UNIVERSITY OF SOUTHERN MINDANAO

COLLEGE OF BUSINESS, DEVELOPMENT ECONOMICS AND MANAGEMENT

ACCOUNTANCY DEPARTMENT

BACHELOR OF SCIENCE IN MANAGEMENT ACCOUNTING



AACCUP LEVEL 1 ACCREDITATION

AREA X
ADMINISTRATION

S.1. The institution has an approved performance evaluation system for administrative personnel which includes the following items:

S.1.4. Creative ability and innovativeness;

SUCCESS INDICATOR	#	★	QUALITY	EFFICIENCY	TIMELINESS
Obtain at least one patent within 7 years	RES-P34-008	5	Obtained Patent		5 years since last patent
		4	Obtained Utility Model		6 years since last patent
		3			7 years since last patent/UM
		2			8 years since last patent/UM
		1			9 years since last patent/UM

THINKING STRATEGICALLY AND CREATIVELY

The ability to "see the big picture", think multi-dimensionally, craft innovative solutions, identify connections between situations or things that are not obviously related, and come up with new ideas and different ways to enhance organisational effectiveness and responsiveness.

Levels	BASIC	INTERMEDIATE	ADVANCED	SUPERIOR
Core descriptions	Displays awareness and supports the vision, mission, values, objectives and purposes of the agency or organisation.	Creates or defines goals and initiatives based on how one can support, extend or align to the goals of one's department or functional area.	Plans, crafts and adapts strategies for achieving the vision, mission and objectives of the agency or organisation and secures the proper implementation of these strategies.	Interprets the complex and volatile nature of the environment to the agency or organisation and adaptively moves it into a more strategic position where it can better address the challenges it faces both now and into the future
Demonstrates a systems perspective	1.1 Articulates to others the vision, mission, values, objectives and purposes of the organisation/ agency	2.1 Communicates the alignment of the roles and performance commitment of the Division or Unit to Office targets based on the organisation's vision, mission, values, objectives and purposes	3.1 Explains the linkages and interactions among various functional areas, systems and processes of the organisation/ agency, including the interface with clients, partners and other stakeholders	4.1 Aligns strategies and development plans to the national development agenda and whole of government scenario.
Demonstrates strategic agility	1.2 Responds positively to the call or challenges of the organisation's or agency's goals	2.2 Guides work teams in designing breakthrough or innovative plans and programs	3.2 Evaluates changes in the operating environment and applies knowledge when exercising and recommending sound judgement in identifying range of solutions/ courses of action (i.e. adjusts plans and programs, tailors approaches and/or explores innovative alternatives)	4.2 Analyses multi-dimensional aspects and impacts of the emerging issues, future trends, potential challenges and opportunities and how these can affect organisation's systems, processes, people, programs and services, and projects them into the future

LEADERSHIP COMPETENCIES

Thinking Strategically and Creatively

Levels	BASIC	INTERMEDIATE	ADVANCED	SUPERIOR
Promotes creativity	1.3 Supports innovative initiatives and demonstrates responsiveness to change methodology	2.3 Demonstrates the ability to think 'outside the box' by coming up with innovative ideas and methods of doing things	3.3 Cultivates an open environment where staff members feel free to do different things and try out new and different ways of doing things	4.3 Provides resources for pursuing worthy and necessary innovations
Negotiates and allocates resources properly and judiciously	1.4 Identifies resources and competencies needed within the work area to get the work done	2.4 Uses appropriate resources in accordance with the office workplan, organisational priorities and regulatory standards/ procedures	3.4 Monitors and emphasises the efficient use of resources to achieve cost effective outcomes	4.4 Negotiates the provision of resources within the organisation and with relevant bodies by identifying and exploring potential sources of additional resources
Acts as strategic advisor	1.5 Provides advice and feedback to support others to make sound and timely decisions	2.5 Raises and challenges important issues constructively and stands by own position when challenged	3.5 Speaks up to clarify decisions and points out potential negative impacts or repercussions	4.5 Provides quality judgement and strategic advice to senior leadership and relevant government instrumentalities, based on robust analysis and consideration of the wider context