

PRELIMINARIES

- “LEADER equals ORGANIZATION” is not just a generally accepted principle; it is an unspoken rule.
- More than raising the bar, we redefine.

NATIONAL AGENCIES UNDERTAKING PGS INITIATION



Main revenue generation

Bureau of Internal Revenue



Infrastructure

Department of Public Works and Highways



Basic Social Services

Department of Education



Infrastructure

Department of Transportation and Communications



Basic Social Services

Department of Health



Peace and Order

Philippine National Police

CHARTER STATEMENT

Made up of...

VISION STATEMENT

MISSION STATEMENT

CORE VALUES

Institutional Guidelines
or Lighthouses

guiding the journey of the organization



CORE VALUES

Excellence
Integrity
Compassion



MISSION STATEMENT

To provide quality basic education that is accessible to all and lays the foundation for lifelong learning and service for the common good

What are Core Values and Mission Statement?

- Institutional
- Preserved
- Strengthened
- Define organizational conduct

CHARTER STATEMENT

Made up of...

VISION STATEMENT

Long-term end state

Towards 2030

MISSION STATEMENT

CORE VALUES

Change the culture of governance

Reactive and
Short-Term

Long-Term
and Proactive



VISION STATEMENT

By 2030, a World-Class Organization, providing integrated transport, connecting people, islands, families, communities and the nation with the rest of the world and constantly responding for environmentally-sustainable and globally competitive transport.

STRATEGY MAP

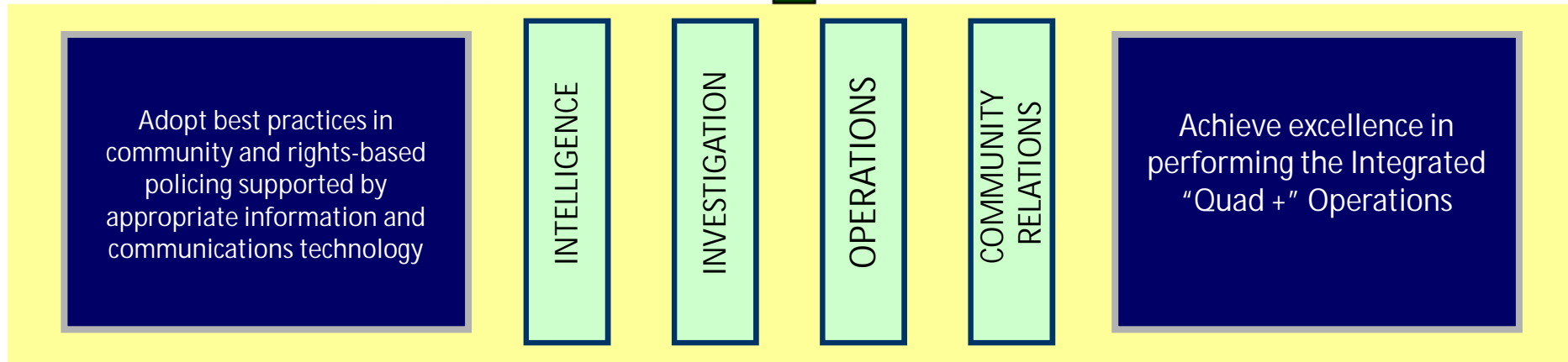


Community

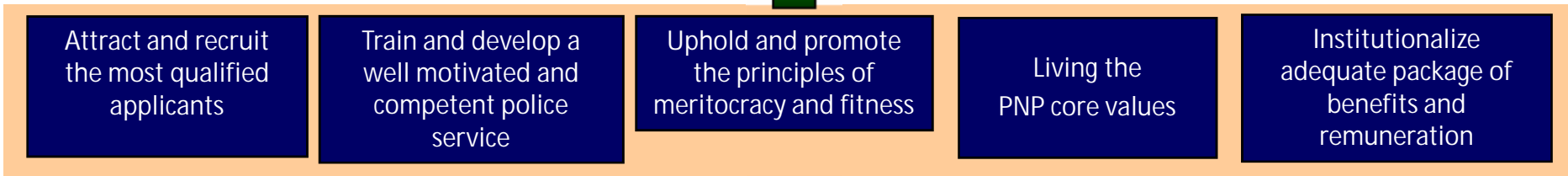
A safer place to live, work and do business

Effectively Enforce Laws

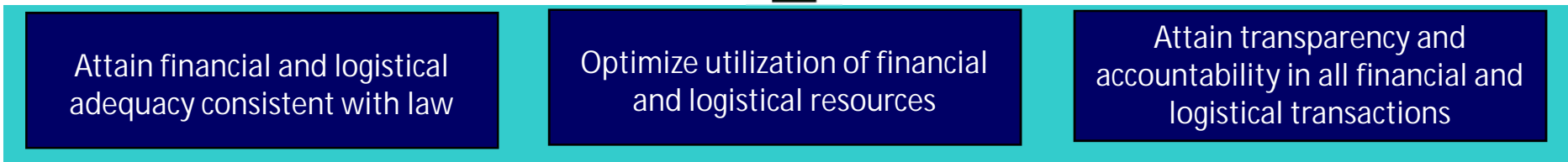
Process Excellence



Learning and Growth



Resource Management



Stakeholders' Support





GOVERNANCE SCORECARD

- Quantifiable scores and commitments that can be verified
- Deviation from the prevalent words-based progress reporting

Measures	Targets			Initiatives
	2010	2020	2030	
1. Transport cost (in PhP)	1.69	1.60	1.50	Implement needs-driven network development and asset preservation programs
2. National road network	75%	85%	100%	Implement national roads improvement program
3. International Roughness Index		5.5	4.5	4 Needs-Driven Asset Preservation
5. Absorptive Capacity	80%	90%	100%	Implement continuing institutional capacity development program
6. ISO Certification	0	5	5	6.1 Implement ISO certification program for DPWH core offices
	All Large B	All Large B & A	All Large & Medium	6.2 Implement ISO certification program for DPWH contractors
7. Adherence to programming criteria	50%	75%	90%	Advocacy for adherence to programming criteria among various external stakeholders
8. Time and cost control	55%	65%	90%	Strengthen supervision and monitoring & evaluation of project implementation
9. Systems improvement	2	4	6	Enhance resource planning and management systems
10. Personnel satisfaction index	60%	80%	95%	Enhance employee feedback mechanism and implement productivity-based reward system
11. Performance composite index	70%	85%	100%	Implement comprehensive HRM program
12. Personnel accreditation	55%	80%	100%	Implement personnel accreditation program
13. Stakeholders' approval rating	C+	B	A	Support multi-stakeholder partnership program

COMMITTED LEADERSHIP

Central to the success of the installation is...

COMMITMENT

CHARTER STATEMENT
Made up of...
VISION STATEMENT Long-term end state
MISSION STATEMENT Around 2030
CORE VALUES Change the culture of governance
Reactive and Short-Term | Long-Term and Proactive

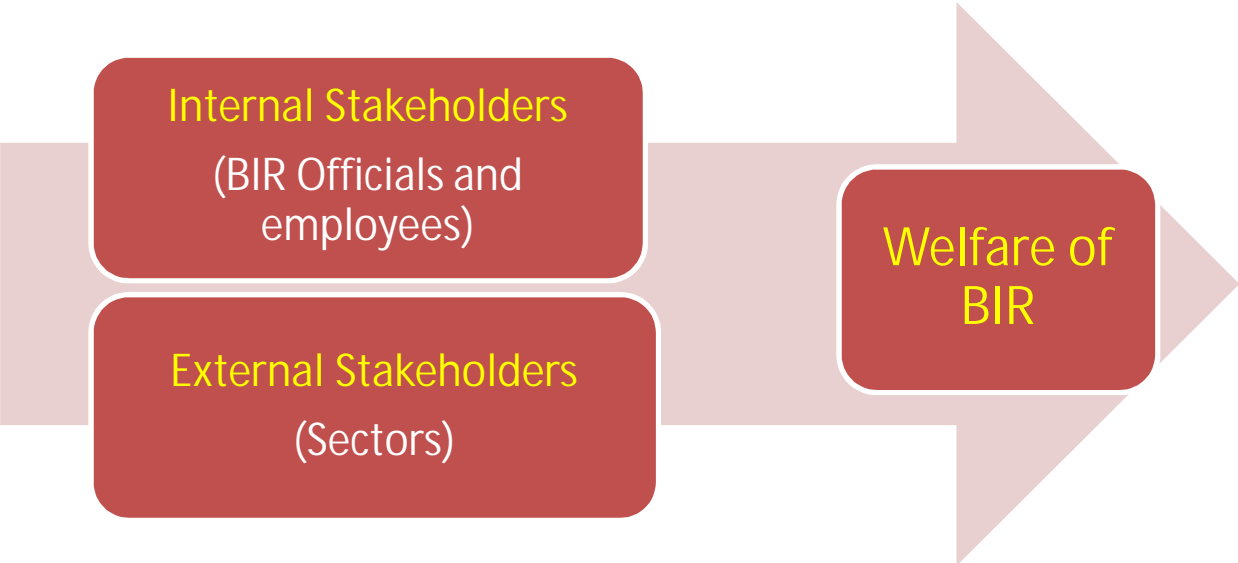
STRATEGY MAP
Active excellence in efficiency and progress

GOVERNANCE SCORECARD
Quantifiable scores and commitments that can Deviations from the pre-set words based on

Measures	2016	2017	2018	Notes
1. Internal and Roughness Index	5.5	4.5	4	Needs-Driven Asset Diversification
2. Access for Society	80%	80%	100%	100% compliance in the access to the society membership system
3. ISO Certification	2	3	3	6.1 Incident: 10 incident program for ISO 9001:2015
4. Employee Satisfaction	4.5	4.5	4.5	6.2 Incident: 10 incident program for ISO 9001:2015
5. Public Perception	2	3	3	6.3 Incident: 10 incident program for ISO 9001:2015
6. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
7. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
8. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
9. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
10. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
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14. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
15. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
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17. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
18. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
19. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability
20. Financial Sustainability	100%	100%	100%	100% compliance in the financial sustainability



Top management to the cross-section



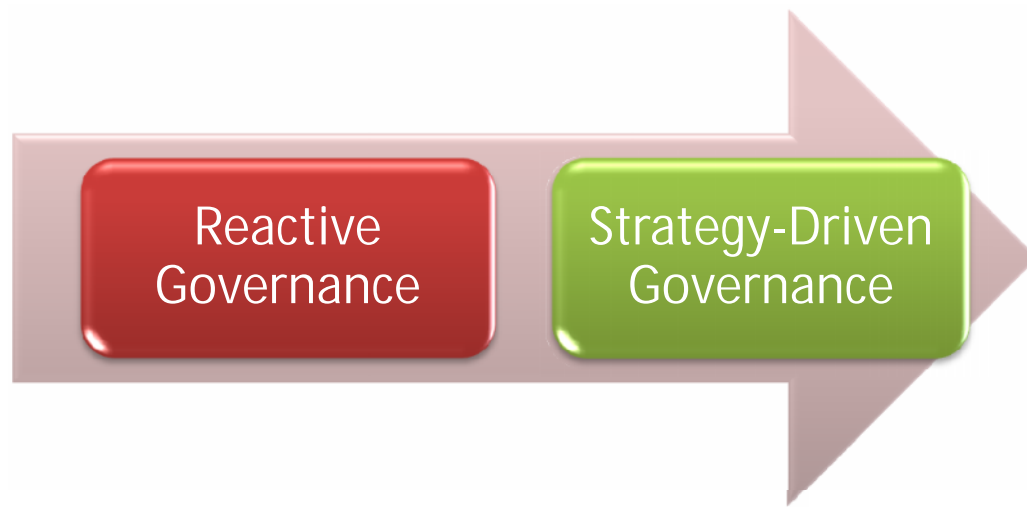
WHAT THE PGS HAS DONE?

The PGS has enabled these agencies to **re-engineer approaches** towards institutional reforms

The PGS Initiation as both a Planning and Governance Tool

- Aims to start a **measurable performance-based culture**
- Brings the **consciousness of thinking long-term** not only on the term of the current
- Fosters **synergistic partnership** between the organization and stakeholders
- Brings higher level of consciousness to measurable performance as the **ultimate yardstick** for responsive governance

WHAT THE PGS HAS DONE?



- Increased governance competency
- Responsiveness to core mandate and essence

NATIONAL AGENCIES UNDERTAKING PGS INITIATION



"We were able to craft our long-term plans and programs through the PGS. Our short-term plans and programs are now based on the PGS and programmed in our Performance Indicators"

"The PGS simplified our life! It tightened the link between initiatives, metrics and objectives"



"Before PGS, we have not given too much focus on integrity, transparency and accountability. We never had a balance because we focused more on efficiency. Now we are balanced."

"We have had strategic planning as early as 1990s. We are used to working for a six-year plan. With PGS, now its longer."



"With the PGS, we now have a framework on how to go about our Transport Reform initiatives."

"PGS gave us P.G.S.: Performance management tool to monitor our progress, Good grip to our transformation plan and Synchronized our transformation vision and organizational vision."

