



Republic of the Philippines
Department of Natural Resources
OFFICE OF THE SECRETARY
Diliman, Quezon City

SPECIAL ORDER
NO. 348
Series of 1977


SUBJECT : Adopting Management By Objectives (MBO) in the DNR; setting up an MBO system on a pilot basis in the Administrative Service; and conducting a 10-day workshop to familiarize the supervisors of the Administrative Service on skills and mechanics of MBO.

Pursuant to LOI NO. 469, the Office of the Secretary is hereby formally adopting the application of Management By Objectives (MBO) system. This is a management tool intended to improve supervisory effectiveness as well as individual and unit performance and output.

As an initial step, MBO will be done on a pilot basis in the Administrative Service to test out the workability of MBO, provide experience to supervisors within the unit and to serve as a prototype for other units which will subsequently adopt MBO.

Corollary to this, a 10-day workshop to familiarize the supervisors* of the various sub-units within the Administrative Service on the skills and mechanics of MBO is hereby authorized to start November 28, 1977. Daily workshop schedule is from 3:00 p.m. to 5:00 p.m.

Incidental expenses for the workshop and honoraria for resource persons and lecturers coming from other agencies are hereby authorized chargeable against the funds of the Office of the Secretary and subject to the usual accounting and auditing rules.


J. ANTONIO AGUENZA
Acting Assistant Secretary
Officer-in-Charge, DNR

* OIC's, Chiefs, Asst.
AGR/ Chiefs including 2 subordi-
nates who are next-in-rank
in each unit of the Adm. Svc.,
GSD, ID, PD and respective Sections