

# The Public Manager



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## 24th I-Gabay Session concludes with a Message of Unity in Diversity

“It is only in unity and solidarity that we can achieve the big changes and reforms we desire to see in our society, for each one of us holds a piece of the solution.”

This is one of the key takeaways of the thirty-seven (37) Integrated Gabay ng Paglilingkod (I-Gabay) learners from Institute for Solidarity in Asia (ISA) President and CEO Atty. Alexander L. Lacson during the Community Engagement Module (CEM) of the Integrated Gabay ng Paglilingkod Training Course (I-Gabay) Session 24, which was held on 06-14 April 2016 at the Ace Hotel and Suites, Pasig City.



President Lacson graced the opening session of the CEM to share ISA's vision and initiatives in making governance a shared responsibility of  2

*Good governance is our vehicle in attaining our Dream Philippines. Atty. Alexander Lacson, President and CEO of the Institute for Solidarity in Asia, describes the Performance Governance System (PGS) as a holistic and collaborative framework for designing and executing roadmaps to reform.*

## NUCESO Energy Sector Chapter reactivates, holds 2nd general meeting

Last April 12, the newly reactivated NUCESO Energy Sector Chapter, comprised of CES members from Department of Energy (DOE), National Electrification Administration (NEA), National Power Corporation (NPC), Philippine National Oil Company (PNOC), Power Sector Assets & Liabilities Management Corporation (PSALM) and National Transmission Corporation (TRANSCO), held its Second Meeting at the PNOC Energy Center, Bonifacio Global City, Taguig City.

The meeting was highlighted by the oath-taking before Energy Secretary Zenaida Y. Monsada, of its new set of officers namely, DOE Undersecretary Raul B. Aguilos, *CESO I*, President; NAPOCOR Vice President Melchor P. Ridulme, Vice President for External Affairs; PNOC Department Manager Eleanor Rochelle S. Cruz, *CESO V*, Vice President for Internal Affairs; DOE Director Angelina V. Manga, *CESO IV*, Secretary; TRANSCO Vice President Juanila R. Ombao, Treasurer; NPC Corporate Staff Officer Enelita S. Delos Reyes, Auditor; and NEA Department Manager Judith T. Alferes, Public Relations Officer.

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## 1 | 24th I-Gabay Session...

leaders and citizen. The CEM as the culminating module of I-Gabay, enables the learners to work with various stakeholders and explore meaningful, innovative and results-focused approaches and tools for leading reforms in the public sector.

### *Department of Trade and Industry as a Learning Laboratory*

For I-Gabay Session 24, the Department of Trade and Industry (DTI) was chosen as the attachment laboratory partner as they are one of the fourteen (14) Islands of Good Governance (IGG) by the ISA for their adoption of the Performance Governance System (PGS). The IGG is a recognition program which honors public sector institutions who have succeeded to deliver breakthrough goals at the grassroots level through their consistent use of governance mechanisms.



**What cannot be measured cannot be managed; what cannot be managed cannot be improved.** DTI Secretary Adrian S. Cristobal, Jr. discusses the PGS Journey of the DTI with Undersecretary Nora K. Terrado, Undersecretary Zenaida Cuison-Maglaya, and Assistant Secretary Ireneo V. Vizmonte.

The learners were divided into four study teams to conduct research in the DTI, where they were warmly received by no less than Secretary Adrian S. Cristobal, Jr., who explained the transformation of DTI through the adoption of the PGS. “PGS instilled and compelled discipline and order, articulated a

shared and unifying vision, and inspired a sense of purpose and mission.”

After a two-day data gathering, the four study teams presented their group outputs before a panel of reactors, which consists of ISA Supervising Fellow for National Government Agencies Anneli R. Lontoc, *CESO I*; DTI Assistant Secretary Ireneo V. Vizmonte; DTI Corporate Planning Service Director Mary Jean T. Pacheco, *CESO III*; and DTI Information Systems Management Service Director Laudemer G. Solidum, *CES Eligible*. The outputs of the four groups have one conclusion: the PGS is very effective for implementing sustainable and transformative reforms, and they all want to apply the system in their respective agencies.



**Panel of reactors.** DTI Corporate Planning Service Director Mary Jean T. Pacheco, *CESO III*; DTI Assistant Secretary Ireneo V. Vizmonte; ISA Supervising Fellow for National Government Agencies Anneli R. Lontoc, *CESO I*; and DTI Information Systems Management Service Director Laudemer G. Solidum, *CES Eligible*.

### *Laying the Management Fundamentals*

Before the CEM were in-class modules that imparted “know-how” and tools about day-to-day management and governance concerns. As an opening salvo, CESB Executive Directress Maria Anthonette C. Velasco-Allones lectured on Philippine Governance and Strategic Public Management. She stressed the roles and accountabilities of CES Executives in leading their teams in achieving their respective organizations governance and development goals. She also provided different strategic planning frameworks, which can be used depending on the nature and structure of governance, and ended with a discussion on the managerial-leadership process and leadership competencies.

Atty. Arturo M. Lachica, Deputy Commissioner at the Bureau of Customs (BOC), provided an informative discussion on the Workshop on Administrative Justice, which aimed to enhance the competencies of the learners in exploring

## 2 | 24th I-Gabay Session...

various approaches and legal tools in strengthening institutional integrity. It was followed by a half-day session of former Secretary of National Defense Orlando S. Mercado on Appreciating the Public Policy Process which focused on the discussion of political and institutional variables that affect policy formulation and implementation.



*Policy makers must be visionaries. Former Secretary of National Defense Orlando S. Mercado explains the public policy process before the I-Gabay 24 learners.*

The module on Budget 101: Public Finance for Public Managers – Policies, Systems and Laws by Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda provided the learners an overview of the budget process, from preparation to

execution. This was succeeded by Ms. Rosa Maria M. Clemente's presentation on The Philippine Government Electronic Procurement System (PHILGEPS). She talked about the basic principles and policies in government public procurement and introduced the PHILGEPS and e-government procurement.

Civil Service Institute (CSI) Executive Director Arthur Luis P. Florentin gave tips on linking Human Resource Management to the Strategic Management Process and stressed the importance of line managers in the process through the module on Institutionalizing Strategic Human Resource Management.

Information and Communications Technology (ICT) expert Alexander M. Arevalo engaged the learners in an interactive discussion on Maximizing e-Governance and ICT for Development. As the module title suggests, Mr. Arevalo enumerated the advantages of using ICT reforms in delivering improved public service. In the succeeding module entitled Philippine Audit Laws, Rules and Practices, Assistant Commissioner Elizabeth S. Zosa of the Commission on Audit (COA) presented key topics in public auditing such as communication of audit results, disallowable transactions, determination of accountability, and enforcement of liability.

### *Sealing the Pact for Unity and Diversity as a Community*

CESB Executive Directress Allones aptly concluded the 24th Session of the Integrated Gabay ng Paglilingkod Training Course (I-Gabay) with a parting message: "We (the CES Community) are a diverse community. We want to leverage on that diversity by being able to foster camaraderie and friendships within the civil service and the entire bureaucracy. This is one sure way by which we make service delivery more efficient, less bureaucratic, and more fun because we are doing it with friends and like-minded champions of reforms." 🌐



*Public service does not get better by chance, it gets better by change. The class of Integrated Gabay Session 24 poses a picture with CESB Executive Directress Maria Anthonette Velasco-Allones, CESO I (2<sup>nd</sup> row, center) during the closing ceremonies of the training course.*

## Two CESOs bag CES Very Innovative Person Award for the 1st Quarter of 2016

**O**n April 15, 2016, two (2) CESOs were hailed as CES Very Innovative Person (VIP) awardees for the 1st quarter of 2016. The two honorees are Regional Director Ruth M. Tawantawan, CESO IV, of the Department of Environment and Natural Resources (DENR), Region 10 and Regional Director Alexander R. Madrigal, CESO IV, of the Department of Science and Technology, Region 4-A.

RD Tawantawan has made significant measures in social development in Region 10. She led the completion of the Cadastral Survey in Nunungan, Lanao del Norte, an area with unstable peace and order conditions, resulting in the mobilization and empowerment of the LGUs in the region. She helped create local job opportunities for Muslim residents, which brought peace, order, and harmony in all the barangays.



RUTH M. TAWANTAWAN

She was recognized for spearheading the drive and halting the illegal logging activities in Mt. Malindang Range Natural Park through incognito surveillance with the Presidential Anti-Organized Crime Task Force and lobbied the subsidy for Mt. Malindang operational fund among many others.

Through her efforts, Region 10 was removed from the list of hotspot areas for illegal logging. In addition, Mt. Malindang Range National Park now receives annual allocation of 7 million pesos included in the GAA.

RD Madrigal, on the other hand, was given recognition for his outstanding performance in spearheading the development and implementation of ICT-based strategies and approaches for Disaster Risk Prevention and Mitigation for Resilient Communities. He accomplished those through the adoption of the Hazard Notification, Dissemination and Awareness (HaNDA) system complementing DOST's Project NOAH (national level), and the Local Government Unit Information (LGUIDS) system (city/municipality version of HaNDA). A total of 2,302 bulletin inquiries from the general public all over the country were served by the system.

The HaNDA system integrated the data from Automated Rain Gauges and Water Level Monitoring Sensors installed nationwide, which are being used by DOST Region 04-A to monitor hydrometeorological data and generate situation reports. Moreover, additional 31 hydromet sensors and Early Warning Systems will continuously be installed until June 2017.



ALEXANDER R. MADRIGAL

The LGUIDS system, on the other hand, has made the officials and constituents more alert, prepared, and coordinated especially when typhoons are eminent. LGUIDS are installed and operational in 10 LGUs in Calabarzon. Overall, both systems complement each other in gathering important environmental data.

The CES VIP award seeks to recognize CESOs and CES Eligibles who tirelessly advocate novel policies for improved operational processes, and have assisted in meeting organizational sustainability and wellness. 🌐



# NEW ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1275  
APRIL 18, 2016

**BARRAMEDA, SILVESTRE Z. JR.**  
Local Government Operations  
Officer V  
Local Government Academy  
Department of the Interior and Local  
Government

**BONITO, FELMA A.**  
Public Schools District Supervisor  
Department of Education  
Albay Division

**BORRES, AUDIE S.**  
Education Program Supervisor I  
Department of Education  
Cagayan de Oro City Division

**CAMPONG, ABDELNUR P.**  
Executive Assistant VI/ OIC, Chief  
Office of the Regional Governor  
Autonomous Region in Muslim  
Mindanao

**DE MESA, ARNEL V.**  
Acting Director III/Deputy Project  
Director  
Philippine Rural Development  
Program  
Department of Agriculture

**MANINGO, GARY V.**  
Assistant Manager  
Department of Loans and Credit  
Bangko Sentral ng Pilipinas  
Cebu Regional Office

**MAPANDI, TARHATA S.**  
Supervising TESD Specialist/OIC,  
Provincial Director  
Technical Education and Skills  
Development Authority  
Autonomous Region in Muslim  
Mindanao

### EXECUTIVE MOVEMENT UPDATE

NAME \_\_\_\_\_ ELIGIBLE \_\_\_\_\_ CESO RANK \_\_\_\_\_

PRESENT POSITION \_\_\_\_\_ DATE/KIND OF MOVEMENT \_\_\_\_\_

DEPARTMENT/AGENCY \_\_\_\_\_

FORMER POSITION \_\_\_\_\_

COMPLETE OFFICE MAILING ADDRESS \_\_\_\_\_

CONTACT NOS. \_\_\_\_\_

**EXECUTIVE MOVEMENT** 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.



# CESB Training Calendar



PROGRAM	DATE	VENUE
Wellness Camp	April 26-29	Batanes
Wellness Camp	May 3-6	Bohol
Thought Leader's Congress	May 19	Davao City
SALDIWA ng Paglilingkod	May 24-June 6	Naga City

## ASSESSMENT CENTER SCHEDULE FOR 2016

<p><b>APRIL 16 (Saturday)</b> <b>APRIL 17 (Sunday)</b></p>
<p><b>MAY 7 (Saturday)</b> <b>MAY 8 (Sunday)</b></p>
<p><b>MAY 28 (Saturday)</b> <b>MAY 29 (Sunday)</b></p>
<p><b>JUNE 25 (Saturday)</b> <b>JUNE 26 (Sunday)</b></p>

## CES WRITTEN EXAM SCHEDULE FOR 2016

DATE OF EXAM	TESTING CENTER	DEADLINE FOR FILING
<b>JUNE 5 (Sunday)</b>	Quezon City, Cebu, Davao	May 6
<b>SEPTEMBER 4 (Sunday)</b>	Quezon City, Cebu, Davao	August 5
<b>DECEMBER 4 (Sunday)</b>	Quezon City, Cebu, Davao	November 4


## Thought Leader's Congress: Innonation heads to the Land of Promise

After the successful inaugural session of the 2016 Leadership Conclave with the theme, "Innonation: Innovations for the Nation" in Metro Manila last February, the Career Executive Service Board and the National Union of Career Executive Service Officers, Inc. (NUCESO) bring the 2016 Annual Thought Leaders' Congress with the same theme to Mindanao.

The event, which will be held on 18-19 May 2016 at the Marco Polo Hotel in Davao City, will be keynoted by Chairperson Alicia dela Rosa-Bala of the Civil Service Commission and the CESB.


Speakers from CESB's longtime learning partners, Development Dimensions, International, Inc. (DDI) and the Human Resource Innovations and Solutions (HURIS), will discuss innovations in the context of leadership and public service delivery while a new learning partner, Viventis Search Asia, will provide a dialogue on Gritty and Resilient (GriSilient) Innovation. Viventis is the lone authorized partner of Peak Learning, Inc., a global research and consulting firm known for advancing the Adversity Quotient (AQ) methods.

Also featured in the Congress are sessions about homegrown innovation projects developed by distinguished members of the CES Community.

A minimal Registration Fee of Two Thousand Five Hundred Pesos (Php 2,500.00) shall be charged against each participant. You may register by sending the Registration Form through fax at (02) 952-0335 or email at [pdd@cesboard.gov.ph](mailto:pdd@cesboard.gov.ph). You may call (02)951-4981 locals 109, 108 and 113 for inquiries and concerns. 

### 1 | *NUCESO Energy Sector...*

The election of new set of officers was held during the First Meeting of the Energy Sector Chapter, which was held last March 15 and spearheaded by the DOE.

CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, graced the meeting to provide the Energy Sector Chapter officers and members in attendance the latest CES policies and programs. 



*Re-energized! The newly-elected officers and members of the reactivated NUCESO Energy Sector Chapter pose with Energy Secretary Zenaida Y. Monsada (first row, 3<sup>rd</sup> from left) and CESB Executive Directress Maria Anthonette C. Velasco-Allones, *CESO I* (first row, 4<sup>th</sup> from left).*