

## HIGHLIGHTS OF PROCEEDINGS

### Team of Consultants/Facilitators

The team of consultants/facilitators contracted for the workshop is composed of the following individuals with their respective expertise. Their resumes are contained in Annex A:

**Prof. Ma. Lourdes N. Tiquia**

Political management and congressional affairs

**Prof. Ma. Luisa S. Moguel**

Organizational development

**Ms. Lilibet A. Amatong**

Human Resource Development

### Survey Results

The Workshop-program (Annex B) was divided into three main parts: Revisiting the Vision-Mission, Identifying Strategic Innovations; and, Designing the Action Plan.

Prior to the Workshop-proper, an Organizational Survey (Annex C) was distributed to the targeted participants, all officers (Director level) in the Senate. Some 40-45 participants were targeted and only 20 participated in the survey, or 50%.

The profile of the participants is as follows:

Majority are male (60%)

Majority (75%) belong to the age bracket of 41 and above

Majority (70%) have been in the Senate for more than 11 years

Majority (60%) have Master's degrees

The survey measured the attitudes and opinions of participants on the following:

### *Personal Goals and Vision-Mission -*

- 65% said there is good fit between personal goals Mission
- 75% said personal goals are consistent with Vision-Mission

### *Reward System and Performance -*

- 70% said that personal rewards accurately and consistently reflect how well the organization is performing
- 40% said that they are always rewarded for adhering to standards

### *Management*

- 90% said that management fosters Best Decision Making by making available programs for further education and training
- 95% said that management fosters Best Decision Making by directing activities
- 60% said that management often makes Best Decision Making on major decisions
- 45% said that managers often apply Results Oriented Problem Solving

### *Personal Responsibility*

- 45% said that they often take responsibility

### *Ethics*

- 70% said that they always apply the ethical rule: "Do the right thing"
- 55% said that they always "Do the right thing" vs. "Do what is right"
- 60% said that sometimes ethical standards apply to all
- 50% said that they are always discouraged from engaging in behavior that is legal but unethical
- 55% are encouraged to always adhere to ethical standards

### *Coordination and collaboration*

- 50% said that the level of coordination/collaboration among departments is very good

## Hand-outs Distributed

The consultants/facilitators likewise put together documents (Annex D) to guide the participants in or development, human resource and the history of reorganization of the U.S. Congress.

## Vision-Mission

The Vision-Mission statement (Annex E) of the Senate, being only in 1996 or after seven (7) years has passed since Congress opened. The Vision-Mission was formulated under the stewardship of Senate Secretary Hazel P. Gacutan, during the Executive Forum.

In 1997, under the leadership of then Secretary Lorena, the Vision-Mission and statement of values were incorporated into a resolution and presented to then Senate President Ernesto at the culminating activity of that year's executive conference.

According to documents provided by the Senate Process, the Vision-Mission and value statements have been cascaded rank and file through the Values Orientation Workshops.