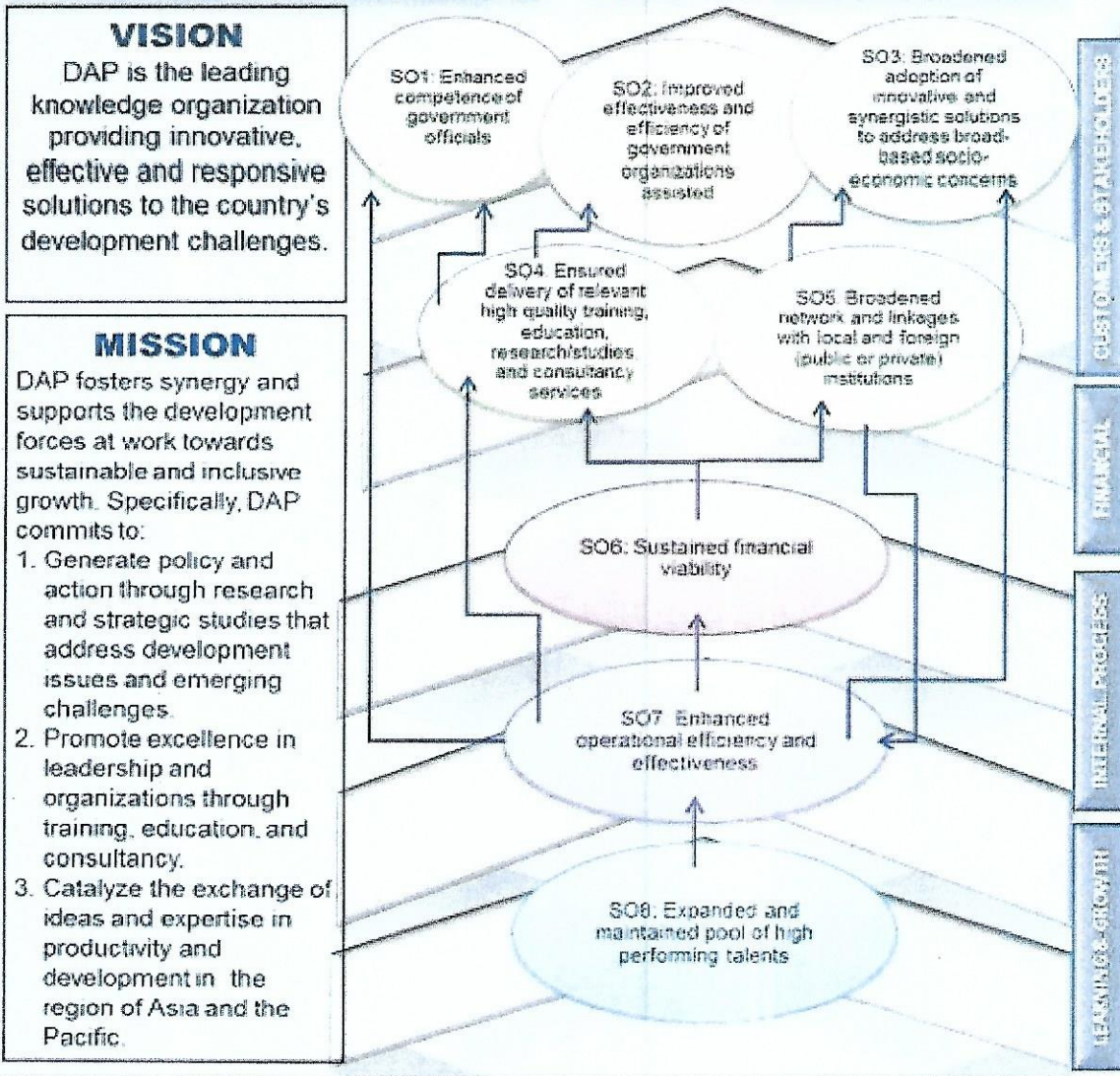


DAP Strategy Map (2018-2023)



Technological Innovation in Governance and Productivity

Regional and Local Development



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TECHNICAL PANEL MEETING
DEVELOPMENT ACADEMY OF THE PHILIPPINES
2024 PROPOSED STRATEGY MAP
SUMMARY OF DISCUSSIONS
22-Dec-23

	2023	Proposed 2024	TPM	REMARKS
Mission	DAP fosters synergy and supports the development forces at work towards sustainable and inclusive growth. Specifically, DAP commits to: 1. Generate policy and action through research and strategic studies that address development issues and emerging challenges. 2. Promote excellence in leadership and organizations through training, education, and consultancy. 3. Catalyze the exchange of ideas and expertise in productivity and development in the region of Asia and the Pacific	DAP fosters synergy and supports the development forces at work towards sustainable and inclusive growth. Specifically, DAP commits to: 1. Generate policy and action through research and strategic studies that address development issues and emerging challenges. 2. Promote excellence in leadership and organizations through training, education, and consultancy. 3. Catalyze the exchange of ideas and expertise in productivity and development in the region of Asia and the Pacific	DAP fosters synergy and supports the development forces at work towards sustainable and inclusive growth. Specifically, DAP commits to: 1. Generate policy and action through research and strategic studies that address development issues and emerging challenges. 2. Promote excellence in leadership and organizations through training, education, and consultancy. 3. Catalyze the exchange of ideas and expertise in productivity and development in the region of Asia and the Pacific	Charter Statement and Strategy Map for updating (as the year indicated does not cover 2024)
Vision	DAP is the leading knowledge organization providing innovative, effective and responsive solutions to the country's development challenges	DAP is the leading knowledge organization providing innovative, effective and responsive solutions to the country's development challenges	DAP is the leading knowledge organization providing innovative, effective and responsive solutions to the country's development challenges	
Core Values	1. Dangal (Honor and Integrity) 2. Galing (Smart and Innovative) 3. Tatag (Stable and Future-ready)	1. Dangal (Honor and Integrity) 2. Galing (Smart and Innovative) 3. Tatag (Stable and Future-ready)	1. Dangal (Honor and Integrity) 2. Galing (Smart and Innovative) 3. Tatag (Stable and Future-ready)	
Strategic Objectives				
Customers and Stakeholders	Enhanced competence of government officials	Enhanced competence of government officials	Enhanced competence of government officials	Same as 2023
	Improved effectiveness and efficiency of government organizations assisted	Improved effectiveness and efficiency of government organizations assisted	Improved effectiveness and efficiency of government organizations assisted	Same as 2023
	Broadened adoption of innovative and synergistic solutions to address broad-based socio-economic concerns	Broadened adoption of innovative and synergistic solutions to address broad-based socio-economic concerns	Broadened adoption of innovative and synergistic solutions to address broad-based socio-economic concerns	Same as 2023
	Ensured delivery of relevant high quality training, education, research/studies, and consultancy services	Ensured delivery of relevant high quality training, education, research/studies, and consultancy services	Ensured delivery of relevant high quality training, education, research/studies, and consultancy services	Same as 2023
	Broadened network and linkages with local and foreign (public or private) institutions	Broadened network and linkages with local and foreign (public or private) institutions	Broadened network and linkages with local and foreign (public or private) institutions	Same as 2023
Financial	Sustained financial viability	Sustained financial viability	Sustained financial viability	Same as 2023
Internal Processes	Enhanced operational efficiency and effectiveness	Enhanced operational efficiency and effectiveness	Enhanced operational efficiency and effectiveness	Same as 2023
Learning & Growth	Expanded and maintained pool of high performing talents	Expanded and maintained pool of high performing talents	Expanded and maintained pool of high performing talents	Same as 2023

For GCG:
Atty. Yafreeza M. Alawi
Corporate Governance Officer V

For Development Academy of the Philippines
Alan Cajos
VP for Corporate Concerns and Compliance Officer

For NEDA:
Genshen L. Espedido
Senior Economic Development Specialist

DEVELOPMENT ACADEMY OF THE PHILIPPINES
2024 TECHNICAL PANEL MEETING
SUMMARY OF DISCUSSIONS

Component					Baseline				Proposed Target	TPM	Remarks
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023 Target	2024	2024	
SO 1	Enhanced Competence of Government Officials										
SM 1	Percentage of scholars who completed the Education and Training Program	Number of graduates over total number of enrolled students per class	10%		GSPDM: 100% (346/346) PMDP: 99% (75/76)	GSPDM: 98.64% (145/147) PMDP: 97.69% (127/130)	GSPDM: 87.43% (320/366) PMDP: 94.86% (204/215)	90%	90%	90%	Renamed from "Completion rate".
SM 2	Capstone acceptance rate	Number of CPP and APP accepted by the panel over total number of CPP and APP presented	10%		GSPDM: 100% (346/346) PMDP: 90.79% (69/76)	GSPDM: 100% (145/145) PMDP: 84.3% (103/107)	GSPDM: 87.43% (320/366) PMDP: 96.21% (127/132)	85%	85%	85%	Renamed as per NEP target
SM 3	Number of government managers/executives and legislative officers/staff trained or capacitated	Actual number of government managers/executives and legislative officers/staff trained or capacitated	5%	Absolute number	NA	NA	NA	3,305	3,265	720	Based on NEP targets. DAP to provide program briefers
SO 2	Improved effectiveness and efficiency of government organizations assisted										
SM 4	Program beneficiaries reached	Actual number of agencies participated in the program	5%		NA	NA	NA	108	123	90	Based on NEP targets DAP to submit program briefers
SM 5	Number of beneficiary agencies assisted	Total count of agencies provided with services	5%		NA	NA	NA	143	190	135	Based on NEP targets
SO 3	Broadened adoption of innovative and synergistic solutions to address broad-based policy and socio-economic concerns										
SM 6	Number of TA interventions adopted	Total number of TA interventions utilized/adopted	5%		NA	NA	NA	38	57	37	Based on NEP targets
SM 7	Number of research results adopted	Total number of research and studies utilized/adopted	5%		NA	NA	NA	21	21	21	Consistent with NEP target DAP to submit supporting documents (NEP submissions as received by DBM), and list of research to be adopted for 2024

IMPACT


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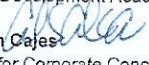
	Component				Baseline				Proposed Target	TPM	Remarks	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023 Target	2024	2024		
SOCIAL	SM 8	Number of research/studies undertaken/completed	Total count of research/studies undertaken/completed	3%					25	25	20	DAP to submit list of research/studies for 2024. Supporting documents: research abstract, and signed and approved research Target subject to changes due to GAA
	SM 9	Proportion of knowledge product & information considered relevant & useful by target readers	Number of Materials considered as relevant and used by target readers over number of materials and information produced (e.g. art card, videos, articles, catalog, social media posts. Etc.)	2%					100%	100%	100%	Consistent with NEP target
	SO 4	Ensured delivery of relevant high quality training, education, research/studies, consultancy services										
	SM 10	Percentage of satisfied customers	Total number of satisfied respondents over total number of respondents	5%	Actual over target (if < 60% = 0)	99%	99.40%	96%	85%	85%	90%	90% CSM as required of all GOCCs For external processes only
	SO 5	Broadened network and linkages with local and foreign (public or private) institutions										
		Percentage of active partnerships with institutions*	total number of partnerships with existing activities over total number of partnerships forged	5%		100%	100%	100%	100%	100%	For reclassification of DAP	To be converted as a strategic initiative. Weight shall be redistributed.
	SM 11	Number of international projects/hostings implemented	Total count of APO projects hosted or implemented by DAP	5%		14	15	15	15	15	15	Consistent with NEP target
			Sub-total	65%								
	SO 2	Sustained Financial Viability										
	SM 12	Service and business income	EBITDA (% increase from year to year) absolute value average 3 year	10%								For revisiting by DAP Consider revising the measure and weight redistribution

Component				Baseline				Proposed Target	TPM	Remarks		
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023 Target	2024	2024			
FINANCIAL	Budget Utilization Rate (BUR) for Major Government Programs from NG											
	SM 13	a. Subsidy Utilization Rate - Obligation	Total obligated subsidy over total COB from subsidy (net of PS Cost)	2%		NA	NA	NA	NA	NA	90%	GCG recommends that the BUR should have 3 submeasures (NG Subsidy Obligated, NG Subsidy disbursed, Corporate Fund disbursement) DAP to submit pertinent documents as basis for the denominators
		b. Subsidy Utilization Rate - Disbursement	Total disbursed over total amount obligations (net of PS cost)	2%		NA	NA	NA	NA	NA	90%	
		c. Corporate Fund Utilization Rate - Disbursement	Total disbursement from IGF over Total COB from IGF (net of PS cost)	1%		NA	NA	NA	NA	NA	90%	
		Sub-total	15%									
INTERNAL PROCESS	SO 7	Enhanced operational efficiency and effectiveness										
	SM 14	On-time delivery rate*	Number of projects completed on or before the agreed project duration over total number of projects completed	3%		95.35%	87.74%	86%	85%	85%	85%	DAP to submit the list of projects and estimated completion date for 2024. Projects starting on 2024 but ending 2025 shall also be included.
	SM 15	Compliance to Quality Standards	Sustained ISO certification	5%		ISO 9001:2015 Certified	ISO 9001:2015 Certified (passed 1st surveillance audit based on MFCP)	ISO 9001:2015 Certified	ISO 9001:2015 Certified	Continued Certification ISO 9001:2015	Continued Certification ISO 9001:2015	Renamed for consistency with other GOCCs
	SM 16	Number of systems enhanced or implemented through the e-government initiative	Actual count of e-government initiative developed or implemented	2%		1 (DTS)	1 (e-RMS)	1 (Lihang)	1	1	DAP to revisit target	Some initiatives of DAP are aligned with the digitalization roadmap. Committed to ARTA: Document Tracking System (DTS) GCG requirement: automation of processes DAP to submit a copy of hackathon results and digitalization roadmap once available
		Sub-total	10%									

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Component				Baseline				Proposed Target	TPM	Remarks		
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023 Target	2024	2024			
LEARNING AND GROWTH	SO 8	Expanded and maintained pool of high performing talents										
		Organizational climate employee morale index*	Score on employee morale of surveyed employees	5%		3.86	4.01	3.5	3.5	3.5 (Positive perception)	To be excluded from the scorecard and moved as a strategic initiative profile	DAP targets a conservative figure for this measure. Main output is the positive perception. Will be moved as a strategic initiative profile under SM 20
	SM 17	Percentage of employees meeting the required competencies	No. of plantilla employees meeting the required competency over total no. of plantilla employees with competency gaps	5%		93%	97.70%	98%	90%	90%	Establish baseline	DAP will be revisiting the strategy to identify competency gaps and monitor the competency for the position. DAP to determine the baseline based on the Individual Development Plan (IDP).
		<i>Sub-total</i>	10%									
		TOTAL	100%									

For GCS:

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 VP for Corporate Concerns and Compliance Officer

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