



Republika ng Pilipinas  
**Pambansang Pangasiwaan ng Patubig**  
(NATIONAL IRRIGATION ADMINISTRATION)  
**Lungsod ng Quezon**

OFFICE ADDRESS NATIONAL GOVERNMENT CENTER  
E DE LOS SANTOS AVENUE  
QUEZON CITY PHILIPPINES

TELEPHONE NOS.:  
CABLE  
TELEX

97-69-71 to 78  
NIAPHIL  
42602 NIA PM

OUR REFERENCE:

MC No. 12, S. 1992

**MEMORANDUM CIRCULAR**


TO : The Deputy Administrator, Assistant Administrators, Department Managers, Regional Irrigation Managers, Operations/Project Managers, Provincial Irrigation Officers, Irrigation Superintendents, Project Engineers and All Others Concerned

SUBJECT : NIA's VISION FOR 1997

As a result of the Organizational Development Workshop in the Development Academy of the Philippines in Tagaytay City on November 15-16, 1991 which looked deeply into the issues emanating from the regional consultations regarding trainings, a common NIA Vision for 1997, which is herewith attached, was formulated for your information and guidance.

As a step in the pursuit of this vision, there were created under MC No. 3, s. 1992, the National Training Core Group (NTCG) and Regional/Project Training Core Groups (R/PTCG) with specific functions on how training coordination will be carried out between different NIA departments and regions/projects. Further steps would involve the formulation of a 1992-97 plan for training and development of NIA staff and IAs, identification of internal and external sources of training and development funds, improvement of the selection criteria for local and foreign scholarship and travel grants and procedures for career development of NIA staff as a motivation for increased effectiveness.

It is advised that you disseminate this 1997 NIA Vision to your staff and initiate the necessary actions in pursuit of the vision.

  
JOSE B. DEL ROSARIO, JR.  
Administrator

February 19, 1992

## 1997 NIA VISION

### DYNAMIC AND FUNCTIONAL NIA AND IRRIGATION ASSOCIATIONS WORKING IN PARTNERSHIP TO ACCELERATE IRRIGATION DEVELOPMENT AND PROVIDE EFFICIENT LEVELS OF IRRIGATION SERVICES

#### NIA

1. EMPLOYEE'S AWARENESS & COMMITMENT TO THE ACHIEVEMENT OF NIA MISSION.
2. INTER-DEPARTMENTAL COLLABORATION IS PRESENT FOR UNITY AND COMPLEMENTATION OF EFFORTS.
3. OPPORTUNITIES FOR TRAINING, EDUCATION AND DEVELOPMENT ARE AVAILABLE TO ALL EMPLOYEES FOR THEIR CONTINUED PROFESSIONAL GROWTH AND THE OVERALL PERFORMANCE IMPROVEMENT OF NIA.
4. SELF-SUPPORTING IN O&M.

#### IAs

1. LEADERS AND MEMBERS HAVE A STRONG SENSE OF AWARENESS AND COMMITMENT TO THE ATTAINMENT OF THE IA MISSION.
2. COLLABORATIVE, PARTICIPATIVE MANAGEMENT STYLES ARE APPLIED IN MANAGING IA AFFAIRS.
3. STRONG SENSE OF OWNERSHIP BY ALL FARMERS OF THEIR IRRIGATION SYSTEMS MANIFESTED BY THEIR FULL FINANCIAL SUPPORT FOR ITS O&M AND RESOLUTION OF RELATED ORGANIZATIONAL CONFLICTS.
4. CAPABLE OF MANAGING OTHER AGRI-BUSINESS ENTERPRISES (IN ADDITION TO CURRENT FARMING ACTIVITIES) INCLUDING OWNERSHIP OF CREDIT INSTITUTIONS.