

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

October 2011

Vol. 3 No. 10


OP issues MC No. 21 authorizing participation in the 10th National CES Conference amended by MC No. 21-A

The Office of the President through Executive Secretary Paquito N. Ochoa, Jr. issued Memorandum Circular No. 21 on September 28, 2011 authorizing participation in the 10th Annual National Career Executive Service (CES) Conference to be held on November 9-11, 2011 originally planned at the Garden Orchid Hotel, Zamboanga City. MC No. 21 was amended by MC No. 21-A issued on October 20, 2011 stating that the said conference will now be held at The Heritage Hotel Manila, Roxas Boulevard corner EDSA, Pasay City.

The Conference seeks to underscore the role of Career Executive Service Officers (CESOs) in the thrust to effect transformational change among public service leaders. The Conference sessions will focus discussions on the five (5) pillars of President Aquino's Social Contract with the Filipino People and the essential roles of CESOs in ensuring policy and program continuity amidst shifts and political and administrative transition.

All Career Executive Service Officers (CESO), Career Executive Service Eligibles (CESE) and Career Service Executive Eligibles (CSEE) are enjoined to attend the said conference. The conference fee is Php 8,500.00 per participant, inclusive of hotel accommodation,

meals and conference materials. For live-out participant, the registration fee is Php5,500.00. Participants may charge said fee and their travel expenses against the funds of their respective agencies in accordance with the existing policies of the Department of Budget and Management (DBM) and the Commission on Audit (COA) since this activity is considered a core function of the CESB and


not subject to the provisions of Administrative Order No. 103 (s. 2004). All heads of government agencies, departments, bureaus and offices, including government-owned and/ or controlled corporations and their subsidiaries/ units shall authorize their respective officials and employees to attend and participate in this 2011 Annual CES National Conference on official business. 

ADVISORY on the VENUE for the 10th ANNUAL CES CONFERENCE

Please be advised that the 10th National CES Conference with the theme "*Taas noo, CESO! Pamumunong Tapat at Wasto, Dangal at Galing ng Serbisyo*" scheduled on November 9-11, 2011 will now be held at **The Heritage Hotel Manila, Roxas Boulevard corner EDSA, Pasay City.**

Originally planned to be held at the Garden Orchid Hotel, Zamboanga City, the decision to transfer the said conference to Metro Manila was made in consultation with various stakeholders, owing to various concerns which surfaced during the preparation, including but not limited to unpredictable flight schedules, hotel accommodation capacity, and other logistical concerns, among others.

Last year, the conference drew more than seven hundred (700) CESOs and third level eligibles from various government agencies. This year's conference expects to host almost equally the same number of attendees.

For clarifications on administrative details, kindly call the CESB's Performance Management and Assistance Division (PMAD) at (02) 951-4981 locals 110, 111 or 126. 

2011 Gawad CES Honorees to be named soon

The Career Executive Service Board (CESB) has launched early this year the 2011 Search for Gawad CES. Erstwhile known as the Search for Outstanding Career Executive Officer (CEO), the Gawad CES was elevated to a Presidential award by virtue of Executive Order No. 715 that recognizes members in the Career Executive Service (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 search is open to all CESOs and Third Level Eligibles occupying positions in the Third Level.

On July 18, 2011, the First Level or re-screening Committee conducted a preliminary evaluation of the nomination documents submitted to ensure adherence to criteria and its completion. The Committee consist of the CESB Executive Director as Chairperson and Members of the Management Committee (ManCom).

The Second Level Screening Committee, on the other hand,

consist of five (5) previous years' winners of the Gawad CES. They convened last September 2, 2011 and carefully deliberated on whom among the nominees shall be short-listed for in-depth validation. Nominees who qualified for in - depth validation are: (1) Mariano T. Cuenco, Deputy Administrator of the National Electrification Administration; (2) Edgardo M. Esperancilla, Regional Director of the Department of Science and Technology - Region VIII; (3) Arturo O. Gabrieles,

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CESB conducts pretest of the enhanced CESPES instruments with PMS officials and employees

Director Arturo M. Lachica, CESO II of the Career Executive Service Board (CESB), on October 17, 2011, facilitated the pre-test of the enhanced Career Executive Service Performance Evaluation System (CESPES) instruments with selected officials and employees of the Presidential Management Staff (PMS).

Director Lachica gave a brief background of the CES, as well as, a short historical backdrop of the CESPES. He emphasized that the CESPES, as an annual performance evaluation system for members of the CES, is used as basis for personnel actions, including grant of merit increases salary adjustments, rank appointments and recognition system for members of the CES.


He disclosed that in the three (3) years of implementation of the

CESPES, the CESB has gained sufficient experience to review the validity, usability and effectiveness of the existing CESPES policies and instruments. Different problems and issues marked the implementation of the existing CESPES in various agencies resulting in numerous concerns from the officials and their superior and subordinates. These prompted the CESB to study the problems and their causes, and to review and assess the CESPES in order to make it more responsive and align to the CES competency grid.

He further added that, with the implementation of the enhancements, the CESB is looking forward to a CESPES that is aligned to the CES competency grid. And a CESPES that is seen not only as simple so that it can be easily administered on-line, and encouraged

focused rating but informative, as well to improve the development aspect of the CESPES.

Ten (10) PMS CES Officials and their corresponding immediate subordinates assessed the ratees' behavioral competence using the pre-test instruments. The CES Officials, on the other hand, accomplished the pre-test Performance Commitment and Review (PCR) forms. The attendees also accomplished a survey evaluation questionnaire evaluating the content and design of the CESPES pre-test forms which will be used in validating the pre-test instruments.

Eight (8) other government offices in the Central Office are also scheduled to participate in this CESPES pre-test activity. Said project will also be conducted in Luzon, Visayas and Mindanao. 

CES Leadership and Wellness Camp in its 5th Session



We are FIT TO LEAD! This is the solid statement of the participants of the 5th session of the CES Leadership and Wellness Camp held in Puerto Princesa City, Palawan.

The Career Executive Service Board (CESB) has successfully conducted the 5th session of the CES Leadership and Wellness Camp entitled “*Fit to Lead: Detox, Destress, Deliver, and Discover*” at the Microtel Palawan in Puerto Princesa City, Palawan last September 21-23, 2011.

The wellness camp provided various plenary sessions on holistic stress management, nutrition and diet advices, acupuncture and Chinese medicine, emotional intelligence for managers, managing healthy relationships, change management, and managing your ‘top’. Additional wellness sessions such as yoga, meditation techniques, zumba, aerobics and other unstructured activities, i.e. swimming and jogging were offered. A pre- and post-camp KARADA body scanning, which checks body composition, and measures weight, BMI, and body age, was also conducted as a comparative tool

after employing different health techniques espoused at the camp.

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

CESOs learn new leadership style

The Human Resource Innovations & Solutions, Inc. (HURIS, Inc.) in collaboration with the Career Executive Service Board (CESB) conducted a three-day training program entitled “*The New Leadership Style for the 21st Century*” last September 12 - 14, 2011 at the Astoria Plaza Hotel in Pasig City. The training was facilitated by HURIS’ Chief Learning Officer, Enrique “Ric” Abadesco, DPM.

The ten (10) executives from various government offices who actively participated were able

The CES Leadership and Wellness Camp is part of CESB’s advocacy to promote total wellness, work-life balance and sustained productivity among government executives. 🌐

to deepen their appreciation of self-mastery as a foundation for becoming inspiring leaders, strengthen their execution capabilities and contribute to the creation of a high performance culture, lead the transformation and change processes in their respective areas of influence using emotional intelligence and change management tools and to practice basic EQ and leadership skills of coaching, conflict resolution and handling difficult employees. 🌐

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Regional Director of the Parole and Probation Administration – Region VIII; (4) Camilo G. Gudmalin, Assistant Secretary of the Department of Social Welfare and Development; (5) Nomerlito A. Juatchon, Assistant Vice President of the Land Bank of the Philippines – CAR; (6) Froilan R. Kampitan, Assistant General Manager of the National Housing Authority; (7) Julius A. Lecciones, Executive Director of the Philippine Children’s Medical Center; (8) Maria Lourdes D. Lim, Regional

Director of the National Economic Development Authority – Region XI; (9) Renato U. Solidum, Jr., Director IV of the Philippine Institute of Volcanology and Seismology; and (10) Geronimo L. Sy, Assistant Secretary of the Department of Justice. Nominees who shall pass the validation stage conducted by the trained validators shall be endorsed to the Committee on Awards (COA).

The COA was created pursuant to Section 10 of the Code of Procedure and amended through

CESB Resolution No. 932 s. 2011, consisting of three members of the Board; five private sector representatives who are considered luminaries in their respective field and a representative from the NUCESO. The COA shall evaluate and deliberate on the validation reports submitted and shall determine this year’s winners with finality.

Who shall emerge as winners in this year’s search? We will find out soon. 🌐

2011 GAWAD CES FINALISTS



MARIANO CUENCO
CESO III



EDGARDO ESPERANCILLA
CESO III



ARTURO GABRIELES
CESO IV



CAMILO GUDMALIN
CESO III



NOMERLITO JUATCHON
CESO VI



FROILAN KAMPITAN
CESO II



JULIUS LECCIONES
CESO III



MARIA LOURDES LIM
CESO II



RENATO SOLIDUM
CESO VI



GERONIMO SY
CESO II



**Conferred through
Resolution No. 968
October 11, 2011**

NEW CES ELIGIBLES

**ANGELITO AVIGUETERO
ILANO**

Chief Probation Officer
Parole and Probation
Administration
Department of Justice
National Capital Region

**BERNADETTE FERRERAS
SAN JUAN**

Assistant Regional Director
(Special Assistant for
Technical Concerns
Office of the Undersecretary
and Chief of Staff)
Department of Agriculture
Regional Office No. IV-A

ALONA HOLGADO ISIDRO

Corporate Staff Officer A for ICT
National Power Corporation

**MARLENE RUTH SOMERA
SANCHEZ**

Deputy Executive Director
National Commission for
Culture and the Arts

ELENA MAGHUYOP BORCILLO

OIC - Schools Division
Superintendent
Division School of Camiguin
Department of Education

FRANCISCO SIOSON LEGASPI

Department Manager III
Support Services
Philippine Economic
Zone Authority

JOSILYN SOLER SOLANA

Assistant Schools Division
Superintendent
Department of Education
Division of Southern Leyte
Regional Office No. VIII

IRENE CUMAL CAYETANO

Police Chief Inspector/
Directorate for Operations
Philippine National Police

LOIDA NAPILI NIDEA

OIC - Assistant Schools Division
Superintendent
Department of Education
Division of Naga City

LORNA H. SUN-TOBIAS

Revenue District Officer (CRO IV)
Bureau of Internal Revenue
Department of Finance
Revenue District Office No. 30

PHILIP CARENA CONTRERAS

Technical Consultant
Department of Environment
and Natural Resources

DARROW PI-IS ODSEY

Director II (Regional Director)
National Conciliation
and Mediation Board
Department of Labor
and Employment
Regional Office No. III

ROMEO TEMPORADA TELPO

OIC - Director, Legal Staff
National Economic and
Development Authority

JULIE JULIAN DAQUIOAG

OIC - Assistant Regional
Director
Department of the Interior and
Local Government
Regional Office No. 1

HELEN DOMAG PAGUICAN

Schools Division Superintendent
Department of Education
Division of Davao City

**GIDEON ANTIOJO
UMADHAY JR.**

OIC - Provincial Agrarian
Reform Officer II
(Chief Agrarian Reform
Program Officer)
Department of Agrarian Reform
Iloilo Provincial Agrarian
Reform Office
Regional Office No. VI

MARITES ARADA IBAÑEZ

Assistant Schools Division
Superintendent
Department of Education
Division of Rizal

JOSE UNITE SALVADOR

OIC CENRO
Department of Environment
and Natural Resources
Regional Office No. XI

NEW CES ELIGIBLES



**Conferred through
Resolution No. 968
October 11, 2011**

PHILIP ANCHETA VARILLA
Director III for Policy, Planning
and Research
Information and Communications
Technology Office
Department of Science
and Technology

**EDWIN SUMATRA
VILLANUEVA**
Director III
Technical Education and Skills
Development Authority
Aklan Provincial Office
Regional Office No. VI

**GIRLIE F. YULORES-
DIMACULANGAN**
Chief Parole Officer
Board of Pardons and Parole
Department of Justice
National Capital Region

LORENA TERRITORIO YUNQUE
Director III
Technical Education and Skills
Development Authority
Iloilo Provincial Office
Regional Office No. VI

EXECUTIVE MOVEMENT UPDATE

PROMOTION

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

FILIPINA B. MONJE
Vice President/ Regional Head
Land Bank of the Philippines
(Former Asst. Vice President)

ATTY. PETER V. CAÑOSO
Department Manager
Land Bank of the Philippines
(Former Asst. Department Manager)

KHURSHID U. KALABUD
Asst. Vice President
Land Bank of the Philippines
(Former Department Manager)

ATTY. EDGAR C. PILAR
Port District Manager
Philippine Ports Authority
(Former Port Manager A)

CELEDONIA P. MENDOZA, JR.
Acting Asst. Regional Manager,
National Food Authority
(Former Provincial Manager)

TRANSFER

ROLANDO M. MARAVILLA
Assistant Regional Director
National Food Authority – Region 10
(Former ARD, NFA – CARAGA Region)



DOLE's pride is a high-ranking CESO

Atty. Rosalinda D. Baldoz, CESO I, Secretary of the Department of Labor and Employment (DOLE), serves as a real inspiration to fellow members of the CES community by providing proof that hard work and dedication can get you to the top.

Secretary Baldoz' faithful service has taken her to posts both here and abroad. She held the position of Administrator of the Philippine Overseas Employment Administration (POEA) for seven (7) years. In 1999, she likewise served as the Chairperson of the International Labor Organization's Committee on the Application of Standards as the first woman from a developing country in Asia to lead the said body.

Secretary Baldoz also served as the Philippine's lead negotiator on various bilateral and other cooperative arrangements, such as the ASEAN-New Zealand Free Trade Agreement, the ASEAN-China Free Trade Agreement, and the Philippines - South Australia Memorandum of Understanding on Labour Cooperation.

This high-ranking CESO has twice received the highest honor given by the DOLE -- the KAPWA Award in 2000 and in 2002 -- honoring her outstanding accomplishments in the field.

Taas Noo, Secretary Baldoz! The CES community is truly proud of you! 