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
I-Gabay XXV: Upholding Excellence amidst Change



The first batch of LAMP graduates: CESB Executive Directress Maria Anthonette Velasco-Allones poses with the 35 newly-graduated LAMP learners in the closing session of the Integrated Gabay ng Paglilingkod Training Course Session XXV held at the Planta Centro Bacolod Hotel and Residences, Bacolod City, Negros Occidental on 06-15 July 2016.

Bacolod City, known as the City of Smiles, was home to 35 learners for the 25th Session of the Integrated-Gabay ng Paglilingkod (I-Gabay) Training Course last 06-15 July 2016. Held at the Planta Centro Bacolod Hotel and Residences, I-Gabay, the second course under the Leadership and Management Proficiency (LAMP)


Program, aimed to impart tools to guide public managers in their daily management of governance concerns.

Atty. Giselle G. Durana, OIC-Director III of the CESB, formally started the event by encouraging the learners to embrace all the learnings that they will receive from the ten-day residential training course. She added that as future graduates of the LAMP Program, the learners “must be beacons of integrity, innovativeness, and inclusivity.” 

CESB concludes First Paglaum Workshop in Mindanao

The Career Executive Service Board, in partnership with the Association of CARAGA Executives (ACE), brought Project Paglaum to Butuan City, the home of the Balangays. First in Mindanao, the workshop yielded fifty-seven (57) new hope bearers from various government agencies who trooped to the two-day workshop conducted at Almont Inland Resort, Butuan City from 11 to 12 July 2016.

Project Paglaum seeks to develop in the heart of the participants the commitment to be a “hope bearer” and be an advocate of Paglaum. As hope-bearers, they are equipped to provide support and help rebuild the lives of victims of crisis and disasters who are devoid of hope.

Dr. Violeta V. Bautista, Founder and President of the Care and Counsel Wholeness and Training 

**IN
THIS
ISSUE**

CJCC: Understanding Depth Psychology,
Page 4

New CES Eligibles , Page 7

CESB Benchmarks with South Korea’s
Assessment Center, Page 8

CESB takes on the Mid-Year Planning
and Procurement Training, Page 9

CESB joins fellow treasure makers in
greening the UMRBPL, Page 10

CES Announcement, Page 11

I-Gabay XXV...

Establishing the groundwork of Supervisory essentials

The learners' I-Gabay journey started with a module on *Appreciating the Public Policy Process*, a very fundamental topic since top government executives are at the helm of policy implementation. Dr. Orlando S. Mercado, former Senator and Secretary of National Defense, provided a better understanding and appreciation of issues and problems in the policy cycle to help the learners manage and address political and institutional variables that affect policy formulation and implementation.



From Left to Right: Former Senator and Defense Secretary Orlando S. Mercado, BOC Deputy Commissioner Arturo M. Lachica, CESB Executive Directress Maria Anthonette Velasco-Allones, and ICT policy expert Alexander M. Arevalo.

Bureau of Customs (BOC) Deputy Commissioner Arturo M. Lachica provided a *Workshop on Administrative Justice*, which introduced the philosophy and principles constituting the ethical foundations of the administrative justice system. He also provided fundamental concepts in administrative discipline and jurisdiction and discussed key civil service laws, policies and rules.

To fully equip the learners in the fast-paced changes brought about by modern technology, Information and Communications Technology (ICT) expert Alexander M. Arevalo provided the learners several pointers on how to explore, plan, pursue, and implement ICT reforms in their respective offices in his module on *Maximizing e-Governance and ICT for Development*.

CESB Executive Directress Maria Anthonette Velasco-Allones oriented the learners on the context by which public managers operate in her module on *Philippine Governance and Strategic Public Management*. She provided relevant frameworks on Strategic Planning and different Assessment Tools to ensure maximum efficiency.

Executive Director Rosa Maria M. Clemente of the Philippine Government Electronic Procurement System (PHILGEPS) provided the learners basic principles, processes, and rules of public procurement. She also enumerated the functionalities and benefits of electronic procurement through PHILGEPS.

A module on Philippine Audit Laws, Rules and Practices was discussed by Commission on Audit (COA) Assistant Commissioner Elizabeth S. Zosa. She focused on very interesting audit topics such as communicating audit results, determining liable persons, disallowances, and enforcement of liability.



From Left to Right: PHILGEPS Executive Director Rosa Maria M. Clemente, COA Assistant Commissioner Elizabeth S. Zosa, CSI Executive Director Arthur Luis P. Florentin, and DBM Director Carmencita P. Mahinay.

People are the most important aspect of human resources, according to 3

2 | I-Gabay XXV...

Civil Service Institute (CSI) Executive Director Arthur Luis P. Florentin. In his lecture about Institutionalizing Strategic Human Resource Management (HRM), he enumerated different HRM Functions and the role of public managers in these functions. He also explained the importance of engaging the organization and establishing a strong governance culture.

Department of Budget and Management (DBM) Director for Budget Management Bureau for Economic Development Sector Carmencita P. Mahinay discussed the legal framework of budgeting, as well as budgeting concepts and objectives in her module on Philippine Budgeting System. She also provided an overview of the Planning and Budgeting Linkages and explained thoroughly the whole budget process.

Waswas Bugsay, Talisay!

The Community Engagement Module (CEM) facilitated a structured attachment in the City Government of Talisay City, Negros Occidental. Talisay City is a 4th class component city with a population of 102,214. It lies between the progressive City of Bacolod and Silay City; thus, it has been experiencing rapid urbanization as it serves as the catchment area of the expansion of Bacolod City.



Waswas Bugsay, Talisay! Mayor Nilo Jesus Antonio Neil E. Lizares III warmly receives the learners inside Talisay City Hall. Mayor Lizares' ultimate goal is to help foster good governance and community building by strengthening and professionalizing the local government and empowering communities to encourage citizen participation.

our constituents, for our programs to be more inclusive, to inspire our local government workers to continue to innovate, and to encourage best practice development in marginalized and poorly funded areas," he added.

The learners did field evaluation research in studying and assessing Talisay City's model of innovation: making Talisay City one of the country's leading retirement destinations. This innovation won them the Trailblazer Award from The Institute for Solidarity in Asia (ISA) in 2011. Last year, Talisay City was named as one of the Islands of Good Governance (IGG), a prestigious award conferred to organizations that have succeeded in their pledge to deliver breakthrough goals at the grassroot levels through their consistent use of governance mechanisms. They were one of the five Local Government Units (LGUs) who were given the chance to showcase their compelling transformation stories at the Asia Pacific Economic Cooperation (APEC) Summit last October 2015.

The effort of transforming of Talisay City into a top retirement destination is likened to that of steering a dragon boat, hence the battle cry, "Waswas Bugsay, Talisay!" Literally translated, it is a call to action for the city to "paddle hard" toward its goals.

“Knowing each other entails appreciating our sense and knowing our limits; but thriving on the fact that whatever we do, there is somebody behind us, beside us, somebody who will pull you up when you feel like giving up.”

- ED Maria Anthonette Velasco-Allones

CJCC: Understanding Depth Psychology



Participants of the two-day learning seminar with the theme “Salubungan on Depth Psychology: Our Psyche (Ang Kwentuhan sa Ilalim ng Punongkahoy)” graciously wait for the opening remarks of the program.

Filled with insightful stories and activities, the 2016 Jung Conference with the theme “Salubungan on Depth Psychology: Our Psyche, Our Earth (Ang Kwentuhan sa Ilalim ng Punongkahoy)” was successfully conducted by the Carl Jung Circle Center (CJCC) in partnership with the Career Executive Service Board at Club Filipino, Greenhills, San Juan on July 6 to 7, 2016.

“In some meaningful level, we are actually all one,” Dr. Rene Samaniego, President of the CJCC, welcomed the participants from different private and public agencies by reminding everyone

that we are all interconnected by universal things, consciously or unconsciously.

The two-day session was a feast of learning and discovery made even more exciting by the fun activities the participants engaged in. It featured resource speakers from the Pacifica Graduate Institute, independent artists, poets, psychologists, counselors, and environmentalists. The venue was packed with participants from both private and public agencies.

Day 1 – On Our Psyche

During the morning session, Dr. Dennis Patrick Slattery discussed through Carl Jung’s analogy the myth, film, and culture, followed by Dr. Maren Tonder Hansen’s story of Inanna, the Liberating Goddess. Dr. Steve Aizenstat also imparted how dream symbols are shared by people around the world in Carl Jung’s concept of the collective unconscious.

On the other hand, the afternoon session focused more on the topic of knowing our psyche, which started off with Dr. Jennifer Leigh Selig’s discussion on depth psychology while Dr. Katrin de Guia explored Kapwa (the including Self) in various aspects of Filipino psychology.

Charito Lozano, a certified color counselor, graced the stage with her topic on color psychology. She advocates the use of the color profiling system as an initial assessment tool at least to guidance counsellors, teachers, and even social workers so “they can have a tool for dealing with children who cannot explain what is happening to them.”

On a special note, wrap artiste and fashion designer Ditta Sandico showed her beautiful line of indigenous fabrics woven by the wisest of hands during the last portion of the program, promoting the Philippine natural fiber industry.



Ditta Sandico along with five of her models showed the different ways one can wear her striking hand-woven fabrics during the Carl Jung Circle Center workshop.

4 | CJCC: Understanding...

Day 2 – On Our Psyche and Our Earth

Packed with interesting topics on how one's Psyche is interconnected with the Earth, the second day was equally as gripping as the first one.

During The Healing Tree (Ikaw ay Isang Punungkahoy) portion, the guests were encouraged to draw a tree which was then interpreted by Dr. Dido Villazor. Afterwards, Jay Batoon shared stories from his childhood when he bonded with his Babaylan grandmother and great grandmother in the province. He led the audience in a ritual honouring the spirits of our ancestors.



Two dancers perform an indigenous dance number during the intermission of the second day of the Carl Jung Circle Center workshop.


As a native tree advocate, Imelda Sarmiento shared stories about environment heroes who lost their lives in their effort to educate our country about the alarming effects of foreign species on local ecology. She reminded everyone that mindless tree planting might just be as harmful to the environment as tree cutting.

Professor Gemino Abad from the University of the Philippines recited two of his original poems entitled, "An Imaginary Letter to My Twin Sons" and "Loam, Azure, Salt," which both touched the theme of Salubungan.

Sarah Queblatin, a peace worker and environmentalist, shared that making mandalas can help one find inner peace, which is why she uses arts relief as part of Psycho-Social Support assistance to disaster survivors in the Philippines.

Dr. Aizenstat, the last speaker for the day, inspired the audience on his advocacy to include psychological considerations in the Earth Charter Project.


In their closing remarks, Joji Racelis, Maureen Sandejas, Gayle Certeza, and Choncho Sanchez recited a beautiful prayer and hoped that the stories shared and camaraderie formed in two days have provided the participants a great opportunity to help them understand their role in caring for our common home, the Earth, as well as knowing our own Psyche.

The workshop ended with a musical number called Tayo ay Magsaya performed by JP Hernandez as percussionist, Papo Pardo as kulintang artist, Yeyette San Luis as drummer, and Paul Zialcita as aqua drummer. 

3 | I-Gabay XXV...

When we know each other, half of the work is done

On the final day of the training course, the learners presented the outputs of their study before a panel of reactors composed of city officials and members of Talisay City's Multi-Sectoral Coalition for Development (TCMCD). They provided valuable analyses and shared their observations and recommendations on how to strengthen, sustain and continuously innovate on the systems, programs, projects and standards of Talisay City.

CESB Executive Directress Maria Anthonette Velasco-Allones wrapped up the training course by reiterating the importance of the CES cliché, "when we know each other, half of the work is done." She ended her closing remarks by leaving a powerful message about linkages and camaraderie: "Knowing each other entails appreciating our sense and knowing our limits; but thriving on the fact that whatever we do, there is somebody behind us, beside us, somebody who will pull you up when you feel like giving up." 

1 | **CESB Concludes First Paglaum...**



Dr. Violeta V. Bautista, Chairperson of the Care and Counsel Wholeness and Training Center (CCWTC) facilitates an experiential learning activity to develop skills in providing psychosocial support.

principles and skills in psychosocial support and led the exchange of views on how to properly respond to victims who experienced distressing events.

Participants appreciated the conduct of Paglaum in the city because of its significance in the disaster and risk reduction and management efforts in the region. Butuan City is prone to flooding during monsoon season due to its meteorological conditions characterized by high intensity or long duration of rainfall, and its proximity to Butuan Bay. Office of the Civil Defense (OCD) – Region 13 Regional Director Mr. Manuel Luis M. Ochotorena, one of the participants of the activity, pledged to roll-out mental health and psychosocial support services from regional to local levels in CARAGA. Imelda N. Sabornido, Officer-in-Charge of Department of Education (DepEd) Division of Bayugan City commented that the program “is very innovative, but it touches my life as a public servant”.

Center (CCWTC) and head of the Clinical Psychology Program of the University of the Philippines, led the facilitators in the two-day training workshop. Her co-facilitators include Ms. Cristabel Fagela-Tiangco of CCWTC and hope bearers Director Gay A. Tidalgo of Department of Trade and Industry (DTI) CARAGA Region and Mr. Mark Lemuel L. Garcia of Bukidnon State University in Region 10.

The facilitators shared the basic



Workshop participants raised their hands to pledge commitment to the cause of spreading Paglaum in their respective communities.



The new hope-bearers with workshop facilitators Mr. Mark Lemuel L. Garcia (first row, 5th from the left), Ms. Cristabel Fagela-Tiangco, Director Gay Tidalgo, and Dr. Violeta Bautista (seated from 5th to 7th from the left).



NEW ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1283
JULY 13, 2016

ANDUYAN, DEMETRIO P. JR.
Associate Professor V/
Director, Academic and
Related Affairs
Isabela State University

BAQUILOD, MARIO S.
Director III/ Officer-in-Charge,
Director IV
Disease Prevention and Control
Bureau
Department of Health

DELOS REYES, MILO D.
Development Management Officer
V/Officer-in-Charge, Regional
Technical Director
Department of Agriculture

ELICANO, CHERYLL P.
Supervising Trade and Industry
Development (SIDS)/ Officer-in-Charge,
Finance and Administrative
Management Division
Department of Trade and Industry -

LIBUNAO, RONALDO R.
Senior Aquaculturist/ Officer-in-Charge,
Finance and Administrative
Division
Bureau of Fisheries and Aquatic Resources

SACOTE, LORIJANE D.
Chief Administrative Officer
Consumer Welfare Division
Department of Trade and Industry

SAMSON, BENJAMIN D.
Education Program Supervisor (EPS)/
Officer-in-Charge, Schools
Division Superintendent
Department of Education

SERVITO, LOURDES D.
Principal IV/ Officer-in-Charge, Assistant
Schools Division Superintendent
Department of Education

RESOLUTION NO. 1284

GONZALES, JESUS NATHANIEL MARTIN B.
Director IV
Revenue Operations and Legal Affairs
Group
Department of Finance

<u>ASSESSMENT CENTER SCHEDULE FOR 2016</u>
AUGUST 20 (Saturday) AUGUST 21 (Sunday)
SEPTEMBER 24 (Saturday) SEPTEMBER 25 (Sunday)
OCTOBER 22 (Saturday) OCTOBER 23 (Sunday)

<u>CES WRITTEN EXAM SCHEDULE</u>		
DATE OF EXAM	TESTING CENTER	DEADLINE FOR FILING
SEPTEMBER 4 (Sunday)	Quezon City, Cebu, Davao	August 5
DECEMBER 4 (Sunday)	Quezon City, Cebu, Davao	November 4

CESB Benchmarks with South Korea's Assessment Center

As part of CESB's ongoing efforts to redesign the CES eligibility process, a team of AC administrators and assessors visited South Korea on July 4 to 6, 2016. The benchmarking dialogue on the Assessment Center (AC) process of Korea's government managers was steered by Mr. Myeonggeun Kim, Korea's Senior Civil Service Division Deputy Director who also welcomed the CESB delegation composed of CESB Executive Directress Maria Anthonette Velasco-Allones; CES Governing Board Member Rolando L. Metin; CESB Assessors, namely, Ms. Edelwina D.G. Parungao, Mr. Alexander M. Arevalo and Overseas Workers Welfare Administration (OWWA) Director Ma. Lourdes V. Reyes; and Eligibility and Rank Appointment Division (ERAD) staff Darius R. Maya, Ercee M. Capati and Sharina Mae Enriquez-Ponferrada.

Both Executive Directress Allones and Deputy Director Kim presented the Assessment Center processes and experiences of CESB and the South Korea's Ministry of Personnel Management. A tour of the AC facilities was also facilitated during the said study visit. An animated interaction took place between the two groups during the presentation of South Korea's AC methodology and operations, development of the AC exercises, Assessors training and the design of the government competency framework.

The CESB delegation also had the opportunity to meet the newly appointed Personnel Management Minister, Mr. Kim Dong-keuk, who expressed his shared advocacy to strengthen careerism, noting that the Korean civil service also faces challenges brought about by political appointments. 🌐



From left to right: Korea's Senior Civil Service Division Deputy Director Myeonggeun Kim, CESB Supervising Personnel Specialist Ercee M. Capati, CESB Chief Personnel Specialist Darius R. Maya, CESB Executive Directress Maria Anthonette Velasco-Allones, newly-appointed Personnel Management Minister Kim Dong-Keuk, CES Governing Board Member Rolando L. Metin, CESB Assessors Edelwina D. G. Parungao, Alexander M. Arevalo, Ma. Lourdes V. Reyes and CESB Senior Personnel Specialist Sharina Mae Enriquez-Ponferrada.

CESB takes on the Mid-Year Planning and Assessment and Procurement Training for 2016

The CESB Secretariat conducted its 2016 Mid-Year Planning and Assessment (MYPA) and Procurement Training at The Forest Lodge, Camp John Hay, Baguio City from July 20 to 22, 2016.

One of the highlights of the 2016 MYPA was the presentation of the 2016 First Semester Accomplishments and Budget Utilization Report of the CESB. There was also a Revisioning Workshop spearheaded by CESB’s Executive Directress Maria Anthonette Velasco-Allones, which promoted forward thinking and stronger camaraderie among the Secretariat.

The session on Procurement Training, which was held on July 21, 2016, with Atty. Dennis S. Santiago, Executive Director of the Government Procurement Policy Board (GPPB) as the resource speaker, was intended to assess, evaluate, and monitor the accomplishments and targets of all delivery units, and enhance and strengthen office productivity and efficiency. It also aimed to equip CESB employees involved in procurement activities with relevant knowledge and skills on procurement planning and monitoring, standardized bidding procedures for goods and infrastructure projects, and alternative methods of procurement, among many others.



CESB’s Information Technology Officer I Ryan M. Domingo shares his group’s work to the audience during the Revisioning Workshop.

During his talk, Atty. Santiago discussed the Revised Implementing Rules and Regulations of the Republic Act No. 9184 (Government Procurement Reform Act). The learning session involved topics on Procurement Planning and Monitoring, Standardized Bidding Procedures for Goods and Infrastructure Projects, and Alternative Methods for Procurement.

“Look forward to doing public service,” in his closing remarks, Atty. Santiago reminded the CESB employees to always keep in mind the public procurement principles because public office is synonymous with public trust.



Atty. Dennis S. Santiago shares his interesting experiences in relation to the Procurement Training to humor his audience.

“There was no dull moment with the speaker. You’ll be forced to pay attention to the discussion because of his sense of humor. It was very engaging! Hope to hear him again with release of the revised procurement rules,” CESB’s Procurement Officer Magelende C. Llona shared.

The audience included the Head of Procurement Entity (HOPE), Bids and Awards Committee (BAC) Members and Secretariat, Technical Working Group (TWG) Members, End-User Representatives, and Supply Officer, as well as Canvassers.

“Public procurement delayed is public service denied.”
 - Atty. Dennis S. Santiago

CESB joins fellow treasure makers in greening the Upper Marikina River Basin Protected Landscape

“Today, we may look like treasure hunters with our outfits and tools but we are actually treasure makers, enriching the beautiful community of Sitio San Ysiro and doing our part to make the lower lands free from preventable disasters.”

- Ms. Kris Gorra Dancel, Rotary Club of Makati-Rockwell President

The Career Executive Service Board (CESB) once again took part in the annual tree growing project of the Department of Environment and Natural Resources (DENR) in support of the National Tree Growing Program, which was held at the Upper Marikina River Basin Protected Landscape (UMRBPL) on July 23, 2016.

With the theme “Preventing disasters, providing livelihood,” the activity aims to successfully rehabilitate the 26,125-hectare UMRBPL, which is a major source of water for Metro Manila and nearby areas.

The replanting activity is part of RCMR and CESB’s commitment to help the DENR fight against deforestation of UMRBPL due to slash-and-burn farming, charcoal making, and timber poaching. It involved planting four (4) species of native fruit-bearing and forest trees, which totalled to 2,000 seedlings planted across the area.

DENR’s annual tree growing project was also supported by the Rotary Club of Makati-Rockwell (RCMR), Rotary Club of Makati-Northwest, Rotary Club of San Francisco del Monte, and the Department of Public Works and Highways (DPWH) Cavite II-DEO.



CES Governing Board Member Rolando L. Metin leads the DENR’s tree growing project by planting a native tree seedling in UMRBPL.



Around 120 volunteers from different civic groups supported DENR in the department’s annual tree growing project.



CESB Training Calendar



PROGRAM	DATE	VENUE
HR Fellowship Meeting	August 5	DILG Central Office
CES Leadership Conclave	August 18	Tuguegarao City
LAMP-SALDIWA	Aug 23 - Sept 5	Dumaguete City
Project Paglaum	Sept 15-16	La Union
CES Club	September 30	Zamboanga City

10 | *CESB joins fellow treasure...*



In 2009, the rage of tropical storm Ondoy led to forest degradation in UMRBPL. Thus, public-private partnerships were formed in efforts to rehabilitate the watershed and prevent similar instances from happening again. The entire land mass covers the upper reaches of the Marikina watershed in the province of Rizal, extending to Antipolo City and the towns of Baras, Rodriguez, San Mateo, and Tanay. 🌍