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Interview in progress. Participants of the Targeted Selection Interview (TSI) Training held last April 21-22, 2014 at the Harolds Hotel in Cebu City.

CESB expands Panel of Interviewers

By Darius R. Maya
and Sharina Mae E. Ponferrada
Photo by Frederick Kin Fajiculay

The CESB, in partnership with the Development Dimensions International (DDI) conducted the Targeted Selection Interview (TSI) training on March 27-28, 2014 at the Widus Hotel in Clark, Pampanga.

The sessions were handled by Ms. Maria Lourdes Rada of the DDI together with CESB head, Atty. Tonette Velasco- 2

Leaders Fit to Lead Through Optimal Wellness

Text and Photos By Romil F. Tuando

The Career Executive Service Board (CESB), mindful of its credo and commitment to healthy living for effective leadership and work performance, brought 34 CES Officers (CESOs) and Eligibles to Tugawe Cove Resort, Caramoan Islands, Camarines Sur on 27-30 April 2014 for the 10th CES Leadership, Wellness and Work-Life Balance Camp.

The 10th CES Leadership, Wellness and Work-Life Balance Camp, themed *Fit to Lead*, 2



Rock, CESO, rock! Participants of the 10th CES Leadership, Wellness and Work-life Balance Camp posed for a souvenir shot at the beautiful rock formation in Matukad Island, Camarines Sur.

1 ➡ CESB expands...

Allones. Thirty six individuals consisting of active and retired Board Members and CESO exemplars were purposively handpicked to participate in this two-day training.

Following the successful conduct of the Targeted Selection Interview (TSI) training in Clark, the CESB also recently trained an additional 17 potential interviewers from Visayas and Mindanao last April 21-22, 2014 at the Harolds Hotel in Cebu City. The sessions were facilitated by CESB head, Atty. Tonette Velasco-Allones together with Deputy Executive Director, Atty. Art Lachica.

The TSI seeks to introduce a structured, systematic and behavior-based interviewing system applicable to the Assessment Center and Panel Interview stages of the CES eligibility examination process. The TSI framework is anchored on the knowledge, capacity/skills, experience, and attitude of a candidate/interviewee. Strategies and techniques to further equip qualified interviewers with effective interviewing skills were presented in the same training. The purpose of the TSI training is to expand the pool of Panel Interviewers and eventually allow the decentralization or regional con-

duct of the same, this, cutting the travel costs of CES candidates.

The Panel Interview is the last stage of the Career Executive Service (CES) eligibility examination process.

The Panel is usually composed of three interviewers who are tasked to determine and assess the applicant's managerial skills and competence including his/her confidence, creativity, self worth and outlook towards work and organization. It is also an opportunity to provide feedback regarding the applicant's performance on the previous CES eligibility examination stages. Issues concerning managerial capabilities and potential, leadership qualities, office accomplishments and performance as well as the applicant's integrity are discussed during the interview.

The panel of interviewers is primarily tasked to deliberate on whether the CES eligibility of an applicant may be: 1) conferred; 2) deferred; or 3) denied based on existing policies of the Board. Said recommendation is submitted to the Board en banc for deliberation and decision. 🌐

1 ➡ CES Wellness...

aimed to equip campers with knowledge, tools and practical know-how on maintaining a healthy body and mind, nurturing relationships, and managing stress to achieve overall work-life balance.

As a fitting start of the camp, Dr. Julius A. Lecciones, *CESO III*, Executive Director of the Philippine Medical Children's Medical Center, provided a comprehensive learning session on leadership, health and productivity link; patho-physiology of stress; stress management plan and cardiovascular disease risk management plan through his lecture entitled, "Journey to Optimal Wellness: Creating your Fit to Lead Plan."

Dr. Lecciones emphasized that it is imperative for every government executive to have a cardiovascular disease risk management plan to be aware of the risk factors, signs and treatment of metabolic syndrome, which he referred to as "the clustering of a group of risk factors that occur together and increase the risk for coronary artery disease, stroke, type 2 diabetes, kidney disease and poor blood supply to the legs." As such, he ended his discussion by sharing the basic lifestyle advice on diet, fats, salt, alcohol, physical activity, weight, and smoking, among others, to avoid and/or combat metabolic syndrome.

Another exciting topic was done by Mr. Randy A. Esguerra, a ➡

business, life and career coach as he engaged the leaders on his talk on "Stress Management: The Road to a Happier Life." His emphasis led to the recognition on the importance of matching priorities with goals, managing activities, achieving goals through planning and finding balance between work and life. Accordingly, Coach Esguerra cited that "the ability to focus and concentrate is the key to maximum performance," specifically identifying the lack of clarity as one cause of stress at work. He then challenged the leaders to have their matrix of self management through prioritization to determine the activities that affect their productivity.

Another activity to effect optimal wellness is the unleashing of the campers' creative juices through expressions of their talents and styles. Mr. Salvador Ching, Co-Founder of Bahaghari ng Malolos and Former Internal Vice President of the Art Association of the Philippines, led the campers towards the fundamentals and art forms of visual arts which primarily included drawing and painting.

Simultaneous to this, Mr. Jayson Gildore, percussionist of Sir Joey Ayala and Mr. Bryan Jay Paler, Founder of Balay Tuklasan Lika-haan, led the music workshop, letting the campers experienced how to play the musical instruments of the Philippines and neighboring countries and gave

them a chance to create and perform music of their own using these instruments.

As optimal wellness denotes overall mental, emotional, social and spiritual dimensions of health and total well-being, the camp offered exercises which the campers indulged every morning. These were Zumba dance session with Slimmer's World Fitness Instructress, Teacher Eleonor A. Sanchez and breathing exercises, relaxing yoga and collective meditation spearheaded by Yoga Master Luisito A. Palermo.

The CESB further organized two fellowship nights which served as a venue for nurturing the bonds of community and more impor-

tantly, sharing leadership experiences and best practices with each other.

As a culminating activity, the campers experienced the natural wonders of Caramoan Islands, dubbed as the Philippines' Secret Paradise, as they had an island hopping tour to Katanhawan Small and Big Islands, Paniman Village, Matukad Island and Pitogo Bay. 🌐



Realize your potential. Campers unleashed their potential in playing musical instruments with the help of freelance musicians Mr. Jayson Gildore (lower L) and Mr. Bryan Jay Paler (lower R).

I-GABAY Session XVIII – Continuing the Mission of Excellence in the CES

Text by Luzviminda dR. Arbutante and Christopher F. Calugay

Photos by Luzviminda dR. Arbutante

Naga City and the Municipality of Goa, both centers for excellence in governance and innovation in the Province of Camarines Sur, hosted a class of thirty-seven (37) career executives who successfully completed the 18th Session of the Integrated Gabay ng Paglilingkod (I-GABAY) Training Course from 24 April to 2 May 2014. Villa Caceres Hotel in Naga City was home to these learners-in-residence who represented various national government agencies and came from different regions nationwide.

The nine-day course, which constituted the second pillar of the Executive Leadership Program (ELP), commenced with the Module on Managing Strategic Planning for Greater Impact with Atty. Maria Anthonette Velasco-Allones, *CESO I*, CESB Executive Director introducing the science and discipline of planning as a key dimension of strategic management. She challenged the learners to enhance and harness core managerial and leadership competencies necessary to effectively manage successful strategic planning efforts in the context of important issues and problems confronting leader-managers as strategic planners in various public sector organizations.

Consequently, the learners



Creating the environment and partnerships for learning: I-Gabay Session 18 learners pose in front of the Municipal Hall of Goa, Camarines Sur.

gained a deeper awareness of the nation's development thrusts and of how agency plans may be aligned and harmonized with them to create a meaningful and sustainable impact on the environment, the quality of life, and the future of any organization and its various publics.

The Module on Maximizing E-Governance and ICT for Development was discussed by Mr. Alexander M. Arevalo, *CESO III*. He introduced Information-Communication-Technology (ICT) as the primary driver of e-governance, the new frontier of innovation, and as the ultimate "game-changer" in both the public and private sectors. He highlighted the importance of ICT-enabled governance in rationalizing systems, strategies, proc-

esses and program/ project management tools in the public sector to leverage organizations closer to achieving greater relevance and impact on society. He also redefined the benchmarks by which results/ outcomes and the impact of public service may be measured, in the process, charting a new and challenging course for the nation's leader-managers.

The Module on Understanding Public Finance and Procurement Laws and Rules was ably explained by PHILGEPS Exec. Dir. Rosa Maria M. Clemente, *CESE*, stressing the strategic importance and intended results of PHILGEPS as an efficiency-oriented, partnership-driven and integrity-enhancing innovation, which strengthens the foun- ➤

dations of transparent, accountable, inclusive and rational governance and urged leader-managers to harness its uses.

The Workshop on Administrative Justice with CESB Deputy Executive Director Arturo M. Lachica, *CESO II*, introduced the learners to the philosophy, principles and fundamental concepts constituting the ethical foundations of the administrative justice system, administrative discipline and jurisdiction; the classification and typology of offenses and penalties; and to relevant civil service laws, policies and rules. The case studies sharpened the learners' knowledge, skills and experiences in dissecting and resolving problems, issues and dilemmas in organizations with legal, ethical and administrative dimensions; and in exploring and harnessing innovative approaches using legal tools, insights and experiences in strengthening institutional integrity and in ensuring harmonious and productive working environments.

In the Module on Appreciating the Public Policy Process, Dr. Orlando S. Mercado, former Senator and Secretary of National Defense, stressed the importance of the public policy process and explained its salient attributes, attendant challenges and major influencing factors.

Drawing from his experience and wisdom in legislation and executive leadership, he guided the learners in developing a deeper, more incisive and broader understanding and analyses of policy problems and their environment; crafting, streamlining and evaluating the policy process; assessing the future implications of current and emerging policy options, and in determining the most feasible, sustainable and best policy solutions.

With the conclusion of 18th I-GABAY Session, the CESB was again able to lay down another cornerstone in strengthening the foundations of excellence for the CES.

Mr. Enrique V. Abadesco, Chief Learning Officer of Human Resource Innovations and Solutions (HURIS), highlighted the strategic value of human resources at the core of all organizations and systems, their evolving roles and the different issues and emerging challenges influencing them. In the Module on Institutionalizing Strategic Human Resources, he led the learners on a historical journey towards the evolution of strategic human resource management in the "era of the brain" and the emergence of the "knowledge-driven society". The module served as a leadership toolkit for public managers on why and

how they can strategically manage and harness human capital to achieve individual fulfillment, ensure greater effectiveness and sustainable organizational impact, and realize continuing relevance over time in constantly changing environments.

The Community-Organizational Attachment Module (COAM) facilitated a structured attachment in the Municipality of Goa where the learners did field evaluation research in studying and assessing models of excel-

lence in governance and development.

These models included award-winning and innova-

tive programs, namely the Goa Identification System for Improved and Efficient Delivery of Basic Services (awarded as one of the Trailblazing Programs in the 2005 Gawad Galing Pook Awards with a Special Citation on Productivity and Quality-Responsive Local Governance conferred by the Development Academy of the Philippines); Goa Integrated Central Transport (GICT) Terminal Project (a Finalist in the 2010 Gawad Galing Pook Awards), and; the Award for the Outstanding LGU Implementing the Organic Agriculture Program

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3rd CES Strategic Leadership Forum Nurturing Public Leaders in the Queen City of the South

Text and photo by Romil F. Tuando



Nurtured public leaders in the Queen City of the South. (From L to R) CESB Deputy Executive Director Arturo M. Lachica, CESO II and Board Member Evangeline M. Cruzado, CESO III, seated with DepEd Assistant Secretary and Resource Speaker Tonisito M.C. Umali, CESO II, and other CESOs, eligibles and third level non-eligibles who participated in the 3rd CES Strategic Leadership Forum.

Aptly themed *Path-finding Service with the Speed of Change*, the 3rd CES Strategic Leadership Forum was held at Harold's Hotel, Cebu City, on April 22, 2014. The forum aimed to develop among government officials, the significance of strategic leadership in providing vision and direction in their respective agencies, as well as in strengthening their collective capacity in overcoming the emerging challenges in public leadership and nation building.

Mr. Randy A. Esguerra, a business, life and career coach,

opened the program through "Understanding Strategic Leadership," a comprehensive learning session that defined strategic leadership, and identified it as a critical ingredient in aligning the

"Push high-performing employees forward and share with them your emotionally-charged vision..."

objectives of the members of the workgroup, and eventually, in achieving the overall aspirations of the organization.

Coach Esguerra urged the participants, whom he referred to as stirrers in their respective workplace, not just to aspire for

change per se but also to desire for evolution as the needs of the clients are evolving. Accordingly, he challenged all public leaders to maximize the talents of their team. The goal of strategic leaders, he said, "is to push high-performing employees (HPE) forward and share with them your emotionally-charged vision to build average-performing employees as your next HPE."

Department of Education Assistant Secretary Tonisito M. C. Umali, Esq., CESO II, gave an equally profound follow-through with "Strategic Leadership in Practice," a session that en- ➤➤

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abled forum participants to recognize the relevance of strategic leadership in their profession and apply its principles in fulfilling their commitment to the country and the people.

He emphasized the imperative qualities of a strategic leader and mentioned President Benigno S. Aquino III as an exemplar for he commits to transformational change through his vision and key result areas of the Social Contract with the Filipino people.

The CES Strategic Leadership Forum in Cebu was attended by a total of 40 CES Officers (CESOs), eligibles and interested third level non-eligibles from different agencies nationwide. It was also graced by key personalities in the CES community which included Department of Social Welfare and Development Director Ma. Evelyn B. Macapobre, *CESO III*, who gave the opening prayer; Department of Budget and Management Regional Director and Association of Regional Executives of National Agencies – VII Legal Consultant Atty. Carmela S. Fernan, *CESO III*, who welcomed the participants; CESB Deputy Executive Director Arturo M. Lachica, *CESO II*, who delivered the opening message and some CES policy updates; and CESB Board Member Evangeline M. Cruzado, *CESO III*, who presented the plaques of appreciation to the resource speakers and ARENA VII. 🌐



Learners engage in a sharing session with Goa Mayor Antero S. Lim (center) and other municipal officials.

(Regional and National Level) and Rural Women Farmers (2013 Department of Agriculture Gawad-Saka Achievement Award and United Nations Food and Agricultural Organization).

The COAM created a shared environment and partnerships for learning involving the learners and leaders from various local governments, civil society, non-government and community sectors. Through the COAM, they examined and evaluated the governance and development framework (i.e., key policies, strategies, structures, systems) of the municipality; the “brand and style” of leadership which conceived, nurtured and institutionalized the innovations, and why and how multi-stakeholder, community-based and corporate sector partnerships and resources aligned with and in support of

development thrusts were mobilized and harnessed.

As a result, the learners gained new insights, useful lessons and a deeper understanding and appreciation of the leadership imperatives for the CES and of the different challenges and threats, emerging opportunities, and future prospects for strengthening governance, ensuring sustainable development and achieving excellence in the public sector.

With the conclusion of 18th I-GABAY Session, the CESB was again able to lay down another cornerstone in strengthening the foundations of excellence for the CES. I-GABAY Session 19 is scheduled to be conducted from 17 – 25 July 2014 in Dumaguete City, Negros Oriental. 🌐

CES Club adventure in Corregidor

By Madona P. Corado
Photo by Pacifico J. Directo

March 26, 2014. It's way back Wednesday for 39 CESOs and eligibles who traveled back in time through CES Club's historical day tour in Corregidor, the famous rocky island that serves as a fortress of bravery and heroism of Filipino veterans during World War II.

Themed *Corregidor: Revisiting the memories of World War II*, the CES Club started through a ferryboat trip along Manila Bay. The cruise went only a little over an hour as Corregidor is located at the entrance of the bay, approximately 48 kilometers west of Manila.


On the island, two pre-war street cars called "tramvias" picked up the participants for a guided and narrated tour. It was a scorching mid-afternoon but the island's cool winds—and the cold drinks for sale in the tramvias—kept the career executives refreshed and charged up for a three-hour tour around Corregidor.

One of the famous landmarks visited was the Malinta Tunnel. The participants walked through this 835-feet long passage dug through solid rock and was designed as a bomb-proof shelter of ammunition, food and supplies, underground hospital and the headquarters of Gen. Douglas MacArthur. History also accounts that the Tunnel wit-

nessed the inauguration of Manuel Quezon and Sergio Omeña into their second term respectively as president and vice president of the Philippine Commonwealth in 1941.

Of course, there were the batteries (fortified emplacements for heavy guns) set up around the island. These batteries consisted of more than 50 coastal guns and mortars which formed major part of defense of Corregidor during the attack of Japanese forces.

First-timer or not, the participants did not let the tour pass without taking photos in other scenic attractions in the island: the ruins of the Topside Mile-Long Barracks, a three-story

building where the headquarters of Gen. MacArthur was located, (it is also the one usually photographed for postcards and flyers); and the Pacific War Memorial, which was erected to honor the Allied Forces (Filipino and American servicemen) who fought in the war. Adjacent to the memorial was a museum that serves as repository of the remnants of World War II—medals, uniforms and artillery used by the Allied Forces, profiles of key personalities in the history of Corregidor, and even photos of the barracks and the buildings constructed in the island long before they were destroyed in the battle. Finally, near the memorial was the Eternal Flame of Freedom, a 



DENR hosts 2nd HRM Fellowship Session

Text and photo by Romil F. Tuando

Thirty-five Career Executive Service (CES) Coordinators from various government agencies experienced nature within the heart of Quezon City as the Department of Environment and Natural Resources (DENR) hosted the 2nd Human Resource Management (HRM) Fellowship Session at the Ninoy Aquino Parks and Wildlife Center last April 4, 2014.

CESB Executive Director Maria Anthonette C. Velasco–Allones, *CESO I*, welcomed the HR Officers/CES Coordinators and expressed gratitude to Secretary Ramon J.P. Paje, *CESO I*, and Ms. Rosario C. Gulmatico of the DENR for providing the venue of the said activity. She further gave updates on CES policies, such as the conferment of CES eligibility and promotional appointment to a *CESO* rank.

Meanwhile, CESB Deputy Executive Director Arturo M. Lachica, *CESO II*, discussed the enhanced CESPES – an annual performance evaluation system for members of the CES.



Stand tall and keep your heads high. Thirty-five HR Officers/ CES Coordinators from various government agencies converged during the 2nd HRM Fellowship Session at the Ninoy Aquino Parks and Wildlife Center, Diliman, Quezon City.

The CESPES, he said, “is currently used as basis for personnel actions, including grant of merit, salary adjustments, rank appointment and recognition system for members of the CES.”

In 2011, an initial review of the current CESPES instrument was done by the CESB to make it more responsive, systematic and practicable; align the behavioral competencies with the six core competencies for an effective and accountable executive performance; and achieve full alignment

with the Strategic Performance Management System of the Civil Service Commission, among others.

To date, the CESPES has two major components measuring the performance and behavioral competence of the executive being rated.

The 3rd HRM Fellowship Session will be hosted by the National Telecommunications Commission and is tentatively scheduled on August 1, 2014. 🌐

large, red steel sculpture that symbolizes the sacrifices of US and Philippine Armed Forces in fighting for peace and freedom for future generations.

The island tour ended at around 5:00pm, and just as the sun prepared to set, everybody was already on board the ferry back to

Manila. The long walks and the incredible summer heat made the trip a bit exhausting, but for the present-day career executive officers, who are part of the *future generations* that the Filipino and US war veterans have sacrificed their lives for, it was a day of discovering new facts, learning from the lessons of war, appreciating

Philippine and world history, bonding and strengthening camaraderie with colleagues, and most importantly, carrying on the noble war heroes’ valor and sense of patriotism in fulfilling their commitment to competent and faithful service to the country and the people. 🌐

CESB conducts CES Written Exam for DepEd - III officials



A total of 25 examinees from the Department of Education (DepEd) Region III took the CES Written Examination (CES WE) last March 29, 2014 at the Sindalan Elementary School, San Fernando City, Pampanga.

The said CES WE was administered pursuant to the request of Regional Director Isabelita M. Borres, CESO III, for a special examination exclusively for DepEd Region III officials.

Result of the said CES WE will be released after two months from the date of conduct. All examinees will be informed of their examination ratings via e-mail or regular mail.

The CES WE is scheduled every three months. The next regular (nationwide) conduct will be on **June 8, 2014** and the deadline for filing of application is on **May 8, 2014**. 🌐

NEW CES ELIGIBLES

CESB Resolution No. 1143

AGUILAR, JULYN ABAWAG

Medical Specialist II/ Officer-in-Charge
Children's Orthopaedic Unit
Philippine Orthopaedic Center

ANDRES, PAUL ARNEL REY

Medical Specialist III
Department of Surgery
Quezon City General Hospital

BELZA, ADEN MIRANDA

Senior Transportation Regulation Officer/
Acting Administrative Officer
Land Transportation Office - Region VII

CRUZ, MARIA SABRINA RODRIGUEZ

Director III (Assistant Director)/
OIC - Director, Public Affairs Office
Department of Environment and Natural Resources

CONSTANTINO, ROSALINA SEBASTIAN

OIC - Chief, Regional Operations Division
Technical Education and Skills Development Authority
TESDA – National Capital Region

DIAZ, EMMANUEL WE-ENG

District Engineer
Department of Public Works and Highways
Pangasinan 3rd District Engineering Office

ENERAN, NORLITO APURA

Attorney V/
OIC - Chief, Personnel Investigation Division, Legal Service
Department of Environment and Natural Resources

FALALES, AZUCENA TUANDO

Secondary School Principal III/
OIC, Assistant Schools Division Superintendent
Department of Education – Division of Sagay City

MALIG, MEDMIER GANGCUANGCO

Engineer V
Bureau of Quality and Safety
Department of Public Works and Highways

TACTAC, OFELIO JR. ASIS

Attorney IV/OIC, FAD & Legal Unit
Department of the Interior and Local Government -
Region IV B (MIMAROPA)

VELICARIA-GUEVARRA, GENEVIEVE ESTAVILLO

Attorney V
Office of the Deputy Executive Director for Operations
Commission on Elections



Forever in our hearts

Remembering Board Member
Susana "Ching" Vargas



The CES community mourns the passing of CESB Board Member Susana "Ching" D. Vargas on March 29, 2014. She was 66.

She was appointed as Board Member on January 27, 2010 and has since, joined the rest of the members of the Board in steering the strategic course for the CES.

A friendly soul who was generous with her smiles and kindness and greatly known for her integrity and honesty, Board Member Vargas will continue to live in the hearts of the people she has inspired and the CES community she has well served.

"She has a great memory. She remembers good performance as well as the little yet important things that to most of us may seem trivial. To DES Vargas who never treated me as a subordinate but rather as a colleague, a sister, and a *kumare*, thank you for your kindness and thoughtfulness. You will be missed and will never be forgotten."

- Winnie Turingan-Sanchez

"Her greatest armour in life was her strength of character, such that, even at the time when she was fighting her own battle with cancer, she remained to be caring, dignified and self-worthy."

To her family, may her memories lighten your grief and drive you to carry on with her teachings and dreams. To DES Ching, you will always be in our hearts and our actions. Be assured that the friendship that we have built will remain...."

- DES Alberto Bernardo

"I will always remember Ching for her down-to-earth attitude, her simplicity, honesty, and her integrity. For someone who held such a high position in the President's office, she was a rare and precious colleague and friend."

- Undersecretary Laura Pascua

"As a friend, DES Ching was very thoughtful; she never forgets every special occasion in our lives. As a mentor and boss, she would appreciate one's talents and ideas. Farewell, our beloved DES Ching. I'm sure you are now in the sweet embrace of our Creator. You will always be remembered as our dear friend, mentor and boss."

- AES Lynn Danao-Moreno

