



Republika ng Pilipinas
KAGAWARAN NG PAGAWAIN AT LANSANGANG PAMBAYAN
TANGGAPAN NG KALIHIM
 Maynila

AUG 09 2004

DEPARTMENT ORDER

No. 112
 Series of 2004 *Aug 8-9-04*

SUBJECT: **Creation of DPWH Expanded
 Change Agents Team**

Change management is an integral part of any reform effort. The Leadership Team, RIMSS Executive Sponsors, RIMSS Steering Committee, RIMSS Project Director and Deputy Director, Process Experts (DPWH staff involved in the activity undergoing change) are all important internal change agents for successful implementation of RIMSS. However, in addition to these internal stakeholders, as with any major change, a focused group of individuals charged with championing the changes and communicating these stages within the Department is critical.

Since the beginning of RIMSS, there was a RIMSS Core Team composed of DPWH staff representing major areas of the Department (e.g. planning, design, construction, maintenance, financial management, information management, etc), which was expanded at the start of implementation to the RIMSS Change Agents with the inclusion of MIS personnel given that technology is a key enabler of the reforms. This team is comprised of DPWH Central Office Staff and a Region IV-A representative representing the Regional Offices.

Now, as the new procedures and computerized systems are being implemented, it is important that there be Change Agent Team in each of the offices of the Department, starting from those offices that are already implementing the enhanced procedures, e.g. Planning, BOM, AMMS and Regional Offices starting with Region IV-A.

In this connection, an Expanded Change Agent Team is hereby created in the Department with the following composition:

AMMS Change Agents

Chairperson: Ardeliza R. Medenilla OIC-Director

Members:

- | | |
|------------------------|--------|
| 1. Matilde R. Angeles | HRTMDD |
| 2. Jesus SJ. Cruz | SPMD |
| 3. Rowena R. Pacubas | PD |
| 4. Rolando M. Bone | RMD |
| 5. Teresita C. Paculan | SPMD |

PS Change Agents

Chairperson: Linda M. Templo Director

Members:

- | | |
|-----------------------|-------|
| 1. Rebecca T. Garsuta | DPD |
| 2. Solita V. Genota | PED |
| 3. Zaida V. Gonzaga | PD |
| 4. Renato Reyes | PED |
| 5. Luz V. Lagunzad | IPRSD |

- | | |
|-------------------------|-------|
| 6. Napoleon S. Famadico | DPD |
| 7. Carlos P. Zamora | SPS |
| 8. Edwin M. Fortes | IPRSD |
| 9. Nenita R. Jimenez | PD |
| 10. Emma E. Pelayo | PD |

Monitoring and Information Service

Chairperson: B. Elizabeth E. Yap Director

Members:

- | | |
|------------------------------|-------|
| 1. Sharon G. Bautista | TSD |
| 2. Ma. Nieva dela Paz | ADD |
| 3. Andres G. Ramos | SSADD |
| 4. Elizabeth P. Pilorin | PID |
| 5. Cyrus V. Canto | TSD |
| 6. Susan P. Oareza | ADD |
| 7. Jennifer Q. Lumabat | ADD |
| 8. Fortunato G. Bergania | ADD |
| 9. Erlinda S. Fernandez | SSADD |
| 10. Annabelle S. delos Reyes | SSADD |
| 11. Mercedes R. Bensorto | SSADD |
| 12. Francis S. Paulino | TSD |
| 13. Abbygail L. Laurente | ADD |
| 14. Edwin O. Pascua | TSD |
| 15. Francisco A. Silvano | ADD |
| 16. Ma. Sandra E. Pascua | SSADD |
| 17. Benedict G. Balasanos | TSD |

BOM Change Agents

Chairperson: Betty Sumait OIC-Assistant Director

Members:

- | | |
|---------------------------|-------|
| 1. Corazon J. Ramos | ID |
| 2. Elmo P. Mendoza | ISD |
| 3. Elmer L. Dabbay | MD |
| 4. Lilia M. Banaag | PPD |
| 5. Santiago T. Suico, Jr. | ISD |
| 6. Ma. Visna M. Manio | NRIMP |
| 7. Lourdes A. Aninipot | MD |
| 8. Rowena H. de Leon | NRIMP |
| 9. Richard J. Francisco | PPD |
| 10. Edna F. Menez | ID |

Region IV-A Change Agents

Chairperson: Felicisima R. Marcos AD

Members:

- | | |
|--------------------------------|------|
| 1. Elvin I. Caringal | CD |
| 2. Efigenio F. Panganiban, Jr. | MD |
| 3. Arnulfo H. Francisco | MQCD |
| 4. Ciriaco F. Castro | PDD |
| 5. Daisy I. Rivera | CFMD |
| 6. Josephine P. Baquiran | PPD |

These Change Agents Teams will improve the success rate for sustainability by:

1. Learning the necessary skills to promote change within their areas.
2. Communicating about the changes and provide feedback about the concerns.
3. Being leaders of change in their respective areas.
4. Further promoting the Secretary's thrusts and being utilized as expansion for the reorientation efforts as well.

This Order shall take effect immediately.



FLORANTE SORIQUEZ
Acting Secretary