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FVR keynotes 1st TLC



His Excellency Fidel V. Ramos inspires with his vast experiences as a national leader the 347 CESOs and eligibles who attended the inaugural launch of the Thought Leadership Congress (TLC) on March 24, 2011 at the Manila Hotel.

His Excellency Fidel V. Ramos was the guest of honor in the inaugural *Thought Leadership Congress* (TLC) held at the Centennial Hall of the Manila Hotel last March 24, 2011.

The TLC is an activity that seeks to deepen CESOs appreciation, contributions and commitment to re-inventing, leading and institutionalizing strategic and cutting-edge reforms in governance and development in the public sector. It also aims to challenge government executives to explore and advocate “out-of-the-box” and successful leadership paradigms, innovations and lessons in confronting contemporary challenges, needs and issues in governance and development.

Speaking on the theme “*CESOs as 21st Century Governance Leaders: Building Positive Influence, Promoting Innovative Ideas and Maintaining Service Integrity*”, Ramos shared his experiences as a leader of various organizations and as President of the Republic. He shared his advice on how to deal with the stresses and challenges in the bureaucracy and urged participants who are managers in their respective organizations to continue to effect positive change and help in shaping a better community.

A recognized thought leader, FVR acknowledged the role of CESOs in providing policy support and program continuity in the midst of periodic political transitions.

He concluded his talk by posing a challenge to the members of the CES community to unite in one purpose in providing genuine service to the people.

Paragons Share Their Experiences

TLC was likewise graced by CESO paragons Aniceto M. Sobrepeña, President of the Metrobank Foundation, Inc., and Patricia A. Sto. Tomas, former cabinet secretary and Chair of the Civil Service Commission and the Career Executive Service Board.

In his presentation, Sobrepeña contended that a successful CESO is one who is able to strike a good balance between ‘content’ and ‘process’. CESOS should not just be concerned about getting the job done on time and with the highest quality but should also pay attention to the manner in which it is being done, how it is affecting his subordinates and co-workers and how the feedback of superiors, stakeholders and clients can be incorporated in output delivery. Sobrepeña also said that CESOs are

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CESB holds strategic conversation with AMORE



Allones encourages the participants who are not yet members of the CES community to undergo the CES eligibility examination process to experience the innovative training and leadership program offerings of the CESB.

Career Executive Service Officers (CESOs), third level eligibles and other government executives from various offices in Region IV-B gathered at the Generics Hall, Quirino Labor Hospital Complex, Quezon City to attend the CES Strategic Conversation and meeting of the Association of MIMAROPA Executives (AMORE) on March 18, 2011.


CESB Executive Director Maria Anthonette V. Allones, CESO I, presented the core programs, recent CES policy reforms and other training activities offered by the CESB. She said that the career executive service (CES) is defined by CESOs and expressed her optimism that CESOs are capable of maintaining balance and positive movement in an organization despite change in management or transition. "Political savvy is a key leadership trait that CESOs have to possess," she added.

Allones also discussed the rationale behind the lifting of the

three-year prescriptive period for the validity of the Management Aptitude Test Battery (MATB) and allowing all previous MATB passers to proceed to the Assessment Center (AC) and the succeeding stages of the CES eligibility examination process. She encouraged the participants who are

Career Service Executive Eligibles (CSEE) to undergo the remaining stages of the examination process for them to be conferred with CES eligibility.

Allones likewise presented the various benefits and privileges that CESOs and other incumbents of CES positions are entitled to enjoy while stating that CESOs are also held to a higher standard of performance through the existing policy of the Board on the revocation and/or demotion in rank of a CESO who are found guilty of an administrative case.

NEDA Regional Director Oskar D. Balbastro, CESO III and Convenor of AMORE, led in the approval of the association's draft articles of incorporation and by-laws. He said that members of AMORE will continuously meet to chart out programs for the organization. The meeting was conducted in partnership with Gloria J. Balboa, CESO III and Regional Director of the Department of Health-Center for Health Development (DOH-CHD) IV-B. 



ED Allones answers all the clarifications and inquiries of the participants on CES policies.

CESB graces CA flag raising rites

CESB Executive Director Maria Anthonette V. Allones, CESO I joined the officials and employees of the Commission on Appointments (CA) in their flag raising rites on March 7, 2011.

Gerardo R. Josue, CESO IV and Director for Information and Planning Service of the Commission invited Allones in the flag ceremony to give a brief orientation about the Career Executive Service (CES) and share some updates on various CES policies, procedures and programs.


Allones explained the CES concept and discussed the various executive capacity enhancement programs that the CESB offers. She also took the opportunity to promote the 2011 Gawad CES, which honors members in the CES for exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public



policy. The program seeks to recognize exceptional accomplishments to encourage consistent performance and to promote excellence among members of the CES community.

Allones further encouraged the

third level executives of the Commission to undergo the CES eligibility examination process and discussed the procedures on how to be appointed to CES Ranks.

The event was led by CA Secretary Atty. Arturo L. Tiu. 

CESB releases training calendar for 2011

The Career Executive Service Board is proud to unveil its Training Calendar for 2011, in response to the clamor among CESOs and eligibles for more offerings of its innovative programs for the year.


There are three (3) sessions of the **Salamin-Diwa ng Paglilingkod** for 2011. The first session was held in Baguio City last March 1-14. Other sessions are slated on May 17-30, and August 16-29, 2011. Integrated sessions of the **Gabay ng Paglilingkod**, on the other hand,

are scheduled on March 31-April 7, June 30-July 7, and on September 29-October 6, 2011.

To sustain linkages among CESOs and eligibles, the **CES Life-long Learning Events** are specifically designed to enhance the core management and leadership competencies of CESOs and provide them a tool-kit to meet the various concerns and challenges confronting them on the job. It also seeks to offer a great venue where they can network and explore areas

for advocacy and engagement among the other members of the CES community.

This year's initial CES C.I.R.C.L.E. Forum was a seminar on information technology entitled, **Unang HirIT: ICT in Risk Reduction and Climate Change Adaptation** held on February 4, 2011 in Baguio City. Third level officials will surely be interested to attend a session on 'how to manage

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CES Bill gains ground in Congress



In its sincere effort to promote careerism and professionalism in the Career Executive Service (CES), the Senate has started deliberations Senate Bill No. 2671 entitled “An Act Strengthening the Career Executive Service” or the *CES Bill*, authored by Committee on Civil Service and Government Reorganization Chairman Senator Antonio “Sonny” Trillanes IV, Senator Ramon “Bong” Revilla, Jr. and Senator Manuel “Lito” M. Lapid.

The CES Bill provides for the coverage of the executive and managerial positions in the third level of the career service in the Executive Branch. The proposed CES Bill also created the Career Executive Service Board and the Office of the Career Executive Service (OCES) that will serve as the Board’s Secretariat. It shall be headed by an Executive Director, with the rank of Undersecretary, who shall be assisted by a Director V with the rank of Assistant Secretary.

Senator Miriam Defensor-Santiago introduced four (4)

individual amendments on February 22, 2011:

(1) *On CES Coverage* --- Sen. Santiago proposed that the CES should cover executive and managerial positions in the Executive Branch who are presidential appointees and those who are occupying positions above division chiefs performing managerial and executive functions who are not Presidential appointees.


(2) *Control and Supervision of the CSC over the CESB*--- While she believes that the CSC being the “central personnel agency of the government” has the plenary power on personnel matters, putting the CESB under its control and supervision might be cumbersome since control and supervision means that the CSC has to look into the day to day activities of CESB that would add to the gargantuan task of administering the entire human resources of government and CSC requires all the help it can muster. She therefore proposed that the CESB will still be under the supervision of CSC whose action may be reviewed *motu proprio* by the

CSC. Inaction on the part of the CSC after the lapse of the period to review will, however, make the action or decision of the CESB effective.

(3) *Creation of a Reviewing Body* --- Sen. Santiago suggested the creation by the CSC of a reviewing body that will cause the conduct of management audit, performance evaluation and inspection to determine compliance of the Board and OCES with the proposed bill every three (3) years thereafter from the effectivity of the CES law.

(4) *Budget Allocation* --- Lastly, Sen. Santiago proposed that a certain amount as may be necessary, be appropriated from the National Treasury which shall be included in the annual appropriations as a separate item under the CSC.

According to Sen. Trillanes, Chair of the Senate Committee on Civil Service, the amendments proposed by Sen. Santiago will be referred to the committee for its consideration. Relative to this, a Technical Working Group composed of representatives from CESB, CSC and the staff of Sen. Santiago and Sen. Drilon will be convened to harmonize the individual amendments introduced by the concerned Senators.

In the House of Representatives, four (4) Bills on the CES are being deliberated upon in the Committee on Civil Service and Professional Regulations. They are authored by Representative Amado S. Bagatsing (House Bill No. 225); Representative Juan Edgardo M. Angara (House Bill No. 483); Representatives Rufus B. Rodriguez and Maximo B. Rodriguez, Jr. (House Bill No. 2947); and Representative Rene Lopez Relampagos (House Bill No. 3740). 

NSO executives undergo CESPES orientation/ workshop



Jose Federico Tabino III and Imelda Guanzon of CESB conduct the CESPES orientation/ workshop to the executives of the National Statistics Office on March 4, 2011.

Third level executives from the central and field offices of the National Statistics Office (NSO) trooped to the Richmonde Hotel, Pasig City for their first quarter conference and orientation/ workshop on the Career Executive Service Performance Evaluation System (CESPES) on March 4, 2011.

The event aims to raise the awareness of the executives on the concepts, tools and implementation guidelines of the CESPES and was organized in response to CESB Circular No. 01, s. 2011, which mandates the completion and submission of CESPES ratings for 2010.


Jose Federico Tabino III, Chief of CESB's Performance Management and Assistance Division (PMAD), presented pertinent issuances on the CESPES and discussed its coverage. He clarified that those whose performance shall be evaluated under the CESPES are incumbents of CES positions for an uninterrupted period of at least

three (3) months; Division Chiefs who are Career Executive Service eligibles, Career Service Executive eligibles and Career Executive Officer eligibles and designated in an Acting or Officer-in-Charge (OIC) capacity.

Tabino also explained the distribution of weights for the different CESPES components that respectively measures performance and behavioral competence. Performance Contract (*Targets vs. Accomplishments*) carries 80% of the CESPES rating while Behavioral Competence (*Scale for the Different Dimensions*) is 20% of the rating. Under Behavioral Competence, Superior's Rating may range from 50-80% while the Subordinate's Rating from 20-50%. He also defined qualified raters under CESPES policies. Superior Rater is a person to whom the Ratee is accountable for his/ her work performance. Subordinate Raters, on the other hand, refer to those who are directly reporting to the Ratee official. These exclude

drivers and utility workers whose job entails personal services to the Ratee. Qualified raters are also those enumerated in the Ratee Information Sheet (RIS) certified by the Administrative Officer.

Imelda Guanzon, likewise of the PMAD, spearheaded the workshop on Performance Contracting. She defined the Performance Contract (PC) as a meaningful tool that measures and assesses the Ratee's performance on the basis of work target commitments established and actually accomplished and completed by the ratee. She also explained that Performance Milestones are specific, tangible and measurable planned outputs. It is set and agreed upon by the rater and the ratee.

After the discussion, the participants drafted a sample Performance Milestones which were presented to the group for critiquing by the CESB representatives and Ms. Carmelita N. Ericta, CESO I and Administrator of the NSO. 

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are the ‘eyes and ears’ of the government and they serve as the bridge that links the government to the people.

Sto. Tomas, on the other hand, spoke on the topic, “Character Building through Career Changes and Challenges in the CES. She related her experiences as a CESO and gave valuable tips on how to survive the challenges in the work place. She said that the CES is defined by “the works and

characters of CESOs” and challenged the participants to be at their best in doing their work.


MOA Signing

The event also provided a venue for the signing of a Memorandum of Agreement on executive development and continuing training between CESB and its partner institutions, namely: the College of Computer Studies of De La Salle University; IDEACorp; and the

Blas F. Ople Policy Center and Training Institute.

Likewise, a total of 72 new CES eligibles took their oath before CESB Chair Bernardo P. Abesamis. They recited the CES Pledge and committed themselves to be agents of change.

Heads of CESO organizations were also recognized during the event. Joecel Obenza and Mariano Alquiza, were given commendation for their significant contributions as immediate past presidents of the Association of CARAGA Executives (ACE) and Interim President of the NUCESO, respectively. Washington Agustin, NUCESO Vice President for Luzon was also honored for hosting the successful 9th Annual CES Convention in Region I.

The event was organized by the Career Executive Service Board (CESB) in partnership with the National Union of Career Executive Service Officers (NUCESO) and the People Management Association of the Philippines (PMAP). 

CESB briefs DENR IV-A on CES policies and programs


CESB Executive Director Maria Anthonette V. Allones conducted a briefing on current CES policies and programs to the Career Executive Service (CES) officials and employees of the Department of Environment and Natural Resources (DENR) Region IV-A in cooperation with its Regional Executive Director Nilo B. Tamoria during the DENR Regional Management Conference and Reprogramming of 2011 on February 24, 2011.

During the event, ED Allones

presented the policies and rigorous processes that applicants have to hurdle in order to acquire the CES eligibility and how to be appointed to CES Ranks. She likewise enumerated the various human resource management programs of the CESB that the participants could avail of once they become members of the CES community.

ED Allones encouraged the attendees to undergo the CES eligibility examination process and plan their career path in the government. She also expressed her

optimism that the DENR management, under the leadership of Secretary Ramon JP. Paje, CESO I, will definitely support the placement of “deserving” CESOs and CESEs in the various CES positions in the DENR.

ED Allones concluded her talk by acknowledging the DENR IV-A for the opportunity to advocate the CESB programs and projects as part of its strong commitment in the furtherance of excellence and careerism in the third level of the career service. 

CESB conducts Fellowship and Information Session with HR Champions



CESB Executive Director Maria Anthonette V. Allones, CESO I, shares to the 44 HR Champions various updates on CES Policies and Executive Development Programs on February 10 at the DENR Social Hall.

The Career Executive Service Board (CESB), in partnership with the Department of Environment and Natural Resources (DENR) conducted a Fellowship Lunch and Information Session on CES Policies and Executive Development Programs with Human Resource Managers and CES Coordinators last February 10, 2011 at the DENR Social Hall.


The Fellowship Lunch and Information Session is a continuing activity of the CESB that aims to revitalize ties with HR Managers and champions in various government agencies. It also provides participants with updates on the Career Executive Service (CES) policies and executive development programs.

National Union of Career Executive Service Officers (NUCESO) President and DENR Assistant Secretary Corazon C. Davis welcomed the forty-four (44) participants. The activity was graciously hosted by the DENR.

Executive Director Anthonette Allones presented the updates on policies and executive development programs. During the open forum, ED Allones clarified that the CESB follows the recent Supreme Court decision in the PCSO vs. CSC and Court of Appeals case, which declared that the CES covers

presidential appointees only. Relevant to this, ED Allones encouraged the participants to provide inputs on the CES Bill being deliberated upon in Congress.

In the same forum, Deputy Executive Director Arturo M. Lachica presented the proposed modifications on the CESPES. He elucidated the current status of the CESPES and the various issues gathered during its three-year implementation. He also pointed out the plan to redesign the CESPES, align it with the six (6) CES core competencies, and eventually allow the raters to rate the CES officials online.

The participants provided their insights on the proposed modifications. They said that the CESPES must be “simple” and should highlight the contributions of the CES officials to the attainment of the national goals and promote accountability in public service. Some participants already committed themselves to help in the modification of the CESPES. 



Deputy Executive Director Art Lachica, CESO II, discusses the proposed CESPES enhancements with HR Champions.

NUCESO Governing Board charts strategic directions



Executive Director Tonette Allones facilitates the conduct of NUCESO's visioning exercise in Baguio City.


The Governing Board of the National Union of CESOs (NUCESO) conducted its team building cum strategic planning exercise last February 3-4, 2011 at the Elizabeth Hotel in Baguio City. Spearheaded by its President, DENR Assistant Secretary Corazon Davis, the Board formulated a draft vision and mission statement for NUCESO, identified proposed priority policies and programs to serve the needs of its members, and created working committees tasked to implement these programs.

NUCESO's draft vision statement, encapsulates its image of an ideal CESO while its draft mission statement articulates the core values of the organization. The vision statement reads: *"*Catalyst of nation-building, exemplar of public governance, champion of community transformation"*. The draft mission

statement, on the other hand, reads: *"We fulfill the aspirations of career executive officers to maintain pride in public service, demonstrate exemplary stewardship and promote integrity. We uphold the rights, promote the welfare and uplift morale of CESO through responsive programs."* Morale and welfare promotion, capacity enhancement; and policy and institutional reform advocacy were among the top priorities named by the Governing Board. These priorities, however, are still subject for peer review and finalization after planned consultations with various regional and national government agency chapters.

Davis was assisted by the NUCESO Executive Vice President, DAR Undersecretary Rosalina Bistoyong. Those who attended the session were regional presidents Washington Agustin

(NUCESO - Region 1), Milagros Rimando (CV - ACE-Region 2), Severino Santos (STARS - Region IV-A), Blandino Maceda (REDIRAS-Region 5), Ponciano Ligutom (REAWESMIN - Region 9), Achilles Gerard Bravo (ARENA-Region 11) and Alikhan Marohombsar (ARDE - Region 12) along with national government agency association presidents/ representatives Anneli Lontoc (DOTC) and Enrique Tayag (DOH). Also in attendance were NEDA Director Lynette Bautista who represented Remegio Mercado (CLARO - Region 3) and NAPOLCOM Director Yolanda Lira.

CESB Executive Director Maria Anthonette Allones served as session facilitator, assisted by Ms. Imelda Guanzon of CESB and Ms. Diane Noble of DENR. 



**Conferred through
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Department Manager
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Schools Division
Superintendent
Department of Education

RUEL BESAGA PACLIPAN
Provincial Director
Department of Trade and
Industry

NEW CES ELIGIBLES

ROBERTO LANSI ROSALES
Police Director
Philippine National Police

**REYNALDO SANCHEZ
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Assistant Regional Director
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**Conferred through
Resolution No. 926
February 8, 2011**

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IAN ALAMAR BRIONES
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Provincial Health Office of
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**MYRNA TARONGOY
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Assistant Schools
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Department of Education

ANGELITO NACPIL CREENCIA
Chief Social Insurance Officer
Philippine Health Insurance
Corporation

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CUNA**
Acting Director III
Environmental Management
Bureau - DENR

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Municipal Environment and
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Resolution No. 926
February 8, 2011**

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Local Government

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RUIZ
Director III
Department of Budget and
Management

GERARDINE ABELLA JAMORA

Mediator - Arbitrator
Department of Labor and
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Department of the Interior and
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Department of the Interior and
Local Government

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Police Senior Superintendent
Philippine National Police

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Employment

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Superintendent
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Division Manager A
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Department of Public Works
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Director IV (Regional Director)
Department of Agriculture



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March 11, 2011**

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GERENO RAMOS ANTONIO

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Superintendent
Department of Education

**MARIA ELENA CALUMPANG
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Provincial Director
Department of Trade and
Industry

ALAN ROBLE ARROJADO

Colonel/ Chief
Philippine Center on
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Local Government Operations
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Local Government

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Principal I
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**PERLITA SILVEDERIO
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Director I (Assistant Regional
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Police Superintendent
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Public Attorney III
Public Attorney's Office

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Superintendent
Department of Education

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Superintendent
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Chief Trade and Industry
Development Specialist
Center for International Trade
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Chief Administrative Officer
Regional Legislative Assembly,
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Philippine Council for Aquatic
and Marine Research and
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Branch Head
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RONALDO ATALIA POZON

Assistant Schools Division
Superintendent
Department of Education

REMY MIER RIVERA

Schools Division
Superintendent
Department of Education



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March 11, 2011**

NEW CES ELIGIBLES

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TABANGIN**
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Commission on Elections

**EMMANUEL GALLETO
TOLEDO**
Senior Labor Employment
Officer
Department of Labor and
Employment

**JEANNETTE MANAYAN
VILLAREAL**
Director II
Cotton Development
Administration

**DENNIS DOMINGO
VILLASEÑOR**
Local Government Operations
Officer V
Department of the Interior and
Local Government

NIMFA MARCOS VIRTUCIO
Provincial Director
Department of Trade and
Industry

CHARITO BALTAZAR SANTOS
Director III
Technical Education and Skills
Development Authority

RANK APPOINTMENT

**EDUARDO ZAMORA ALAMA,
CESO IV**
Director III
Department of Agriculture

**ANGEL CABALLES ENRIQUEZ,
CESO IV**
Director III
Department of Agriculture

**REMELYN RETORICO
RECOTER, CESO IV**
Director III
Department of Agriculture

**EDMUND BACASON TALLE,
CESO IV**
Director III
Department of Budget and
Management

**BINGLE BRAVO GUTIERREZ,
CESO III**
Director IV
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Superintendent
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Assistant Schools Division
Superintendent
Department of Education

**HEREBERTO JOSE DILOY
MIRANDA, CESO VI**
Assistant Schools Division
Superintendent
Department of Education

**LORETA BUENSUCESO
TORRECAMPO, CESO VI**
Assistant Schools Division
Superintendent
Department of Education

**DIOSDADO MAYORES SAN
ANTONIO, CESO IV**
Director III
Department of Education

**JOSELIN MARCUS ESCOBAR
FRAGADA, CESO III**
Director IV
Department of Environment
and Natural Resources

RANK APPOINTMENT

**CRISTINA OCAMPO
QUISMUNDO, CESO III**

Director IV
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Employment

**ARNEL MILLARES AGABE,
CESO IV**

Director III
Department of the Interior and
Local Government

**JOSEPHMAR BUENO GIL,
CESO V**

Director II
National Police Commission

**JAIME CARLOS MONTOYA,
CESO III**

Executive Director
Philippine Council for Health
Research and Development

**ZENAIDA LEJANO AREVALO,
CESO IV**

Director III
Department of Social Welfare
and Development

**MARIE ANGELA SINGIAN
GOPALAN, CESO III**

Director IV
Department of Social Welfare
and Development

**ESTEBAN MIANO BALTAZAR,
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Regional Director
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**NORDY LISONDRA PLAZA,
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Department of Transportation
and Communications

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REYES, CESO IV**

Director III
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Superintendent
Department of Education

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Assistant Schools Division
Superintendent
Department of Education

**NENE ROSAL MERIOLES, CESO
VI**

Assistant Schools Division
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Department of Education

**GLORIA RUSIANA TORRES,
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Assistant Schools Division
Superintendent
Department of Education

**HERMINIO AYALA ARIOLA,
CESO IV**

Director III
Department of Energy

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JR., CESO IV**

Director III
Department of Environment and
Natural Resources

**ERLINDA EVANGELISTA
DOMINGO, CESO IV**

Director III
Department of Health

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VERA, CESO IV**

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Department of Health

GERONIMO LIM SY, CESO II

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Department of Justice

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Department of Labor and
Employment

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SERVANDO, CESO IV**

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

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ESTRELLA, CESO IV**

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Department of Public Works
and Highways

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INGENIERO, CESO V**

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Officer VIII
Department of the Interior
and Local Government

**ELEONORA FIGUEROS
MADRIAGA, CESO V**

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

RANK APPOINTMENT

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PAGAPULAN, CESO V**

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

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CESO V**

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

**CLEMENCIA AMASCUAL
CABUGAYAN, CESO IV**

Director III
Presidential Management
Staff

**CARMENCITA SUMALINOG
COTAPTE, CESO V**

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Department of Education

**MAYLENE MENIADO
BELTRAN, CESO III**

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Department of Health

**JOHNSON GABUYA CAÑETE,
CESO III**

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National Conciliation and
Mediation Board

**ROWEN ROBERO GELONGA,
CESO III**

Director IV
Department of Science and
Technology

**ARNEL BUISON GARCIA,
CESO III**

Director IV
Department of Social Welfare
and Development

**MA. BELENDA QUEZA AMBI,
CESO V**

Director II
Department of Trade and
Industry

**BONIFACIO GASCAL UY,
CESO IV**

Director III
National Economic and
Development Authority

**NESTOR GANADEN RILLON,
CESO IV**

Director III
National Economic and
Development Authority

**CATHERINE QUIMPO
CASTAÑEDA, CESO III**

Director IV
Commission on Higher
Education

ADJUSTMENT/ PROMOTION IN CES RANKS

**ANNABELLE MORDENO
ATILLO, CESO III (From CESO
IV)**

Director IV
Department of Budget and
Management

**CORAZON PANES BROWN,
CESO IV (From CESO VI)**

Director III
Department of Education

**SUSANA TERESA BASANES
ESTIGOY, CESO III (From
CESO IV)**

Director IV
Department of Education

**JAMES FERRANCO FADRILAN,
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Department of the Interior
and Local Government

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AGUSTIN, CESO V (From
CESO VI)**

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

**RICARDO RACIMO
BELMONTE, CESO V (From
CESO VI)**

Collector of Customs VI
Bureau of Customs

ADJUSTMENT/ PROMOTION IN CES RANKS

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CESO II (From CESO IV)

Executive Director
Board of Investments

CAMILO SALGA PANGAN,
CESO V (From CESO VI)

Regional Director
Commission on Population

MILDRED LEAL GARAY,
CESO III (From CESO IV)

Director IV
Department of Education

LUCRECIO RAPANAN ALVIAR,
JR., CESO III (From CESO IV)

Director IV
Department of Agriculture

NELLY HAUTEA VALERIO,
CESO V (From CESO VI)

Schools Division
Superintendent
Department of Education

SHIRLEY MEDINA PASCUAL,
CESO III (From CESO V)

Deputy Executive Director IV
National Conciliation and
Mediation Board

MATEO GELITO MONTAÑO,
CESO I (From CESO II)

Undersecretary
Department of Social Welfare
and Development

**GUILLERMA ENGRACIA
FLORES, CESO II (From CESO
III)**

Director V
Presidential Management Staff


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the boss' slated on May 19, 2011 at an NCR venue to be announced later. A session on the pivotal role of information and communication technology (ICT) in human and environmental security will also be conducted on June 23 in Cebu. The

4th session of the highly-successful CES Leadership and Wellness Camp shall likewise be conducted in Bohol on April 27-29, 2011.

The CESB have successfully launched the *1st Thought Leadership Congress* (TLC) which was

Keynoted by His Excellency Fidel V. Ramos last March 24, 2011 at the Manila Hotel.

Several CESB-accredited programs are likewise lined-up to further nurture the essential aptitude and behaviors among our career executives. As an addition to CESB's exciting roster of accredited programs, the Blas F. Ople Policy Center and Training Institute will conduct a course on *Communicating Change Through The Media*. The enter for Leadership and Change, Inc. (CLCI) will tackle various topics on leadership and power such as *Leadership: Great Leaders, Great Teams, Great Results, Power Principle Workshop*, and *7 Habits Applications for Managers*. The Human Resource Innovations and Solutions Inc. (HURIS) will also offer programs on *Change Leadership, Managerial Leadership, Performance and Results Management, Strategic Thinking*, and *The New Leadership Style for the 21st Century*. 


Int'l business course now open for nomination

The Singapore Cooperation Programme in coordination with the Technical Education and Skills (TESDA) invite agencies to nominate a candidate for the "Business Excellence: Enhancing Organizational Capability, Achieving Service Excellence" course on 30 May -2 June 2011, Doha, Qatar.

This course is designed for participants who are minimally the ranks of deputy director and above of departments in Strategic Planning and/or Corporate Development. In addition, the programme is also suitable for decision makers who implement improvement initiatives to bring about a culture of change towards greater productivity

and excellence within their organization.

The Government of Singapore will be responsible for the cost of the trainer's fees while the Government of Qatar will bear the cost of the training facilities. The nominating agency will be responsible for travel arrangements, accommodation and other local and incidental expenses.

For inquiries, please contact the Foreign Scholarship Training Program (FSTP) Unit, TESDA, at telephone numbers 817-9095 or 817-4076 local 221 or 231. Deadline for submission of nominations and documentary requirements is on April 5, 2011. 

EXECUTIVE MOVEMENT UPDATE

PROMOTION

WINNIE ROSE H. FALLADO
Director IV (Cluster Director)
Commission on Audit
(Former Director III/ Assistant
Cluster Director)

LEO ANGELO D. LEUTERIO
Police Senior Superintendent
Philippine National Police
(Former Police Superintendent)

LEILA P. DE GALA
Senior Vice President
Government Service
Insurance System
(Former Acting Senior Vice
President)

ANTONIO A. GRACEDA
Director
Bangko Sentral ng Pilipinas
(Former Deputy Director)

MARIANO A. BLANCIA, JR.
Bureau Director (Director IV)
Senate of the Philippines
(Administration & Finance)
(Former Service Chief –
Director III)

RODOLFO LB. JAUCIAN
Acting Director II
DOTC – LTO Region II
(Former Chief Transportation
Development Officer, LTRFB
NCR)

RAYMOND U. TAFALLA
OIC – Manager
National Food Authority
(Former Supervising
Enforcement and Investigation
Officer)

RUBEN S. RIMANDO
Department Manager
National Food Authority
(Former Assistant Regional
Manager/ Acting Department
Manager)

ROMEO C. CASTRO
First Vice President
Land Bank of the Philippines
(Former Assistant
Vice President)

PATRIA B. ANGELES
Director
International Operations
Department
Bangko Sentral ng Pilipinas
(Former Deputy Director)

ANTONIO S. UY II
Acting Vice President
Philippine Crop Insurance
Corporation – Reg. VII
(Former Regional Manager II/
OIC, Business Development &
Marketing Department)

REASSIGNMENT

THELSA P. BIOLENA
Director IV
Standards Bureau – DSWD
Central Office
(Former Director IV (Regional
Director) – DSWD NCR)

ATTY. RUSTICO Q. VIGILIA
Regional Director
National Bureau of Investigation
– CALABARZON
(Former Regional Director, NBI
– Region III)

CHRISTOPHER C. SANTOS
Acting Director for Admin &
Finance
Philippine Postal Corporation –
Region III
(Former Acting Director for
Operations, PPC – Region I)

RENATO A. GUMBAN
Provincial Director
Philippine National Police –
Capiz Police Provincial Office
(Former Provincial Director,
Iloilo Police Provincial Office)

ISABEL F. INLAYO
Director IV, Office of Student
Services
Commission on Higher
Education
(Former Director IV,
Region IV-A)

PNoy confers 2010 Gawad CES to 4 Outstanding CESOs



President Benigno S. Aquino III and the winners of the 2010 GAWAD CES beam with pride as they pose for the cameras during the awarding ceremonies held at the Malacañang Palace last January 11, 2011. Members of the CES Governing Board, Executive Director Allones and the 2010 GAWAD CES Committee on Awards are also present to witness the awarding ceremony

President Benigno S. Aquino III honored four (4) outstanding Career Executive Service Officers (CESOs) with the prestigious GAWAD CES in an awarding ceremony held at the Rizal Hall of the Malacañang Palace last January 11, 2011.

The 2010 awardees are: Executive Director Patricio S. Faylon of the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD-DOST), CESO II; Regional Director Urdujah A. Tejada of the Department of Science and Technology (DOST) – Region II, CESO III; Undersecretary Mario C. Villaverde of the Department of Health, CESO I; and, Director Denis F. Villoriente of the Advanced Science and

Technology Institute (ASTI) – DOST, CESO III.

The Gawad CES is a presidential award that recognizes members of the CES for their exemplary performance and significant contributions in the areas of innovation, information and communication technology, social services, administrative reforms and public policy.

Faylon was recognized for pushing the PCARRD to vie for the Philippine Quality Award (PQA)--the highest level of national recognition for exemplary organizational performance. He likewise enabled the PCARRD to actively sustain its resource generation activities, almost doubling the agency's regular budgetary appropriation from the

government and allowing the agency to not only sustain existing programs but also to conceptualize more R&D programs. He also helped in the establishment of the Techno-Gabay Program (TGP) as PCARRD's platform for R&D results utilization and transfer that bring the needed products and/ or processes to the farmers.

Tejada was cited for leading the development of community-based projects on aquaculture, peanut and coconut crops that generated employment and increased the income of small fisher folk and farmers. She likewise facilitated skills training, technical productivity consultancy services, product quality improvement and product

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development and promotion to eight (8) Harnessing Appropriate Technologies to Assist Women (HATAW) groups with the aim of producing successful female entrepreneurs. She also initiated institutional support to small and medium-term enterprises (SME) that improved the quality and competitiveness of SME products

in the region.

Villaverde was awarded for steering the formulation of the Health Sector Reform Agenda (HSRA) 2000 and the Formula One for Health (F1) that facilitated the much needed reforms in the health sector. He was also responsible for crafting and taking charge of the interim guidelines

and health sector response for the containment and mitigation of the deadly A(H1N1) influenza in 2009 and for initiating the design and development of a series of training courses for personnel development of health workers in the country.

Villorente was credited for leading the continued growth and promotion of research networking in the country through the Philippine Research, Education and Government Information Network (PREGINET). He also promoted Internet Protocol Version 6 (IPv6) technology awareness and led the technical team involved in the certification of the Smartmatic Corporation used in the May 2010 national elections.

The 2010 Committee on Awards is composed of representatives from the private sectors and members of the CES Governing Board. They are: Emerlinda R. Roman, President of the University of the Philippines; Amelou B. Reyes, President of the Philippine Women's University; Jimmy Isidro, President of the People Management Association of the Philippines; Ramon M. Lopez, Vice-President of RFM Corporation; CES Board Member Antonio D. Kalaw, President of the Development Academy of the Philippines; CES Board Member Susan M. Solo, Director IV of the Presidential Management Staff; and the Chairman of the Committee Francisco T. Duque III, Chair of the Civil Service Commission.

The awardees received a plaque of recognition and Php 100,000.00. 🌐

CESB is ISO certified



CESB Chair Bernardo P. Abesamis and Executive Director Maria Anthonette V. Allones accept the ISO Certificate given by the TUV Nord Philippines, Inc. on January 21, 2011 at the CESB Training Room, Quezon City. Also present during the event are some of the members of the CESB Governing Board, NUCESO Governing Board and CESB Secretariat.

The Career Executive Service Board has gained another feather in its cap when it was awarded the ISO 9001:2008 certification by the TUV Nord Philippines Inc. last January 21, 2011 at the CESB Training Room, Quezon City.

The recognition was given for the CESB's sincere effort to ensure efficient, expeditious and reliable services in the eligibility and rank appointment processes. CESB

Chair Justice Bernardo P. Abesamis and ED Maria Anthonette V. Allones, CESO I, accepted the ISO Certificate. Deputy Executive Director Arturo M. Lachica, CESO II, served as the Quality Management Representative (QMR).

This certification that CESB ERAD is complying with international standards adds another milestone in the history of the CESB. 🌐

2011 C.I.R.C.L.E. Forum kicks-off in Baguio City



Ninety officials gathered for the inaugural session of the CES C.I.R.C.L.E. Forum for 2011 last February 4 at the Hotel Elizabeth. Set amidst the freezing Baguio climate with temperatures dropping as low as 9.5 degrees Celsius, forum participants were treated to warm presentations by eminent personalities and experts on climate change, information and communications technology (ICT) and governance.


With the theme: **“Unang Hirit: ICT in Risk Reduction and Climate Change Adaptation”**, the forum underscored the value of ICT in mitigating risks arising from natural, man-made, industrial or other types of disasters. Director Renato U. Solidum, Jr. of PHIVOLCS spoke on the serious effects of climate change on health, agriculture, water resources, coastal areas and on various species. He also presented the technologies that are being used to mitigate/ adapt to this phenomenon, among these are: Rapid Earthquake Damage Assessment System (REDAS 1.0), Telemetry

Earthquake Monitoring System, Hydrometeorologic Hazard Monitoring System, and the various information and communication technology warning tools such as telephone, short messaging system (SMS), cell broadcasting, satellite radio, and internet. The government also maintains a disaster mitigation and information portal and a website for information Hazard Maps.

Diplomat, former Senator and current Eastern Regional Organization for Public Administration (EROPA) Secretary General Orlando S. Mercado gave the keynote address. Climate change and governance, according to Sec. Gen. Mercado, is “not just about the weather and the environment”, it involves having a vision, accountability, transparency, rule of law, and empowerment – equipping the people with the information and knowledge to prepare for the ill effects of climate change. Climate change is not just an environmental issue, it encompasses economics, politics and governance. Mitigation

and adaptation measures should not only be at the tactical but at the strategic level as well. Appropriate legislation and execution is needed.

Department of Finance Director IV Alexander M. Arevalo served as the forum chair. He capped the presentations by stating that climate change is everybody’s business. One must look at the environmental issue as an ecosystem – in its totality and varied and competing dimensions. All it needs is for CESOs to “walk the talk”. Together, they can make a difference.

The CES C.I.R.C.L.E. Forum is a monthly learning session conducted by the CESB for CESOs and eligibles. C.I.R.C.L.E stands for Creative Innovations and Reforms for Committed Leadership and Effectiveness. By its name, it seeks to provide a platform for thought leaders, subject matter experts and public service exemplars to dialogue with our career service officers and to share lessons and experiences in the hope of sustaining our collective inspiration to improve governance. 

The Public Manager

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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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CES Club Power Dressing goes to Mindanao



More than sixty (60) participants attended another enjoyable and informative CES Club event held last February 15, 2011 at the Grand Men Seng Hotel in Davao City.

The CES Club Event on power dressing in Davao City is a rerun of a well-received conduct in Manila last year.

Ms. Gwenn Albaracin, the President and Chief Executive Officer of the Center for Pop Music

Philippines, shared relevant principles on dressing that complements one's personal competence and projects strong work ethics. She emphasized that power dressing entails not only polishing one's grooming, personal style and wardrobe but also refining one's manner and speech and achieving elegance and poise.

CESB Executive Director Maria Anthonette V. Allones, in her

welcome remarks, shared her hope for a fun-filled and enjoyable learning and networking activity through the CES Club. CES Club is a program of the CESB that promotes the holistic development of CES Officials by offering learning activities on topics that are not within the usual leadership and management context, but are nonetheless important in their personal and professional development. 🌐