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ISDP XXVII: Reaffirming the CES Commitment to Public Service


“Government should exert more efforts to have its services felt down by the poorest of the poor...

(and) do more to give people equal opportunities.”



Ain't no mountain high enough! ISDP XXVII learners enjoy a long hike through the hills to reach Sitio Cabuayahan of Barangay Mayabon, where their host families reside.


Thirty-five (35) learners affirmed and pledged themselves to this unifying call as they successfully completed Session XXVII of the Integrated Salamin-Diwa ng Paglilingkod Training Course (ISDP-XXVII) under the CESB Executive Leadership Program from 9 to 22 June 2015 at the Manhattan Suites Inn, Dumaguete City. The successful learners comprised a mixed class of leader-executives from various state agencies nationwide, with one from the City Government of Oroquieta City in the Province of Misamis Occidental, Region X.

Dumaguete City, also known as “The City of Gentle People”, in the Province of Negros Oriental of the newly-created Negros Island Region (NIR) was the main venue for Modules I to VI of the intensive 14-day residential training course. Meanwhile, Barangay Mayabon, the largest and most populous of the 10 barangays of the Municipality of Zamboanguita located 26.60 kms. south of Dumaguete City, served as the  2

3rd CES CiRACLE Forum: Business Class - Charting the Horizon for Healthier Business Environment

Ninety-four (94) third-level officials from around the country gathered together in the City of Golden Friendship, Cagayan De Oro, last 25 June 2015 at the Casa Real of the VIP Hotel to discover how our country currently fairs in doing business in comparison with its ASEAN counterparts.

As a fitting welcome to the participants, Career Executive Service Board (CESB) Executive Director, Atty. Maria Anthonette C. Velasco-Allones shared that the CiRACLE Forum was redesigned to be a venue to discuss urgent and critical issues and be able to arrive at a collective output that would propel positive change for the future – thus the theme **“Transform Tomorrow Today”**. Furthermore, she announced that out of the workshop outputs during the CES CiRACLE Forum Series conducted last February and March, a proposed policy on the use of social media in government has been crafted.

Ms. Annabelle M. Atillo, President of the Career Executive Officers for Northern Mindanao (CEO-NM) and Department of  8

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“...bring change where it is needed, expertise where this is missing, and leadership where this is wanting.” ISDP XXVII learners brave a makeshift bamboo bridge deep in the forest to reach out to developmentally-challenged communities.

community immersion laboratory site for Module VI (Community Engagement Module), the learning integration module of the ISDP-XXVII.

Modules I to V laid down the platform for the learners to deeply examine themselves as leaders, public servants and champions of good governance; review and reaffirm the purpose and meaning of public service; assess the arena and dynamics of governance and development; and clarify and internalize their strategic and pivotal roles in bringing quality government service where it is needed.

Distinguished multi-disciplinary experts constituted the course faculty who facilitated the ISDP as Resource Persons. Dr. Benjamin E. Diokno, former Secretary of the Department of Budget and Management (DBM) and current Professorial Lecturer at the School of Economics of the University of the Philippines-Diliman grounded the learners on the macro-economic perspectives, challenges to, and future prospects of governance and development in the Philippines with the *Module on Philippine Development Perspectives and Challenges: A Situationer*. Mr. Santos E. Getalado, founding President of S.E. Getalado Consultancy and Leadership Center, enlightened, inspired and challenged the learners as leaders and difference-makers through the *Module on Leading*

in a Continuously Changing Environment. Asst. Prof. Emervencia L. Ligutom of the Department of Social Work of Silliman University touched the learners’ hearts and minds and guided them in their self-awareness and leadership journey in the *Module on Ethical Governance: Integrity and Performance Accountability*. Ms. Teresita R. Albert, President and Chief Executive Officer of TRAC Training Consultancy, empowered and challenged the learners as people-influencers, institution-shapers and culture-builders through the *Module on Developing and Empowering Others to Establish Collective Accountability for Results*. Prof. Josefina J. Quintana of the Graduate School of the University of Santo Tomas capacitated the learners with the leadership knowledge, skills, acumen and experiences in creating, institutionalizing and sustaining productive personal and institutional relationships through the *Module on Linkaging and Networking for Productive Partnerships*. Lastly, former Department of Social Welfare and Development (DSWD) Undersecretary Celia C. Yangco instilled a deeper understanding of and sensitivity to “*The State of Poverty in the Philippines from the Global, National and Local Perspective*” in a lecture which introduced the Community Engagement Module (CEM) of the ISDP.



Ain't no river deep enough! ISDP XXVII learners cross a river to interview families and other respondents in other sitios as part of their field evaluation research.

As a learning integration

CES Club: Keeping the balance between Intelligence and Emotional Quotient

4 June 2015. Not even the scorching summer heat could keep some of the nation's top officials from traveling back in time to revel in the unique Spanish colonial heritage of Vigan, Ilocos Sur, the only city in the Philippines inscribed on the UNESCO World Heritage list, and to gain valuable insights on EQ.

"There is no substitute for goodwill, loyalty, cooperation, and hard work in the solution of our problems and the fulfillment of our national objectives"

- President Elpidio Quirino

A total of twenty-four (24) CESOs and CES eligibles flocked to the Quirino Memorial Hall of the National Museum, Ilocos Regional Complex in Vigan City to participate in the second conduct of the CES Club, with the theme, "The Importance of EQ in Leadership". Two equally important EQs were highlighted in the session: the first was a discussion on Emotional Quotient, which aimed to impart the importance of emotional intelligence in attaining personal and organizational leadership excellence; the second was a commemoration of the life and legacy of former President Elpidio R. Quirino in celebration of his 125th birth anniversary.

Vigan City Councilor Ramil A. Arce formally opened the session by enumerating the traits that made President Quirino or "Apo Pidiong" - as he was fondly called - a great president: high degree of intellect, deep understanding of the law, vast knowledge on economics and politics, and emotional stability amidst the challenges that the country was then facing. He also discussed the impact of President Quirino's leadership on our country, and how our current leaders should try to emulate his frugality, perseverance, and humility.

In the first learning session, Regional Director Milagros A. Rimando of the National Economic and Development Authority (NEDA) discussed the importance of emotional quotient and emotional intelligence in public service. "We are living in the midst of globalization, where there is a strong demand of higher levels of work," she noted. She

said that in order to cope and succeed, one needs to be balanced physically, mentally, and emotionally.

Director Rimando stressed that all leaders should have the four fundamental EQ skills, namely: **self awareness** (the ability to understand self); **self management** (the ability to control and balance self); **social awareness** (the ability to read others well); and **relationship management** (the ability to build teams and create constructive work relationships). In order to develop these skills, leaders should learn how to receive feedback; be aware of the gap between the intent of the feedback and its actual impact; listen to one's self and others; and, most importantly, empathize with others.



Ms. Kinna Mae G. Kwan, Senior Researcher at Quirino Foundation, centered the second learning session on President Quirino's EQ-driven leadership. According to Ms. Kwan, "Apo Pidiong" had three core values

which made him a great leader. First, his **tolerance**, which paved the way for peace not only in the country but also of his mind. This was manifested when he granted executive clemency to the Japanese prisoners of war even when he lost his wife and three children to them. President Quirino was quoted saying, "I should be the last one to pardon them as the Japanese killed my wife and three children, as well as five other members of my family. I am doing this because I do not want my children and my people to inherit from me the hate for people who might yet be our friends for the permanent interest of our country." He also exemplified **goodwill** to the world, and he demonstrated it

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by accepting 5,880 White Russian refugees who escaped from the Soviet Regime. He accepted them when no other country would, and he gave them a piece of land to start a community on their own. He showed the world that the Filipinos' humanity and compassion for other people are unequalled. Lastly, President Quirino's unconditional **love** illuminated on everyone and everything. He was never afraid in showing his love as a son, as a husband, as a father to his children, and as a father of this nation. His dedication and willingness to sacrifice is unparalleled.

The participants found the learning sessions very helpful and informative. Assistant Regional Director Aynie E. Mandajoyan, CESO VI, of BIR Iloilo said, "I think every leader should emulate President Quirino's tolerance, for with tolerance, we can foster peace in family, community, and workplace in order to have harmonious relationships." Mr. Paulino G. Lalata, Jr., Local Government Operations Officer VIII of DILG La Union, also added that "all topics are very helpful and significant, especially to us leaders who have a

hand in crucial decision-making processes."

Emotional Intelligence plays a very crucial role in a balanced leadership. In the words of President Elpidio Quirino, "There is no substitute for goodwill, loyalty, cooperation, and hard work in the solution of our problems and the fulfillment of our national objectives." 🌐




CESB conducts Post- Evaluation of the CESPES Online System

In an effort to fine-tune the performance evaluation system for the succeeding years, the CESB conducted a post-evaluation of the Online CESPES System on 23 June 2015 at the CESB Training Room in Quezon City. A total of 58 Human Resource (HR) Coordinators from various agencies attended the activity.

The activity commenced with the presentation of the results of the 2014 Online CESPES administration through a matrix showing the percentage of completion of the 2014 CESPES per agency, the individual ratings obtained by the Ratee-Officials, and information showing what forms were not completed or accomplished.

A workshop on the CESPES administration was facilitated by CESB Executive Director Maria Anthonette Velasco-Allones. The participants were asked to provide inputs on the following: Technology/Technical Concerns, Socio-

Cultural and Organizational Issues, Political/Financial Resources and Other Concerns pertaining to the Online CESPES administration.

The program culminated with the awarding of Certificates of Commendation to agencies that have met the following criteria: a) the total number of Ratee-Officials rated should be 20 and above; b) the percentage completion rate should be 90% and above; and, c) the reckoning period is 31 May 2015, which is the deadline for completion that was approved by the CES Governing Board. These agencies are as follows: Bureau of Internal Revenue (BIR), Philippine Overseas Employment Administration (POEA), Department of National Defense (DND), Department of Tourism (DOT), Commission on Higher Education (CHED) and National Telecommunications Commission (NTC). 



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module, the CEM served as the “crucible” which forged and tested the learners’ “character and heart for leadership and public service”. Through the CEM, the learners underwent a structured immersion process in and actual exposure to the governance and development challenges confronting Barangay Mayabon, a mixed coastal and hilly agricultural community of the Municipality of Zamboanguita in the Province of Negros Oriental. The learners, grouped into sectoral study teams, performed dual roles as field evaluation researchers and as “long lost family members, distant relatives or extended kin” hosted by the barangay and adopted by carefully selected individual households.

The CEM enabled the learners to validate and deepen understanding of the concepts, lessons, insights and applications they learned from the earlier ISDP modules and to contextualize and harness their own personal and professional work experiences. Learners used focus-group discussions, participant-observation sessions, structured interviews and a variety of primary and secondary research methods and engaged municipal and barangay government officials and functionaries; host families and community residents; development assistance institutions; and leaders/ officials and members of various public and private institutions, civil society and basic sectors, and community-based and sectoral stakeholder groups. These methods provided comprehensive, factual, in-depth and cross-sectoral perspectives of the major issues, needs, problems and challenges impacting on the community, which included: funding, technology, human and other resource constraints; weak and inefficient local governance structures and systems; and ineffective and limited agri-production and marketing strategies, among others.

The study teams generated field evaluation research reports which contained incisive, fact-based and expert assessments of the state of governance and development of Bgy. Mayabon, as well as major proposals and initiatives in the following thematic areas: enterprise development, agricultural productivity and economic promotion; education and human resource training and development; public utilities, infrastructure, land use, and environmental


management; and local governance. The reports also determined various areas for potential national-local government and stakeholder cooperation, engagement, or for resolving conflicts/ dysfunctions. They also proposed alternatives, possible strategies and other interventions to mobilize, harness and leverage the optimal and inclusive participation and unified strength of the community to achieve an improved quality of life.

The four-day immersion culminated in a simple send-off program attended by the learners, their respective host families, barangay officials and community sectoral leaders. In a fitting closure, ISDP Session XXVII Class President and National Economic and Development Authority (NEDA) Regional Director Efren B. Carreon conveyed the heartfelt gratitude of the learners for the warm welcome, hospitality, care and generous support shown to the learners not only by the host families, but also by the officials, organization leaders and other community residents. On behalf of the class, he affirmed the unique value and life-long significance of the immersion in inspiring and guiding the learners in their transformation and journey as leaders and public officials.



Mayor Kit Marc B. Adanza and key officials from various departments of the Municipal Government of Zamboanguita; Bgy. Chair Joel E. Tugaoen and the entire Barangay Council of Mayabon; and Negros Oriental Provincial Director Dennis S.

Quiñones of the Department of the Interior and Local Government (DILG) constituted the panel of reactors for the CEM group report presentation and graced the ISDP Session XXVII Closing Program. The panelists expressed appreciation and affirmed the findings, recommendations, and lessons drawn from the group reports. They also offered positive feedback, expressed their eagerness to adopt and implement the recommendations, and vowed to deepen engagement and partnerships with national government agencies and the community in addressing the current and future governance and development challenges.

Overall, the ISDP unleashed the potential of and empowered each learner to develop a deeper and more meaningful appreciation of effective, 

220 Examinees took June 7 Nationwide CES Written Exam



Quezon City



Cebu City




Davao City

Two hundred twenty examinees from various agencies across the country took the Nationwide CES Written Examination (CES WE) last 07 June 2015. Simultaneous exams were conducted in three testing centers, namely, University of the Philippines - National College of Public Administration and Governance (UP-NCPAG), Quezon City; University of San Carlos (USC), Cebu City; and San Pedro College (SPC), Davao City.



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accountable and innovative leadership - resilient to the changing environments of governance, firmly grounded on the bedrock of integrity and ethics, deeply aware of the actual and emerging challenges confronting the nation, and fully focused on the vision of a truly just, inclusive and sustainable future. 



1 | 3rd CES CIRCLE...

Budget and Management (DBM) Regional Director, also welcomed the participants and offered her gratitude to CESB for bringing training programs to Cagayan De Oro. Department of Education (DepEd) Assistant Secretary Tonisito Machiavelli Umali, NUCESO President, opened the forum by elucidating this year's CES CIRCLE Forum theme as "a battle cry for solutions today, not tomorrow; change today, not tomorrow; act today not tomorrow" to address urgent and pressing issues in the government.

To start the learning sessions, Development Academy of the Philippines (DAP) Acting Director Merliza M. Makinano presented the topic on "The Game Plan 3.0: An Overview of Doing Business in the Philippines". Ms. Makinano expounded that the Game Plan 3.0 is the latest blueprint to streamline government processes and is intended to further boost the Philippines' rankings in the Doing Business Report published by the World Bank Group - International Finance Corporation. Game Plan 3.0 aims to push the country to the top third of the global rankings by 2016 from the country's current standing of number 52 among the 144 economies according to the 2014-2015 Global Competitiveness Report released by the World Economic Forum, Ms. Makinano explained. She also shared that one of the

country's economic and business prospects is the young Filipino workforce that will eventually provide the country demographic dividend because of their large disposable income that will thrust long-term economic growth. She also shared that the ASEAN Integration is right at our door step and that dealing with it is inevitable.

A prominent business personality in the local industry, SLERS Managing Director, Ms. Mercedes Pelaez Mejia presented the status of business in the perspective of a Small and Medium-Sized Enterprise (SME). Ms. Mejia shared SLERS's success story, which she said was brought about by stability in finding balance in marketing, money and management. She pointed out that success is not a matter of condition or environment but it is a matter of choice. Ms. Mejia also took the opportunity to take a "selfie" with the participants.

Quezon City Administrator Aldrin Cuña presented the city's initiative in facilitating the Ease of Doing Business in this premier city. He explained that the Government of Quezon City partnered with SEC, DTI, PhilHealth, SSS, Pag-Ibig, and BIR to facilitate a 24/7 registration platform for new corporations, partnerships, foundations and cooperatives anywhere they are via through Quezon City e-services. He further related that through Business One-Stop Shop, stakeholders are treated with trimmed down processes. He also





CESB Training Calendar



PROGRAM	DATE	VENUE
Strategic Leadership Forum	July 16	NCR
Integrated GABAY-COAM Training Course	July 23-31	General Santos City
Project Hope "Paglaum"	August 3-5	Tuguegarao City, Cagayan
Fellowship Lunch and Learning Sessions with CES-HRMD	August 7	Manila
SALDIWA ng Paglilingkod Training Course	Sept 1-14	Butuan City

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shared to some of Quezon City's pioneering programs such as the Scaling Innovations in Mobile Money or SIMM, which is used to facilitate mobile money disbursements for scholars' stipends and teachers' allowances and other government-to-person payments or vice-versa (e.g. real property tax). These efforts as envisioned by the Quezon City government will not only make doing business easier with the local government of Quezon City but, more importantly, will eradicate venues for corruption.

Taking off from the presentations by the speakers, the group was then divided into four clusters for a workshop session facilitated by Department of Labor and Employment (DOLE) Regional Director Ponciano M. Ligutom. The workshop aimed to chart the facilitating factors and challenges in the process and technology of starting a business in our country, identify weak areas and recommend measures/interventions that their respective agency may undertake.

In closing, Executive Director Velasco-Allones announced that the group outputs will be the elements that will be looked into during the next CES CiRCLE Forum scheduled on 16 July 2015 in Baguio City.

For advance registration to the next CES CiRCLE Forum, you may visit www.cesboard.gov.ph for the downloadable form.

7 | 220 Examinees...

Of the 220 examinees, 119 (54.10%) took the exam in Quezon City, 67 (30.45%) in Cebu City, and 34 (15.45%) in Davao City.

The CES WE is the first stage of the four-stage eligibility process. Results of the June 7 CES WE (list of passers) will be released not later than the first week of August 2015 through the CESB website at www.cesboard.gov.ph. Individual examination ratings will also be sent to all examinees via e-mail or regular mail.

The next CES WE is scheduled on **06 September 2015** and the deadline for filing of application is on **06 August 2015**.



NEW CES ELIGIBLES

**CONFERRED THROUGH
RESOLUTION NO. 1220
MAY 27, 2015**

CRUZADO, ANTHONY KING

Chief of Hospital I (Retired)
Roxas District Hospital
Brgy. Odiong, Roxas
Oriental Mindoro

DIEZ, MA. VILMA VILLARAN

Acting Director III
Department of Health
National Capital Region

GUMARU, ALFREDO JR. BINAG

Education Program Supervisor I/
OIC, Assistant Schools Division
Superintendent
Department of Education
Division of Isabela

MARIBOJOC, EDWIN RELOVA

Assistant Schools Division
Superintendent
Department of Education
Division of Lanao del Norte

OBINQUE, WESTRIMUNDO D.

Chief
Regional Comptrollership Division
Philippine National Police
City of San Fernando, Pampanga

ROBLES, AMBROSIO LUIS III B.

Senior Country Manager
Symantec Philippines
Makati City

USMAN, SANDRAH ARNICA M.

Chief Personnel Specialist
Civil Service Commission
ARMM, Cotabato City

ZAMUDIO, GERARDO JR. MALLARI

Commandant
PAF Officers Candidate School
Philippine Air Force
Fernando Air Base, Lipa City

RUBICA, RODNEY KING

Partner
Valencia Law Office
Bacolod City

SALAMANCA, MARINA SARABIA

Education Program Supervisor I
Department of Education
Division of Bohol

TALABIS, EMELYNE VILLANUEVA

OIC - Assistant Director
Land Management Bureau
Department of Environment and
Natural Resources

TAN, WILBURN JR. LLANETA

Director III
Presidential Management Staff

ZURBANO, MELITON PORTE

Secondary School Principal IV
Lawang Bato National High School
Department of Education
Valenzuela City Division

**CONFERRED THROUGH
RESOLUTION No. 1226
JUNE 10, 2015**

ALMERIA, JENNY LYN RUIZ

Chief Administrative Officer
Department of Agriculture
Regional Field Office 8

DATOR, JOSE DANTE PASCUAL

Executive Director
National Kidney and Transplant
Institute

**ADJUSTMENT IN RANK
DATED MAY 29, 2015**

DEPARTMENT OF EDUCATION

FIEL Y. ALMENDRA

CESO VI to CESO V
Schools Division Superintendent

SALLY B. ULLALIM

CESO VI to CESO V
Schools Division Superintendent

**DEPARTMENT OF ENVIRONMENT
AND NATURAL RESOURCES**

ERNESTO D. ADOBO, JR.

CESO III to CESO I
Undersecretary

**DEPARTMENT OF TRADE AND
INDUSTRY**

MARIA ESPERANZA C. BAÑARES

CESO VI to CESO III
Director IV (Regional Director)

CES Board opens up Gawad CES Awards to CESOs and Third Level Eligibles occupying Non-CES positions

The CES Governing Board, in its 27 May 2015 Meeting, approved the amendment of Section 5, Chapter II of the Gawad CES Code of Procedure to include the nomination to the Gawad CES Awards of Career Executive Service Officers (CESOs) and Third Level eligibles who are not occupying CES positions but who nonetheless excel in their performance.


It may be recalled that in 2005, the Board implemented a recognition program known as the “Search for Outstanding Career Executive Officers” (Outstanding CEO). The Outstanding CEO award was eventually upgraded to an annual Presidential Award Program known as the Gawad CES Award through Executive Order Number 715, dated 28 March 2008. The Gawad CES Award aims to recognize and promote performance excellence in the public service by honoring CESOs and Third Level eligibles occupying executive or managerial positions for exemplary achievements.

On 10 February 2009, the Board approved the Gawad CES Code of Procedure that limits the nomination to CESOs and Third Level Eligibles (Career Executive Officer

Eligible [CEOE]; Career Service Executive Eligible [CSEE]; and Career Executive Service Eligible [CESE]) who must be occupying executive and managerial positions in the Third Level.

It has been brought to the attention of the Board, however, that there are Third Level eligibles who do not occupy Third Level or CES positions but who nonetheless excel in their performance.

The Board deemed that the addition of nominees or awardees who are CESOs and CES eligibles but who do not occupy CES or Third Level positions for the Gawad CES Award is justifiable considering that their respective positions have performance indicators that would reflect their exemplary performance and measurable significant contributions.

Bearing this in mind, the Board resolved through Resolution No. 1222 to open the nomination to all CESOs and Third-Level Eligibles occupying positions that require the performance of executive, leadership and/or managerial functions. 

PROMOTION IN RANK DATED MAY 29, 2015

DEPARTMENT OF EDUCATION

LEILA P. AREOLA, CESO VI
Acting Assistant Schools Division
Superintendent

DEPARTMENT OF HEALTH

CELIA C. CARLOS, CESO IV
Acting Director III

**DEPARTMENT OF PUBLIC WORKS
AND HIGHWAYS**

CONSTANTE A. LLANES, JR., CESO III
Acting Director IV

**DEPARTMENT OF TRADE AND
INDUSTRY**

RODOLFO J. MARIPOSQUE, CESO V
Acting Director II