



# User Manual

**PERFORMANCE EVALUATION FOR  
DIRECTORS SYSTEM (iPED)**

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## Document History

Version No.	Description	Date	Author
1.0	First Release	January 10, 2015	PSD Team
2.0	Second Release	January 13, 2015	PSD Team
3.0	Third Release	January 20, 2015	PSD Team

# Table of Contents

<b>Document History .....</b>	<b>2</b>
<b>Table of Contents .....</b>	<b>3</b>
<b>Definition of Terms .....</b>	<b>4</b>
<b>Purpose .....</b>	<b>5</b>
<b>Objectives .....</b>	<b>5</b>
<b>Software Requirements .....</b>	<b>5</b>
<b>Getting Started .....</b>	<b>6</b>
<b>Performance Evaluation System for Directors .....</b>	<b>6</b>
Log-in Screen .....	6
Basic Information .....	5
Terms and Conditions .....	7
Director's Dashboard .....	9
Appraisal Forms .....	11
Confirmation.....	14
Return to Dashboard.....	15

## Definition of Terms

**Alternate Director** – An individual who is officially designated by an Ex Officio Board member to exercise the powers and perform the functions of the latter in the event of his/her absence or incapacity when allowed by law.<sup>1</sup>

**Appointive Director** – An individual who sits or acts as a member of the Board of Directors/Trustees by virtue of his/her appointment or election to such a position.<sup>2</sup>

**Authorized User or User** – A Member of the GOCC Governing Board who is either an Appointive, Alternate, or Ex Officio Member, or any person authorized by the GCG to access the iPED.

**Dashboard** – The main screen of the iPED which shows, among others, the appraisal forms needed to be answered by the authorized user.

**Director Performance Review or DPR** – A component of the Performance Evaluation for Directors in the GOCC Sector (PED) which appraises the performance of individual Members of the GOCC Governing Board.

**Ex Officio Director** – An individual who sits or acts as a member of the Board of Directors/Trustees by virtue of his/her title to another office, and without further warrant or appointment.<sup>3</sup>

**Force Submit** – Refers to an action in the iPED that submits an Appraisal Form to the GCG even if said form has not been completely answered/rated by the User.

**iPED** – The system used by the GCG and GOCCs to facilitate the appraisal of the Members of the GOCC Governing Boards.

**Members of the GOCC Governing Board** – Refers to Appointive, Alternate, or Ex Officio Directors of the GOCC Board. It also refers to the GOCC's Chairman, and President/CEO or other designation with similar functions.

**Submit** – Refers to an action in the iPED that submits an Appraisal Form to the GCG with complete answers from the User.

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<sup>1</sup> Section 2(g), Executive Order No. 24, s. 2011.

<sup>2</sup> Section 2(h), Executive Order No. 24, s. 2011.

<sup>3</sup> Section 2(f), Executive Order No. 24, s. 2011.



## Purpose

This document provides a guide for all authorized users when filling out the Performance Evaluation for Directors System (iPED).

## Objectives

iPED is a web-based system designed to achieve the following GCG objectives:

1. Automate procedures to increase efficiency in answering, collating, and submission of Director Performance Review (DPR) forms;
2. Assist the GCG and GOCCs in the effective monitoring of the Director Performance Review (DPR) forms;
3. Increase the level of confidentiality and security in the information being provided in the DPR forms by the GOCC Governing Board members;
4. Promote greater accessibility to users by browsing to a single online web portal.

## Software Requirements

Operating System: Windows 7 and 8, Ubuntu 14.04 and Mac OS X 10.9.2

Web Browser: Google Chrome (recommended), Safari 7.0.3 and Chromium 36.0.1959.0

## Getting Started

To access iPED, the user may use any of the Internet browser recommended. In the address bar, enter the URL:



## Performance Evaluation for Directors System (iPED)

### Login Screen

The page where the user enters his credentials to access the system. To login, type email address and password, then click Submit.

A screenshot of the iPED login screen. At the top, there is a header for the "Office of the President of the Philippines GOVERNANCE COMMISSION FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS". Below the header, the title "Performance Evaluation for Directors (iPED) System" is displayed. The main content area is divided into two columns. The left column contains a "Welcome to iPED!" message, a description of the system, and sections for "COVERAGE" and "NOTE". The right column contains a "Log In" section with input fields for "Email" (containing "sample@email.com.16") and "Password" (containing "\*\*\*\*\*"), and a "Submit" button.

**NOTE:** A default password will be provided by the GCG to each member of the GOCC Governing Board via email. Email addresses submitted to GCG were provided by the GOCCs' respective Corporate Secretary/Compliance Officer.

### Basic Information

After logging in, the system will require you to input your basic information. The system will also require you to change the default password into your own personal password for security purposes. All with asterisk (\*) are required information.



After you input the data, click SUBMIT.

### Basic Information

First Appointment Date: (LBP)  \*

Date of Birth:  \*

Place of Birth:  \*

Contact Number (Phone):  \*

Contact Number (mobile):

Mother's Maiden Name:  \*

Father's Name:  \*

### Change Password

New password:  \*

Confirm New password:  \*

- Length must be 8 characters or greater
- Must contain at least 1 upper case character
- Must contain at least 1 lower case character
- Must contain at least 1 numeric character

**NOTE:** For clarity, "First Appointment Date" would mean the following:

For **Alternates** - date of designation as the official Alternate of the *Ex Officio* Member in the particular GOCC Governing Board.

For **Appointive Directors** – date of appointment by the President as Member of the GOCC Governing Board.

The user is required to log-in again using the new password.

### Log In

Email

Password

➡ Successfully Updated Information. Please LOG IN with your new credentials

## **Terms and Conditions**

Please read the stated conditions check on the box located on the lower portion of the screen, and click **continue**.

### **TERMS AND CONDITIONS**

1. These terms and conditions ("Terms") govern the use and access by any user of the Performance Evaluation for Directors System (IPED) ("Website"). If you access and use the Website you are deemed to have agreed to these Terms.
2. The Website is owned and administered by the Governance Commission for Government-Owned and -Controlled Corporations (GOCCs) ("Governance Commission").
3. References to "we" "us" and "our" shall mean the Governance Commission, and includes, as the context requires, its officers and employees, while references to "you" "your" and "yours" shall mean the GOCC providing the information.

### **Legal Framework**

4. Section 17 of R.A. No. 10149 states that an "Appointive Director may be nominated by the GCG for reappointment by the President only if one obtains a performance score of above average or its equivalent or higher in the immediately preceding year of tenure based on the performance criteria for Appointive Directors for the GOCC."
5. In the exercise of the Governance Commission's mandate, GCG MC No. 2014-03 (Re-Issued) provides for the establishment of the Performance Evaluation for Directors (PED) as the basis for assessing the performance of Appointive Directors.

### **Purpose**

6. An Annual Performance Evaluation would further strengthen the competence and character of the Members of the GOCC Governing Boards.
7. Under GCG MC No. 2014-03 (Re-Issued), to ensure confidentiality in the Director Performance Review results, assessment forms shall be answered and encoded by each GOCC Board Director using a web-based system.

### **Duties and Submissions of GOCCs**

8. The GOCCs, thru their designated representatives, shall:
  - Collect all necessary information and complete the reports required by the PED;
  - Electronically publish and certify the truthfulness and accuracy of the information submitted through the Website within the stated deadlines;
  - Monitor the Website for important updates and/or system changes and report them to the offices as needed;
  - Coordinate with Governance Commission Officers for the verification or clarification of the information submitted, as well as facilitating the submission of any additional requested documents/ records.
9. The designated representatives shall ensure that all information submitted thru the Website are genuine, accurate, complies with all laws and up-to-date.



## Disclosure

10. We reserve the right to disclose information provided by the GOCC thru this Website for public consumption except for sensitive and privileged information as provided under the "Data Privacy Act of 2012" (R.A. No. 10173) or those that may deter the normal operations, or put the GOCC at a disadvantage against competitors. In the event that the GOCC finds such case, the GOCC may appeal to the Governance Commission the removal of the personal and sensitive information found in the Website's public facility.

11. The Governance Commission shall handle the personal, sensitive and privileged information submitted by the users in accordance with the provisions of R.A. No. 10173, and other applicable rules and regulations.

## Security and Penalties

12. The Website implements security measures and follows security standards to prevent the unauthorized access, storage and disclosure of information which you have given to us.

13. The Website shall be protected under the "Electronic Commerce Act of 2000" (R.A. No. 8792) and the "Cybercrime Prevention Act of 2012" (R.A. No. 10175). Any individual found guilty of committing any offense against the Website based on the said laws shall be penalized accordingly.

## Ownership of Intellectual Property and Restrictions on Use of Website Material

14. With the exception of the GOCC-specific information, trademarks or logos provided to us, we own all intellectual property rights in the text and graphics on the Website and its overall design. You may not copy, transmit, download, or use in any capacity the material on the Website or create any other material using material on the Website without obtaining the prior written consent of the Governance Commission.

15. The information contained on the Website may be the subject of other intellectual property rights owned by us or by third parties. No license is granted in respect of those intellectual property rights other than as set out in these Terms. Your use of the Website must not in any way infringe our intellectual property or other rights or those of any other person.

## Exclusions and Limitations of Liability

16. To the extent permitted by law, we are not liable to you or anyone else for any loss, damage or expense, however caused, which have been directly or indirectly suffered in connection with the use of the Website and we exclude liability (whether that liability arises in contract, tort (including negligence) or statute) for any direct, special, indirect or consequential loss or damage (including without limitation loss of revenue and loss of or damage to data) suffered or incurred by you or any person in connection with your access to or use of the Website.

17. Without limiting the generality of the foregoing and to the extent permitted by law, we:

- make no warranty (whether express, implied or statutory) as to the completeness, accuracy, reliability or fitness for purpose of any material on the Website;
- are not liable to you or to anyone else for any errors in the information on the Website including in any third party content provided to us for inclusion on the Website; and
- are not liable for any failure or unavailability of the Website for any time period.

## Users Use of the Website

19. You may not attempt to gain unauthorized access to any portion or feature of the Website, or attempt to obtain any material, information or documents through any means not purposely made available by the Governance Commission, including without limitation, hacking, password mining or otherwise accessing data without authorization. You may not test the vulnerability of the Website or any network connected to the Website or seek to trace any information on any other user of the Website.

20. We may, at any time and without prior notice or any liability to you, change, suspend, restrict or terminate your access to this Website or any part of it for any reason including for any breach of these terms.

## Amendments

18. We may amend these Terms from time to time, provided that you will be notified of the changes by posting the amended Terms on the Website and the changes will be effective from the date and time they are posted. You are responsible for reviewing these Terms and your continued use of this Website after any such amendment constitutes your agreement to the amended Terms.

☒ I agree with the terms and conditions

Cancel

Continue



## Director's Dashboard

The main page of the iPED, consists of four (4) sections, as follows:

1. **Evaluation Status:** Shows the DPR forms that needs to be filled-up, and the PED Window Period :

Director's Dashboard

Evaluation Status

Uncompleted Forms **11**

Evaluation Period: January 01, 2018 - December 31, 2018

Instructions [View](#)

Forms Legend [View](#)

Land Bank of the Philippines (LBP)

Submitted forms: 0/11

SAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 1	PAF No. 2	PAF No. 2	PAF No. 2
Unsubmitted	Unsubmitted	pending	pending	pending	pending	pending	pending	pending	pending	pending
Self Appraisal	Hon. Victor Gerardo J. Eustacio	Hon. Glida E. Pico	Hon. Tomas T. De Leon Jr.	Hon. Domingo Diaz	Hon. Crisanto T. Aguirre	Hon. Cesar V. Pungora	Hon. Jeremias N. Paul Jr.	Hon. Virgilio R. De los Reyes	Hon. Rosalinda D. Beldad	Hon. Danilo P. Cruz

2. **Instructions:** The general information with regard to the system and DPR forms. Click the **view** button to read the General Instructions.

Director's Dashboard

Evaluation Status

Uncompleted Forms **11**

Evaluation Period: January 01, 2018 - December 31, 2018

Instructions [View](#)

Forms Legend [View](#)

Land Bank of the Philippines (LBP)

Submitted forms: 0/11

SAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 1	PAF No. 1	PAF No. 2	PAF No. 2
Unsubmitted	Unsubmitted	pending	pending	pending	pending	pending	pending	pending	pending	pending
Self Appraisal	Hon. Victor Gerardo J. Eustacio	Hon. Glida E. Pico	Hon. Tomas T. De Leon Jr.	Hon. Domingo Diaz	Hon. Crisanto T. Aguirre	Hon. Cesar V. Pungora	Hon. Jeremias N. Paul Jr.	Hon. Virgilio R. De los Reyes	Hon. Rosalinda D. Beldad	Hon. Danilo P. Cruz

Click **hide** to close instructions.

IPED SYSTEM Dashboard Hon. Grace J. Cenas Log out

## Director's Dashboard

**Evaluation Status**

Uncompleted Forms: **13**

Evaluation Period: Jan 01, 2018 - Dec 31, 2018

**Instructions**

- Below is the list of PED forms you need to accomplish. Please click on each form icon to proceed your evaluation assessment for yourself and your peers.
- As you are accomplishing each form, the system will automatically save your answers. You may jump from one question to the next as often as you wish.

**NOTE:** The system will be opened for access by each GOCC Governing Board within the established assessment period relayed by the Governance Commission for GOCCs. Beyond the prescribed assessment period, the IPED will automatically restrict your access to this system.

[hide](#)

**3. Forms Legend:** Defines the color schemes used by the system. (RED, YELLOW, and GREEN). Click **view** to read the Forms Legend.

IPED SYSTEM Dashboard Hon. Anthony N. Panangao Log out

## Director's Dashboard

**Evaluation Status**

Uncompleted Forms: **11**

Evaluation Period: January 01, 2018 - December 31, 2018

**Instructions** [view](#)

**Forms Legend** [view](#)

**Land Bank of the Philippines (LBP)**

Submitted forms: 0/11

SAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 1	PAF No. 1	PAF No. 2	PAF No. 2	PAF No. 2
Self Assessment: Hon. Victor Gerardo A. Eustacio	Hon. Glida E. Piao	Hon. Tomas T. De Leon Jr.	Hon. Domingo Das	Hon. Crispin T. Aguero	Hon. Cesar V. Pulgarin	Hon. Jeremias N. Pascual	Hon. Virgilio R. De los Reyes	Hon. Rosalinda D. Bano	Hon. Danilo P. Cruz	

Click **hide** to close Forms Legend.

IPED SYSTEM Dashboard Hon. Grace J. Cenas Log out

## Director's Dashboard

**Evaluation Status**

Uncompleted Forms: **13**

Evaluation Period: Jan 01, 2018 - Dec 31, 2018

**Instructions** [view](#)

**Forms Legend**

- Pending = has not been filed in at all
- Unsubmitted = not completely filled in, not submitted
- Completed = filled in and submitted

[hide](#)



4. **The Appraisal Forms:** Indicates the number of persons to be evaluated and their corresponding forms shown by box icons.

The screenshot shows the 'Director's Dashboard' for the 'IPED SYSTEM'. It includes a 'Dashboard' link, the user name 'Hon. Anthony N. Parungao', and a 'Log-out' link. The main content area is titled 'Director's Dashboard' and contains the following sections:

- Evaluation Status:** Shows 'Uncompleted Forms: 11' and 'Evaluation Period: January 01, 2018 - December 31, 2018'.
- Instructions:** A link to view instructions.
- Forms Legend:** A link to view the forms legend.
- Land Bank of the Philippines (LBP):** A section titled 'Submitted forms (11)' showing a grid of 11 appraisal forms.

The grid of appraisal forms is as follows:

SAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 2	PAF No. 1	PAF No. 1	PAF No. 2	PAF No. 2	PAF No. 2
Self Appraisal	Hon. Victor Gerardo J. Batasto	Hon. Gloria E. Pico	Hon. Tomas T. De Leon Jr.	Hon. Domingo Diaz	Hon. Crispino T. Aguirre	Hon. Cesar V. Punsame	Hon. Jeremias N. Paulin	Hon. Virginia R. De los Reyes	Hon. Rosalinda D. Bardo	Hon. Danilo P. Cruz
pending	pending	pending	pending	pending	pending	pending	pending	pending	pending	pending

An arrow points to the 'Self Appraisal' box icon.

## Appraisal Forms

By clicking on one of the box icons, you will be directed to the instructions page. After reading the page, click on **next**.

The screenshot shows the 'Self-Appraisal as Board Member (SELF ASSESSMENT FORM - SAF No. 2)' page. It includes a 'Dashboard' link, the user name 'Hon. Anthony N. Parungao', and a 'Log-out' link. The main content area is titled 'Self-Appraisal as Board Member (SELF ASSESSMENT FORM - SAF No. 2)' and contains the following sections:

- Name of GOCC:** Land Bank of the Philippines (LBP)
- Evaluation Period:** January 01, 2018 - December 31, 2018
- Name:** Hon. Anthony N. Parungao
- INSTRUCTIONS:** A section with instructions for the evaluation process.

The instructions are as follows:

- Please go over the statements carefully and check/mark each sub-criteria using the following scale:

SCALE	CATEGORY
1	Not Observed (Poor)
2	Partly Observed (Needs Improvement)
3	Generally Observed (Meets Expectations)
4	Often Observed (Exceeds Expectations)
5	Highly Observed (Outstanding)
NA	Not Applicable: There is no basis to rate the Director under this criteria.

- The objective of the evaluation is to assess the evaluatee's strengths and weaknesses. The GOCC encourages the ratee to be forthright and freely state the reasons for any ratings made in the Comments section. The GOCC shall not disclose your comments to the person affected therein.
- You have the option to save the entire evaluation form. Go through all the criteria/questions by clicking on 'Next'. Also, click on 'Previous' if you want to go to the previous set of criteria/questions.
- If you have finished answering all the questions, please click on the 'Submit' button found on the lower portion of the webpage. Once submitted, you are no longer allowed to edit the evaluation form.
- You are not required to finish the evaluation form in one day. Thus, you have the option to go back to the forms as often as you wish provided it is within the prescribed evaluation period. To temporarily exit the evaluation form, click on 'Dashboard' found at the top most section of every page. Your previous answers shall automatically be saved by the system.
- If you feel you have no substantial basis to generally rate an evaluatee or you feel you cannot assess an evaluatee entirely, you have the option to forgo the entire evaluation process and submit the form directly to GOCC by clicking the 'Submit' button. Again, a submitted form shall no longer be editable so make sure you have seen or answered all the questions defined in every evaluation form before clicking 'Submit'.

An arrow points to the 'next' button.



Read each question and click the ratings you wish to apply. If you want to explain your ratings, you may write it in the Comments Section.

CRITERIA		RATINGS							Comments
		1	2	3	4	5	NA	Clear	
1.1	Understands the mission, vision, and values of the GOCC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.2	Understands the duties and responsibilities as a director, including the distinction between board and management roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.3	Understands the general economic, social, and business industry issues that affect the GOCC.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.4	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.5	Is open to feedback about his/her performance.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

- Heading:** Shows the form number and the type (Chairman/Members of the Governing Board/PCEO)

CRITERIA		RATINGS							Comments
		1	2	3	4	5	NA	Clear	
1.1	Understands the mission, vision, and values of the GOCC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.2	Understands the duties and responsibilities as a director, including the distinction between board and management roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.3	Understands the general economic, social, and business industry issues that affect the GOCC.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.4	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.5	Is open to feedback about his/her performance.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

- Name of GOCC**

CRITERIA		RATINGS							Comments
		1	2	3	4	5	NA	Clear	
1.1	Understands the mission, vision, and values of the GOCC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.2	Understands the duties and responsibilities as a director, including the distinction between board and management roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.3	Understands the general economic, social, and business industry issues that affect the GOCC.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.4	Willingness to participate in director development activities (e.g. seminars, trainings, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.5	Is open to feedback about his/her performance.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	



### 3. Evaluation Period

IPED SYSTEM Dashboard Hon. Anthony N. Parungao Log out

Peer Appraisal for the CFO (PEER ASSESSMENT FORM - PAF No. 2)

Name of GOCC: Land Bank of the Philippines (LBP) Evaluation Period: January 01, 2016 - December 31, 2018

Evaluatee: Hon. Gilda E. Pico Evaluator: Hon. Anthony N. Parungao

CRITERIA	1	2	3	4	5	NA	Clear	Comments
1.) Knowledge and Personal Development								
1.1 Understands the mission, vision, and values of the GOCC.								
1.2 Understands the duties and responsibilities as a director, including the distinction between board and management roles.								
1.3 Understands the general economic, social, and business industry issues that affect the GOCC.								
1.4 Willingness to participate in director development activities, (e.g. seminars, trainings, etc.)								
1.5 Is open to feedback about his/her performance.								

Submit

4. Name on the left portion: Name of the person you are evaluating, if you are filling-up a Peer Appraisal Form, or your own name, if you are filling up a Self-Appraisal Form.

#### Peer Appraisal Form (PAF)

IPED SYSTEM Dashboard Hon. Anthony N. Parungao Log out

Peer Appraisal for the CFO (PEER ASSESSMENT FORM - PAF No. 2)

Name of GOCC: Land Bank of the Philippines (LBP) Evaluation Period: January 01, 2016 - December 31, 2018

Evaluatee: Hon. Gilda E. Pico Evaluator: Hon. Anthony N. Parungao

CRITERIA	1	2	3	4	5	NA	Clear	Comments
1.) Knowledge and Personal Development								
1.1 Understands the mission, vision, and values of the GOCC.								
1.2 Understands the duties and responsibilities as a director, including the distinction between board and management roles.								
1.3 Understands the general economic, social, and business industry issues that affect the GOCC.								
1.4 Willingness to participate in director development activities, (e.g. seminars, trainings, etc.)								
1.5 Is open to feedback about his/her performance.								

Submit

#### Self Appraisal Form (SAF)

IPED SYSTEM Dashboard Hon. Anthony N. Parungao Log out

Self Appraisal as Board Member (SELF ASSESSMENT FORM - SAF No. 2)

Name of GOCC: Land Bank of the Philippines (LBP) Evaluation Period: January 01, 2016 - December 31, 2018

Name: Hon. Anthony N. Parungao

CRITERIA	1	2	3	4	5	NA	Clear	Comments
1.) Knowledge and Personal Development								
1.1 I understand the mission, vision, and values of the GOCC.								
1.2 I understand my duties and responsibilities as a director, including the distinction between board and management roles.								
1.3 I understand the general economic, social and business industry issues that affect the GOCC.								
1.4 I willingly participate in director development activities (e.g. seminars, trainings, etc.)								
1.5 I am open to feedback about my performance.								

Submit



Click PREVIOUS or NEXT on the bottom left or right of the window, if you want to browse other questions in the form.

### Confirmation

#### Scenario 1: Complete (Answered all Questions)

If you have completely answered and scored all the questions in the form, click SUBMIT. A message will appear to confirm your submission. Click YES to proceed.

CRITERIA	RATINGS	1	2	3	4	5	NA	Clear	Comments
4.1 Conduct/Behavior									
4.2 I act in a manner characterized by transparency, accountability, integrity and fairness fully aware that the office of a director is one of trust and confidence.									
4.3 I ensure the confidentiality of business information acquired by reason of my position as a director and our board's deliberations									
4.4 I ensure that my personal interest do not conflict with the interest of the GOCC.									
4.5 I treat others within the GOCC with courtesy and respect									

### Confirmation

By clicking the SUBMIT button, you certify that the scores/assessment stated herein are deemed final. You are no longer allowed to re-edit your answers after this point.

Are you sure you want to proceed?

yes

no

OFFICE OF THE COUNCIL SECRETARY/NT

## Scenario 2: Not Complete DPR forms or opted not to answer at all.

If you have not completely finished in answering and scoring the form but have decided to submit it anyway, click on SUBMIT. A confirmation message will appear seeking your reason/s for the force submission. This is a required procedure.

Self-Appraisal as Board Member (SELF-ASSESSMENT FORM - SAP No. 2)

Name of GOCC: Land Bank of the Philippines (LBP) Evaluation Period: January 01, 2016 - December 31, 2016

Name: Hon. Anthony N. Parungao

CRITERIA	1	2	3	4	5	N/A	Clear	Comments
3.1 I actively establish and maintain good personal relations with co-directors and management.								
3.2 I handle work conflict positively and constructively.								
3.3 I listen attentively to the contribution of others.								
3.4 I explore differences of opinion in a positive way.								
3.5 I maintain objectivity in the face of difficult decisions.								

Unanswered Questions: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

**SUBMIT**

After stating your reason/s, click on FORCE SUBMIT.

Confirmation

You have not answered the following questions :

1.5 : rated N/A but no comment	3.1 : Unrated
3.4 : Unrated	3.5 : Unrated
4.1 : Unrated	4.2 : Unrated
4.3 : Unrated	4.4 : Unrated

Clicking "FORCE SUBMIT" means you have no basis to evaluate, thus, you are submitting a blank form.

Are you sure you want to force submit?

If yes, kindly indicate your reason here then click: FORCE SUBMIT Otherwise click: CANCEL



After clicking submit, you will return to the Director's Dashboard. The Icon box form you submitted will change color to identify its status.