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SalDiwa XXIII Learning Journey concludes in Davao

On 17 March 2014, thirty-seven (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 fourteen-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 institutional 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



2



More stories inside:

- CES Strategic Leaders' Forum4
- CES Coordinators converge..... 5
- ICT and DRM training workshop..... 6
- CES hope bearers.....9
- Sailing through the boats of hope..... 17
- Utmost CARE in the City of Pines.....18

1 | **SALDIWA XXIII Learning Journey...**

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 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

3



2nd | SALDIWA XXIII Learning Journey...

(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 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 upland Manobo and B’laan, lowland 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 fisherfolk, were directly at the vortex of a tidal wave of change, being the identified 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 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, deci-

CES Strategic Leaders' Forum heads to Davao

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 enjoy 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 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 CEOs 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.

5



GREAT LEADERS SMILE.

Participants with CESB Executive Director Maria Anthonette Velasco-Allones showed their big smiles as they take the challenge of becoming great public leaders.

4 | **CES Strategic Leaders' Forum...**

DPWH-Region XI Regional Director and NUCESO National President Mariano R. Alquiza, CESO III, welcomed a total of 44 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.

The next Forum is slated on April 22 in Cebu City. 🌐



Invited participants from SALDIWA XXIII. (Left to right) DND Usec. Natalio Ecarma, CESB Exec. Director Maria Anthonette Velasco-Allones, Resource Speaker Mr. Alexander M. Arevalo, Mr. Ronald Allan DG. Ricardo (PDEA-CAR) and Mr. Emerson R. Rosales (PDEA-RXI).

Coach Randy A. Esguerra with CESB Exec. Dir. Maria Anthonette Velasco-Allones.

CES Coordinators converge in a Fellowship Session

A total of sixteen (16) Human Resource Officers/ CES Coordinators from various government offices converged in the inaugural HRM Fellowship Session on January 23, 2014 at The Bayleaf Hotel, Intramuros.

CESB Executive Director Maria Anthonette V. Allones, CESO I, led the group with her lively and very interactive presentation of the agenda on the updates on CES policy and program such as : the new policies on Eligibility and Rank Appointment; Revised Policies and Guidelines on the

7



ICT and DRM training workshop, a rousing success

We learned from Typhoon Yolanda.

This was the claim made by the twenty-eight (28) technology enthusiasts and disaster risk management practitioners from various government agencies and local government units during the three-day Information and Communications Technology (ICT) and Disaster Risk Management (DRM) training workshop held on February 3-5, 2014 at the Microtel Acropolis, Quezon City.

Mr. Marino Deocariza, Urban Risk Management Specialist of the Asia Disaster Preparedness Center gave a substantial introduction of the powerful link between ICT and DRM and how technology could be an effective means for preparing and responding to natural disasters. According to him, ICTs serve as databases for logistics management, mapping, modeling, and forecasting. It also acts as knowledge and decision support tools for early warning, mitigation and response planning and has a pivotal role in sharing information, promoting cooperation, and providing channels for open dialogue and information exchange. To reduce disaster

risks, he explained how ICT could be strategically used in communicating and disseminating information particularly to remote at-risk communities, and in teaching and raising awareness for a culture of safety.

A panel of experts composed of Dr. Emmanuel Lallana, Chief Executive of ideacorp, Dr. Sherwin Ona, Head of the Center for ICT for Development at the College of Computer Studies - De La Salle University, and Mr. Alexander

tise or field of professions in strategically preparing for the onslaught of natural calamities and disasters. The three ICT experts also served as critiques in the workshop presentations of the two groups of participants on what technology samples could be used and how these could help in mitigation, preparedness, response, and recovery processes in disaster situations.

Other equally competent speakers were Mr. Darwin Flores, Department Head for Community Partnerships of the Smart Communications, Inc. and Mr. Felino Castro V, Director of the Information and Communications Technology Management Service of the Department of Social Welfare and Development who drew an active discussion on the role of ICT as an essential tool for disaster recovery and reconstruction. Both speakers presented the lessons learned from typhoon Yolanda and how the Filipino people are trying to recuperate from the damage. Castro reiterated the need for coordination among a wide range of stakeholders to successfully implement recovery and reconstruction processes.

The participants were challenged to determine the function



Arevalo, ICT Consultant at the Office of the Chief Justice of the Supreme Court of the Philippines presented their individual presentations on how to mitigate and recover from disasters through the intellectual use of ICT. Video presentations showing how disasters could easily rub out communities in just a matter of minutes were also shown that ignite the fervent desire of the participants to learn how they could utilize their exper-

2014 CES Strategic Leadership Forum Series Kicks-off at the Surfing Capital of the North

The Career Executive Service Board (CESB), in partnership with the National Union of Career Executive Service Officers Inc. (NUCESO) – Region I Chapter, held the first CES Strategic Leadership Forum for 2014 last February 6 at Hotel Ariana in Bauang, La Union.

The CES Strategic Leadership Forum is a learning session conducted by the CESB for Career Executive Service Officers (CESOs) and eligibles. The forum serves as a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career service officers and to share ideas, innovations, insights, lessons and experiences in the hope of deepening and sustaining collective inspiration to improve the quality and impact of leadership and governance.

The forum theme: “Strategic Leadership in the CES: Pathfinding Service with the Speed of Change”, emphasized the importance of ethics, managerial preparation and leadership competence as the primary foundations of strategic leadership. Mr. Nelson V. Gorospe, the OIC-Regional Technical Director for Ecosystems Research and Development Service of the Department of Environ-




2014 CES Strategic Leadership Forum. A diverse and enthusiastic crowd of government executives boost the launching of the Forum.

5 | **CES Coordinators converge...**

CESPES; CES Leadership Development Framework ; and the CESB Training Calendar for 2014.

The healthy exchange of ideas opened greater opportunities for learning, improving and significant of all is the camaraderie that was grown out of the simple yet fun “getting to know each other” aside from the more serious discussions on certain issues and challenges faced by the HRs relative to the CES. Indeed there is truth to the CES cliché “ if we know each other, half of the work is done” .



The 2nd HRM Fellowship Session is slated on April 4, 2014 at the Protected Areas and Wildlife Bureau (PAWB), Department of Environment and Natural Resources (DENR). 

7 | **CES Strategic kicks-off at the Surfing Capital...**

ment and Natural Resources (DENR), welcomed the guests and participants on behalf of DENR Regional Executive Director Samuel R. Peñañiel, CESO III, the outgoing NUCESO-Region I Chapter President. CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, opened the forum and acknowledged the consistent support of the NUCESO Region I Chapter for CESB programs and for hosting the forum's inauguration which coincided with the induction and oath-taking of the 2014 chapter officers. She reminded the executives to live with and practice the CES cliché – “when we know each other, half of the work is done.”

The forum's resource person was Coach Randy A. Esguerra, founder and President of Success Coach, a personal and business development company. His dynamic and engaging presentation enabled the participants to have a better appreciation of strategic leadership as something that provides the vision and direction for the growth and success of an organization. Accordingly he emphasized that executives to successfully deal with change, need the skills and tools for both strategy formulation and implementation. Managing change and ambiguity requires strategic leaders who not only provide a sense of direction, but also build ownership and alignment within their workgroups to implement change. He cited that it is not just about looking at individual talents, but also about looking at individual motivators. Before he ended the session, he reminded the executives that if nobody initiates change, no one else will, and it is best to start change within oneself. He concluded by saying, “Don't lose hope, don't lose your idealism. Don't worry things will change; it's a matter of starting it.”

Another important activity is the induction and oath-taking of the 2014-2016 Board of Officers of the NUCESO Region-1 Chapter. The ceremonies were presided by Reg. Dir. Mariano R. Alquiza, CESO III, of the Department of Public Works and Highways (DPWH) Regional Office XI as the NUCESO Governing Board President. Reg. Dir. Joel Salvador, CESO IV, of the Environment and Management Bureau (EMB)-DENR led other chapter officers in the oath-taking as the newly elected chapter president of the association.

In the afternoon session, CESB Exec. Dir. Allones presented the CES policy and program updates featuring the enhanced CESPE instrument and the CES Leadership Development Framework. The opportunity led to active exchange of ideas and likewise, clarifications on some issues and concerns.

Seventy-one (71) government executives from various agencies earnestly participated in the forum and contributed to the success of the learning experience. 🌐



CES hope bearers ready to provide psychosocial support

The Career Executive Service Board (CESB) spearheaded the three-day training workshop entitled “Project Paglaum: Rekindling Hope, Rebuilding Lives”, a competency building workshop on providing psychosocial support in post-disaster situations, together with the Care and Counsel Wellness and Training Center (CCWTC) from January 28-30 at the Microtel Acropolis, Quezon City.

The pioneer batch of hope bearers who underwent the training workshop consists of twenty-four (24) Career Executive Service Officers (CESOs), Third Level Eligibles and competent guidance counsellors/psychologists from all over the country who are expected to cascade the

skills and competencies on providing psychosocial support to their colleagues who have the sense of volunteerism and sensitivity towards the needs of others.

Facilitated by Dr. Violeta Bautista and her associates from CCWTC, the group was engaged in role-playing simulation | 10



6 | **ICT and DRM Training workshop...**

of ICT in managing disaster risks in the Philippines, the utilization of technologies of various government agencies, and to give their recommended priority projects. Representing the group was Mr. Carlito Carpeso, Jr. from the Jessie Robredo Institute of Governance of De La Salle University who took the courage to face the panel of reactors composed of Mr. Deocariza, Atty. Arturo Lachica, Deputy Executive Director of the Career Executive Service Board, and Assistant Secretary Raymund Liboro of the Department of Science and Technology. The

panel congratulated the group and expressed their support to their ideas. “Use ICT to enculturalized preparedness”, said Asec. Liboro who also affirmed the DOST’s commitment to lead the country’s scientific and technological efforts.

The workshop concluded with the group’s articulation of their determination to materialize their output and to continue their collaboration by establishing an e-group.

This inaugural conduct of the training program has been successfully conducted through the part-

nership of the Career Executive Service Board (CESB) and the ideaCorp and with the support of the United Nations-Asian and Pacific Training Center for Information and Communications Technology Development (UN-APTICTD). The learning activity primarily sought to empower government officials with the use of technology in disaster preparedness, response, mitigation and reconstruction and serve as a meaningful channel for the participants to develop appropriate tools to improve disaster risk management through ICT. 🌐

9 | ***CES hope bearers...***

activities to show how to properly provide psychosocial assistance to disaster survivors. Participants were asked to depict the roles of disaster survivors in an evacuation center who are struggling for hope due to the many problems and concerns that need immediate attention. Other hope bearers, on the other hand, assumed the roles of psychosocial support providers who delivered the right words in that sensitive situation and showed how to effectively approach disaster victims who are still in the midst of trauma. Through the simulation, participants were able to experience the challenges of approaching survivors in a crowded disaster area and help mitigate the situation by giving hope through psychosocial support. The group also offered an ecumenical service for our brothers and sisters who were affected by various natural calamities and disasters.

For the second day of the workshop, facilitators lecture on the effects of disaster on children, adults, families and humanitarian workers. The workshop also equipped the participants on microskills in attending, observing and providing psychosocial support, particularly the Psychological First Aid (PFA). Practical skills to promote efficacy and resilience in survivors were also taught. Lectures on Gender, Culture, and Spiritual Sensitivity in Disaster Mental Health Work were also given to reiterate to the participants on what particu-

lar issues they have to focus when dealing with people in disaster situations.

The learning session also served as a great avenue for understanding the participants who are diverse in their professional expertises but are in unity in sharing their precious time to be honed as hope bearers. The participants assessed their own strengths and areas for improvement to gauge what they need to develop for them to be effective hope bearers. The participants also assessed their role as CEOs and the CESB as an organi-

zation in addressing the challenge of bringing hope to disaster survivors through psychosocial support. A lecture on the importance of linking economy and community in the recovery phase of disaster management followed, where the participants were challenged to give premium to the community in designing recovery and rebuilding programs.

The three-day workshop concluded with the participants' smiles and humble hearts. Dr. Bautista led the group in

| 11



3rd | **SALDIWA XXIII Learning Journey...**

sions, 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 govern-

ment, 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 Presi-



dent), 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.*”



10th | **CES hope bearers...**

an ending ritual while CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, gave a brief yet inspiring closing message. She gave a pitch of hope by encouraging the participants to develop other potential hope bearers who will help in the Paglaum program. The first batch of hope bearers accepted the challenge, shared their individual advocacies and their genuine commitment to carry the plant of hope and face the world with the resilience of the Filipino spirit. 🌱





**Conferred through
Resolution No. 1129
January 13, 2014**

AQUINO, JEDIDIA L.
Supervising Administrative Officer
National Economic and Development
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Botanical Garden, Leonard Wood,
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DAVID, SEVILLO JR. D.
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Mines and Geosciences Bureau
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Sarangani Division

QUEROL, CIPRIANO JR. E.
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Philippine National Police
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**Conferred through
Resolution No. 1134
February 11, 2014**

ABSIN, ANNALYN O.
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DELA PEÑA, AUGUSTO D.
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Philippine Army
Camp General Emilio M. Aguinaldo

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YANTO, SOFIA C.
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Department of Budget and
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**Conferred through
Resolution No. 1138
March 10, 2014**

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ABATON, AMINOLA P.
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Community Involvement
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Division of Biliran
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Department of Tourism

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Master in National Security
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Department of National Defense

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DepEd Regional Office NCR

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Catubig Valley National High School
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MANUEL, ORLANDO ESLAVA
Secondary School Principal II/
OIC, ASDS
Department of Education
Division of Quirino

MARCELO, DANTE J.
Secondary School Principal III
Santo Tomas National High School
Department of Education
Division of Isabela

OCHAVO, SALVADOR JR. O.
Education Program Specialist/
OIC, ASDS
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Kabankalan City Division

NEW CES ELIGIBLES

RAMOS, CHERRY S.
Principal II
Ilagan East Central School/OIC-ASDS
Department of Education
City of Ilagan Division

SUSVILLA, BERNADETTE A.
Secondary School Principal II/
Division English Coordinator
Department of Education
Division of City of Bogu

VILLANUEVA, ANGELO FIDELINO B.
Director IV (Deputy Executive Director)
Committee on Accounts
House of Representatives

RELUCIO, MELODY E.
Local Govt. Operations Officer VI
Department of the Interior and Local
Government
DILG – Camarines Norte Field Office

TAMAYO, CARMELA R.
Assistant School Division Superintendent
Department of Education
Tacloban City Division
DepEd Region VIII (Eastern Visayas)

SONZA-ALUG, CHELIN JOAN G.
Attorney III/ OIC – Chief
Administrative Division
Department of Environment and
Natural Resources
DENR – Regional Office XI (Davao)

VILCHEZ, NOVELYN M.
Chief Education Supervisor
Department of Education
DepEd Regional Office VI
(Western Visayas)

NEWLY-APPOINTED CESOs

JANUARY 3, 2014

DEPARTMENT OF AGRICULTURE

ANDREW B. VILLACORTA, CESO III
Director IV (Regional Director)

DEPARTMENT OF EDUCATION

RUBY S. ABUNDABAR , CESO V
Schools Division Superintendent

ROWENA C. BANZON, CESO V
Schools Division Superintendent

JENILYN ROSE B. CORPUZ, CESO VI
Acting Assistant Schools Division Superintendent

EDGAR C. DOMINGO, CESO VI
Assistant Schools Division Superintendent

OFELIA R. HERMOSA, CESO VI
Assistant Schools Division Superintendent

ANTHONY H. LIOBET, CESO VI
Acting Assistant Schools Division Superintendent

RITA E. RIDDLE, CESO VI
Assistant Schools Division Superintendent

CLARISSA G. ZAMORA, CESO VI
Acting Assistant Schools Division Superintendent

DEPARTMENT OF BUDGET AND MANAGEMENT

AMELITA D. CASTILLO, CESO II
Assistant Secretary

RENATO M. DE VERA, CESO III
Acting Director IV

NEWLY-APPOINTED CESOS

DEPARTMENT OF ENERGY

DANIEL A. ARIASO SR., CESO II
Acting Assistant Secretary

DEPARTMENT OF FINANCE

ALBERT S. OLASIMAN, CESO VI
Acting Director I
Bureau of Internal Revenue

JUSTINA F. CALLANGAN, CESO IV
Acting Director
Securities and Exchange Commission

FERDINAND B. SALES, CESO IV
Acting Director
Securities and Exchange Commission

DEPARTMENT OF JUSTICE

ANGELITO A. ILANO, CESO VI
Acting Director I
Parole and Probation Administration

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

PARISYA H. TARADJI, CESO I
Undersecretary

DEPARTMENT OF TRANSPORTATION AND COMMUNICATIONS

ROBERT D. PEIG, CESO V
Acting Director II
Land Transportation Franchising and
Regulatory Board

OFFICE OF THE PRESIDENT

NESTOR ANTONIO P. MONROY, CESO V
Acting Director II
National Telecommunications Commission

NEWLY-APPOINTED CESOS

JANUARY 24, 2014

DEPARTMENT OF EDUCATION

MARILYN D. DIMAANO , CESO III
Acting Director IV

RAMON FIEL G. ABCEDE, CESO IV
Acting Director III

REYNALDO M. GUILLENA, CESO V
Acting Schools Division Superintendent

AGUSTINES E. CEPE, CESO VI
Acting Asst. Schools Division Superintendent

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

RIC G. ENRIQUEZ , CESO IV
Acting Director III

DEPARTMENT OF JUSTICE

RAFAEL Z. RAGOS , CESO IV
Acting Director III
National Bureau of Investigation

15 |

NEWLY-APPOINTED CESOS

DEPARTMENT OF LABOR AND EMPLOYMENT

FLORENCIO F. SUNICO JR. , CESO III

Acting Director IV

Technical Education and Skills Development Authority

MARIZON S. LORETO , CESO III

Director IV

MYRNA P. PABLO, CESO III

Director IV

DEPARTMENT OF TRADE AND INDUSTRY

DORECITA T. DELIMA, CESO IV

Acting Director III

LEONILA T. BALUYUT, CESO V

Acting Director II

OFFICE OF THE PRESIDENT

ROBERTO L. ALMONTE , CESO III

Acting Director IV

National Commission on Indigenous Peoples

NEWLY-APPOINTED CESOS

FEBRUARY 19, 2014

DEPARTMENT OF EDUCATION

VICTORIA R. PAMIENTA, CESO V

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Sailing through the boats of hope

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

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 Abalanza 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. 





RD Blandino Maceda: A champion of dedicated public service

After 38 years of dedicated and unwavering service to the Department of the Interior and Local Government (DILG), Director Blandino M. Maceda retired from government service on February 3, 2014.

In a simple yet meaningful ceremony held at Ninong’s Hotel in Legaspi City, Albay, heads of different government offices and representatives from partner agencies, non-government organizations, the academe, and multi-stakeholders gathered together in an afternoon of friendship and tribute to the Director’s almost four decades of service to the nation.

DILG Undersecretary Austere Panadero led the tribute by awarding a Plaque of Commendation that recognizes the Director’s significant contributions to the growth of his organization as well as of the people he has long worked with. As the event also marked Director Maceda’s 65th birthday, guests took the chance to share how he has inspired them to regard each day working in the government as an opportunity to enrich their life “with learning and experience that neither fame nor money can buy.”

In her speech, Career Executive Service Board (CESB) Executive Director Ma. Anthonette V. Allones described Director Maceda, whom she fondly calls “Tio Blandie,” as a Catalyst, a Coach, and as someone

who champions honest and faithful governance, a CESO.

Director Maceda rose from the ranks in the DILG. He started out his career as a Barangay Development Worker, and with sheer determination to develop his talents and excel in his line of work, Director Maceda advanced to managerial positions, such as City Director of Naga and Assistant Regional Director of DILG V before he was appointed as Regional Director, a position that he held for eight years.

Director Maceda was described as a staunch believer in what the Department advocates for in order to promote good governance. He was said to be a hands-on manager who would always encourage his subordinates to practice complete staff work in accomplishing their tasks. He believed in the potential of the DILG personnel and had chaired numerous committees and organizations designed to enhance their capabilities. Being on top was indeed a huge task but that did not hinder the Director to get himself actively involved in inter-agency activities and spend substantial yet fun moments with his staff.

As time came for him to



CESB Executive Director Maria Anthonette Velasco-Allones recognizes the contributions of Director Blandino Maceda as a catalyst and a coach who inspires his colleagues not only in the DILG but in the whole CES community as well.

19 | ***RD Maceda: A champion ...***

impart his message, Director Maceda pointed on one of the most rewarding periods in his career. It was when the City of Naga was designated by the SILG as the pilot LGU for the programs of the BLGS, the same time that former DILG Secretary Jesse Robredo, a first-timer in politics then, was elected Mayor of Naga. "It was a tall order, but to coach a local chief who possessed great potential as the young Secretary Robredo had, was a revelation in itself. It was both inspiring and challenging. To be able to sit back now and watch how Naga City has grown and what legacy Secretary Robredo gave us is priceless."

His career in the DILG, the Director continued, would have not been complete without the honor of serving as Regional Director to his fellow Bikolanos. "Leading the DILG V family, collaborating with fellow heads of national government agencies, and building alliances with local leaders is definitely a highlight in my life as a public servant."

Now, as he retired from public service, Director Maceda gave the honor back to the people who generously shared with him their time, efforts and expertise, all of which he had made use of as an inspiration to make his years in the government a wonderful journey. "I thank you all for making my career not just a collection of tasks, obligations and accomplishments, but rather a journey filled with adventure and excitement." 🌍

The Public Manager

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CESOs, Eligibles and other readers are encouraged to send articles, information on government projects and other significant activities of interest to public managers, including comments and suggestions to:

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2014 CES WRITTEN EXAM SCHEDULE

Date of Exam	Testing Center	Deadline for Filing
March 2 (Sunday)	Quezon City, Cebu, Davao	February 3
June 8 (Sunday)	Quezon City, Cebu, Davao	May 8
September 7 (Sunday)	Quezon City, Cebu, Davao	August 7
December 7 (Sunday)	Quezon City, Cebu, Davao	November 7

ASSESSMENT CENTER SCHEDULE

January 18 (Saturday) January 19 (Sunday)	June 21 (Saturday) June 22 (Sunday)
February 15 (Saturday) February 16 (Sunday)	July 19 (Saturday) July 20 (Sunday)
March 15 (Saturday) March 16 (Sunday)	August 16 (Saturday) August 17 (Sunday)
April 12 (Saturday) April 13 (Sunday)	September 20 (Saturday) September 21 (Sunday)
May 10 (Saturday) May 11 (Sunday)	October 18 (Saturday) October 19 (Sunday)
May 31 (Saturday) June 1 (Sunday)	November 15 (Saturday) November 16 (Sunday)

2014 CES TRAINING CALENDAR

SALDIWA	STRATEGIC LEADERSHIP FORUM	OTHER ACTIVITIES
March 4-17 Davao	Feb 6-La Union; Mar 7-Davao	Jan 23 April 4 August 1 HRM Fellowship Session
June 3-6 Legazpi	Apr 22-Cebu; June 19-Pampanga	
August 26-Sept 8 Iloilo	Jul 31-Zamboanga; Aug14-NCR	May 29 4 th Thought Leaders' Congress
GABAY	Sep18-Tacloban	
Apr 24-May 2 Naga	CES CLUB	Nov 19-21 13 th Annual CES Conference (Cebu City)
July 17-25 Dumaguete	March 26 Corregidor	
Oct 2-10 Bacolod	May 9 NCR	
WELLNESS CAMP	September 24 NCR	
April 28-30 Caramoan		
May 21-23 Siargao		

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 CCP Complex Bay 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



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 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 shall be presented.

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