



INDIVIDUAL DEVELOPMENT PLAN

A. EMPLOYEE'S PROFILE

| Name (Last, First, MI) | Sex M/F | Age | Position and Salary Grade [Year(s) in the position] | Division/Office | Supervisor's Name | Period (3 years) |
|------------------------|------------|-----|--|--|-------------------|---------------------|
| PERNIA, LORENA R. | F | 37 | LMO/SG11 | Technical Services Division/ PENRO-MARINDUQUE | Simeon R. Diaz | 2023-2025 |

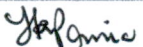

B. DEVELOPMENT PLAN

(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)

| Development Targets | Developmental Activity | Success Indicators | Planned Completion Date | Means of Verifications | Completed Date | Remarks |
|---|------------------------------|--|-------------------------|---|----------------|---------|
| OC4 - PROJECT MANAGEMENT | Training/Workshop | Has basic knowledge in preparation of project proposal. | 2023 | Certification of completion of workshop | | |
| PCO1 – CONCEPT AND APPLICATION OF INTEGRATED ECOSYSTEMS MANAGEMENT (IEM) | Formal Training and Workshop | Knowledgeable on concept and application of Integrated Ecosystem Management (IEM) | 2023 | Certification of completion of workshop | | |
| PCO6 – ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING(ENRA) | Formal Training and Workshop | Knowledgeable on Environment and Natural Resource Accounting (ENRA) | 2023 | Certification of completion of workshop | | |
| PCO7 – STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS | Formal Training and Workshop | Knowledgeable on strategies and schemes for financing environmental projects | 2023 | Certification of completion of workshop | | |
| PCO11 – INFORMATION, EDUCATION, AND COMMUNICATION, SOCIAL MARKETING AND EXTENSION SUPPORT | Training and Workshop | Has basic knowledge on information, education, and communication, social marketing and extension support | 2023 | Certification of completion of workshop | | |

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|---|-----------------------|--|------|---|--|--|
| PCO14 – LAND DISPOSITION AND MANAGEMENT | Training and Workshop | Enhance knowledge on Land Disposition and Management | 2023 | Certification of completion of workshop | | |
|---|-----------------------|--|------|---|--|--|

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

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| Employee Signature:  LORENA R. PERNIA | Date: April 29, 2023 | Supervisor Signature:  SIMEON R. DIAZ | Date: April 29, 2023 |
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