**Common Framework of HRDP (Sample of HRDP 2022-2024 for 3 years** *(\*Please see NOTE 4 below*)**)**

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|  | DEVELOPMENTACTIVITY | SUPPORTNEEDED | TRAINER/PROVIDER(Who is responsible) | SCHEDULE OF COMPLETION | IDENTIFIED PARTICIPANT |
| **1. CORE COMPETENCY** |
| **1.1 Exemplifying Integrity:** *The ability to show by example high standard of professional behavior as public servants of BARMM, adhering to moral governance, principles, values and standards****.*** |
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| **1.2 Delivering Service Excellence:** *The ability to provide responsive, accessible, courteous and effective public service to attain the highest level of customer satisfaction.* |
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| **1.3 Problem Solving and Decision Making:** *The ability to resolve deviations and exercise good judgment by using fact-based analysis and generating and selecting appropriate courses of action to produce positive results.* |
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| **2. ORGANIZATIONAL COMPETENCY** |
| **2.1 Proactiveness/sense of urgency**: *The ability to adopt to change to different working conditions and culture. Proactiveness is a soft skill that means being able to rapidly learn new skills and behavior in response to changing circumstances and being able to come up with risk mitigating solutions that will contribute to the smooth operations of the office.*  |
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| **2.2 Championing and Applying Innovation:** *The ability to increase productivity and efficiency at work by applying new ideas and creative solutions to existing processes, methods and services.* |
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| **2.3 Effective Speaking:** *The ability to effectively communicate and interact with colleagues, customers, and clients, and work well in a team to achieve results. This further involves persuasive speaking skills, ability to face crowd and/or deliver presentations.* |
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| **2.4 Effective Writing:** *The ability to write in clear, concise and coherent manner using different tools to convey information or express ideas effectively*. |
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| **2.5 Managing Information:** *The ability to organize, process, distribute and manage information in order to support and facilitate the learning and data requirements of the office.* |
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| **3. LEADERSHIP COMPETENCY** |
| **3.1 Thinking strategically:** *The ability to influence, realign the organization’s strategic goals and directions; monitor and review data from various aspects of strategic and corporate planning and recommend enhancements.* |
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| **3.2 Building Commitment:** *Ability to inspire and create an environment that encourages positive interaction and collaboration among employees and other stakeholders of the Bangsamoro region.* |
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| **3.3 Leading Change:** *The ability to bring about strategic change both within and outside the organizational goals.* |
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| **3.4 Partnering and Networking:**  *Ability to forge mutually beneficial relationships between individuals with diverse backgrounds.* |
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| **3.5 Managing Performance and Coaching for Results:** *This is the ability to monitor and evaluate the performance of an employee and the organization. It is to bring out the best in the individual by identifying his/her growth as well as plan and develop new skills.* |
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