

The Public Manager



OFFICIAL QUARTERLY NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

July-September 2010

Vol. 22 No. 3

CES Convention set in November

The National Union of Career Executive Service Officers, Inc. (NUCESO) sets its 9th National Conference and General Assembly on November 17-19, 2010 at the Fort Ilocandia in Laoag Ilocos Norte.


In its meeting held last July 23, 2010, the NUCESO Governing Board chose the theme “*Serbisyong CESO: Pamumunong Tapat,*

Magaling at Wasto” to highlight the CES brand of management and leadership that is exemplified by integrity, professionalism and excellence.

The three-day convention promises to be another enriching experience to its participants as it will feature innovative learning sessions and provide opportunities for CESOs and

CES eligibles to commune in a less formal environment.

The election of the first NUCESO National President and the first Executive Vice President are also slated during the event.

Latest updates and information on the Annual CES Conference may be viewed from the CESB website: www.cesboard.gov.ph. 

CESB inducts 84 new eligibles

The Career Executive Service Board (CESB) hosted the induction of eighty-four (84) new eligibles in a ceremony held last August 18, 2010 at the historic Manila Hotel.

CES Board Chairperson Bernardo P. Abesamis, who led the induction and ceremonial pinning, challenged the new members of the CES to live by the ideals of the institution and become public managers who are development-oriented, agents of change and models of integrity and excellence.

After the induction, CESB ED Maria Anthonette V. Allones gave a briefing on the CES while

Secretary Ramon J.P. Paje of the the Department of Environment and Natural Resources (DENR) provided the inspirational talk.

The event was made colorful

by the performances of Aretha T. Angcao, a *kundiman* artist, and the Cercado Sisters, a World Championship of the Performing



Eighty-four (84) new CES eligibles recite the CES pledge and accept the challenge of CESB Chair Bernardo P. Abesamis to be better executives and agents of change.

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SALDIWA holds its 11th session

From Davao to Zambales.


After the resounding success of the Integrated Salamin-Diwa ng Paglilingkod (SALDIWA) Training Program in Davao, the CESB conducts this year's 11th Session of the SALDIWA on September 21-October 4, 2010 at the Vista Marina Hotel & Resort, Subic, Zambales.

Part of the Executive Leadership Program (ELP), the Integrated SALDIWA is an intensive two-week training course aimed to enhance the effectiveness of public managers and reinforce their

belief that leaders must know themselves well before they can lead others effectively.


SALAMIN enables government executives to examine their values, increase their awareness and understanding of leadership styles and contexts, examine and internalize needs, standards and aspirations for increased responsiveness of state policies and programs, and clarify and manage their values and leadership styles. DIWA, on the other hand, offers sessions aimed at enhancing appreciation of and strengthening

interpersonal, public relations and teambuilding skills of executives.

Other learning modules included in this course are: Module I - Ethical Governance --- Integrity and Performance, Module II - Leading in a Continuously Changing Environment, Module III - Developing / Empowering Others to Establish Collective Accountability for Results, and Module IV - Linkaging and Networking for Productive Partnerships, and Module V - Community Organizational Attachment Module (COAM). 

EO 3 revokes EO 883

President Benigno Simeon C. Aquino III has issued Executive Order No. 3 on 30 July 2010 revoking Executive Order No. 883 dated 28 May 2010.


EO 883 was found to "encroach upon the power of the Career Executive Service Board (CESB) to 'promulgate rules, standards and procedures on the selection, classification, compensation and career development of members of the Career Executive Service' vested by law with the CESB". It may be recalled that EO 883 entitled incumbents of career executive positions who have obtained graduate degrees in law and successfully passed the bar examinations with the rank of CESO III in the CES. 

JPJ graces DOTC-NUCESO meet

Department of Transportation and Communications (DOTC) Secretary Jose "Ping" De Jesus attended the NUCESO DOTC Organizational Meeting held last September 2, 2010 at the DOTC Central Office and delivered an inspirational talk to an audience composed of all CES officials from the agency.


De Jesus, known to his staff and colleagues as 'Sir JPJ', was the first Executive Director of the Career Executive Service Board (CESB) and is regarded as one of the 'pillars of the CES'. In his talk, he urged DOTC officials to continue providing stability and professionalism to the bureaucracy.

Also in attendance to the event was Deputy Executive Director Arturo M. Lachica of the CESB who provided a briefing on the NUCESO.

The meeting also led to the election of its officers for DOTC-NUCESO Chapter. 

1 | Induction...

Arts (WCOPA) grand winner. The performances were made possible through the National Commission for Culture and Arts (NCCA) led by Chairperson Vilma Labrador, CESO III and Executive Director Ma. Lourdes L. Jacob.

The momentous event was also graced by the former Executive Director of the NCCA Ms. Cecile Guidote-Alvarez and CES Board member and Development Academy of the Philippines (DAP) President Antonio D. Kalaw, Jr. Family members and friends of the inductees were also invited to witness the special occasion. 

Naga City plays host to I-Gabay



The local government of Naga City in Camarines Sur, regarded by many as a model LGU due to the many reforms successfully implemented by its former mayor and now Acting DILG Secretary Jess Robredo, served as a laboratory of governance for the fifty eight (58) public managers who participated in this year's 7th session of the Integrated Gabay ng Paglilingkod (I-Gabay) held last August 12-19, 2010.

The I-Gabay training course is an eight-day residential course specifically designed to address the career executive's needs to remain effective on-the-job and to impart appreciation of government's policies and programs. It is part of the Executive Leadership Program (ELP), the basic training program for members of the CES, aimed to raise the level of leadership and managerial competence of government executives, develop in them a deeper sense of commitment to

public service, and help them understand the CES as a program of government, a service, a culture and a way of life.

Learning modules under the I-Gabay include: Module I - Planning and Organizing for Greater Impact; Module II - Academy of ICT Essentials for Government Leaders; and Module III - Community/Organizational Attachment Module.

Module I gives emphasis to the importance of planning and organizing as a valuable aspect of public management. It re-orientes the participants on the planning processes in government, its tools and approaches, and how these impact on the development of the country.

Module II empowers government executives to effectively lead the use of information and communications technology in governance and development. The topics in the second module are adopted from the eight (8) Academy of ICT

Essentials for Government Leaders developed by the United Nations Asian and Pacific Training Centre for Information and Communication Technology for Development (UN-APCICT).

Module III or the COAM seeks to widen the scope, increase the level of, and adopt/nurture key competencies via real-life exposure to a best practice laboratory community or organization. It aims to encourage public managers to explore, adopt and advocate meaningful, innovative and results-focused approaches and tools in re-examining governance and promoting reforms in the public sector. In this module, the participants were able to study the nature and applications of the focused governance innovations being implemented in Naga City. The participants were divided into three groups on August 16-19, to focus their study on specific programs.

MC 1 guidelines out — affirms tenure of CESOs occupying CES positions

Executive Secretary Paquito N. Ochoa, Jr. promulgated the implementing guidelines of Memorandum Circular No. 1 in a Memorandum dated 16 July 2010.

The guidelines clarified the status of coterminous appointees and positions, the status of presidential appointees occupying positions in an acting/ OIC capacity and the status of CESOs and non-CESOs occupying CES positions.

The tenure of CESOs occupying CES positions is respected in accordance with their respective CESO ranks. The guidelines provide for the possible reassignment of CESOs subject to adherence to CESB Resolution No. 640, series of

2006 outlining the “Guidelines on Reassignment and Transfer of CESOs who are Presidential Appointees Occupying CES Positions”.

“All non-CESOs occupying CES positions in all agencies of the Executive Branch shall remain in office until 31 July 2010 or until their resignations have been accepted, and/ or until their respective replacements have been appointed or designated whichever comes first, unless they are reappointed in the meantime.”


The Guidelines also spelled out the status of contractual and/or casual employees whose contracts expired on 30 June 2010.

MC 2 extends the service of non-CESOs to Oct. 31, 2010

Executive Secretary Paquito N. Ochoa, Jr. promulgated Memorandum Circular No. 2, dated 29 July 2010 amending MC 1, dated June 30, 2010.

MC 2 amended paragraph 2 of MC 1 which now extends the period for non-CESOs occupying CES positions to remain in office from July 31, 2010 to October 31, 2010 or until their resignations have been accepted, and/or until their respective replacements have been appointed or designated whichever comes first, unless they are reappointed in the meantime. It likewise amended paragraph 3 of MC 1, authorizing the Department Secretary of the concerned agency to designate an OIC, in cases wherein the head of agency


or office has resigned and whose resignation has been accepted, or is deemed separated on June 30, 2010 and no replacement has been appointed or designated. MC 2 clarified that in such cases, the next-in-rank and most senior official of the Department to which said agency is attached may be designated as OIC.

Further, MC 2 emphasized that any official whose service has been terminated or whose resignation has been accepted on/or before July 31, 2010, but whose replacement has not yet been appointed or designated shall be deemed separated from the service as of the date of termination or acceptance of resignation. 

REAL conducts 2nd General Assembly


The Region Eight Administrators League (REAL) held their 2nd General Assembly last August 31, 2010 at the DPWH Multipurpose Hall in Palo, Leyte. Among the guests in attendance was CESB Executive Director Maria Anthonette V. Allones who updated the participants on recent developments in the CES.

REAL is the NUCESO regional chapter of Region 8 and is headed by Regional Director Cynthia R. Nierras of the Department of Trade and Industry (DTI) – Region VIII. The Assembly served as a venue to discuss issues relevant to the CES including the implications of Executive Order 891 of former President Gloria Macapagal-Arroyo and Memorandum Circulars No. 1 and 2 and Executive Orders No. 2 and 3 of President Benigno Simeon C. Aquino III.

Leyte Vice Governor Mimyet Bagulaya administered the oath of new REAL members and provided an inspirational message in behalf of Leyte Governor Jericho L. Petilla. 

3 | I-Gabay..

The first group discussed the topic, Naga City Partnership in Development Program, the second group talked on Naga City Gender and Development Program and the third group concentrated on Naga City i-Governance program.

After the rousing success of the I-Gabay training course in Naga City, the CESB will conduct the 8th session of the I-Gabay on October 5 -10, 2010 at the Century Imperial Palace Suites, Quezon City. 

91 career execs join the 2nd Wellness Camp


Ninety-one (91) government career executives participated in this year's 2nd CES Executive Leadership and Wellness Camp held at the Waterfront Insular Hotel in Davao City last August 25-27, 2010.

With the theme "*Detox, Destress, Deliver, and Discover: A CES Work-Life Balance Camp*", the activity is part of CESB's advocacy to promote total wellness, work-life balance and sustained productivity among government executives. The Wellness Camp is likewise a response to a clamor from CESOs for a stress management seminar

that deals with the subject on a holistic basis.

There were seven (7) plenary sessions, to wit: work-life balance and understanding stress; nurturing the body and liberating the mind; *asthtarga* yoga and collective meditation; healthy diet and meal plans; preventing and managing lifestyle diseases; healing through sounds and facilitating change and managing reforms. There were also simultaneous wellness sessions consisting of yoga, aerobics and unstructured activities like swimming, jogging and walking. A discussion on how to find purpose

and meaning in service capped the seminar.

The event was conducted in cooperation with the Development Bank of the Philippines, Department of Public Works and Highways, Home Development Mutual Fund, Home Guaranty Corporation, Occupational Safety and Health Center, Overseas Workers Welfare Administration, Philippine National Oil Company, Philippine Overseas Employment Administration and Technical Education and Skills Development Authority. 





**Conferred through
Resolution No. 878
July 31, 2010**

NEW CES ELIGIBLES

VIVIAN RANCAP CERRER

Division Chief III
Philippine Economic
Zone Authority

CRISELDA SACDALAN

MARTIN-FUNELAS
Chief of Staff, Office of the
President
Philippine Electricity Marketing
Corporation

EMERSON GACAYAN CUYO

Department Manager II
Small Business Corporation

MARIE JO HIPONIA

MILLENDEZ
Junior Partner
A.Q. Ancheta & Partners

**ULYSSES JUSTINIANI
ABELLERA**

Chief, Discipline Law
and Order Division
Philippine National Police

**LIONEL LACANIENTA
DALOPE**

Local Government
Operations Officer V
Department of the Interior
and Local Government

**ANIANO MORALINA
OGAYON**

Assistant Schools Division
Superintendent
Division of Quezon,
Department of Education

**ROMULO TAMAYAO
AGGANGAN**

Chief Science Research
Specialist
Philippine Council for
Agriculture, Forestry, and
Natural Resources Research and
Development (PCCARD)
Department of Science
and Technology

**JASMINE DELA LLANA
IGNACIO**

Officer-in-Charge, Fire
and Safety Division
Philippine Economic
Zone Authority

RICARDO MALINAO PEREZ

Corporate Executive Officer III
Small Business Corporation

RAUL CELIS ALVAREZ, JR.

Dean of Instruction
VMA Global College

MARIZA SABINO MAGAN

Elementary School Principal III
(OIC, Assistant Schools
Division Superintendent)
Department of Education

BUENAFE SUICO STA. RITA

Director III
Technical Education and
Skills Development Authority

ROGELIO BAÑEZ BERNAL

Department Manager A
National Electrification
Administration

**JENNILYN GULLOD
MALATEO-DAWAYAN**

Finance Manager
John Hay Management
Corporation

CHONA SIENES YAP

Department Manager III
Philippine Health
Insurance Corporation

CELIA CARPIO CARLOS

Medical Specialist VII
Research Institute for Tropical
Medicine
Department of Health

**JONATHAN PALMERO
MANGAOANG**

Attorney VI
Commission on Audit

HERNANI SUNGA YAP

Human Resource Management
Officer IV
Technology Resource Center

NEW CES ELIGIBLES



**Conferred through
Resolution No. 883
August 17, 2010**

**MAYLENE MENIADO
BELTRAN**
Director IV
Health Policy Development and
Planning Bureau
Department of Health

**JOSELIN MARCUS ESCOBAR
FRAGADA**
Regional Executive Director
Department of Environment
and Natural Resources

**GWENDOLYN SINGSON
BATOON**
Division Chief III
Philippine Convention and
Visitors Corporation

LINDA MALENAB HORNILLA
Undersecretary
Department of Finance

ROSALIE PACIS PAJE
Medical Officer III
National Center for Health
Facility Development
Department of Health

**ELMER NONNATUS ADAN
CADANO**
Executive Vice President
Home Guaranty Corporation

CELIA MANCAO MABALATAN
Medical Specialist III
Vicente Sotto Memorial
Medical Center

**FREDERICO PASTOR
QUEVEDO**
Department Manager III
Home Guaranty Corporation

**IAN NORMAN EVARISTO
DATO**
Undersecretary
Department of Justice

GINA EDEJER MANALO
Division Chief III
Philippine National
Oil Company

PHLORITA AGCARAO RIDAO
Chief Economic Development
Specialist
National Economic and
Development Authority

**RONNIE HERNNADEZ
ENCARNACION**
Project Development Officer
Programs Management
Department II
Land Bank of the Philippines

**CHERRY PRESTON
CANDA-MELODIAS**
Local Government
Operations Officer V
Department of the Interior
and Local Government

NOEMI RABE TORRES
Director II
Civil Service Commission

CRISTY CABRAL EPE
OIC - Assistant Schools Division
Superintendent
Department of Education
Division Office of Davao
del Norte

**ANTONIO PARCASIO
MENDOZA**
Director III
Presidential Management Staff
Office of the President

MA. THERESA PELAYO-TY
Assistant Secretary
Department of Trade and
Industry



Conferred through
Resolution No. 889
September 14, 2010

NEW CES ELIGIBLES

OSCAR BUNAGAN ABADU, JR.

Senior Manager, OIC, Marketing
and Collection Department
Philippine Health Insurance
Corporation

FELIX SAGOMEZ ALICER

Director III
Department of Environment and
Natural Resources

NICHOLAS TANGAL BENIGRA

Plant Operations/ Maintenance
Manager
National Power Corporation —
Mindanao Generation
Agus 4/5 Hydroelectric
Plant Complex

ARTEMIO BANTILES CANEJA

LGOO VIII (Provincial Director)
Department of the Interior and
Local Government
Provincial Office of Samar

MYRNA SALMO CASTILLO

Schools Division
Superintendent
Department of Education,
Division of Antique

EVELYN SUAREZ CATIPAY
Supervising TESD Specialist
Technical Education and Skills
Development Authority
Cotabato Provincial Office

**CRISTINA BALTAZAR
CLASARA**
Director IV
Department of Budget
and Management

CAESAR TIMOG CORPUS
Chief of Staff
Assessment and Operations
Coordinating Group
Bureau of Customs

**VICTOR GRASPARIL
DE GRACIA, JR.**
Assistant Schools Division
Superintendent
Department of Education,
Division of Antique

JALILO OROCIO DELA TORRE
Labor Attache II/ OIC, Regional
Director
Department of Labor
and Employment

**JARA CORAZON OCON
EHERA**
Deputy Executive Director III
Philippine Children's Medical
Center

FLORIDA P. FACULO
OIC, Assistant Regional Director
National Economic and
Development Authority

**BENJAMIN DE AUSEN
FLORENTINO**
Regional Director
National Police Commission

RONALD IGNACIO FLORES
Director II
Office of Civil Defense
Department of National Defense

**CORAZON MALABANAN
GONZALES**
Assistant Schools Division
Superintendent
Department of Education
Division of City Schools
of Caloocan City

**ANTONIO ALINEA
INOCENTES**
Former Undersecretary
(co-terminus)
Department of Education

**ELLA BLANCA BASILAN
LOPEZ**
Assistant Secretary
Department of Justice

VIRGILIO SY LUDOVICE
OIC, Director III
Center for Health Development
Department of Health

NEW CES ELIGIBLES



**Conferred through
Resolution No. 889
September 14, 2010**

WALTER REGALA OCAMPO

Director IV
Bureau of Construction
Department of Public Works
and Highways

**LEONARDO CAMELLO
REYNOSO**

Director IV
Department of Social Welfare
and Development
Regional Field Office No. 01

**MA. MONICA POSADAS
PAGUNSAN**

Director III, Management
Services Office
Department of Justice

EFREN BONGCO ROBERTO

Division Manager A
Philippine Ports Authority

**ANNE MARIE PADILLA
STA. ANA**

Director III, Personnel Services
Department of National Defense

WIVINA BAREL PUMATONG

Acting Deputy Collector for
Administration
Bureau of Customs
Port of Cebu

**NATHANIEL TABUJARA
SERVANDO**

Director III
Philippine Atmospheric
Geophysical and Astronomical
Services Administration
Department of Science and
Technology

EMMELINE LAHOZ VERSOZA

Executive Director
Philippine Commission on
Women (formerly NCRFW)

RANK APPOINTMENT

**NARCISO BUSTAMANTE
NIETO, CESO I**

Undersecretary
Department of Agrarian Reform

**PEDRO SALINDA
HERNANDO, JR., CESO III**

Deputy Administrator
National Food Authority

**MA. ELVIRA MENDOZA
MARTINEZ, CESO VI**

Assistant Department Manager
National Food Authority

**FELICIDAD DELA CRUZ
BANARES, CESO IV**

Assistant Regional Director
Department of Agrarian Reform

**RUBEN JIMENEZ RESIDE,
CESO V**

Department Manager III
Regional Office II
National Food Authority

**CECILIA ROJAS ROTOR,
CESO VI**

Assistant Department Manager
National Food Authority

**JOVITA PAUIG AYSON,
CESO II**

Regional Director
Regional Office II
Bureau of Fisheries and
Aquatic Resources

**REX CONDEZ ESTOPEREZ,
CESO V**

Department Manager III
National Food Authority

**MARIANO TINGA CUENCO,
CESO III**

Deputy Administrator
National Electrification
Administration

RANK APPOINTMENT

**ARTHUS TABANG TENAZAS,
CESO IV**
Director III
Department of Energy

**DANIEL MACARAEG NICER,
CESO II**
Assistant Secretary
Department of Environment and
Natural Resources

**CRIZALDY MABALAY
BARCELO, CESO III**
Regional Technical Director
Regional Office III
Department of Environment and
Natural Resources

**GILBERT CALAYCAY
GONZALES, CESO IV**
Regional Director
Regional Office V
Department of Environment and
Natural Resources

**OSCAR DELA PEÑA
MABALOT, CESO V**
Regional Director
Regional Office I
Commission on Population

**EUGENIO RAFUL PIPO, JR.,
CESO III**
Director IV
Regional Office II
Department of Public Works
and Highways

**ARDELIZA RAFAEL
MEDENILLA, CESO IV**
Director III
Department of Public Works
and Highways

**MARIETTA TENORIO
TAMONDONG, CESO II**
Assistant Secretary
Presidential Management Staff

**MARY GRACE ONG TAN,
CESO III**
Director IV
Presidential Management Staff

**BRANDO FELIX MERRERA,
CESO III**
Director IV
News and Information Bureau
Presidential Communications
Operations Office


**DENNIS FENIZA ORTIZ,
CESO IV**
Director III
Legislative Office
Office of the President

CESB meets with the STARS

Forty-seven (47) officials from the Southern Tagalog region gathered last 24 August at the Guest Lounge of Toyota Motorola Philippines in Sta. Rosa, Laguna to participate in the fourth regional Strategic Conversation activity this year. This activity is organized and hosted by the Southern Tagalog Association of Regional Executive (STARS), led by its president Severino C. Santos.

CESB Executive Director Maria Anthonette V. Allones presented the core programs, recent policy reforms and activities of the CESB. She also clarified issues relevant

to the issuances of the Office of the President affecting the CES, specifically Executive Order 891 of former President Gloria Macapagal-Arroyo and Memorandum Circulars No. 1 and 2, and Executive Orders 2 and 3 of President Benigno Simeon C. Aquino III.

Strategic Conversation Series is an activity of the CESB which aims to provide forum to discuss various issues in the CES and touch base with the CES officials in the field. It is conducted in cooperation with the various regional CES associations. 

Executive Placement Program: *Providing a Place for the Deserving*

Director Barron's career provides an inspiration to those in government service as he started out as a mere 'emergency technical employee' but was able to climb the organizational ladder with his dedication and genuine commitment to provide quality service to the public.

In its serious drive to promote professionalism and careerism in the service, the Career Executive Service Board commits itself to the active placement of CES eligibles in CES positions and to the facilitation of the promotional appointment or lateral movements of CESOs through its Executive Placement Program. This endeavor aims to enhance productivity, promote morale, contribute to effective public service delivery and match the placement participant's career options with the needs of the bureaucracy. Since January 2009, the CESB has been actively participating in the selection and search process on presidential appointee positions by the Office of the President Search Committee.


With the assumption of the new administration and with the issuances of Memorandum Circulars 1 and 2, the CESB through its Performance Management and Assistance Division (PMAD) has received a number of queries from CESOs and CES eligibles who have expressed their interest to participate in the Executive Placement Program and apply to CES positions. The PMAD unit now serves as the Placement Assistance Desk and is the frontline service

unit for placement activities. Upon submission of the letter of intent and the required documents, PMAD shall evaluate credentials and prepare the endorsement letter and managerial profile of the requesting official if there is no negative or adversary information against them.

One CESO who has availed of this service is Mr. Clarito M. Barron. He took the initiative to fill up the Executive Placement Survey form to signify his intent to apply or be considered for the position of Director of the Bureau of Plant Industry or as Regional Executive Director as well as to inform the CESB of his functional areas of expertise or proficiency. Barron is 52 years old and was originally appointed as CESO IV. He successfully hurdled the rigorous four-stage CES eligibility process and underwent the required trainings. On June 21, 2010, Barron was endorsed by the CESB to the Undersecretary for Administration and Finance of the Department of Agriculture. On July 30, 2010 he was appointed by President Benigno Simeon C. Aquino III as Director of the Bureau of Plant Industry of the Department of Agriculture.

Director Clarito Barron's career

provides an inspiration to those in government service as he started out as a mere 'emergency technical employee' but was able to climb the organizational ladder with his dedication and genuine commitment to provide quality service to the public. Director Barron rose from the ranks and was appointed as Assistant Director of the Bureau of Plant Industry in 2001. He is considered as an expert in seed technology, crop production, and crop protection.

With success stories like Mr. Barron's, the CESB is inspired and emboldened to accept more requests for endorsements from CESOs and CES eligibles alike who, like Mr. Barron, remain faithful to the notion that careerism and professionalism continue to be the guiding light of our bureaucracy and that good and deserving people like him always has a place in the CES. 

For placement concerns, please call the Placement Assistance Desk at (02) 951-4981 local 110, 111 and 126 or at (02) 951-4986 and look for Ms. Imelda B. Guanzon.

7th CES Forum focuses on Effective Stewardship



In time for the Tercentenary Celebration of the Our Lady of Peñafrancia in Naga, the Career Executive Service Board held this year's 7th CES C.I.R.C.L.E Forum at the Villa Caceres Hotel, Naga City on September 15.

With the theme "*Effective Stewardship*", the forum sought to present the concept/ framework of effective stewardship and provide a venue to , share experiences, clarify concerns and seek advice on the important role of public managers as stewards in their respective agencies.

Jerry P. de Tagle, a recognized leader in innovative learning methodologies and the founding President of Integrative Learning International, Inc., handled Learning Session 1 while CESB Executive Director Maria Anthonette V. Allones was the Resource Speaker for Learning Session 2.

De Tagle defined "stewardship" as responsible management of something entrusted to one's care in the organizational, corporate and theological contexts. He related stewardship to two of the six CES competencies namely: Leading in a Continuously Changing Environment and Developing/ Empowering Others to Establish Collective Accountability for Results. He summarized his discussion by likening a leader to a surfer who can anticipate and welcome change, ride and leverage the waves of change, being resilient and someone who can stand up every time he falls.

For the 2nd Learning Session, Atty. Allones reiterated that there is a need for self-knowledge to realize that leadership is about what and who we are. She also urged every participant to focus on sustainable organizational stewardship in which responsibility is in the proper utilization and development

of resources, property and financial assets. She also cited the concept of SMART Leadership and Organizational Development as the elements of an effective stewardship. SMART Leadership stands for **S**elf-knowledge, **M**ission-driven, **A**daptive confidence, engagement, inquiry, **R**eflective action and **T**ough love.

The key framework and concepts of organizational development according to Allones are the strategic triangle for public organizational development which pertains to clarity in vision, capacity of people and community support, and the 5Cs for strategic public management which refers to clarity in role and purpose (*steering vs. rowing*), customer-orientation, control (*decentralization versus delegation, monitoring and accountability*), consequences of action and decisions (*accountability*) and communication. 🌐

19 executives train as IiP facilitators



Gerardo A. Plana, Chief Executive of the IiP—Philippine Center gives the overview of the IiP Facilitator Workshop to the participants and its benefit to their respective organizations at the CESB Training Room, Quezon City. The workshop is a two-day training course held on July 28-29, 2010.


The Career Executive Service Board, in partnership with the People Management Association of the Philippines (PMAP), conducted the two-day Investors in People (IiP) Facilitator Workshop last July 28-29 at the CESB in Quezon City.

Facilitated by former CES Board Member and current Chief Executive of the IiP-Philippine Center and Executive Director of PMAP Gerardo A. Plana, the Workshop was designed to provide participants with the necessary knowledge and understanding of the IiP and enable them to effectively facilitate IiP within

their organization. The IiP is a proven framework for increasing productivity and delivering business improvements through people.

The workshop includes, among others: an overview of the Investors in People framework, key concepts and important features of the IiP Standard, benefits of using the IiP Standard, steps necessary in achieving the Standard, development of strategies to establish baseline data to benchmark organization practices vis-à-vis the Standard and understanding the assessment and recognition process.

After the workshop, participants

are expected to have a clear understanding of the IiP framework, identify who are involved and how these will work within their respective organizations, understand the identifiable business benefits of the IiP, gain an appreciation of how to introduce the benefits of IiP to their own organizations, discover the range of support and assistance available to them on the journey towards recognition and beyond, benchmark where their organization is against the Standard, and identify what are the next steps towards gaining recognition. 

CESB meets Cab Secs



(L-R) CESB Secretariat Atty. Arturo M. Lachica, Deputy Executive Director; Atty. Maria Anthonette V. Allones, Executive Director and Atty. Ronald D. Mabazza, Division Chief discuss the guidelines of MC 1 with Br. Armin A. Luistro, DepEd Secretary, Atty. Alberto T. Muyot, Asst. Sec. Rey Laguda and others from the DepEd on July 22, 2010.

Executive Director Maria Anthonette V. Allones recently met, on two separate occasions, with Department of Agriculture (DA) Secretary Proceso J. Alcala and Department of Education (DepEd) Secretary Armin Luistro, in line with CESB's effort to brief newly-appointed cabinet secretaries on pertinent policies governing appointments to the career executive service (CES) and to further President Aquino's thrust of promoting careerism in the civil service.

The Executive Director also presented to Secretaries Alcala and Luistro the CES Bluebook, a handy guidebook that contains complete and updated agency-specific information on the CES, to provide department secretaries an inventory of all executive positions within their respective departments, the incumbents occupying these

positions, the vacancies that remain available for appointment as well as

the pool of available CESOs and eligibles in the agency.

Allones also took the opportunity to reiterate the guidelines provided on MC 1, particularly paragraph IV, which provides for the status of non-CESOs occupying CES positions. CESB clarified that non-CESO officials who are re-appointed to their positions must comply with their CES eligibility requirements within two (2) years. On the other hand, those who are already in the process of acquiring their eligibilities are given one (1) year to comply with the requirements.

Meanwhile, CES eligibles are given one (1) year to comply with the requirements for original appointment to rank while those who have not undergone the examination process for the last five (5) years but are still in their CES positions are recommended not to be re-appointed. 🌐



CESB ED Allones and DED Lachica hold a meeting with DA Secretary Alcala, CESB Board Member and President of the Development Academy of the Philippines (DAP) Antonio D. Kalaw, Jr. and other DA officials on July 9, 2010. Said meeting aimed to promote professionalism and careerism in the higher civil service.

6th C.I.R.C.L.E. Forum tackles ‘green growth’

CESOs and eligibles called on to address climate change



Green is definitely ‘in’.

This was the message conveyed to CESOs and CES eligibles who attended this year’s 6th CES Creative Innovations and Reforms for Committed Leadership and Effectiveness (CES C.I.R.C.L.E.) Forum held at the PHILVOCS Auditorium in UP Diliman last July 22, 2010.

With the theme “Is Green Growth Possible? The Role of CESOs in Adapting to Climate Change”, the event sought to introduce the idea of “green growth” both as a viable strategy to achieve environmentally sustainable economic growth and as an effective measure to mitigate the

harmful effects of climate change. Keynoted by former CESB Board Member Rolando L. Metin, the event was likewise graced by Undersecretary Gaudioso Carlos A. Garcia VI of Climate Change Commission-Philippines and climate change expert Albert A. Magalang of the Environment Management Bureau.

In his presentation, USEC Garcia VI lamented the fact that the Philippines is among the countries that are “most vulnerable but least responsible” to climate change as he challenged all CESOs and eligibles to be on “war footing” against the known global threat. This means, according to Garcia,

that public managers should introduce, within their respective fronts, measures aimed at climate change adaptation and mitigation. These includes, among others, the installation of waste management or segregation systems that help reduce methane in the environment, the conduct of tree-planting activities to promote clean air, the practice of energy conservation among government offices and the implementation of disaster preparedness programs as well as information and education campaigns on global warming and climate change.

Magalang, the Forum’s second speaker, discussed specific

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The Public Manager

The *Public Manager* is the official newsletter of the Career Executive Service. It is published by the CES Board Secretariat and re-entered as Second Class Mail Matter at the Quezon City Central Post Office with Postage Charge Account No. NCR-06-03-053 dated December 31, 2009.

CESOs, Eligibles and other readers are encouraged to send articles, information on government projects and other significant activities of interest to public managers, including comments and suggestions to:

The Editor-in-Chief, The Public Manager, Performance Management and Assistance Division, Career Executive Service Board, No. 3 Marcelino St., Holy Spirit Drive, 1127 Quezon City.

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strategies to address climate change. In his presentation, Magalang framed the issue of climate change in terms of the deadly calamities that has cost lives, infrastructure and investment

and has also threatened the food security of the nation. He stressed the need not only for adaptation and mitigation measures but also for sustainability mechanisms to ensure the continuity of

such measures over the long term.

In his keynote presentation, Metin, a former Undersecretary of the Department of Environment and Natural Resources (DENR), tackled the Green Growth and Clean Development Mechanism (CDM) and its promise of balancing economics and ecology. The CDM, as discussed by Metin, promotes the pursuit of a low-carbon development strategy that lessens the adverse impact of industries on the environment. Metin argued that the reduction in ecological impact translates into an increase in resource productivity, which in turn creates the competitive advantage that will eventually benefit both industry and the environment.

Metin ended his talk by expressing his confidence in the promise of green growth to achieve sustainable development and protecting the environment. "By understanding that environment sustains growth, green growth is definitely possible in the Philippines." 



(L-R) CESB Board Member Rolando L. Metin, Undersecretary Gaudioso Carlos A. Garcia VI of the Climate Change Commission-Philippines and Albert A. Magalang of the Environment Management Bureau answer all questions and clarifications raised by the attendees on their discussion on climate change and the possibility of green growth.