



# The role of stakeholder relationships in institutional transformation: Reflections from the Philippines<sup>1</sup>

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## Key Stakeholders

- Within the national statistical system
  - Board of the PSA
- Outside the national statistical system
  - Congress
  - Academe
  - Professional Societies ( Statistics and Demography)
  - Local Civil Registrars
  - Media
- International partners

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## Reflections

- The transformation of the Philippines' statistical system through a Republic Act and not just an Executive Order from the Philippine President provides strong legal basis for PSA to do its functions
- It is the convergence of contributions from the key stakeholders and strong push by its champions



*All agencies of government are hereby mandated to comply with any and all directives requested by the PSA Board, either motu proprio or through the PSA. Failure, without justifiable reason, by any agency to comply with this mandate shall result in the filing of administrative and criminal cases against the erring government personnel and the immediate superior concerned without prejudice to violation of any other law or regulation. In a criminal case, the penalties provided in the second paragraph of Section 27 hereof shall apply. (Section 9 of the Philippine Statistical Act)*



- BUT transformation through legal instruments takes time and may not always be needed.
- Transformations can be done through effective stakeholder engagements.
- The PSA is fortunate that it has the law to jumpstart transformation but it still needs effective stakeholder engagements.

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- Institutional relationships must be maintained and enhanced even as individual relationships become stronger
- Regular leveling of expectations must be done and any unmet expectation immediately addressed
- Champions must be identified and relationships with them nurtured
  - They may change depending on what the organization needs to do
  - Current champions are the planning minister and the budget minister

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- Transformation of the PSA is both
  - Revolutionary
    - New organizational structure by law
    - 30% of staff opted to retire so new people shall be joining
    - Staff moved to new offices
  - Evolutionary
    - Getting buy-in from within( vital for effective key stakeholder engagements)
    - Change management greatly helps!
    - Developing a new PSA mindset and culture is a process that needs to be guided well

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## **Transforming our organization**

- People
  - Let us ensure that our people can fulfill their potential in the organization in dignity and equality and in an enabling office environment.
- Partnership
  - Let us mobilize the means to implement our vision for our organization though enhanced partnerships with our stakeholders based on a spirit of solidarity.

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## Transforming our organization

- Peace
  - Let us foster peaceful, just and inclusive offices which promote participatory decision-making.
- Prosperity
  - Let us be determined to ensure that all employees can enjoy prosperous and fulfilling lives through the organization's promotion of their professional development and well-being.



## Transforming our organization

- Planet
  - Let us , as an organization, contribute to the protection of our planet from degradation through appropriate office policies.



**Thank you!**