

2017 TRAINING AND DEVELOPMENT PROGRAMS

TRANSITION TO COMPETENCY-BASED HUMAN RESOURCE FRAMEWORK

I. Introduction

In 2012, the Civil Service Commission (CSC) issued Memorandum Circular (MC) No. 3 prescribing the guidelines on the implementation of Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM).

The PRIME-HRM is a mechanism to continuously capacitate agencies in the performance of their HRM functions, recognize best practices in various areas of HRM, and shall serve as a venue for exchange and development of expertise in HRM in the Philippine public service. Its objective is to inculcate meritocracy and excellence in the public service human resource management through a program of reward, recognition, empowerment and continuous development.

In compliance with CSC MC No. 3, PSALM moved towards the development of a Competency-Based Human Resource Framework (CBHRF) which was approved by the PSALM Board of Directors in the latter part of 2015.

II. The Competency Framework

The CBHRF is gradually being integrated in PSALM's Learning and Development Program with the application of the Board-approved competency framework and gap assessment. The framework identified the required competencies which were categorized into the following:

Core	Organizational	Leadership	Technical
<p>Shared across all roles within the organization</p> <ul style="list-style-type: none"> • <i>Displaying Corporate Values</i> 	<p>Relates to special skills needed to perform similar or shared functions within the organization and expected in most positions</p> <ul style="list-style-type: none"> • <i>Analyzing and Formulation of Business Process/Policies</i> • <i>Collecting and Analyzing Data</i> • <i>Communicating Effectively</i> 	<p>Relates to skills needed to perform leadership or managerial work and processes expected in leadership/ managerial positions</p> <ul style="list-style-type: none"> • <i>Managing Performance</i> • <i>Planning and Organizing</i> • <i>Thinking Strategically</i> 	<p>Relates to specific bodies of knowledge and skills required to perform defined activities in a function or job family; expected across specific positions within a functional group</p> <ul style="list-style-type: none"> • <i>Asset Management</i> • <i>Contracts Management</i> • <i>Corporate Finance Management</i>

Core	Organizational	Leadership	Technical
	<ul style="list-style-type: none"> • <i>Managing Information Security</i> 		<ul style="list-style-type: none"> • <i>Electricity Trading</i> • <i>Human Resource Management and Development</i> • <i>Information Systems and Technology</i> • <i>Legal Management</i>

III. LIST OF TRAININGS AVAILED/INTERVENTIONS PROVIDED

CORE

- ❖ Drug-Free Workplace Seminar/Orientation

ORGANIZATIONAL

- ❖ Updates on Republic Act No. 9184 and its 2016 Revised Implementing Rules and Regulations
- ❖ Building and Effective Privacy Compliance
- ❖ International Conference on Public Sector Productivity 2017

TECHNICAL

Finance Management

- ❖ All About Payroll and Withholding Taxes
- ❖ Financial Statement Analysis Training Program
- ❖ Credit and Collection Seminar
- ❖ Financial Planning and Forecasting Training Program
- ❖ 6th Macro Excel and Visual Basic Application for Finance and Accounting Training Program
- ❖ The Thrust of New BOA with Highlights in the Latest Accreditation Requirements of CPAs and Strategic Leadership Development
- ❖ ABCs of Value Added Tax (VAT), Expanded Withholding Tax (EWT), and Final Withholding Tax (FWT)
- ❖ Certified Tax Technician Program
- ❖ Cost and Management Accounting Decisions
- ❖ Basic Non-Life Course
- ❖ 72nd PICPA National Convention

Information Systems and Technology

- ❖ Alcatel-Luxent OmniPCX Enterprise IP-PBX Technical Training
- ❖ Firewall 7.1: Install, Configure and Manage
- ❖ Information Technology Infrastructure Library Foundation Certification Training

Human Resource Management

- ❖ Strategic HR
- ❖ Mentoring and Coaching Training Program

Asset Management/Electricity Trading

- ❖ Real Estate Asset Management Workshop
- ❖ Continuing Professional Development Program for Real Estate
- ❖ Enhance WESM Design Training
- ❖ National Mid-Year Convention of the Philippine Institute of Civil Engineers
- ❖ 42nd IIEE National Convention
- ❖ 65th PSME National Convention

Others

- ❖ Job Description and Leveling Writeshop for PSALM's Restructuring Plan
- ❖ Civil Service Review Sessions
- ❖ 4th Forum for Heads of Internal Audit Service

LEADERSHIP

- ❖ 1st National Union of Career Executive Service Officers Mid-Year Convention and thought Leaders Congress
- ❖ Master Negotiations Training Program
- ❖ Thinking Discipline for Leaders
- ❖ Transformational Leadership
- ❖ Professional Director's Program
- ❖ Managerial Leadership
- ❖ Analytical Problem Solving Workshop
- ❖ Managing Workplace Conflict Using Win-Win Negotiation Skills
- ❖ Effective Resolution and Solving Employee Performance through Mediation
- ❖ New Leadership Style of the 21st Century

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