

# LAGUNA LAKE DEVELOPMENT AUTHORITY

## TERMS OF REFERENCE

### Consulting Services for the Development of LLDA Reorganization Plan

#### A. BACKGROUND/RATIONALE:

The Laguna Lake Development Authority (LLDA) has recently refocused its organizational vision and mission statement, putting emphasis to long-term and effective sustainable development while simultaneously working hand-in-hand with empowered stakeholders. Though this may construe as another variation of discerning the Authority's mandate, it actually exudes a more humane and dynamic approach to governance, especially as it highlights *"the needs of present and future generations through the participation of empowered and responsible stakeholders."* Accordingly, changes in vision and mission begets change in direction setting albeit non-drastic. To conform to this new vision and mission statement, LLDA is now committed to adapt to a more responsive and effective style of management. The need to develop or improve on the required competencies should likewise be prioritized. Moreover, with the aging workforce in LLDA, the next-in-line employees should be prepared and empowered to handle bigger responsibilities.

By undergoing reorganization, the LLDA will have the ability to restructure its operations and human resources to be strategically aligned with the new vision and mission statement and with the present administration's goals. The guidelines for GOCC reorganization/rationalization has already been mandated through the Governance Commission for GOCCs (GCG) Memorandum Circular No. 2015-04. In addition, a Guidebook for Reorganization of GOCCs was also provided to serve as step-by-step procedure, taking into account all the preparation and planning reports that must be submitted prior to the actual implementation of reorganizing. If done effectively, the reorganization will only result to an LLDA that is more efficient, better organized, and better focused.

#### B. PURPOSE OF ASSIGNMENT:

This Project aims to develop the reports needed in developing the Reorganization Plan, particularly those required in Steps 3-6 of the GCG's Procedure for the Preparation and Submission of the Reorganization Plan. To do this, the GCG requires GOCCs to acquire a third party to assess the current state of LLDA. In addition, the subject-matter expert(s) will produce a cost-benefit analysis, a design framework, and an organizational and staffing design. The engagement of a third party ensures that reports are objective and impartial, and geared towards a productive study that will eventually put the organization on a path to long-term sustainability.

