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2nd CES C.I.R.C.L.E. Forum

Management of superiors tackled in C.I.R.C.L.E. Forum



The participants listen attentively as Dir. Margarita V. Sampang discusses the possible options for managing the boss on May 19, 2011 at the Diamond Hotel, Manila..


The central theme of this year's 2nd CES C.I.R.C.L.E. (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Forum dubbed as "Prescriptions for Managing the Boss" focused on retooling CESOs and third level eligibles on how to consciously manage their relationship with their superiors, attracted a total of 81 participants on May 19, 2011 at the Diamond Hotel in Manila.

The forum was graced by Director Margarita V. Sampang, CESO III, of the Social Welfare Institutional Development Bureau and Dr. Enrique A. Tayag, CESO III, Director IV of the National Epidemiology Center and OIC-Asst.

Secretary of the Department of Health.

Sampang spoke about one's "Options for Managing the Boss", describing the various types of bosses who exist in the workplace. According to Sampang, there are three (3) responses to dealing with a Challenging Boss: (1) *Fright*. Don't argue, just listen until the boss gets exhausted. This is a form of deliberating so he could return to the 'balance between thought and feeling'. (2) *Flight*. If it is possible, evade an arguing or highly emotional boss until he subsides. Ask for the 'weather or typhoon signal' in the room before you come in. (3) *Fight/ confront*. When both you and the boss are at the balance between

thought and feeling assure him that you are concerned and willing to be of help. Remember that the boss needs you in the same manner that you need him.

Dr. Tayag discussed the link between leadership and wellness and began his lively discussion by encouraging the participants to dance with him for a healthy life style. Dr. Tayag spoke about Stephen Covey's seven (7) habits of highly effective people in relation to achieving a healthier lifestyle. Executive Director Anthonette V. Allones synthesized the discussions and shared the CES anti-depressants H.O.P.E. which stands for **H**umanizing our relationship with our boss/es; **O**pening communication lines leads to paths of discovery and understanding; **P**utting ourselves in our proper place (since CESOs are superiors and subordinates at the same time); and **E**xpectations management. 

Nationwide CES WE on June 26

There will be a nationwide CES Written Exam to be held in designated testing centers in Manila, Cebu and Davao on June 26, 2011.

Deadline for filing is on June 3, 2011. For further inquiries, please contact the Examination and Rank Appointment Division (ERAD) at telephone number 951-4981 local 118 or 832.


Nominations for 2011 GAWAD CES extended to May 31

CESB has extended the nominations for the 2011 GAWAD CES to May 31, 2011.

The move seeks to give nominees and nominators additional time to prepare for the requirements needed for the search. It also aims to attract more nominations.

CESB has so far distributed flyers and posters and joined various government agencies in their flag raising ceremonies to promote the awards program. Formerly known as the Search for Outstanding Career Executive Officer, the program

was elevated to a Presidential Award now known as the GAWAD CES by virtue of EO No. 715. GAWAD CES recognizes members in the Career Executive Service for exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public policy. Recognition of the winner/s shall be led by President Benigno S. Aquino III in a formal awarding ceremony to be held in Malacañang Palace during

the anniversary month of the CES in November. A GAWAD CES winner shall receive a plaque of recognition bearing the presidential seal, a medal, and Php100,000.00. For more information on the 2011 GAWAD CES, kindly contact the Performance Management and Assistance Division (PMAD) at telephone numbers (02) 951-4986 or at (02) 951-4981 local 110, 111 or 126. The guidelines and nomination forms are available at www.cesboard.gov.ph. 

5 members of I-SALDIWA Batch 13 take their oath


Right after the conduct of the 2nd CES C.I.R.C.L.E. Forum on May 19, 2011 at the Diamond Hotel, Manila, five (5) members of the Integrated Salamin-Diwa ng Paglilingkod Batch 13 took their oath before CESB Executive Director Maria Anthonette V. Allones.

They are led by their Batch President Edilberto D. Tayao, Acting Director IV of the Department

of Public Works and Highways. Together with him are other officers/ member of the batch including Rowena A. Cacanindin, Executive Vice President and Assistant Schools Division Superintendent of the Department of Education; Ricardo Dela Cruz Rigo, Assistant Secretary and Senior Information Systems Specialist of the Power Sector Assets and Liabilities

Management (PSALM) Corporation; Jose Bernardo H. Gochoco, Jr., Treasurer and Assistant Department Manager II of the Philippine Charity Sweepstakes Office; and Dinah E. Pichay, Active Member and Department Manager of the National Tobacco Administration.

Known as the batch's Tsunami Group, they shared their planned activities in Brgy. Narvacan in Sto. Tomas, La Union, which was their Community/ Organization Attachment Module (COAM) immersion site on May 27-28, 2011. Said activity is the group's priority project under its Social Responsibility Programs. They have also lined up various activities for this project starting with groundbreaking ceremony for the construction of communal toilets, gift-giving to its residents, and individual interaction with host families.

The I-SALDIWA Batch 13 underwent the said training program under the CESB Executive Leadership Program on March 1-14, 2011 at the Pines View Hotel, Baguio City. 



Five members of I-SALDIWA Batch 13 take their oath before CESB ED Allones and share their developmental plans for their COAM immersion site.

CESOs and eligibles hit the road to wellness



Sixty two (62) participants of the 4th Session of the CES Leadership and Wellness Camp pose for a souvenir photo and smile with confidence that they are all FIT TO LEAD and capable to provide genuine and quality service to the public.

“We are fit to lead!”

This statement was proven by a total of 62 CESOs and third level eligibles who have participated in the 4th session of the CES Leadership and Wellness Camp on April 27-29, 2011 at the Alona Kew White Beach Resort in Panglao Island, Bohol.


Titled “Detox, Destress, Deliver, and Discover: A CES Work-Life Balance Camp”, the camp is part of the CESB’s advocacy to promote totalwellness, work-life balance and sustained productivity among government executives. The wellness

camp is also specifically designed as a positive response to the clamor from CESOs for a seminar on holistic stress management that deals with physical, emotional, spiritual and social, well-being aspects.

The wellness camp offered eight (8) plenary sessions covering a wide variety of topics ranging from holistic stress management to work-life balance to acupuncture and Chinese medicine. The participants also learned valuable tips in maintaining a healthy lifestyle through eating right. Discussions on change management and managing

one’s superior were also tackled during the camp. Additional wellness sessions on yoga, aerobics and other unstructured activities like swimming, power walking and jogging likewise enlivened the wellness camp.

Participants who completed the program earned a total of twenty-four (24) hours of training credits.

For inquiries on how to join the wellness camp, please contact the Professional Development Division (PDD) at telephone number 951-4981 local 108, 109, or 113. 



**Conferred through
Resolution No. 941
May 10, 2011**

NEW CES ELIGIBLES

NUZAR NADALA BALATERO
Director I
Bureau of Internal Revenue

JOKER TICBAYAN CUANSO
Police Superintendent
Philippine National Police

**ANNA YORK PUYAT
BONDOC**
Congresswoman
Fourth District of Pampanga

KAREN PUNSALAN DE LEON
Director III
Presidential Management Staff

**GERONCIO ROMOROSA
AGUIO**
Administrative Officer V
National Commission on
Indigenous Peoples

MINDA BULATAO BRIGOLI
Director IV
Department of Social Welfare
and Development

**ALBERTO TENEBRO
ESCOBARTE**
Director III
Department of Education

MANUEL PUROG ALBAÑO
Assistant Schools Division
Superintendent
Department of Education

**ROWENA ABENOJAR
CACANINDIN**
Assistant Schools Division
Superintendent

**LEON MARIA ESPINOLA
FAJARDO**
Officer II
Government Service Insurance
System

ZORINA DAVID ALDANA
Acting Director II
Department of Trade and
Industry

TITA NATIVIDAD CALLUENG
Director III
Center for Health Development
for Cagayan Valley

JULITA LEAH MOJICA GARCIA
Vice President
Trade and Investment
Development Corporation of
the Philippines

FIEL YONGCO ALMENDRA
Assistant Schools Division
Superintendent
Department of Education

**NICOLAS TONGOL
CAPULONG**
Assistant Schools Division
Superintendent
Department of Education

**PONCIANO MAGSAYO
LIGUTOM**
Director IV
Department of Labor and
Employment

CARMINA BARBOSA ALONZO
Conciliator - Mediator
National Conciliation and
Mediation Board

FRANCISCO RELEVO CRUZ
Director III
Department of the Interior and
Local Government

GENIS SANCHEZ MURALLOS
Assistant Schools Division
Superintendent
Department of Education

ADRIAN GALEZ ALVARIÑO
Investigating Agent
Philippine Drug Enforcement
Agency

IMELDA DE JESUS CRUZ
Collector of Customs V
Bureau of Customs

ARIEL HUERTO PADILLA
Director II
National Telecommunications
Commission



Conferred through
Resolution No. 941
May 10, 2011

NEW CES ELIGIBLES

MARILYN DASMARIÑAS SABOY

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

EDGAR BABIERA TABACON
District Engineer
Department of Public Works
and Highways

SALVADOR COMPETENTE VILLAROSA, JR.

Prosecutor I
National Prosecution Service

RHODA TADEJA RAZON
Assistant Schools Division
Superintendent
Department of Education

JOHN ARNOLD SASI SIENA
Assistant Schools Division
Superintendent
Department of Education

CESB graces RDC IX meeting

The Career Executive Service Board graced the 136th Regional Development Council (RDC) IX meeting cum Orientation and Team Building on May 4-5, 2011 at the Agripino Hotel, Salagdoong Beach Resort, Siquijor.

Elaine Grace R. Antenor, Project Officer of The Public Manager, official newsletter of the Career Executive Service represented CESB Executive Director Maria Anthonette V. Allones, CESO I, in the said event. She discussed the CES programs and activities, recent policy reforms and updates on CES Bill.

Antenor introduced the CES institution to the members of the RDC-IX in Zamboanga Peninsula. She further discussed the innovative training program offerings of the CESB that sought to enhance the competence of the CES members. She laid down the recent reforms in

the CES policy and also discussed the Senate Bill 2671 – *An Act Strengthening the Career Executive Service* or the CES Bill. She presented the differences between the status quo and the provisions of the proposed CES Bill in terms of CES coverage, composition of the CESB, its powers and functions, and the creation of the CESB and Office of the CES (OCES) Evaluation Body. She as well reiterated that under such proposed CES Bill a CESO shall enjoy security of tenure in the CES based on eligibility and not on rank.

Antenor took the opportunity to promote the 2011 Search for Gawad CES, which, acceptance of nominations has been extended until May 31, 2011. In behalf of Dir. Allones, Antenor called for nominations of deserving CESOs and eligibles. She cited DOLE IX Regional Director Ponciano M.

Ligutom, one of the 2006 Outstanding Career Executive Officers. She also announced that in relation to the “*Taas Noo, CESO!*” campaign launched by CESB in the 9th CES Annual Convention last November 2010 in Laoag City, the CESB through The Public Manager and the CES website is featuring outstanding CESOs and third level eligibles every week who are considered as source of pride and inspiration to the members of the CES community because of their exemplary performances and outstanding contributions not only to their respective departments but have made a developmental and positive impact to the whole society.

The RDC IX is chaired by Mayor Evelyn T. Uy of Dipolog City. 🌐



‘PAG-ASA’ Awardee is indeed a beacon of hope

In our search for inspiring stories that are truly worth emulating, we are fortunate to have discovered public servants who are not only exemplars of competence and integrity but are also beacons of hope in these challenging times.

One such gem of a public servant is CESO IV Cenon M. Querubin of the Technical Education and Skills Development Authority (TESDA) in the Cordillera Administrative Region (CAR).

Querubin is a strong advocate of technical and vocational training to enable workers to easily land a job and help sustain the needs of their respective families. He pioneered the ‘training cum production approach’, which seeks to teach skills and, at the same time, produce tangible results. For instance, a group of Philippine Army soldiers underwent training in building construction and welding by completing the masonry works, ceiling and flooring of what is now known as the Apayao Livelihood Training Center (APLTC), thus, saving thousands in labor expenses.

During his stint as Provincial Director of TESDA-Abra, he likewise saved the Abra Skills Development Center (ASDC) from deterioration and transformed the facility to a more conducive learning environment. This encouraged a large number of trainees to enroll in ASDC.

In 2006, Querubin was recognized by the Civil Service Commission (CSC) with a *Pag-asa Award*, a recognition that befits the accomplishments of a public servant that provides hope in these tough times. 🌐

DOLE is home to innovative third level executive

Ponciano M. Ligutom, 2006 Outstanding Career Executive Officer awardee, heads the regional office of the Department of Labor and Employment (DOLE) in Region IX, home to the many innovative ideas of this indefatigable director.

Director Ligutom initiated the labor department’s adoption of the Regional Rationalization Plan, which brought about the institutionalization of consultative processes within the organization. He is likewise the brains behind the payment of Special Program for the Employment of Students (SPES) beneficiary claims – intended for poor but deserving students who want to pursue tertiary education by working in government agencies during summer and/ or Christmas vacations – via Automated Teller Machines (ATMs), now replicated in other DOLE offices. Another creative endeavor is his use of Short Messaging System through the *Pangutana mo sa DOLE, e-Text Mo!* (For your inquiries, text DOLE!) Program, taking advantage of SMS technology to enable clients to send DOLE-related queries to a specific mobile number.

Ligutom is now a recipient of numerous awards from various award-giving bodies including the 2004 Dangal ng Bayan Award of the Civil Service Commission, the Kapwa Award for being a most outstanding DOLE employee, and the award for being an outstanding CSC-Local Scholars Program Alumni for the Visayas. *Taas noo*, Director Ligutom! 🌐





The Nation's Chief Environmentalist is a CESO

Ramon J.P. Paje, the 19th Secretary of the Department of Environment and Natural Resources (DENR), is a CESO I.

Appointed by President Benigno S. Aquino III to head the environment portfolio from Day 1 of the present administration, Paje is a government executive with a proven track record and one who is recognized for leadership excellence. He was named as one of the Ten Outstanding Young Men (TOYM) in 1996 and was awarded the Dr. Jose Rizal Huwarang Pilipino Awardee for Public Service by the Parangal ng Bayan Awards Foundation in 1999.

Paje began his career in government service as a Junior Forester, monitoring reforestation projects for the then Bureau of Forest Development. Prior to his appointment as Secretary, Paje was Undersecretary for Field Operations as well as Executive Director of the Minerals Development Council under the Office of the President.

Paje is acknowledged as the brains behind the Project TREES (Trust Resources to Ensure Environmentalists' Security), an endowment fund for families orphaned by DENR and NGO personnel who are killed because of their environmental advocacy. He also established the Environmental Heroes Park at the DENR Compound in honor of all environmental martyrs. Paje likewise introduced the Adopt-A-Street/ Park Program, launched through Executive Order No. 100 to encourage urban greening. As an environmentalist, Paje is firm in his conviction that environmental problems could be solved by winning the people's cooperation. Indeed, he is known for his leadership style that is marked by people consultation. Paje is one CESO who truly lives up to the CES ideals of competence, excellence and service. Under his stewardship, the DENR will remain at the forefront of protecting the environment and in ensuring the sustainability of our natural resources. 🌐

Award-Winning Engineer is a CESO

Palawan A. Lomondaya, CESO V, is one of the awardees of the Search for Outstanding CESOs in 2006. He is the Plant Manager of Agus 1 and 2 Hydroelectric Power Plant (HEPP) – the two most upstream of the six power plants that comprise the Agus Hydropower Complex in Mindanao.

As Plant Manager, he is responsible for the management of power plant operations and maintenance of the Hydropower Complex to ensure economy, continuity, reliability, adequacy and good quality of electric power generation. Under his stewardship, a unit damaged by fire in 1999 was rehabilitated and put back in the grid, utilizing control cubicles and excess control cables from mothballed plants such as the Aplaya Diesel Power Plant in Misamis Oriental and the Bataan Nuclear Power Plant. This noteworthy accomplishment resulted to the stability of power supply in Mindanao and substantial savings on the part of the government.

A very religious man, Lomondaya is highly regarded in the Muslim community. He is humble yet proud of his Maranaw heritage. He is indeed a manifestation of competence, excellence and service in the power industry sector. *Taas Noo!* 🌐

