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Salamin-Diwa Course goes to the City of Gentle People: Dumaguete City

For the first time since the Executive Leadership Program (ELP) was launched in 1993, the Career Executive Service Board (CESB) has brought the 22nd session of the Salamin-Diwa ng Paglilingkod Training Course to Dumaguete City, Negros Oriental at the Manhattan Suites Inn from September 3 to 16, 2013.

Thirty-five (35) 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.

The Salamin-Diwa Session XXII faculty for the classroom-based modules was composed of the following: Mr. Santos E. Getalado, a Consultant and Educator of the S.E. Getalado Consultancy and Leadership Center in Tacloban City, handled the “Ethical Governance” and “Change Leadership” modules, while Ms. Teresita R. Albert, President of the T.R.A.C. Training Consultancy, handled the “Developing Others” module. On the other hand, Professor Josefina J. Quintana, a former CESO and presently a faculty at the UST Graduate School, discussed related concepts on the “Linkaging and Networking module.” Ms. Celia C. Yangco, former Department of Social Welfare Development (DSWD) Undersecretary and currently the Executive Director of the Autism Hearts Philippines, presented the topic: “State of Poverty in the Philippines and Government Responses.”

A 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 approach. For four days and three nights, partici-



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Participants were afforded the opportunity to see how government services trickle down to the barangay level and to enable them to prepare better and more responsive government programs as a result of the insights and learnings gained from the experience.

For this module, municipal and barangay officials, selected families and the community itself in Barangay Yupisan in Pamplona, Negros Oriental were engaged as CESB's partners who contributed wholly to the successful conduct of the COAM. Based on overall evaluation comments, majority of the total number of participants noted COAM as one of the valuable modules in this course.

The ELP is currently the flagship training program for third-level eligibles. Its main objective is to develop, advance and nurture core leadership and management competencies which are relevant to the roles of public managers in governance and development. It follows a three-pronged leadership and management framework of: knowing one's self, relating with others and leading the organization. This framework is translated into three training courses, namely: "Salamin ng Paglilingkod or SALAMIN which focuses on "self," Diwa ng Paglilingkod" or DIWA which focuses on "others," and

"Gabay ng Paglilingkod" or GABAY which focuses on the "organization." Per Resolution No. 798 series of 2009, attendance to ELP is a requirement for appointment to rank. 🌐



2012 GAWAD CES awardees Inspires stories of competent and dedicated service in public leadership



Allies in upholding good governance. Executive Secretary Paquito N. Ochoa, Jr. honors the 2012 Gawad CES Awardees whom he described as the people who think out of the box and go the extra mile to better serve the government, the people and the country. Photo shows the Executive Secretary with the awardees (L-R) Regional Director Arnel B. Garcia, Provincial Director Grace F. Baluyan, Undersecretary Alicia D. Bala, OIC Schools Division Superintendent Ramir B. Uytico, and Regional Director Brenda N. Manzano.

In recognition of their exemplary performance and integrity-laden leadership, five government officials from across the nation were conferred the 2012 Gawad CES Award in a ceremony held at the Heroes Hall in Malacanan Palace, July 31.

Representing His Excellency President Benigno S. Aquino III, Executive Secretary Paquito N. Ochoa, Jr., presented the award to Undersecretary Alicia D. Bala from the Department of Social Welfare and Development (DSWD), Provincial Director Grace F. Baluyan from the Department of Trade and Industry (DTI) – Kalinga, Regional Director Arnel B. Garcia from DSWD – Region II, Regional Director Brenda N. Manzano from the Department of Science and Technology (DOST) – Region IX, and OIC Schools Division Superintendent Ramir B. Uytico from the Department of Education (DepEd) Division of Dumaguete City.

Assisted by Presidential Communications Operations Office (PCOO) Secretary Herminio B. Coloma, Jr.; DepEd Secretary Br. Armin A. Luistro FSC; DSWD Secretary Corazon J. Soliman; and DOST Secretary Mario G. Montejo, Executive Secretary Ochoa handed to each of the awardees the Gawad CES Plaque of Recognition with the Presidential Seal, a medal and Php100,000 check.

Prior to the awarding ceremony, Executive Secretary Ochoa also led the oath taking of 109 government officials for their respective original appointment and promotion to, and adjustment in CES rank.

Reflections of good governance

Making their agencies proud—and their respective regions even better—,this year’s Gawad CES awardees were selected through a rigid three-level selection process and were recognized on account of their outstanding accomplishments and invaluable contributions to achieving significant reforms and service both in the local and national levels.

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Undersecretary Alice Bala has initiated the Recovery and Reintegration Program for Trafficked Persons (RRTP), and a significant number of regional conferences and forums that addressed the protection of the rights and welfare of family, women, children, elderly, and persons with disabilities. Under her leadership as National Project Director of the Organizational Reform Agenda, she has overseen the realization of the National Sector Support for Social Welfare and Development Reform Project (SWDRP) covering conditional cash transfer, national household targeting system and strategic support systems.



Regional Director Arnel Garcia has spearheaded the implementation of the Disaster Recovery Program for Cagayan Valley Region; and has taken active part in transforming Region II as a citadel of awardees for the Presidential Award for Child-friendly Municipalities and Cities; and in creating the Regional Convergence Committee on Poverty Reduction (RCCPR), which became an effective tool in carrying out programs on poverty reduction and social protection.



Provincial Director Grace Baluyan has been instrumental in the selection of the Province of Kalinga as pilot province for the Rural Micro-Enterprise Promotion Program (RuMEPP) for the Cordillera Region, making sure RuMEPP impacts significantly on the livelihood of the people of Kalinga. She is also recognized for her role in the establishment of the Regional Coffee Industry Development Project, which helped the province build on a vibrant coffee industry; and her efforts to adopt the Local and Regional Economic Development (LRED) tool to make sure that programs and projects are more responsive to the needs of the beneficiaries.



Regional Director Brenda Manzano's efforts to improve the DOST-IX service standards by using international benchmarks have resulted in, among others, the attainment of the Philippine Quality Award (PQA) and the ISO/IEC 17025:2000 certification (General Requirements for the Competence of Testing and Calibration Laboratories). She has also strengthened the region's technology promotion and commercialization program through the Small Enterprise Technology Upgrading Program (SET UP); and managed the timely development and implementation of various cost-efficient IT-based systems in the regional/provincial offices.



OIC Schools Division Superintendent Ramir Uytico conceptualized the Maximizing Totality of Skills (MTS) project, which improved the methods of teaching through indigenized pedagogical interventions and encourage the learners to develop deep appreciation of local culture and arts. He also devised prototype instructional materials on K to 12 Levels of Assessment, which helped teachers address concerns on and prepare materials that adhere to K to 12 curriculum. He also initiated three banner projects: Human Resource Information and Development System (HRIDS), Home-Stay Program and Reading for Better Understanding to develop teacher welfare tracking, the reduction of dropouts and the improvement of reading comprehension.

The Gawad CES is a presidential award that recognizes distinguished career executives who embody the CES tradition of competent leadership and faithful public service. Given annually, Gawad CES aims to encourage among members of the CES community consistent performance and honor in public service. 🌐

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 Associate 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) 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. 🌐



3rd CES Club: Rediscovering a big pART of us

Is it possible to carve from a hard piece of wood, a bird—complete with its beak, claws, eyes and feathers that are as soft and light as the real one? Is it possible to immortalize family values and traditions through framed pieces of artwork? Is it possible to—amidst a fully-booked calendar of work and things to accomplish—have some time to know more of your colleagues and together appreciate arts and discover thought-provoking historical facts such as “the Philippines indeed owns Sabah and Panatag Shoal?” Okay, it may not be too thought-provoking a fact at all, but how about buying a bonsai plant—usually priced in the city at thousands—for only P100? Is that possible? If you’re one of the 20 Career Executive Service Officers who joined the CES Club last July 23, 2013, you’ll definitely say, yes, these are all possible.

Themed “Philippine Art: Folk and Fine,” the 3rd conduct of the CES Club brought the CESOs, many of whom came from the Luzon and Mindanao regions, to the place where the finest art works and artist were born—the provinces of Rizal and Laguna. The trip, according to Career Executive Service Board Executive Director Maria Anthonette Velasco-Allones, aimed to not only develop a deeper appreciation of the Philippine culture and arts, but to also provide time for the CESOs from different agencies to get acquainted with each other and strengthen their camaraderie.

Getting acquainted with each other of course begins with a simple conversation. And the learned commentary from the service bus’ on board resource person, University of the Philippines History Professor Arnold Esguerra, proved one engaging way to start a meaningful talk with ease and fun. The trip going to Rizal was brightened up with bits of “Did-you-know-that?” to keep the participants wide awake and enthusiastic in sharing with the professor and their fellow public leaders, their insights on Philippine culture and arts.

Rizal

The family that paints together, stays together. This saying holds true for the trip’s first stop—the town of Angono, where the group visited the art museums of two of the most renowned family of artists in the region, the Miranda and Blanco families. A feast for the eyes (as well as one’s sense of pride and nationalism), the museums house a wide array of art masterpieces—paintings, wood carvings and papier mache that depict still life, history, nature, religion and abstract thinking—that are locally admired and

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internationally recognized for their impeccable blend of colors, media and meaning.

Next stop was Tanay, where the participants had the chance to visit the town's historical church, and meet up with a group of its local artists. The members of the group, which according to the tour facilitator are not graduates of Fine Arts—but without a doubt are maestros of arts themselves—are ordinary town folks—tricycle drivers, vendors, farmers, former teachers, and former OFWs, struggling to develop and promote their works of art.

Unlike the artwork of the Miranda and Blanco families, which were displayed and preserved inside a well-maintained museum, the paintings of the local artists of Tanay took shelter in one of the rooms of an old building standing next to the church. They were nevertheless equally astounding—images of people and nature, abstract and still life, painted on canvasses and illustration boards using watercolor, pen and ink, the masterpieces of the local artists of Tanay certainly drew the attention of the visiting career executive service officers.

"This (experience) is really worth it. We're able to appreciate arts as well as the people behind these great works of art," remarked Vilma Gorospe from the Department of Budget and Management as she showed a painting she bought from one of the local artists, her simple way of showing her admiration and support to the maestros of Tanay, Rizal.

Prof. Esguerra's Did you know that?

- Laguna is the Spanish term for lake, and so for some language geeks, Laguna Lake is superfluous?
- There are several ways of wearing a *sarong*, and during the ancient times, tying it around one's shoulder—which allows the corresponding hand freedom to move and work—depicts that the wearer is an *uripon* or a slave?
- Mt. Makiling is not named after the enchantress Maria Makiling, but after the mountain's own unique feature—uneven or leaning, the Tagalog term of which is *kiling*?
- Long before the Spanish arrived, Filipinos already have a writing system known as *Baybayin*, which is now often mistaken as *Alibata*?



Laguna

Treated and sated by a heavy lunch from Rizal, the group took a scenic drive around Laguna de Bay to reach their next destination, the province of Laguna. The trip was long and cold—made even colder by the drizzle outside. Fortunately, the group had a quick stop at a bamboo farm, where participants got themselves warm through cups of hot tea teeming with pandan, guava, and of course, bamboo flavors.

First stop in Laguna was in the town of Pakil, where the career executives witnessed the unique art of whittling. Using a small and hard branch of Cayatana tree, a crafts-woman showed how she neatly yet creatively carved and shaved the wood, and in just a matter of minutes, came up with a butterfly, a bird, and a hair ornament (*payneta*). Everyone's in awe, especially when they learned that this form of art has already gained admiration both from local and foreign crafts enthusiasts. It was also noteworthy that the art of whittling has helped create a sustainable livelihood for the town folks. However, locals aired that while whittling has opened the doors to expand the carving industry in this part of Laguna, they shared that they are now having difficulty passing and preserving the skills needed in this craft. "The youth of today have different interests," one of the craftsmen said. The visiting CESOs hoped for the best in this town of skillful and artistic hands. In support of their livelihood, the participants didn't waste time to purchase different | 8

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hand-carved wood products—small fan, eagle, butterfly, dove and peacock—as souvenirs of Pakil’s unique and amazing whittling industry.

From Pakil, the group drove to Paete, visited its ancient church and said a prayer of hope and peace for their family, and of course for the government and the country. They also didn’t miss the chance to shop for great bargains, such as the P15/kilo *santol* and *rambutan* and the P100-bonsai plant.

The sky was getting dark but the participants were still in high spirits as they hit the road and visited Lumban, a place where artworks are not only admirable but are also wearable. Also known as the Embroidery Capital of the Philippines, Lumban boasts of fine *Jusi* and *Piña* cloth with intricate designs that

are embroidered by hand and are sewn either as *Barong Tagalog* or *Baro’t Saya*. Definitely, the government officials, who are at times required to be in *Filipiniana* attire, grabbed the chance to get the best embroidered art pieces of Lumban.



The last stop was at a Spanish-era house where the group had a late *merienda* of native delicacies, such as *suman*, *es-pasol*, *bibingka* and *kesong puti*.

The trip going back to the CESB office in Quezon City was sure long and rainy. It was chilly, yes, but for the men and women of CES who joined the trip, the

magnificent art works of Rizal and Laguna, which are reflections of their people’s ingenuity and craftsmanship, kept their appreciation of arts as significant part of Filipino culture alive and burning. 🌐

I-Gabay Session XVI Visits the Crown Jewel of the Visayas

The Integrated Gabay ng Paglilingkod Training Course (I-Gabay) Session XVI commenced last 25 July amid the scenic backdrop of the sun, surf and sand of Panglao Island in the Province of Bohol, the iconic “Crown Jewel of the Visayas”.

CESB Executive Director Maria Anthonette Velasco-Allones initi-

ated the course as she lectured on the key elements and the value of the strategic planning process as a primary requisite to organizational excellence. She stressed the major roles and accountabilities of executives in leading their teams, developing and mainstreaming the systems, and in creating the fertile environment for harnessing the planning process as a platform to achieve an organization’s governance and development goals.

Technical proficiency in and a deep appreciation of the importance and uses of the strategic planning process among executives draw the line between successful and average organizations, since executives “carry the torch in leading their organizations closer to their envisioned future”. She concluded with a discussion of the innovations and evolving approaches in the strategic planning process which

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reinvent the traditional tools and challenge the established parameters and contexts of management. She concluded her lecture by inspiring the executives to continue learning, innovating and benchmarking with the best with the adage - *“There is a crack in everything, and that’s how the light comes in.”*

The other resource speakers also discussed an array of topics aimed at sharpening expertise and deepening experience-based applications of key concepts, approaches and tools in public management. They include: CESB Deputy Executive Director Arturo M. Lachica who conducted the Workshop on the Ad-

ministrative Justice System: Concepts and Cases; Supreme Court Chief Justice Staff Head Alexander M. Arevalo and Redfox Technologies - Philippines Manager John J. Macasio who lectured on E-Governance and Harnessing ICT for Managers/ Academy of ICT Essentials for Government Leaders; Mr. Enrique V. Abadesco, Chief Learning Officer of Human Resource Innovations and Solutions Inc. (HURIS) who discussed Strategic Human Resource Management for Public Managers; and Executive Director Rosa Maria M. Clemente of the Philippine Government Electronic Procurement System (PHILGEPS) Secretariat whose lecture on Public Financial Management for Public Managers

focused on the PHILGEPS.

The Community-Organizational Attachment Module (COAM) of the I-Gabay Course focused on an assessment of the Cultural-Heritage-Ecological Tourism Development Program of the Municipality of Baclayon. The executives engaged different individual, institutional and sectoral stakeholders from the provincial, municipal and the community levels in undertaking an evaluation research on the said program as a strategic driver for economic promotion, cultural-heritage-ecological conservation, poverty alleviation and sustainable development. 🌐



CES Circle Forum goes 42nd

The Career Executive Service Board conducted the CES CIRCLE Forum with the theme: “Mainstreaming e-(Effective+ Efficient)-Governance for Performance Excellence in the Public Sector” at The Heritage Hotel Manila in Pasay City.



The event was the fifth for 2013 and the 42nd in the CES CIRCLE Forum series. CESB Executive Director Atty. Maria Anthonette Velasco-Allones, CESO I, welcomed the guests and participants. Development Academy of the Philippines President Antonio D. Kalaw, CESO I, delivered the opening remarks while Department of Budget and Management Director Atty. Rowena M. Candice Ruiz, CESO III, the Forum Chair, introduced the program speakers.

In her presentation, Regional Director Purificacion S. Molintas of the Department of Tourism in the Cordillera Administrative Region discussed the Six Core Principles for Good Governance in the Public Sector. She also highlighted the Pareto Principle also known as the 80–20 rule, which states that 2 out of 10 tasks will have greater potential consequences than the other 80 percent.

Meanwhile, Mr. Gerardo A. Plana, the Chief Executive of the Investors in People Philippines, distinguished the difference from Efficient and Effective when setting targets. Efficient means doing things right (process-based) while Effective means doing the right thing (outcome-based). He also discussed that the way to progress forward in the future is not to limit ourselves to good governance, which is specifically confined to compliance-orientation, like on good ethics and following rules. He shared that good practice is where the real scores come in, that compliance is a minimum but good practice is what separates the winners from the ordinary. He also highlighted some good practice standards on people management.

An enthusiastic crowd of 76 government executives from various agencies in NCR down to Region XIII filled the venue and contributed to the success of the learning experience.

CIRCLE stands for Creative Innovations and Reforms for Committed Leadership and Effectiveness and is a forum series of learning sessions conducted by the CESB for third-level executives. 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 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*.

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

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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.

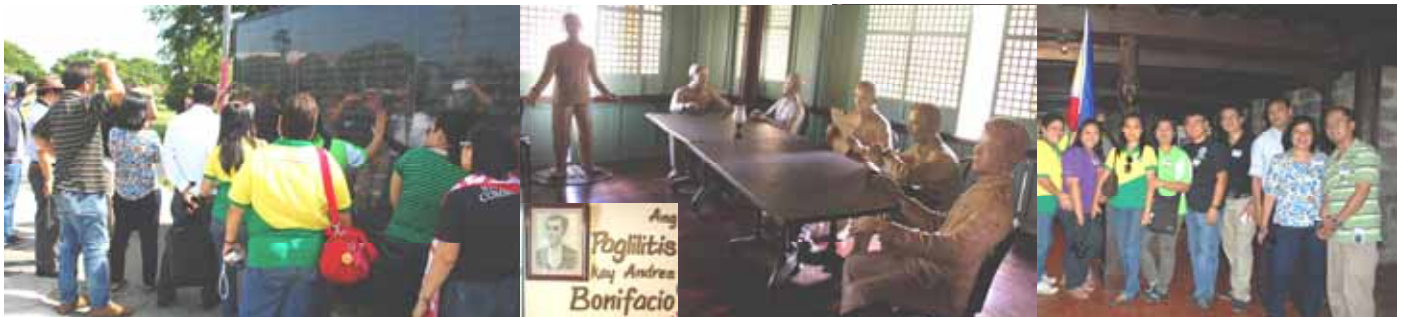
With the clock ticking towards noontime, the group's stopover at Naic Elementary School rendered the present-day public leaders a fresh, yet deeper understanding of the life and tragic martyrdom of the founder of Katipunan, Andres Bonifacio. The school, which common passersby might perceive only as an 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.

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



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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 transportation 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." 🌐



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.

Provincial Director Grace Baluyan commenced her presentation by saying, "We all work but there are some things that I



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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.

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 | 16



15 | **GAWAD CES awardees inspire CES community....**

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.



CESB joins CSC's R.A.C.E. to Serve III Fun Run

The Career Executive Service Board (CESB) led by Executive Director Atty. Ma. Anthonette Velasco-Allones, *CESO I* took part in the 3k category of the R.A.C.E. to Serve III Fun Run of the Civil Service Commission in celebration of the 113th Philippine Civil Service Anniversary (PCSA) on September 7, 2013 at the Quirino Grandstand, Rizal Park, Manila.

Vice President Jejomar C. Binay has once again led the civil servants in this year's run, while Department of Health Assistant Secretary and Spokesperson Eric Tayag, also known as the "Dancing ASec," led the warm up exercises. Also in attendance were Chairman Francisco T. Duque III and Public Attorney's Office Chief Persida Rueda-Acosta.

This year's fun run is a fund raising activity anchored on the theme of this year's celebration *Tatak Lingkod Bayani: Isabuhay, Ipagmalaki at Ipagbunyi*, which aims to promote, showcase, and celebrate heroism in public service, and to highlight stories of triumph and sacrifice among the men and women in government.

The R.A.C.E. to Serve III Fun Run is the official jumpstart of the 113th Philippine Civil Service Anniversary celebration. The event is now on its third year.



The amazing race. The CESB, led by Executive Director Atty. Ma. Anthonette Velasco-Allones, *CESO I*, joins the R.A.C.E. to Serve III Fun Run of the Civil Service Commission, September 7, 2013, Quirino Grandstand, Rizal Park, Manila.



**Conferred through
Resolution No. 1091
July 8, 2013**

ADELA F. AGUILA
Education Program Supervisor I
Department of Education
Batangas City Division

JESSIE L. AMIN
OIC, Assistant Schools Division
Superintendent
Department of Education
Cauayan City Division

AMANELLA D. AREVALO
Director III, Budget Technical Service
Dept. of Budget and Management

EMMANUEL Y. ARTIZA
Division Head
Corporation Finance Department
Securities and Exchange Commission

ROMULO A. BRITANICO
OIC, Provl. Agrarian Reform Officer II
Department of Agrarian Reform
Albay

NERINO B. DACIEGO
Police Superintendent/ Chief
Medico-Legal Officer
Philippine National Police
La Union

MARY ANNE Z. DELA VEGA
Director III
Budget & Management Bureau
Dept. of Budget and Management

NEW CES ELIGIBLES

AGNES A. DELEON
City Local Govt. Operations Officer
Department of the Interior and Local
Government
DILG Santiago City Provincial Office

BARBARA MAE P. FLORES
Assistant Regional Prosecutor
Regional Prosecution Office XI
Department of Justice

REYNALDO G. GICO
Secondary School Principal III/
OIC, Assistant Schools Division
Superintendent
Department of Education
Division of Iloilo

RENATO L. LIMSIACO, JR.
Division Chief IV
Management Services Division
Philippine Health Insurance
Corporation
PHIC Regional Office VIII
Tacloban City

RONALDO A. LIVETA
Chief Education Program Specialist,
Office of Student Services
Commission on Higher Education

ALBERTO A. MACOB
Assistant Schools Div. Superintendent
Department of Education
Division of La Union

JAY S. MONTEALTO
Intelligence Officer I
Philippine Drug Enforcement Agency
PDEA Regional Office IX

CRESTITO M. MORCILLA
Education Supervisor II/
OIC, Assistant Schools Division
Superintendent
Department of Education
Division of Sorsogon

EXEQUIEL R. SARCAUGA
Regional Director
Department of Labor and Employment
DOLE Regional Office VII

MANUELA M. SILVA
Deputy Executive Director
Philippine Commission on Women

GERMAN F. YAP
Local Govt. Operations Officer V
Department of the Interior and Local
Government
DILG Romblon Provincial Office

**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
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 VI/ 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



NEW CES ELIGIBLES

DENNIS S. MAS
 Regional Vice President
 Department Manager III
 Philippine Health Insurance Corporation
 Philhealth Regional Office VI

NORDY D. SIASON, JR.
 Principal IV, Iloilo National High School
 Department of Education
 DepEd Division of Iloilo

CHRISTIAN O. FRIVALDO
 Director II (Deputy Regional Director)
 Philippine Drug Enforcement Agency
 Regional Office V, Legaspi City

JOSE FREDDIE M. MOCON
 Assistant Schools Div. Superintendent
 Department of Education
 Division of Negros Occidental

ROMEO A. SOLIS
 OIC – City Director
 Provincial Director
 Department the Interior and Local Government
 Agusan del Norte and Butuan City

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

RONALD A. NAGUIT
 Project Development Officer IV
 Housing and Resettlement Division
 Pasig River Rehabilitation Commission

TARCISIA A. TAMPOS
 Assistant Regional Director
 OIC, Regional Director
 Parole and Probation Administration
 Region Regional Office IX
 Pagadian City

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

JOANNE L. RAÑADA
 SEC Chief Counsel
 Securities and Exchange Commission
 Mandaluyong City

NEWLY-APPOINTED CESOs

July 31, 2013

NERI ANNE M. ALIBUYOG, CESO V
 Schools Division Superintendent
 Department of Education

VINA LIZA RUTH C. CABRERA, CESO III
 Acting Director IV
 Intellectual Property Office
 Department of Trade and Industry

RUTH L. FUENTES, CESO V
 Acting Director II
 National Educators Academy of the Philippines
 Department of Education

RAUL C. ASIS, CESO I
 Undersecretary
 Department of Public Works and Highways

LIONEL L. DALOPE, CESO V
 Acting Local Government Operations Officer VIII
 Department of the Interior and Local Government

JDONNA M. GORDOVE, CESO IV
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 Protected Areas, Wildlife and Coastal Zone Marine Sector
 Department of Environment and Natural Resources

REYNALDA R. BANGUNAN, CESO V
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 Department of Education

RUFINA T. FEGCAN, CESO V
 Acting Local Government Operations Officer VIII
 Department of the Interior and Local Government

LEO VAN V. JUGUAN, CESO V
 Acting Regional Director
 Mines and Geosciences Bureau
 Department of Environment and Natural Resources

OSE C. CABANAYAN JR., CESO III
 Deputy Administrator
 National Mapping and Resource Information Authority

NEWLY-APPOINTED CESOs

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Acting Schools Division Superintendent
Department of Education

CESAR H. MEDINA, CESO V
Schools Division Superintendent
Department of Education

MARSETTE D. SABBALUCA, CESO VI
Acting Assistant Schools Division
Superintendent
Department of Education

REY S. MARANAN, CESO V
Acting Local Government Operations
Officer VIII
Department of the Interior and Local
Government

CESARIO R. PAGDILAO, CESO IV
Acting Director III
Philippine Council for Agriculture, Aquatic
and Natural Resources Research and
Development
Department of Science and Technology

MARIA LUISA P. SAMANIEGO, CESO VI
Acting Assistant Schools Division
Superintendent
Department of Education

VICTOR B. MARIANO, CESO III
Acting Director IV
Department of Science and
Technology

EVANGELINE P. PALENCIA, CESO V
Schools Division Superintendent
Department of Education

DENNIS D. VILLASEÑOR, 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

BENJAMIN D. PARAGAS, CESO V
Schools Division Superintendent
Department of Education

EDILBERTO D. TAYAO, CESO III
Acting Director IV
Department of Public Works and
Highways

JULITA A. RAGANDANG, CESO III
Regional Director
Department of Agrarian Reform

NEWLY-APPOINTED CESOs

AUGUST 23, 2013

ANTONIO A. ABAWAG, CESO IV
Director III
Department of Environment and
Natural Resources

DRUSILA ESTHER E. BAYATE, CESO V
Acting Regional Director
Bureau of Fisheries and Aquatic
Resources

VILMA B. CABRERA, CESO II
Assistant Secretary
Department of Social Welfare and
Development

MAXIMO C. ALJIBE, CESO III
Director IV
Commission on Higher Education

ARTURO B. BAYOCOT, CESO V
Acting Schools Division Superintendent
Department of Education

LINA V. CASTRO, CESO II
Deputy Executive Director V
National Statistical Coordination Board
National Economic and Development
Authority

CARMINA B. ALONZO, CESO IV
Acting Director III
Commission on Higher Education

ISABELITA M. BORRES, CESO III
Director IV
Department of Education

ARTURO O. GABRIELES, CESO III
Deputy Administrator
Parole and Probation Administration

RAUL C. ALVAREZ JR., CESO III
Acting Director IV
Commission on Higher Education

FRANCIS CESAR B. BRINGAS, CESO VI
Acting Assistant Schools Division
Superintendent
Department of Education

DANILO A. JAVIER, CESO IV
Acting Director III
Department of Environment and
Natural Resources

CARMENCITA A. BARISO, CESO IV
Acting Director III
Department of Energy

CLEMENCIA A. CABUGAYAN, CESO IV
Director IV
Presidential Management Staff

EVANGELINE P. LADINES, CESO VI
Assistant Schools Div. Superintendent
Department of Education

NEWLY-APPOINTED CESOS

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

NEWLY-APPOINTED CESOS

SEPTEMBER 24, 2013

PETER PAUL D. BALUYAN, CESO V
 Acting Director II
 Department of Finance
 Bureau of Local Government Finance

TITA N. CALLUENG, CESO IV
 Acting Director III
 Department of Health

DANILO D. CARDENAS, CESO IV
 Deputy Executive Director III
 Philippine Council for Agriculture,
 Forestry and Natural Resources
 Research and Development
 Department of Science and
 Technology

MARIA ANGELITA C. CELLS, CESO IV
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 Department of Budget and
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LORMELYN E. CLAUDIO, CESO IV
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 Department of Environment and Natural
 Resources

RADNE B. JOMUAD, CESO VI
 Acting Assistant Schools Division
 Superintendent
 Department of Education

VINCENT ANDREW T. LEYSON, CESO IV
 Director III
 Department of Social Welfare and
 Development

DARIA R. MINGARACAL, CESO V
 Acting Director II (Provincial Director)
 Department of Trade and Industry

JUAN C. RAÑA, CESO IV
 Acting Director III
 Department of Environment and
 Natural Resources

FERDINAND S. SALCEDO, CESO IV
 Acting Director III
 Department of Health

ANTHONY CINCO SALES, CESO III
 Acting Director IV
 Department of Science and
 Technology

FELICIANO A. TAMONDONG, JR., CESO VI
 Acting Assistant Schools Division
 Superintendent
 Department of Education

Rediscovering One's Self - the 9th CES Wellness Camp Session in Bohol

Effective leadership has long been linked to organizational performance and productivity. Given the daily stress and work pressure faced by our government executives, it is necessary for them to adopt lifestyle changes and develop coping strategies that will allow them to exhibit exemplary performance and still maintain a healthy and happy sense of well-being. Primed by the success of the most recent Wellness Camp last 22-26 April 2013 in Batanes, the Career Executive Service Board (CESB) conducted the 9th Career Executive Service (CES) Executive Leadership, Wellness and Work-Life Balance Camp last 25-27 September at the Alona Kew White Beach Resort in Panglao Island, Province of Bohol.

Coach Randy Esguerra, a Life Coach at Success Coach Philippines accentuated the importance of developing skills and strategies that will maximize productivity and manage stress. He affirmed that adopting measures in managing one's activities, prioritizing effectively, and balancing work and personal life greatly reduce stress.

Focusing on one's motivations and developing a positive perspective towards one's job change the way individuals perceive and understand the concept of work. By looking at one's occupation in a positive light, leaders tend to become more energized and inspired to go to work and more resilient when faced with stress and difficulties. Optimism influences people to become active participants in their organizations and adopt nurturing and proactive attitudes towards the attainment of their team's goals and targets. This is the core message of Mr. Lloyd Luna, President and CEO of LLOYDLUNA Communications who lectured on "Why Am I Working?". Mr. Lloyd Luna was joined by a group of resource persons who are advocates of effective leadership and wellness.

On this note, psychologist Ms. Sophia Sim-Bate discussed the challenges and gifts of reaching the golden years in her talk entitled, "Golden Years: Letting the Gold Shine Through."

For his part, Assistant Secretary Dr. Enrique Tayag of the Department of Health



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(DOH) provided an overview on “Healthy Lifestyle: Lifestyle Choices and Eating Habits for the Busy Executives” in a lecture which discussed the common middle to senior age health risk factors, importance of healthy eating choices and eating patterns, and debunking myths on what makes us ‘fat.’

GAWAD CES Presidential awardee and Department of Trade and Industry-Kalinga, Provincial Director Grace F. Baluyan moved everyone with a lecture on “Harnessing One’s Leadership Potential: Leadership Excellence for Improved Productivity” which identified the leadership qualities and tools for im-

proving team performance. Mr. Alexander Arevalo, ICT consultant for the Office of the Chief Justice of the Supreme Court of the Philippines enriched the lectures on leadership with an awareness and skills-building session on “Completed Staff Work (CSW) for Executives” which equipped the participants with the necessary tools and strategies in submitting timely and quality outputs to ensure approval of one’s superiors.

Aside from the lectures, the CESB also provided workshops aimed at unleashing, enriching and showcasing the participants’ creative skills and talents. Atty. Vincent M. Tañada, founder of the Philippine Stagers Foundation Inc. led the theatre workshop, while Mr. Buddy Ching of the Art Association of the Philippines facilitated the visual arts workshop. In the spirit of pursuing total wellness, the campers also participated in daily yoga sessions with Mr. Luisito Palermo, a yoga expert from the Ananda Marga Wellness Center.

In achieving the objective of collectively energizing the participants and creating a venue for sharing inspiring leadership experiences and best practices, the CESB held a fellowship night for the campers. It was definitely a camp to remember for the participants who left Bohol fully re-energized and ready to face the challenges ahead. 🌐



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 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



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, 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. 🌐

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.

12th Annual CES Conference slated for November

Celebrating the CES' four decades of competent and honest public service

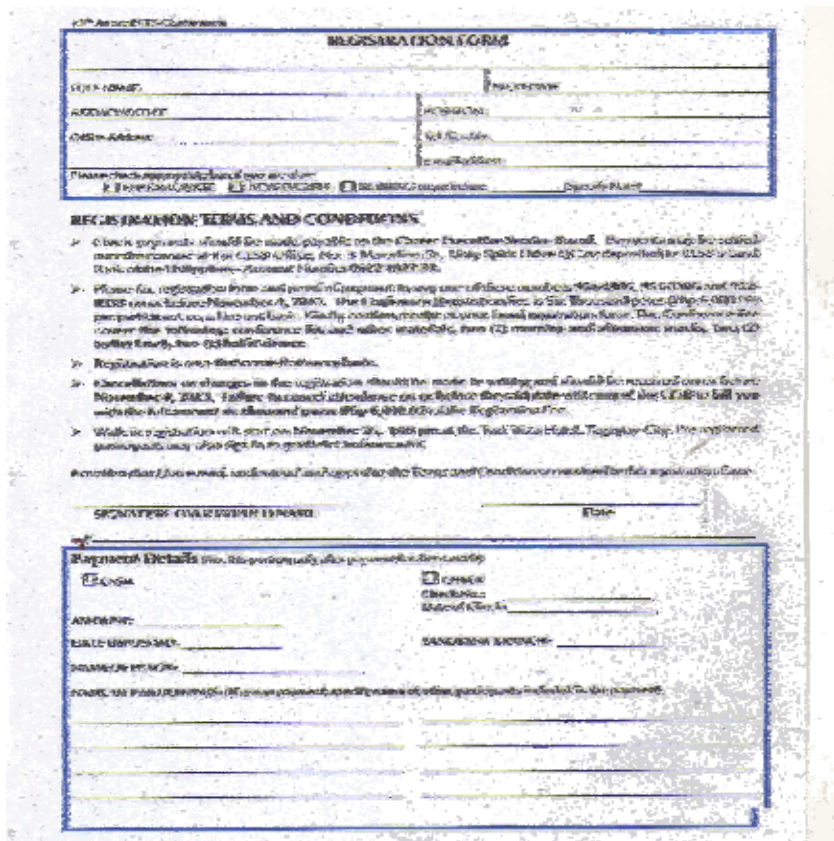
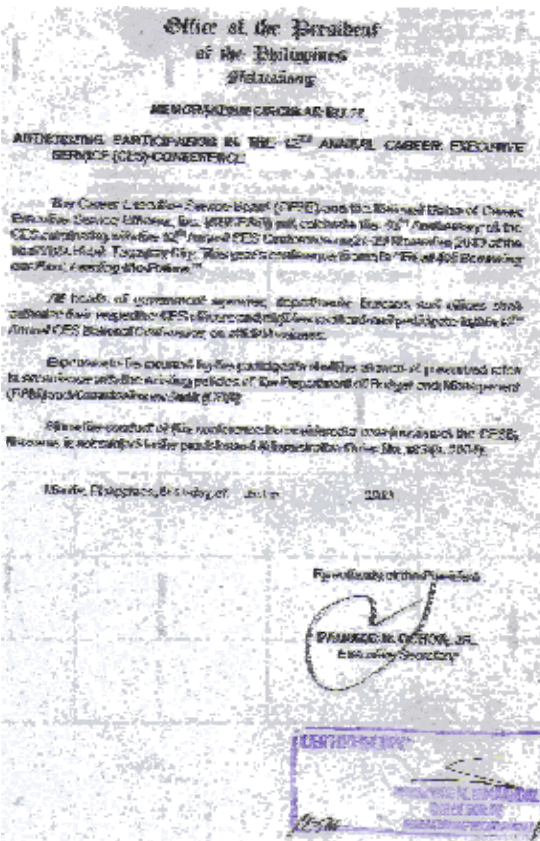
In celebration of the 40th founding anniversary of the Career Executive Service (CES) this year, the Career Executive Service Board (CESB) and the National Union of Career Executive Service Officers, Inc. (NUCESO), will hold the 12th Annual CES conference on November 27-29, 2013 at the Taal Vista Hotel, Tagaytay City.

Per Memorandum Circular No. 51 dated July 16, 2013, all heads of government agencies, departments, bureaus and offices shall authorize their respective CES officers to attend and participate in this annual conference themed "Fit@40: Renewing our past, leading the future," on official business.

Expenses to be incurred by the participants shall be allowed at prescribed rates in accordance with the existing policies of the Department of Budget and Management (DBM) and Commission on Audit (COA).

Since the conduct of this conference is considered a core function of the CESB, the same is not subjected to the provisions of Administrative Order No. 103. (s. 2004).

For further details, please contact the CESB's Performance Management and Assistance Division (PMAD) at (02) 951-4986, 951-4981 local 110, 111 and 126, or visit www.cesboard.gov.ph.



SLEX Tree Planting 2013

As one of the activities to kick off the 40th year CES Anniversary Celebration, the Career Executive Service Board (CESB) will be joining the tree planting activity of the Department of Environment and Natural Resources (DENR) on 9 November 2013. The DENR, now on its fourth year of greening the roadsides of the South Luzon Expressway (SLEX) since 2010 is backed by the consistent support of the Rotary Club of Makati-Rockwell and the South Luzon Tollway Corporation (SLTC).

The CESB and other participating organizations have committed to plant and grow another 4,800 tree seedlings along the 16-kilometer stretch of the expressway northbound starting from Sta. Rosa, Laguna going to Alabang, Muntinlupa. The activity is part of CESB's greening efforts in keeping with the government's National Greening Program under Executive Order No. 26 s. 2011 whose goal among others is the climate change mitigation and adaptation.

The CESB is inviting all Career Executive Service Officers (CESO)

based in the National Capital Region (NCR) to participate and take an active involvement in this activity. If interested, kindly fill out the Registration Form, and fax to 951-3306 or 931-5732.

For further inquiries, you may call CESB's Finance and Administrative Division (FAD) at telephone number 951-4981 locals 130/831; or by email at cesb.fad@gmail.com.

SLEX Northbound Tree Planting (Sta. Rosa – Alabang)
 7:00 a.m. -10:00 a.m. * 09 November 2013

REGISTRATION FORM	
Name	
Nickname	
Signature	
Agency/Office	
Position	
Tel. / Fax No.	
Cell Phone No.	
E-mail Address	
Date Accomplished	
<p>Please accomplish this Registration Form and fax it to CESB at 951-3306 or 931-5732 or email at cesb.fad@gmail.com on or before 28 October 2013. For further information you may: call us at 951-4981 locals 130/831 or visit our website at: www.cesboard.gov.ph</p>	

The Public Manager

The Public Manager is the official newsletter of the Career Executive Service. It is published by the CES Board Secretariat and re-entered as Second Class Mail Matter at the Quezon City Central Post Office with Postage Charge Account No. SPS Permit No. 06-03-053 dated December 31, 2013.

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:

The Editor-in-Chief, The Public Manager, Performance Management and Assistance Division, Career Executive Service Board, No. 3 Marcelino St., Holy Spirit Drive, 1127 Quezon City.

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Name here

Who will be the next Gawad CES awardees



It's the time of the year when we give due recognition to those who give their best in public service.

The Career Executive Service Board (CESB) is now accepting nominations for the 2013 Gawad Career Executive Service (CES). A presidential award given annually, Gawad CES recognizes members of the CES who have shown exemplary performance and rendered significant contributions in the areas of innovation, information and communication technology, social service, administrative reforms and public policy.

The Gawad CES nomination is open to all Career Executive Service Officers (CESOs) and third level eligibles who are presidential appointees and appointed to CES positions. A plaque of recognition from His Excellency President Benigno Aquino III and Php 100,000 await this year's Gawad CES awardees.

To obtain nomination forms and for further details, please contact the CESB's Performance Management and Assistance Division (PMAD) at (02) 951-4986, 951-4981 local 110, 111 and 126, or visit www.cesboard.gov.ph.

