

# HUMAN RESOURCE DEVELOPMENT PLANNING FOR THE PROVINCIAL GOVERNMENT OF LANA DEL NORTE

*The HRD Plan helped PGLDN identify the competency gaps of provincial employees, paving the way for PGLDN to develop its employees' competencies and capacities to make them more effective public servants.*



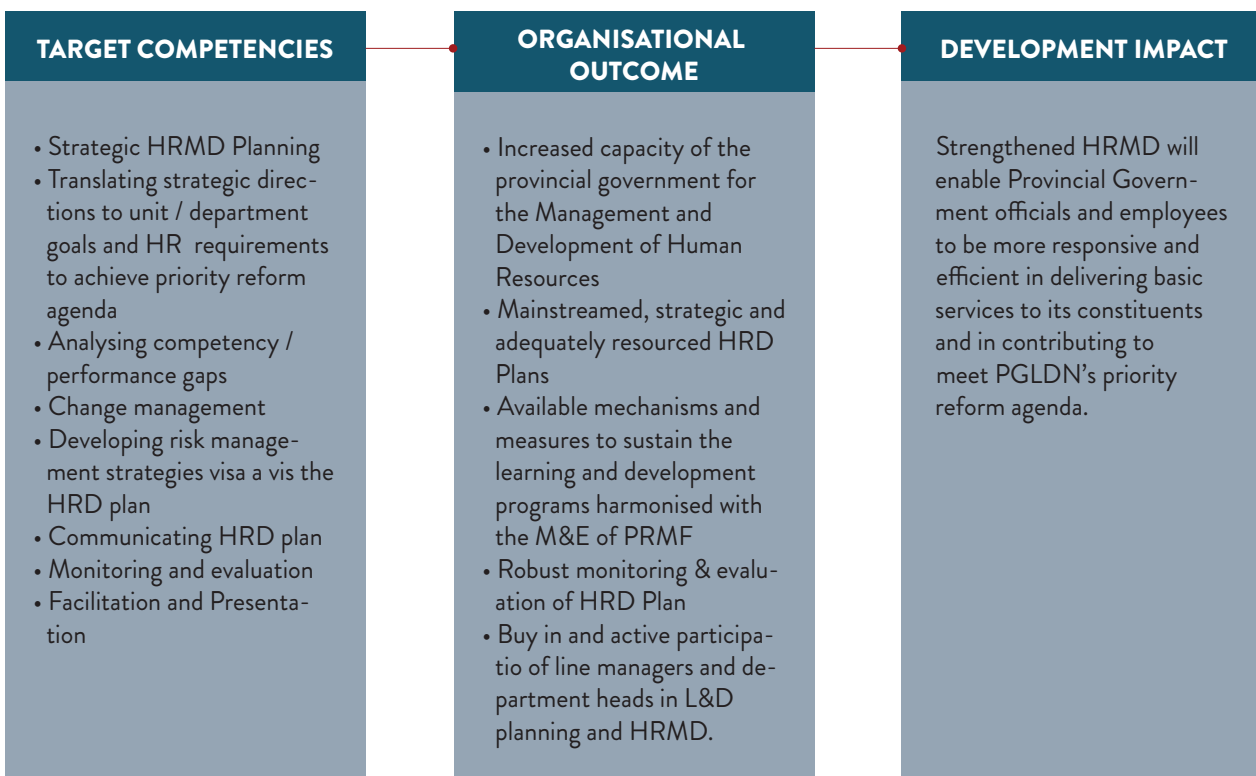
## BACKGROUND

The Provincial Government of Lanao del Norte (PGLDN) has been improving the capacities and competencies of Road Related Departments and Offices (RRDOs) in the province to better deliver basic services to its constituents. One of its objectives is to strengthen the province's human resource management and development (HRMD) functions to help improve the performance of its staff and offices in delivering their mandates and in meeting their respective road related reform agenda targets. PGLDN in this regard, transformed its Human Resources (HR) division into the Provincial Human Resource Management and Development Office (PHRMDO). Considering the current number and competency level of staff in the newly created department, PGLDN needed help in the following areas: 1) Implementing the HRD Plan for RRDOs; and 2) Integrating Competency Models in the HRD Plan. PAHRODF implemented Human Resource Development Planning for the Provincial Government of Lanao del Norte in 2012 to address this need. ■

# INTERVENTION OVERVIEW

Human Resource Development Planning for the Provincial Government of Lanao del Norte is meant to improve the HRMD capacity of PGLDN. The intervention intended to do this by helping PGLDN develop a three-year HRD Plan for the province's RRDOs that identified the interventions and resource requirements necessary to achieve the Plans' objectives. The Plans should also be responsive to the performance needs of PGLDN employees and clearly specify measurable outcomes, processes and guidelines in implementing, monitoring and evaluating the HRD Plan, and risk management strategies. It should also clearly define the roles and responsibilities of key players such as the PGLDN Governor, department heads, PHRMDO, the trainers' pool, the local finance committee, middle managers, and other critical stakeholders in the implementation of the HRD Plan. ■

## COMMITTED RESULTS



## IMPLEMENTATION PROGRESS

The intervention is complete. It helped PGLDN develop its three-year HRD Plan - an integrated plan providing learning and development interventions for 19 departments of PGLDN.

Recognising it as the heart and soul of PGLDN's People Reform Agenda, the Provincial Governor supported the intervention and, with the provincial council or Sangguniang Panlalawigan (SP), approved the Plan and allocated budget for its Year 1 Interventions. The PHRMDO is currently leading the Plan's implementation and is conducting these activities: 1) Orientation on Strategic Performance Management System, 2) Workshop on the Finalization of Individual Performance Commitment & Review, 3) Orientation on various HR Systems, 4) Facilitating and assisting the formulation of Vision, Mission and Goals of the Provincial Engineering Office, Provincial Planning Development Office, Provincial Resource Management Council, and Provincial Disaster and Risk Reduction Management Office, 5) Conducting Teambuilding for the Emergency Response Teams, and 6) Orientation on the intervention's Re-Entry Action Plans. ■

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## ASSESSMENT



### Relevance

The intervention is relevant. It helped PGLDN develop an HRD Plan which is a significant milestone considering that prior to the intervention, the province did not have any such Plan. The HR office was then under the Office of the Provincial Administrator as the Personnel Division and merely performed transactional HR services for employees of PGLDN. Human Resource Management therefore lacked any strategic direction.



### Effectiveness

The intervention is effective. The HRD Plan the intervention helped PGLDN develop, identified the competency gaps of provincial employees. This paved the way for PGLDN and its employees to develop their competencies and capacities, thus making them more effective public servants.



### Sustainability

The intervention outcomes are sustainable. The Re-Entry Action Plans of intervention participants, as well as the Sustainability Action Plan developed through the intervention, made sure that results are sustained beyond the timeline of the intervention. ■

*“Involving employees of PGLDN in the Facility’s interventions enhanced their capacity and competencies. Replicating the same interventions to other departments can be done even beyond the partnership. There is also a sense of ownership of the HRD Plan because of the involvement of the HRD Core Team and HRD Focal Persons. Thus, there is pride in implementing the Plan.”*




HRMO Dept Head  
**Eugenie Pusing**  
PGLdN

## FACTS AND FIGURES

### INVESTMENT

 **AUD159,997.50**

### NUMBER OF CORE PARTICIPANTS

 **14**

Duration	August 2013 - June 2014
# of REAPs	5
Produced Output	<ol style="list-style-type: none"> <li>1. Final HRD Plan (with Year 1 implementation budget), with sub-plans (M &amp; E Plan, Communication Plan and Risk Management Plan);</li> <li>2. Documentation of the agreed Harmonized HRD Planning Process with PGLDN’s annual planning and budgeting process;</li> <li>3. Facilitator’s Guidebook on HRD Planning process;</li> <li>4. Trainer’s Manual on Presentation and Facilitation Skills Training and Training on Managing HRD Interventions</li> </ol>

## EMERGING LESSONS AND GOOD PRACTICES

- 1 HR and OD go hand in hand. More than implementing interventions, there is a need to ensure that gains and good practices are institutionalise in the organisation. A systematic process can serve as reference in this effort from competency model development, application and tracking.

- 2 It is important to take advantage of the momentum created by change by transferring the technologies learnt to other units/staff in the organisation.
- 3 Top management and stakeholders' support and involvement in all phases of the intervention's implementation is critical for the success of the undertaking. ■

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## RECOMMENDATIONS

- 1 Optimised data from the competency assessment in managing recruitment and selection, performance management, succession planning and other HRM systems.
- 2 Continue advocacy on HRD planning processes in the LGU and involvement of the office/department heads and other key stakeholders
- 3 Conduct of regular monitoring and evaluation of its HRD Plan implementation be integrated in the LGU's M&E processes. ■

## **PHOTO CREDITS**

Aklan: PG of Aklan  
Davao Del Norte: DAP  
Lanao Del Norte: DAP