

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

MARCH 2014

VOLUME 7 ISSUE NO. 3

www.cesboard.gov.ph

IN THIS ISSUE

P3 CES Club Cruises to Corregidor

P4 Project Paglaum
Updates: CES volunteers spread rays of hope to kapwa kawani

P5 CES Wellness Camp goes to CAMSUR

P6 CES Strategic Leaders' Forum heads to Davao

P7 Sailing through the boats of hope

P8 Utmost CARE in the City of Pines

P9 New CESOs
CESB holds TSI training

P10 New Eligibles

SALDIWA XXIII

Learning journey concludes in Davao

By Jose P. Gantiga, Jr and Christopher F. Calugay

Photo by Jose P. Gantiga, Jr



On 17 March 2014, 37 public managers successfully completed Session XXIII of the Salamin-Diwa ng Paglilingkod (SALDIWA) Training Course under the CESB's Executive Leadership Program (ELP). The learners were Career Executive Service Eligibles (CESEs) from various public sector agencies nationwide who embarked on the 14-day learning journey which started on 4 March 2014 at The Marco Polo Hotel-Davao.

The modules of the SALDIWA course provided the learners a common frame of reference for examining and assessing themselves and their purpose; their tasks, roles, accountability and influence; and the insti-

tutional and personal challenges and issues confronting them as public officials, professionals, and as leaders.

It strengthened their competencies in and commitment to contributing to the achievement of desired agency outcomes by harnessing the power of participative and inclusive management, effective communication and teamwork, and performance accountability in achieving organizational goals and outcomes. It deepened their understanding and appreciation of emerging paradigms, strategies and challenges in leadership and management and also skilled them with a toolkit for effectively dealing with various publics and leveraging stakeholder relations in creating the

1 | SALDIWA XXIII...

environment for responsive and quality delivery of public services.

The course modules and their corresponding resource persons/facilitators included: Philippine Development Perspectives and Challenges: A Situationer (delivered by Dr. Benjamin E. Diokno, PhD, former Secretary of the Department of Budget and Management and current Professorial Lecturer at the School of Economics–University of the Philippines, Diliman), Leading in a Continuously Changing Environment (Mr. Santos E. Getalado, founder and President of S.E. Getalado Consultancy and Leadership Center), Ethical Governance: Integrity and Performance Accountability (Asst. Prof. Emervencia L. Ligutom of the Department of Social Work, Silliman University), Developing and Empowering Others to Establish Collective Accountability for Results (Ms. Teresita R. Albert, Chief Executive Officer and President of TRAC Training Consultancy), and Linkaging and Networking for Productive Partnerships (Prof. Josefina J. Quintana, Graduate School of the University of Santo Tomas).

Former Department of Social Welfare and Development (DSWD) Undersecretary Celia C. Yangco lectured on “The State of Poverty in the Philippines from the Global, National

and Local Perspective” to introduce the Community-Organizational Attachment Module (COAM)/ Barangay Immersion Module, which concluded the course.

The COAM, as a learning integration module, harnessed the competencies, values, attitudes and lessons learned from the SALDIWA modules and from the unique work-based and professional experiences of the learners thru a structured immersion in a chosen laboratory community.

It created learning partnerships with and a creative platform for

land Manobo and B’laan, low-land plain-dwelling Christian, and sea-faring Muslim and Taga-Kolo cultures.

Carefully chosen by CESB, the site uniquely embodied many historically-rooted as well as emerging challenges, problems and issues of strategic importance to governance and development which the learners experienced and studied. Sitios Bagumbayan and Udalo, where the learners were individually hosted by families of impoverished informal settlers and marginalized fisher folk, were directly at the vortex of a tidal wave of change, being the iden-

***“Kami lang ang makakatulong sa sarili namin.
Kailangan lang namin ay kaalaman kung paano...
at kayo ang magtuturo sa amin.”***

engaging leaders, champions and change agents from local governments, various sectors/stakeholders, and the community in working on significant and timely challenges, issues and problems in governance and development.

Barangay Buhangin served as the COAM laboratory site. Located at the northernmost tip of the Municipality of Malita, the capital town of the newly-established province of Davao Occidental, the barangay was a rich and unique diaspora of up-

tified locus of the much-delayed but long-envisioned Davao Occidental Special Economic Zone (DOSEZ).

When fully operational, the DOSEZ, will irreversibly, radically and permanently transform the economic, demographic, social, cultural and ecological landscape and the future of the municipality and the province, as well. As the intended hub of a wide range of extensive and complex industrial, trade and commercial operations, the DOSEZ already stimulated the

CES Club cruises to Corregidor

Seventy five years since World War II started in 1939, the first conduct of CES Club this year brings CESOs and third level eligibles to Corregidor, a rocky island that played a crucial role in the liberation of the Philippines from Japanese invaders during the war. Scheduled on March 26, 2014, Wednesday, the activity aims to provide participating career executives a time to bond with their colleagues, relearn history, and pay homage to our Filipino war veterans.

ITINERARY

09:30am	Registration and Check-in at Sun Cruises Terminal
10:45am	Boarding Time
11:30am	ETD Manila
12:45Pm	ETA Corregidor
1:00pm	Lunch Buffet
2:00pm	Start of Guided Island Tour: Pacific War Memorial, Cinema Corregidor Spanish Light House, Eternal Flame, Filipino Heroes Memorial, Japanese Garden Malinta Tunnel, Batteries, Mile Long Bar racks, Parade Ground
05:30pm	ETD Corregidor
06:45pm	ETA Manila

construction of initial infrastructures and public utility requirements for a coal-fired thermal power plant complex, a gigantic fruit-plantation and processing company, and a network of all weather and high-durability inter- and intra-regional/ provincial road systems.

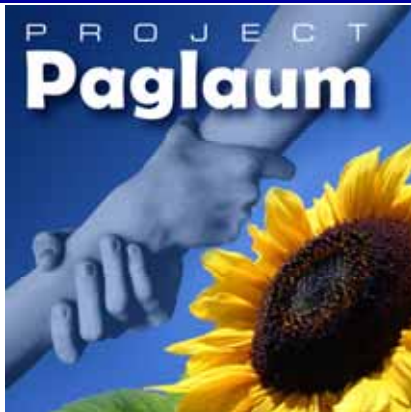
The conditions created by the dynamics of these powerful forces and the evolving circumstances influencing the directions and quality of life in the barangay served as the backdrop for the learners' total immersion. The learners crafted reports which: defined and assessed the state of governance and development, and the key institutions, sectors/stakeholders influenced; proposed strategies, programs and other interventions to guide the community

and its leaders in ensuring power, accountability and ownership over resources, decisions, events and their own destiny; and harnessed collective and individual reform measures to improve the quality and meaning of governance and achieving development.

As a result, the COAM immersion inspired and transformed the hearts and minds of the learners who deeply experienced, reflected on and fully internalized the daily challenges and sacrifices experienced by ordinary citizens. Apart from empowering the learners as true leaders, advocates and vanguards of ethical and excellent governance, it served as a shining beacon and a strong pillar embodying the purpose, value and meaning of public service.

Lastly, it also affirmed the power of a shared vision, convergence of action, and unity of purpose between and among agencies and executives within government, but more importantly, with the Filipino people in their long journey to development and liberation.

One of the participants, Dir. Emmanuel E. Daez (Office of the President), captured the spirit and challenge of the COAM with a humbling and meaningful insight shared by his host father who said, "*Kami lang ang makakatulong sa sarili namin. Kailangan lang namin ay kaalaman kung paano..... at kayo ang magtuturo sa amin.*" 🌐



UPDATES

There is a rainbow after the rain.

After the onslaught of Typhoon Yolanda in the various parts of the country, the Yolanda survivors in Region 8 received other rays of hope and bunch of prayers from CES volunteers or Hope Bearers who underwent their immersion activity on how to conduct psychosocial support in post-disaster situations under the Phase II of the Project Paglaum initiated by the Career Executive Service Board (CESB).

With the theme, "*Kumustahan sa Kapwa Kawani*", a total of 184 Yolanda survivors from different government offices in the region trooped to the Pasqualino's Ristorante Italiano in Brgy. San Juan, Sta. Rita, Samar on February 24 and 25. The two-day activity is divided into four (4) half-day sessions to cover a number of survivors as big as possible which were facilitated in by CES Hope B e a r e r s .

CES volunteers spread rays of hope to kapwa kawani

By Elaine Grace R. Antenor



Survivors joined the facilitators in a prayer dance that utilizes body movements rather than word. After thanking God for the gift of life and blessings, the facilitators explained the overview of the program and led the survivors in the *Pakikipag-ugnay at Pagbabahagi* (Connecting & establishing a caring relationship). The survivors were divided into small groups and each group was assigned a facilitator who kept the ball rolling in the sharing session. Survivors were also requested to take the Stress Test to determine how they are doing in managing the stressors that they are encountering in the aftermath of a disaster experience. During the *Pagkalma at Pag-angkop* (Calming the self and other coping strategies), on the other hand, facilitators never failed to affirm the survivors' ability to help themselves.

The *Paglaum* or the closing ceremony was made by enjoining each survivor to use modeling clays in sculpting a symbol that best represent him or a reminder of the hope for recovery in the personal or family life. There were also bringing in of symbols in the ending ritual such as twigs with thorns, roses, water cistern, and candles while being accompanied by the music produced by native musical instruments.

The twigs with thorns remind the pains that the Filipino people have gone through and are still going through as a result of the calamity that has visited the region and other parts of the country. This reminder is also a challenge to continue the Paglaum effort and bring about the rebuilding of Leyte. Roses symbolize the determination of the community to recover while the water cistern

reiterates the flowing of water that represents the co-sojourners who are in support of these efforts at rebuilding. The candles remind the attendees of the greatest source of wisdom and power that is above. Each survivor was also given narra seedlings symbolizing the challenge for them to plant a seed of hope to others and keep it growing.

Director Imelda Laceras, President of the Region Eight Administrators League (REAL) and one of the CES Hope Bearers shared her meaningful thoughts about the region's journey into recovery. She also expressed her confidence that the resiliency of Filipino spirit is in the hearts of every Leyteños and her optimism that with the efforts like the Paglaum program, they will surely be taking the road to recovery. The activity was concluded with a sincere prayer led by CES Hope Bearer Rev. Noel Legaspi.

The success of this meaningful activity was attained in partnership with the Region Eight Administrators League (REAL). 🌐

CES WELLNESS CAMP GOES TO CAMSUR



Summer is here! Mark your calendar on April 27-30, 2014 because the FIT TO LEAD! CES Leadership, Wellness and Work-Life Balance Camp heads to Caramoan, Camarines Sur!

It is time to revive your spirit, relax, and regain your mental and physical stamina to face this year's challenges both in your personal and professional life. Continue your excitement, CESOs and Eligibles, until we see each other at the Tugawe Cove Resort in Caramoan Island, Camarines Sur. For only **Twelve Thousand Pesos (Php12,000.00)**, you can have a memorable travel and substantial learning sessions to look forward to.

Such training fee shall cover your food, training kit, certificate, and accommodation. It may be charged to agency/office funds since attendance in CESB trainings, workshops

and conferences are exempted from the provisions of Administrative Order no. 103, dated 31 August 2004.

The Camp is CESB's way of sharing the advocacy for healthy living and achieving work-life balance among government executives. It seeks to equip the participants with the knowledge, tools and practical tips on managing stress, maintaining a healthy body and mind and on nurturing relationships to achieve overall work-life balance.

To register and for further inquiries, please call CESB's Professional Development Division at telephone numbers (02) 951-4981 locals 105/108-109/127/113 and ask for Elaine Grace Antenor or Romil Tuando, or email cesb_pdd@yahoo.com. 🌐

Following the success of its kick off session in La Union last month, the CES Strategic Leadership Forum headed south as it conducted the second leg of its series at the Marco Polo Hotel in Davao City, March 7.

Themed *Path-finding Service with the Speed of Change*, the forum aims to develop among present day career executives the value of ethics, managerial preparation and leadership competence as the foundations of strategic leadership.

Mr. Randy A. Esguerra of Success COACH, a personal and business development consultancy company, jumpstarted the program by introducing the eight elements of leadership excellence. He said that, a public manager must learn to capitalize on complexity, paradox, boldness, curiosity, perspective, connection, abstraction and persistence for him to be able to lead his team effectively and enjoin everyone on board to achieve their organizational goals.

Meanwhile, Mr. Alexander M. Arevalo, Information and Communication Technology Consultant for the Office of the Chief Justice, provided an equally interesting follow-through as he discussed the relevance of strategic leadership in public governance

CES Strategic Leaders' Forum heads to Davao

Text and photo by Khristine S. Labao



through his talk, "Strategic Leadership in Practice." Anchored with his audio, visual and kinesthetic presentation, he discussed concepts of **leadership and governance which encompass** strategic direction, plans and policies, effective oversight, regulation, motivation, and partnerships that integrate building blocks to achieve results.

Mr. Arevalo gave emphasis on different styles of leadership and various types of leaders. Good leadership, he said, "requires the ability to face challenges to achieve results in complex conditions."

He further emphasized that leadership traits are old qualities yet demand adaptability in an ever changing environment. He finally stressed that CESOs and eligibles are leaders with a vision who will do everything and maximize their resources in order to strategically develop and execute plans and

policies with accountability and transparency.

DPWH-Region XI Regional Director and NUCESO National President Mariano R. Alquiza, *CESO III*, welcomed a total of 42 CESOs and eligibles who attended the event, while CESB Executive Director Maria Anthonette Velasco-Allones, *CESO I*, formally opened the Forum and provided the Forum participants with updates on CES policies and programs.

The CES Strategic Leadership Forum is a monthly learning session conducted by the CESB in partnership with NUCESO. It serves as a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career executives and to share insights, ideas, lessons and experiences in the hope of deepening and sustaining collective inspiration to improve leadership and governance. 🌐

Sailing through the boats of hope

By Jose P. Cantiga Jr.



Purok Daisy, Poblacion, Boston. After surviving the onslaught of super typhoon Pablo in December 2012, 10 families in this coastal area in Davao Oriental are set to sail the sea of life fully equipped and inspired as they received from the National Union of Career Executive Service Officers, Inc. (NUCESO), new units of motorized fishing boats for their livelihood.

In a simple turn-over ceremony held on March 6, 2014, NUCESO National President and Department of Public Works and Highways Regional Director Mariano R. Alquiza led the turn-over of the 10 motorboats, each of which was blessed by Reverend Father Diomedes N. Lagroma of San Nicolas de Tolentino Parish.

Mr. Ernesto S. Crayo expressed

his message of thanks in behalf of the nine other beneficiaries, namely Victor Rosit, Jerry Talolong, Sherwin Amparo, Anonncio Cotic, Melvin Badang, Eulogio Castres, Arian Mandong, Edgar Santos, and Markneil Certicio.

Also present in the event were NUCESO Executive Board members, namely, Department of Transportation and Communications Assistant Secretary Dante M. Lantin and Department of Environment and Natural Resources - Region I Director Joel Salvador.

In December 2012, Pablo, a category 5 super typhoon, made a landfall in Davao Oriental, claiming almost a thousand lives and destroying a total of P14.3 billion worth of

properties, including the small bancas used by local fishermen in supporting their families. As part of its Community Outreach Program, the NUCESO allocated P350,000 for the construction of motorized fishing boats to help villagers restore their main source of living.

With the residents of Boston ready to sail back to the sea, the NUCESO only wishes that they leave the wrath of typhoon Pablo behind, and embark on a better and sustainable life for themselves and their families. 🌀

Utmost CARE in the City of Pines

By Jose P. Gantiga Jr.



In the midst of the celebration of the Panagbenga flower festival, the Cordillera Association of Regional Executives (CARE) of the Department of the Interior and Local Government (DILG) held its 2014 Lecture Series and Annual General Assembly at the DPWH-CAR Conference Hall in Engineer's Hill, Baguio City, February 18.

DILG-Cordillera Autonomous Region Director and CARE President John M. Castañeda opened the program as he welcomed 47 participants whom he urged to work together to help the CARE achieve its institutional goals.

Two renowned speakers graced the event with talks that focused on strengthening the CARE as an organization and on improving its members' work-life balance.

Career Executive Service Board (CESB) Executive Director Maria Anthonette Velasco-Allones shared the agency's current innovations along with five ways that motivated CARE members to be more active and committed to their organization's activities. In her talk, "CES Policy and Program Updates and Measures to

Strengthen CARE," ED Allones stressed the value of (1) creating, communicating and sharing CARE's vision, reason and purpose for being; (2) defining, agreeing on, and living shared norms and values; (3) growing one's ranks; (4) spending time learning together; and (5) commitment to camaraderie.

To remind her audience of the significance of planning, execution and management in an organization, ED Allones ended her presentation with a quote from Lewis Carroll's *Alice's Adventures in Wonderland*. "If you do not know where you are going, any road will get you there... and if you don't know where you are coming from, you may end up where you began."

From instilling motivation and setting a common sense of direction, first CARE President and former Presidential Adviser for Cordillera Affairs Architect Joseph Q. Alabanza took the floor to discuss work-life balance, another significant aspect in the usually stress-laden and demanding life of a government executive. With a little help from ED Allones who demonstrated a few yoga poses

that guided the attendees to find their center, Architect Alabanza underscored the importance of building one's inner strength as a sturdy foundation for the public managers to overcome stress and bring out their best in both of their professional and personal lives.

After the inspiring talks, the program went on with the awarding of plaques of appreciation to outgoing CARE officers, as well as the induction of new CARE members and newly appointed CARE officers. The association president and treasurer also presented their respective reports. Department of Public Works and Highways Director Edilberto P. Carabacan shared CARE programs and projects for 2014 while Legal and Rules Committee Chairman Director Alex H. Uy, OCD, updated the attendees with the Revised CARE Constitution and Bylaws.

The lecture series and general assembly concluded with a vision that CARE develops as an organization of committed and united members ready to serve their constituents with utmost care and more importantly, untainted professionalism and integrity. 🌐

NEW CESOS

Original Appointment to CESO Rank

Appointed on February 19, 2014

Department of Education

VICTORIA REYDADO PAMIENTA , CESO V
Acting Schools Division Superintendent

GILBERT TAN SADSAD, CESO V
Schools Division Superintendent

ESTELITA GUNDRAN PINEDA, CESO V
Schools Division Superintendent

HELEN GRACE VELASCO GO, CESO VI
Acting Assistant Schools Division Superintendent

EUFROSINA PLATON SABANDO, CESO VI
Assistant Schools Division Superintendent

Department of the Interior and Local Government

SERAFIN PETRONIO BARRETTO JR, CESO IV
Jail Chief Superintendent
Bureau of Jail Management and Penology

Department of Trade and Industry

LOLIBETH RAMIT MEDRANO, CESO IV
Acting Director III
Intellectual Property Office

**CESB holds TSI training**

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

sessions will be handled by Ms. Maria Lourdes Rada of the DDI together with CESB head, Atty. Tonette Allones and Deputy Executive Director, Atty. Art Lachica. Thirty-seven (37) individuals consisting of active and retired Board members and CESO exemplars had been purposively handpicked to participate in this two-day training.

The TSI seeks to introduce a structured, systematic and behavior-based interviewing system applicable in the Assessment Center and Panel Inter-

view 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 shall be presented.

A second TSI training is set on April 21, 2014 in Cebu for Visayas and Mindanao target participants. 🌐

NEW CES ELIGIBLES

CESB Resolution No. 1138

ABATON, AMINOLA PAGARIONGAN

Director II
Land Transportation Office
LTO Regional Office IX, Zamboanga City

**AGUSTIN, MA. EVALOU
CONCEPCION ANGOLUAN**

Elementary School Principal III
Dr. Alejandrino Albert Elementary School
Department of Education - Division of City Schools

ANCHETA, ALADIN ANTIMANO

Executive Assistant V
Office of the Director General
National Economic Development Authority

AVANZADO, MA. THERESA VELASCO

Elementary School Principal I
Valencia Central Elementary School
Department of Education – Negros Oriental

BALTAZAR, GLORY VALIENTE

Provincial Health Officer II
Provincial Health Office of Bataan/
OIC, Chief of Hospital III
Bataan General Hospital

BRIOSO, MARIA-MAGNOLIA FAJARDO

Elementary School Principal I
School of the Future (SOF)
Department of Education – Camarines Sur

CABUNGCAL, ROMEO MANTUANO

Assistant Provincial Agriculturist
Office of the Provincial Agriculturist
Provincial Government of Palawan

CARREON, DERRICK ARNOLD CARAMAT

Director III, Preventive Education
and Community Involvement
Service/ Chief of Office, Public Information Office
Philippine Drug Enforcement Agency

CERVANTES, LANI HORFILLA

Education Program Supervisor
Department of Education - Biliran

CHAVEZ, CESAR BERMEJO

President, University of Caloocan City
and OIC, City Planning and Development Office
Caloocan City

DAJAY, ALIENA SUIZO

Secondary School Principal II
Bulua National High School
Department of Education – Cagayan de Oro City

DE MESA, CHERRYLOU DE JESUS

Education Program Supervisor/
OIC, Assistant Schools Division Superintendent
Department of Education – Rizal

ENERIO, DOMINGO RAMON CONCEPCION

Chief Operating Officer
Tourism Promotions Board
Department of Tourism

ESCARCHA, ELIAS HALCON

Student Officer
Master in National Security Administration
National Defense College
Department of National Defense

FERRO, CECILE CAÑAVERAL

Education Program Supervisor
Department of Education – Legaspi City

IBAÑEZ, ALEJANDRO GABAYNO

Education Program Supervisor II/
OIC – Regional Planning Unit
Department of Education - NCR

LABIAN, MOISES JR. DOMAYA

Secondary School Principal III
Catubig Valley National High School
Department of Education - Northern Samar

LAYON-MIRAL, CATHERINE FIGUEROA

Provincial Health Officer I
Provincial Government of Northern Samar
Northern Samar Provincial Hospital

MACALALAG, HECTOR JR. DE NARTIA

Principal I
Talagoson National High School
Department of Education – Agusan del Sur

MANUEL, ORLANDO ESLAVA

Secondary School Principal II/
OIC, Assistant Schools Division Superintendent
Department of Education – Quirino

MARCELO, DANTE JAMISON

Secondary School Principal III
Santo Tomas National High School
Department of Education – Isabela

OCHAVO, SALVADOR JR. ONATING

Education Program Specialist/
OIC, Assistant Schools Division Superintendent
Department of Education – Kabankalan City

RAMOS, CHERRY SALARZON

Principal II, Ilagan East Central School/
OIC - Assistant School Division Superintendent
Department of Education – Ilagan City

RELUCIO, MELODY ESTRELLADO

Local Government Operations Officer VI
Department of the Interior and Local Government
Camarines Norte Field Operations Office

SONZA-ALUG, CHELIN JOAN GRATUITO

Attorney III/ OIC – Chief, Administrative Division
Department of Environment
and Natural Resources - Davao

SUSVILLA, BERNADETTE ARANETA

Secondary School Principal II/
Division English Coordinator
Department of Education – Bogo City

TAMAYO, CARMELA ROJAS

Assistant School Division Superintendent
Department of Education – Tacloban City

VILCHEZ, NOVELYN MIRAFLOR

Chief Education Supervisor
Department of Education - Iloilo City

VILLANUEVA, ANGELO

FIDELINO BAUTISTA
Director IV (Deputy Executive Director)
Committee on Accounts
House of Representatives