

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

AUGUST 2013

VOLUME 6 ISSUE NO. 8

www.cesboard.gov.ph

2013 CES Club culminates through Cavite historical tour

August 29. Twenty two Career Executive Service Officers (CESOs) and Eligibles from various agencies nationwide participated in the final stretch of the CES Club for 2013, which was held through a heritage tour in what was considered as the cradle of Philippine Revolution, the province of Cavite.

The day tour, which was themed “Cavite: Aguinaldo’s Strategic Victories and Bonifacio’s Tragic Martyrdom,” provided the attendees the chance to review their history and at the same time discover fresh facts from the past through the lives (and deaths) of two of the most famous names in Philippine history, Emilio Aguinaldo and Andres Bonifacio. Guiding their journey to the early years was UP History Professor Bernard Karganilla, whose learned commentary encouraged the career executives to share their insights on the heroism of Aguinaldo and Bonifacio and the role of the province of Cavite in our country’s journey to victory, sovereignty and democracy.

Hooked on history

According to Prof. Karganilla, the province was originally named *kawit*, after its hook-shape mass of land recorded on the old Spanish maps. The Spaniards however had difficulty pronouncing the word, and insisted on referring to the land as *cavite*.

Inside this issue:

gCIO in Tagaytay	4
CES Circle Forum	5
New CES Eligibles & CESOs	8
DILG official tops WE	11



1 | 2013 CES Club culminates ...

Incidentally, the initial stop of the CES Club tour was in Kawit, the province capital. The group first visited the Binakayan Monument, the site of one of the two-pronged battle against the Spanish conquerors on November 9-11, 1896.

The career executives then proceeded to Aguinaldo Shrine, a sprawling 14,000 square feet mansion that brought them back to the milestone events of Philippine history—the birth of the first president of the Philippines, Gen. Emilio Aguinaldo, on March 22, 1869; and the proclamation of the Philippine independence against Spain on June 12, 1896.

Taking a tour around the mansion paved way for the public managers to know more about the country's first head of state—his family, his health (Emilio Aguinaldo underwent appendectomy and had his appendix preserved in the family's huge medicine cabinet); his strategic way of thinking (his house, despite its grandeur, has numerous secret passageways, escape routes and hidden rooms for classified documents and weapons); and his ultimate sense of patriotism and commitment to Philippine sovereignty. All of these, the members of the CES had taken as source of inspiration for them to effectively lead and serve the present government and the people.

The great Supremo

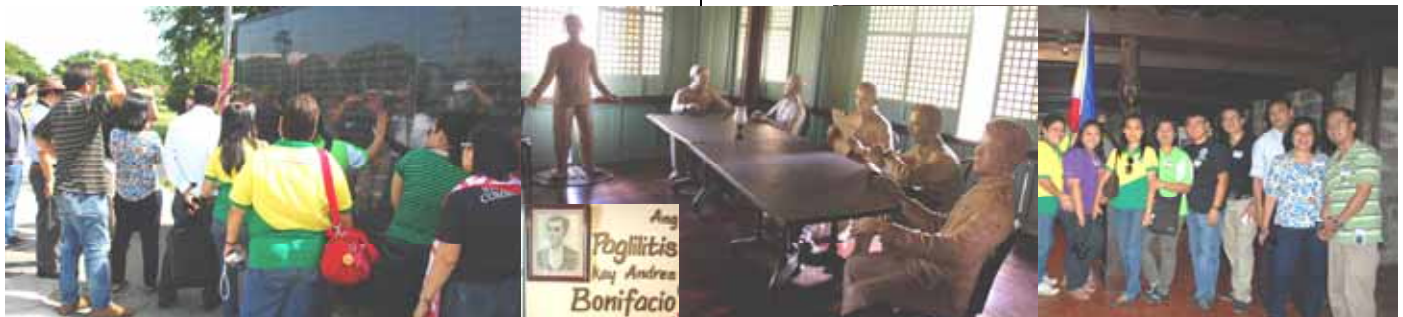
From Aguinaldo shrine, the trip back to the 18th century Cavite continued as the CESOs and eligibles headed off to Cavite City to visit the 13 Martyrs Monument—a memorial for 13 Filipino patriots who

were executed by musketry on September 11, 1896 for their involvement in the revolution against the Spain. The batch also passed through the town of Rosario and stopped at the Tejeros Convention Center—the place where Katipunan soldiers assembled to discuss their strategies for the Philippine revolution.

With the clock ticking towards noontime, the group's stopover at Naic Elementary School rendered the present-day public leaders a fresh, yet deeper understanding of the life and tragic martyrdom of the founder of Katipunan, Andres Bonifacio. The school, which common passersby might perceive only as an ordinary public institution, was actually one of Bonifacio's historical landmarks. It was where he and his brother Procopio were imprisoned after they were captured in Indang, by rival Magdalo soldiers. Entering what used to be the Supremo's *bartolina*—the cramped concrete room under the main staircase of the building, the light and ventilation of which could only pass through the tiny slits on the wooden door—the CES Club participants had themselves envision and realize the sacrifice of Bonifacio in fighting for the freedom that the Filipinos are all savoring today.

After their lunch break, the group drove to the town of Maragondon to see the house that witnessed the trial of the Bonifacio brothers on charges of treason and sedition, and eventually, the imposition of their death sentence. Carrying this dark yet significant episode in our history, the house was turned into a museum where life-size dioramas were made to recreate the trial scene.

3



2 | 2012 CES Club culminates...

Likewise, the museum also housed Bonifacio's significant artifacts, photos and memorabilia, including a copy of the very first Tagalog translation of Jose Rizal's *Mi Ultimo Adios*, which was penned by Bonifacio himself. The translation, according to Prof. Karganilla, disproves the common notion that the Supremo was uneducated and unintelligent because it requires high proficiency in the Spanish language before one can understand and interpret Rizal's unmatched use of the vernacular.

This coming November 30, the nation will commemorate the 150th birth anniversary of the father of Katipunan. This trip of the career executives was a very timely undertaking that allowed them to rekindle in their hearts, the flame of Andres Bonifacio's bravery and selfless love for the

country.

Back to the future

The final stop of the tour was at the Geronimo Berenguer delos Reyes, Jr. (GBR) Museum, which was located inside Gateway Business Park in Javalera, General Trias. The museum was a haven of rare and priceless photographs of the Philippines during the Spanish, American and Japanese regimes. The photos, though black and white, had clearly chronicled the country's past, glorious and otherwise—the busy yet unpolluted streets of Manila, the old Malacañang Palace across the clean and clear Pasig River, the execution of Jose Rizal in Luneta, the ruins of the World War II.

The GBR museum also had a unique exhibit that traces the evolution of air and space transporta-

tion from the Wright Brothers' "Flying Machine," to the commercial and combat aircrafts, and the NASA's Lunar Roving Vehicle.

Taking pleasure as well as wealth of historical information from the CES Club trip, some of the participating members of the CES expressed their wish to go back in time to see the country sans the rudiments of modernization, but as they said, also sans the miseries of modern-day advancements. It was a very informative yet enjoyable tour, the rest of the government officials remarked—wishing further that their children could join the future heritage tours of the CES club.

A wish that was not so impossible to happen, CESB Executive Director Atty. Maria Anthonette Velasco-Allones, CESO I, expressed when she sent off the officials earlier that day, "We look forward to learning more about our past through the CES Club heritage tours, and we hope we can bring our children with us, so that they, too, can learn and appreciate our history, and in time, carry on our legacy of honest and competent service to our people and our country."



Tech-Savvy Executives kick off gCIO Program in Tagaytay City

The Career Executive Service Board (CESB) in partnership with De la Salle University-College of Computer Science (DLSU-CCS) and ideacorp facilitated the convergence of Government Chief Information Officers (gCIOs) and Information Technology Heads for the Government Chief Information Officer (gCIO) Training Program held in Tagaytay City last August 14-16. The Development Academy of the Philippines (DAP) – Conference Center served as the fitting venue for ICT champions/advocates from different national government agencies and local government units who came together with the common goal of optimizing technological advancements for better public service. To officially commence the program, CESB Deputy Executive Director Atty. Arturo M. Lachica delivered the opening remarks and DLSU-CCS Asso-

ciate Professor Mr. Allan Borra provided an orientation on the gCIO program.

GCIOs as Agents of Change

Dr. Emmanuel C. Lallana, Chief Executive of ideacorp, opened Module I with a lecture on eGovernment and eGovernance in the Philippines. He discussed the importance of Chief Information Officers in steering ICT-enabled transformation by aligning technology for a more accessible, systematic and cost-efficient delivery of public service. gCIOs design strategic, sustainable and transformative ICT plans that will lead the change towards a more ICT-enabled bureaucracy. By possessing the capacity to initiate innovations and successfully thrive in constantly changing environments, gCIOs will be able to exercise adaptive and direction-oriented leadership.

“gCIOs are vital in spearheading the structural and cultural changes needed within their ICT organizations in order to drive agency process innovations that support the entire government” Dr. Lallana said on the function of government chief executive officers.

Dr. Lallana also discussed the importance of strategic planning in ICT as it not only harnesses the agency’s existing strength but also creates strength through the coherence of its design. With this in mind, the participants were asked to divide into groups and create an inter-agency ICT project as part of their completion of Module I. The group output was presented to and assessed by a panel of public administration and ICT experts namely: CESB Executive Director Atty. Maria Anthonette Velasco-Allones, DLSU-CCS Prof. Lissa Magpantay, Chief Information Officers Forum Foundation, Inc. Board Trustees Ms. Peri Espino, Ms. Cecil Reyes and Supreme Court Chief Justice Staff Head Mr. Alexander M. Arevalo.



The Government Chief Information Officer (gCIO) Program is a twelve-day training program which aims to produce gCIOs who ensure the alignment of Information and Communications Technology (ICT)

GAWAD CES Awardees inspire the CES community in Cebu City

While torrential rains flooded Metropolitan Manila, the golden sun shone brightly in Cebu, the Queen City of the Visayas, where GAWAD CES awardees and CES community members from Regions VI, VII, VIII, to as far as Region XIII in Mindanao, converged for the 43rd session of the CES CIRCLE Forum last 22 August 2013. Harold's Hotel was the venue for the forum with the theme, "Mainstreaming e-(Effective+ Efficient)-Governance for Performance Excellence in the Public Sector". It was a learning session designed to showcase the roadmap or journey undertaken by exemplary agencies in developing and harnessing successful and cutting-edge reforms to achieve performance excellence which resulted in meaningful changes in the quality of life of people, communities and the environment. More importantly, the forum shared the leadership challenges, innovations and lessons championed by two 2013 GAWAD CES awardees: Kalinga Provincial Director Grace F. Baluyan of the Department of Trade and Industry (DTI) and OIC-Schools Division Superintendent Ramir B. Uytico of the Department of Education (DEPED) - Division of Dumaguete City, who helped forge the roadmaps and lead their agencies in the journey.

CESB Executive Director Maria Anthonette V. Allones welcomed the guests and participants while Commissioner Jennifer J. Manalili of the Professional Regulation Commission (PRC) presided over the Forum and introduced the Forum Speakers.

In her welcome message, Executive Director Allones shared the idea of gathering the honorees in a forum where they can share with their colleagues in the CES the innovative approaches and programs they have pioneered and how these have improved services which impacted on communities they have served. She expressed confidence that the forum will breathe life to the spirit of the CES CIRCLE Forum which is a venue for life-changing stories and a platform for collective action.

6



5 | GAWAD CES awardees inspire CES community....

Provincial Director Grace Baluyan commenced her presentation by saying, *"We all work but there are some things that I need to share (with you) that would help us be a 'cut above the rest'. It is always my challenge to my team for us to be an agency of choice, that if a client chooses you, it is because there is a reason; and the reason is because we've been providing him excellent service consistently. I would like to share the learnings from some practices that we have been doing. Sometimes we overlook the fact that little things are also important."*

She then expounded on key management concepts and principles she has applied and which continue to guide and influence her DTI-Kalinga Team up to this day. These are: Total Quality Management, Results-Based Management, Importance of Knowledge Management, Balanced Scorecard, Local Regional Economic Development Tools, and the Value Chain Analysis.

Aside from the organization's goals, she said these principles and systems guide her team in seeing to it that they really meet their societal goals of helping in economic growth and poverty reduction by generating jobs and enhancing the competitiveness of small and medium-scale enterprises (SMEs) and

other stakeholders.

She also highlighted the importance of Results and Outcome Measures. She noted that, through these measures, her team was able to quantify their activities and accomplishments, determine if they are doing well, and if they are indeed doing something good for the community they are working for.

Meanwhile, Superintendent Ramir Uytico disclosed that as an awardee, there is nothing extraordinary in him and that he was just able to harness the collective efforts of and empower his staff whom he considers as "co-investors" in the agency. He said they are investors in the sense that they bring and invest their talent, knowledge, skills, values, time, and effort vital into the organization and collectively work for its success.

Acknowledging that the management of human resources is indeed one of the greatest challenges confronting organizations today, Superintendent Uytico emphasized that leaders must therefore put sharper focus on the human capital in their organizations. They have to seriously study and consider people's different values, aspirations, cultural and family backgrounds, education, attitudes and even, their temper.

7



6 | GAWAD CES awardees inspire CES community....

For Mr. Uytico, these require keen sensitivity, a broad range of cross-cultural knowledge, and a lot of experience-based people skills for managers to harness people in organizations and release their creative potentials. He further noted that collaborative energy is released when committed and talented people with different backgrounds come and work together and focus on creating and innovating.

Invoking a philosophy that empowers and inspires people, he encouraged people managers to work as coaches and mentors. He then imparted the principles and benefits of coaching which he considered very instrumental to all his successes as a public official in the Division Office of Dumaguete City. He said that by coaching, leaders and managers can create more time for themselves, as they will be able to delegate more when people's skills have been developed as a result of coaching. By coaching, leaders can enjoy working with a team of professional colleagues who also find pleasure in working with him. In this work environment, they achieve

better, faster and more sustainable results as a team. Leader-managers can also further deepen and strengthen their interpersonal skills with their peers, clients, family, friends and communities over time.

He also shared the GROW model of coaching advocated by Max Landsberg in his book, "The TAO of Coaching". The model is an effective and structured methodology which helps in the processes of effective goal-setting and problem solving. The model stresses the role of the leader, as a coach who must: help people define and set GOALS, check REALITY (what are the existing conditions and assumptions), lead coaches to the full range of OPTIONS, help people commit to specific actions, identify possible obstacles and agree on needed means of support as a process for WRAPPING UP.

Taking off from the presentations, Commissioner Jennifer Manalili imparted her personal insights and experiences. She noted that subordinates usually convey problems and concerns to their

superiors. Hence, she always encouraged people to define and present possible solutions responding to their problems when they come to her office.

She affirmed Director Baluyan's idea that ownership is very important when she said, "We have to let our people, when we work as a team, own the suggestions and options that are generated by consultations."

In closing, she shared her observation on the speakers' presentations by saying, "The stories, insights and lessons shared are universal, yet very unique and distinctive, and timeless and important, such as the themes on mentoring, results-based management, and documentation. We really need to know where we are at a particular time and how far are we from the goals that we have set at the outset."

Thirty-seven (37) government executives from various agencies earnestly participated in the forum and contributed to the success of the learning experience. 🌐

4 | Tech-Savvy executives kick off gCIO program....

with the mandate of their respective agencies and lead local ICT-enabled transformation of public service. Delivered in four installments, the gCIO program is

scheduled on August 14-16, September 11-13, October 9-11 and November 13-15. 🌐





NEW CES ELIGIBLES

**Conferred through
Resolution No. 1101
August 14, 2013**

MARILYN S. ANDALES

Assistant Schools Div. Superintendent
Department of Education
DepEd - Division of Guihulngan

ARLENE G. BERMEJO

Education Program Supervisor for
Mathematics
OIC, Office of the Assistant Schools
Division Superintendent
Department of Education
Division of San Carlos City

ROWENA B. CALIMPONG

Elementary School Principal II
Department of Education
Division of Iloilo

ERIC P. DIESTO

Attorney V/ Chief, Legal Officer
Bureau of Internal Revenue
Revenue Region No. 18
Koronadal City

ARNALDO E. ESCOBER, JR.

OIC, Provincial Director
Department the Interior and Local
Government
Catanduanes Provincial Office

CHRISTIAN O. FRIVALDO

Director II (Deputy Regional Director)
Philippine Drug Enforcement Agency
Regional Office V, Legaspi City

DOMINICO D. IDANAN

Assistant Schools Div. Superintendent
OIC, Schools Div. Superintendent
Department of Education
Division of Muntinlupa City

KAHAR H. MACASAYON

Assistant Schools Div. Superintendent
OIC, Schools Division Superintendent
Department of Education
Sultan Kudarat Division

DENNIS S. MAS

Regional Vice President
Department Manager III
Philippine Health Insurance
Corporation
Philhealth Regional Office VI

JOSE FREDDIE M. MOCON

Assistant Schools Div. Superintendent
Department of Education
Division of Negros Occidental

RONALD A. NAGUIT

Project Development Officer IV
Housing and Resettlement Division
Pasig River Rehabilitation
Commission

JOANNE L. RAÑADA

SEC Chief Counsel
Securities and Exchange Commission
Mandaluyong City

NORDY D. SIASON, JR.

Principal IV, Iloilo National High
School
Department of Education
DepEd Division of Iloilo

ROMEO A. SOLIS

OIC – City Director
Provincial Director
Department the Interior and Local
Government
Agusan del Norte and Butuan City

TARCISIA A. TAMPOS

Assistant Regional Director
OIC, Regional Director
Parole and Probation Administration
Region Regional Office IX
Pagadian City



NEWLY APPOINTED CESOS

JULY 31, 2013

RAUL C. ASIS, CESO I

Undersecretary
Department of Public Works and
Highways

JULITA A. RAGANDANG, CESO III

Regional Director
Department of Agrarian Reform

NERI ANNE M. ALIBUYOG, CESO V

Schools Division Superintendent
Department of Education

REYNALDA R. BANGUNAN, CESO V

Schools Division Superintendent
Department of Education

RUTH L. FUENTES, CESO V

Acting Director II
National Educators Academy of the
Philippines
Department of Education

PORTIA M. MALLORCA, CESO V

Acting Schools Division Superintendent
Department of Education

CESAR H. MEDINA, CESO V

Schools Division Superintendent
Department of Education

EVANGELINE P. PALENCIA, CESO V

Schools Division Superintendent
Department of Education

BENJAMIN D. PARAGAS, CESO V

Schools Division Superintendent
Department of Education

MARSETTE D. SABBALUCA, CESO VI

Acting Assistant Schools Division
Superintendent
Department of Education

MARIA LUISA P. SAMANIEGO, CESO VI

Acting Assistant Schools Division
Superintendent
Department of Education

JOSE C. CABANAYAN JR., CESO III

Deputy Administrator
National Mapping and Resource
Information Authority

DONNA M. GORDOVE, CESO IV

Acting Director III
Protected Areas, Wildlife and Coastal
Zone Marine Sector
Department of Environment and
Natural Resources

LEO VAN V. JUGUAN, CESO V

Acting Regional Director
Mines and Geosciences Bureau
Department of Environment and
Natural Resources

LIONEL L. DALOPE, CESO V

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

RUFINA T. FEGCAN, CESO V

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

REY S. MARANAN, CESO V

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

RUPERTO B. MARIBBAY, JR., CESO V

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

DENNIS D. VILLASEÑOR, CESO V

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

VICTOR B. MARIANO, CESO III

Acting Director IV
Department of Science and
Technology

CESARIO R. PAGDILAO, CESO IV

Acting Director III
Philippine Council for Agriculture,
Aquatic and Natural Resources
Research and Development
Department of Science and
Technology

EDILBERTO D. TAYAO, CESO III

Acting Director IV
Department of Public Works and
Highways

VINA LIZA RUTH C. CABRERA, CESO III

Acting Director IV
Intellectual Property Office
Department of Trade and Industry



NEWLY APPOINTED CESOs

AUGUST 23, 2013

ANTONIO A. ABAWAG, CESO IV

Director III
Department of Environment and
Natural Resources

MAXIMO C. ALJIBE, CESO III

Director IV
Commission on Higher Education

CARMINA B. ALONZO, CESO IV

Acting Director III
Commission on Higher Education

RAUL C. ALVAREZ JR., CESO III

Acting Director IV
Commission on Higher Education

CARMENCITA A. BARISO, CESO IV

Acting Director III
Department of Energy

**DRUSILA ESTHER E. BAYATE,
CESO V**

Acting Regional Director
Bureau of Fisheries and Aquatic
Resources

ARTURO B. BAYOCOT, CESO V

Acting Schools Division Superintendent
Department of Education

ISABELITA M. BORRES, CESO III

Director IV
Department of Education

**FRANCIS CESAR B. BRINGAS,
CESO VI**

Acting Assistant Schools Division
Superintendent
Department of Education

**CLEMENCIA A. CABUGAYAN,
CESO IV**

Director IV
Presidential Management Staff

VILMA B. CABRERA, CESO II

Assistant Secretary
Department of Social Welfare and
Development

LINA V. CASTRO, CESO II

Deputy Executive Director V
National Statistical Coordination Board
National Economic and Development
Authority

ARTURO O. GABRIELES, CESO III

Deputy Administrator
Parole and Probation Administration

DANILO A. JAVIER, CESO IV

Acting Director III
Department of Environment and
Natural Resources

EVANGELINE P. LADINES, CESO VI

Assistant Schools Div. Superintendent
Department of Education

**MARGARET MARY C. LAURON,
CESO IV**

Director III (Assistant Commissioner)
Bureau of Internal Revenue

ARDELIZA R. MEDENILLA, CESO II

Acting Assistant Secretary
Department of Public Works and
Highways

ANIANO M. OGAYON, CESO V

Schools Division Superintendent
Department of Education

HELEN D. PAGUICAN, CESO V

Schools Division Superintendent
Department of Education

FIDELA M. ROSAS, CESO V

Schools Division Superintendent
Department of Education

MARILYN D. SABOY, CESO V

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

ARTHUR C. SALAZAR, CESO IV

Acting Director III
Department of Environment and
Natural Resources

**MARIA CALPIZA J. SARDUA,
CESO V**

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

GEMMA Q. TACUYCUY, CESO VI

Assistant Schools Div. Superintendent
Department of Education

NONITO M. TAMAYO, CESO IV

Acting Director III
Department of Environment and
Natural Resources

CORAZON D. TORIBIO, CESO V

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

DOMINIQUE R. TUTAY, CESO III

Acting Director IV
Department of Labor and Employment

LORNA A. YUMUL, CESO V

Acting Director II
Parole and Probation Administration

DILG official tops June 2 CES Written Exam passers

Almost one-third or 30.65% (122 examinees) passed the CES Written Examination (CES WE) held last June 2, 2013, simultaneously in three testing centers, namely: University of the Philippines-Diliman (Metro Manila), University of San Carlos (Cebu City) and Department of Education-NEAP Regional Office XI (Davao City). A total of 398 officials from different government and private agencies took the said exam.

Topping the list of passers is Ms. Jenifer G. Galorport who took the exam at the University of the Philippines (Manila testing center) and obtained a rating of 88.06%. She presently holds the position of Local Government Operations Officer VII of the Office of Project Development Services, Department of the Interior



JENIFER G. GALORPORT
LGOO VII
Department of the Interior
and Local Government



PAUL ARNEL R. ANDRES
Medical Specialist III
Quezon City General
Hospital



ERMIN V. LUCINO
Planning Officer IV
Local Government Unit
Sta. Rosa, Laguna

and Local Government. Ms. Galorport graduated with a degree in BS Mathematics at the University of the Philippines and obtained her Masters in Public Administration in the same university. She also studied at the University of Saitama, Japan where she finished her Masters in Public Policy.

The second and third in the list are Mr. Paul Arnel R. Andres, who took the exam in UP-Diliman (Manila testing center) and obtained a rating of 87.85%, and Mr. Ermin V. Lucino, who also took the exam in the same venue with a rating of 87.69%, respectively. Mr. Andres is a Medical Specialist III and currently heads the Department of Surgery at the Quezon City General Hospital, while Mr. Lucino presently holds the position of Planning Officer IV at the City Planning and Development Coordinator's Office of the City of Santa Rosa, Laguna.

The complete list of June 2, 2013 CES WE passers can be viewed at www.cesboard.gov.ph.

Of the 122 CES WE passers, 60.66% came from the Department of Education, 4.92% from the Department of the

Interior and Local Government, 5.74% from the Local Government Units, 2.46% each from the National Economic and Development Authority, Department of Health, Department of Justice, and the National Police Commission and 12.30% from various government agencies. On the other hand, 3.28% came from the different State Universities and 2.46% from the private sector.

These new set of passers may now qualify to take the second examination stage which is the Assessment Center (AC). Interested officials may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514985 loc. 832 or 118 for the schedule and other details of the AC. 🌐