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CES converges for change in the 15th Annual CES Conference

The CES gathered seven hundred ninety (790) of its members to commemorate the 43rd anniversary in the Heart of Bicol, Naga City.



Fittingly themed “Convergence for Change: Inspiring Leadership, Integrity in Innovation, Inclusive Development”, the program features CES Paragons who utilized innovation as an essential driver of development in pursuit of achieving national and global goals. It also seeks to give emphasis on President Rodrigo R. Duterte’s pillars of development agenda: just and lasting

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Be agents of real change! CSC Chairperson and CES Governing Board Presiding Chair Alicia dela Rosa-Bala was presented a Token of Appreciation by Naga City Mayor John G. Bongat (4th from right) after her Keynote Speech in the 15th CES Conference in Villa Caceres Hotel, Naga City. Joining them (from left to right) are CES Governing Board Member Antonio D. Kalaw, Jr.; CES Governing Board Member Charito Elegir; CESB Executive Director Maria Anthonette C. Velasco-Allones; Department of Social Welfare and Development (DSWD) Region V Regional Director Arnel B. Garcia; CES Governing Board Member Evangeline C. Cruzado; and National Union of Career Executive Service Officers (NUCESO) Inc. President Tonisito Machiavelli C. Umali.

Redesigned Project Paglaum Returns to Ground Zero of Typhoon Yolanda

The Career Executive Service Board (CESB) reaffirmed its advocacy to develop government leaders’ capacity in facilitating psychological first aid (PFA) among survivors and calamities as it headed to the last leg of the Project Paglaum Training Workshop: *Paghilom, Pakikipag-ugnayan, Paglaum Patungo sa Ginhawa* held last 14-16 December 2016 in the Oriental Hotels and Resorts in Palo, Leyte, which was considered as the ground zero of the catastrophic Typhoon

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peace, shift to federalism, and strengthening of patriotism.

Naga City Mayor John G. Bongat warmly welcomed the participants to the City, which, for decades, has been known as a center of excellence in good governance. He mentioned that the mere attendance of the executives in the conference is a testament of innovation technology, as they can run their respective offices despite not being physically present. Mayor Bongat also encouraged the career officials to continue to welcome change because they have the capacity, the training, and the guts. As a parting message, he reminded everybody to “put governance above anything and everything.”

Department of Education (DepEd) Assistant Secretary and National Union of Career Executive Service Officers (NUCESO) President Tonisito Machiavelli C. Umali gave a short but inspiring message on how everyone should strive to be remembered as one of the best leaders or CESOs. He also invited everyone to partake in the NUCESO General Assembly and National Elections.

In his opening message, Department of Social Welfare and Development (DSWD Region V Regional Director and Regional Executives and Directors Association (REDIRAS) President Arnel B. Garcia encouraged participants not just to be a leader, but to be a GOOD leader. According to him, a leader is a servant capable of transformation and excellence with the ability to wield graceful power, not someone who wields an iron hand in implementing change. He urged everyone to maintain a strong drive to make valuable contributions to society, use their knowledge to give rise to innovations, imbibe the values of integrity to unite people, emulate the best practices and most importantly, inspire one another to build a better nation.

In a surprise video clip, Vice President Maria Leonor G. Robredo expressed her

warmest congratulations to the CES and advised everyone to remain committed in the quest to effect transformational change in public service and contribute in building a civil service that is capable to address not just the challenges of our times, but also the demands of the future.

Civil Service Commission (CSC) Chairperson and CES Governing Board Presiding Chairperson Alicia dela Rosa Bala delivered the keynote speech. As an opening salvo, she encouraged all career officers to be “paragons of public service excellence in achieving inclusive national progress and peace and in restoring our countrymen’s faith and trust in the government.

She also urged the participants to “be agents of real change and reform and to inspire their fellow colleagues in the government by taking initiative, collaborating with stakeholders, and

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Memorandum Circular No. 23, s. 2016. Chairperson Bala also gave emphasis on the implementation of the Anti-Red Tape Act (ARTA) to battle inefficiency and corruption in public service. In closing, she urged everyone to continue to seek innovations for positive transformational change, for they produce a domino effect, and convergence of innovations will

implementing meaningful and attainable programs as we all move towards attaining cohesion and convergence for national and inclusive development. As an example, she discussed the revisitation of the Republic Act No. 9225 or the "Citizenship Retention and Re-Acquisition Act of 2003". As a result, dual citizens must now renounce their foreign citizenship in order to be appointed in the bureaucracy, pursuant to CSC



create not only a ripple, but a wave of change.

In between messages, participants witnessed the world-class performance of the Baao Children and Youth Choir, a locally and internationally renowned group who recently brought honor to the country as they bagged the Gold and Silver Prizes in the Youth Choir and Ethnic Categories, respectively, in the 11th Busan Choral Festival and Competition in 2015.

Meanwhile, the Albay Magayon Dance Troupe of the Bicol University narrated the Bicol's epic story of Handiong in a cultural dance performance. Bicol's journey to peace was paved by Handiong, the brave warrior who fought thousands of battles and killed all the sea and land monsters. He led his people in building settlements, creating utensils and weaving loom, enacting laws that upheld integrity, inventing farming tools, planting crops and rice, and learning how to write. 🌐

1 | *Redesigned Project Paglaum ...*



Mr. Tomas Alejo S. Batalla transforms the unpleasant memories of the participants to enable them to be better PFA providers.

Yolanda, the most intense tropical cyclone recorded in the country.

Nineteen (19) participants from various government agencies became the pioneer batch for the redesigned Project Paglaum, which has now evolved to make it more responsive and adequate in

equipping executives in the bureaucracy to possess the confidence, competence, and commitment to help others.

Mr. Tomas Alejo S. Batalla, a clinical psychologist for the Ateneo Bulatao Center for Psychology Services, Multiple Intelligence International School (MISS), and The Child's World School commenced the workshop with an activity which underscores the importance of communication in conducting PFA. Mr. Batalla, or "Coach Tom", is assisted by Ms. Priscilla Gonzalez-Fernando, a child psychologist-consultant for well-known children's television shows, and Ms. Alyda Yasmin A. Keh, a psychologist at the Ateneo Bulatao Center for Psychology Services and a part-time instructor at the Ateneo Department of Psychology.

Coach Tom emphasized the importance of mental health of the PFA provider or the "healer". He helped the participants address some of their personal issues and concerns to help them recover from any past traumatic event that may be a barrier in their performance as PFA providers through an activity called "transforming unpleasant memories", wherein the participants are guided to visualize their "emotional baggage" and displace them where they can easily be released. During the second day of the workshop, Ms. Keh explained the eight (8) steps of the PFA, which are:

Step 1: Introducing Yourself

Step 2: Ensure Safety and Comfort

Step 3: Promote Calm and Stabilization

Step 4: Listen

Step 5: Identify Strengths

Step 6: Identify Positive Coping

Step 7: Plan to Move on and Heal

Ms. Fernando, or "Ms. Peachy", introduced the concept of Play Therapy, one of the most effective techniques in communicating with children victims. For thirty minutes, the participants relived their childhood experiences and play with toys provided.



Children (again) for a day! Ms. Priscilla Gonzalez-Fernando leads the participants through play therapy, one of the effective communication strategies for children victims of calamities.

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According to Ms. Peachy, playing is a cathartic release of feelings and a form of emotional expression, making the communication process with the victims easier and less heavy.

On the last day of the workshop, the participants were divided into two groups and were asked to develop their own action plan for pre-PFA, actual PFA, and post-PFA work. Designated presenters from each group narrated their respective action plans while the rest of the team members enacted the plan. The objective of the activity was to evaluate how they were able to apply the PFA process and to detect what is needed to ensure the success of the PFA assistance to be provided.

Towards the end of the workshop, Mr. Emmanuel C. Lallana, Chief Executive of ideacorp and an expert on Information and



Mr. Emmanuel C. Lallana explains the important role of ICT during disasters.

Communications Technology (ICT) policy, discussed the vital role of ICT in Disaster Governance and Risk Reduction and Management. One of the key takeaways from his presentation is the use of the Community-based Disaster Risk Management (CBDM). CBDM is an approach to building the capacity of communities to assess their vulnerabilities to disasters and consequently, to develop strategies and resources necessary to prevent and/or mitigate the impact of identified hazards as well as respond, rehabilitate, and reconstruct themselves following the onset of calamities. New ICT tools can effectively determine how communities can help themselves, and

they want to be helped with others.

Ms. Salvacion Z. Baccay of the Department of the Interior and Local Government (DILG) and member of the first batch of Project Paglaum, appreciated the personal approach of the redesigned workshop and the focus on the “healer” or the PFA provider. On the other hand, Mr. Edgar Y. Tenasas of the Department of Education (DepEd) opined that “the workshop has integrated all fragmented learnings and sets of knowledge I acquired in the past.”

As a parting message, CESB Executive Director Maria Anthonette C. Velasco-Allones encouraged the participants to “use their gifts to bless others because in doing so, they will be continuously blessed.” She also urged them to incessantly aid CESB in promoting “*Paglaum Patungo sa Ginawa*”.



CESB Executive Director Maria Anthonette Velasco-Allones (center, 1st row) poses with the pioneer batch of the redesigned Project Paglaum: Paghilom, Pakikipag-ugnayan, Paglaum Patungo sa Ginawa held at the Oriental Hotels and Resorts, Palo, Leyte last 14-16 December 2016.

CESB and REAL, Inc. spread Christmas cheer in Leyte



CESB Executive Director Maria Anthonette Velasco Allones (standing, center) and Department of Budget and Management (DBM) Regional Director Imelda C. Laceras (standing, 4th from right) led the joint CESB and REAL, Inc. Outreach Program at the Pope Francis Complex Center for the Poor in Palo, Leyte last 17 December 2016.

In the spirit of Christmas and to show their support to the abandoned and ageing sector of the society, the Career Executive Service Board (CESB), joined Region Eight Administrators League (REAL), Inc., in its Christmas outreach to the senior citizens of the Pope Francis Complex Center for the Poor (PFCCP) last 17 December 2016 at Palo, Leyte.

PFCCP was financed by the Vatican through the Pontifical Council Cor Unum for Human and Christian Development. It was Pope Francis' gift to the people of Leyte who were victims of Super Typhoon Yolanda in 2013. The facility is

supervised by Kkottongnae Philippines, Inc., a congregation committed to witnessing God to the world and saving souls by practicing Jesus Christ's love. They dedicated themselves in the service of the poorest of the poor.

Prior to the program proper, CESB and REAL were welcomed by Palo Archbishop John Du, who expressed his gratitude for the support to the Center. As a thank you gift, Archbishop Du gave each member of the delegation a Holding Cross. The Holding Cross, made out of the debris of the chapel kneelers and pews of the Archbishop's Residence after the onslaught of Typhoon Yolanda, is intended to serve as a reminder of God's abiding mercy and compassion.

Sister Thaddeus Choi, a Korean national and Executive Secretary of Kkottongnae Philippines, Inc., welcomed the participants and relayed her deep appreciation for the advocacy of CESB and REAL. She encouraged them to continuously show their love to the poor as she shared a verse from the Holy Bible: "Whatever you did for one of the least of these brothers and sisters of Mine, you did for Me" (Matthew 25: 40).

Ms. Alice Advincula, PFCCP Adviser, showed an audio-visual presentation of the construction and the evolution of the Center. She also explained that the complex contains five buildings for receiving guests, a kitchen, bedrooms, a dining area, and maintenance facilities. She also introduced some of the senior citizens residing in the center.



Sister Thaddeus Choi (right), Executive Secretary of the Kkottongnae Congregation, and Ms. Alice Advincula, Center Adviser, expressed gratitude and shared inspirational messages.

CESB Executive Director Maria Anthonette Velasco-Allones thanked Kkottongnae and the senior citizens for welcoming the CESB and REAL delegates to the center and allowing them to share their blessings with them.

CESB honors individual and institutional partners in Thanksgiving Dinner



ED Maria Anthonette Velasco-Allones gave her opening remarks during the CESB's Partners' Appreciation Night and Dinner.

Eighty-nine (89) attendees graced the Career Executive Service Board's (CESB) Partners' Appreciation Night and Dinner at the elegant Marble Hall, Bureau of the Treasury on November 28, 2016.

CESB Executive Director Maria Anthonette Velasco-Allones warmly welcomed

individual and institutional partners of the CESB for their invaluable contribution, commitment, and active involvement, which made the success of all the agency's projects and programs for 2016 possible.

"We also recognize those who have gone the extra mile of not only complying in our policies and regulations, but

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6 CESB and REAL, Inc. spread Christmas...

After the messages, the senior citizens were serenaded with Christmas songs by the Tanauan Assumption Parish Choir, while Executive Director Allones and REAL officials led by Department of Budget and Management (DBM) Regional Director Imelda C. Laceras distributed gifts to the elderly. Their delight and elation while receiving their gifts were priceless.

As another gift to the center, Regional Director Laceras turned over to the Center Fifty Thousand Pesos (P50,000.00), which was generated from the REAL Dinner Show for a Cause conducted last September 2016. The amount is a big help, considering



Archbishop John Du welcomed the CESB and REAL, Inc. officials in the Archbishop's Residence.

that the Center relies mostly on donations and personal solicitations for its day-to-day operations.

After sharing a hearty lunch, it was the elderly's turn to entertain the guests. They put on their best clothes and dresses and rendered a well-practiced Christmas medley. Some of them even belted out individual performances, much to the delight of everybody.

As a parting message, Regional Director Laceras thanked everyone who made the outreach possible and encouraged everybody to continue praying to God for blessings.

The CESB and REAL ensured that, even for a day, the



DBM Regional Director and Real, Inc. President Imelda C. Laceras led the turnover of the funds generated from the REAL Dinner Show for A Cause conducted last September 2016.

elderly felt the festive spirit brought upon by the holiday season.





The world-class performers from the Halili-Crus School of Ballet entertained the participants with their graceful moves and breathtaking performances.

making sure that the [CES] programs are felt by different agencies across the country,” she added.

She also shared a brief fact about the historic venue, saying that the Bureau of the Treasury used to be an Ayuntamiento (city hall) during the Spanish occupation. From minimalist yet splendid gold ornaments that adorned the hall, to the exquisite guests in formal wear who dazzled the venue, the Marble Hall was surely filled with art, beauty, and celebration.

The event was made more momentous with the presence of past and incumbent members of the CES Governing Board, namely, Chairperson Alicia dela Rosa-Bala, CESO I; Board Member Charito R. Elegir, CESO I; Board Member Rolando L. Metin, CESO II; and former Board Member and CESB Executive Director Elmor D. Juridico, CESO II.

ED Allones presented the awards which were then conferred to the honorees by the members of the CES Governing Board. Included in the roster were; the Outstanding Assessor Awardees, namely, Ms. Milagrosa Hechanova and Ms. Ma. Lourdes V. Reyes, who is also one of the Outstanding Validator Awardees; the Outstanding Panel Interviewer Awardees, such as Mary Ann Fernandez-Mendoza, Mr. Elmor D. Juridico, Ms. Maria Paz W. Foronda, Ms. Minda S. Manantan, Ms. Edelwina DG. Parungao, Ms. Charito R. Elegir, and Mr. Proceso T. Domingo, also a recipient of the Outstanding Validator Award; and the Outstanding Validator Awardees, Ms. Rosenda G. Fortunado and Ms. Edelwina DG. Parungao.

Also recognized as Outstanding Partners in Learning for their contribution in promoting leadership excellence among the members of the CES community were institutions, such as the Human Resource Innovations and Solutions, Inc. (HURIS), Department of Environment and Natural Resources (DENR), and the Department of Education (DepEd) - Caloocan City Division. The CESB also recognized the Department of Public Works and Highways (DPWH) for the construction of the Multi-Purpose CES Resource Center.

Meanwhile, the Outstanding Partners in Wellness awards were presented to Mr. Luisito A. Palermo and Ms. Eleanor A. Sanchez for their efforts in promoting health and wellness among the third level officials in the bureaucracy.

The CESB also recognized agencies for their efficient and timely compliance with the Online Career Executive Service Performance Evaluation System (CESPES) for third level executives, namely, the Bureau of Internal Revenue (BIR), the National Telecommunications Commission (NTC), the National Police Commission (NPC), the National Electrification Administration (NEA), the Commission on Higher Education (CHED), and the Philippine Overseas Employment Administration (POEA); the agencies with the highest number of CESOs and Eligibles occupying CES positions, such as the DepEd, Department of the Interior and Local Government (DILG), Department of Trade and Industry (DTI), and DPWH; and agencies that consistently complied with the submission of CES Plantilla of third level executives, including the Department of Transportation (DOTr), National Tax Research Center (NTRC), Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA), Maritime Industry Authority (MARINA), and DENR.

ED Allones extended her gratitude to the Atheneum String Quartet and the Halili-Cruz School of Ballet for sharing their


CESB maintains ISO 9001 certification for 6th straight year, cited for 6 good practices

In its 6th consecutive year of ensuring quality service delivery through strict implementation of the established Quality Management System (QMS), the Career Executive Service Board (CESB) was commended by Tuv Nord Philippines, Inc. for six (6) good practices while also retaining its ISO 9001:2008 certification for services under the Eligibility and Rank Appointment processes on 07 December 2016.

Lead auditor Eden D. Manuis and fellow auditor Manilyn Trollano of Tuv Nord Philippines, Inc. lauded the CESB for six good practices, as follows:

1. Orderliness and cleanliness of the work area;
2. Introduction of improvement programs in the organization such as employees' time recording, online system for Career Executive Service Performance Evaluation System (CESPES), facility improvement, among others;
3. Eligibility and Rank Appointment Division's operations;
4. Zero customer complaint as of time of audit;
5. Completeness of required documents in Internal Quality Audit (IQA); and
6. Management support and employees cooperation on the QMS implementation.

In 2010, the CESB obtained its ISO 9001 certification by the same certifying body. The ISO 9001, a Greek term which means "equal", was created by the International Organization for Standardization to aid organizations in effectively fulfilling requirements and enhancing customer satisfaction. In the same manner, the established QMS of the CESB seeks to ensure quality service with the highest standards demanded by the agency and expected by its client.

In partnership with the Development Academy of the Philippines (DAP), the CESB is in the course of expanding its ISO 9001 certification for all its processes, including those under its Professional Development and Performance Management and Assistance divisions. 



CESB honors individual and institutional...

talents in the field of music and dance, which added to the event's splendor.

Finally, ED Allones did not miss out in thanking the CESB Secretariat whose hard work and commitment contributed to the success of all the agency's endeavors, especially the recently conducted 15th Annual CES Conference in Naga City from November 22 to 23, 2016.

During her closing remarks, CSC and CES Governing Board Chairperson Alicia dela Rosa-Bala reminded everyone that "one CESO can make ripples in the river, but all the CESOs, institutional partners, validators, interviewers, [and the like] will create waves in the ocean to pursue a continuing transformation in the bureaucracy."

312 officials hurdle 4th quarter CES WE

Three hundred twelve (312) officials from public and private agencies nationwide took the CES Written Examination (CES WE) last December 4, 2016. This was held simultaneously in three (3) testing centers, namely, University of the Philippines - National College of Public Administration and Governance (UP-NCPAG), Quezon City; San Pedro College (SPC), Davao City and University of Cebu (UC), Cebu City. More than 60% or 201 out of 312 officials took the exam in Quezon City testing center, 60 (or 19.23%) in Davao City and 51 (or 16.35%) in Cebu City.

Results of the December 4 CES WE (list of passers) will be announced through the CESB website (www.cesboard.gov.ph) not later than the first week of February 2017. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 🌐



(From left to right: University of the Philippines, Q.C., San Pedro College, Davao City and University of Cebu, Cebu City)

CES WRITTEN EXAM SCHEDULE FOR 2017

DATE OF EXAM	TESTING CENTER	DEADLINE FOR FILING
MARCH 5 (Sunday)	Quezon City, Cebu, Davao	February 3
JUNE 4 (Sunday)	Quezon City, Cebu, Davao	May 5
SEPTEMBER 3 (Sunday)	Quezon City, Cebu, Davao	August 4
DECEMBER 3 (Sunday)	Quezon City, Cebu, Davao	November 3

ASSESSMENT CENTER SCHEDULE FOR 2017

JANUARY 21(Saturday) JANUARY 22 (Sunday)
FEBRUARY 4 & 5 (Saturday & Sunday) FEBRUARY 25 & 26 (Saturday & Sunday)
MARCH 18 (Saturday) MARCH 19 (Sunday)
APRIL 22 (Saturday) APRIL 23 (Sunday)

CESB celebrates CES month with the elderly

Jn line with the celebration of the Career Executive Service (CES) month, the CESB held an outreach program at Kanlungan ni Maria, a home for the aged in Antipolo City, on November 11, 2016.

The CESB staff was welcomed by community superior Sister Nela; Brother Jimmy, a visually impaired senior at the home; as well as twenty-four (24) residents who were excited to participate in the day's activities.

According to Brother Jimmy, the residents consider the place a "home for the beloved elderly," which is under the care of her Patroness, Our Lady of the Abandoned (*Birhen ng Marikina, Ina ng mga Walang Mag-amon*).

For the first part of the activity, the elderly enjoyed a fun yoga and stretching session led by Teacher Lokesh. Each of them had a partner from CESB who helped them do the breathing exercises and stretches.

Apart from balloons and Christmas decorations, the room was filled with joy and laughter among newly found friends from CESB and Kanlungan ni Maria. Stories, jokes, and even life advice were also shared with one another.

The elderly also prevailed in a game of *Pinoy Henyo*, a popular Philippine guessing game, proving that despite their age, they still have sharp minds and can make witty remarks.

Afterwards, the *lolos* and *lolas* of Kanlungan ni Maria dedicated touching songs to the CESB staff. Although their performances were impromptu, Lola Elisa, Lolo Pelayo, and Lolo Mars impressed everyone with their modulated voices.

Meanwhile, the charming Lola Pina, who was also known as the "Queen of Punchlines," shared numerous jokes and puns with everyone.

Before the day ended, Brother Jimmy shared a powerful and timely message that the CESB staff took to heart, saying, "If you are tired, take a rest and sleep well tonight. Your health is a gift from God." 🌐



Teacher Lokesh and Tatay Kulas demonstrated simple exercises to the residents of Kanlungan ni Maria.



Lola Elisa and Lolo Roberto both guessed their Christmas-themed secret words and won prizes during the game of Pinoy Henyo against CESB staff. Meanwhile, Lola Pina wowed the crowd with her classic jokes and 'banats.'

HR Practitioners convene in historic Intramuros

*“Technology, **if used effectively**, will make the HR function more efficient and better able to accurately communicate how it (technology) adds value to the organization.”*

These were the words of Ms. Maylene S. Navalta, Special Projects Manager for Human Resources and Organizational Development (HROD) of the Human Resource Innovations and Solutions (HURIS) Inc., as she guided thirty (30) Human Resource (HR) managers and Career Executive Service (CES) coordinators from different government agencies in a workshop during the fourth and final conduct of the HR Managers Fellowship Meeting and Learning Session for 2016 at the Marble Hall, Bureau of the Treasury (BTr), Intramuros, Manila last 09 November. Aptly entitled *“Transforming HR Services through Innovation and Technology,”* the learning session aimed to explain the importance of innovation and technology in the context of Human Resources, and also suggest some tools applicable for government agencies based on the industry’s best practices.

According to Ms. Navalta, the current technological and socio-economic trends such as the ASEAN Integration, high demand for overseas workers, and aggressive technology advancement improve the job market, causing both job seekers and employees to have more leverage. These trends affect how organizations deal with the workforce and play a major role on how agencies recruit, retain, and train their workforce to attain strategies and goals. Ms. Navalta suggests that incorporating technology and innovation, as well as adapting marketing strategies, can help the HR practitioners in keeping up with these trends.

Employer branding is one of the strategies suggested to recruit and retain top talents in the bureaucracy. It is defined as the process of promoting an agency or an organization as the employer of choice. In order to establish an appealing internal and external image of the organization, agencies need to invest more on the workforce, in terms of employee benefits, well-organized performance review, training management.

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HR Managers and CES coordinators pose with CESB Executive Director Maria Anthonette Velasco Allones, CESO I (2nd row, 5th from left), HURIS Special Projects Manager Maylene S. Navalta (2nd row, 4th from left), and the CESB Team (1st row) after the 4th HR Managers Fellowship Meeting and Learning Session last 09 November 2016 at the Marble Hall, Bureau of the Treasury, Intramuros Manila.

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The effective and appropriate use of social media is another strategy cited by Ms. Navalta. Social media, if used properly, can be leveraged for effective promotion of the capacity of an agency as a provider of services, thus attracting prospective talents and retaining their own.

Lastly, Ms. Navalta underscored the importance of technology and innovation in HR. Due to the trends mentioned, there is an increased necessity to improve efficiency of HR processes. In order to keep up, agencies require innovative processes to improve productivity, increase job satisfaction of the employees, and boost their brand in the eyes of top talents. Ms. Navalta then suggested some technology-driven tools for HR processes, such as Online Skill/Competency Assessments, HR Automation, and the use of data-driven recruitment (predictive analytics through algorithms).

In closing, Ms. Navalta reminded the HR managers that to reap the full benefits of implementation of HR technology, they must combine them with effective management processes.

Prior to the learning session, Atty. Raymundo U. Tan, Officer-in-Charge of the Administrative Services of the BTr, welcomed his fellow HR managers into the elegant vestibules of the Marble Hall. CESB Executive Director Maria Anthonette Velasco-Allones provided updates on CES Policies and Programs. One of the topics given emphasis was the Memorandum Circular No. 4 on the courtesy resignation of presidential appointees issued by Executive Secretary Salvador C. Medialdea last August 22, 2016. Executive Director Allones highlighted the efforts of the CES Governing Board to overhaul the entire CES eligibility process to shift to a Development-Oriented process. Lastly, she encouraged everyone to witness the CESB's wide range of activities for the CES month, culminating in the 15th Annual CES Conference on 23-25 November 2016 at the Villa Caceres Hotel, Naga City, Camarines Sur.

The HR Managers Fellowship Meeting and Learning Session Series is a regular quarterly gathering of agency HR managers and CES coordinators that serves as a venue for sharing updates on the latest CES policies, programs and activities, as well as to facilitate learning and sharing on current developments and trends in strategic human capital development. 🌐



HURIS Special Projects Manager Maylene S. Navalta discusses the importance of technology and innovation in the context of Human Resources.



Atty. Raymundo U. Tan, Officer-in-Charge of the Administrative Services of the Bureau of the Treasury (BTr), warmly welcomes the HR Managers to the historic and elegant Marble Hall (left photo). Meanwhile, CESB Executive Director Maria Anthonette Velasco-Allones answers some queries about the recent CES Programs and Policies.

121 Pass September 4 CES WE; CHED official tops exam

More than one-half or 121 out of 222 (54.50%) examinees passed the CES Written Examination (CES WE) held last September 4, 2016 simultaneously in Quezon City (University of the Philippines), Cebu City (University of Cebu) and Davao City (San Pedro College).

Of the 121 passers, 89 or 74% came from Quezon City testing center, 21 or 17% in Cebu and 11 or 9% in Davao City.

The top ten September 4 passers were all first time CES WE examinees and they are as follows:



Tenazas, Nicholas M.
(88.94%), CHED



Dimaano, Lyn J.
(88.63%), BRAINS



Jimenez, David Edward G.
(88.11%), APA



Danofrata, Juvy C.
(87.92%), DOF



Tangco-Pascasio, Karen Kreez L.
(87.85%), GCG



Duero, Mary Antoinette L.
(87.80%), DSWD



Barrion, Dennis P.
(87.75%), LTRFB



Manzo, Gerardo S.
(87.62%), PHC




Ramos, Antonio B.
(87.06%),



Claudio, Sanjay P.
(86.93%), PUP

Mr. Nicholas M. Tenazas, who obtained the highest rating of 88.94%, is currently Technical Consultant at the Commission on Higher Education-Unified Financial Assistance System for Tertiary Education (CHED-UniFAST). Prior to CHED, he worked at the World Bank Office-Manila for more than four years as Education Consultant/Specialist and at Asian Development Bank Headquarters for almost three years as Policy and Program Specialist/Resource Person/Consultant (Program Coordinator). He obtained his bachelor's degree in Business Economics in 2001 and his Master's degree in Development Economics in 2005, both from the University of the Philippines-Diliman. His fields of specialization include Business Management, Economics, Education, Finance, Planning, Policy Administration/Management, Research, Social Services and Project Management.

The next in rank, who obtained a rating of 88.63%, is Ms. Lyn J. Dimaano, Vice-President for Academic Affairs at Brains Training and Review Corporation. She graduated as Cum Laude at the University of the Philippines-Diliman with a degree in Bachelor of Science in Biology in 1980. She also finished her Master of Science in Biology in 1986, Master of Business Administration in 1987 and PhD in Education (Curriculum Studies) in 2015, in the same university. Early this year, she passed and ranked 7th in the Real Estate Broker Licensure Examination given by the Professional Regulation Commission. Her fields of specialization are Business Management, Education, Environment & Natural Resources, Research, Science & Technology and Project Management.

The third in rank is Mr. David Edward G. Jimenez who obtained a rating of 88.11% and is presently Assistant Managing Director of Asia Pacific Academy of Management, Science and Technology, Inc. (formerly ACSAT). He graduated with a degree in BS Management Information Systems at the Ateneo De Manila University in 2001. In 2006, he obtained his Master of Business Administration degree from the University of the Philippines-Diliman. His fields of specialization include Business Management, Education and Process Improvement. 

Ways to champion Innovation highlighted at the 2016 CES Leadership Conclave culminating session

Keynote Speaker DOST Secretary Fortunato dela Peña talks about empathy as a motivation to achieve meaningful innovation in plans and actions.



Sixty (60) CESOs, eligibles and third level non-eligibles from all over the country braved the gloomy weather and trooped to the 4th and closing session of the 2016 CES Leadership Conclave held last October 20, 2016 at the Caspian Room, Waterfront Hotel in Lahug, Cebu City to gain insights on innovative ways of thinking and to be inspired with actual innovations in Philippine public service.

“INNONATION: Innovations for the Nation” is the year-round theme for the 2016 CES Leadership Conclave highlighting innovation as an essential driver of national development. The conclave has made three stops, twice in Manila and once in Tuguegarao, before culminating in Cebu City, the Queen City of the South.

A luminary in the scientific community, academe and public service, Secretary Fortunato T. de la Peña, CESO I, from the Department of Science and Technology (DOST) graced the finale conclave session as keynote speaker. “FTP” as he is known in DOST or “Boy” to his close friends and colleagues shared his thoughts and experiences on the role of innovation in public service underscoring the importance of empathy in fostering innovation within an organization.

In his long-spanning career in government, he observed that public servants who have turned in innovative ideas are usually those who have had close interactions with their constituents. Relevant and meaningful innovation cannot be forced, he says, but naturally arises “through careful nurturing and motivation, of the public servants at the forefronts of governance.”

The Secretary notes that solutions, in order to be effective and responsive, should be generated “near the heart of the problem – be it technical, support or functions at the grassroots and regions.” With that he encouraged everyone present to be more citizen-centric and to rekindle empathy in the hearts and minds of colleagues and staff to be able to deliver equitable development.

Secretary de la Peña’s inspirational message on innovation was followed by practical tips and ingredients for innovation discussed in an overview session of “Innovation to Execution” (i2X) by Mr. Manny Gacayan, program director of Ka-Isa Teambuilding Workshops for Link Organizational Development (LinkOD).

The “i2X” program is a two-day, application-centered learning platform that combines multiple sources of innovation best practices, specifically, The Little Black Book of Innovation, The Innovator’s Dilemma, Intelligent Innovation, and The Innovator’s DNA. It employs tools, concepts and case studies useful in developing an organizational mindset of innovation. The three-hour overview session for a two-day program understandably left the learners wanting for more.

Grounding the innovation concepts into the Philippine public service context, two CES Very Innovative Person (VIP) awardees were invited to share their experiences in leading their respective organizations.

DOST Region IV-A Director Alexander Madrigal, CESO III, was a CES Very Innovative Person (VIP) Awardee for the first quarter of 2016. Among his initiatives in scientific and technology innovations are the: Fiberglass Rescue Boat, TOAD (Tactical Operative Amphibious Drive), Revival of the Makapuno Industry, Alternative Palm Sugars, Biogas Technology, Street Foods Safety, SENTRY (Sensing Environmental Parameters thru Telemetry), HanDA (Hazard Notification, Dissemination and Awareness System), LGUIDS (Local Government Unit Information Dissemination System) and Webinar Systems.

Director Madrigal concretized how innovation happens when customers find value in one’s creative idea. He said innovation is about the convergence of three elements — knowing: (1) what is desirable to users; (2) what is viable in the marketplace; and (3) what is possible with technology. He further added that innovation may be embedded in an organization’s vision, mission and core value, and that individuals may be encouraged to contribute their own innovations in their work as part of their performance targets.

73 Officials Hurdle Special CES WE in Camarines Sur

Seventy-three (73) examinees took the Special CES Written Examination (CES WE) held last October 15, 2016 at the Department of Education (DepEd)-Division Office, San Jose, Pili, Camarines Sur. Of the seventy-three (73), twenty-four (24) officials came from the Department of the Interior and Local Government (DILG) and forty-nine (49) from DepEd.

The Special CES WE in Camarines Sur was administered at the request of the Department of Education-Division of Camarines Sur, through Schools Division Superintendent Arnulfo M. Balane. The said exam was also announced in other agencies in Region V to accommodate those who were interested to take the CES WE.

Results of the October 15 Special CES WE will be released not later than the second week of December 2016. The next regular (nationwide) CES WE will be on December 4, 2016 and the deadline for filing of application is on November 4, 2016. 🌐

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At the speakers table are (from left to right) DOST Director Alexander Madrigal, DENR Director Ruth Tawantawan, Mrs. Joanne Gacayan and Mr. Manny Gacayan from Link Organizational Development (LinkOD).

As for Regional Director of the Department of Environment and Natural Resources (DENR) Region X Ruth Tawantawan, CESO III, also a CES VIP Awardee for the first quarter of 2016, to drive innovations, you start by being fearless.

She was cited for her three outstanding accomplishments, namely: leading the completion of the Cadastral Survey in Nunungan, Lanao del Norte, an area with unstable peace and order conditions, which resulted in the mobilization

and empowerment of the Local Government Units (LGUs) in the area; halting the illegal logging in Mt. Malindang Range Natural Park through incognito surveillance with the Presidential Anti-Organized Crime Task Force (PAOCTF); and formulating a Memorandum of Agreement (MOA) which aimed to stop illegal activities within the Iponan Watershed in Misamis Oriental.

She recognized that there will always be adversities and challenges but a leader-manager should still bravely put their ideas into action and focus on delivering exceptional results. Innovations may be a gargantuan task, said Director Tawantawan, but it is a task that you need not do alone. Learn to establish alliances within and outside your organization. Most importantly, she said, always lead with integrity and positivity and by example.

The lone recipient of the 2nd Quarter CES VIP Award, Director Joffrey Suyao from the Department of Labor and Employment (DOLE) Region XI, was recognized during the conclave. Director Suyao revolutionized the regional office's delivery of services through the automation of several programs and services which lead to effective and efficient achievement of the agency's monthly targets. 🌐

At the Cutting Edge of Effective and Innovative Governance: 43 Learners Pioneer I-LAMP in Naga City



BAREFOOT RESEARCHERS TOUCHING BASE WITH THE GRASSROOTS - I-LAMP learners review their study plans, consolidate research data gathered from the community laboratory, and share reflections and experiences in a makeshift "workshop-discussion room" along the coastline of Barangay Nato.

Forty-three (43) learners from 21 different national agencies and offices constituted the pioneering class of the Integrated Leadership and Management Proficiency (i-LAMP) Program held from 29 September to 21 October 2016 at the Villa Caceres Hotel in Naga City, Camarines Sur. Designed as a compact 20-module program conducted over 23 days, the i-LAMP harmonized the Salamin ng Diwa ng Paglilingkod (SALDIWA) and the Integrated Gabay ng Paglilingkod (i-GABAY) Training Courses. Its main objective was to enhance, promote and nurture core leadership and management competencies relevant to the roles of public managers leading to higher competency levels and a deeper sense of commitment to public service.

Development Authority; Social Development and Ending Poverty (retired Usec. Celia C. Yangco of the Department of Social Welfare and Development); Budget 101 and Public Finance (Asst. Sec. Tina Rose Marie L. Canda of the Department of Budget and Management); ICT Essentials for Development (Mr. Alexander M. Arevalo); Understanding Government and Strategic Public Management (Exec. Dir. Maria Anthonette Velasco-Allones of the Career Executive Service Board); Appreciating the Public Policy Process (Atty. Benedicto Ernesto R. Bitonio, Jr.); Institutionalizing Strategic Human Resource Management (Exec. Dir. Arthur Luis P. Florentin of the Civil Service Institute); Revisiting Procurement Laws and Rules (Atty. Manuel Anthony S. Tan of the Government Procurement Policy Board); The Philippine Administrative Justice System (Dep. Comm. Arturo M. Lachica of the Bureau of Customs); Teamwork Leadership – Managing and Aligning Teams (Chief Learning Officer Enrique V. Abadesco, Jr. of Human Resource Innovations and Solutions, Inc.), and; Strengthening Fiscal Accountability (State Auditor Jose Rey D. Blnamira of the Commission on Audit).

The i-LAMP included modules on: Managing Development - Reframing Development Perspectives/ Introduction to the Sustainable Development Goals facilitated by Dep. Dir. Gen. Rolando G. Tungpalan of the National Economic

Other i-LAMP modules focused on: Effective Communications and Conflict Resolution (Chair Antonio De Vera of the Subic Bay Water Regulatory Board); Harnessing EQ for Positive Organizational Behavior (President and Chief Exec. Officer Teresita R. Albert of TRAC Training Consultancy); Values-Based and Principle-Centered Leadership (President and Chief Exec. Officer Ernesto O. Cecilia of EC Business Solutions and Career Center); Ethical Leadership and Accountable Governance (Asst. Prof. Emervencia L. Ligutom of the Silliman University); Self-Mastery as Leadership Foundation (Exec. Dir. Maria Anthonette Velasco-Allones of the Career Executive Service Board); Towards Public-Private and Community Partnership (Deputy Exec. Dir. Eleazar E. Ricote of the Philippine Public-Private Partnership Center) and Honing and Leading Islands of Good Governance (Dir. Mary Jean T. Pacheco of the Corporate Planning Services-Department of Trade and Industry).

Impoverished fishing communities lining the coast of Lagonoy Gulf in Barangay Nato of the Municipality of Sagñay, Province of Camarines Sur served as the SALDIWA Community Engagement Module (CEM) immersion laboratory. The site provided an appropriate and realistic context for the learners to individually and collectively study, harness lessons from, and craft multi-sectoral reform agenda addressing a diverse array of governance and development challenges, needs and issues they encountered in the immersion-attachment using field evaluation and action research.

In her reaction to the learners' research outputs, Camarines Sur Prov. Dir. Melody E. Relucio of the Department of the Interior and Local Government stressed, "The most important lesson to be gleaned from the CEM is that all multi-agency and inter-governmental reform efforts must be convergent, innovative, inclusive and participatory to be effective and sustainable".

The SALDIWA-CEM facilitated deeply sensitizing, inspiring and transformative experiences for the learners who studied, worked and lived with the poorest, most vulnerable and marginalized families in the laboratory barangay. It also created a conducive environment, partnerships and platforms for learning and sharing between and among the learners and

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other governance and development actors and stakeholders in the community. Most importantly, it served as a fresh, innovative and compelling opportunity for them not only to be “grounded in the imperatives and challenges of governance and development, but also to deepen the meaning and purpose of public service and to re-affirm their commitment to it, and to strengthen their roles in good governance and development.

Asst. Schools Div. Superintendent Roland M. Fronda of the Department of Education reflected, “My SALDIWA-CEM experience will be forever etched in my heart and will surely serve as guiding light and inspiration for me to become a better and more committed servant-leader and public servant.”

For the i-GABAY-CEM, the learners examined the key elements and “journey undertaken” and assessed the overall effectiveness, results and implications of reforms and innovations developed and harnessed by Naga City for which it achieved the Overall Most Competitive Component City Award for 2015 and 2016 given by the National Competitiveness Council.

For their research outputs, the learners studied Naga City’s governance and development framework focusing on landmark innovations in organizational, leadership, technology and performance management systems as the strategic drivers for achieving organizational productivity, product and service quality excellence, and overall performance effectiveness. They dissected Naga City’s strategies, systems and experiences in harnessing multi-stakeholder, community-based and corporate sector partnerships and resources in support of development thrusts and plans. They analyzed the challenges and opportunities confronted by Naga City in strengthening corporate governance, ensuring inclusive and sustainable development, and in achieving institutional excellence, as reflected in its various award-winning initiatives. Lastly, they drew out lessons and proposed strategies and measures for customizing, harnessing and institutionalizing meaningful, successful and sustainable innovations in various organizations and unique work environments.

The value of the i-GABAY-CEM as a venue for sharing innovation technologies, experiences and lessons was highlighted by Bureau of Equipment Dir. Toribio Noel L. Ilao of the Department of Public Works and Highways. In presenting his group’s proposals for strengthening and sustaining Naga City’s competitiveness, he explained the concepts, key elements, applications and benefits of Integrated Asset Management (I-AM) which aims to scientifically audit, rationally plan and efficiently optimize the mobilization, use and conservation of resources.

Exec. Dir. Reuel M. Oliver of the Naga City Investment Board favorably acknowledged the proposed innovations as “fertile and actionable agenda for immediate study and planning” by the city government and its partners.

In closing, Naga City Administrator Florencio T. Mongoso, Jr. stressed the importance of the “one government approach” as the platform for “systemic, convergent and citizen-centered strategies harmonizing all public services and programs”. He noted, “At the end of the day, the public will not distinguish a busted streetlight or an unpaved road as a specific national or local government problem, but the entire government’s responsibility. Hence, the importance of constant dialogue, innovation sharing, sharpening inter-operability and deepening collective accountability.”



SHARING DREAMS AND INSPIRING HOPES FOR A BETTER TOMORROW – In a touching scene from “Pasasalamat and Pamamaalam”, Asst. Schools Div. Superintendent Roland Fronda of the Department of Education is sent-off by his host family which “adopted and made him as one of their own” during the immersion-attachment component of SALDIWA-CEM of the I-LAMP.



NEW CES ELIGIBLES

**CONFERRED THROUGH RESOLUTION NO. 1302
OCTOBER 31, 2016**

ANGWAY, IRENE S.

Education Program Supervisor
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Division of Mountain Province

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Project Director
Zuellig Family Foundation

BRILLANTES, JOSHUA G.

Medical Officer V
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CARIÑO, MARIO S.

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Assistant Schools Division
Superintendent
Department of Education
San Carlos City Division

DOMINGUEZ, OSCAR C.

Acting Director IV
Department of Environment and
Natural Resources
MIMAROPA

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Officer-in-Charge, Office of the
Director III
Career Executive Service Board

GONZALEZ, ANGELINE PAULINE C.

Chief Trade and Industry
Development Specialist
Department of Trade and Industry

JONSON, IRENE A.

Chief Treasury Operations
Officer II
Bureau of the Treasury

LASQUITE, NELSON L.

Deputy Commander
Naval Installation Command
Naval Base Heracleo Alano, Sangley
Point
Philippine Navy

OLAVARIO, LOIDA P.

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Division Superintendent
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(LGOO) VI
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**CONFERRED THROUGH RESOLUTION NO. 1309
NOVEMBER 24, 2016****ACHAY, HELBERT ANTOINE A.**

Department Manager II
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Department of Finance

ARO, ARNEIL D.

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Department of Education

BALAIS, JASON P.

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Department of Labor and
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BASCOS, JOSE ELMER C.

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OIC – Provincial Environment and
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CARIAGA, SOL L.

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DE CHAVEZ, DANTE B.

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DE LA CRUZ, SEPTON A.

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JUVAHIB, VERMONT KHAN L.

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**CONFERRED THROUGH RESOLUTION NO. 1313
DECEMBER 14, 2016****BUDENG, FERDINAND LAZARO D.**

Colonel/Chief, Governance and
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JALLORINA, RODNEY L.

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NARAG, MA. SOFIA G.

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Charge Office of the Provincial
Director
Department of Trade and Industry

OLIVA, REGAL M.

City Treasurer
Local Government Unit
Mandaue City

PINEDA, RYAN DARYL G.

HR Business Partner and Labor
Relations Manager
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Initiating a wave of innovations through a single ripple



Possessing strategic managerial leadership, integrity, and ingenuity in initiating a novel policy that has improved her agency's operational processes, Department of Education (DepEd) Division of Batac City Schools Division Superintendent (SDS) Vilma D. Eda, *CESO IV*, was conferred the Career Executive Service Very Innovative Person (CES VIP) for the 3rd Quarter of 2016.

In January 2014, when the City of Batac became a separate division from Ilocos Norte, Vilma started as an Officer-in-Charge of the Office of the Schools Division Superintendent. During that period, she noticed that the utilization of Information and Communications Technology (ICT) in classroom instruction was rare, and the teaching strategies and methodologies used by teachers were conventional. Students were merely exposed to textbooks, blackboards, and other traditional teaching materials. In addition, the teachers' lack of readiness and knowledge on the use of ICT in the teaching and learning process concerned her.

Being an educator for more than two decades, Vilma knows the importance of integrating ICT into education, especially in these modern times. The influence of ICT, especially the Internet, is very evident. With this in mind, she thought of ways to reform the educational system in the City Schools Division of Batac (CDSB) to integrate ICT into educational activities.

Vilma took the lead in introducing the latest technology to her division. First, she spearheaded community-based programs, such as the monthly unity walk dubbed as "Walk for a Cause" and the annual "Dinner for a Cause." These programs raised enough funds to solve the problem on the unavailability of ICT gadgets and equipment.


She also helped strengthen community spirit and pushed its members to participate and contribute to be able to buy computer units and accessories. Vilma knew that in order to enhance ICT implementation in education, there should be active participation, initiative and good will of the schools and other institutions. The Batacuenos became active partners of the CDSB in fulfilling its advocacy of providing relevant ICT equipment for students.

Vilma understood that educators should be the main motivators of ICT implementation. To address the educators' unfamiliarity with the use of ICT in education, Vilma sent school teachers to compulsory seminars, trainings, and workshops to help them be more familiar and knowledgeable on ICT-based educational tools. The teachers were trained to use the latest technologies in their respective subject matters while maximizing the use of minimum available resources. As a result, the teachers are now well-versed in integrating ICT in the classroom setting. They can now develop their own websites and ICT-based support materials, may they be online or offline.

The tireless efforts of Vilma paved the way of setting up of RACHEL-PI in CDSB. RACHEL-PI is an offline server full of educational content from teaching curriculums, Khan Academy materials, Wikipedia, classic literature, reference material and textbooks, alongside vital community materials like medical and first aid textbooks. Since the program does not need internet connection, it was very helpful for students from far flung-schools who now do not need to travel far for educational resources.

Vilma also spearheaded the creation of CDSB Mobile Application Version 1.0, a mobile application for the City Schools Division of Batac to reach out to their stakeholders, staff, and the community.

Vilma's advocacy to develop ICT-based teaching strategies proved to be a turning point not only in their division. With its continuous conduct of ICT-based researches, the CDSB was hailed as the pioneer division in ICT integration in Region I. Numerous educators across the country have been benchmarking the division's practice of utilizing ICT in the educative process to facilitate effective teaching and better quality of learning for the students.

One of the important challenges for educators today is their continuation as the backbone of society, providing the knowledge and educating young people for addressing complex global challenges and substantial improvement of a new generation learners and offers opportunities for originality in idea development and use, including innovations. With Vilma at the helm, the City Schools Division of Batac need not worry on the quality of education they provide to their students. 

Pushing through the limits: Two CESOs move up the ladder of bureaucracy

Two Career Executive Service Officers (CESOs) were appointed as Department of Health (DOH) Secretary and the Bureau of Jail Management and Penology (BJMP) Chief, respectively, by virtue of appointments issued by the Office of the President.

BRAVO NAMED DOH UNDERSECRETARY

Achilles Gerard C. Bravo, *CESO III*, was appointed as DOH Undersecretary on September 1, 2016.

Prior to his appointment, Bravo was the former Director IV of Department of Budget and Management (DBM) - CARAGA since January 16, 2004. He also served as Director III in the same agency from June 11, 1999 to January 15, 2004.

He obtained his degrees in Bachelor of Science in Psychology in 1980 and Master of Science in Psychology (without thesis) in 1982 from Saint Louis University, and Master in Public Administration (thesis on-going) from the University of Southeastern Philippines.

Bravo underwent the four-stage CES Eligibility examination process and was conferred CES Eligibility on January 10, 2001. He was appointed to CESO rank IV by former President Gloria Macapagal Arroyo on September 26, 2001. By virtue of his promotion to the Director IV position, his rank was adjusted to CESO III by former President Benigno Aquino Jr. on January 9, 2012.


BARRETTO NAMED NEW BJMP CHIEF

Superintendent Serafin P. Barretto, *CESO IV*, has been working in the police force since August 1987. He served as the Jail Chief Superintendent of the Bureau of Jail Management and Penology (BJMP) – Region VII, prior to his promotion as Chief with the rank of Jail Director.



Upon appointment as Chief of BJMP on August 8, Supt. Barretto initiated his novel program called *Sama-samang Lilinin ang Pamamahala at Maglilingkod ng Tapat sa BJMP* (SALAMAT BJMP). This innovation aims to instill discipline in the bureau by implementing strict action plans and strategies, including *Oplan RODY*, which seeks to rid the agency of personnel involved in corruption and illegal drugs.

Supt. Barretto was conferred CES Eligibility on November 20, 2001 through CESB Resolution No. 385. On February 19, 2014, he was appointed to CESO rank IV by former President Benigno S. Aquino III.

After earning his degree in Bachelor of Science in Public Safety from the Philippine National Police Academy in 1987, he completed a vocational course on Computer Repair and Troubleshooting from the International Correspondence School in 2001. In the same year, Supt. Barretto graduated with a Master of Education degree from the Marinduque State College. 

Suyao, undoubtedly a Very Innovative Person



Director Joffrey M. Suyao, CESO III, receives his CES VIP award from CESB OIC-Director III Giselle Durana and DOST Secretary Fortunato dela Pena during the conduct of the Leadership Conclave in Cebu City on October 20, 2016.

“To be given an opportunity to serve my fellowmen, especially those who need our help the most,” is the best part of being a civil servant according to Director Joffrey M. Suyao, the 2nd quarter winner of the CES VIP award for 2016. With 15 years of dedicated service in the Department of Labor (DOLE), he has always strived to initiate novel policies that will lead to the agency’s improvement.

Suyao was conferred the CES Eligibility on January 15, 2013 through CESB Resolution No. 1067. In addition, he was appointed to CESO III rank by former President Benigno S. Aquino III on March 8, 2016.

He was recognized for revolutionizing the regional office’s delivery of services through five innovations. First, he initiated the Special Program for the Employment of Students (SPES) and Government Internship Program (GIP), which are online registration systems that hastened program application and made monitoring readily available. Then, with the help of his Establishment Information System (EIS), the top management had a view of the demographics.

Suyao also helped develop the database for Alien Employment Information System (AEIS), Construction Safety and Health Program (CHSP), and Occupational Safety and Health (OSH) practitioners. Fourth, the innovation on External Communication Tracking System (XCTS) and Human Resource Information System (HRIS) fast-tracked internal operations and monitoring of employee data. Finally, Suyao introduced the CALC, an online and detailed salary calculator.

Apart from those, he introduced a tracking system that allows periodic monitoring of performance and accomplishments and annual targets of the whole DOLE Davao Region. Since then, effective and efficient achievement of monthly targets has been attained.

He also ensured that early warning systems for potential labor disputes are in place for engaging tripartite partners’ awareness and for integrating the practice of joint conciliation-mediation by the DOLE, National Conciliation and Mediation Board (NCMB), and National Labor Relations Commission (NLRC), which made Davao zero-strike over the years.

Looking at the agency now, he says that these innovations have brought positive changes. “We work faster. The computerized systems, which have been put in place for the programs, helped us monitor program implementation and deliver faster and efficiently all of the things that have been required from us. It has answered our demand for faster data as demanded by the DOLE Central Office when we have to report. This was our primary objective and it has been achieved.”

I-Gabay 26: Excellence through Innovation

Dipolog City, known for its wild orchids and rich sardine industry, became home for ten (10) days to thirty-six (36) learners who completed the 26th session of the Integrated Gabay (I-Gabay) ng Paglilingkod Training Course under the Leadership and Management Proficiency Program (LAMP) from 04-13 October 2016. The learners were a diverse mix



The class 26th session of the Integrated Gabay ng Paglilingkod Training course with CESB Executive Directress Maria Anthonette Velasco-Allones (sitting, 5th from right), Dipolog City Former Mayor Evelyn T. Uy (sitting, 4th from right), and Dipolog City Acting Mayor Horacio B. Velasco (sitting, 5th from left).

of Third Level Eligibles from different national government agencies nationwide, all of whom brought different perspectives to learning and shared unique experiences, making the training course meaningful, enriching, and participatory.

The first part of the training course featured an array of strategically important topics essential to any public manager's leadership tool kit. These topics enabled the learners to acquire greater familiarity with the environment of public management, external and internal to their respective organizations, in which leadership

and managerial tasks and accountabilities are fully exercised. They also provided full understanding and appreciation of the structures, systems, processes, tools, requirements and cross-sectoral innovations and experiences relevant to the learners' day-to-day experiences.

Distinguished multi-disciplinary experts constituted the course faculty who facilitated the I-Gabay learning sessions. It commenced with the module on Philippine Governance and Strategic Public Management facilitated by Atty. Maria Anthonette Velasco-Allones, Executive Directress of the CESB. She explained good governance in the Philippine context and introduced the science of planning as a key dimension of strategic management. She also enumerated the necessary managerial competencies in effective management of successful strategic planning.

Mr. John J. Macasio, an accomplished Information and Communications Technology (ICT) specialist, composed the shared framework and content to develop and implement project management methodology that fits the respective performance objectives of the learners on his module on ICT Project Management. Mr. Alexander M. Arevalo, ICT policy expert, facilitated the module on ICT Essentials for Public Managers, in which he highlighted the importance of ICT-enabled governance in rationalizing systems, strategies, processes and program/project management tools in the public sector to leverage organizations closer to achieving greater relevance and impact on society.

In the Module on Understanding Public Finance and Procurement Laws, Rules, and Systems, Government Procurement Policy Board (GPPB) Executive Director Dennis S. Santiago briefed the learners on Public Procurement Principles and explained thoroughly the rules in the Procurement of Goods and Services. Public Private Partnership (PPP) Center Deputy Executive Director Eleazar E. Ricote discussed the process of Public-Private Community Partnership, from the Project Development and Structuring, up to the Project Procurement and Contracting. He enumerated the advantages of Public-Private Partnerships to the government, as well as its challenges.

In the module on Philippine Administrative Justice System: Concepts and Cases, Bureau of Customs (BOC) Deputy Commissioner Arturo M. Lachica introduced the learners to administrative discipline and jurisdiction and relevant civil service laws, policies and rules, which will aid the learners in exploring and harnessing innovative approaches using

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Government Procurement Policy Board (GPPB) Executive Director Dennis S. Santiago explains Republic Act 9184 or the Government Procurement Reform Act.

legal tools, insights and experiences in strengthening institutional integrity and in ensuring harmonious and productive working environments. Dr. Orlando S. Mercado, former Senator and Secretary of National Defense, drew from his experience and wisdom

in legislation and executive leadership to guide the learners in developing a deeper and broader understanding and appreciation of the Public Policy Process. On the 5th day of the training course, Commission on Audit (COA) Region 12 Director Susan P. Donalvo's module on Essential Philippine Audit Laws, Rules and Practices focused on the fiscal responsibilities of the senior executives to ensure that government resources are managed and utilized in accordance with the laws and regulations. Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda introduced Philippine budgeting concepts and explained the Philippine budget cycle through her module on Budget 101: Public Finance Policies, Systems and Laws for Public Managers. The last module of the I-Gabay's first part, Institutionalizing Strategic Human Resource Management, was handled by Civil Service Institute (CSI) Executive Director Arthur Luis P. Florentin. He enumerated the roles of line managers in strategic human resource management (HRM), and gave advices on how to manage and harness human capital to ensure greater effectiveness and sustainable organizational impact.

The I-Gabay Session 26 culminated with the Community Engagement Module (CEM). The CEM provided multi-dimensional platforms for the learners to study, learn from, strengthen, promote and sustain exemplary governance models and practices aimed at institutionalizing reforms and achieving sustained development through culture change, systems and process innovations. The CEM community laboratory model chosen was the City Government of Dipolog, which boasted the urban renewal of the Dipolog Boulevard, which won them the 2014 Galing Pook Award. Dipolog City is also one of the proud winners of the Presidential Award for Child-Friendly Municipalities and Cities for serving as a model in upholding and promoting children's rights at the community level, and the Red Orchid Award by the Department of Health (DOH) for their comprehensive efforts to implement a 100% tobacco-free working environment in the local government. Dipolog City also implements the Performance Governance System (PGS), anchored on its vision to make the City the Center for Outdoor Sports in the South by Year 2020. The adoption of the PGS program has greatly improved the performance of the City's offices, resulting in improved transparency, productivity, and multi-stakeholder participation in its programs, projects, and services.

The CEM enabled the learners to validate the many concepts, lessons, insights and applications they learned from the earlier modules and to make use of their professional work experiences.



Public-Private Partnership (PPP) Center Deputy Executive Director Eleazar E. Ricote discusses the advantages of Public-Private Community Partnerships.

The learners conducted focus-group discussions with the city officials and leaders from different sectors and stakeholder groups.

Outstanding Career Executives invited to apply in prestigious Nanyang Business School Scholarship

Top-ranking Nanyang Business School (NBS) of Nanyang Technological University (NTU) in Singapore is now accepting applications for the July 2017 intake of Nanyang Fellows Master in Business Administration (MBA) program.

The Nanyang Fellows MBA is a one year full-time programme with an academically rigorous curriculum that seeks to address the most relevant economic and management trends and leadership precepts from around the globe. The programme is designed for exceptional senior executives and requires a minimum of eight (8) years of management experience gained

from either public or private sector. The programme aims to develop the region's top business and government leaders through its globally focused MBA curriculum which includes the Business Leadership Seminar Series, an overseas Business Study Mission, and a four-week residential programme in the United States in partnership with three leading universities – University of California, Berkeley, The Wharton School of the University of Pennsylvania, and Georgetown University.


The tuition fee of S\$75,000 includes the tuition at the three partner universities, one overseas Business Study Mission and examination fees.

Applicants with a stellar academic and professional background who qualify for the programme may apply for a Nanyang Business School scholarship.

Programme application deadline is on 30 April 2017. Early submission is encouraged for those who would like to avail of the scholarship as deadline for scholarship application is on 28 February 2017. Further information can be found online at www.NanyangFellows.com or through the Marketing and Admissions Team at fellows@ntu.edu.sg.

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As output, quality evaluation reports were produced by the learners containing assessment studies of strategic innovations in leadership, governance and development which earned them the various awards and recognitions of the Dipolog City. The reports also provided recommendations for the continuity and improvement of the processes of the City.

The I-Gabay 26 closing ceremonies was graced by Dipolog City Former Mayor Evelyn T. Uy and Acting Mayor Horacio B. Velasco, who both expressed their gratitude for CESB for recognizing the accomplishments of Dipolog, and for the learners who provided assessments and proposals for the continual improvement of the City. As a parting message, CESB Executive Directress Maria Anthonette Velasco-Allones stressed the importance of vision in leading an organization. "We always have to begin with the end of mind. We have to ask ourselves, where do we want to bring our organizations to? Because all of us at one point, will leave the government, but the institutions will stay. Hopefully, the systems, process, programs and directions we will leave behind will outlive all of us." 

"The reasonable man adapts himself to the world; the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends on the unreasonable man."

-George Bernard Shaw



2017 CESB Training Calendar



PROGRAM	DATE
Paglaum Training Workshop	January 24-25
HR Fellowship and Learning Session	February 17
CES Leadership Conclave	February 21
SalDiwa 33	February 27-March 13
CES Club	March 24
CES Leadership Conclave	April 6
Integrated Gabay 28	April 18-28
Wellness Camp	April 25-28 May 2-5
CES Thought Leaders Congress	May 24-25
SalDiwa 34	June 5-19
HR Fellowship and Learning Session	June 23
CES Club	June 30

THE PUBLIC MANAGER

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In Memoriam:

BOC Deputy Commissioner Arturo M. Lachica, CESO II (1957-2016)



The Career Executive Service Board (CESB), together with the CES community, deeply mourns the sudden passing of Atty. Arturo M. Lachica, CESO II, Deputy Commissioner for Internal Administration Group of the Bureau of Customs (BOC), on 17 November 2016. He would have turned 59 this month.

Prior to his BOC appointment in 2014, Atty. Lachica was Deputy Executive Director of the CESB since 2001. He also served as Regional Director of the Civil Service Commission in the Autonomous Region in Muslim Mindanao.

A lawyer and certified public accountant, Atty. Lachica will always be remembered as a good family man.

We remain grateful for the time you accorded us and our memories with you will always linger in our hearts. You will be greatly missed but never forgotten, Atty. Lachica. You are finally home in heaven. 🌸