

THE JOURNEY OF PHILIPPINE CITIES

- Many cities have adopted the PGS (Performance Governance System)
- Adapted from the Balanced Scorecard by Harvard's Norton & Kaplan





PROOF OF TRANSFORMATION

Over 25 years, PGS has led to real results

Four cities in the Palladium Hall of Fame:

- Iloilo
- Balanga
- San Fernando (Pampanga)
- San Fernando (La Union)



THE NEXT CHALLENGE: INSTITUTIONALIZATION

- Transformation isn't a onetime project
- Cities must sustain and institutionalize the process



STRATEGY 1 - START WITH INDIVIDUALS

- Governance begins with every City Hall worker
- Embed core national values:



MAKA-DIYOS



MAKA-TAO



MAKA-KALIKASAN

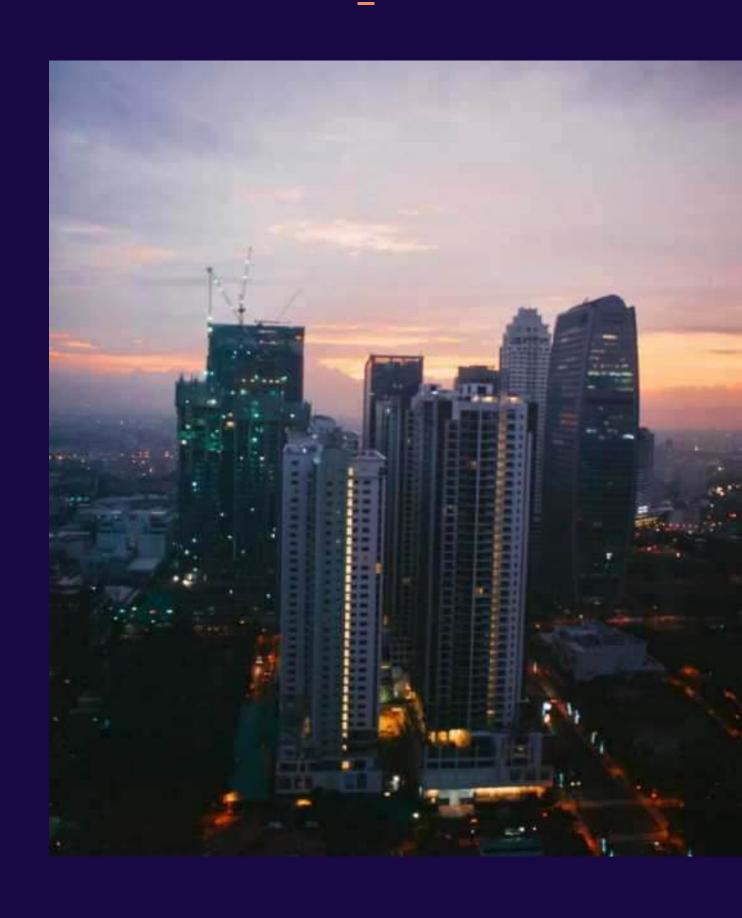


MAKA-BANSA



GOVERNANCE IN THE FILIPINO HOME

- Extend core values to families of City Hall workers
- Filipino homes become laboratories of personal governance







PARTNER WITH THE SCHOOL SYSTEM

From grade school to high school:

• Teach core values

 Promote work ethic and continuous upskilling

STRATEGY 2 - PROMOTE TEAMWORK AND SOLIDARITY

- Teams = ultimate performance delivery units
- Foster shared responsibility and transformation



APPLY THE 5S CULTURE IN OFFICES



Sort



Set in Order



Shine



Standardize



Sustain

→ Clean, efficient, respectful LGU offices





MAKE CITY HALL A MODEL OF VALUES

Ol City Hall must reflect the values it promotes

O2 Cleanliness, functionality, and citizen dignity

O3 Courtesy and professionalism in all transactions



STRATEGY 3 - LEAD ESG INTEGRATION

- City Hall must be an ESG enabler
- Connect the dots between environment, society, and governance





ESG ROLE A -ENVIRONMENT

- Clean streets, walkable spaces
- Well-kept public buildings and green areas

Dignified sanitation and public facilities



ESG ROLE B - SOCIO-ECONOMIC SERVICES

Access to:











ESG ROLE C - CITIZEN ENGAGEMENT & TRANSPARENCY

OT Transparent
budgeting and
decision-making

O2 Citizens' right to public info respected O3 Eliminate corruption through accountability

DREAM PH STARTS WITH CITIES

- Sustained, institutionalized transformation
- Governance is not just policy—it's culture
- Cities as building blocks of Dream
 PH

