

The Public Manager



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CES CiRCLE Forum series caps off in Manila

“The topics were very relevant and useful for leaders/managers, especially (the topic on) courageous leadership. A leader who is not afraid to take the risks, standing firmly for what is right while respecting the rights of others. Asec. Sadain is someone that CESOs should emulate because of excellent institutional reforms he did in the ARMM despite political pressures. The last topic was helpful on how managers learn to tap the conscious and unconscious mind, enhance active imagination and visualization that are helpful in decision-making and defining organizational goals.”

Those words were said by Department of Education (DepEd) Chief Education Program Specialist Jun Araojo, Jr., one of the 68 delegates who attended the 8th and culminating session of the CES Creative Innovations and Reforms for Committed Leadership and Effectiveness (CiRCLE) Forum held last October 30, 2015 at the Diamond Hotel in Manila, with its year-round theme: “Transform Tomorrow Today – R U Game 4 Change?”

CESB Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, welcomed the participants from different public offices and encouraged them to join groups whose members they are not familiar with as she provided an overview of the day's activities.

The first plenary session was facilitated by Ms. Pia Molina Bejar, President and CEO of Mindsopes

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CES @ 42-Mark the Dates!

The Career Executive Service (CES) is celebrating its anniversary this November 2015. Amidst the emerging and diverse issues in public governance, the CES is progressively upholding its mandate to rigorously select and develop competent and principled leaders for 42 years.

The Career Executive Service Board (CESB) has lined up events for this month-long celebration in line with the theme “Leadership Excellence: Transformation”, which is anchored on re-inventing, leading and institutionalizing cutting edge-reforms and transformations in governance and development in the public sector.

Throughout the month of November, the CESB and the National Union of Career Executive Service Officers, Inc. (NUCESO) shall undertake activities in celebration of the 42 years of professionalizing the third level of the civil service.

Thanksgiving Mass • 07 November 2015

Venue : Concordia College Chapel, Paco, Manila

Time : 8:00 AM

In collaboration with the Archdiocese of Manila and the Commission on Social Services and Development Ministry, a concelebrated Mass headed by Manila Archbishop Luis Antonio Cardinal Tagle for the closing festivities of the Year of the Poor and Thanksgiving Mass for the CES community will be

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I-Gabay Training Course Session 23 ends in success

Sixty-six (66) CESOs and third level eligibles took part in the Executive Leadership Program's *Integrated Gabay ng Paglilingkod* Training Course Session 23 held last 14 to 23 October 2015 at Torre de Venezia Suites in Timog Avenue corner Scout Santiago Street, Quezon City.

The ten-day residential program, which aims at imparting know-how and tools to guide public managers and leaders in their daily management of governance concerns, began with the morning's opening remarks by CESB Executive Director Atty. Maria Anthonette Velasco-Allones, *CESO I*.

"I-Gabay offers fundamentals for developing managerial competencies," she said as she provided an overview of the ten modules.

More than the knowledge and know-how that I-Gabay imparts, the greater aspirations, she said, lies in ensuring that this learning journey allows for the deepening and strengthening of linkages and friendships among co-learners.

"We further wish that your attachment to a community of best practice in the concluding module (Community Engagement Module) will inspire you and renew your optimistic belief in our individual and collective capacity as manager-leaders to bring change, expertise and leadership where these are needed," she said.

In the afternoon of Day One, former Defense Secretary and current Secretary-General of the Eastern Regional Organization for Public Administration (EROPA) Orlando S. Mercado discussed the essentials of **Appreciating the Public Policy Process** to allow learners to revisit the steps, actors, stakeholders, challenges, and dynamics in public policy-making.

On Day Two, the second module, which touches on the key elements of the design and operations of RA 9184 that institutionalizes the **PhilGEPS** (Philippine Government Electronic Procurement System) was discussed by its Executive Director Rosa Maria M.



LAYING DOWN THE GAME PLAN. I-Gabay Session XXIII learners formulate Study Teamwork Plans in conducting a field evaluation research on Project TEACH (Therapy, Education and Assimilation of Children with Handicaps).

Clemente. This was followed by the third module, **Managing Strategic Planning for Organizational Success**, a fitting competency-based module that seeks to further hone the strategic and critical thinking competence of public managers, which was discussed by CESB Executive Director Velasco-Allones.

On Day Three, modules on **Effective Negotiation for Public Managers** and **Institutionalizing Strategic Human Resource Management** were tackled by Philippine Daily Inquirer columnist Ernesto O. Cecilia and Mr. Orlando P. Tugob, respectively.

The succeeding day, Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda and Commission on Audit (COA) Director Susan P. Donalvo talked budgeting concepts, the budget process and current budgetary policies in terms that a layman could understand through the sixth module on **Budget 101: Public Finance for Public Managers-Policies, systems and Laws** and traced the origins of public auditing in the Philippine context through the seventh module on **Philippine Audit Laws, Rules and Practices**, respectively.

On Day Five, Sunday, a **Workshop on Administrative Justice**, the eighth module, was facilitated by Bureau of Customs (BOC) Deputy Commissioner Atty. Arturo M. Lachica and Civil Service Commission (CSC)

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Assistant Commissioner for Legal Affairs Atty. Ariel G. Ronquillo. The workshop introduced the philosophy and principles constituting the ethical foundations of the administrative justice system, fundamental concepts in administrative discipline and jurisdiction, classification and typology of offenses and penalties, and key civil service laws, policies, and rules.

As part of the consistent advocacy for the use of ICT in improving public service delivery, attaining organizational efficiency and facilitating administrative reforms, a half-day morning session was allotted on Day Six on **Maximizing E-Governance and ICT for Development**, the ninth module, conducted by ICT expert Alexander M. Arevalo.

On that same day, the entire afternoon session was devoted to **Community Engagement Module**, the last module, facilitated by Mr. Christopher Calugay of the CESB.

Days Seven and Eight were allotted on simultaneous briefing orientation of learners in the laboratory sites and on-site validation, to include the Bureau of Internal Revenue (BIR), with its mainstreaming of customer-centric ICT innovations as a roadmap to organizational excellence; the National Kidney and Transplant Institute (NKTi), with its optimizing of public-private partnership (PPP) as a strategy for advancing public health service delivery; and the Local Government of Mandaluyong City's Project TEACH (Therapy, Education and Assimilation of Children with Handicaps), a developed partnership of the Mandaluyong City and the REACH (Rehabilitation and Empowerment of Adults and Children with Handicaps) Foundation, Inc., with its strengthening of the foundation of excellence through assessment studies of strategic innovation in leadership, governance and development.

On Day Nine, preparation and finalization of presentation of the participants' findings were attended to, while on Day Ten, synthesis of the three groups' findings was heard as reactors from the BIR, NKTi and Mandaluyong City's Project TEACH joined in.

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AN EMERGING GENERATION OF TRANSFORMERS AND GAME-CHANGERS. I-Gabay Session XXIII participants draw inspiration from CSC Commissioner and CESB Presiding Chair Nieves L. Osorio (center) in nurturing integrity at the center of governance and expanding the parameters of innovation and excellence.

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Invited during the graduation of the participants to the Integrated *Gabay ng Paglilingkod* Training Course Session 23 was CSC Commissioner and CESB Presiding Chair Nieves L. Osorio who gave the closing remarks.



AT THE CUTTING EDGE OF HEALTH CARE EXCELLENCE. CSC Commissioner and CESB Presiding Chair Nieves L. Osorio honors Executive Director Jose Dante P. Dator for spearheading innovative Public-Private Partnership (PPP) models which introduced state-of-the art medical technologies into the public health care system of the National Kidney and Transplant Institute (NKTi).

“Being in the public service is not a matter of right, preference nor accident, but a unique privilege conferred only to the worthy and deserving...The defining features of the CESO are competence, excellence, service and integrity,” she said.

As Undersecretary of the Philippine Drug Enforcement Agency (PDEA) Art Cacdac noted, “*I-Gabay* will help ensure that the government will have a pool of competent and credible public servants whose objective is to help improve the lives of the Filipino people, most especially the poor. When I look at the quality of the 66 Lingkod Bayani who completed the *I-Gabay* Session XXIII, I am convinced more than ever that the government is in good hands and that with them our country is on track of regaining its rightful place in the world map.”

Department of Education (DepEd) Iligan City Chief Education Supervisor Alicia E. Anghay concluded that, “*I-Gabay* was a very enriching experience for me. The learnings I got from the sessions have transformed my leadership perspective.” 🌐

EXECUTIVE MOVEMENT UPDATE

NAME _____ ELIGIBLE _____ CESO RANK _____

PRESENT POSITION _____ DATE/KIND OF MOVEMENT _____

DEPARTMENT/AGENCY _____

FORMER POSITION _____

COMPLETE OFFICE MAILING ADDRESS _____

CONTACT NOS. _____

EXECUTIVE MOVEMENTS welcomes all information on career movements of CESOs and Eligibles. Concerned officials are requested to fill out and send this coupon, including copies of pertinent documents such as appointment papers, to: CESB, No. 3 Marcelino St., Holy Spirit Drive, Quezon City.

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Consulting Company, with her topic, **Courageous Leadership**. She began her session by asking the participants to get to know each other by sharing thoughts on courageous leadership as a “grow a tree” activity was in progress.

Ms. Bejar shared that a courageous leader possesses mental and moral strength, has high integrity, and faces his/her fears head-on.

“These are three acts of courageous leadership, as follows: honoring and respecting all persons, encouraging and supporting others, and challenging wrongs,” she said. “It’s centered on universal, enduring principles. It’s ethically inspiring others to be their best selves to courageously act for what is right,” she continued.

Atty. Tonisito Machiavelli C. Umali, *CESO II*, Assistant Secretary of the DepEd and President of the National Union of Career Executive Service Officers (NUCESO), Inc., delivered a message of solidarity to kickstart the afternoon sessions.

For the second plenary learning session, DPWH Assistant Secretary Engr. Emil K. Sadain, *CESO II*, discussed **Organizational Transformation in the DPWH-ARMM: A Journey in Reform**.

DPWH Asec. Sadain shared not just the story of transformation of DPWH-ARMM during his secondment as Regional Cabinet Secretary of ARMM from January 2012 to June 2015, but also shared his strategies and his heart for engaging and encouraging the people he worked with.

He outlined the eight steps to organizational transformation, as follows: establish a sense of urgency; form a powerful guiding coalition; create a vision (develop strategies to achieve the vision); communicate the vision; empower others to act on the vision; plan for creating short-term wins; coordinate improvements and continually introduce change approaches; and institutionalize new approaches.

Meanwhile, Dr. Rene M. Samaniego, M.D., a practicing psychiatrist and psychotherapist in Makati Medical Center, and Ms. Rose Marie Yenke, Chairperson Emeritus of The Carl Jung Circle Center, Inc., conducted the final

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In the Grow a Tree Workshop conducted by Ms. Pia Molina Bejar, participants learn that families that share resources and work together build a stronger and more effective community.

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plenary learning session on their topic, **Images, Imagination and Transformation.**

According to Dr. Samaniego, Carl Gustav Jung developed the concept of active imagination between 1913 and 1916. On active imagination, Dr. Samaniego advised the participants to “let it just happen, start with the image that emerges and watch for changes, give the images concrete form...The best interpreter of one’s dream is the dreamer himself/herself.”

Remarked Ms. Yenke: “image shapes the psyche, serves as a therapeutic tool, as medicine, as visualization, as self... We cannot truly reimagine the world unless we are willing to reimagine ourselves.”

In closing, CESB Executive Director Allones thanked all the participants and the speakers and guests, including Department of Health’s Bureau of Local Health Systems Development Director Dr. Enrique A. Tayag, *CESO III*, who led the dance to energize the participants for the afternoon’s activities. 🌐



The 68 new transformers who participated in the 8th and culminating session of the 2015 CES CIRCLE Forum series with ED Allones (3rd row, in black and white), DOH Director Enrique Tayag, DBM Regional Director Renato M. De Vera, Resource Speakers Dr. Rene Samaniego and Ms. Rose Marie Yenke (third row and fourth from the left, respectively), and DENR Assistant Director Eva Ocfemia (ED Allones’ left).

CEStewardship

CESB thumbs up to greening the future

“When we plant trees, we plant the seeds of peace and the seeds of hope.”

Attuned to the above words of the late Dr. Wangari M. Maathai, a Kenyan environmentalist and 2004 Nobel Peace Prize laureate, the Career Executive Service Board (CESB) tied up with the Department of Environment and Natural Resources (DENR), DENR Association of Career Executives, Rotary Club of San Francisco del Monte, Rotary Club of Makati-Rockwell, and Sitio San Ysiro Upland-Lowland Farmers Association, Inc. (SSYULFA) to set off the Tree Growing Project last 03 October 2015 at the Upper Marikina River Basin Protected Landscape (UMRBPL), Sitio San Ysiro, Barangay San Jose, Antipolo City.

The UMRBPL, which spans 29 kilometers covering five municipalities of Rizal – Rodriguez, Antipolo, Baras, San Mateo and Tanay, is considered one of the most important protected areas being supervised by the DENR as the watershed is a potential source of water for Metro Manila.

Aptly themed, “Preventing disasters, providing livelihood”, the activity engaged in executives, employees and members from participating public and private organizations to plant 1,600 seedlings of narra and kakawate, and more than 1,000 fruit bearing tree seedlings of guyabano, langka, and avocado in the hillside of



GREEN HANDS

CESB Executive Director Maria Anthonette Velasco-Allones plants a Kakawate seedling during the tree growing project in UMRBPL-Antipolo. Lending a hand were (from L to R) Ric G. Enriquez (DENR), Isidro L. Mercado (PENRO), Ferdinand Esguerra (Rotary Club of Makati-Rockwell), Jonas R. Leones (DENR), and former CES Governing Board Member Rolando L. Metin.

S i t i o S a n Y s i r o .

Present to give brief messages of thanks and support to said undertaking were CESB Executive Director Maria Anthonette Velasco-Allones, CESO I; DENR Undersecretary Jonas R. Leones, CESO III; Rotary Club of Makati-Rockwell President Ferdinand Esguerra; SSYULFA Chairman Claude M. Casilla; and Rizal's Provincial Environment and Natural Resources Office Director Isidro L. Mercado.

Other DENR officials present to extend their support to the program were Assistant Secretary Corazon C. Davis, CESO III; Director Ric G. Enriquez, CESO IV; and Dr. Rolando L. Metin, former CES

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EACH ONE, PLANT ONE

CESB participants (in white and green long sleeve shirts) are guided by the staff from the UMRBPL Project Management Office while planting at least one fruit bearing tree seedling in the hillside of Sitio San Ysiro.

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Governing Board Member and former DENR Undersecretary.

Since 2008, the CESB consistently conducts and/or participates in greening projects to help save Mother Earth and in support of the National Greening Program, a massive rehabilitation program of the government, which was established by virtue of Executive Order No. 26, issued on 24 February 2011 by President Benigno S. Aquino III. 🌱



ONE WITH NATURE

CESB Executive Director Allones (7th from left; 2nd row), with DENR Director Ric G. Enriquez (5th from left; 2nd row), former Undersecretary Rolando L. Metin (6th from left; 2nd row), Assistant Secretary Corazon C. Davis (8th from left; 2nd row), Undersecretary Jonas R. Leones (3rd from right), Director Isidro L. Mercado (2nd from right), SSYULFA Chairman Claude M. Castilla (rightmost) and members of the CESB Secretariat pose for a souvenir shot down the hillside of the UMRBPL-Antipolo.

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celebrated. All CESOs and CES Eligibles are invited in celebrating the Eucharist and giving thanks to the Lord Almighty for His faithful providence.

CES Partners' Night • 11 November 2015

Venue : Landbank Plaza, Malate, Manila

Time : 5:00 PM

The CES Partners' Night is the annual dinner honoring individual and institutional Partners for their invaluable contribution, commitment, and active involvement in supporting advocacies and efforts toward professionalism and careerism in the CES.

Nationwide Fun Run • 14 November 2015

Venue : Marikina River Park, Marikina City

Time : 8:00 AM

In partnership with the NUCESO, a nationwide fun run will be held at the Marikina River Park, Marikina City on 14 November 2015.

14th Annual CES Conference • 26-28 November 2015

Venue : Xavier Estates, Cagayan de Oro City, Misamis Oriental

Time : 8:00 AM

The Opening Ceremony of this year's annual conference will be keynoted by Ambassador of Singapore to the Philippines Kok Li Peng, followed by two (2) plenary sessions in the afternoon. The following day will be highlighted by simultaneous learning sessions, capped by a Fellowship Night.

Gawad CES Awarding Ceremony and Annual Oath-taking of CESOs

Venue : Malacañang Palace

Time : To be announced

The winners of the Presidential Gawad CES Award will be recognized in a ceremony to be conducted in Malacañang Palace, along with the oath-taking of CESOs appointed from November 2014 to date. The exact date of the event will be announced subsequently.

The Public Manager Anniversary Issue

A special issue of The Public Manager, CESB's official newsletter, will be published to highlight this year's CES Anniversary Celebration and commitment of the CES community to achieve national development goals through excellence in leadership and innovation. The issue will feature tales from third level officials who immersed themselves in the Community Engagement Module (CEM) of the CESB Executive Leadership Program (ELP), including their own personal transformation and their envisioned changes for the communities that welcomed them as one of their own; accomplishments of the Gawad CES honorees; and a feature on Cagayan de Oro as the host city of this year's annual convention and its own transformation as the prime city of convergence in the South.

For more information, you may reach us at (02) 951 4981-82, 85, and 88. We hope to see you in these upcoming events!



**CONFERRED THROUGH
RESOLUTION NO. 1239
OCTOBER 12, 2015**

AMBERONG, GRACE MARTHA T.
Division Head, Information and
Communications Technology
Information Systems
Development and
Management Division
Securities and Exchange Commission

BENAVENTE-VILLENA, ADELINA B.
Director II
Palawan Council for Sustainable
Development
Puerto Princesa City, Palawan

CUENCO, MARIA CARMEN P.
Head Teacher I/ OIC, Assistant Schools
Division Superintendent
Department of Education
Division of San Jose Del Monte City

DIMATATAC, EDWIN L.
Medical Specialist V (Chief of Hospital)
Ospital ng Muntinlupa
Muntinlupa City

DIZON, LORENZO M.
Principal I/ OIC, Assistant Schools
Division Superintendent
Department of Education
Division of Naga City

HUBILLA, SHANDY M.
Director III/Luzon B Project Support
Office Director
Philippine Fiber Industry
Development Authority
Department of Agriculture

NEW ELIGIBLES

HUSAIN-ASUM, MARY JEAN N.
Sales and Customer Management
Supervisor
Smart Communications Inc.
Koronadal City, South Cotabato

MADARCOS, ROGELIO D.
Municipal Agrarian Reform Officer/
OIC, Chief ARO for Operations
Provincial Agrarian Reform Office -
Palawan
Department of Agrarian Reform

MAGLAYA, PRECIOSA A.
Chief, Trade and Industry Development
Specialist/ OIC, Caretaker
Nueva Viscaya Provincial Office
Department of Trade and Industry
Region II

MANTUBIG, BAYANI V.
Land Management Officer IV/ OIC
Chief, Land Management
Division

Department of Environment and
Natural Resources
Region IV – B (MIMAROPA)

MONTAÑER, ROMEO G.
Medical Officer V (Chief of Hospital)
Dr. Serapio B. Montañer Jr., Al-Haj
Memorial Hospital
Autonomous Region in Muslim
Mindanao (ARMM)

MONTERO, ROBERTO J.
Education Program Supervisor I
Department of Education
Kidapawan City Division

NACARIO, MARY JANE S.E.
Local Govt. Operations Officer VI
Department of the Interior and local
Government
National Capital Region

ORCILLA, EDITHA R.
Registration Officer V, Document
Management Division
Civil Registration Services
Philippine Statistics Authority

RUBIO, CEFERINO J.
Chief, Trade and Industry
Development Specialist
Department of Trade and Industry
Zamboanga City Field Office

SUAREZ, ALEXANDER D.
Colonel/Commanding Officer
Air Force General Hospital - Philippine
Air Force
Colonel Jesus Villamor Airbase

ORIGINAL APPOINTMENT IN RANK

OCTOBER 1, 2015

DEPARTMENT OF EDUCATION

MIGUEL P. FILLALAN, JR., CESO VI
Acting Assistant Schools Division
Superintendent

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

GIL A. AROMIN, CESO IV
Acting Director III

ORIGINAL APPOINTMENT IN RANK

OCTOBER 13, 2015

DEPARTMENT OF AGRICULTURE

LEANDRO H. GAZMIN, CESO II
Acting Assistant Secretary

DEPARTMENT OF EDUCATION

BEATRIZ G. TORNÓ, CESO IV
Acting Director III

RENATO T. BALLESTEROS, CESO VI
Acting Assistant Schools Division Superintendent

FELISA B. BERIONG, CESO VI
Acting Assistant Schools Division Superintendent

CRISTITO A. ECO, CESO VI
Acting Assistant Schools Division Superintendent

MERTHEL M. EVARDOME, CESO VI
Acting Assistant Schools Division Superintendent

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

SEVILLO D. DAVID, JR., CESO III
Acting Executive Director
National Water Resources Board

DEPARTMENT OF HEALTH

MA. VILMA V. DIEZ, CESO IV
Acting Director III

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

JANE J. DOCALLOS, CESO V
Acting Local Government Operations Officer VIII

DEPARTMENT OF NATIONAL DEFENSE

MARITA I. YORO, CESO III
Acting Director IV

ADJUSTMENT IN RANK

DEPARTMENT OF EDUCATION

EMMALINDA E. DUHAYLUNGSOD, CESO V
Schools Division Superintendent

DEPARTMENT OF HEALTH

MARLYN W. CONVOCAR, CESO III
Director IV

JOSE R. LLACUNA, JR., CESO III
Director IV

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

JAMES F. FADRILAN, CESO IV
Director III