

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

MAY 2015

VOLUME 8 ISSUE NO. 5

www.cesboard.gov.ph

Leadership Excellence 2015 showcases Organizational and Individual Transformation



HONORING A LEADERSHIP ICON. CESB Exec. Dir. Maria Anthonette Velasco-Allones and DEPED Asst. Sec. and NUCESO Pres. Tonisito C. Umali share a light moment with Mr. Herbert M. Consunji, Chief Operating Officer of Maynilad Water Services Inc., who keyed Leadership Excellence 2015 by sharing the story of MAYNILAD Transformation Journey to Organizational Excellence.

Insights and experiences in organizational and individual metamorphoses were showcased in Leadership Excellence 2015, which was held at the Diamond Hotel, Manila on 26 May 2015.

Atty. Tonisito M.C. Umali, Assistant Secretary of the Department of Education (DepEd) and President of the National Union of Career Executive Service Officers (NUCESO) opened the program by sharing the viewpoint that, "Thought leaders are the informed opinion leaders

and the go-to people in their field of expertise. They are trusted sources who move and inspire people with innovative ideas; turn ideas into reality, and know and show how to replicate their success." He added his personal concept of a change leader as: "*Hindi nananakot ng kanyang tao bagkus nagbibigay ng kumpiyansa. Nakikinig at hindi nahihiyang magtanong. Picture yourself as a parent who does not walk in front of your son or daughter or behind your son or daughter, ngunit akay-akay niyo siya.*"

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CES Wellness Camp in Batanes wowed government, non-government execs



"THE THOUSAND FACES OF A HERO." CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, with Leader's Guide to Eating Well Resource Speaker Romulo Jacinto S. de Villa and campers put their own hero masks on in pursuit of their CES journey.

BASCO, BATANES – The Career Executive Service Board (CESB) conducted anew the CES Executive Leadership, Wellness and Work-Life Balance Camp with thirty-eight (38) CES officers and eligibles from government and non-government agencies nationwide in attendance on 19-22 May 2015.

With the success of last month's camp in Puerto Princesa City, Palawan, the CESB implemented the same approach in its 13th session for the campers to experience optimal wellness, namely, various plenary learning sessions, therapeutic workshops, physical exercises, rest and relaxation tour and fellowship night. Highly regarded experts were once again invited to discuss particular topics aligned to this year's theme: "Detox, De-stress, Discover & Deliver." They are CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, on "A Hero's Journey"; National Kidney and Transplant Institute (NKTi) Molecular and Nutritional Oncologist Dr. Romulo Jacinto S. de Villa on "Leaders' Guide to Eating Well"; Department of Health (DOH) Director Enrique A. Tayag, *CESO III*, on "Managing Executive

Stress"; and Information and Communication Technology Consultant Mr. Alexander M. Arevalo on "Complete(d) Staff Work".

As before, the camp provided hands-on therapeutic workshops on visual arts and meditative flower arrangement spearheaded by multi-awarded visual, performance and installation artist, Mr. Salvador "Buddy" Ching and Zen Blooms Chief Executive Officer and Founder, Ms. Carissa A. Singson-Mabasa, respectively. For this session, Mr. Ching equipped the campers with basic knowledge and tools on landscape painting and "mandala" making using oil pastels and felt papers. Meanwhile, Zen Blooms, inspired by the Japanese art of flower arrangement called "Ikebana," provided a simple yet elegant style of flower arranging characterized by asymmetry, minimal use of materials and harmonious beauty.

CESB's resident zumba dance instructress, Ms. Eleonor "Teacher Ellen" Sanchez and yoga instructor, Mr. Luisito "Lokesh" Palermo were at the forefront in conducting

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morning zumba dance and chair yoga sessions simultaneously.

Dubbed as the "Philippines' Last Frontier," the campers experienced the breathtaking landscape of Sabtang Island, Batanes, where they enjoyed a 30-minute "Faluwa" (boat) ride from Ivana to Sabtang, the beautiful traditional stone houses of the Ivatans, the scenic Chamantad-Tinyan viewpoint, the rustic Chavayan village, and the famous rock formation and coconut crabs along Morong Beach, Malakdang. The campers further made use of their free time to travel around the main land of Batanes, the North and South Batan Island.

The camp culminated with a fellowship night where the participants not only showcased their singing prowess and dancing skills onstage but also shared their inspiring leadership experiences with one other.

To put in a nutshell the overall benefits gained from the four-day wellness camp, Schools Division Superintendent, Ms. Gloria R. Torres of the Department of Education – San Carlos, Pangasinan shared, "I learned how to maintain wellness and balance in work-life despite the stressors all around. I also got to experience the beauty of Batanes which is a most welcome Bonus." An anonymous camper commented that the wellness camp is "a very good and pleasant break from work with very realistic and helpful advices for executives/leaders which we can bring back to work." Lastly, Office of the President Undersecretary Reynaldo P. Cruz realized that, "greater awareness of the need for a healthy lifestyle is a tool for greater productivity." 🌐

YOGA ON THE BEACH. Yogi Lokesh Palermo led CES campers who opted to do beach yoga in front of the Marine Sanctuary in Basco, Batanes.



ME AND MY SPIRITUALITY. Campers made their own mandala inspired by their own spirituality with the use of oil pastels and felt papers.



STORY BEHIND THE FLOWER ARRANGEMENT. CES campers shared their story behind their freestyle flower arrangement while wearing the Ivatan's hat called "vakul."



SUN-KISSED GLOW IN BATANES. Campers posed for a souvenir shot in front of the famous rock formation in Morong Beach, Malakdang, Sabtang Island, Batanes.



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Meanwhile, CESB Executive Director Maria Anthonette Velasco-Allones noted in her welcome remarks that, "developments that have been blessings to us also require us to be prudent, anticipative leaders." She said that the event's theme of transformation was an opportune time for the participants to reflect on their careers as public servants. "What was it that transformed a life, an organization, a community, a country?" She asked.

In his keynote speech, Mr. Herbert M. Consunji, COO of Maynilad Water Services, Inc., shared the transformation journey of Maynilad from being "a poster child of privatization failure" to one of the most productive corporations that contribute to the development of the nation. Among the changes introduced in the corporation are the alignment of people, making them customer-centric and providing pay-for-performance and incentive systems as well as employee engagement programs, and the transformation of services by increasing 24-hour service, over psi pressure, among others, and

obtaining 106 ISO certifications for its core and support services.

Mr. Consunji also imparted the driving principles behind Maynilad's transformation, namely, create and adopt a shared vision within the organization; establish platforms for people to succeed; trust and demonstrate sincerity by delivering results; be customer-centric; and strive for win-win solutions for everyone.

Meanwhile, HEDCOR's President and COO, Mr. Rene B. Ronquillo shared nuggets of wisdom from Hedcor Inc.'s visionary leaders.

Mr. Ronquillo highlighted HEDCOR's continuing development advocacy that "the community must benefit before the company." As a reflection thereof, HEDCOR's corporate social responsibility projects are started prior to implementing HEDCOR's operational projects, said Mr. Ronquillo.

Mr. Ronquillo attributed HEDCOR's success to the vision of its past presidents, namely, Don Ramon Aboitiz, Ernesto Aboitiz, Jon

Ramon Aboitiz, Romy Ronquillo, and Erramon Aboitiz. He shared the legacy left behind by these formidable leaders in the form of simple but timeless credo such as helping people help themselves; keeping it simple; establishing systems; and achieving operational excellence. He continued that although the details may have been tweaked over time, the core values of the company remain constant: leaders should be role models and good shepherds.

The second plenary session with Mr. Ernesto O. Cecilia, Chairman of the Human Resource Committee of the American Chamber of Commerce - Philippines, shared tips on managing change in "The Leader Maestro in Orchestrating Change". According to Mr. Cecilia, "Your career success depends not on doing well what you've been doing in the past, but on changing quickly so that you can do effectively what you need to do in the future."

He identified the drivers of change, the qualities of a change maestro, and the keys to success in orchestrating change.

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Leaders as Role Models and Good Shepherds. Mr. Rene B. Ronquillo, President and COO of HEDCOR, Inc., highlighting their company's continuing development advocacy that, "the community must benefit before the company" in front of 123 government leaders in attendance.



Managing Change in the Workplace. Mr. Ernesto O. Cecilia, Chairman of the Human Resource Committee of the American Chamber of Commerce - Philippines, imparted tips on the qualities of a "change maestro" and the keys to success in orchestrating change.

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"Success in the changing workplace is not a predetermined destination. It is a journey, with ups and downs, detours, rough roads, darkness, and a light at the end of the tunnel. Success, like happiness, is a choice career plans, your dream jobs, and career destinations are not cast in concrete. They should change with the environment. Perhaps, the most important skill for a serious career person today and in the future is the ability to anticipate, embrace, orchestrate, and use change as his or her competitive advantage. Change your perspective about your role in your organization. Acting as 'change agent' or a 'change maestro' is the best job description you'll ever have," Mr. Cecilia concluded.

To cap off the whole-day affair, Undersecretary Anneli Lontoc of the Department of Transportation and Communications, Dr. Enrique Tayag of the Department of Health, and Mr. Ramir Uytico of the DepEd shared their personal experiences, insights and triumphs in the panel conversation on "The Heart of the Public Servant-Leader: Personal Transformation on the Path of Leadership".

Asked about how they handled career challenges, Undersecretary Lontoc said that "acceptance to being able to look for options; there will always be options available", she noted. Dr. Tayag mentioned that he had to yield to unfolding events. Meanwhile, Mr. Uytico observed that politics is ever-present within and outside an organization and, aside from competence, it would seem that political eligibility is also needed to advance one's

career.

The three panelists attributed their endurance amidst oft-tumultuous challenges to help from their mentors. Mr. Uytico said, "I am doing great things because of my parents. I also went to Santo Nino and offered everything. If a door is closed, a window is opened. Even if we don't have political eligibility, great things will go our way."

Dr. Tayag credited his mother as

that the most valuable asset of an organization is not its budget but its people. "Mga kasama natin sa opisina, they are beyond names," he said.

Finally, Mr. Uytico declared that he will not stop caring for the men and women in the organization. "We should not stop taking care of people. The true essence of servant leadership is abiding love for the common man, as uttered by Ramon Magsaysay, because these are the



Letting Loose with Highly Regarded Public Servant-Leaders. (From L-R) Facilitated by CESB Executive Director Maria Anthonette C. Velasco-Allones, Undersecretary Anneli Lontoc of the Department of Transportation and Communications, Dr. Enrique A. Tayag of the Department of Health and Mr. Ramir B. Uytico of the DepEd shared their insights and personal experiences as public servant-leaders in a panel conversation.

his anchor and mentioned several other mentors who helped him along the way.

Undersecretary Lontoc, added, "Bargain, negotiate,".

For her parting message, Undersecretary Lontoc considered it best to leave everything to God.

Dr. Tayag's tip is, "People will have their impressions. You don't have to change their impression." He added

same people who will be with us in the quest for quality education."

The panel conversation was facilitated by CESB Executive Director Allones, while the first and second plenary sessions were moderated by Department of Trade and Industry (DTI) Assistant Director Agnes Perpetua Legaspi and Mindanao Development Authority Executive Director Janet Lopez, respectively.



"Unexpectedly light and enjoyable. If I was asked to describe my experience in a single sentence, those are the words I would use. I came to this conference thinking it was going to be a formal event where old ladies and old men would come together to discuss their work and how they can be better at it or something of the like. I expected talks on leadership dotted with corny jokes that only the more aged members of the human population would find funny otherwise known as "dad jokes". Well, I did get all that but just not in the way I expected it. I expected long and droll talks on leadership among government workers but what I got instead was a lively and interested discussion on leadership in general.

Knowing that it was a conference for not just governments workers but CEOs, I expected that most of the presentations and speakers would bore or confound me as there would likely be many government terms that would fly over my head. While, at times, there were some references or terms that I did not comprehend, I was able to follow everything else without problem. Yes, it was a conference of CEOs but the presentations were, in essence, about leadership. It was merely dressed up with CEOs in mind. Similarly, this conference while billed as a conference on leadership among government workers is, at its very core, a simple gathering of people with similar interests to exchange stories and ideas. This was more akin to a convention rather than a formal conference. It was seasoned workers sharing their stories and experiences. Elders do love sharing their life stories after all. And it is the privelege of the young to listen and learn.

I am honored to have been able to sit and listen to these veterans of not only government work but of life even more so when you consider that, under normal circumstances, I would have to be a CEO in order to be there. It was an unexpected honor and privilege to hear and learn from their lives." **– Leon Jacob R. Santos**



"The Thought Leadership Conference was an informative and inspiring event. My first impression upon arriving at the venue was that the place certainly looked like a gathering of the country's leaders. The room was beautifully lit with color akin to gold. The tables were covered with intricately designed table cloths. The room was amply filled with people, each table having individuals with auras of exuding eloquence and prestige. The food presented did not in any way fall behind as each dish served had the aroma and taste that well complemented the occasion. On my way to my seat, I was greeted with smiles and hello's from the waiters, my co-workers and the guests.

The warm welcome made the air conditioned room more than comfortable.

I was fortunate enough to catch the last speaker as I got lost on my way to the venue and had arrived late. The topic was about "Orchestrating Change." The speaker, Ernesto O. Cecilia, briefly reintroduced himself and immediately tried to lighten the mood with a series of jokes and playful jabs at the person who introduced him. The speaker was very charismatic. His blend of refreshing jokes and light sarcasm made his presentation all the more enjoyable. He spoke clearly and aptly emphasized each of the points he prepared on his power point presentation. The discussion was well structured and the flow of his ideas was conveyed smoothly. Even with the lack of time, he was able to synthesize his whole presentation effectively.

The discourse that followed was even more interesting. Of the three guests on stage, I found Dr. Eric Tayag's statements and story the most appealing and interesting. He delivered his responses clearly and calmly. He was able to discuss his experiences well and although the topics were about heavy subjects, his use of jokes, puns and by giving a glimpse of his more personal life made the overall discussion to be easier to take in and digest. Overall, I found the experience to be quite fun. The conference did not feel "uptight" but rather, the even felt somewhat similar to a workshop or a teambuilding event. I look forward to attending events like these in the future." **– Rolito A. Piñon, Jr.**



"The Leadrship Excellence Congress was an insightful learning experience with the speakers freely dispensing the wisdom they have obtained for the benefit of everyone. The lessons taught are beneficial to everyone, regardless of their status and rank. And while at times it got tedious and monotonous, all in all, it was enjoyable and insightful." **– Cyril Remo Reyes**

37 CEOs, Eligibles vow to lead well in Puerto Princesa City, Palawan



LEAD WELL. CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, and some of the resource persons and campers pose for a souvenir shot atop a hill in Mitra's Ranch overlooking scenic Honda Bay Island as their backdrop.

Jhirty-seven Career Executive Service officers and eligibles from various government and non-government offices nationwide stepped up to the challenge of the Career Executive Service Board (CESB) to “Detox, De-stress, Discover and Deliver” during the CES Executive Leadership, Wellness and Work-Life Balance Camp at The Legend Palawan, Puerto Princesa City, Palawan on 27-30 April 2015.

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

Government and non-government executives in attendance were provided with a combined fitness

and relaxation treat starting off with multiple plenary learning sessions spearheaded by distinguished experts, namely, “*Leaders’ Guide to Eating Well*” by Dr. Romulo Jacinto S. de Villa, Molecular and Nutritional Oncologist of the National Kidney and Transplant Institute (NKTI); “*Managing Executive Stress*” by Dr. Enrique A. Tayag, CESO III, Bureau of Local Health Systems Director of the Department of Health (DOH); “*Introductory Seminar on Learn Buteyko Asia*” by Mr. Jac H. Vidgen, Senior Practitioner of 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 (DTI) – Kalinga; “*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.

Dr. de Villa fittingly kicked-off the camp with the topic on effective healthy eating. He believes that, “we are what we eat [and so] the key to [one’s] health is eating the right food and taking food supplements.” He drew attention to learning how to avoid diseases and their root causes and transforming into a healthier/stronger, younger looking and longer living self. In particular, he discussed the basic principles of healthy eating, which includes having complete meals with proper amount, sequence and timing of food intake per day and choosing healthy choices. He advised the campers to “eat five to stay alive” or eating five to nine servings of a variety of fresh raw fruits and vegetables daily to reduce cancer risk and stay alive.

Dr. Tayag provided a revitalizing follow-through on the second day of the camp with his session on managing executive stress. He elucidated the physiology, common signs and symptoms of stress. He prepped the campers on their stress type, physical toll stress, personal resilience to and recent stressful events using the stress assessment questionnaire. He shared some ways to reduce, if not to combat, stress such as to eat well; exercise with devotion; end the day with sleep; enjoy first things firsts; accept the fact that everybody needs somebody; and, surrender everything to [your] God. He articulated that, “we lose ounces with diet; we lose pounds when we exercise.” In response, he invited and led everyone to dance and pray with him as 8

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a fitting end of his session.

On its 12th session in Palawan, an international speaker, Mr. Jac Vidgen, was also invited to introduce the Buteyko's Method of Breathing Reconditioning, a technique first developed by Russian respiratory physician, Dr. Konstantin Buteyko, which allows people to re-train their breathing patterns as a way of improving health. He said that as a response to stress due to illness, fright, emotion, pain, etc., the heart rate increases, breathing deepens and hormone production changes. He highlighted the benefits typically observed when undergoing the Buteyko program such as recovery of nasal breathing; reduction of excess mucus; improvement in quality of sleep; increased energy levels; enhanced sports performance; and, correction of digestive malfunction (e.g., reflux, constipation, and flatulence).

The third day of the camp fired up with back-to-back sessions on leadership and management. Director Baluyan shed light on the why's and how's of finding meaning in one's work. For her, finding meaning in service is all about finding purpose in the work that you do, which leads to employee satisfaction and employee engagement. She said that, "as team leaders, everything we do at the office is an opportunity to shape our team into a highly engaged team." Taking away her work experiences at the DTI-Kalinga, she ended by stressing that, "leadership is all about building a team that delivers, draws inspiration from each other, continually improves competence and remains to be selfless."

Meanwhile, Mr. Arevalo provided an equally striking presentation on completed staff work. Having been the

Executive Assistant to three Presidents of the Philippines for nine years, he gave secrets, strategies and shortcuts to boost office productivity in one day specifically in managing day-to-day administrative and "backroom" operations. He said that no role is too small just as no task is too big as long as one does the ordinary extraordinary. He also emphasized the importance of office ubiquity or projecting the office from anywhere you are to avoid incident/crisis while you are away. Ending on a high note, he redefined staff work as "doing everything to accomplish a mission without waiting to be told, without waiting to be asked."

As a culminating plenary learning session, CESB Executive Director Allones synthesized the individual journey of the managers and leaders as CESOs or eligibles. Inspired by Joseph Campbell's classic mythic structure called "A Hero's Journey," which talks about the typical adventure of the archetype known as The Hero, she firmly believes that as CESOs and eligibles championing public service above self, we could be heroes who go out and achieve great deeds on behalf of the CES community. She preferred to use the Filipino term for hero which is "*bayani*" as it perfectly describes its meaning: "*bayan*" (nation) and "*i*" (self) or to simply put, self for nation. She, however, noted that we do many things as a community including this wellness camp. She wittingly expressed to change "*i*" to "*we*" to shift from being ill to being well.

She also discussed the four aspects of the whole person paradigm, each having a basic motivation, namely, the mind to grow and develop; the body to survive; the heart to relate; and the spirit to find meaning. She said that, "perhaps the spiritual satisfaction from the

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EVERYBODY DANCE. Dr. Enrique A. Tayag, CESO III, of the Department of Health led the campers to a six-step dance routine to mark the end of his session on managing executive stress.




UNLEASHING THE FACE OF THE HERO IN YOU. Campers who chose to attend the art workshop facilitated by Mr. Salvador Ching exhibited their "Mukha ng Pagbabago".

Deadline for completion of Online CESPES extended anew

The deadline for completing the Online CESPES has been extended until 31 May 2015, through a referendum decision on 08 May 2015 of the CES Governing Board.

The online CESPES system was successfully accessed and used by various agencies at the central and regional levels within the periods set for each particular agency. The Career Executive Service Board (CESB) received positive feedback on the ease of use, user-friendliness of the forms and system, and the prompt and courteous technical assistance provided by the CESB's Management and Information System personnel to requesting agencies.

All Agency CESPES Coordinators who have pending technical, administrative and other Online CESPES-related concerns are therefore highly urged to immediately coordinate with the Performance Management and Assistance Division (PMAD) to enable CESB to provide prompt and appropriate assistance. Queries and/or other concerns on this matter may also be directly conveyed to Ms. Fil R. Azanza at mobile number: +63 928 551 6864.

This **new deadline (31 May 2015) is final and non-extendible** to give way to the generation of CESPES ratings, the oversight review by the AO 25 Technical Working Group and the Department of Budget and Management, and the launching of the online CESPES platform for CY 2015. 

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work that we do is the highest realization of being a CESO; when you see yourself as being a clear instrument of your God to help and inspire others." In closing, she requested the leaders and managers in attendance to make use of the readymade paper mask and art materials provided to create the face of the hero that lies in them.




MEN OVER FLOWERS. What women can do, the men can also do.

Furthermore, the camp paved way for the campers to discover their hidden talents and skills through hands-on workshops on arts and meditative flower arranging facilitated by multi-awarded painter, installation and performance artist, Mr. Salvador J. Ching and Zen Blooms Founder, Ms. Carissa A. Singson-Mabasa, respectively. They also indulged in morning wellness exercises such as zumba and zumba toning led by Ms. Eleonor A. Sanchez, Fitness Instructress at the Slimmers World and relaxing yoga and collective meditation facilitated by Mr. Luisito M. Palermo, Yoga Instructor the Ananda Marga Wellness Center.



WAKE UP, SHAKE UP. Participants woke up early in the morning dancing to a better life with Fitness Instructress Eleonor A. Sanchez.

Aimed at nurturing the bonds among the members of the CES community and enhancing their social network, the campers had a glimpse of Puerto Princesa City's natural wonders and commitment to the environment such as the Heritage Museum, Cathedral Church, Puerto Princesa Bay Walk, Crocodile Farm, Butterfly Garden, Baker's Hill, Mitra's Ranch and various souvenir shops. A fellowship night was also sponsored by CESB which served as a venue for sharing inspiring leadership experiences and best practices among themselves. 

PMS USEC tops March Written Exam

The Career Executive Service Board (CESB) announced that 57 out of 133 or 42.86% passed the CES Written Examination (CES WE) held last March 1, 2015 simultaneously in Quezon City (University of the Philippines), Cebu City (University of San Carlos) and Davao City (San Pedro College).

The top ten (10) CES WE passers are:



Bagro, Herminio III C.
(90.22%)



Co, Arnold Joseph M.
(88.73%)



Beringuela, Catherine Rose I.
(88.57%)



Quilop, Raymund Jose G.
(87.72%)



Quillamor, Christian Paolo R.
(87.29%)



Pacilan, Romero P.
(86.93%)



Barrozo, Heiddi Venecia R.
(86.17%)



Frinal, Nelyn B.
(85.98%)



Macalanda, Darwin C.
(85.59%)



Hebron, Olive Grace T.
(85.24%)

Mr. Herminio C. Bagro III, who obtained the highest rating of 90.22%, is a young lawyer and a first time CES WE examinee. He presently holds the position of Undersecretary and Deputy Head at the Presidential Management Staff (PMS). Prior to PMS, he also worked at the Senate of the Philippines and at the National Labor Relations Commission (1st Division) as Legal Consultant and Legal Staff, respectively. He graduated with a degree in BA Philosophy with honors (Cum Laude) at the University of the Philippines-Diliman in 2005. In 2009, he finished his Juris Doctor in the same university and ranked 8th in the 2009 Philippine Bar Examinations. A year ago, he received his MA in Public Administration at Maxwell School of Citizenship and Public Affairs, Syracuse University, New York City, USA. His field of specialization includes Law, Planning and Policy Administration/Management.

Out of 57 passers, 36 or 63.16% took the exam in Quezon City testing center, 14 or 24.56% in Cebu City and 7 or 12.28% in Davao City.

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514985 loc. 100 or 832 for the schedule and other details of the Assessment Center, the second examination stage for CES eligibility.

The next conduct of the CES WE will be on June 7, 2015. Application forms may be downloaded through our website www.cesboard.gov.ph.

Davis promoted as Assistant Secretary



On March 24, 2015, Hon. Corazon C. Davis was appointed as Assistant Secretary of the Department of Environment and Natural Resources (DENR). Having over twenty-five years of government service, Assistant Secretary Davis has served the public as a

government official with endless passion. Staying true to her cause and with the zealously and tenacity for providing quality public service, as seen through her numerous notable achievements, have resulted in her moving to a new high in her career.

A recipient of several awards and commendations since 1991 for her outstanding service within the DENR, Assistant Secretary Davis has advocated and spearheaded successful movements towards the betterment of the environment. One of these was her campaign to protect the La Mesa Watershed which resulted in the establishment of the La Mesa Watershed Reservation and the Management Council that protects it from any form of exploitation. In 2009, she was one of the Presidential Gawad CES awardees due to her commendable achievements in areas involving innovation, social services and public policy.

She started her civil service career in 1979 as a research aid at the Bureau of Fisheries and Aquatic Resources (BFAR) in Cagayan Valley. In 1981, she was a Biologist at the Bureau of Forest Development then, in 1988, she served as an Environmental Research Specialist at the DENR.

From June 1992 to January 1996, Assistant Secretary Davis held various rank and file positions within the DENR. Her perseverance and commitment bore fruit as she was appointed Officer-In-Charge, Regional Executive Director of DENR-NCR (Director III) in June 1999. After only three years, she was promoted to Director IV.

She underwent the four-stage CES Eligibility examination process and was conferred the CES Eligibility in 2001 through CESB Resolution No. 361. She was appointed to CESO Rank II in 2009 by President Benigno Aquino III.

A graduate of Zoology at the University of the Philippines, Los Baños in 1980, she pursued an international course on Environmental Science and Technology at the International Institute of Hydraulic and Environmental Engineering in Delft, Netherlands in 1991. In 1995, the Isabela State University accredited her graduate study to a Masters degree in Environmental Studies. 🌐

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One hundred twenty-three (123) third level officials from different government offices and agencies from all over the country attended the event.

Ballerinas from the Halili-Cruz School of Ballet rendered the Doxology and performed a Spanish dance number during the morning session, to the delight of the audience.

Leadership Excellence 2015 is a redesign of the CES Thought Leadership Congress, which is part of the CES Continuous Learning and Professional Development System and a major annual event of the CESB since 2011. The event was made possible in partnership with NUCESO, National Commission on Culture and the Arts (NCCA), and Halili-Cruz School of Ballet. 🌐



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

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

NEW CES ELIGIBLES

CARANDANG, CECILLE GONZALES

Education Program Supervisor (EPS) I/
OIC, Assistant Schools Division
Superintendent
Department of Education
Tanaue 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 ODIAZ

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 MAY 5, 2015**

DEPARTMENT OF JUSTICE

MANUEL G. CO, CESO II to CESO I

Administrator
Parole and Probation Administration

NEWLY-APPOINTED CESOs

DATED MAY 5, 2015

ORIGINAL APPOINTMENT IN RANK

ADJUSTMENT IN IN RANK

DEPARTMENT OF EDUCATION

MARILOU B. DEDUMO, CESO V
Acting Schools Division
Superintendent

JOANN A. CORPUZ, CESO VI
Acting Assistant Schools Division
Superintendent

ROMELITO G. FLORES, CESO VI
Acting Assistant Schools Division
Superintendent

DOMINICO D. IDANAN, CESO VI
Assistant Schools Division
Superintendent

REYNALDO B. MELLORIDA, CESO VI
Acting Assistant Schools Division
Superintendent

DEPARTMENT OF FINANCE

CELIA C. KING, CESO III
Acting Director IV
(Deputy Commissioner)
Bureau of Internal Revenue

DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

MARICHU A. PALAFOX, CESO III
Acting Director IV

DEPARTMENT OF TRADE AND INDUSTRY

NESTOR P. PALABYAB, CESO III
Acting Executive Director III
Philippine Trade Training Center

DEPARTMENT OF EDUCATION

VICTORIA V. GAZO, CESO VI to CESO V
Schools Division Superintendent

OFELIA R. HERMOSA, CESO VI to CESO V
Acting Schools Division Superintendent

RONALDO A. POZON, CESO VI to CESO V
Schools Division Superintendent

OFFICE OF THE PRESIDENT

**EDGAR RYAN S. FAUSTINO, CESO IV to
CESO III**
Director IV