



DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
KAGAWARAN NG KAPALIGIRAN AT LIKAS YAMAN



MEMORANDUM

APR 01 2024

FOR : **All Undersecretaries  
All Assistant Secretaries  
All Regional Executive Directors  
All Bureau Directors  
All Service/ Office Directors, Central Office  
All Heads of Attached Agencies**

FROM : **The OIC Director  
Human Resource Development Service**

SUBJECT : **EXTENSION ON THE APPLICATION TO THE 6TH BATCH  
OF THE PHRONETIC LEADERSHIP CLASS (PLC) UNDER  
THE PUBLIC MANAGEMENT DEVELOPMENT PROGRAM  
(PMDP) OF THE DEVELOPMENT ACADEMY OF THE  
PHILIPPINES (DAP)**

This refers to the letter of Majah-Leah V. Ravago, President and CEO, Development Academy of the Philippines (DAP) dated 01 March 2024, requested nominees for the 6th batch of the Phronetic Leadership Class (PLC) under the Public Management Development Program (PMDP).

The program is intended for Undersecretaries and Assistant Secretaries who are directly involved in the planning and/or implementation of the agency's priority programs along the area of transformation of the industry sector. **Interested applicants with Director IV level positions are encouraged to apply for the said program.** Accepted nominees will be required to attend the following:

- Five-day training: 29 April to 03 May 2024 at DAP Conference Center, Tagaytay City
- Five-day study visit: 27 to 31 May 2024 in Tokyo, Japan
- Presentation of Class Co-Creation Project: 28 June 2024 at DAP Pasig

Interested applicants shall possess the following qualification requirements of the DENR:

1. Have at least two (2) years holding permanent plantilla position in the DENR at the time of application;
2. Have obtained performance ratings of at least Very Satisfactory for the last two (2) consecutive rating periods;
3. Performing duties and responsibilities relevant to the field of study/travel being applied for;
4. Have no pending administrative case;
5. Have no pending application and nomination for other study and non-study trips;
6. Have not exceeded four (4) official foreign travel within a year;
7. Have submitted all the required reports from previous foreign travels;

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8. Have rendered the required service obligation for a scholarship previously enjoyed; and
9. Must be willing to sign a scholarship service contract and shall serve the DENR with the corresponding period of service obligation

The nominee shall submit the following requirements to Career Development Division on or before **05 April 2024 extended deadline**:

1. Memorandum addressed to the Chair of the Human Resource Development Committee (HRDC), attention HRDC Secretariat to be concurred by the Secretary (for Undersecretary applicants) and Supervising Undersecretary (for Assistant Secretary and below applicants);
2. Service Record;
3. Certificate of no pending administrative case;
4. Certification from the Director supervising human resources/Assistant Regional Director for Management Service/Assistant Director (Region/Bureau/Attached Agency) stating that the applicant:
  - a. has no pending scholarship nomination;
  - b. has not been a delinquent scholar from a previous scholarship grant;
  - c. has submitted all the required reports from previous foreign travels;
  - d. has performance ratings of at least Very Satisfactory for the last two (2) consecutive rating periods;
5. Updated Personal Data Sheet, with Work Experience Sheet, duly signed by authorized person administering oath; and
6. Self Certification of official Travel History for the past 24 months

The DENR HRDC accepts online applications, as such, applicants should submit their documentary requirements through the Learning and Development portal at <http://bit.ly/localscho> or by scanning our qr code below:



The DENR HRDC shall screen and select qualified candidates to the program. Selected candidates will be notified and endorsed to the Development Academy of the Philippines, to proceed with the application/admission process and the submission of the following requirements to <http://bit.ly/pmdponlinesubmissionsPLC>:

1. PLC Form B - Critical Essay Form (to be filled out by the nominee)
2. Certified True Copy of CSC Form 33 (Appointment paper)
3. PMDP Form D - Declaration of Medical Illnesses
4. PMDP Form E - Physician Certification Form

Original signed copies must also be submitted to:

Public Management Development Program  
Development Academy of the Philippines  
5th Floor, DAP Bldg., San Miguel Avenue  
Ortigas Center, Pasig City  
Attention: Ms. Jhonn Robert N. Javier

Attached are the invitation, guidelines and other documentary requirements required for the PLC for the Public Management Development Program, for reference.

Should you need further information about the requirements, please communicate with the HRDC Secretariat at email address: [hrdcs2020@gmail.com](mailto:hrdcs2020@gmail.com) or telephone: (02) 8927-9107 or VOIP 1063.

For your information.

*M. M. M.*  
**MIRIAM M. MARCELO**



# development academy of the philippines

*The National Productivity Organization*

1 March 2024

**MA. ANTONIA YULO-LOYZAGA**

Secretary

Department of Environment and Natural Resources  
Visayas Avenue, Diliman, Quezon City

Dear Secretary Yulo-Loyzaga:

Greetings from the Development Academy of the Philippines (DAP)!

The DAP, in partnership with the National Graduate Institute for Policy Studies of Japan, would like to invite you to send nominations to the 6<sup>th</sup> batch of the Phronetic Leadership Class (PLC) under the Public Management Development Program (PMDP).

Qualified nominees for the said class are Undersecretaries and Assistant Secretaries who are directly involved in the planning and/or implementation of your agency's priority programs along the area of transformation of the industry sector.

For this class, only 20 participants will be accepted. The final selection shall be done by the National Government's Career Executive Service Development Program Steering Committee composed of the heads of the National Economic and Development Authority, Department of Budget and Management, Department of Finance, Civil Service Commission, and the Career Executive Service Board.

Accepted nominees will be required to attend the following:

- Five-day training: April 29 to May 03, 2024 (DAP Conference Center, Tagaytay City)
- Five-day study visit: May 27 to 31, 2024 (Tokyo, Japan)
- Presentation of Class Co-Creation Project: June 28, 2024 (DAP Pasig)

The participants will have the opportunity to have direct interaction with recognized phronetic leaders during the study visit. Upon training completion, they are expected to submit a co-creation project conceived with the other participants and to initiate and lead transfer of knowledge gained from the program to senior colleagues or to a wider audience. The PMDP will cover the tuition, training materials, accommodation, and training-related travel.

Enclosed for your reference are the PLC briefer and the list of documentary requirements. For further inquiries, please feel free to contact Mr. Jhonn Robert N. Javier of the Center for CES Development - Advocacy and Admission Office via email at [pmdp.admissions@dap.edu.ph](mailto:pmdp.admissions@dap.edu.ph) or through mobile number 0969-586-7046.

We look forward to your participation in this effort to strengthen the capacities of public sector organizations to be more innovative and responsive to the needs of the communities we serve.

Very truly yours,

  
**MAJAH-NEAH V. RAVAGO, PhD**  
President and CEO



## **PHRONETIC LEADERSHIP CLASS A BRIEFER**

### **I. Overview of the Public Management Development Program**

The Public Management Development Program (PMDP), the National Government's Career Executive Service Development Program, is an intensive training that provides comprehensive and multi-modal learning opportunities for development managers. It is implemented by the Development Academy of the Philippines's Center for Career Executive Service Development.

The PMDP aims to produce a network of peak-performing, development-oriented, ethical, and committed government executives and middle managers in the Philippine bureaucracy. It contributes to the achievement of the Philippine government's goal to practice good governance and improve bureaucratic efficiency by developing competent, motivated, agile, and resilient public servants.

More specifically, it aims to:

1. Develop a keen appreciation of the vital role government executives play in the overall development process.
2. Produce competent government leaders committed to the welfare of their constituents and the country's progress.
3. Foster a spirit of kinship, mutual support, and harmony among government leaders working for the common goal of a good life for all.
4. Deepen the bench of successors to the incumbent government office executives to ensure smooth transition in case of promotions or vacancies.
5. Enhance the image of the Philippine government as an institution imbued with professionalism, integrity, and honesty.

Considering its intensity and rigor, the PMDP is likened to an "MBA for the Public Sector" and produces graduates who are technically excellent, networked, and imbued with a deep sense of mission to upgrade the life of every Filipino.

The PMDP has four tracks: The Middle Managers Class (MMC), the Senior Executives Class (SEC), the Phronetic Leadership Class (PLC) and the Local Government Executives and Managers Class (LGEMC). The MMC is ladderized leading to a graduate degree. The SEC on the other hand, is a graduate diploma program. The PLC was specially crafted for Assistant Secretaries, Undersecretaries, and their counterparts in other agencies. The LGEMC capacitates local government leaders in response to training needs brought forth by recent opportunities and challenges that local governments are facing.

### **II. The Phronetic Leadership Class**

The Phronetic Leadership Class (PLC) is a joint undertaking of the PMDP with Japan's National Graduate Institute for Policy Studies (GRIPS) designed for high-ranking officials (undersecretaries and assistant secretaries) who are directly involved in the planning and/or implementation of the department's priority programs, and have a very important and critical role in the achievement of the department's mandate.

Since 2018, five (5) batches of the PLC have been completed with 87 participants. Each batch focused on co-creating solutions to critical issues in their respective sectors – Infrastructure and Transportation for Batch 1, Human Capital Development for Batch 2, Environment and Climate Change for Batch 3, Economic and Health for Batch 4, and Food Security and Nutrition for Batch 5.

Aligned with one of the pivotal goals outlined in the Philippine Development Plan (PDP), which aims to "transform the production sector to generate more quality jobs and competitive products," and acknowledging the growing significance of the service sector in economic advancement, the focus area for PLC Batch 6 is transformation of the industry sector.

#### **A. Objectives**

In general, the project aims to contribute to the regional initiative to strengthen the capacity of both leaders and organizations. This will be done by operationalizing the concept of phronetic leadership by providing participants opportunities for quality direct experiences to nurture the phronetic abilities, and to facilitate the co-creation of innovative solutions to challenging issues in priority areas; specifically for Batch 6, on the transformation of the industry sector.

At the end of the training, the participants should have:

1. Reflected on their own leadership capacity;
2. Understood the foundation, process, and practical approaches in applying co-creation to development;
3. Shared tacit knowledge on development and delivery challenges along targeted areas of study;
4. Demonstrated specific phronetic abilities during socialization, externalization, and combination, and internalization activities; and
5. Co-created a practical solution to a challenging policy issue on the focus area

#### **B. Approach**

The PLC Batch 6 will be delivered in two (2) phases:

1. **Five-day Residential Training.** Providing concepts and theories of Phronetic Leadership and Knowledge-based Management, an international expert in this field will be engaged as a resource person during the residential training at the DAP Conference Center in Tagaytay City on **April 29 to May 03, 2024**.
2. **Observational Study Mission.** The five-day observational study mission in Tokyo, Japan will be conducted in partnership with the National Graduate Institute for Policy Studies on **May 27 to 31, 2024**. Through this, the participants will be given the opportunity to have direct interaction with recognized "phronetic" leaders in Japan.

The participants will be expected to report back to DAP Pasig on **June 28, 2024** for the presentation of their class output—the co-creation project – and for the closing ceremony.

#### **C. Participants**

Undersecretaries and assistant secretaries are the target participants of the PLC and in special cases, the heads of attached agencies as instructed by the members of the NGCESDP Steering Committee not only because they are officials of authority

and in influential positions in their organization but also to facilitate the development of stronger networks among these top leaders and help break silos among the agencies which is considered as one of the values created through the program and through PMDP as a whole.

A total of 20 participants will be selected from pre-selected government agencies which are involved in the planning and/or implementation of their agency's priority programs along the area of the transformation of the industry sector. For PLC Batch 6, these agencies are:

1. Department of Agriculture (DA)
2. Department of Budget and Management (DBM)
3. Department of Finance (DOF)
4. Department of Trade and Industry (DTI)
5. DTI- Board of Investments (BOI)\*
6. DTI- Intellectual Property of the Philippines (IPOPPL)
7. Department of the Interior and Local Government (DILG)
8. Department of Labor and Employment (DOLE)
9. DOLE- Education and Skills Development Authority (TESDA)
10. DOLE - National Wages and Productivity Commission (NWCP)
11. Department of Energy (DOE)
12. Department of Environment and Natural Resources (DENR)
13. Department of Science and Technology (DOST)
14. National Economic and Development Authority (NEDA)
15. Office of the President – Office of the Executive Secretary
16. Commission on Higher Education (CHED)
17. Philippine Institute for Development Studies (PIDS)
18. Philippine Economic Zone Authority (PEZA)

#### **D. Required Output**

As a prerequisite for the completion of the training, the participants are required to submit a class co-creation project proposal conceived during the program. It must present concrete, doable, and innovative solutions to a common and critical issue with reference to the focus area of the batch and to the context of knowledge-based management.

While the co-creation project proposal is a class output, each participant is expected to share their thoughts on how the SECI framework could be applied to their respective agencies.

#### **E. Certification of Training Completion**

A Certificate of Completion will be given to participants who will complete the entire duration of the PLC training including the residential training and the observational study visit in Japan; otherwise, a Certificate of Participation is awarded.

**DOCUMENTARY REQUIREMENTS ON THE NOMINATIONS  
FOR THE PHRONETIC LEADERSHIP CLASS**

**Checklist:**

1. PLC Form A - Nomination *(to be filled out by the head of the agency)*
2. PLC Form B - Critical Essay Form *(to be filled out by the nominee)*
3. Certified True Copy of CSC Form 33 (Appointment paper)
4. Updated personal Data Sheet (CSC Form 212)
5. PMDP Form D - Declaration of Medical Illnesses
6. PMDP Form E - Physician Certification Form

Please complete the requirements and submit advanced e-copies to [http://bit.ly/pmdp-online-submissionsPLC](http://bit.ly/pmdp-online-submissions-PLC). Original signed copies must also be submitted to:

Public Management Development Program  
Development Academy of the Philippines  
5th Floor, DAP Bldg., San Miguel Avenue  
Ortigas Center, Pasig City  
Attention: Ms. Jhonn Robert N. Javier

For inquiries or confirmation of receipt of the transmitted documents, you may contact 0969-5867046 or send us an email at [pmdp.admissions@dap.edu.ph](mailto:pmdp.admissions@dap.edu.ph).

Deadline of nominations is on **05 April 2024**.