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
www.cesboard.gov.ph



“**Leadership** in times of crisis is culled from the stories of government employees, who, in the midst of a disaster such as Yolanda, demonstrate courage, hope and compassion to carry on with their tasks. They remind themselves that they are public servants before they are

victims. It is the stories of government workers who give meaning to ‘country above self.’ *Sila ang nagbigay ng kahulugan sa pakikiisa sa kapwa, pagpapakumbaba at pagmamahal sa bayan.*”

Department of Social Welfare and

Development (DSWD) Secretary Corazon Juliano-Soliman brought to light her “many wonderful experiences that attest the dedication and selflessness of public servants,” in her keynote message at the 4th Thought Leaders Congress last May 29, 2014 at the Diamond 



CAPULONG



DOMENDEN



ECO



MONTOYA

The Board adds Four Finalists to the 2013 GAWAD CES Award

The Career Executive Service Board names distinguished CESOs and eligibles whose exemplary attributes earn them a spot on the list of finalists for the

 5

◀◀1 4th TLC...

Ballroom of the Diamond Hotel in Manila.

Addressing the conference theme “Leadership in times of crisis: Lessons from the front line,” Secretary Soliman talked about her 13 years of service to the government, which not only saw a wealth of lessons learned in disaster control but also witnessed innumerable accounts of people who have displayed a strong and positive character even in the most trying times. “Those who carry the simplest tasks can be leaders. In crisis, one is called to unite, empower and be humbled by the commitment and intelligence of others,” she said.

Secretary Soliman admitted that the lessons she gained and the people she has worked with in her position as DSWD head illustrated a picture that is far from the caricature of incompetence and mediocrity that she had perceived long before she served the government in 2001.

Thus, in her closing, the 1992 Ten Outstanding Women in the Nation’s Service (TOWNS) awardee challenged her colleagues in nation building—the strong delegation of CES officials who attended the event—to persevere in their profession with integrity, set a good example to the youth and encourage the best and brightest in them to join public service, and lastly, uphold their commitment to the country with utmost responsibility and joy.

“*Sama sama tayo sa isang mahusay, matatag at magiliw na paglilingkod sa sambayanan,*” Secretary Soliman concluded.



What makes leaders strong? First plenary session chair CESB Executive Director Maria Anthonette Velasco-Allones, (left) asked forum speakers NEDA Director Milagros Rimando, PNP Chief Spokesperson PSSupt Wilben Mayor and COMELEC Director Ferdinand Rafanan how they confronted the crisis in their profession.

Session 1: What makes leaders strong: Insights and inspiration

A follow through to Secretary Soliman’s inspiring talk, the first plenary session chaired by Career Executive Service Board (CESB) Executive Director Maria Anthonette Velasco-Allones, CESO I, focused on “What makes leaders strong: Insights and inspiration,” and gathered together Director Milagros A. Rimando, CESO II of the National Economic and Development Authority (NEDA); Director Ferdinand T. Rafanan, CESO III of the Commission on Elections (COMELEC); and PSSupt Wilben M. Mayor, CESE, Spokesperson of the Chief of the Philippine National Police (PNP); to share the institutional challenges that they have confronted and their attempts in defying such.

Director Rimando cited that getting the support of the President, political leaders and their stakeholders in accomplishing the goals of NEDA proved one great test of her compe-

tence, but it was her confrontation with the members of the media to correct an inaccurate news report that taught her a hard lesson on the limitations of her job and the importance of having a well-constructed project plan. Director Rimando said that in order for her to pull through these challenges, she took the effort to reach out to those who opposed their projects, and consulted an expert’s advice on public information dissemination and media relations.

Dealing with the discerning members of the press on a daily basis is also a challenge for PSSupt Mayor, who himself was once misquoted in a news report. Guided by the PNP’s code of ethics, the spokesperson explained that such situation called for enlightenment both from their side and the media’s. On the part of the PNP, he said that it is important to admit the mistake committed, if there’s any, and punish whoever is liable to the slip-up. On the other hand, the media must be reminded of the rules of responsible journal-

ism so as not to mislead the public, thus, his efforts to remind them of the duties of the press in unbiased and factual reporting.

Coming from the Commission on Elections, Director Rafanan indicated that one of their greatest challenges was the accuracy of the election counting and canvassing processes, which he proudly disclosed, was averted by the automated election system that debuted in the 2010 national elections. He however referred to vote buying as the biggest of their ordeals, for this persisted to taint the integrity and the sanctity of the votes even if they were accurately counted by the newly-established polls system. Along with new programs and strategic approaches, Director Rafanan noted that the ability to communicate a united vision and faith in God would enable an organization such as the COMELEC to survive the most difficult times.

Multi-sectoral convergence

For this year’s TLC, CESB partnered with the People Management Association of the Philippines (PMAP) to deliver an in-depth yet interesting forum that encouraged government executives to explore and advocate out-of-the-box and successful leadership paradigms, innovations and lessons in confronting contemporary challenges, both from the public and private sectors.

Former PMAP Executive Director and Investors in People Philippines (IPP) President and CEO Gerardo Plana, jumpstarted the second session with a presentation on the six senses a leader must possess and develop in times of crisis. He enumerated: the Sense of Purpose which is

vital to provide a leader the vision and the focus; Sense of Mastery to be able to capacitate people with new knowledge and skills, which in the process, identifies and builds on strengths and corrects witnesses; Sense of Autonomy to convert helplessness into power and allow people

“Those who carry the simplest tasks can be leaders. In crisis, one is called to unite, empower and be humbled by the commitment and intelligence of others.”

to make intelligent decisions; Sense of Progress which is the best way to motivate people to go on with their journey and which can be achieved by simple celebrations of milestone goals; Sense of Dynamism which influences the course of change to one’s desire; and finally, Sense of Credibility, which when put to test in dire times, defines the true character of a leader.

Reacting to these paradigms, 2012 Gawad CES Awardee Ramir B. Uytico shared qualities that for him, make a great crisis leader. He em-

phasized honesty in all of a leader’s actions; the ability to delegate which proved to be one way of empowering people in the organization; the ability to communicate one’s vision; strength in times of changes; collaboration and positive attitude that consists character, creativity and the ability to inspire the people. In a light yet thought-provoking conclusion, newly appointed DepEd Division of Dumaguete School Superintendent Uytico said, “A real leader faces the music even if he doesn’t like the tune.”

Philippine Commission on Women (PCW) Executive Director Emmeline L. Verzosa, also spoke her mind by sharing how they addressed the crises in creating a united community that works towards gender equality. She stressed the importance of collaboration with fellow civil servants and stakeholders to agree for a single purpose and achievement of goals; constant implementation of



Happy moments. Known for his signature dance moves, Former PMAP Executive Director and IPP President and CEO Gerardo Plana (left) gave TLC participants (below) a fun-filled ice breaker as he urges them to sign in the “I want to become a better crisis leader!” campaign using their hips



◀◀3 4th TLC...



Set the best comm plan. Journalist Malou Mangahas shared the last and final plenary session with Former PMAP President Ernie Cecilia in encouraging career executives to use effective media to clearly communicate their service to the people.

gender sensitivity and analysis training to convey that the undertakings of PCW greatly impact women as well as men; and above all, the determination to rise above the challenges by instilling a great sense of stability that is anchored on divine intervention.

With CESB Deputy Executive Director Arturo M. Lachica, CESO II as the moderator, the third and final session had Philippine Center for Investigative Journalism Executive Director Malou C. Mangahas expounding the role and responsibility of the media in reporting a disaster, which she said, requires coordination with the appropriate government agencies for information research and dissemination. Her talk


shed light on the supposedly “love-hate” relationship of the media and public officials, which earlier resource speakers and some members of the plenary regarded as the actual disaster or part of the crisis that they have confronted in the past. For her finale, the Investigative Documentary host expressed her admiration to the energy, talents and integrity of the government’s career executives, and further urged them to continue their endeavors and design an effective communication plan that will convey their committed service to the people.

A fitting talk before the forum concluded, former PMAP President Ernie O. Cecilia, FPM, shared the 10 attributes of a good leader han-

dling crisis: Integrity, decisiveness, humility, ability to see the big picture, teamwork and collaboration, openness, courage, focus, positive outlook, and effective communication which he clarified does not necessarily mean approval and agreement, but the ability to create understanding and acceptance.

More than 100 CESOs and eligibles from the national and local agencies, including those from the disaster-stricken areas in the Visayas, attended the congress. Also present to make the event more meaningful were National Union of Career Executive Service Officers, Inc. (NUCESO) Executive Vice President and Office of the President (OP) Assistant Executive Secretary Lynn Danao-Moreno, CESO II, who led the invocation; and Development Academy of the Philippines (DAP) President and Chief Executive Officer and CES Governing Board Member Antonio D. Kalaw Jr., CESO I who delivered the welcome remarks.

Today, the country is only on its way to recovering from the disasters of the past year, and is gearing itself up against the inevitable and imminent danger of natural and man-made catastrophes. It is indeed high time that the front liners—the career executive service officials of the land—be well equipped and further inspired in fulfilling their commitment to faithful and competent service be it in times of crisis or not.

-By Madona P. Corado, Photos by Pacifico J. Directo Jr. 

◀◀1 The Board adds Four...

2013 Gawad CES Award.

Schools Division Superintendent Nicolas T. Capulong, CESO VI
Department of Education
City Schools Division
Mabalacat, Pampanga

A dedicated educator and public servant, Superintendent Capulong has conceived and implemented various projects designed for the welfare of the students, teachers and the non-teaching personnel in DepEd – Mabalacat. Among these are Project WEST – C2CC (Workflows for Efficient Services and to Curb Corruption), a series of flow charts that systematically maps out the processes entailed in delivering service to DepEd stakeholders; Project LEAD (Leadership Enhancement and Development), a program that aims to enhance the supervisory and managerial skills of aspiring and incumbent principals of both public elementary and secondary schools; and Project EDU-ACCESS, a program that targets zero-illiteracy level in Pampanga through the establishment of public elementary and secondary schools around the province.

Regional Director Nestor D. Domenden, CESO V
Bureau of Fisheries
and Aquatic Resources (BFAR)

In his 32 years of service in the government, Director Domenden has demonstrated remarkable leadership and management that contributed to the overall growth and development of the fishing industry in Region 1. His innovations resulted in the increased fish production and improved coastal resource management, making the said region the key supplier of farmed fish in Metro Manila, the Cordillera Autonomous Re-

gion (CAR) and Region II. His initiatives earned him recognition from various private and public institutions including the Civil Service Commission which hailed him a Pag-asa Awardee in 2007.

OIC-Assistant Schools Division Superintendent Cristito A. Eco, CES Eligible

Department of Education
Division Office of Catarman
Northern Samar

Over years of advocating education for all, Superintendent Eco was at the forefront of the establishment of four new secondary schools in Samar, which provides access to education to students in the underserved areas, and provides opportunities to all learners to finish basic education.


He was also the brains behind the establishment of Transparency Wall in all the 599 schools in the Division of Northern Samar, an initiative that promotes good governance through full disclosure of all transactions, and enhances support of stakeholders to all education programs and projects.

Superintendent Eco also spearheaded the pilot implementation of Basic Classroom Information System (BCIS), which collects, processes and automates the accumulation and storage of the lowest level of classroom data (e.g. class record, report card, etc.). The system has provided much ease and convenience to the teachers and more importantly, enhanced consistency and accuracy of data and on-time submission of all reports from the classroom level.

Director Jaime C. Montoya, CESO III
Philippine Council for
Health Research and Development

On top of the gargantuan tasks that he assumes as PCHRD head, Director Montoya has spearheaded numerous undertakings that adopt the agency's mandate to foster healthier and more productive lives among Filipinos through health research and development. He initiated the creation of the ASEAN Network for Drugs, Diagnostics and Vaccine Innovation (ASEAN-NDI), which enabled him to gain ASEAN countries' support to develop diagnostic tools and strategies that will address the pursuing health concerns through inter-and intra-regional collaboration in research among ASEAN member nations.

He has also completed the establishment of the Regional Health Research Development consortia in 17 regions including the Autonomous Region in Muslim Mindanao. He likewise initiated and pursued the creation of the Philippine Health Research Ethics Board (PHREB) which is mandated to formulate policies/guidelines in health research ethics review and to ensure the protection of the rights and welfare of research participants.

The public is requested for any feedback, report or any opposition to the nomination of the above nominees. Please send reports to the Gawad CES Committee on Awards at the CESB Office, No. 3 Marcelino Street, Holy Spirit Drive, Diliman, QC. Or fax to 951-4986, or email to gawad_ces@yahoo.com. 

CES officials surf Siargao waves

Text and photos by Romil F. Tuando



Sun-kissed glow. Participants and resource persons showed off their sun-kissed skin as they posed for a souvenir shot with the majestic white sand beach in Siargao Island, Surigao del Norte as their backdrop.

Primed by the success of last month’s camp in Caramoan Island, the Career Executive Service Board (CESB) led 22 government executives from various agencies nationwide to the 11th CES Leadership, Wellness and Work-Life Balance Camp held at the Bayud Beach Resort, Siargao Island, Surigao del Norte on May 21-23.

CESB Executive Director Maria

Anthonette Velasco-Allones, *CESO I*, welcomed the participants through her motivating video message and urged them to be fit, take on healthy living and adopt a balanced work-life program to better lead government and serve the people.

Suitably themed “Fit to Lead,” the camp provided plenary learning sessions, workshops, daily wellness routines and team-

building activities enabling the executives to adopt healthy lifestyles and develop coping mechanisms for effective leadership and exemplary work performance.

Dr. Romulo S. De Villa, Molecular and Nutritional Oncologist, and Health and Wellness Consultant, fittingly started the camp with the topic on the fundamen-

◀6 CES officials surf...

tals of healthy nutrition through his talk entitled, “Nourishing Our Body: Leaders’ Guide to Eating Well.” He drew attention to learning how to avoid diseases and their root causes, transforming into a healthier/ stronger and younger looking you, and having a toned and leaner body. He contrasted “effective” vis-à-vis “ineffective nutrition,” and discussed products and lifestyles in weight loss. According to him, the right approach to weight loss is the weight management system – i.e., a healthy, balanced and comprehensive system that is clinically proven with numerous health benefits such as subcutaneous and visceral fat loss; cholesterol, blood sugar and blood pressure normalization; and better sleep, digestion, skin and appearance, energy, figure and self confidence, among others.

Dr. Enrique A. Tayag, *CESO III*, Assistant Secretary of the Department of Health, provided an equally appealing follow-through with his lecture dubbed “Stress Management for Executives: Joy of Living, Living with Joy.” Dr. Tayag elucidated the definition, concepts, signs, health threats, types, causes and effects of stress. He taught the participants how to determine their superstress type, physical toll stress, personal resilience to superstress and recent stressful events using the stress assessment questionnaire provided prior to his lecture. He then provided tools to

combat superstress such as pathways to peace, foods that heal, rest and motion, mind over superstress, power of connection and life of the spirit. He concluded his session by recommending to the participants the four-week superstress solution program and as a start off to this challenge, he invited everyone to dance with him.

Department of Social Welfare and Development (DSWD) Region V Director Arnel B. Garcia, *CESO III*, focused his talk on “Harnessing One’s Leadership Potential: Leadership Excellence for Improved Productivity.” He provided a better understanding of leadership, its concepts and dimensions, and the role of excellent leadership in harnessing leadership potential and improving productivity. He also identified best practices and principles that were consistent with excellent leadership and exemplified the DSWD Field Office V at the forefront of best human relations practices as a case in point. He ended his presentation by stating that “a leader manages the organization not as what it should be but what it can become.”

Meanwhile, participants discovered their hidden talents through hands-on indigenous music and visual arts workshops spearheaded by freelance musicians, Mr. Jayson Gildore and Mr. Bryan Jay Paler, and multi-

awarded visual, installation and performance artist, Mr. Salvador J. Ching, respectively. They also yielded to daily wellness routines such as zumba and aqua zumba dance sessions with Fitness Instructress Eleonor A. Sanchez and therapeutic yoga including breath control, simple meditation and adoption of specific bodily postures with Yoga Master Luisito Palermo.

Participants and resource persons did not let their stay in the surfing capital of the Philippines pass without heading to Cloud 9, one of the renowned surfing sites in Siargao Island, where they walked on the long wooden bridge and watched adrenaline surfers and non-surfers play with the waves. They also stepped on the white sand beach of General Luna Boulevard and bought some souvenirs at the roadside.

The camp culminated with a fellowship night for the participants, who not only nurtured their bonding as a community, but also served as a venue for sharing inspiring leadership experiences and best practices among themselves. 🌐

Top government executives poured their arts out

By Madona P. Corado

Photos by Pacifico J. Directo Jr.



The art and soul of public leaders. With artist Buddy Ching (center, in black), participants of the CES Club's arts appreciation and therapy session show off their own masterpieces, proving once more that they are ready to pour their arts out in the name of faithful and competent public service.

How great though art? It was as great as gathering together top executives from various government agencies nationwide in an event that unleashed their hidden talents and provided for them, a short yet meaningful respite from the grueling work in public service.

These and more stories of creativity, relaxation and camaraderie unfold as the arts appreciation and therapy session of the CES Club aptly titled "Rediscover the heART and soul of a leader," concluded on May 9, 2014 at The Bayleaf, Intramuros, Manila.

Career Executive Service Board Executive Director Maria An-

thonette Velasco-Allones, CESO I, opened the program by welcoming a total of 29 third level public servants whom she imparted to a very fitting tipoff. "This arts session would help you let go of your fears in trying new things, in this case, new mediums in the arts. And of course, I do hope you get to relax, enjoy and have some fun."

The session's resource speaker, Salvador "Buddy" J. Ching, a multi-awarded visual, installation and performance artist, started the workshop by walking the participants through the different mediums and forms of arts. He demonstrated the proper way of drawing lines, and guided the participants in simplifying

ing shapes and analyzing art forms.

A regular speaker at the CES Wellness Camps, Buddy Ching already has the grasp of the kind of work—and the stress it entails—his attendees have to deal with everyday. Thus, he designed the activity in a manner that would not only help the career executives express their artistic side, but improve their health and overall wellbeing as well.

"When you pick up a pencil to draw, remember that you are not using it to sign or draft a memo. Thus, loosen your grip. Relax your hand and move it freely," the artist from Bulacan pointed out in jest as he demonstrated the correct strokes on

32% hurdles March 29, 2014 Written Examination

By Ercee M. Capati


Eight out of 25 examinees or 32.00% passed the Special CES Written Examination (CES WE) held last March 29, 2014 at the Sindalan Elementary School, San Fernando City, Pampanga. The said exam was conducted exclusively for officials of the Department of Education Region III at the request of Regional Director Isabelita M. Borres, CESO III.

Ms. Melissa S. Sanchez, who took the CES WE for the first time, topped the March 29,

2014 special exam with a rating of 85.74%. She presently holds the position of Education Program Supervisor I and concurrent Officer-in-Charge of the Del Rosario Elementary School, San Fernando City, Pampanga and Division Coordinator of the Alternative Learning System (ALS). She graduated from the Holy Angel University with a BS degree in Finance and Management Accounting in 2002. In 2012, she also finished her MA Education major in Administration and Supervision at Har-

vardian Colleges.

For two consecutive years (2009 & 2010), she was awarded as Most Outstanding ALS Teacher by the DepEd Division of San Fernando City, Pampanga.

The complete list of March 29, 2014 passers is available at www.cesboard.gov.ph. The next schedule of the regular (nationwide) CES WE will be on **June 8, 2014**. Interested applicants may visit the CESB website for downloadable forms. 

◀◀8 Top government...

drawing lines and shading different shapes and figures.

“You just have to get yourself into it,” Buddy Ching stressed, adding that working on art pieces, even momentarily, relieves the body from the tough demands of the job, refreshes one’s thinking cap and in the process, allows new and valuable insights to come in.


For the program finale, Buddy Ching taught the attendees how to create their own work of art by using oil pastel on felt paper, an activity that helped a number of participants discover their talent in draw-

ing and blending colors; and for some others who already manifested the potential of becoming a visual artist, learn new skills and expressions in the arts.

Department of Public Works and Highways Chief Administrative Officer Marichu Palafox shared that the activity rekindled the child in her, while Department of the Interior and Local Government (IV-B) Assistant Regional Director Karl Caesar Rimando noted it has awakened the hobby he had when he was in college.

Department of Labor and Employ-

ment Assistant Regional Director Elpidio B. Atal Jr., described the art workshop as short yet relaxing and enjoyable. “I didn’t expect it was that easy to draw, shade and paint. It was just a matter of understanding how it is and giving interest in it so that it (the skill) can be developed.”

As the session closed, the CESB hoped that each participant would put into practice his new-found learning, and just like any committed career executive service official would do, pour his *arts* out in the name of faithful and competent public service. 

NEW CES ELIGIBLES

CESB Resolution No. 1147

May 22, 2014

ALBURO, RODOLFO TOLIN

Chief Agrarian Reform Program Officer/
OIC - Provincial Agrarian Reform Officer II
Department of Agrarian Reform – Sultan Kudarat

ANGHAY, ALICIA ENGRACIA

Education Supervisor I
Department of Education - Iligan City

BASQUEZ, MARVIN AMANONSE

Local Government Operations Officer VI/
OIC - Provincial Director,
Apayao Provincial Office
Department of the Interior and Local Government

BELUSO, WILLIAM JR. ARRIOLA

Attorney V, Securities and Documentation
Division Legal Service/
OIC – Director III, Legal Service
Bureau of Treasury

CACDAC, ARTURO JR. GEMINIANO

Director General
Philippine Drug Enforcement Agency

CANLAS, TIBURCIO DE LEON

OIC - Assistant Regional Director
Department of Public Works and Highways
Region I

CRUZ, MERLINA PASION

Special Education Program Supervisor
Department of Education - Zambales

EDJAN, RACHEL TOLEDO

Department Manager III
Government Service Insurance System

MATIN-AW, ALLAN BRANZUELA

Elementary School Principal II
Tigbawan Elementary School
Department of Education—Cebu

ORTEGA, CHERYL CAMENFORTE

Information Technology Officer II/
Acting Director
National Computer Center
Field Operations Office
Information and Communications
Technology Office
Department of Science and Technology

PERALTA, RAMON TORRES

City Planning and Development Coordinator
City Government of San Fernando, La Union

SOTIAR, PATRICIA ESTOQUE

School Principal II
Sta. Rita National High School
Department of Education—Iloilo City