

As an institution aiming for continuous improvement, the R1MC ventured to Performance Governance System (PGS) for its transformation journey. The PGS is the local adaptation of the Balanced Scorecard developed at the Harvard Business School. It is a performance management and measurement tool that aims to translate organizational goals into breakthrough results guided by a set of performance indicators and metrics.

The R1MC'S governance journey started in 2018 when it enrolled for the Performance Governance System. Its preparation started by sending R1MC staff to a PGS Bootcamp hosted by the Philippine Heart Center last July 16-18, 2018



To further enhance the capability of R1MC employees, they have attended the Governance Bootcamp Masterclass for Hospitals held last April 11-12, 2019.

The R1MC adopted good governance to be able to respond to client's needs through transparency, responsibility and accountability. With this, the R1MC will be able to protect stakeholder's rights and engage them in the attainment of our goals.

Through the PGS, we are hopeful that all the challenges in the fulfillment of this mandate shall be thoroughly addressed to yield positive impact to R1MC and its stakeholders.

With the engagement and commitment of the entire R1MC workforce and our external partners from the community we are confident that we can successfully deliver breakthrough results in good governance to our stakeholders.

1. INITIATION STAGE

The PGS pathway is composed of the following: (1) Initiation (2) Compliance (3) Proficiency (4) Institutionalization.

The Initiation stage focuses on the crafting of a strategy design. The R1MC was able to define itself and its purpose which was captured in its Charter Statement composed of its Vision, Mission and Core Values. The R1MC then identified its core processes or functions. With our vision to become the end-referral hospital in Northern Luzon, the R1MC committed to provide affordable and quality subspecialty healthcare services to deliver better health outcome, responsive health systems, and equitable healthcare financing. The Strategy Map spells out the long-term strategic plan of the R1MC in meeting its vision and the R1MC's game plan to transformation.

The R1MC successfully passed the Initiation stage on June 27, 2019. In addition to this, the Hospital was awarded the Governance Gold Trailblazer award by the Institute for Solidarity in Asia for its pursuit of good governance.

2. COMPLIANCE STAGE

After the organization has formulated its plans, the next step is to be able to properly execute them. To do so, the organization must come up with a Cascading Framework that will allow it to involve all units and individuals to the implementation of the strategy. What is important is the linkage of this framework to a performance assessment mechanism such as the Strategic Performance Management System (or SPMS), an incentives scheme, and an effective communications plan that can secure the buy-in of individuals in the organization.

Leading the execution of the strategy are the Office for Strategy Management (or the OSM) and the PGS Core Team.

3. PROFICIENCY STAGE

After the R1MC successfully passed the Compliance Stage of its governance pathway, it is now preparing for the Proficiency Stage. This stage focuses on monitoring and evaluation of the strategy.