

## POSSIBLE QUESTIONS FOR PERSONNEL INTERVIEW AND PREFERRED ANSWERS

### 1. What is ITP-PGS or PNP PATROL Plan 2030?

- The PNP PATROL Plan 2030 or PNP Peace and Order Agenda for Transformation and Upholding of the Rule of Law is the organization's strategy endeavors for real and lasting transformation through adaptation of the Balanced Scorecard as a management and measurement tool in order to attain its vision of becoming a Highly capable, effective and credible police service.

### 2. What is the difference between Scorecards from Dashboards?

- Scorecards and Dashboards are both analytical tools that allow you to focus on the measurements that are important to the achievement of your goals.

- Scorecards are used for performance management that measure the progress towards the strategic goals and is updated periodically while dashboards are being used for performance measurement/monitoring of operational goals and is updated in real-time. In automobile, Scorecard is the GPS (shows when and how you will arrive) while Dashboard is automobile dashboard (shows how your car is operating)

### 3. How many perspectives and strategic objectives we have in our Charter Statement? What are they?

- The PNP Roadmap comprised of four

(4) perspectives and seven (7) strategic objectives;

a. RESOURCE MANAGEMENT- Optimize use of financial and logistical resources;

b. LEARNING & GROWTH - Develop competent, motivated, values-oriented and disciplined Police Personnel

c. PROCESS EXCELLENCE - Improve Crime Prevention; Improve Crime Solution; and Improve Community safety awareness through community oriented and human rights-based policing;

d. COMMUNITY - A safer place to live, work; and do business.

### 4. What is Strategy and Operations Review? Difference of Strategy Review and Operations Review

- Strategy Review assesses the strategic performance of the scorecard by identifying key success factors or barriers that contributed or hampered in the accomplishment of the target and it is done quarterly. - Operations Review assesses short-term performance, respond to problems that have arisen recently and need immediate attention. It reviews the performance of the Operational and Tactical Dashboards.

### 5. How do we align our budget to strategies?

- In order to better align budgets with strategies, initiatives/activities under each strategy shall be funded & implemented based on the Annual Operations Plans and Budget.

### 6. What is the role of the Advisory Council in the implementation of the PNP Patrol Plan? (NAGTPD, RAC, PAC, BAC, C/MAC)

- To advise and assist the PNP in identifying key priorities and strategic issues in accordance with the

# Personnel Interview Questions And Answers

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