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Caisip and Her Leadership: A Staff Augmentation Success

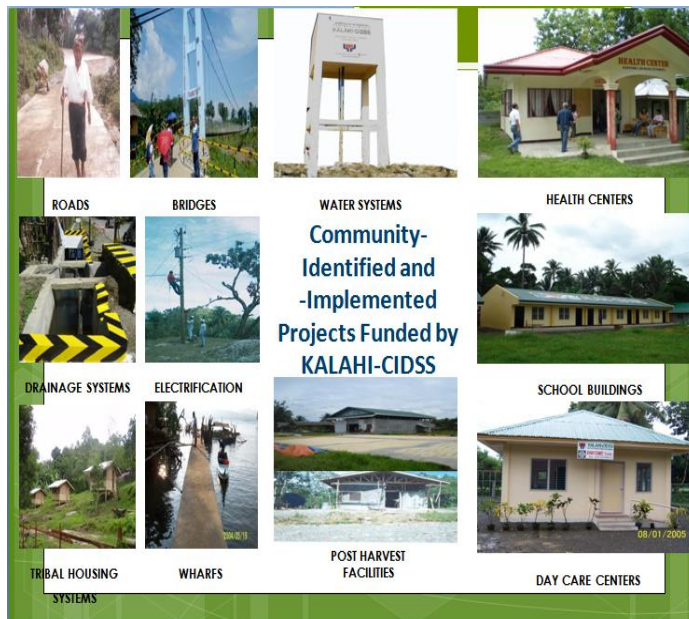
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Context:

“Many are called but few are chosen.” as the saying went, and nowhere is it more applicable than with the KALAHI-CIDDS project. Some may lead, some may get the job done, but only a few can make a lasting difference. Such is the dilemma of the HR officer who must choose not those who are just there for the opportunity, but who is there for the privilege of serving his fellow men and make a mark in making their lives today, and the future of their children, brighter with hope. There is a constant battle to look for people that will strive to do no less than excellent, think no less than profound, and be no less than ideal. It is the HR’s responsibility to make sure that the project is properly staffed to ensure the success of the venture.

The KALAHI-CIDDS project is designed to empower the poor, the vulnerable, and the largely disconnected peoples of our national community, and encourage them to participate and plan the implementation of community building projects such as access roads, evacuation centers, bridges, and water systems.



Our particular scope is the MIMAROPA region, home to picturesque views, as well as virtually untouched indigenous communities. Each municipality has varied and difficult terrain, politics, traditions, and needs which makes the project even more unbelievably challenging. We’ve assembled Area Coordinating Teams (ACT), composed of Community Facilitators, Municipal Financial Analysts, Technical Facilitators (engineers), and Area Coordinators (AC) who serve as supervisors, who will make this project a reality. Particularly challenging for HR is finding experienced engineers and ACs that are dedicated and passionate about the project as it is on a strict timeline. Some municipalities are getting left behind, such as

Mamburao, and San Jose in Occidental Mindoro. The former due to a lack of an AC and the latter due to the team's AC being on a maternity leave.

Implementation:

KALAHI-CIDDS NCDDP adopted the Community Driven Development (CDD) approach where local communities take control in planning, implementing and resource investments. CDD ensures that programs integrate principles of local empowerment, participatory governance, demand-responsiveness, administrative autonomy, greater downward accountability and enhanced local capacity. The KC-NCDDP fund came from the Government of the Philippines, our loans from World Bank and Asian Development Bank and the Local Government Units. Our ACT members are trained on how to empower the community and encourage participation of the Local Government Unit. Assisting the community on planning, budget allocation and project implementation is a tough and challenging task assigned to our all our Area Coordinating Teams. It takes a lot of hard work, patience and dedication for the program to be successful, so hiring a competent and dedicated staff is greatly needed.

In relation to our difficulties on hiring qualified Area Coordinators, some of our staff who are performing very well were identified to augment in different municipalities. They will help the team to minimize delays and fast-track the implementation of sub-projects. Our Sub-Regional Project Coordinators give us the names of our staff who are endorsed to augment, we will check their performance assessment and forward the request to our Assistant Regional Director for Operations for approval. Once approved we (HR officer) will provide a Regional Special Order indicating that the chosen staff are to handle two municipalities. Some people look at staff augmentation negatively but not Ms. Marie France Caisip. She is an AC in the municipality of Calintaan, also in Occidental Mindoro. Her performance assessment shows that she is capable of handling pressure and delivering a very satisfactory work, hence radiating her to the Municipality of Mamburao and San Jose, Occidental Mindoro. She was radiated to Mamburao last April 2015.

She is good in surmounting difficulties of each barangay in the municipality. As a result Mamburao is able to catch up and plan their projects. When asked how she did this, considering that there is a political problem involving the Mayor not approving the sub-projects, she said that she gave him a proper orientation to the program as soon as she arrived and asked him that he form a Municipal Coordinating Team (MCT) which will be the counterpart to the ACT. The MCT will closely monitor the process of the program and the sub-project implementation. Mamburao is primarily an Indigenous Peoples' community and our team empowered them to participate in planning the projects that they need. Through the ACT, MCT, Barangay Local Government Unit (BLGU) and Local Government Unit's (LGU) teamwork they were able to submit five (5) Requests for Fund Release to the Regional Office of the 10 sub-projects that the community proposed within four months.

Last October, 2015, we filled Mamburao's AC opening, and Ms. Caisip properly turned over the sub-projects to the new AC. Due to her very satisfactory performance and with her consent, we then radiated her to the municipality of San Jose on the same month. As previously mentioned, San Jose has an AC who is on maternity leave for two months. According to Ms. Caisip, "There is a total of 33 sub-projects in this municipality. As of now 9 sub-projects has 100% physical accomplishment, 17 has an ongoing procurement and implementation and we still need to process the Request for Fund Release for the remaining 2 sub-projects", (refer to annex 1). Below is the list and pictures of completed and ongoing sub-projects in San Jose, Occidental Mindoro.

KALAHI-CIDDS NCDDP

Sub-projects in San Jose, Occidental Mindoro

BARANGAY	PROPOSED PROJECT	KALAHI-CIDDS GRANT
AMBULONG	Acquisition of Generator Set	396,059.69
ANSIRAY	Acquisition of Generator Set	145,560.86
BAGONG SIKAT	Improvement of Access Roads	788,474.99
BANGKAL	Rehabilitation of Mini Pier	98,415.56
BARANGAY 3 (POB.)	Acquisition of Disaster Preparedness Equipment	43,299.82
BARANGAY 5 (POB.)	Construction of Drainage System	106,567.12
BARANGAY 7 (POB.)	Acquisition of Disaster Preparedness Equipment	144,066.74
BATASAN	Construction of Evacuation Center	697,173.41
BAYOTBOT	Rehabilitation of Public Buildings	714,543.86
BUBOG	Improvement of Access Roads	907,078.27
BURI	Rehabilitation of Mini Pier	1,432,107.02
CAMBURAY	Improvement of Access Roads	417,483.65
CAMINAWIT	Construction of Evacuation Center	4,558,886.34
CATAYUNGAN	Rehabilitation of Mini Pier	202,097.88
CENTRAL	Improvement of Access Roads	1,497,332.32
ILING PROPER	Construction of Evacuation Center	499,416.51
INASAKAN	Acquisition of Disaster Preparedness Equipment	77,719.19
IPIL	Rehabilitation of Mini Pier	83,628.65
LA CURVA	Construction of Evacuation Center	542,520.94
LABANGAN ILING	Rehabilitation of Public Buildings	263,816.94
LABANGAN POBLACION	Improvement of Access Roads	621,552.43
MABINI	Improvement of Public Buildings	432,271.92

MAGBAY	Rehabilitation of Training Center	399,532.56
MANGARIN	Rehabilitation of Public Buildings	664,138.12
MAPAYA	Construction of Box Culvert	2,505,453.73
MONTE CLARO	Construction of Foot Bridge in IP Area/ Improvement of Access Road	1,036,087.50
MURTHA	Construction of Box Culvert	792,376.37
NATANDOL	Concreting of Pathway	1,593,215.46
PAG-ASA	Construction of Drainage System	1,229,321.28
PAWICAN	Concreting of Pathway	407,192.67
SAN AGUSTIN	Construction of school Building	986,037.04
SAN ISIDRO	Rehabilitation and Acquisition of Equipment of Health Center	537,899.55
SAN ROQUE	Improvement of Access Roads	1,051,968.11



EVACUATION CENTER



WHARF



SEA WALL



ACCESS ROAD

Impact:

We interviewed Ms. Caisip on how she efficiently handled the two municipalities. She told us that her secret is managing her people well, giving them instructions on what to do and how to do it and regularly gets an update from them. She also said that she is not the type of supervisor who will just tell them to do this and that, she talks to them in person and teaches them how to effectively do their job. We are relying on her expertise on managing people for this municipality to start implementing their project. Ms. Caisip is not the only one of our staff who is radiated; we also have Technical Facilitators and Municipal Financial Analysts who are helping other municipalities. She is a hallmark example of the people that makes HR's hiring and staff augmentation a success.

By assigning two municipalities to competent and responsible staff we minimized delays on implementing projects, it taught them to stretch their limitations, manage their work and effectively lead their people on attaining their goals. Doing this not only helped the program but also the community. As stated above, KALAH-CIDDS NCDDP is under a strict timeline, it means that all the approved proposed sub-projects must be implemented in a certain period of time. The communities in Mamburao and San Jose, Occidental Mindoro greatly benefited from the staff augmentation of Ms. Caisip due to her assistance to the community, close supervision and monitoring of all the documents needed for project implementation.

We conducted an interview to our volunteers regarding the impact of KALAH-CIDDS NCDDP to their community, (please see Annex 2), to quote "Malaking tulong po ang staff ng KALAH dahil sila ang nag-guide sa amin na maging totoo ang project ng barangay. Ang kalsada papuntang eskuwelahan ay naayos na, matagal na panahon po itong inantay ng barangay namin, salamat po sa KALAH-CIDDS." Another volunteer from Barangay Sikat said that "Natutunan kong makiusap at magtiyaga upang makamit ang gantimpala na proyekto. Dahil sa KALAH-CIDDS nagkaroon ng katuparan ang kalsada na napakahirap madaanan noon, dating lubak lubak ngayon ay maganda na. Natuto kaming magtulungan at magmalasakit sa isat isa, nakita namin ang tunay na layunin ng KALAH-CIDDS, nawa ay manatili ang proyektong ito sa ating bansa.

The happiness and fulfillment that you will feel upon helping other is truly priceless, like what Henry Ford said "Time and money spent in helping men to do more for themselves is far better than mere giving."

Reference:

<http://adb.org/sites/default/files/projdocs/2014/46420-002-pam.pdf>

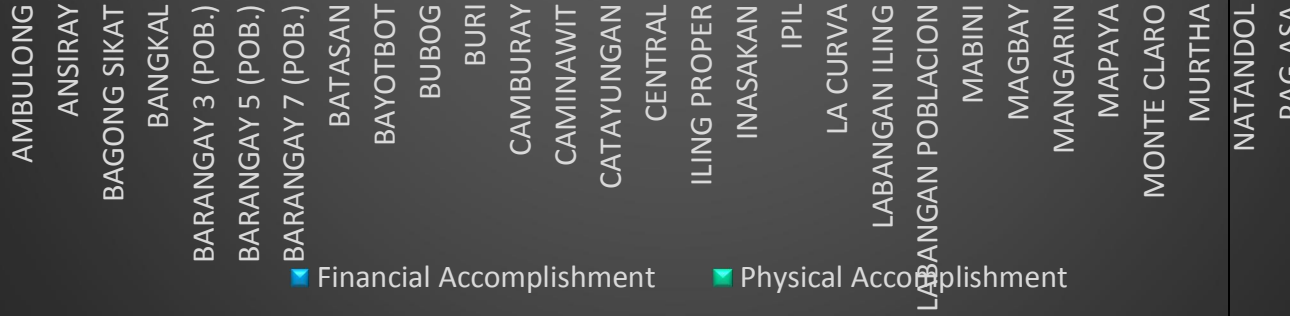
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[Ms. Marie France Caisip for the pictures and videos of volunteers.](#)

Annex 1

Physical and Financial Accomplishment Per Barangay

120.00%
100.00%
80.00%
60.00%
40.00%
20.00%
0.00%



Financial Accomplishment

Physical Accomplishment