

# The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

SEPTEMBER 2010

Vol. 2 No. 9


## SALDIWA holds its 11<sup>th</sup> 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 11<sup>th</sup> 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 Developing/ Empowering Others to Establish Collective Accountability for Results, Linkaging and Networking for Productive Partnerships, and Ethical Governance --- Integrity and Performance Accountability. 

## CESB announces CES WE schedule for October

The Career Executive Service Board announces the schedule for the Career Executive Service Written Examination (CES WE) on the following dates and testing centers:

Date	Venue	Deadline of Application
October 12	Tacloban	September 28
October 24	Legaspi City	October 11
October 29	NCR	October 15

Interested applicants may download the CES Written Examination Form from the CESB's website. The result is expected to be released a month after the conduct of the examination. For further clarifications and relative concerns, please communicate to the Eligibility and Rank Appointment Division at 951-4981 local 118 or 832.

## 7<sup>th</sup> CES C.I.R.C.L.E Forum focuses on Effective Stewardship



*ED Maria Anthonette V. Allones hands out the Certificate of Appreciation to Mr. Jerry P. de Tagle, President of Integrative Learning International, Inc. and Keynote Speaker for Learning Session 1 of the CES C.I.R.C.L.E Forum held in Naga City on September 15.*

## 7<sup>th</sup> 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 of 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 2<sup>nd</sup> 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 Self-knowledge, Mission-driven, Adaptive confidence, engagement, inquiry, Reflective action and Tough 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. 

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

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*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.*

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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. 🌐

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*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.*

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# NEW CES ELIGIBLES

**Resolution No. 889**

**September 14, 2010**



**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

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

**WALTER REGALA OCAMPO**  
 Director IV  
 Bureau of Construction  
 Department of Public Works  
 and Highways

**MA. MONICA POSADAS  
 PAGUNSAN**  
 Director III, Management  
 Services Office  
 Department of Justice

**WIVINA BAREL PUMATONG**  
 Acting Deputy Collector for  
 Administration  
 Bureau of Customs  
 Port of Cebu

**LEONARDO CAMELLO  
 REYNOSO**  
 Director IV  
 Department of Social Welfare  
 and Development  
 Regional Field Office No. 01

**EFREN BONGCO ROBERTO**  
 Division Manager A  
 Philippine Ports Authority

**NATHANIEL TABUJARA  
 SERVANDO**  
 Director III  
 Philippine Atmospheric  
 Geophysical and Astronomical  
 Services Administration  
 Department of Science  
 and Technology

**ANNE MARIE PADILLA  
 STA. ANA**  
 Director III, Personnel Services  
 Department of National Defense

**EMMELINE LAHOZ VERSOZA**  
 Executive Director  
 Philippine Commission on  
 Women (formerly NCRFW)

## REAL conducts 2<sup>nd</sup> General Assembly

The Region Eight Administrators League (REAL) held their 2<sup>nd</sup> 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. 🌐

## 6 | SALDIWA in Davao

Director, PNP; Buenafe S. Sta. Rita, Director III, TESDA – Region VII; Geronimo L. Sy, Asst. Secretary, DOJ; Ma. Theresa G. Vera, Director III, DOH and Chona S. Yap, Dept. Manager III, PHIC.

Four government executives who participated in the Diwa ng Paglilingkod part of the training course are: Sisinio B. Cano, ARD, DOLE– Region X; Leandro A. Caymo, Director IV, DAR; Josephine Liamzon, Director, PRC; and Esmeralda M. Tabule, Regional Director, BIR – Region X.

## 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 saw the election of its officers for DOTC NUCESO Chapter. 🌐

## SALDIWA in Davao a Resounding Success

A total of 42 government executives have participated in a special session of the Integrated Salamin-Diwa ng Paglilingkod (SALDIWA) held at the Grand Regal Hotel, Davao City on September 7-20, 2010 with the help of the Association of Regional Executives of National Agencies-XI (ARENA-XI).

The integrated training featured various learning modules such as: Module I – Values (Ethical Governance), Module II - Leading in a Continuously Changing Environment, Module III - Linkaging and Networking for Productive Partnerships, Module IV - Developing and Empowering Others to Establish Collective Accountability for Results, and Module V - Community-Organizational Attachment Module or COAM.

The COAM is a vital component of the SALDIWA. In this module, participants live in a selected barangay with their designated families for four (4) days and three (3) nights where they are required to live the life of the host family, to learn their dreams and aspirations and to reflect how government policies and programs are responsive to their needs.

The participants in the Integrated SALDIWA training course are: Felix S. Alicer, Director III, DENR; Ma. Belenda Q. Ambi, Provincial Director, DTI Region XI; Antonio B. Arellano, Regional Prosecutor, Office of the Regional State Prosecutor, DOJ; Nuzar N. Balatero, ARD, BIR – XI; Jose Maria S. Batino, OIC-Deputy Executive Director, OSHC; Maylene M. Beltran, Director IV, Bureau of International Health Cooperation, DOH; Romulo V. Bernardes, RD, Land Transportation Franchising



*(L-R) Sangkula Ganih Laja - DOH (ARMM), father of the host family, Jose Andres Diaz -DENR, Claro Dennis Morante - NMIS Region VIII, Javey Paul Francisco - SEC and the mother and child of the host family pose for souvenir photo after an informal meeting during the barrio immersion.*

and Regulatory Board – Reg. III; Leticia G. Cagas, Asst. Dept. Manager, Land Bank of the Philippines; Maricar R. Casquejo, OIC-ARD, CHED – Region XI; Ma. Angelita C. Cells, Director IV, Bureau of International Health Cooperation, DOH; Isidro L. Cepeda, Director II, NCMB – Region XI; Jalilo dela Torre, OIC-RD, DOLE – Region XI; Noriel P. Devanadera, Undersecretary, DOLE; Jose Andres Diaz, OIC-Regional Executive Director, DENR; Ma. Corazon H. Dichosa, Director III, Board of Investments; Jose L. Doncillo, District Supervisor, DepEd; Gomer J. Dy, RD, LTO – Region XI; Cristy C. Epe, OIC-ASDS, DepEd – XI; Joselin Marcus E. Fragada, Regional Executive Director, DENR – Region V; Javey Paul D. Francsico, Director, SEC – Region XI; Linda M. Hornilla, Undersecretary, DOJ; Roderick T. Ibañez, Director I, NHA; Marcia G. Isip,

OIC-PENRO, DENR – Region XI; Sangkula G. Laja, Rural Health Physician, DOH – ARMM; Wenceslao M. Leñaño, District Engineer, DPWH – Region XI; Nenita E. Lumaad, SDS, DepEd – Region XI; Mariza S. Magan, ASDS, DepEd – Region VIII; Elpidio D. Mamaril, Jr., Director III, TESDA; Gary R. Martel, ARD, DBM – Region XI; Claro Dennis P. Morante, Supervising Meat Control Officer, NMIS – Region VIII; Paquito T. Moreno, Jr., Director III, DENR – CAR; Ella Cecilia G. Naliponguit, Medical Officer IV, DENR – Region X; Eva S. Ocfemia, Chief Environmental Specialist, DENR – Region V; Rosalie P. Paje, Medical Officer VII, DOH; Odilon L. Pasaraba, OIC - Provincial Director, DILG – Region II; Frederico P. Quevedo, Dept. Manager III, HGC; Juan C. Raña, Director III, DENR; Roberto L. Rosales,

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