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CES officials camp in Batanes, the land of promise



Leadership and performance excellence are often associated with exemplary intellectual and physical abilities. For the Career Executive Service Board (CESB) however, effective leadership is something that goes beyond maximizing one's brain and brawn only.

Having nurtured top government executives for the past 40 years, CESB knows it must take into account all the aspects of an individual—psychological, intellectual, physical, and social—to help him create a sense of balance necessary to accomplish his goals in life and work, effectively and with pleasure.

Thus, on April 22-26, 2013, the CESB gathered together 68 officials from different agencies nationwide to take part in its CES leadership wellness camp, held at Batanes Resort, Basco, Batanes. The CES leadership and wellness camp is part of the CESB's advocacy for healthy living and promoting work-life balance among government executives.

Effective leadership and wellness start from within so CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, welcomed the camp participants with a significant lecture on "Self-mastery as a Leadership Foundation," a topic that focused on the need to know oneself as the fundamental basis in becoming an effective and efficient executive. Director Allones was joined by a number of resource persons who shared their expertise in developing and achieving leadership skills and wellness. | 2

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Dr. Julius Lecciones, CESO III and Executive Director of the Philippine Children's Medical Center, discussed "Health and Leadership," which helped the attendees identify the link between wellness and effective executive work performance.

Most career executives juggle family and work. It was for this reason that CESB also invited Ms. Gieselle Patricia B. Principe, a child psychologist, to give working parents a tip or two on balancing career and rearing children through a topic aptly titled "Positive Parenting in a Career Oriented World."

Meanwhile, Dr. Aileen Riego-Javier, CESO IV, the former Executive Director of the National Kidney and Transplant Institute (NKT) encouraged the leader-managers to "reproduce and multiply" leaders as their successors through her talk on "Developing and Empowering Others as a Leadership Essential."

Mr. Alexander M. Arevalo, CESO III, the Acting Chief of the Management Information Systems Office (MISO) of the Supreme Court of the Philippines, also enlightened the participants with a discussion on "Completed Staff Work for Executives." This topic aimed to equip an employee, and in this case, a top executive, with the right attitude and skills in accomplishing all the required details of his work before he presents it for the approval or non-approval of his superior.



Works of art

As mentioned, overall wellness encompasses all the aspects of a person. And so, CESB also prepared a number of workshops intended to encourage the campers in "Unleashing Leadership Creativity."

The said workshops aimed to use the creative process to promote healing, wellness and self-actualization. It provided meditative and expressive exercises for the executives to experience how tapping one's artistic potentials can be an effective tool for communication, self-examination, and relaxation to achieve overall balance and focus.

The activities also aimed to enhance in them qualities of patience, persistence and acceptance. Three multimedia experts handled simultaneous sessions on photography, music and visual arts. Renowned





photographer Mandy Navasero gave the participants the chance to see and capture both the beauty of the world and their work through the lens as she provided practical tips on basic and artistic photography.

Mr. Salvador Ching of the Art Association of the Philippines attempted to extract and keep the participants' creative juices flowing as he conducted the visual art session; while Mr. Michael Jacinto of the University of Santo Tomas (UST) Conservatory of Music kept the camp participants singing in one tune through his music workshop.

Stretch, stretch, stretch

Mr. Luisito Palermo, a yoga instructor at the



Ananda Marga Wellness Center, demonstrated several yoga poses (asanas) and techniques that could help the executives alleviate the stressful demands of their work.

The leadership and wellness camp won't be complete without a revitalizing tour from the land of promise. Participants also had a heritage and cultural tour in Batan and Sabtang Islands where they marveled at magnificent Spanish-era churches and the Ivatan's unique heritage houses.

And wasn't it said that overall wellness taps every aspect of a person, including his values? The honesty coffee shop, a unique store found only in Batanes, reminded and inspired the camp participants that as always, honesty is the best policy.

To complete the task to re-energize, and help the participants develop leadership skills and achieve balance in their family

and work, CESB also set up a fellowship dinner held at the island's famous lighthouse where the campers also enjoyed the cultural dance performed by the Kayvayvanan group.

A promise of well-balanced life and work was made in the land of promise itself. With the load of activities and lectures prepared for the career executives to help them achieve and maintain healthy body, mind and relationships, CESB knew the promise would soon be fulfilled. 🌐

3rd CES Thought Leaders' Congress: *Sowing seeds of inspiring leadership*



A PRIDE event of a yearlong celebration of the Career Executive Service's 40th founding anniversary, the Career Executive Service Board concluded the 3rd Thought Leaders' Congress (TLC) where top government officials from different agencies nationwide converged in a day of inspiring and thought-provoking symposium-conference at the Manila Diamond Hotel in Roxas Boulevard, Manila, May 28.

Aptly themed "Sowing the 4 C's of inspiring leadership: Character, Competence, Courage, Compassion," the event served as a greenhouse for the Career Executive Service Officers (CESOs) to cultivate and grow these C's into sturdy trees that would soon bear fruits of exemplary service to the country and to the people.

Opening the program was CESB Executive Director Atty. Maria Anthonette V. Allones, CESO I, who, in essence, "prepared the soil" by encouraging the participants to make use of the symposium to get acquainted with their regional counterparts, and eventually develop among themselves a strong bond that would be vital in accomplishing their noble tasks.

"There is a CES cliché that says, 'when we know each other, half of our work is done,'" the executive director

started describing how the value of forming camaraderie among colleagues broadens one's network and strengthens individual as well as collective capacity in nation building.

Relating to CES' 40th anniversary theme "Fit @40: Renewing our past, leading our future," Atty. Allones underscored the importance of looking into what went before as a primary step in leading the path towards the future. Renewing the past, she continued, also requires the public leaders to share and document their own stories of challenges and hope. "We like to hear your stories, the challenges in governance that you have dealt with and overcome; stories that would serve as guidance and inspiration to the generations after us."

From renewing the past—thinking ahead, thinking across and thinking again all together complete the journey, the executive director said. She however reminded everyone that no matter how intense the challenges are, one must remember to make his

journey meaningful yet fun.

“This is how we keep ourselves sane. It is very difficult to inspire others if you are in despair.”

Quoting creative genius Steve Jobs for her closing, Atty. Allones expressed her vision for the members of the CES community. “We are here to make a dent in the universe.”

Joining Atty. Allones in welcoming the career executives, the President of the National Union of Career Executive Service Officers (NUCESO), Regional Director Mariano R. Alquiza, CESO III, sent a message of greetings and advanced congratulations through NUCESO Vice President Atty. Lynn D. Moreno, CESO II.

In his message, Director Alquiza acknowledged the TLC in showcasing the country’s top leaders, pioneers and other luminaries from various disciplines. He likewise distinguished the efforts of CESB in producing TLC’s that were infused with meaningful and instructive learning sessions.

This inspiring verging of minds and thoughts, Dir. Alquiza said, served as a catalyst in forming imperatives in leadership, which resulted in institutionalizing strategic and cutting edge reforms in governance development in the public sector. With this, Director Alquiza expressed the full support of NUCESO to the goals of

the CESB.

Finally, Director Alquiza challenged his fellow members in CES to not only reflect but religiously apply the golden pieces of learning that they can get from the activity as they all go back to their respective offices.

Casting the first seeds

The soil was ready, and casting the first seeds of inspiring leadership rightly came from the experienced hands

‘A manager-leader impassions and inspires individuals with faith in the shared vision, in the journey, in others, and instills conviction and a sense of ‘individual and collective sacrifice’ for the societal or organizational vision and for each other.’

Dr. Cayetano W. Paderanga, Jr.

of the person who has not only been a silent champion of the CES, but a paragon who uses his heart and talent for the benefit of the government and the people.

Gracing the event with his keynote address, Dr. Cayetano W. Paderanga, Jr., Chair of the Board of Trustees of the Development Academy of the Philippines, started off by presenting to his fellow public servants, the present challenges they are facing in the midst of global changes in governance, business, and technology.

While these rapid technological changes provide opportunities for the senior executives to innovate and significantly improve the way they govern and the manner by which they serve the people, Dr. Paderanga called for a thorough self-assessment among the pool of these public leaders, to identify their level of preparedness in coping with these challenges. Noting the CES’ 40th anniversary theme “Fit@40,” Dr. Paderanga asked “Are you indeed, fit to lead?”

Realizing the complexity of this question, Dr. Paderanga, who was also the Secretary of Socioeconomic Planning and Director General of the National Economics and Development Authority from 2010-2012, helped his colleagues search for a fitting response by presenting the characteristics of a true manager leader.

“This leader can visualize a desired, shared and equitable future state, clarify specific elements of that future and craft or strategize a road-map to that future. He or she is equally capable of empowering, animating and uniting others to collectively value, own, partake of, and share that vision and the journey to the future,” the chair profoundly expressed.

Most importantly, Dr. Paderanga

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noted, "This manager-leader impassions and inspires individuals with faith in the shared vision, in the journey, in others, and instills conviction and a sense of 'individual and collective sacrifice' for the societal or organizational vision and for each other."

Before ending his speech, Dr. Paderanga shared 10 imperatives for a more effective CESO leader, which, according to him, were borne out of his diverse stints in various government agencies. With a hint of witticism, Dr. Paderanga asked his audience to regard these insights as a practical advice from an older person.

In his closing, Dr. Paderanga gave equally uplifting words of advice, not only from the point of view of an older person, but from the heart and soul of a CES mentor. "These [imperatives] are perhaps too demanding to be fulfilled all at the same time. But then again, this is what CESOs are for—you are a 'cut above the rest' and therefore when you became CESOs, you have committed yourselves to a higher bar of excellent service and integrity-laded leadership."

Nurtured

Two plenary sessions nourished the freshly planted seeds with opportune topics that were envisioned to enhance the capabilities of leader managers to deliver faithful and responsive public service.

Convened by Atty. Ronaldo A. Ortile, CESO II, of the Land Registration Authority, the morning session had Terecito S. David, PhD., expounding the topic "The heart of the leader: Reflections, lessons and stories of inspira-

tion."

A senior consultant and external facilitator at the Center for Leadership and Change, Inc. (CLC), Dr. David prepared AHA!-enriched stories and activities that depicted the four attributes of leadership—inspiring, of character and competence, courageous and compassionate.

Walking the participants through the noble traits of effective leadership, Dr. David referred to renowned authors of best-selling leadership development books, such as Stephen R. Covey and James Champy and John Adair; and prominent figures, such as His Eminence Manila Archbishop Luis Antonio Cardinal Tagle; as sources of his heartwarming leadership stories.

And as he turned the last leaf in every story, Dr. David invited the participants to reflect and extract a lesson from each narrative; and get out of their seats to exchange with their fellow career executives their life-long learning and insights.

Dr. David concluded his lecture with a comprehensive summary of what it takes to become an inspiring leader. As lunch break



A paragon. Dr. Cayetano W. Paderanga receives from CESB Executive Director Maria Anthonette V. Allones a plaque of appreciation for selflessly sharing his time to inspire and empower the CES leaders. With them are (L-R) NUCESO Vice President Atty. Lynn D. Moreno, CESB Board Member Evangeline C. Cruzado, and CESB Deputy Executive Director Arturo M. Lachica.



At the forum. The afternoon session discusses Mr. Eric Zerrudo, Ms. Emelita Almorsara, Mr. Chris Millado, and Ms. Marlene Ruth S. Sanchez address the participants' questions and clarifications on the connection of art in national development.

came in near, Dr. David indeed gave a nourishing and nurturing food for thought for the participants.

"Think of an inspiring leader as you yourself lead and inspire your constituents. Find your voice and inspire others to find theirs. Lead at the speed of trust, tell stories of courage that give hope to people's dilemmas; keep in mind that compassion makes us whole as leader. And lastly, the glue to all of these is our purpose in life, *in omnibus amare et servire Dominum. In everything, love and serve the Lord.*"

Cultured

From the heart of the leader, the afternoon session took on the foundation of the leader—his past, his culture, his art. Dubbed "Mainstreaming and harnessing culture and the arts for governance and development," the session had three distinguished personalities shedding light on the key role of culture and arts in alleviating poverty and boosting national progress.

In his talk "Transforming communities, one neighborhood at a time: Harnessing arts and culture for best governance," Mr. Chris B. Millado, Vice President and Artis-

tic Director at the Cultural Center of the Philippines (CCP), presented in detail the historical roots of Philippine art from the ancient to the present times, and from this, laid out a transparent link between the arts and community empowerment.

"Under the leadership of Filipinist Dr. Nicanor Tiongson, the CCP restructured its programs and refocused to emphasize Filipino works in all the art forms. It celebrated tradition by recognizing the best artists and their contributions to the artistic legacy of the nation (the National Artist Awards, the GA-WAD CCP Para sa Sining), it encouraged new and original Filipino works," Mr. Millado started.

Overseeing the programming of

the whole artistic season of most of the country's cultural organizations, Mr. Millado further cited the indispensable contributions of art in transforming lives, places and communities.

Among these are the Art Education programs that focus on the training of not only next generation artists but also audiences who will appreciate and participate in art and cultural production; the Outreach Program that brings performances to other parts of the country, and aims to spur the growth of a local arts and culture scene; and the contribution of the CCP to the national agenda of the fight against corruption through specifically themed productions.

***"We are here to make
a dent in the universe."***

Mr. Millado added, art has also responded to disaster and rehabilitation through the 'Kalinga sa Sining' project that mobilizes goods and services from the artistic community during disaster response. "It plays a bigger role during rehabilitation by partnering with other agencies to bring workshops and seminars to disaster areas—using art as therapy for children and the youth and training teachers in disaster response.

"With all of these efforts in art and culture engaging with community and empowerment, it makes me wonder why there is still a perception that art and culture is not in the main-

CESOs revisit history through Bulacan heritage tour

The country's top government executives were treated to a brief yet meaningful trip to the heart of Philippine history as the Career Executive Service Board (CESB) held the second conduct of its CES Club through a one-day heritage tour titled "Dulambuhay: Theater and society," in Bulacan, May 30.

In a short program before the trip, CESB Deputy Executive Director Atty. Arturo M. Lachica, CESO II, gave a short welcome speech that described the significance of the tour in this year's celebration of the 40th founding anniversary of the Career Executive Service. With the anniversary theme "Renewing our past, leading the future," DED Lachica pointed out how revisiting the country's colorful past would help the CESOs revive a deeper sense of nationalism, which is a vital component in fulfilling their commitment to provide competent and compassionate public service.

Going back to what went before, the DED continued, allows government leaders to not only trace their roots but learn from the mistakes of the past as well.

A prelude to the past

A second run of CES Club for 2013, the learning session commenced as soon as the participants went on board the service bus. Mr. Bernard Karganilla, a Social Science professor at the University of the Philippines, shared bits and pieces of the country's history, which he aptly summarized as a history of victory. "We won the fight against Spain in 1898, and against the Japanese occupants during the World War II."

It wasn't too long before the group reached Bulacan, one of the provinces that first revolted against the Spanish conquerors, and subse-

quently honored as one of the eight rays in the sun of the Philippine flag. It was where most of the country's historical events happened, and where many of the country's national heroes and political figures were born. One of these was Col. Vicente Enriquez, an aide-de-camp of General Gregorio del Pilar. Amazingly, it was none other than Col. Enriquez' grandson and namesake, Vicente "Bong" Enriquez, who welcomed the CESOs in their ancestral house, which would be the venue of a unique and interesting way of presenting the rich history of the Philippines.

Established in 1986, Enriquez introduced Dulambuhay, a group of artists that bring Filipino culture and history through theatrical performances. The group consists of young and adult actors, many of whom are descendants of Katipuneros like Enriquez. "Since its inception, Dulambuhay has evolved to realize the greatness of the Filipinos throughout the years," Enriquez





Awit ng pagsuyo. Bureau of Customs Director Remedios S. Espinosa is being serenaded by the Dulambuhay actors during the second conduct of CES Club in the historical province of Bulacan.

said referring to the positive as well as negative changes that Filipinos have to deal with and overcome.

A perfect example of these changes, the choral presentation titled “Polusyon,” depicted the deterioration of the country’s natural resources which was a result of people’s neglect and destruction of nature. “Part of our culture is our environment,” Enriquez said, adding that for Filipinos to preserve their culture, they must also respect and take action in restoring their environment.

Blast from the past

The ground floor of the Enriquez’ ancestral house served as a place for the CESOs to watch distinct Filipino traditions that they might have known very well but rarely encountered or even practiced. Members of Dulambuhay troupe performed *harana*, an old Filipino courtship tradition of serenading women; and *putungan*, another local custom of crowning a guest, especially a first-timer. Much to the participants’ delight, the troupe picked Bureau of Customs Director Remedios S. Espinosa and a CESB staff who gladly took the remarkable chance to be serenaded and crowned, respectively.

It was a festive blast from the past as Dulambuhay actors took the CESOs and CESB staff to the reenactment of *Sayaw sa Obando*, a traditional celebratory dance ritual done in the town of Obando, and is believed to miraculously grant prayers and wishes for a long-awaited child, husband and even employment.

As if the Obando dance was not enough to liven up the participants, the show got more intense with two young actresses performing a *balagtasan* over one of the most timely and stirring issues of all time—“Which is worthy of a love divine, the conservative woman of the past, or the aggressive woman of the present time?”

Balagtasan is a Filipino way of debating named after one of the country’s greatest poets, Francisco Balagtas. It is a form of public speaking that requires the participants to raise their points and defend their arguments through the use of an impeccable blend of rhyme and measurement of words in every verse.

Take 2

The first part of the program allowed the CESOs to get a

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stream. Art and culture work, as well as the artists and cultural workers who create them have always been part of the mainstream but local government needs to recognize and tap into its creative currents in order to generate and empower the vision of an enlivened, participative and productive citizenry," Mr. Millado concluded

Interconnected with the director's piece, another interesting topic livened up the afternoon through the session titled "Heritage, *makakain ba yan? Heritage in developing economies.*"

Delivered by Mr. Eric B. Zerrudo, CESE, Associate Professor, Graduate School and Director, Center for Conservation of Cultural Property and Environment in the Tropics, University of Santo Tomas, this part of the program underscored the deep connection of heritage and national development.

Prof. Zerrudo started "Heritage values and concept of development create a lot of tension. We may have a very good mapping of heritage, but how do we transpose that? How do we make that meaningful? How do we enhance and enrich it to make it useful in our everyday lives?"

Describing the successful heritage management applied to Vigan, Ilocos Sur, a UNESCO heritage site, Prof. Zerrudo zeroed in on making use of appropriate and not necessarily popular approaches in promoting the heritage.

He stated that one must better understand the data of his own culture and heritage, which by doing so, enables him to effectively bring heritage as a resource and center it as resource of development program.

In support to the professor's pronouncement, Ms. Amelita V. Almosara, CESO IV, Executive Director of the National Commission for

Culture and the Arts (NCCA) likewise emphasized the benefits of incorporating culture in the national development plan. Culture and governance should go together, provided we know our background, she further stressed. "Culture and arts are pillars of development. Let's all get involved, encourage everyone to join and appreciate culture and arts."

The afternoon session indeed provided a creative yet honest way of painting the true picture of art in the landscape of Philippine economy. And to address some issues that were not covered by the lectures, a forum ensued with the discussants answering the queries and clarifications from the participants.

As the program came to a close, CESB Deputy Executive Director Atty. Arturo M. Lachica, CESO II, imparted the thought-provoking core of the program. "Our culture, our customs and beliefs



form part of behavior and our attitude in performing dynamic governance.”

Early harvest

The CESB wishes to thank all those who shared their time and effort to make the 3rd Thought Leaders Congress possible and successful. We would like to express our gratitude to our resource speakers and guest of honor for selflessly sharing their time and talent with us; our partner institutions, such as the Cen-

ter for Leadership and Change, Inc., the SGV-Development Dimensions International, Inc, and the NUCESO for gracing the event and providing raffle prizes for the participants, the Halili-Cruz School of Ballet for sending their best ballerinas who gave enthralling performances on stage; and the members of the CES community, who carried with them the commitment to nurture the seeds of inspiring leadership sown in them, grow these seeds into sturdy trees of hope, and pass them on to future generations for them to savor the

fruits of dynamic and faithful governance.

***‘In omnibus amare
et servire Domi-
num.***

***In everything, love
and serve
the Lord.’***

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unique glimpse—and a taste—of their own local traditions and customs. The following skits, on the other hand, provided a “take 2” of what actually took place in the lives of Bulacan’s prominent and unsung heroes; and how these events led to the attainment of Philippine sovereignty.

The theatrical monologue that featured Trinidad Tecson’s leadership in fighting the Spanish invaders; and Loreto Lucero, who won a case of sexual harassment that she bravely filed against a Spanish friar; were pieces of inspiring evidence of strength and of the evolving role of women in the society and in the country.

The dramatization of the life and torture of Brigadier General Eusebio Roque, better known as “Mastrong Sebio,” depicted a burning desire for freedom and a great sacrifice for the welfare of

fellow Filipinos.

Perhaps the most familiar story portrayed that day was that of Gregorio del Pilar, one of the youngest generals of the Philippine revolutionary forces. A paradigm of leadership, bravery, determination and wit, government executives would certainly learn a thing or two from Goyo del Pilar.

They say that the most fulfilling part of a stage play is the audience participation. It was perhaps fulfilling for both the actors and the audience—the Career Executive Service Officers and the CESB staff who were taught to sing the Katipunan song *Alerta*—to be able to unite their voices to express their passion for freedom and patriotism.

Gastronomic adventure

Bulacan not only takes pride in its historical places and people, but in

its cuisine as well. For lunch, the participants, who came from different regions nationwide, were treated to a buffet of distinct Bulacan dishes, such as *kare-kare*, *manok sa labong*, *bringhe*, *pansit sotanghon*, *halabos na hipon*, and sweetened bananas with tapioca for dessert. The afternoon snack, *ginataang bilo bilo* was flavorful and as rich as Bulacan history, the attendees remarked.

It was a double feast to their senses as CESOs partook in the sumptuous local cuisine and marveled at the aged structure and ornaments that festooned the Enriquez’ ancestral house. They also had the chance to eat at the dining table, which according to Prof. Karganilla, was the actual table used by the Katipuneros during their meetings.

Another Bulacan pride is | 12

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Santa Clara pinong-pino. CESOs and CESB staff get a chance to ‘dance their wishes’ as they join the Dulambuhay troupe in the reenactment of the *Sayaw sa Obando*.

Built around 50 years after Magellan discovered the Philippines in 1521, Nuestra Senora de la Asuncion stood grand still, displaying a mystic proof of strength that defied the test of time and nature.

The Barasoain church, which was built in 1630, saw three major events in Philippine history—the convening of the First Philippine Congress (September 15, 1898), the drafting of the Malolos Constitution (September 29, 1898 to January 21, 1899), and the inauguration of the First Philippine Republic (January 23, 1899).

their native delicacies, such as *ensaymada*, *puto* and *inipit*, which the participants didn’t forget to take home not only as *pasalubong* for family and love ones, but as sweet reminders of Bulacan’s remarkable place in Philippine history.

Spiritual journey

The heritage tour would not be complete without tapping one of the most important and defining facets of a culture—the religion. While most of the traditions held earlier were pagan in origin, Bong Enriquez explained that these traditions, the *sayaw sa obando*, for example, were constituted with Christian beliefs when the Spaniards ruled for more than 300 years. Ever since, the essence of Christian faith has often, if not always, seeped through the fibers of Filipino culture and heritage.

Taking their first, or even second or third steps in these historical churches was equally historical for the career executives. For them, it was like getting closer to their past, and through humble prayers, closer to the greatest Leader of all times. 🌐

What do you get from a heritage tour?

It was certain that as CESOs headed back to their hometowns, to their work places so to speak, with them were not only eight hours of training credits but more importantly a deeper sense of patriotism. The CESB wished for them to realize the value of renewing their past in knowing their self more and better. It is through this that they can identify and strengthen their capacity, which is needed to accomplish their obligation not only as CESOs, but as Filipinos, to practice and pass on to future generations a heritage that exemplifies freedom, unity, justice, courage, and compassion.

CES CIRCLE Forum: A (green) thumbs-up to recreate human habitat



Waste nothing. One of the program speakers, former Executive Director Angelina P. Galang, Ph.D (L) of the Environmental Studies Institute of Miriam College, enjoined the participants (R) of the 41st CES CIRCLE Forum to care, protect, and use wisely the country's natural resources.

The Career Executive Service Board (CESB) invaded Koronadal City, the capital of South Cotabato, which played host to the CES CIRCLE Forum held at the city's The Farm @ Carpenter Hill, National Highway, Barangay Carpenter Hill, last June 14. More popularly known to locals as Marbel in recognition of Marbel River, the city's main reservoir, Koronadal was the fitting venue for this year's forum titled "Harnessing Green Technologies for Recreating the Human Habitat."

The event was the fourth for 2013 and the 41st in the CES CIRCLE (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Forum series. Mr. Alikhan B. Marohombsar, *CESO III*, Regional Director of the Department of Budget and Management (DBM) in Region XII, and President of the Association of Regional Development Executives, (ARDE), welcomed the guests and partici-

pants. CESB Deputy Executive Director Atty. Arturo M. Lachica, *CESO II*, delivered the opening remarks, and Telecommunications Office (TELOF) Regional Director Alimbzar P. Asum, *CESO V*, the Forum Chair, introduced the program speakers.

In his presentation, Engr. Reynaldo L. Esguerra of the Department of Science and Technology (DOST) highlighted the importance of and the renewed emphasis to harness "renewable energy" generated from natural resources, such as sunlight, wind, rain, tides, and geothermal heat. He stressed that efficient green technologies are essential to increase the capabilities (in particular of developing countries) to achieve sustainable local and global development, protect the environment, and alleviate poverty and human suffering.

On the other hand, former Executive Director Angelina P. Galang, Ph.D of the Environmental Studies Institute of Miriam College, be-

lieved that 100% reliance on renewable energy is not impossible to attain. According to her, these energy resources are not only technically renewable but are actually constant and perpetual. Dr. Galang also discussed waste management, in which she opined that there is no such thing as "waste" in nature. The waste of one species is food for another. This, according to her, is the essence of ecological waste management. In her conclusion, she enjoined the participants to use natural resources wisely for the sustainable development of our country and for the benefit of future generations.

An enthusiastic crowd of 30 executives from various agencies in Region XII filled the venue and contributed to the success of the learning experience. One participant exclaimed: "The topic was excellent and encouraging in protecting and nurturing human habitat."

New CESOs: Exemplars of managerial competence

The Career Executive Service takes pride in adding to its roster a total of 33 government officials who recently received their original appointments to and adjustments in CES rank last March 26, 2013.

Twenty seven new CESOs represented various government agencies, such as the Department of Education (DepEd) who had the most number of appointments, 12. The Department of the Interior and Local Government (DILG) followed with six, and the Department of Trade and Industry (DTI) with three appointments.

The Department of Agriculture (DA), Department of Finance (DOF), the Department of Public Works and Highways (DPWH), the Department of Tourism (DOT), the National Economic and Development Authority (NEDA) and the Office of the President (OP) had one appointment each.

Meanwhile, six government officials had adjustments in their respective CES ranks. They likewise represented different government offices, such as the DepEd and the Department of Environment and Natural Resources (DENR) with two rank adjustments each; and the DTI and the Department of Science and Technology (DOST) with one rank adjustment each.

The newly appointed CESOs had also taken their oaths from

March 27-28, 2013, dates prior from the start of the constitutional ban on appointments. They can now be issued regular appointments to effect the change in their status from temporary or acting capacity to permanent.

Also, per CES Board Circular No. 12, series of 1996, said officials shall receive a step increase in their salaries based on rank effective from the date of their original appointment to and/or adjustment in CES rank.

The appointment to and adjustments in CES rank was made by the President, His Excellency Benigno S. Aquino III, upon the recommendation of the Career Executive Service Board (CESB). Pursuant to CESB Resolution No. 798 series of 2009, the newly appointed CESOs had fulfilled the following requirements for original or promotional appointment to CES rank:

1. Incumbent of CES position;
2. Obtained at least Very Satisfactory performance rating for the year immediately preceding the recommendation for appointment to or adjustment in CES rank;
3. Training requirements corresponding to the CES rank applied to;
4. Clearances/Certifications of no pending administrative/criminal cases from the following:
 - Agency
 - Civil Service

- Commission
- Sandiganbayan
- Office of the Ombudsman
- National Bureau of Investigation

5. Notarized self-certification of no pending administrative and/or criminal case filed;
6. Latest appointment paper;
7. Service Record;
8. Copies of training certificates, and,
9. Endorsement letter coming from the Department Secretary/ Agency Head

Newly Appointed CESOs

Department of Agriculture

ESMERALDA PAZ D. MANALANG, CESO V
Acting Director II
Bu. of Fisheries and Aquatic Resources

Department of Agrarian Reform

JULITA A. RAGANDANG, CESO III
Regional Director

Department of Education

TONISITO MACHIAVELLI C. UMALI, CESO II
Acting Assistant Secretary

MIGUEL MAC D. APOSIN, CESO V
Acting Schools Division Superintendent

Newly Appointed CESOs

ROEL F. BERMEJO, CESO V
Acting Schools Division Superintendent

ESTELA L. CARIÑO, CESO V
Schools Division Superintendent

JORGE M. REINANTE, CESO V
Schools Division Superintendent

CECILLE BERNADETTE P. RIVERA, CESO V
Schools Division Superintendent

CARLITO D. ROCAFORT, CESO V
Acting Schools Division Superintendent

ALMA RUBY C. TORIO, CESO V
Schools Division Superintendent

GORGONIO D. DIAZ, JR., CESO VI
Assistant Schools Division Superintendent

VILMA D. EDA, CESO VI
Acting Asst. Schools Div. Superintendent

MA. LORLINIE M. ORTILLO, CESO VI
Assistant Schools Division Superintendent

ALLAN B. YAP, CESO VI
Assistant Schools Division Superintendent

Department of Finance

AYNIE E. MANDAJOYAN, CESO VI
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Bureau of Internal Revenue

**Department of the Interior
and Local Government**

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Acting Director III

ELOUISA T. PASTOR, CESO IV
Acting Director III

THELMA T. VECINA, CESO IV
Acting Director III
Local Government Academy

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CESOs with Rank Adjustment

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DepEd Regional Office V

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and Natural Resources**

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National Mapping and Resource Information Administration

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NUNA E. ALMANZOR, CESO III
Director IV
Industrial Technology Development Institute

Department of Trade and Industry

MARY JEAN T. PACHECO, CESO III
Director IV



**Conferred through
Resolution No. 1079
April 10, 2013**

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Division Office of Albay
Regional Office No. V

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Department of National Defense

NEW CES ELIGIBLE

**Conferred through
Resolution No. 1082
May 6, 2013**

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Department of the Interior and Local
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National Historical Commission of the
Philippines

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Philippine Retirement Authority

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June 13, 2013**

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Department of Education
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Division of Siargao

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RUFINO E. MENGOTE
Chief Administrative Officer
Department of Science and Technology
DOST Regional Office No. 8 Leyte

HYESSA S. SUEGAY
Division Chief IV
Phividec Industrial Authority
Tagoloan, Misamis Oriental

I-Gabay warms up cool Tagaytay

Session XV of the Integrated Gabay ng Paglilingkod I-Gabay Training Course was off to a hot start at the Tagaytay Country Hotel in Tagaytay City.

The nine-day residential training program commenced on 11 April and concluded on 19 April 2013.

Forty-three Career Executive Service Officers (CESOs) from various agencies nationwide aspiring to become exemplary leader-managers gamely grouped themselves into teams creatively called: Golden Nuggets, Bulalo, Balot Express and the Beacons.

Career Executive Service Board (CESB) Executive Director Maria Anthonette V. Allones jump-started the course with an instructive lecture on Managing Strategic Planning.



The topic reviewed the key elements, uses, variations of, and surveyed emerging trends in the planning process. More importantly, it provided an incisive examination of the environment and dynamics influencing the planning process in an organization.

In underscoring the strategic importance of planning, Director Allones emphasized how a compelling vision of a desired future inspires, empowers and animates individuals, institutions and communities in fully realizing their potentials and | 18



17 | I-Gabay warms up...

aspirations and in creating an impact on the environment, the quality of life, and the future of an organization and its various publics.

Belying the seriousness and importance of the topic, the session was made refreshingly light, fun, interesting and was greatly enriched with a creative menu of personal anecdotes, snippets from highly acclaimed Hollywood animated and action films, and compelling experiences drawn from an organization's day-to-day operations.

In concluding her lecture, the executive director reminded all the participants that "If you do not know where you are going, any other road will take you there. And if you do not know where you are coming from, you may end up where you began."

Designed as a handy toolkit in public management for leader-

managers, the I-Gabay boasts of an eclectic array of distinguished experts as resource persons, namely CESB's Deputy Executive Director Arturo M. Lachica (Administrative Justice System: Concepts and Cases); Supreme Court Chief Justice Staff Head Alexander M. Arevalo and Redfox Technologies Philippines' Manager John J. Macasio (E-Governance and Harnessing ICT for Managers/ Academy of ICT Essentials for Government Leaders); Human Resource Innovations and Solutions' Inc. (HURIS) Chief Learning Officer Enrique V. Abadesco, Jr. (Strategic Human Resource Management), and; Philippine Government Electronic Procurement System (PHILGEPS) Executive Director Rosa Maria M. Clemente (Public Financial Management – Electronic Procurement System).

I-Gabay Session XV concluded with the Community-Organizational Attachment Module (COAM) which engaged the executives with the city government of Tanauan City, Batangas. The engagement facilitated the conduct of a field research evaluation study of governance innovations which were pioneered and implemented by the city - ISO-Compliant Systems and the Tanauan Packaging and Service Center.

Director Conrado L. Sumanga, Jr. of the National Police Commission echoed the participants' shared expectations that the I-Gabay will transform them to "become better civil servants."

As the exciting chapters of Session XV unfolded, the I-Gabay Training Course did not only heat up as a unique and transformative learning experience, it also raised the bar several notches higher on the performance thermometer for good governance in the public sector. 🌐



Climate Change and Disaster Risk Reduction: Imperatives for Survival



CESB invaded the shores of the province of Leyte which played host to the CES CIRCLE Forum with the theme: **“Racing Against Time: Climate Change, Human Development and Localizing a Global Imperative for National Survival.”**

The forum was held last 16 April 2013 at the Matapat Hall of Camp Ruperto Kangleon in Bgy. Campepic, Palo, Leyte.

Be vigilant. PHIVOLCS Director Renato U. Solidum, Jr. stresses the importance of preparedness in preventing greater risks brought by natural disasters during the CES CIRCLE Forum in Palo, Leyte.

The forum was the third for 2013 and the 40th in the CES CIRCLE (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Forum series.

As a learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles, the CES CIRCLE Forum serves as a venue for thought leaders, subject matter experts and public service exemplars to dialogue with career executives. It also facilitates the collective study and sharing of insights, ideas, lessons and experiences, deepens commitment to integrity and the ideals of good governance, and inspires leadership excellence.

Ms. Imelda C. Laceras, *CESO III*, Regional Director of the Department of Budget and Management (DBM), Regional Office-VIII, and President of the Region Eight Administrators League, Inc., (REAL) opened the plenary and welcomed the guests and participants. CESB Deputy Executive Director Atty. Arturo M. Lachica, *CESO II*, delivered the opening message and introduced Director Renato U. Solidum, Jr., *CESO II*, of the Philippine Institute of Volcanology and Seismology (PHIVOLCS), as the forum speaker.

In his presentation, Dir. Solidum referred to climate change as any change in climatic patterns over time, resulting from natural variability or from sustained human activity. He described several effects of climate change which negatively impact on food security, energy, health and on various aspects of human life in their totality.

According to him, reducing risks associated with climate change can be achieved by assessing hazards and risks in an area and undertaking constant surveillance and monitoring of areas prone to natural disasters. He



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highlighted the importance of the topic when he said natural disasters may still be unpredictable, but their effects can be preventable. The way to go is to prepare for them in all ways possible.

The forum also served as REAL's launching event for its REAL 10 Moves Project. The project spearheads REAL's advocacy in

promoting shelter and housing development services for poor families and in providing educational scholarships to underprivileged children from the Eastern Visayas.

The forum was graced by the Land Transportation Office (LTO) Region VIII Chorale who serenaded the crowd with an excellent musical repertoire.

An enthusiastic crowd of 86 ex-

ecutives from various agencies in Region VIII filled the venue and contributed to the success of the learning experience. They collectively affirmed that, "A clear understanding of climate change, disaster preparedness and a collective response must start with Region VIII as the region's call to action to a global imperative for survival." 

21st SALAMIN-DIWA goes to Naga

The Career Executive Service Board (CESB) is holding the Integrated SALAMIN-DIWA Training Course from 28 June to 1 July 2013 at Villa Caceres Hotel in Naga City. Thirty-three (33) government executives from various government agencies nationwide participate in the 21st Session of the Salamin-Diwa Course.


During the opening session, CESB Executive Director Maria Anthonette V. Allones gladly welcomed the participants and discussed the policy updates on the CES. On the other hand, Mr. Santos E. Getalado, an HR consultant and educator, handled the module on "Ethical Governance-Integrity and Performance Accountability." He stressed that the public managers' conduct is usually influenced by his values that should be based on correct principles.



Another speaker, Ms. Teresita R. Albert, CEO and President of the T.R.A.C. Training Consultancy, handled the module on "Leading in a Continuously Changing Environment." She helped the participants understand their behaviors and leadership styles, embrace change and be a catalyst for change by starting to understand themselves as leaders and by making the necessary "shift" to situations brought about by a constantly changing environment.

This two-week residential course is part of the CESB's Executive Leadership Program (ELP) as a basic training course for Career Execu-

tive Service Officers (CESOs). It aims to develop, advance and nurture core management competencies of public managers. It is also designed to provide CES eligibles a common frame of reference in managing and leading their respective organizations. Learning modules are anchored on the Competency Standards for CESOs. It likewise includes the Community-Organizational Attachment Module (COAM), a terminal learning integration course.

Completion of the Salamin-Diwa course is a requirement for appointment to or adjustment in CES rank. 

HR directors converge to strengthen CES competency standards



ManPower. Top human resource directors and managers from CESB's partner agencies take part in a lunch and learning ses-

Since the beginning of time, man has been subjected to the evolution of work and the accompanying set of standards that determines its absolute execution.

The Career Executive Service, the government's arm in providing a pool of competent and compassionate top level executives, knows the need to keep up with the ever changing and competitive standards of work. It, too, has its own paradigm of performance excellence that it continuously reinforces to make its men and women not only agents of development but also pillars of integrity and service.

On April 30, 2013, the Career Executive Service Board gathered together top human resource (HR) directors and managers from its partner agencies to take part in a lunch and learning session on CES Executive Development Programs.

The session, which was held at


the CESB office in Quezon City, had the HR managers engage in a Focus Group Discussion (FGD) cum validation workshop that was part of the board's ongoing initiative to review and strengthen the CES Competency Standards and Capacity Enhancement Framework for the members of the CES.

For this session, the FGD reviewed and validated results obtained from questionnaire surveys conducted by the CESB to ascertain if the existing CES Competency Standards remain relevant, timely and applicable in current managerial environments. It probed for emerging competencies and prescribed managerial attributes to be explored and also aimed to validate expected and appropriate competency clusters for each CESO rank.

The event also gave the HR managers and champions from various public sector agencies the opportunity to jointly study, formulate, get updates on and participate in various CES policies and programs.

Just in time with the nation's celebration of Labor Day, session has also been a venue for HR managers to share and gain knowledge and experiences on current trends and innovations in executive development and strategic human resource transformation. Likewise, it has also served as a forum for convergence and harmonization of the plans, innovations, initiatives and experiences of CESB's partner stakeholders.

The CES Competency Standards resulted from the Board's brainstorming and research efforts to define the strategic competencies that the 21st century third level officials should possess. They spelled out six key competencies, supported by their relevant behavioral indicators, and the requisite performance criteria needed for purposes of measurement.


The standards are used as the fundamental framework on which the substance of CESB's work is grounded—setting examination benchmarks, measuring performance through the CES Performance Evaluation System (CESPES), and more importantly, offering meaningful and responsive capacity enhancement programs for CESOs and Eligibles. Lastly, they also served as the bases for competency-based rewards, recognition, and other incentive schemes for all career executives. 

CESB conducts annual assessors' workshop

The Career Executive Service Board (CESB) conducted the "Annual Assessors' Workshop" last May 9-11, 2013 at the Las Casas Filipinas de Acuzar in Bagac, Bataan. The three-day workshop was attended by 25 Assessors of the Assessment Center (AC).

The said workshop elicited ideas and recommendations from the CESB's pool of Assessors on how to continuously enhance the administration of the AC. It also discussed and validated survey results pertaining to CESB's current efforts to improve the existing CES Competency Model. This activity is intended to ensure that CESB's programs and policies on recruitment, selection and career development of CESOs shall remain relevant and applicable in their respective workplaces.


Apart from the discussions, the Assessors also enjoyed and learned new yoga and meditation techniques from Mr. Luisito Palermo, a yoga instructor at the Ananda Marga Wellness Center.

The said workshop is part of CESB's continuing efforts to improve the Assessment Center, which is the second stage of the screening process for conferment of Career Executive Service Eligibility. 



13 | CES Circle Forum: A (green) thumbs-up...



The CES CIRCLE Forum series is a learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles. The forum serves as a venue for thought leaders, subject matter experts and public service exemplars to dialogue with career executives. It also facilitates the collective study and sharing of insights, ideas, lessons and experiences, deepens commitment to integrity and the ideals of good governance, and inspires leadership excellence. 

2013 CES WRITTEN EXAM SCHEDULE

Date of Exam	Testing Center	Deadline for Filing
March 3 (Sunday)	Metro Manila, Cebu, Davao	February 1
June 2 (Sunday)	Metro Manila, Cebu, Davao	May 3
September 1 (Sunday)	Metro Manila, Cebu, Davao	August 2
December 8 (Sunday)	Metro Manila, Cebu, Davao	November 8

ASSESSMENT CENTER SCHEDULE

January 19 (Saturday) January 20 (Sunday)	June 15 (Saturday) June 16 (Sunday)
February 16 (Saturday) February 17 (Sunday)	July 20 (Saturday) July 21 (Sunday)
March 16 (Saturday) March 17 (Sunday)	August 17 (Saturday) August 18 (Sunday)
April 13 (Saturday) April 14 (Sunday)	September 21 (Saturday) September 22 (Sunday)
May 4 (Saturday) May 5 (Sunday)	October 19 (Saturday) October 20 (Sunday)
May 25 (Saturday) May 26 (Sunday)	November 16 (Saturday) November 17 (Sunday)

For relative concerns, please contact the Eligibility and Rank Appointment Division (ERAD) at telephone number 951-4981 locals 118 or 832.

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:

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CESB congratulates Energy ASEC Daniel A. Ariaso, CES Eligible

The Career Executive Service Board congratulates Mr. Daniel A. Ariaso Sr., CES Eligible, who was appointed as Assistant Secretary of the Department of Energy (DOE) by His Excellency, President Benigno S. Aquino III last January 28, 2013.

Mr. Ariaso took his oath of office before DOE Secretary Carlos Jericho L. Petilla on January 31, 2013. Prior to being appointed as Assistant Secretary, he was the Vice President of the Naval State University, Main Campus, Naval, Biliran Province.

He obtained a Doctor of Philosophy in Social Science Research degree from the Leyte Normal University and a Master in Economics degree from the University of San Carlos. He obtained his Bachelor of Arts in Economics and Bachelor of Secondary Education from the Eastern Visayas State University.

He was born in Quinapondan, Eastern Samar. He is married to Rowena Narbonita-Ariasos with whom he has a son named Daniel N. Ariaso Jr.

ERRATUM

There were corrections in the article written about DENR OIC Regional Executive Director Neria A. Andin, CESO III, published in the 2013 first quarter issue of The Public Manager. Please take note that she holds a master's degree with PhD units in Forestry. She also led the Forest Management Bureau as Assistant Director for nine years and as OIC Director for two years.