

# The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

APRIL 2015

VOLUME 8 ISSUE NO. 4

www.cesboard.gov.ph

## I-Gabay XXI stops by abundant Nueva Ecija



*Executive Director Maria Anthonette Velasco-Allones and I-GABAY Session XXI learners pose for a souvenir photo after a delightful and enriching lecture on strategic planning.*

**N**ueva Ecija boasts of abundant agricultural resources, being hailed as the “Rice Granary of the Philippines”, the “Milk Capital of the Philippines”, and the “Onion Capital of the Country”. Amidst this abundance, the CESB conducted the 21<sup>st</sup> Session of the Integrated GABAY ng Paglilingkod or I-GABAY on 15 to 24 April 2015 at the Harvest Hotel, Cabanatuan City.

Forty-three (43) learners from 15 national government agencies underwent the 11-day intensive I-GABAY program comprised of modular topics that would equip them with up-to-date knowledge, skills, attitudes and experiences essential to effective and accountable performance of the tasks attendant to a managerial position in the bureaucracy.

I-GABAY is the third of the three-pronged leadership and management framework of the Executive

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## 2nd Human Resource Managers Fellowship Meeting held in CESB


The Career Executive Service Board (CESB) successfully gathered forty-four (44) Human Resource (HR) Public Managers and Career Executive Service (CES) Coordinators from various government agencies on 14 April 2015 to discuss the latest updates on CES policies and programs and the current trends in people management.

Executive Director Maria Anthonette Velasco-Allones, CESO I, opened the session and discussed CES policy and program updates. She also presented the remaining 2015 CES Activities. She acknowledged the “new faces of coordinators” and encouraged them to attend the quarterly forum to be updated on the latest CES policies and activities.

The afternoon session was led by Mr. Gerardo A. Plana, former CESB Board member and presently the

Chief Executive Officer of Investors in People – Philippines (IIP Philippines). He shared how “Creating a People Strategy” can be done in government organizations and stressed the growing importance of innovation. Mr. Plana differentiated innovation from insanity, stating that insanity is “doing the same thing over and over and expecting different results”, while innovation “is not necessarily doing different things. It can also be doing the same things differently”. He emphasized the importance of innovation because “[d]ue to factors such as globalization and outsourcing, there is an increased push to improve efficiency and effectiveness of organizations. Organizations need more than good products to survive; they require innovative processes and management that can drive down costs and improve productivity.”

The HR Managers Fellowship Meeting and Learning Session Series is a regular quarterly gathering of agency HR managers and CES coordinators that serves as a venue for sharing updates on the latest CES policies, programs and activities, as well as to facilitate learning and sharing on current developments and trends in strategic human capital development.

The 3rd Quarter 2015 HR Fellowship is scheduled on August 7 (Friday) and will be hosted by the Department of Energy (DOE). 



## I-Gabay XXI...

Leadership Program (ELP), which includes “knowing one’s self”, “relating with others” and “leading the organization”. I-GABAY is the ELP Course that is focused on the organization. It includes lectures on management imperatives such as appreciating policy processes, strategic planning, institutionaliz-

ing human resource management, instituting administrative justice, gaining partnership through effective negotiation, improving transparency and accountability through public financial management, procurement and audit, and improving government effectiveness and efficiency through e-governance. Towards the end of the course, participants immerse themselves in a learning integration module called Community Engagement Module (CEM), which

is a field evaluation research activity. The I-GABAY course faculty is comprised of executive leader-managers and subject matter experts in the different fields of public management. As a fitting start, former Defense Secretary and cur-

ing Office of the Human Resource Innovations and Solutions, Inc. (HURIS); Bureau of Customs (BOC) Deputy Commissioner Arturo M. Lachica; Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda; Orly P. Tugob, Executive Director for Business Support of Homemark Incorporated; Executive Director Rosa Maria M. Clemente of the Philippine Government Electronic Procurement System (PHILGEPS) of the DBM Procurement Service; and Director Ma. Corazon S. Gomez of the Commission on Audit (COA) - Region III. To cap the in-class modules, Executive Director Allones facilitated the session on strategic planning and management to further hone the learner’s strategic and critical thinking competence and prepare them to face the real-life challenges in their offices.



**Mentoring a New Breed of Leaders.** *Former Senator and National Defense Secretary Orlando Mercado shares his experiences, insights and lessons with I-GABAY Session XXI learners to deepen appreciation of the public policy process as a strategic management tool for effective, accountable and development-oriented governance.*

rent Secretary General of the Eastern Regional Organization for Public Administration (EROPA) Orlando S. Mercado discussed the fundamentals of Public Policy Process to allow learners to revisit the steps, actors, challenges and dynamics in public policy making. The different I-GABAY modules that followed were presented by Former Supreme Court Management Information Systems Office Chief Alexander M. Arevalo; Mr. Enrique V. Abadesco, Chief Learn-

ing Office of the Human Resource Innovations and Solutions, Inc. (HURIS); Bureau of Customs (BOC) Deputy Commissioner Arturo M. Lachica; Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda; Orly P. Tugob, Executive Director for Business Support of Homemark Incorporated; Executive Director Rosa Maria M. Clemente of the Philippine Government Electronic Procurement System (PHILGEPS) of the DBM Procurement Service; and Director Ma. Corazon S. Gomez of the Commission on Audit (COA) - Region III. To cap the in-class modules, Executive Director Allones facilitated the session on strategic planning and management to further hone the learner’s strategic and critical thinking competence and prepare them to face the real-life challenges in their offices.

The CEM was conducted in San Jose City, Nueva Ecija, a city known for its thriving onion industry that gained the attention of Galing Pook Awards, a pioneering program that recognizes innovation and excellence in local governance. The city has been recognized by the prestigious recognition program in 2012 for its Farmer Entrepreneurship Program (FEP), a best practice in promoting the welfare of local farming industry by bridging them to the corporate supply chain that resulted in a more stable market, just competitive price, increased farmer income and productivity, 4

### 3 | I-Gabay XXI...



**The Voice of the People.** I-GABAY Session XXI learners interview Chairman Arnold V. Dizon of the KALASAG Farmers Producers Cooperative in conducting a field evaluation research study to assess the 2012 Gawad Galing Pook Award winning Farmer Entrepreneurship Program - Bridging Farmers to the Corporate Supply Chain.

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.

The CESB will continue to facilitate the learning of best practices in the next I-GABAY session, which is on 22 to 31 July 2015 in General Santos City, Province of South Cotabato. 🌐

adoption of environmentally sound technologies, and stronger farmers' organization.

The CEM created the environment and partnerships for shared learning involving the learners and leaders from the local governments, civil society, non-government and various community sectors. Through the CEM, the learners examined and evaluated the governance and development framework (i.e., key policies, strategies, structures, systems) of the city; 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



**Learning from Champions of Good Governance.** I-GABAY Session XXI learners with San Jose City Mayor Marivic V. Belena, 2012 Gawad Galing Pook Awardee for the Farmer Entrepreneurship Program: Bridging Farmers to the Corporate Supply Chain. Mayor Belena shared why and how she crafted and managed the San Jose City agro-enterprise development roadmap and empowered local farmers and their communities as strategic partners of the private corporate sector in social and economic development.

# Gift of Hope Spreads Anew in Central Luzon

The CESB returned to Angeles City to once again spread the gift of hope and conduct the Sixth Paglaum Training Workshop on April 7-8, 2015 at the Oasis Hotel, following the successful Fifth Training Workshop held in the same city last January 2015. The Sixth Paglaum Training Workshop was attended by twenty (20) participants from various government offices in Region III.

The Paglaum Training is a two-day workshop comprised of various methodologies that touch the mental, physical and psycho-spiritual dimensions of the participants. It aims to develop the

participants' knowledge, skills and technical know-how in providing mental health and psycho-social support to people in distress due to disasters or other critical situations. The Paglaum follows a "train the trainer" framework wherein the learners are honed as future trainers/facilitators.

The workshop was facilitated by Dr. Violeta V. Bautista, clinical psychologist and founder and president of the Care and Counsel Wellness and Training Center. Dr. Bautista was assisted by Ms. Cristabel Fagela-Tiangco, a faculty member of the Psychology Department of the University of the Philippines - Pampanga

Extension Office; Ms. Charity P. Orense, Head of the Psychology Department of the Assumption College; and Department of Transportation and Communications (DOTC) Undersecretary Anneli R. Lontoc, who is a graduate of Paglaum Training Workshop Batch 1 and is now being tapped as a Paglaum training facilitator. The conduct of the workshop was made in partnership with the Central Luzon Association of Regional Offices (CLARO), headed by its President, Department of the Interior and Local Government (DILG) - Region III Regional Director Florida M. Dijan.

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Towards the end of the workshop, participants were given the opportunity to share their takeaway from the workshop. Ms. Lilian Garcia, Assistant Regional Director of the Bureau of Fisheries and Aquatic Resources - Region III, said, "Every person carries a gift of hope in him/her self. That hope must not remain untapped. It should be given to others so that it will multiply. I am a hope-bearer, that's one of my life's missions – a simple gift that would spell a big difference to the lives of people, my legacy and contribution in our generation."

The next Paglaum session will be conducted in partnership with the Cagayan Valley Association of Career Executives on August 4-5, 2015 in Tuguegarao City, Cagayan. 🌐



## 2nd CES CiRCLE Forum: SIGNED, SEALED, DELIVERED!

**J**wenty-eight (28) third-level officials gathered together last 30 March 2015 at Bohol Tropics Resort, Tagbilaran City to review, critique, validate and contribute to the draft policy on productive, safe and responsible use of social media in government.


The draft policy was culled from the elements identified by the executives who participated in the Inaugural CES CiRCLE Forum held last 20 February 2015 at the Diamond Hotel, Manila and from various policies on the use of social media around the globe.

The participants were welcomed by CESB's Atty. Giselle G. Durana, Officer-in-Charge of the Professional Development Division, who thanked the attendees for taking time to partake in the activity and reminded them of the urgency of meeting national development challenges, including harnessing the potential of social media in improving and enhancing the quality of government service.

Mr. Mark Lemuel L. Garcia, a seasoned consultant for ICT-enabled projects and services, from Bukidnon State University led the group in Leveling Up Philippine Competitiveness in the Context of Regional Integration – Policy Writeshop on Productive and Safe Use of Social Media in Government.

Participants were reintroduced to the concept of social media and its potentials and hazards as a platform for carrying out efficient and effective government services to its end users. The draft policy document, in parts, was presented by Mr. Garcia to the group during the review. Mr. Garcia emphasized the coverage of liability and accountability of government offices and civil servants in the use of social media and stressed that the implementation strategy may not be the same in the central office, the regional offices and the divisions. Participants were then grouped into four to critique and validate the said document and group inputs/revisions were presented in the plenary session of the writeshop.

Inputs and revisions were collected and incorporated in the policy document which will be forwarded to the Office of the President for a possible issuance of an Executive Order on the subject matter.

Unlike in ancient times when kings and generals had to shed blood in a *pacto de sangre* to reach an agreement, senior executives can transform tomorrow today through the CES CiRCLE Forum, which provides a venue for meeting of minds and gathering collective political courage to take the leap to live up to the commitments of today that will bring about change tomorrow. 





**CONFERRED THROUGH  
RESOLUTION NO. 1210  
APRIL 16, 2015**

# NEW CES ELIGIBLES

**ANG, MANUEL PASINOBLE**  
Vice President, Financial Information Systems Maintenance and Other Accounting Services Office - Controller Group  
Government Service Insurance System

**BELLO, MAR WYNN DELA CRUZ**  
Medical Officer V (Division Chief), Project Management Division  
Bureau of International Health Cooperation  
Department of Health

**BERMUDEZ, MARIO MENDOZA**  
Education Program Supervisor (EPS)/ OIC, Assistant Schools Division Superintendent  
Department of Education  
Division of General Santos City

**BHAGWANI, EDWARD GARGAR**  
Local Government Operations Officer VI  
Department of the Interior and Local Government  
DILG Region X – Misamis Oriental

**CABATIC, LARRY LEONES**  
Executive Director  
Philippine Science High School System  
Department of Science and Technology

**CARANDANG, CECILLE GONZALES**  
Education Program Supervisor (EPS) I / OIC, Assistant Schools Division Superintendent  
Department of Education  
Tanauan City Division

**FLORES, REYNALDO LAHOM**  
Director III, Finance and Administrative Services  
Office of the Political Adviser  
Office of the President

**GUMTANG-REMALANTE, RACHEL ESTHER JAUCIAN**  
SEC Chief Counsel, Collective Investment Products Division  
Corporate Finance Department  
Securities and Exchange Commission

**HERNANDEZ, EUGENIO VINLUAN**  
Deputy Brigade Commander (Marine Brigade)/  
The Naval Provost Marshall  
Office of the Naval Provost Marshall

**HUTALLA, ARNEL EVANGELISTA**  
Management and Audit Analyst III  
Department of Trade and Industry  
Regional Office IV-B

**ILAGAN, JEROME EVANGELIO**  
Director IV  
Office of the Deputy Executive Secretary for Finance and Administration  
Office of the President

**JACINTO, MAJARANI MACARAEG**  
Education Program Supervisor (EPS) I / OIC, Assistant Schools Division Superintendent  
Department of Education  
Dipolog Division

**MACASOCOL, LORENZO O DIAZ**  
Public Schools District Supervisor/ OIC, Assistant Schools Division Superintendent  
Department of Education  
Division of Surigao del Sur

**NAVARRO, BENJAMIN ARSENIO YANDOC**  
Statistical Coordination Officer V/ Head, National Statistical Coordination Unit  
Philippine Statistics Authority  
Cordillera Administrative Region

**SUDIACAL, ALELI ANNIE GRACE PAGULAYAN**  
Medical Officer V  
Bureau of International Health Cooperation  
Department of Health

**UY, ALONA CAMILO**  
Education Program Supervisor (EPS)/ OIC, Assistant Schools Division Superintendent  
Department of Education  
Division of Davao Oriental

**VILLERO, JUDE ALLAN SISON**  
Local Government Operations Officer V  
Department of the Interior and Local Government  
Leyte Provincial Office

**NEWLY-PROMOTED CESO  
DATED MARCH 30, 2015**

**RENATO UMALI SOLIDUM, JR., CESO II**  
Director IV  
Philippine Institute of Volcanology and Seismology  
Department of Science and Technology



# Back-to-Back Wellness Camps Kick-off in Palawan

***Detox, De-stress, Discover and Deliver this scorching summer!***

**B**eat the summer heat and be fully fit to lead as the Career Executive Service Board (CESB) aptly brings back-to-back CES Executive Leadership, Wellness and Work-Life Balance Camps on 27-30 April 2015 and 19-22 May 2015 at The Legend Palawan, Puerto Princesa City, Palawan and Batanes Resort, Basco, Batanes, respectively.

The camp promotes CESB's advocacy for healthy living and work-life balance among government executives and seeks to equip them with integrative and practical know-how on managing stress, developing positive coping mechanisms to work pressure and fatigue, and sustaining meaningful relationships while ensuring success at work.

As CESB firmly believes that work-life balance is imperative for effective leadership and work performance, the camp is purposely designed in such a way that government executives in attendance will find time to reflect on what is essential for their mind and body in order to work and lead well and, at the same time, recharge and go back to their respective offices with vigor and renewed strength.

On its 12<sup>th</sup> session in Palawan, forty (40) CES officers and eligibles from various agencies nationwide will undergo a combined fitness and relaxation treat starting off with multiple plenary learning sessions, namely, "Leaders' Guide to Eating Well" by Dr. Romulo S. de Villa, Molecular and Nutritional Oncologist of the National Kidney and Transplant Institute; "Managing Executive Stress" by Dr. Enrique A. Tayag, *CESO III*, Epidemiology Bureau Director of the Department of Health; "Introductory Seminar on Learn Buteyko Asia" by Mr. John H. Vidgen, Senior Practitioner of the Buteyko Breathing Asia; "Finding Meaning in Service" by Ms. Grace F. Baluyan, *CESO IV*, 2012 Gawad CES Presidential Awardee and Provincial Director of the Department of Trade and Industry – Kalinga, Apayao; "Complete Staff Work for Executives" by Mr. Alexander M. Arevalo, Information and Communications


Technology Consultant; and, "A Hero's Journey" by Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, CESB Executive Director.

The camp will also hold simultaneous workshops that will enhance the full integration of the participants' physical, mental and spiritual well-being such as the "Zen Blooms Meditative Flower Arranging" facilitated by flower arranging expert, Ms. Carissa A. Singson-Mabasa and "Mukha ng Pagbabago: Art Workshop" by multi-awarded painter, installation and performance artist, Mr. Salvador J. Ching.

Prior to attending the plenary learning sessions, participants can fittingly indulge in morning wellness exercises such as zumba toning and relaxing yoga spearheaded by Ms. Eleonor A. Sanchez, Fitness Instructress at the Slimmers World and Mr. Luisito A. Palermo, Yoga Instructor at the Ananda Marga Wellness Center, respectively.

Last but of equal importance are the city tour and fellowship night aimed at nurturing the bonds among the members of the CES community and enhancing their social network. The campers will have a glimpse of the city's wonders such as the Crocodile Farm, Butterfly Garden and Tribal Village, Aloha Natural House, Baker's Hill, Mitra's Ranch, Heritage Museum, Cathedral Church, Puerto Princesa Bay Walk and several souvenir shops.

Meanwhile, the CESB will bring back the wellness camp to Basco, Batanes on 19-22 May 2015 after its successful conduct in 2013.

For more information on the back-to-back wellness camps, please feel free to contact the CESB's Professional Development Division through any of the following: Telephone Nos.: +632 951-4981, locals, 108, 109, 113 or 127; Email Address: ceswellnesscamp@gmail.com. 

# Nomination for the Gawad CES



*...as No. CESO!*

**A call for nominations to the  
Gawad CES  
PRESIDENTIAL AWARD**

**Inspiring leaders • Improving lives • Transforming service**

Open to all CESOs and Third Level Eligibles

**Nomination deadline: May 31, 2015**

For more information, visit [www.cesboard.gov.ph](http://www.cesboard.gov.ph). For queries, please e-mail us at [gawadces@cesboard.gov.ph](mailto:gawadces@cesboard.gov.ph) or [gawad\\_ces@yahoo.com](mailto:gawad_ces@yahoo.com). Contact Nos: (02)9514981 locals 110,111 or 126

The Career Executive Service Board (CESB) is now accepting nominations for The **Presidential Gawad CES Awards Program**.

Open to all Career Executive Service Officers (CEO/CESOs) or third level eligibles [Career Executive Service Eligibles (CESE) or Career Service Executive Eligibles (CSEE)] who are presidential appointees and are appointed to CES positions.

For details, please contact CESB's Performance Management and Assistance Division (PMAD) at 951 4986 or at 951 4981 or visit [www.cesboard.gov.ph](http://www.cesboard.gov.ph).

Deadline for nominations is on **MAY 31, 2015**.

## CES Written Examination in June

The next CES Written Examination (WE) schedule will be on **June 7, 2015** and the deadline for filing of application is on **May 7, 2015**.

Interested applicants may visit CESB's website [www.cesboard.gov.ph](http://www.cesboard.gov.ph) for downloadable forms or may call the Eligibility and Rank Appointment Division (ERAD) at 9514985 loc. 100 or 832 for the other details of the CES WE.

## Online CESPES Orientation

The Career Executive Service Board (CESB) has been conducting series of orientations on the Enhanced Career Executive Service Performance Evaluation (CESPES) through the Online System for the CES officials of national government and attached agencies since February. For the month of April, CESB covered the National Electrification Administration, Philippine Children's Medical Center, Department of Public Works and Highways, Department of the Interior and Local Government, Department of Trade and Industry, Philippine High School for the Arts and National Irrigation and Administration.

The orientation provided them an overview on the importance, coverage and features of the Enhanced CESPES and rationale in shifting from manual to online. The CESB personnel walked the participants through the navigation of the online system.



## Extension of the Online CESPES Completion

Compliance and Completion of CESPES Ratings for CY 2014 through the Online System is extended until **APRIL 30, 2015**.