

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

JUNE 2014

VOLUME 7 ISSUE NO. 6

www.cesboard.gov.ph

ISDP Session 24: Strengthening the foundation of government leaders



With the near perfect cone of Mayon Volcano as its majestic backdrop, The Oriental Hotel in Legaspi City, Province of Albay became home for 14 days to 42 learners who completed Session XXIV of the Salamin-Diwa (SALDIWA) ng Paglilingkod Training Course under the CESB's Executive Leadership Program (ELP) from 3-16 June 2014. The learners were a diverse mix of Third Level Eligibles from various national government agencies and regions na-

tionwide who shared different perspectives, technical expertise and unique experiences in making the course an enriching, participatory and meaningful learning experience.

The first phase of the learning journey constituted 5 modules which provided various avenues for the learners to examine themselves, their life-purposes and personal roadmaps for shaping their careers as executives and civil servants in various public institu-

tions. The participants were grouped into learning "barkadas" which served as mechanisms for developing friendship, camaraderie and professional networks. They underwent different skills-sharpening workshop exercises in dissecting key issues, challenges and situational contexts confronting government leaders and in formulating quality, effective and accountable solutions which met integrity and performance standards, despite resource and organiza- **2**

◀ ISDP Session 24...

tional constraints. The course also widened horizons in understanding and appreciating emerging paradigms, strategies and challenges in leading and managing organizations and equipped the learners with a toolkit for effectively dealing with various publics and managing stakeholder relations to create a conducive working environment that is readily responsive to the needs of quality and relevant public service. As a result, the course harnessed and enriched the learners' competencies in strategically leading their agencies while grounding themselves in the core values and ethical behaviors they must exemplify in the work place.

The module resource persons included Dr. Benjamin E. Diokno, former Secretary of the Department of Budget and Management and current Professorial Lecturer at the School of Economics of the University of the Philippines-Diliman who theoretically grounded the learners through the Module on *Philippine Development Perspectives and Challenges: A Situationer*. Mr. Santos E. Getalado, founder and President of S.E. Getalado Consultancy and Leadership Center facilitated the Module on *Leading in a Continuously Changing Environment*. The Module on *Ethical Governance: Integrity and Performance Accountability* was discussed by Asst. Prof. Emervencia L. Ligutom of the Department of Social Work, Silliman University. The learners imbibed the competencies, skills



Listening to the People. The Education and Human Resource Development Group participated in a PTA-Community Meeting in Pawa Elementary School as part of its field evaluation research. In front is Dept. of Education OIC-SDS Zen Mostoles who solicited ideas, suggestions and initiatives from barangay officials and parents in promoting basic education in the barangay.

and behaviors embodied in the Module on *Developing and Empowering Others to Establish Collective Accountability for Results*, which was executed by Ms. Teresita R. Albert, Chief Executive Officer and President of TRAC Training Consultancy. Lectures and exercises substantiated the Module on *Linkaging and Networking for Productive Partnerships* which was facilitated by Prof. Josefina J. Quintana of the Graduate School of the University of Santo Tomas. Former Department of Social Welfare and Development Undersecretary Celia C. Yangco lectured on *"The State of Poverty in the Philippines from the Global, National and Local Perspective"* to intro-

duce the Community-Organizational Attachment Module (COAM)/ Barangay Immersion Module.

As a learning integration module, the COAM challenged the mental, emotional and physical character of the learners through an actual immersion and field evaluation research exercise in Barangay Pawa in the Municipality of Manito, Albay, the rural barangay selected as a laboratory site. The COAM validated the lessons, insights and applications learned from previous SALDIWA modules and past professional work experiences of the learners in their agencies. The learners lived as "adopted relatives" with individual households in

◀◀ ISDP Session 24...

Bgy. Pawa whose residents primarily earned a living through fishing, farming, and soft broom making. Through the field research, the learners interviewed community residents, municipal and barangay government officials, school administrators and teachers, and organization leaders from different stakeholder groups, who provided a factual, in-depth and cross-sectoral study of the major challenges, issues and needs experienced by the community and the individual families. Out of the structured immersion, the learners crafted reports which defined and assessed the state of governance and development and the key institutions, sectors/ stakeholders influenced. They also proposed strategies, programs and other interventions to enable the community, its leaders and sectoral institutions to strengthen systems and practices to achieve improved governance, rational and optimal use of resources, and more equitable distribution of development gains.

The COAM strengthened the leadership character of and inspired the learners to work for the highest standards of ethics and public service. The four-day barangay immersion transformed the hearts and minds of the learners who not only studied and experienced the challenges and problems of governance and development, but also joined the community in defining its destiny and in crafting its roadmap to the future. During the community's send-off activity in the Bgy.



Learning by Doing. SALDIWA XXIV learners tried their skills in soft broom making, a major livelihood enterprise in Bgy. Pawa.

Chapel, SALDIWA Session XXIV Council of Leaders Pres. Mario Marasigan (Director, Department of Energy) conveyed deep appreciation and gratitude, on behalf of the learners, for the hospitality and valuable support offered by the leaders, households and organizations in Bgy. Pawa not only for hosting the learners, but also for “adopting each of them as family members” during the immersion. He expressed the intention of the class to return to Bgy. Pawa with the hope of being “embraced with the same simplicity, humility, sincerity and openness” by its people.

The SALDIWA XXIV closing ceremony was graced by CESB Deputy Executive Director Arturo M. Lachica and the Municipal Mayor of Manito, Atty. Caesar S. Daep, who both chal-

lenged the learners to excel as leaders in their agencies and communities, to initiate and institutionalize reforms as change agents, and to meaningfully improve governance that will result in transformed lives, institutions and communities. 🌐

Over 200 examinees took the June 8 nationwide Written Examination



Quezon City



Davao City



Cebu City

City; and, 3) San Pedro College (SPC), Davao City.

Of the 216 examinees, 119 took the exam at UP-NCPAG (Quezon City), 54 at USC (Cebu City) and 43 at SPC (Davao City)

The CES Written Examination (CES WE) held last June 8, 2014 has registered a total of 216 examinees. This was about 25% higher compared to the 173 examinees who took the March 2 Nationwide CES WE.

The said exam was conducted simultaneously in three testing centers, namely: 1) University of the Philippines-National College of Public Administration and Governance (UP-NCPAG), Quezon City; 2) University of San Carlos (USC), Cebu

Result of the June 8, 2014 CES WE will be released two (2) 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 conduct will be on September 7, 2014 and the deadline for filing of application is on August 7, 2014.

3rd CES Club Learning Session: Alchemy that Works

For the third conduct of the CES Club this year, the CESB partners with Carl Jung Circle Center through a conference cum workshop entitled “Alchemy that Works,” to be held on **July 10-11, 2014, 9:00 am to 5:00 pm at Club Filipino, Greenhills, San Juan City.**


The conference will be a feast of learning, insights and fun as the program is designed to enable participants to better understand themselves using the concepts and practice of Jungian Psychology.


The first day covers interesting topics on one’s self—understanding and dealing with one’s life changes, discovering the man and woman inside oneself, and learning active imagination as a tool

in expanding one’s views and understanding. On the second day, participants can expect equally exciting talks and presentations geared towards exploring our national psyche. Attendees may even join the demonstration on *arnis* and *pangalay*—a pre-Hispanic healing offering—to enliven the Filipino spirit within.

Each CESO or eligible participating in the activity gets 16 hours of training credits. Interested participants may confirm their attendance by sending the [accomplished registration form](#) to any of these fax numbers: (02) 951-4986, (02) 952-0335 or (02) 951-3306 on or before **July 4, 2014**. Registration is on a first come, first-served basis. For further queries, they may also call Ms. Dona P. Corado or Ms. Nenita V. Bargo at telephone numbers (02) 951-4986 or (02) 951-4981 locals 110,111 or 126. 🌐

CESB MFO Accountability Report Card

 CAREER EXECUTIVE SERVICE BOARD	MFO ACCOUNTABILITY REPORT CARD (MARC-1)							
	OUTPUTS	DEPARTMENT BUDGET FY 2013 (In million)	OVERALL RESULTS ASSESSMENT				RATING	
			SERVICE/ PRODUCT RESULTS					
			PERFORMANCE INDICATORS	FY 2012 ACTUAL ACCOMP	FY 2013 TARGET	FY 2013 ACTUAL ACCOMP		
MAJOR FINAL OUTPUTS								
The Career Executive Service Board (CESB) professionalizes and strengthens the Career Executive Service (CES) by creating a corps of development-oriented, service-focused and reform-driven leaders in the government.	Career Executive Screening and Development Services	Php25.45	Percentage of appointments/adjustment in ranks of qualified and commendable officials recommended within one month from submissions of complete requirements	100%	100%	100% 124 out of 124	100%	
			Increase in occupancy rate of CESOs and CES eligibility by 1%	58%	58%	57% 1,198 out of 2,102	98%	
			Percentage of competency based core trainings under the Executive Leadership Program, and CES lifelong learning programs conducted within the schedule and rated as Very Satisfactory by 90% of participants	139% 25 out of 18	100% 18 out of 18	100% 22 out of 22	100%	
	STO and GASS							
	Support to Operations	Php17.36	Percentage of policies crafted within fifteen (15) days from date of instruction of the board	122% 11 out of 9	100%	100% 16 out of 16	100%	
			ISO 9001:2008 certification retained	0% non-conformity	0% non-conformity; ISO certification maintained	0% non-conformity; ISO certification maintained	100%	
	General Administration and Support Services	Php19.87	Budget Utilization Rate	99.46 percent	100 percent	99.46 percent	99%	
			Percentage of financial statement and reports and documents submitted to COA within the prescribed period	100% 176 out of 176	100%	100%	100%	

 CAREER EXECUTIVE SERVICE BOARD	MANAGEMENT ACCOUNTABILITY REPORT CARD (MARC-2)			
	CAREER EXECUTIVE SERVICE BOARD			
	GOOD GOVERNANCE CONDITIONS	2012	2013	2014
TRANSPARENCY SEAL	Substantially Compliant	Substantially Compliant		
PHILGEPS POSTING	Compliant	Compliant		
CASH ADVANCE LIQUIDATION	Compliant	Compliant		
CITIZEN'S CHARTER	Compliant	Compliant		
SALN	N/A	Compliant		

NEW CES ELIGIBLES

**CESB Resolution No. 1153
June 13, 2014**

CASING, ARECIO JR. A.

City Administrator
Office of the City Administrator
City Government of Oroquieta

HERMAN, BELINA T.

City Local Government Operations
Officer
Department of the Interior and
Local Government
City of San Jose Del Monte, Bulacan

KABIGTING, DOMINIC F.

Division Manager A
Management Information Systems
Division
Light Railway Transit Authority

LLANA, RACHEL R.

School Principal II
Angadanan National High School
Department of Education
Division of Isabela

LUCINO, MA. LOISELLA E.

Local Government Operations
Officer VIII
Department of the Interior and
Local Government
Bohol Provincial Office,
Tagbilaran City

MALVAR, ROMULO H.

SUC President II
Marinduque State College
Boac, Marinduque

SANTOS, MARK LESTER S.

Department Head I
City Human Resource Management
Office
City Government of Malolos,
Bulacan

2014 CES TRAINING CALENDAR

SALDIWA		STRATEGIC LEADERSHIP FORUM		OTHER ACTIVITIES	
June 3-6	Legazpi	June 23-Cotabato		August 1	HRM Fellowship Session
August 26-Sept 8	Iloilo	Jul 31-Zamboanga			
GABAY		Aug14-NCR			
July 17-25	Cotabato	Sep18-Tacloban			
Oct 2-10	Bacolod	CES CLUB			
PROJECT PAGLAUM		July 10-11	NCR	Nov 19-21	13 th Annual CES Conference (Cebu City)
June 25-27	Baguio	September 24	NCR		