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4th TLC: Gearing up crisis leaders with integrity, courage and compassion



Crisis Leaders. DSWD Secretary Corazon Juliano-Soliman (center) poses with the participants of the 4th Thought Leaders' Congress which was held on May 29, 2014 in Diamond Hotel, Manila

“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 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 posi-

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ISDP Session 24: Strengthening the foundation of government leaders

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

The first phase of the learning journey constituted 5 modules which provided various avenues for the

learners to examine themselves, their life-purposes and personal roadmaps for shaping their careers as executives and civil servants in various public institutions. The participants were grouped into learning "barkadas" which served as mechanisms for developing friendship, camaraderie and professional networks. They underwent different skills-sharpening workshop exercises in dissecting key issues, challenges and situational contexts confronting government leaders and in formulating quality, effective and accountable solutions which met integrity and performance standards, despite resource and organizational constraints. The course also widened horizons in understanding and appreciating emerging paradigms, strategies and challenges in leading and managing organizations and equipped the learners with a toolkit for effectively dealing with various publics and managing stakeholder relations to create a conducive working environment that is readily responsive to the needs of quality and relevant public service. As a result, the course harnessed and enriched the learners' competencies in strategically leading their agencies while grounding themselves in the core values and ethical behaviors they must exemplify in the work place.

The module resource persons included Dr. Benjamin E. Diokno, former Secretary of the Department of Budget and Management and current Professorial Lecturer at the School of Economics of the University of the Philippines-Diliman who theoretically grounded the learners through the Module on *Philippine Development Perspectives and Challenges: A Situationer*. Mr. Santos E. Getalado, founder and President of S.E. Getalado Consultancy and Leadership



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

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tive 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.

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

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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 (IIP) 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 weaknesses; Sense of Autonomy to convert helplessness into power and allow people 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 emphasized 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

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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.

In control. Former PMAP Executive Director and Investors in People Philippines President and CEO Gerardo Plana, DepEd Division School Superintendent Ramir B. Uytico and PCW Executive Director Emmeline L. Verzosa, talk on the attributes of an effective crisis leader.

CES officials surf Siargao waves



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.

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

vided 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 | 8



Top government executives poured their Arts out

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 gruelling 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, Intra-

muros, Manila.

Career Executive Service Board Executive Director Maria Anthonette 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 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

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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.

32% hurdles March 29 Written Examination

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 Harvardian 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. 

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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. 

DENR hosts 2nd HRM Fellowship Session

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



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

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


and promotional appointment to a CESO rank.

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

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

In 2011, an initial review of the current CESPES instrument was done by the CESB to make it more responsive, systematic and practicable; align the behavioral competencies with the six core competencies for an effective and accountable executive performance; and achieve full alignment with the Strategic Performance Management System of the Civil Service Commission, among others.

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

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

CESB expands Panel of Interviewers



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

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

The sessions were handled by Ms. Maria Lourdes Rada of the DDI together with CESB head, Atty. Tonette Velasco-Allones. Thirty six individuals consisting of active and retired Board Members and CESO exemplars were purposively handpicked to participate in this two-day training.

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7 | Top government executives...

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 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 drawing 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 Employment 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 newfound 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. 🌐

4 | 4th TLC...

stakeholders to agree for a single purpose and achievement of goals; constant implementation of 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



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.

concluded, former PMAP President Ernie O. Cecilia, FPM, shared the 10 attributes of a good leader handling 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 officers 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. 🌐

Leaders Fit to Lead Through Optimal Wellness

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

The 10th CES Leadership, Wellness and Work-Life Balance Camp, themed *Fit to Lead*, aimed to equip campers with knowledge, tools and practical know-how on maintaining

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



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10 | CESB expands...

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


The TSI seeks to introduce a structured, systematic and behavior-based interviewing system applicable to the Assessment Center and Panel Interview stages of the CES eligibility examination process. The TSI framework is anchored on the knowledge, capacity/skills, ex-

perience, and attitude of a candidate/interviewee. Strategies and techniques to further equip qualified interviewers with effective interviewing skills were presented in the same training. The purpose of the TSI training is to expand the pool of Panel Interviewers and eventually allow the decentralization or regional conduct of the same, thus, cutting the travel costs of CES candidates.

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

The Panel is usually composed of three interviewers who are tasked to determine and assess the applicant's managerial skills and competence including his/her confi-

dence, creativity, self worth and outlook towards work and organization. It is also an opportunity to provide feedback regarding the applicant's performance on the previous CES eligibility examination stages. Issues concerning managerial capabilities and potential, leadership qualities, office accomplishments and performance as well as the applicant's integrity are discussed during the interview.

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



**Conferred through
Resolution No. 1143
April 10, 2014**

AGUILAR, JULYN A.
Medical Specialist II/OIC
Children's Orthopaedic Unit
Philippine Orthopaedic Center

ANDRES, PAUL ARNEL R.
Medical Specialist III
Department of Surgery
Quezon City General Hospital

BELZA, ADEN M.
Senior Transpo Regulation Officer/
Acting Administrative Officer
Land Transportation Office
Region VII

**Conferred through
Resolution No. 1147
May 22, 2014**

ALBURO, RODOLFO T.
Chief Agrarian Reform Program
Officer/ OIC - PARO II
Department of Agrarian Reform
Sultan Kudarat

ANGHAY, ALICIA E.
Education Supervisor I
Department of Education
Iligan City

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

NEW CES ELIGIBLES

CRUZ, MARIA SABRINA R.
Director III/OIC - Director
Public Affairs Office
Department of Environment and
Natural Resources

CONSTANTINO, ROSALINA S.
OIC - Chief
Regional Operations Division
Technical Education and Skills
Development Authority
National Capital Region

DIAZ, EMMANUEL W.
District Engineer
Department of Public Works and
Highways
Pangasinan 3rd District Engineering
Office

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

BELUSO, WILLIAM JR. A.
Attorney V
Securities and Documentation
Division/ OIC – Director III
Legal Service
Bureau of Treasury

CACDAC, ARTURO JR. G.
Director General
Philippine Drug Enforcement Agency

CANLAS, TIBURCIO D.
OIC - Assistant Regional Director
Department of Public Works and
Highways
Region I

CRUZ, MERLINA P.
Special Education Program Supervisor
Department of Education
Zambales

FALALES, AZUCENA T.
Secondary School Principal III/
OIC, Assistant Schools Division
Superintendent
Department of Education
Division of Sagay City

MALIG, MEDMIER G.
Engineer V
Bureau of Quality and Safety
Department of Public Works and
Highways

TACTAC, OFELIO JR. A.
Attorney IV/OIC, FAD & Legal Unit
Department of the Interior and Lo-
cal
Government
Region IV B (MIMAROPA)

**VELICARIA-GUEVARRA, GENEVIEVE
E.**
Attorney V
Office of the Deputy Executive
Director for Operations
Commission on Elections

EDJAN, RACHEL T.
Department Manager III
Government Service Insurance
System

MATIN-AW, ALLAN B.
Elementary School Principal II
Tigbawan Elementary School
Department of Education-Cebu

ORTEGA, CHERYL C.
Information Technology Officer II/
Acting Director
National Computer Center
Field Operations Office
Information and Communications
Technology Office
Department of Science and
Technology



NEW CES ELIGIBLES

**Conferred through
Resolution No. 1153
June 13, 2014**

**Conferred through
Resolution No. 1147
May 22, 2014**

PERALTA, RAMON T.
City Planning and Development
Coordinator
City Government of San Fernando,
La Union

SOTIAR, PATRICIA E.
School Principal II
Sta. Rita National High School
Department of Education
Iloilo City

CASING, ARECIO JR. A.
City Administrator
Office of the City Administrator
City Government of Oroquieta

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

KABIGTING, DOMINIC F.
Division Manager A
Management Information Systems
Division
Light Railway Transit Authority

LLANA, RACHEL R.
School Principal II
Angadanan National High School
Department of Education
Division of Isabela

LUCINO, MA. LOISELLA E.
Local Government Operations
Officer VIII
Department of the Interior and
Local Government
Bohol Provincial Office,
Tagbilaran City

MALVAR, ROMULO H.
SUC President II
Marinduque State College
Boac, Marinduque

SANTOS, MARK LESTER S.
Department Head I
City Human Resource Management
Office
City Government of Malolos,
Bulacan

NEWLY-APPOINTED CESOs

DATED APRIL 11, 2014

Original Appointment to CESO Rank

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

JOSEPHINE C. LEYSA , CESO V
Acting Local Government Operations Officer VIII
Region XII

DEPARTMENT OF NATIONAL DEFENSE

PETER PAUL REUBEN G. GALVEZ, CESO III
Acting Director IV
Central Office

DEPARTMENT OF TRADE AND INDUSTRY

EDWIN O. BANQUERIGO, CESO V
Acting Director II (Provincial Director)
Region XI

OFFICE OF THE PRESIDENT

JANET M. LOPOZ, CESO I
Acting Executive Director
Mindanao Development Authority

NEWLY- APPOINTED CESOs

DATED MAY 20, 2014

Original Appointment to CESO Rank

DEPARTMENT OF EDUCATION

AURORA A. FRANCO , CESO VI

Acting Assistant Schools Division Superintendent
National Capital Region
Division of City Schools - Pasig City

SALUSTIANO T. JIMENEZ, CESO VI

Acting Assistant Schools Division Superintendent
Region VII – Central Visayas
Division of Negros Oriental

FERDINAND S. SY, CESO VI

Acting Assistant Schools Division Superintendent
Region VI
Division of Iloilo

Adjustment in CESO Rank

DEPARTMENT OF BUDGET AND MANAGEMENT

JANET B. ABUEL from CESO III to CESO II

Assistant Secretary
Central Office

DEPARTMENT OF EDUCATION

MYRNA T. CASTAÑOS from CESO VI to CESO V

Schools Division Superintendent
Region X
Division of Gingoog City

LORETA B. TORRECAMPO from CESO VI to CESO V

Schools Division Superintendent
National Capital Region
Division of City Schools – Navotas City

Promotion in CESO Rank

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

ARNEL B. GARCIA from CESO III to CESO II

Director IV
Region V

DEPARTMENT OF SCIENCE AND TECHNOLOGY

EDGARDO M. ESPERANCILLA from CESO III to CESO II

Director IV (Regional Director)
Region VIII

URDUJAH ALVARADO TEJADA from CESO III to CESO II

Director IV (Regional Director)
Region II

Original Appointment to CESO Rank

DATED MAY 5, 2014

DEPARTMENT OF EDUCATION

RONALD B. CASTILLO , CESO VI

Acting Assistant Schools Division Superintendent
Cordillera Administrative Region
Division of Apayao

EUFEMIA T. GAMUTIN, CESO VI

Acting Assistant Schools Division Superintendent
Region XI
Division of Island Garden City of Samal (IGACOS)

RAMIR B. UYTICO, CESO V

Acting Schools Division Superintendent Region VII
Division of Dumaguete City

OFFICE OF THE PRESIDENT

REY B. CADENA, CESO IV

Acting Director III
National Anti-Poverty Commission

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a healthy body and mind, nurturing relationships, and managing stress to achieve overall work-life balance.

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

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

diet, fats, salt, alcohol, physical activity, weight, and smoking, among others, to avoid and/or combat metabolic syndrome.

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

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

Simultaneous to this, Mr. Jayson Gildore, percussionist of Sir Joey Ayala and Mr. Bryan Jay Paler, Founder of Balay Tuklasan Lika-haan, led the music workshop, letting the campers experience how to play



I-Gabay Session XVIII - Continuing the Mission of Excellence in the CES

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

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

Consequently, the learners gained a deeper awareness of the nation's development thrusts



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

and of how agency plans may be aligned and harmonized with them to create a meaningful and sustainable impact on the environment, the quality of life, and the future of any organization and its various publics.

The Module on Maximizing E-Governance and ICT for Development was discussed by Mr. Alexander M. Arevalo, *CESO III*. He introduced Information-Communication-Technology (ICT) as the primary driver of e-governance, the new frontier of innovation, and as the ultimate "game-changer" in both the public and private sectors. He highlighted the importance of ICT-enabled governance in rationalizing systems, strategies, processes and program/ project management tools in the public sector to leverage organizations closer to achieving greater relevance and impact on society. He also redefined the benchmarks by which results/ out-

comes and the impact of public service may be measured, in the process, charting a new and challenging course for the nation's leader-managers.

The Module on Understanding Public Finance and Procurement Laws and Rules was ably explained by PHILGEPS Exec. Dir. Rosa Maria M. Clemente, *CESE*, stressing the strategic importance and intended results of PHILGEPS as an efficiency-oriented, partnership-driven and integrity-enhancing innovation, which strengthens the foundations of transparent, accountable, inclusive and rational governance and urged leader-managers to harness its uses.

The Workshop on Administrative Justice with CESB Deputy Executive Director Arturo M. Lachica, *CESO II*, introduced the learners to the philosophy, principles and fundamental concepts | 18

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constituting the ethical foundations of the administrative justice system, administrative discipline and jurisdiction; the classification and typology of offenses and penalties; and to relevant civil service laws, policies and rules. The case studies sharpened the learners' knowledge, skills and experiences in dissecting and resolving problems, issues and dilemmas in organizations with legal, ethical and administrative dimensions; and in exploring and harnessing innovative approaches using legal tools, insights and experiences in strengthening institutional integrity and in ensuring harmonious and productive working environments.

In the Module on Appreciating the Public Policy Process, Dr. Orlando S. Mercado, former Senator and Secretary of National Defense, stressed the importance of the public policy process and explained its salient attributes, attendant challenges and major influencing factors. Drawing from his experience and wisdom in legislation and executive leadership, he guided the learners in developing a deeper, more incisive and broader understanding and analyses of policy problems and their environment; crafting, streamlining and evaluating the policy process; assessing the future implications of current and emerging policy options, and in determining the most feasible, sustainable and best policy solutions.

Mr. Enrique V. Abadesco, Chief Learning Officer of Human Resource Innovations and Solutions (HURIS), highlighted the strategic value of human resources at the core of all organizations and systems, their evolving roles and the different issues and emerging challenges influencing them. In the Module on Institutionalizing Strategic Human Re-

sources, he led the learners on a historical journey towards the evolution of strategic human resource management in the "era of the brain" and the emergence of the "knowledge-driven society". The module served as a leadership toolkit for public managers on why and how they can strategically manage and harness human capital to achieve individual fulfillment, ensure greater effectiveness and sustainable organizational impact, and realize continuing relevance over time in constantly changing environments.

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

These models included award-winning and innovative programs, namely the Goa Identification System for Improved and Efficient Delivery of Basic Services (awarded as one of the Trailblazing Programs in the 2005 Gawad Galing Pook Awards with a Special Citation on Productivity and Quality-Responsive Local Governance conferred by the Development Academy of the Philippines); Goa Integrated Central Transport (GICT) Terminal Project (a Finalist in the 2010 Gawad Galing Pook Awards), and; the Award for the Outstanding LGU | 23



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

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Center facilitated the Module on *Leading in a Continuously Changing Environment*. The Module on *Ethical Governance: Integrity and Performance Accountability* was discussed by Asst. Prof. Emervencia L. Ligutom of the Department of Social Work, Silliman University. The learners imbibed the competencies, skills and behaviors embodied in the Module on *Developing and Empowering Others to Establish Collective Accountability for Results*, which was executed by Ms. Teresita R. Albert, Chief Executive Officer and President of TRAC Training Consultancy. Lectures and exercises substantiated the Module on *Linkaging and Networking for Productive Partnerships* which was facilitated by Prof. Josefina J. Quintana of the Graduate School of the University of Santo Tomas. Former Department of Social Welfare and Development Undersecretary Celia C. Yangco lectured on *"The State of Poverty in the Philippines from the Global, National and Local Perspective"* to introduce the Community-Organizational Attachment Module (COAM)/ Barangay Immersion Module.

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



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

experiences of the learners in their agencies. The learners lived as "adopted relatives" with individual households in Bgy. Pawa whose residents primarily earned a living through fishing, farming, and soft broom making. Through the field research, the learners interviewed community residents, municipal and barangay government officials, school administrators and teachers, and organization leaders from different stakeholder groups, who provided a factual, in-depth and cross-sectoral study of the major challenges, issues and needs experienced by the community and the individual families. Out of the structured immersion, the learners crafted reports which defined and assessed the state of governance and development and the key institutions, sectors/stakeholders influenced. They also proposed strategies,

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CESB MFO Accountability Report Card

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

 CAREER EXECUTIVE SERVICE BOARD	MANAGEMENT ACCOUNTABILITY REPORT CARD (MARC-2)			
	CAREER EXECUTIVE SERVICE BOARD			
	2012	2013	2014	2015
GOOD GOVERNANCE CONDITIONS				
TRANSPARENCY SEAL	Substantially Compliant	Substantially Compliant		
PhilGEPS POSTING	Compliant	Compliant		
CASH ADVANCE LIQUIDATION	Compliant	Compliant		
CITIZEN'S CHARTER	Compliant	Compliant		
SALN	N/A	Compliant		

Strategic Leadership Forum in Cotabato

Promoting leadership excellence and good governance in the Bangsa Moro

The Career Executive Service Board successfully concluded the 4th CES Strategic Leadership Forum on June 24, 2014 at Al Nor Hotel, Cotabato City.

Anchored on the forum theme, *"Path-finding Service with the Speed of Change,"* the forum was packed with learning sessions and discussions on the creation of a strong corps of career executives in the Bangsa Moro.


As a fitting start, Deputy Executive Director Arturo M. Lachica opened the session with an orientation on the Career Executive Service, its mission-vision and its role in upholding professional development and growth among career administrators.

On the other hand, Department of Education – Dumaguete City Schools Division Superintendent and 2012 Gawad CES Awardee Ramir B. Uytico enumerated the specific competencies for an effective and accountable executive performance through his talk entitled *"The Six Core Competencies of the CES: Crafting a Culture of Ethical Leadership and Innovative Governance for Development."*

Finally, through a workshop aptly themed *"Laying the Foundation of Leadership Excellence and Good Governance in the Bangsa Moro,"* participants were able to define a clear roadmap on the creation of a corps of executives in the Bangsa Moro. They discussed the essential requirements in establishing the group, as well as the factors, developments and challenges that may retard or obstruct the establishment of such. They also identified the stakeholders and their respective roles and tasks; and the programs, interventions or measures included in the crea-

tion of the corps of Bangsa Moro executives.

The program ended with the induction of the officers of the Bangsa Moro Executives and Leaders League (BELL) Inc; and a dinner that celebrated continuous learning, camaraderie and strengthened collaboration geared towards the delivery of accountable leadership, good governance and eventually, sustainable peace and development in Mindandao.

The CES Strategic Leadership Forum is a learning session series that provides a platform for thought leaders, subject matter experts and public service exemplars to dialogue with career service officers and share ideas, innovations, insights, lessons and experiences. Ultimately, the forum hopes to deepen and sustain collective inspiration to improve the quality and impact of leadership and governance. 

3rd CES Club Learning Session: Alchemy that Works

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

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

The first day covers interesting topics on one's self—understanding and dealing with one's life changes, discovering the man and woman inside oneself, and learning active imagination as a tool in expanding one's views and understanding. On the second day, participants can expect equally exciting talks and presentations geared towards exploring our national psyche. Attendees may even join the demonstration

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CESB gears-up for the PAGLAUM Training Workshop Batch 2

The Career Executive Service Board (CESB) kept the torch of hope burning as it brings its PAGLAUM Program to the Cordilleras.

In partnership with the National Economic and Development Authority – Cordillera Administrative Region (NEDA-CAR), the CESB will conduct the PAGLAUM Training Workshop- Batch 2 on June 25-27, 2014 in the City of Pines.

Inspired by the Visayan word, Paglaum, the “Project Paglaum: Rekindling Hope, Rebuilding Lives” was launched in 2013 as a program that capacitates public managers as symbols of hope in their capacity as leaders in their respective organizations. It is a competency building workshop on providing psychosocial support to survivors of disasters

and calamities.

The first batch of PAGLAUM participants has successfully completed the workshop on January 28-30, 2014. Some graduates of the workshop went through an immersion activity, with the theme “Kamustahan sa Kapwa Kawani”, which was attended by almost 200 employees from various government agencies affected by Typhoon Yolanda in Tacloban City. 


Over 200 examinees took the June 8 nationwide Written Examination

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

The said exam was conducted simultaneously in three testing centers, namely: 1) University of the Philippines-National College of Public Administration and Governance (UP-NCPAG), Quezon City; 2) University of San Carlos (USC), Cebu City; and, 3) San Pedro College (SPC), Davao City.

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

Result of the June 8, 2014 CES WE will be released two (2) months from the date of conduct. All examinees will be informed of their examination ratings via e-mail or regular mail.

The CES WE is scheduled every three months. The next conduct will be on September 7, 2014 and the deadline for filing of application is on August 7, 2014. 



Quezon City




Davao City



Cebu City

21st | 3rd CES Club Learning Session....

on *arnis* and *pangalay*—a pre-Hispanic healing offering—to enliven the Filipino spirit within.

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

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the musical instruments of the Philippines and neighboring countries and gave them a chance to create and perform music of their own using these instruments.

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

The CESB further organized two fellowship nights which served as a venue for nurturing the bonds of community and more importantly, sharing leadership experiences and best practices with each other.

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

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

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

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

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

The Public Manager

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The Editor-in-Chief, The Public Manager, Performance Management and Assistance Division, Career Executive Service Board, No. 3 Marcelino St., Holy Spirit Drive, 1127 Quezon City.

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programs and other interventions to enable the community, its leaders and sectoral institutions to strengthen systems and practices to achieve improved governance, rational and optimal use of resources, and more equitable distribution of development gains.

The COAM strengthened the leadership character of and inspired the learners to work for the highest standards of ethics and public service. The four-day barangay immersion transformed the hearts and minds of the learners who not only studied and experienced the challenges and problems of governance and development, but also joined the community in defining its destiny and in crafting its roadmap to the future. During the community's send-off activity in the Bgy. Chapel, SALDIWA Session XXIV Council of Leaders Pres. Mario Marasigan (Director, Department of Energy) conveyed deep appreciation and gratitude, on behalf of the learners, for the hospitality and valuable support offered by the leaders, households and organizations in Bgy. Pawa not only for hosting the learners, but also for "adopting each of them as family members" during the immersion. He expressed the intention of the class to

return to Bgy. Pawa with the hope of being "embraced with the same simplicity, humility, sincerity and openness" by its people.

The SALDIWA XXIV closing ceremony was graced by CESB Deputy Executive Director Arturo M. Lachica and the Municipal Mayor of Manito, Atty. Caesar S. Daep, who both challenged the learners to excel as leaders in their agencies and communities, to initiate and institutionalize reforms as change agents, and to meaningfully improve governance that will result in transformed lives, institutions and communities. 🌐