

# Developing a new breed of productivity specialists


**H**istory was made on 16 May 2008 when the first students to complete the Master in Productivity and Quality Management (MPQM) Program graduated from the Development Academy of the Philippines (DAP). The MPQM program, the first of its kind in Asia, represents a significant milestone in the achievements of the DAP. The MPQM is a master's degree program designed to respond to the global challenge of building a culture of continuous improvement and performance excellence. The program is conducted by the Institute of Productivity and Quality (IPQ) within DAP's Graduate School of Public and Development Management. The MPQM Program aims to develop a corps of highly skilled productivity and quality (P&Q) professionals who will advocate and institutionalize P&Q improvement at the organizational and national levels.

In his welcoming remarks during the graduation ceremony, DAP President Antonio D. Kalaw, Jr., cited the MPQM as being a concrete testament of the DAP's dedication to pursuing P&Q knowledge and innovation. Kalaw also highlighted the close link this program has with APO initiatives to nurture productivity practitioners, saying, "The Institute of Productivity and Quality of the Graduate School developed the MPQM in 2002, taking off from the design of the annual Development of Productivity Specialists training course implemented by the DAP in partnership with the APO."



*First graduates of the MPQM Program along with faculty members*

Of the original 13 students who enrolled in June 2006, eight from both public and private organizations graduated from the program, indicating the rigorous nature of the MPQM. The course is comprised of modules combining theory and concrete applications. A major component of the MPQM is the Productivity and Quality Action Plan and Project (PQuAPP), equivalent to a thesis and required for graduation. The PQuAPP is a six-unit component in the curriculum that allows students to demonstrate the six core competencies of a productivity specialist: 1) ability to identify a productivity issue/problem; 2) ability to develop and work out productivity strategy/solutions; 3) ability to implement solutions; 4) ability to convince stakeholders including management and employers; 5) ability to evaluate solutions; and 6) ability to sustain improvements. Erwin V. Salaveria, Personnel and Management Systems Department, Asian Development Bank, was cited for having the best PQuAPP; best overall academic performance was achieved by Assistant Vice President Jemuel C. Castillo, Technological Institute of the Philippine Quality Management Office.

The completion of the first MPQM Program was supported by Senator Ramon Magsaysay, Jr., who provided funding from the Priority Development Assistance Fund. An outspoken advocate of education and lifelong learning, Senator Magsaysay is a long-standing partner of and donor to the DAP's Master in Public Management (MPM) program. Following the structural design of the MPM program, the MPQM is practitioner based, and the faculty are not only academics but also actively involved in industry. The MPQM is open to all individuals from any country wishing to become leaders in P&Q improvement and the productivity movement. IPQ staff and faculty are proud to invite future productivity specialists from around the world to join the next group of master's degree candidates. 

*Contributed by Director Niña Maria B. Estudillo (front row, fourth from right in photo above), Institute of Productivity and Quality, Graduate School of Public and Development Management, DAP, Philippines. <http://www.dap.edu.ph>*

Erratum: APO expert Pawan Kumar was incorrectly identified in the photo caption on page 8 of the June issue of the *APO News*. Kumar was the second from the right.