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Women champions of ethical governance: Walang katapat!

As part of CESB's celebration of women's month, the CESB conducted the CIRCLE Forum with the theme: "Women Champions of Ethical Governance" last 19 March 2013 at the Oasis Country Resort in San Fernando City, La Union.

The Forum was the second for 2013 and the 39th 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 forum served as a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career executives. It also facilitated the collective study and sharing of insights, ideas, lessons and experiences, deepened the commitment to integrity and the ideals of good governance, and inspired leadership excellence.



Hail to the women chiefs! CES CIRCLE honors Pinay leaders through a forum aptly themed "Women Champions of Ethical Governance" in La Union, March 13.

Regional Executive Director Samuel R. Penafiel, *CESO III*, of the Department of Environment and Natural Resources (DENR), Regional Office-I opened the

plenary and welcomed the guests and participants. CESB Executive Director Atty. Maria Anthonette Velasco-


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CESB partners with ORACLE in executive forum on justice and public safety

The Oracle is a private corporation engaged in technology development and institutional capacity-building in systems automation and skills competency in Information and Communications Technology (ICT). In partnership with the Career Executive Service Board (CESB), the Office of the President (OP) launched a forum entitled: "Oracle Justice and Public Safety Executive Roundtable," last February 26, 2013 (Tuesday) at the Sofitel Philippine Plaza Hotel.

CESB Deputy Executive Director Arturo Lachica, *CESO II*, and Oracle (Philippines) Corporation Acting Managing Director Ling-Hann Kim opened the plenary and welcomed the guests and participants. Director Lachica, in his welcome remarks, stressed the need for the bureaucracy to be ICT-enabled. Thus, CESB's partnership with Oracle to leverage technology for development. In his keynote message, Hong-Eng Koh, Senior Director of Oracle Corporation, emphasized how important system integration is in implement-

ing global Justice and Public Safety (JPS). He demonstrated the current global JPS trends and challenges, best practices and technological implementations, and facilitated the development and adoption of solutions for JPS clients.

The event received a loud applause from 41 participants from various agencies, such as the OP, Department of Justice, Philippine National Police, Bureau of Immigration, National Police Commission and Supreme Court. 

20th run of the Salamin-Diwa Course: A successful first in Naga City

For the first time since the Executive Leadership Program (ELP) was launched in 1993, the Career Executive Service Board (CESB) has brought the 20th conduct of the integrated Salamin-Diwa Training Course to Naga City at the Villa Caceres Hotel from February 26 to March 11, 2013.

Thirty-nine (39) public managers from different government agencies nationwide completed the two-week residential course. They were introduced to various learning modules designed to provide them with a common frame of reference as leaders and managers in their respective organizations and to enhance their leadership and managerial competencies based on the Competency Standards for CESOs developed by CESB in 2009.

Another major component of the course was the Community Organizational Attachment Module (COAM) which was the learning integration and internship module which capped the course. It was designed as a structured attachment/exposure activity in a chosen laboratory community which harnessed participants' field research competencies using a multi-stakeholder/sectoral government programs as a

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Allones, *CESO I*, delivered the opening message and introduction of forum speakers.

Regional Director Milagros A. Rimando, *CESO II*, of the National Economic and Development Authority-Cordillera Administrative Region (NEDA-CAR) inspired the executives by sharing personal experiences on the advantages women executives have in




At the closing. CESB ED Atty. Maria Anthonette Velasco-Allones hands over a certificate of participation to Atty. Zuleika T. Lopez, Acting City Administrator, City Government of Davao, one of the 39 public managers who completed the first Salamin-Diwa Training Course in Naga.

result of the insights and learning gained from the experience


For this module, families and local officials of Barangay Libod in Tigaon, Camarines Sur were engaged as CESB's partners who provided their wholehearted support to the successful and hassle-free conduct of the COAM. Based on overall evaluation comments, half of the total number of participants noted COAM as one of the valuable modules of this course.

dealing with ethical issues in governance. To be champions of ethical governance, it is imperative that executives, women and men alike, continue to learn the rules of conduct and good practices to enable them resolve ethical issues in governance.

On the other hand, Assistant Secretary Joji V. Aragon, *CESO II*, of the Department of Labor and Employment (DOLE) presented winning attributes of *Pinay* leaders that made them champions of ethical governance. For her, to

The ELP is currently the flagship training program for third-level eligibles. It aims to advance and nurture core management competencies which are relevant to the role of CES members as public managers and to develop in them a deeper sense of commitment to public service. Per Resolution No. 798 series of 2009, attendance to ELP is a requirement for promotion and appointment to rank. 

maintain ethical standards in governance, existing performance standards and social contracts should never be compromised. In her conclusion, she stressed that the only way to compete and ultimately be champions of good governance is to institutionalized meritocracy, building and investing on capacities, and reengineering of oneself.

The forum had 26 participants from various agencies in attendance. A participant extolled the spirit of the event when she said "She is more inspired by women as achievers." 

2013 CES Club kicks off in CDO



Life-work coach. CESB DED Atty. Arturo M. Lachica presents a certificate of recognition to Coach Randy Esguerra during the CES Club learning session in CDO.


The Career Executive Service Board (CESB), in partnership with the Career Executive Officers-Northern Mindanao (CEO-NM,) held the first CES Club learning session for 2013 last March 14 at Seda Centrio, Cagayan de Oro City.

This session's theme, "Coaching and Mentoring as a Leadership Tool," aimed to introduce the dynamics of coaching and mentoring in helping an individual develop his leadership skills and at the same time effectively share his talents to help others learn, grow and become more productive in their work.

No less than Coach Randy Esguerra of Success Coach, a personal and business development company, provided a complete overview of the topic and explained it further by presenting "The two-way mentoring process," "The CBAM Concerns Based Adoptions

Model," and "The Coaching Competency Framework," among the 47 career executives who attended the conference.

The half-day event was also graced by CEO-NM President Director Lourdes C. Vidal who gave the program's welcome remarks; and CESB Deputy Executive Director Atty. Arturo M. Lachica, CESO II, who presented the Certificate of Recognition to the resource speaker and provided the closing remarks.

As what Former US President Lyndon B. Johnson once said "We must open the doors of opportunity. But we must also equip our people to walk through those doors," CESB envisioned the 47 participants armed with mentoring and coaching know-how to further make a difference in their lives and in others' as well. 

CSC-NCR orients CESB on revised SALN form

The Civil Service Commission-National Capital Region was engaged by CESB to conduct an orientation on the revised form of the Statement of Assets, Liabilities and Net Worth (SALN) at the CESB Training Room during the agency Monday *Kapitan* on 4 March 2013.


CSC-NCR Director III Atty. Catherine L. Delmoro discussed with the agency personnel the actual requirements of the revised SALN form as stated in Republic Act No. 3019 (Anti-Graft and Corrupt Practices Act) and detailed in CSC Resolution No. 1100902 s. 2011. Atty. Delmoro likewise clarified the issues raised by the CESB officials and employees regarding the new SALN form.

The new SALN requires data of the

assets of government officials and employees among which are: real properties, personal properties, cash on hand and cash in bank (where foreign currency deposits shall be converted to the corresponding Philippine peso equivalent as of 31 December of the preceding year), liabilities, declarant's total net worth, existing business interests and financial connections and relatives in the government.

The SALN of all government officials and employees must be submitted on or before April 30 as late submission may incur consequent administrative penalties. Pursuant to Rule VIII of the Rules Implementing the Code of Conduct and Ethical Standards for Public Officials and Employees, as amended by CSC Resolution No. 06-

0231, a Review and Compliance Committee must be established composed of two (2) members and a Chairman tasked to evaluate all submitted SALN Form to determine if it was submitted on time, accomplished correctly and completely and proper in form.


Executive Director Allones led the CESB in thanking Atty. Delmoro for providing her expertise in explaining the details on how to accomplish the new SALN form. She also urged all CESB staff to submit their SALNs timely and accurately. Further, ED Allones also directed the immediate constitution of the review and compliance committee for the CESB. 

**156 officials
take CES written exam**

One hundred fifty six (156) examinees took the CES written examination administered by the Career Executive Service Board simultaneously in three testing centers namely UP-NCPAG (Manila), University of San Carlos (Cebu City) and DPWH Regional Office XI (Davao City) last March 3, 2013. Manila testing center registered 96 examinees while Cebu City and Davao City had 30 each.

Sixty-six percent (66%) of the examinees came from the Department of Education and 33% were from other government agencies and the private sector, and were all performing supervisory functions.

Result of the March 3, 2013 CES Written Examination will be released after two (2) months from the date of conduct. All examinees will be informed of their examination ratings via email or regular mail.


The CES Written Examination is scheduled every three months. The next conduct will be on June 2, 2013 and the deadline for filing of application is on May 3, 2013. 

**Dr. Evangeline C. Cruzado:
A gem in the government**

Board Member Evangeline C. Cruzado, though the newest member of the Board, is a familiar figure to the CES Community and the Board. As President of the National Union of Career Executive Service Officers (NUCESO) from 2005 to 2007, she used to occupy an observer seat in the Board.

A CESO III, she spent 44 fruitful years in government service, 22 years of which as Deputy Administrator of the NAMRIA from 1987 to 2009. While serving as NAMRIA Deputy Administrator, she covered several grounds in the area of environment management after being assigned in different offices within the Department of Environment and Natural Resources. She also served as Senior Department Manager in the Philippine Health Insurance Corporation from 2008-2010.



She earned her master's degree in National Security Administration from the National Defense College of the Philippines and Public Administration from the University of the Philippines. She also has a Bachelor of Science Degree in Social Work from the University of the Philippines. 

NEW CES ELIGIBLES



**Conferred through
Resolution No. 1074
March 13, 2013**

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