



Republic of the Philippines
Department of Environment and Natural Resources
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MEMORANDUM

TO : **All Head of Offices, DENR Central Office**
All Regional Executive Directors
All Bureau Directors
All Heads of Attached Agencies

FROM : **The Undersecretary**
Organizational Transformation and Human Resources

SUBJECT : **ORGANIZATIONAL TRANSFORMATION FOCAL PERSONS**

DATE : 07 MAR 2023

In support to the Department's organizational transformation and the need to develop next generation of leaders and managers, it is necessary to undertake internal stakeholder engagement to secure commitment and ownership to change. Along this line, a pool of DENR focal persons will be established in order to mobilize the organization's workforce who will champion change and be proactive instruments towards a responsive, relevant, resilient and respected organization.

The focal persons must have the following characteristics:

1. Advanced to superior level in their functional competencies;
2. Demonstrate the Department's core values: Discipline, Excellence, Nobility and Responsibility;
3. Purposeful - strong personal vision, focus and clarity of thought;
4. Resilient - effectively and efficiently manages change, always stays ahead of the curve; and
5. Networks - builds partnerships, cascades relevant messages, and influence positive behavior.

The criteria for selection shall include any or combination of the following:

1. Performance rating of Outstanding or Very Satisfactory for the past three (3) years.
2. Educational Attainment – with on-going or completed Master's or PhD degree or other Graduate studies
3. School Graduated - graduated in CHED recognized academic institutions such as from Centers of Excellence, State Universities and Private Institutions
4. Achievement/s – significant accomplishments and outstanding performance in a variety of settings which can be observed, measured or verified

5. Major Award/Recognition Received – significant awards such as PD 907 graduates, graduated Valedictorian, Salutatorian, with honors/distinction or academic excellence, Civil Service Commission, Presidential, and other awards from reputable organizations
6. Eligibility/Licensure and other Examination passed – board/bar topnotchers, High CS Professional examination rating (85% and above),
7. Scholarship earned – any local or foreign scholarship award from prestigious university or development organization
8. Civic/non-government affiliation – membership in any professional, civic, private, non-government and other organizations.

Please submit the names of the five (5) candidates, using the attached template. Should you have any queries, please contact Mr. Dexter M. Tindoc or Ms. Maria Cristinellie C. Garcia at (02) 8927-9107 / VOIP 1063 / hrds.cdd@denr.gov.ph of the Career Development Division (CDD). Please submit the list together with the employee's Personal Data Sheet with Work Experience Sheet, to the CDD on or before 10 March 2023, Friday.

For information and appropriate action.


AUGUSTO D. DELA PEÑA

Template:

Name	Office	Reason for selection								Contact No.	Email Address
		Performance Rating	Educational Attainment	School Graduated	Achievement/s	Major Award/ Recognition Received	Eligibility/Licensure and other Examination passed	Scholarship earned	Civic/ non-government affiliation		
1)											
2)											
3)											
4)											
5)											

Prepared by:

Approved by:

Name
Position/Designation, Office

Head of Office
Position/Designation, Office