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CESOs troop to forum on managing transitions

Close to three hundred officials, the second largest in the past two years of CIRCLE, attended the May 20 CIRCLE Forum on Managing Transitions.

The CESB featured this timely topic in the context of the impending change of administration after June 30. In her welcome remarks, CESB Executive Director Maria Anthonette V. Allones said that to be a CESO rank does not just connote security of tenure of a high-ranking government official but CESOs are those who will serve with leadership and excellence. "A CESO is a leader who can be entrusted upon by the people and the government administration and as CESOs, ranks should be protected with proven commitment in the public service."

The Forum presented three speakers who represented different perspectives, the theoretical and experiential perspectives.

Gerardo A. Plana, Executive Director of the People Management Association of the Philippines (PMAP) shared the theoretical and prescriptive strategies on change management to address problems attendant to the difficult process of transitioning. He underscored the beauty of changes and transitions by quoting Jack Welch "If the rate of change inside the organization is not greater than the rate of change outside, then the end is near." He said that for executives to successfully manage changes they must apply 12 lessons, namely: 1) Appoint credible people who will



lead the change; 2) Develop a change management plan; 3) Craft and communicate an exciting vision;

4) Translate vision to milestone; 5) Create a sense of urgency;

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CESB rules a promoted CESO is entitled to next higher step increment

The CESB recently ruled that a CESB who has been promoted to a higher rank is subsequently promoted to the corresponding position shall be entitled to an adjustment to the next higher step of his/ her present salary.

This decision came after the Dept. of Budget and Management sought clarification on the case of two officials from the Office of the President who were earlier promoted in CES rank of Undersecretary and Director IV, one position level than their present positions (Assistant Secretary and Director

III, respectively) and consequently got their corresponding salary grade increase. The two officials were later promoted to the positions equivalent to their CES ranks.

Previous CESB guidelines on CESOs getting promoted in rank were unequivocal on the salary grade adjustment, but were silent on step increment. A CESO who gets adjusted or promoted in rank is entitled to enjoy the salary grade of the position equivalent to his/ her new rank, following the rank-based compensation principle.

CESB and PMAP Lay Groundwork for an Integrated National HRD Agenda

In a strategic effort to engage the leadership of the incoming administration, the CESB and the People Management Association of the Philippines (PMAP) are joining hands to formulate an Integrated National Human Resource Development Agenda.

The agenda will be formally launched and tendered for the consideration of the incoming administration during a summit scheduled on July 14 involving stakeholders and partners of PMAP and CESB. It is hoped that the goals in these HR agenda shall be made part of the nation's development target priorities in the new President's Initial State of the Nation Address on 27 July.

This HR Agenda is envisioned to include "people-centered" state policy imperatives, flagship programs, implementing mechanisms and other developmental initiatives advocated by and drawn from multi-sectoral stakeholders who play strategic roles in developing the nation's human capital. It aims to instill the strategic importance of applying world-class quality standards and investing in the development and sustainability of the nation's human capital to achieve competitive performance levels and to harness their full productivity in the new knowledge-driven global economy – as what leading countries have done worldwide.

The HR agenda is intended

to serve as a coherent, systematic and practical human resource development framework plan. It shall capture PMAP's own proposals and harmonize them with those to be drawn from parallel public sector consultations which will cover the first to the third level of the bureaucracy on a nationwide scale.

There shall be consultations in Cebu (May 27), Davao (June 10), Baguio (June 1) and the National Capital Region (June 4) with third level officials. These consultations intend to surface, analyze and clarify issues, developments and challenges impacting on the state and the future of the nation's human capital. They

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More than hundred applicants to take CES WE


More than hundred hopefuls applied for the nationwide simultaneous CES Written Examination (WE) to be held on June 6, 2010 in Manila, Cebu and Davao designated testing centers.

The WE is open to those who are currently appointed or designated in an Acting or Officer-In-Charge to a CES position. Those occupying the Division Chief position with at least 3 years managerial experience are also qualified to take the WE. It is also open to those who are occupying non-career positions in any department or agency, i.e. holders of co-terminus and contractual appointments and those in the private sector. For a non-holder of a career position, the requirement is at least 3 years of management experience in a position equivalent to or higher than a Division Chief level.

The Written Examination is a general aptitude exam focused on managerial knowledge and aptitude. It is divided into two parts with the following subtests and number of items: For the PART I - Error Recognition (30 items), Reading Comprehension (30 items), Data Interpretation (20 items), Logical Reasoning: Section A – Identifying Assumptions (20 items), Section B – Drawing Conclusions (20 items). PART II consists of Information (30 items), Management Concepts and Problems (70 items), Counter-Productive Behavior Assessment (78 items) and Essay.

Said examination is one of the strategies adopted by CESB to provide CES incumbents and other qualified examinees good opportunities to chart their career path and take a crack at CES eligibility. Passing the WE is the

initial step towards the four-stage CES eligibility examination process. To be conferred a CES eligibility, the candidate has to successfully pass 3 other competitive stages – Assessment Center, Performance Validation On-the-Job and Board Interview. Acquisition of CES eligibility is a requirement for appointment to CES rank and acquiring security of tenure in the CES.

Application forms can also be downloaded from the CESB's website www.cesb.gov.ph. The results is expected to be released a month after the examination and can also be viewed at the same site. Other related inquiries can be directly communicated to the CESB Examination and Rank Appointment Division (ERAD) at 951-4981 locals 118 and 832. 

NEW ELIGIBLES

Resolution No. 864
dated May 18, 2010



SANTIAGO G. ABARICIA

Medical Specialist IV
Accreditation and Quality
Assurance

ARNEL M. AGABE

Local Government Operations
Officer VIII/ Provincial Director
Department of Interior and Local
Government

MA. CECILIA C. AURELLANO

Junior Assistant Manager
Booking and Reconciliation Unit
Metropolitan Bank
& Trust Company

GWENDOLYN C. BAMBALAN

Marketing Specialist III
(Officer-in-Charge, Administrative
and Finance Division)
Forest Management Bureau
Department of Environment and
Natural Resources

ROMULO V. BERNARDES

Regional Director
Land Transportation Franchising
and Regulatory Board

CLEMENCIA A. CABUGAYAN

Director III
Presidential Management Staff

HJORDIS MARUSHKA B. CELIS

Provincial Health Officer II
Provincial Government of Bulacan

PAULINE THERESA D. EUSEBIO

Manager
Records Management and
Printing Division
Administrative Services
Department
Bangko Sentral ng Pilipinas

CORA-LOU B. KINTANAR

Medical Specialist IV
Department of Health

BENJAMIN J. MONZON

Manager
SKD Energy Inc.
Makati City

CLARO DENNIS P. MORANTE

Supervising Meat Control Officer
National Meat Inspection Service

EMILY DB. NEM SINGH

Chief Personnel Specialist
Human Resource
Development Office
Civil Service Commission

YOLANDA E. OLIVEROS

Director IV
National Center for
Disease Prevention and Control
Department of Health

ROSARIO ESTER B. ORDA-CAISE

Presiding Judge
Municipal Trial Court
Alaminos, Laguna

EVELYN VICTORIA E. RESIDE

Medical Specialist II
Quirino Memorial Medical Center

NORA IGNACIO RIVERA

Division Manager A
National Electrification
Administration

MONICA D. SALIENDRES

Division Manager
Development Academy of the
Philippines

ROBERT LOUIE P. SO

Head Executive Assistant
Office of the Secretary
Department of Health

GERONIMO L. SY

Assistant Secretary
Personnel Management
and Development
Department of Justice

CHARLITO M. YU, JR.

Accountant III
Culion Sanitarium
Center for Health
Development IV-B

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urgency; 6) Integrate all change initiatives; 7) Don't neglect managing transitions; 8) Manage resistance to change; 9) Promote innovation; 10) Build a support coalition; 11) Involve people; and 12) Institutionalize the change. He said that normally people will not undergo transitions easily and will undergo the four-levels of transition curve, that is, denial, resistance, exploration and finally, commitment. He cited that people usually resist change because they are comfortable with the old ways; they feel they will lose out; their identity or status is threatened; or they are not sure they can measure up. Plana distinguished concepts of change and transition. He said that "changes are external and events in nature; transitions are individual and involve individual experiences." He added that "the first task of change management is to understand the destination and how to get there; the first task of transition management is to convince people to leave home."

The next two speakers

represented the group of career officials who undergo frequent leadership changes in their agency, the Department of Environment and Natural Resources (DENR).

Corazon C. Davis, CESO II and recently promoted Assistant Secretary, presented her insights from the long years of being in an agency that had frequent changes in

its Secretary. She said that a change in the leadership entails "shift in priorities and policies, frequent changes in the organizational team, development of "wait and see" syndrome in the field which affects the delivery of service and tends to slow down the working momentum of the employees." She said that in her experience a change at the top renders the organization prone to "padrino" system that breeds polarization. She said that almost always, new leaders and employees need "a six-month learning curve". She related that in the DENR experience, there were changes in leadership in less than six months interval in some instances. She said "this resulted to a never-ending orientation among the career officials." She listed some strategies that executives employ in managing transitions, including negotiating (bargaining with senior officials), participating (getting involved in the process) or educating (changing people's values). She advised other CESOs that to adapt, "we need to initially work with the culture of the new

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shall also deepen awareness of, mobilize support for, and harness the wealth of ideas, insights, proposals and other important inputs from leading public sector institutions mandated to develop, harness and safeguard the integrity of the nation's human resources.

The outputs from the series of parallel consultations shall be consolidated and finally validated during the summit on July 14.


The HR Development Agenda was triggered by PMAP's initial efforts to craft a "people-centered" reform that sought to, among others, (1) establish of the National Human Resource (HR) Planning Commission, a multi-sectoral partnership assisting the national

development planning process by catalyzing participation in the formulation of a national vision and core values founded on the strengths of the people and the culture of the Philippines; (2) pass an Information and Communication Technology (ICT) Act creating a new department committed to the development of the nation's ICT capabilities; (3) implement the action programs of the National Competitiveness Council to create an investor-friendly and productive business environment; and, (4) adopt the standards of the Investors in People in both the private and public sectors to institutionalize world-class people management systems and practices. 

4 | Managing transitions...

management team. She said that change always requires leadership, and leading requires teamwork.

In his talk, Rolando L. Metin, CESO II and former Board Member of the CESB shared his insights from having witnessed many leadership changes, both in his own department and across presidents. He cited samples of transitions that we have experienced in the history. He said that newcomers will certainly need information for them understand the organization and its operations at least from an initial bird's eye view. In his experience, the useful information would include those about personnel, major programs and projects, profile of present key officials, briefs on selected projects, on-going partnerships and inter-agency collaboration, existing contractual commitments, unresolved and emerging problems

and physical assets. He said that the incoming administration creates expectations for very positive changes. He cited the two campaign messages of the incoming President: "Ang Daang Matuwid" and "Kung walang corrupt, walang mahirap" which according to him are expected to be the hallmark of the transition. He emphasized further that the messages set the tone of good governance where integrity is highlighted together with competence and the continuing ability to the deliver public services with accountability. He also boosted the confidence of the executives in the audience when he said that they have acquired their positions based on fitness and required qualifications and have stayed on because of their professionalism and capacity to serve the people. 

REAWESMIN sets strategic directions

Amidst summer heat, officers and members of Region 9 traveled all the way from the south to conduct its out-of-town Strategic Planning Workshop held last May 15 at a resort in Siquijor.

The group of Region IX executives led by its newly-elected president DOLE Regional Director Ponciano Ligutom gathered to revisit their vision, mission, goals and core values and establish its indicative plan of action. They also organized various technical working groups to serve as their working arm in implementing their various plans.

Among their major plans is to establish a one-stop shop of government executives in June to coincide with its 12th year of incorporation. They are also planning to establish a Regional government employees' cooperative.

REAWESMIN stands for Regional Executives Association of Western Mindanao was in Region IX established in the 80's, but was formally incorporated and registered with the Securities and Exchange Commission in 1998. It has over 90 members of good standing committed to promote mutual understanding and closer relationship among Region IX executives, provide an environment for developing and enriching managerial capabilities of its members and enhance professionalism and careerism in the public service. 

**The CESB is extending
the 2010 Gawad CES
nomination period to
May 31!**

CES Club introduces skillful makeover to executives



Ricky Reyes, a distinguished fashion luminary shared to the audience a number of tips on how to look good not just as government executives but as an important person who values himself.

The CES Club in its genuine commitment to promote noteworthy activities that would provide CEOs and eligibles a holistic framework of development launched a lecture-workshop on proper makeover on May 4, 2010 at the TESDA Women's Center, Taguig.

CESB Executive Director Maria Anthonette Allones emphasized that the purpose of the club in the conduct of the activity is to augment the learning opportunity of the participants and to teach them on how to properly package themselves as executives. She assured that the club will continue to provide personality development programs and other related activities.

Keynote speaker Ricky Reyes, founder of the Ricky Reyes Learning Institute (RRLI) talked on the essence of beauty and how looking good makes people to feel good. He added that most people judge a person based on his physical appearance. He clarified that

hair fall but it is the wrong procedure of shampooing or the type of the hair to fall. The hair also losses its elasticity when wet. Reyes enumerated the causes of losing hair for men as hereditary, wrong process of shampooing and stress.

There were three learning

Make Me Up and Dress Me Up. The first session was discussed by Willie Victoriano, School Director of RRLI. He gave various tips on proper skin care depending on the needs and age of people. He also taught the participants on how to check their skin's undertone that is so instrumental in determining the right colors of accessories that would complement the color of skin.

For the second learning session, Bernie Tuaño, Creative Head of RRLI demonstrated the right way of putting up makeup on day time while his staff showed what shade or color of makeup should be used during night time.

On the other hand, Valentino Jasmin, an Art Director, explained to the participants that to look good need not be expensive. He showed on how to properly mix and match the accessories to the color of dress so as to look elegant and respectable career executives. Jasmin also gave valuable tips on how to reinvent good image through the use of accessory hats, shoes, bags and jewelries. 