

THE PUBLIC MANAGER



OFFICIAL QUARTERLY NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

2nd Quarter 2016

Vol. 28 No. 2

Integrated Salamin-Diwa ng Paglilingkod Session XXX: The Rise of the New Light Bearers



SALDIWA XXX learners with their host families come together for a final group photo at the grounds of Pandan Elementary School. Hugs were exchanged, tears were shed, and dreams for better days ahead were shared as learners and families parted ways.

“When you become CESOs, you are first and foremost a CESO, and a member of the agency second. As a CESO, you are held to a higher standard of performance and behavior. You need to be both manager-leader imbued with integrity.” CESB Executive Directress Maria Anthonette Velasco-Allones articulated these words while facilitating the first module on “Self-Mastery as Leadership Foundation” that grounded all forty-three (43) executives on the same page as they embarked on the Integrated Salamin-Diwa (SALDIWA) ng Paglilingkod Training Course Session XXX at the Villa Caceres Hotel in Naga City.

2

CES Written Exam uses JAWS

Ronnel A. del Rio, a visually impaired civil servant tried his luck in the first Written Examination (WE) through the Jobs Access with Speech (JAWS) software conducted by the CESB in the University of the Philippines – National College of Public Administration and Governance (UP-NCPAG) on June 5, 2016.

Despite being blind since birth, Ronnel managed to have a steadfast vision for himself and his family’s future. He is currently working as the Housing & Homesite Regulation Officer of the Provincial Administrator’s Office in Batangas City. Moreover, Ronnel strongly believes that disabilities do not serve as barriers



Ronnel A. del Rio took the CES WE using JAWS software and Braille.

4

More stories inside:

2nd Leadership Conclave	3
ED Allones urges submission of CES Occupancy	6
2 CESOs named as Cabinet Members	7
2016 TLC: An Innovation Straight Talk	8
Two CESOs recognized as CES VIP	10
Creating Innovations through Adversity	11

Thought Innovation.....	12
Kids at Work.....	14
Surf’s Up! Riding the waves of Baler	15
2nd CES Club: Financial Security 101.....	17
New Eligibles	18
24th I-Gabay Session	22

1 | **SALDIWA XXX...**

SALDIWA, under the Leadership and Management Proficiency (LAMP) Program, is a foundational capacity-building course designed to enhance executive leadership competencies and performance as a result of intensive self-mastery and strengthened interpersonal relations, essentially bringing the focus on the self and others. The SALDIWA Session XXX learners enrolled in the program coming from different stages in their professional careers. One of the learners came from the private sector, eager and excited to start a public service career in government. The youngest in the group brought in three years of government experience, while another learner in the batch boasted of thirty-nine years of work in the public service. Though coming from different agencies and fields of expertise, all executives – when asked about their expectations from the SALDIWA course-spoke in harmony about their desire to expand their learning networks, learn something new, come out as better versions of themselves, and have fun.

Joining the CESB Executive Directress were other high-caliber resource speakers who facilitated different modular sessions of the course. They included Ms. Teresita “Yeyette” Albert, Chief Executive Officer and President of TRAC Training Consultancy, for the module on “Harnessing EQ for Positive Organizational Behavior”; former People Management Association of the Philippines (PMAP) Executive Director Ernie Cecilia, a noted human resource management expert, consultant, newspaper columnist and author, on “Values-Based Leadership”; Assistant Professor Emervencia “Emy” Ligutom, Director of the Institute of Service-Learning, OIC-Director of the University Extension Program, and Chairperson of the Social Work Department of Silliman University, on “Ethical Leadership and Accountable Governance”; Professor Josefina “JQ” Quintana, another human resource management, organizational development



Focused and inspired group discussions took place in the afternoon of the learners’ arrival from Barangay Pandan. The serious talks were occasionally interrupted by stories of their one-of-a-kind experience in living with their host families.

and organizational communications expert, and former Director of the Civil Service Commission (CSC), on “Managing and Aligning Teams for Organizational Development”; Deputy Director-General for Investment Programming Rolando “Rolly” Tungpalan from the National Economic and Development Authority (NEDA), on “Managing Development”; and former Department of Social Welfare and Development (DSWD) Undersecretary Celia Yangco, now an adviser-consultant for various local governments, private sector and non-government organizations, on “Social Development and the Challenge of Eliminating Poverty.”

The comprehensive and tightly structured two-week residential training course had the learners working even on weekends and often beyond the typical eight-hour grind. The resource persons, fully aware that the learners may not be able to take in and absorb all of the details shared with them, reminded them to be mindful of essential lessons.



Learners of the SALDIWA Session XXX with CESB Executive Directress Maria Anthonette Velasco-Allones (center, in white) and “Harnessing EQ” resource speaker, Ms. Teresita Albert (seated left of ED Allones).

Prof. Quintana inspired them to be harbingers of change, while Usec. Yangco reaffirmed their important tasks, roles and accountabilities in public service, being the “cream of the crop of the government leadership.” Dep. Dir. Gen. Tungpalan impressed upon them the 3As - awareness, attitude and

2nd Leadership Conclave goes wild with ideas

The Career Executive Service Board successfully conducted the 2nd session of the CES Leadership Conclave in a heartwarming and inspiring whole-day learning session at the Bayleaf Intramuros on 16 June 2016.

Following the year-round theme “Innovation: Innovations for the Nation”, the Conclave is focused on developing innovation as a foundational leadership and managerial skill for 21st century public managers.

The learning sessions took off with the opening message by CESB Board Member Rolando L. Metin on Managing and Coping with Transitions. Board Member Metin mentioned that with a new administration taking over, indeed, “change is coming”. He, however, emphasized that transitions and change are something that career officials must ably manage.



CES Board Member Rolando L. Metin talks about transition as a reality in the bureaucracy that can be managed.

5

2 | SALDIWA XXX...

action, and the 3Rs - results, doing the right things (knowing the aspirations of the people), and doing things right (design, process, method best suited for the need).

The Community Engagement Module (CEM) saw the learners undertaking field evaluation research studies while undergoing exposure-immersion in Barangay Pandan of the Municipality of Cabusao, Province of Camarines Sur. The learners tested, validated and applied key concepts, ideas and lessons they learned in the course and from their own unique experiences as leader-managers and professionals in confronting governance and development issues and challenges influencing the chosen laboratory community. The CEM created a fertile environment, convergent platforms and unique opportunities for shared learning and working partnerships between and among the learners and key leaders/ officials from various local governments; civil society, private sector, non-government and community-based organizations; and the citizens of the laboratory community. More importantly, the CEM served as a powerful medium which sensitized, transformed and inspired the learners in renewing and affirming their commitment to the highest ideals, standards and mission of public service.

As a result of the SALDIWA, the learners envisioned themselves as part of a new generation of leader-managers evolving out of a new governance and development milieu. Dr. Aleli Annie Grace P. Sudiagal of the Department of Health (DOH) aims to become a visionary, role model, person of integrity, seed for ideas, and a user of values for decision-making, while Department of Education (DepEd) Program Supervisor Rebecca C. Sagot seeks to re-invent herself as a thought, courageous, inspirational and a servant leader.

Director Benjamin Arsenio Y. Navarro of the Philippine Statistics Authority (PSA) captured the collective sentiments of his co-learners in renewing his commitment as a leader-manager inspired by a fresh perspective of public service as he said, “It rekindled that fire in me.”

To the graduates of the SALDIWA Training Course Session XXX, may the flame of public service be ever burning in your hearts and light the way of your commitment to bring change where this is needed, expertise where this is missing, and leadership where this is wanting. *“Tatlong palakpak at the count of 1-2-3...!!!”* 🌟

1 → | CES Written Exam...

for anyone to be used by God in realizing His goals for the community.

In January 2016, Ronnel was granted the same privilege of taking the written examination as an entry point to being a full-fledged CESO. This way, he can further improve his efforts on being the bridge of the disadvantaged groups and uplift the status of Filipinos with disabilities.

"I've enjoyed the experience because it was a productive day for me. Regardless of the results, I thank the management of CES Board... plus my personal assistant." Not only his partner in life, but also his partner in taking the exam, his wife for more than 15 years helped Ronnel finish the CES WE by writing down the answers he dictated. He was also aided by JAWS (Job Access with Speed), a computer software that reads questions and answer choices from the examination to his headphones. According to Ronnel, it was his first time to take an examination using a computer.

With a vision for positive change, Ronnel is a broadcast journalist who discusses various issues and integrated concerns of PWDs. He was also the first blind Filipino to graduate in a Master's program in De La Salle University, completing his Master's degree in Management Technology in 2003.

119 examinees took the written examination in the UP-NCPAG, 30 in the San Pedro College, Davao City, and 52 in the University of Cebu, which totals to 201 CES WE examinees. If they pass the first stage of the CES Eligibility process, Ronnel and the rest of the examinees will undergo the Assessment Center, on-the-job performance validation, and Board interview.

Giving opportunity for all

"I want the government, especially the Civil Service, to direct all government agencies both local and national to hire qualified employees with disabilities." Ronnel expressed his advocacy

The holding of the special written examination is in line with the government's commitment to provide an equal opportunity of suitable employment for all. Under the Republic Act No. 10524, the government should hire at least 1% of PWDs in the office and provide them with assistive devices, if needed. With this opportunity, PWDs will be as productive and competitive as everyone else in the workforce.

As an active advocate for unheard PWDs in the Philippines, Ronnel continues to push for accessible services not only in his area but also in the rest of the country. He also serves as an inspiration to his family. "*Gusto kong i-motivate ang mga anak ko to go for a higher level of pursuit. (I want to motivate my children to go for a higher level of pursuit.)*"

In addition to that, Ronnel suggests that government agencies might consider other computer software and applications, such as the System Access Mobile, which is more helpful during conducts of examinations for the visually impaired. 🌐

"Blind people are just like seeing people in the dark. The loss of sight does not impair the qualities of mind and heart."
-Helen Keller



A total of 201 examinees took the CES Written Exam in Manila, Cebu and Davao.

3 | 2nd Leadership Conclave...

He further said that a well-managed transition can reduce or even eliminate anxieties, break barriers, create an environment of mutual trust, clarify expectations and build productive relationships.



Mr. Jose Luis L. Uybarreta explaining the Do-Reflect-Learn Framework of the afternoon session.

The second learning session entitled,

“Getting Wild with Ideas: Driving Innovation and Creative Thinking” was facilitated by Mr. Jose Santiago L. Uybarreta, a consultant from the Human Resource Innovations and Solutions, Inc. (HURIS). Mr. Uybarreta provided a lively discussion and workshop on developing one’s capacity to think creatively and innovatively. He led the participants towards discovering the barriers to creative thinking and then taught them the theory and practice of Possibility Thinking to generate ideas. Possibility Thinking is looking at a situation and imagining as many possible – or even impossible – alternatives, without inhibiting one’s creative process.


The learning sessions were concluded by the presentation of Ms. Ruth M. Tawantawan, Regional Director of the Department of Environment and Natural Resources (DENR) Region X. Ms. Tawantawan is one of the 1st Quarter 2016 CES Very Innovative Person Award winners for (1) completing the cadastral surveys in Region despite unfavorable peace and order situation, and in the process provide livelihood to the locals; (2) halting the illegal logging activities in Mt. Malindang Range Natural Park; and (3) stopping the illegal mining activities that polluted the Iponan River. She related that amidst adversities and challenges, “a leader must face any situation fearlessly.”

Realizing that she could not do the gargantuan tasks ahead of her alone, she established alliances within and outside the DENR -10. Within DENR-10, she made sure that she leads by example and constantly imbues integrity and positive values among her colleagues. She gained the trust of and maintained collaborative relationships with local government units, indigenous communities and other partners through consistent manifestation of competence, mutual respect and unquestionable integrity.

“When I innovate, I shoot for the moon because even if I miss, I land among the stars.”
-Ruth Tawantawan

In closing, Executive Director Allones stressed that career officials ought to be the light that would allow growth even in times of darkness and uncertainty. She explained that “Innovation” is about “Inclusive Collaboration”, “Inspiring Ideas” and “Integrity in Leadership”, which are also the foundation of Ms. Tawantawan innovation experience. She reiterated the point discussed by Ms. Tawantawan that the Divine is the ultimate source of wisdom and strength. She added that, “we don’t have to wait for flashfloods, denuded forests, or deaths to drive innovation. I hope you find your situations more positive, more opportune in bringing about innovation. I hope you find the Divine in everything you do.”

The participants left with the kindred spirit to innovate. Provincial Agrarian Reform Officer Deogracias F. Almora said, “The ideas lurking in my head need to give birth to ACTION!!!”

The next CES Leadership Conclave will be on August 18 in Cebu City. 

Executive Director Allones urges submission of CES Occupancy Data

CESB Executive Director Maria Anthonette C. Velasco-Allones urged the HR Managers and Officers to submit their updated CES Occupancy Report during the 2nd Quarter HR Fellowship meeting and Learning Session at the CESB Training Room on 17 June 2016, which was attended by forty-nine (49) HR fellows from twenty-eight (28) government agencies.

In her opening message, Executive Director Allones underscored the importance of the said gathering in preparing their respective agencies for this coming political transition. One of the matters she clarified is that those who were appointed on a coterminous status shall automatically cease their tenure by June 30. Furthermore, she emphasized that career officials are not required to tender their courtesy resignation since the same cannot properly be interpreted as a resignation in the legal sense as espoused in CESB Resolution No. 549, "Reiterating the Civil Service Commission's Policy on Courtesy Resignation".




Executive Director Maria Anthonette C. Velasco-Allones reminding the HR Managers of important CESB policies on tenure in CES Positions.

Most importantly, Executive Director Allones pointed out the importance of having a relevant and accurate CES Agency Blue Book since this is being submitted to the incoming administration. The Agency Blue Book is an inventory of the status of occupancy of CES positions in an agency, which is based on the CES Occupancy Report submitted by the Agency's CES Coordinator. She emphasized the importance of being aware of the policies and ready with relevant information in fulfilling their role as "administrative expert" of the organization.

The afternoon session on "Developing HR Scorecard" was facilitated by Ms. Lauren M. Borja, a Key Performance Indicator (KPI) Professional from the SSA Consulting Group. She presented the basics of HR Scorecard, the 7 Steps in Developing a Scorecard and some sample tools used in the private sector, where she underscored that an HR Scorecard helps the Human Resources to position itself as a strategic partner in the organization. She mentioned that the current initiatives in the public sector, particularly the Strategic Performance Management System (SPMS) and Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM), can be used as powerful tools in developing an HR scorecard. She

then facilitated a workshop on developing HR Scorecard based on the four HR Systems, such as (1) recruitment, selection, and placement; (2) learning and development; (3) performance management; and (4) rewards and recognition.

The fellowship meeting is a gathering of Human Resource Managers and Officers to regularly update them on the latest CES policies, programs and activity calendar and to provide a venue for learning and sharing current developments and trends in strategic human capital development. 



Ms. Lauren M. Borja of the SSA Consulting Group, Inc., facilitating the learning session on Developing HR Scorecard.

2 CESOs named as Cabinet Members of President-elect Rodrigo Duterte

Two Career Executive Service Officers (CESOs) have been named members of the Cabinet of President-elect Rodrigo R. Duterte. Former science Undersecretary Fortunato T. Dela Peña, CESO I, will now head the Department of Science and Technology (DOST) while Department of Health (DOH) Assistant Secretary Paulyn Jean B. Rosell-Ubial, CESO II, will be promoted to Secretary once Duterte assumes office on June 30.

In an interview of the incoming science chief with the Philippine News Agency, Dela Peña said that his top priorities will be on research and development to address pressing concerns on health, agriculture and the process industries. This is in line with Duterte's priority programs wanting ordinary citizens to feel the services of the government.

Dela Peña cited that he will prioritize programs that will hasten development in the regions, as well as science and technology policies that will push sustainable growth. These include expanding the reach of DOST services in the regions, particularly in the underprivileged sectors; helping scholars be able to serve the country and utilize their services; and increasing utilization of facilities, research outputs and human expertise to push for growth and development.


Dela Peña served as former Undersecretary for science and technology services of the DOST prior to his retirement in 2014. He continued working as professional lecturer at the University of the Philippines where he finished his BS Chemical Engineering degree. He also headed the National Research Council of the Philippines as its President from 2002 to 2007. In 2005, he was conferred the Gawad CES Presidential Award.



CES Pride! Newly appointed science and health secretaries Fortunato T. Dela Peña (left photo) and Dr. Paulyn Jean B. Rosell-Ubial (right photo).

Meanwhile, incoming health Secretary Paulyn Ubial handles the DOH's Office of Health Regulations since 2008. She rose from the ranks from being City Health Officer in 1990, Medical Specialist from 1991 to 1998, Medical Officer from 1998 to 2000, Director from 2000 to 2008 until she became Assistant Secretary in the same year.

Ubial, who hails from M'lang, North Cotabato, is also known to be an expert in maternal, neonatal and child health programs.

Among the other significant positions she held were: Head of the Polio Eradication Unit; Founding Program Manager of Sentrong Sigla Movement; Founding Program Manager of Women's Health and Development; Gender and Development Focal Person of DOH; Steering Committee Chair of the Red Orchid Awards (the Search for 100% Tobacco-Free Environment for Local Government Units (LGUs), Government Organizations (GOs) and Government Hospitals; Head of Task Force for Performance Governance System and Social Dialogue; Vice Chair of Integrity Management Committee; and Permanent and Alternate Representative of DOH to various Inter-Agency Committees. 

2016 TLC: An Innovation Straight Talk

One hundred thirty-five CES Officials trooped to Marco Polo Davao on 18 – 19 May 2016 to convene for the 2016 Thought Leaders’ Congress (TLC). Focused on the year round theme “Innovation: Innovations for the Nation”, the Congress gathered career officials to discuss and draw insights on how government executives can develop innovativeness and establish a culture of innovation in their respective organizations.

The event took off with the keynote speech of Civil Service Commission (CSC) Chairperson Alicia dela Rosa Bala who pointed out that, amidst challenges in the bureaucracy, the government had been and must continue innovating. Chairperson Bala emphasized the importance of leadership in driving innovation, as they set and foster commitment to the vision by communicating and modeling innovative thinking and practices that inspire people to participate in the innovation journey.

In the first plenary session, Mr. James



Chairperson Alicia dela Rosa Bala encouraged the delegates to continue innovating because ‘the government is the catalytic force of the society.’

Hargrove of Viventis Asia shared the CORE tool, a potent tool for enhancing one’s personal innovation capability. Developed by world-renowned author Paul G. Stoltz, CORE stands for Control, Ownership, Reach and Endurance, which, if harnessed, increases our capacity to respond to any adversity and succeed in our most important goals in life. Mr. Hargrove is the training resource lead of Viventis Asia, the lone authorized distributor of AQ and GRIT in the Southeast Asian Region.

Speakers from the Human Resource Innovations and Solutions, Inc. (HURIS), namely Juan Carlos Medina and Jody Salas, introduced concepts, framework and tools on innovation. In his session,

Mr. Medina defined innovation leadership as the practice of cultivating an environment where improvement, adaptation, and invention are encouraged, fostered and rewarded. He also dissected the attributes of an innovative leader and the various opportunities for innovation in organization.

Meanwhile, Mr. Salas presented the Innovation Phases: Idea Generation, Idea Selection, Idea Implementation, Sustaining Idea, and Idea Diffusion. He also presented the different innovation tools that can be used in each phase of the innovation process.

To balance the concepts with practical insights, the Congress also featured innovation experiences of the 1st Quarter CES Very Innovative Persons Award winners, namely: Ms. Ruth M. Tawantawan, Regional Director of the Department of Natural Resources (DENR)-Region 10 and Mr. Alexander R. Madrigal, Regional Director of the Department of Science and Technology (DOST)-Region 4A.

Like it was an intended demonstration of Stoltz’ CORE Skills, Ms. Tawantawan related her journey towards harnessing adversity to fulfill the mandates of her office of protecting and conserving the



Plenary Speakers Mr. James L. Hargrove, Mr. Juan Carlos Medina, and Mr. Jody Salas (clockwise from left)

CESB trains Visayas and Mindanao-based Panel Interviewers and Validators

As part of CESB’s ongoing efforts to enhance the conduct of the CES Eligibility Process, CESB Executive Director Maria Anthonette Velasco–Allones lead the training and refresher sessions for Visayas and Mindanao–based Panel Interviewers and Validators last May 17, 2016 at the Marco Polo Hotel in Davao City. Fifty–one (51) potential and active panel interviewers and validators attended the training sessions which was composed of CES Awardees, CESOs and CES Eligible Exemplars.



CESB Executive Director Maria Anthonette Velasco–Allones leads the CESB certified panelists and performance validators in a group photo session. Standing from left to right (first row): Gay Tidalgo, Norma Del Rosario, Gary Martel, Alex Abaton, Larry Ulep, Raul Alvarez, Ramir Uytico, Macy Sahi, Mylah Faye Cariño, Girlie Saqueton, Imelda Laceras, Victoria Esber, Karin Litz Zerna, Minda Brigoli and Debie Torres. Standing at the second row from left to right: Marichu Atay, Akmad Usman, Delia Ayano, Raul La Rosa, Anthony Nuyda, Edgardo Esperancilla, Paisal Abutazil, Wilhelm Suyko, Maria Chelo Añover, Annabelle Rosell, Achilles Bravo, Annabelle Atillo, Arnel Agabe and Chloe Osano.

As a first time Panel Interviewer, Department of Social Welfare and Development (DSWD) - Region XIII Regional Director, Minda Brigoli described the learning sessions as “an affirmation of what we do in our agencies applicants, and will serve as a fitting compliment for those who will be selected as a Panel Interviewer.” Meanwhile, Commission on Higher Education (CHED) - Region XI Regional Director Raul Alvarez stated: “I learned so many things, *kahit matagal na akong validator, marami pa pala akong hindi alam*. It is indeed refreshing and very informative.”

The sessions presented the participants with a structured, systematic and uniform Validation and Panel Interview activities relevant to the CES examination system. It likewise served as a fitting avenue for inputs and suggestions to further improve the Validation and Panel Interview processes.

8 | 2016 TLC...

environment in Region X.

Mr. Madrigal related that innovation is embedded in DOST 4-A’s foundation – its vision, mission, goals and core values. He also showed how the drivers of innovation interplay in the various organizational process of the organization which enabled it to overcome the various organization challenges and innovation barriers.

National Power Corporation (NAPOCOR) President Gladys Sta. Rita delivered an inspiring keynote speech in closing the Congress. Anchored on the 10 Traits of Innovative Leaders by Jack Zenger Joseph Folkman in a research published by Harvard Review, she walked the participants through the NAPOCOR transformation journey.

Participants went home inspired and satisfied of the outcome of the event. Assistant Regional Director Joel Gonzales of the Department of Labor and Employment (DOLE) – Region 13 described the program as “participative and structured”, while Bureau of Internal Revenue (BIR) – Davao City Regional Investigation Chief Edith Yap said that it was “informative and empowering”.



NAPOCOR President and CEO Gladys Cruz-Sta. Rita (Left Photo) provided a glimpse of the innovation journey of NAPOCOR while CES Very Innovative Person (CES VIP) Awardees Regional Director Ruth M. Tawantawan of DENR Region 10 and Regional Director Alexander R. Madrigal of DOST Region 4A share how they championed innovations in their respective areas.

Two CESOs recognized as CES Very Innovative Persons (VIPs) at TLC

Two Career Executive Service Officers (CESOs) were conferred the CES Very Innovative Person (VIP) Award during the annual Thought Leaders' Congress (TLC) themed "Innovation: Innovations for the Nation", which was held in partnership with the National Union of Career Executive Service Officers (NUCESO) at the Marco Polo Hotel, Davao City from May 18 to 19, 2016.

Ruth M. Tawantawan, CESO IV, of the Department of Environment and Natural Resources (DENR), and Alexander R. Madrigal, CESO III, from the Department of Science and Technology (DOST), were the two recipients of the CES VIP Award for the 1st Quarter of 2016.

TAWANTAWAN PROMOTES ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

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

Aside from that, she was recognized for spearheading the drive and halting the illegal logging activities in Mt. Malindang Range National Park through incognito

surveillance along with the Presidential Anti-Organized Crime Task Force and lobbied the subsidy for Mt. Malindang operational fund among many others.


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

MADRIGAL IMPROVES NATIONAL MEASURES ON DISASTER RISK PREVENTION AND MITIGATION

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

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

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

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



CES Pride! Regional Director Ruth M. Tawantawan of the DENR and Regional Director Alexander R. Madrigal of the DOST (4th and 5th from right) were conferred the CES VIP Award for the 1st Quarter of 2016 at the Thought Leaders' Congress held in Davao City last 18-19 May. They are joined by the CES Governing Board led by Chairperson Alicia dela Rosa-Bala (6th from right).

Creating Innovations through Adversity

Ruth M. Tawantawan, *CESO IV*, of the Department of Environment and Natural Resources (DENR) was one of two conferees of the CES Very Innovative Person (VIP) Award during the annual Thought Leaders' Congress (TLC) themed, "Innovation: Innovations for the Nation", held at the Marco Polo Hotel, Davao City from May 18 to 19, 2016.

Ruth is currently the Regional Director of DENR Region 10 in Cagayan de Oro City. She has responded passionately to the call of public service in DENR since 1989.

To share her innovation journey, she gave an inspiring speech that opened the eyes of her fellow Executives on their roles to protect and preserve nature. "If you are a leader, you must face any situation fearlessly and fight battles that come your way even if we have limiting deeds or factors," she added.

She imparted her knowledge and experiences on three areas where she championed innovations: the conduct of Cadastral Surveys, the control of illegal logging and illegal mining and inspiring her fellow Executives to engage in environmental excellence, Ruth also shared the DENR's experiences and accomplishments in advancing environmental protection and conservation.

Her journey to CES

Ruth gained her solid foundation in her advocacy for environmental excellence from her extensive knowledge in Forestry. She completed her Bachelor of Science in Forestry at the University of Mindanao (UM) in 1987, a Master's Degree in Public

Administration from the University of Southeastern Philippines (USP), and a Master of Science in Interdisciplinary Natural Resources Development and Management from the Asian Institute of Technology (AIT) in Bangkok, Thailand.

During her years in DENR, Ruth received various awards from agencies that recognized her commitment and advocacy in the government service, some of which include a Certificate of Appreciation from the Northern Mindanao Regional Development Council, a Plaque of Recognition from

"The disrespect to our environment must be stopped, and the rule of law must prevail."
- Ruth Tawantawan

the Philippine National Police, and a Plaque of Recognition from the Local Government Unit (LGU) of Maramag, Bukidnon.

Instead of luck, Ruth believes that the success of DENR's projects is due to the hard work and perseverance she and her colleagues offer.

Aside from national government seminars, Ruth has engaged in numerous international trainings and workshops that furthered her knowledge in different aspects of environmental protection and preservation.

Ruth's commitment

"The disrespect to our environment must be stopped, and the rule of law must prevail."

Ruth has been recognized for her

exemplary leadership in the completion of the Cadastral Survey in Nunungan, Lanao del Norte, an area constrained by unstable peace and order conditions. Her dedication resulted in the mobilization and empowerment of the LGUs in the area, creation of local job opportunities for Muslim residents, and social stability, peace, and harmony in the whole region.

Apart from that, Ruth spearheaded the drive to halt illegal logging in Mt. Malindang Range Natural Park through incognito surveillance with the Presidential Anti-Organized Crime Task Force (PAOCTF). This action led to the apprehension of illegal loggers and confiscation of *Dipterocarp* species which are banned for cutting under Executive Order No. 23, "contributing to the national goal of zero illegal logging hotspots," she added.

Through her efforts, Region 10 was also declared the best region by virtue of performance-based incentive system in 2013 and 2015.

In addition, the DENR collaborated with thirteen (13) concerned agencies and non-governmental organizations (NGOs) to stop illegal mining activities at all cost. According to Ruth, the assistance of the media was also engaged "for massive information dissemination, transparency of the daily operations, and to rally support for the public to act."

With a proud stance, Ruth ended her speech by reminding her colleagues and fellow Executives that by Divine right, each and every one of us has a duty to fulfill in preserving Mother Nature. 🌍

Thought Innovation: The Key to breaking new grounds in Public Service

Barely two weeks after the hotly contested and controversial national and local elections, and the looming changes in the administration, national government agencies are again at the crossroads of change. Public officials are at the forefront of these changes. Given the successes achieved by the outgoing administration, many officials are challenged to sustain, or even surpass the accomplishments of the bureaucracy through innovations in the public service.

National Power Corporation (NAPOCOR) President and Chief Executive Officer (CEO) Gladys Cruz Sta. Rita is no stranger to innovations. Through creativity and sheer determination, she basically steered NAPOCOR from the brink of extinction to become a model corporation.

In her keynote speech during the CESB's 2016 Annual Thought Leaders' Congress held at the Marco Polo Hotel in Davao City last 18-19 May 2016, President Sta. Rita generously provided a glimpse of the power of Innovative Thought which did wonders for the NAPOCOR.

When she became the first woman President and CEO of NAPOCOR in August 2013, President Sta. Rita was advised that there would be an impending shortfall of One Billion Pesos (Php 1,000,000,000.00) in the agency's fuel budget. The efficiency and morale of the employees were low, and people were practically dragging their feet to work. President Sta. Rita drastically turned this around by starting a revolution in thought innovation by shifting of mindsets, the first step in thought innovation. She instilled the adage "believe in the heroic and we will become heroes; believe in goodness and we will become good people; believe in success and we will become successful."

By following this mantra, the net income of NAPOCOR jumped to Php2.93 billion by the end of 2015. It was also the year when collection efficiency in Luzon, Visayas, and Eastern Mindanao increased from 85% to 98.4%. In the previous year, NAPOCOR was given the Environmental Excellence Award by the Department of Environment and Natural Resources (DENR). Most importantly, the agency faithfully and effectively fulfilled its vision and mission, while inspiring and engaging the employees.

President Sta. Rita shared with the 135 CESOs and CES Eligibles in the Congress her NAPOCOR experiences and invited them to internalize "The Ten Traits of Innovative Leaders," published in the Harvard Business Review.


THE TEN TRAITS OF INNOVATIVE LEADERS

1. **EXCELLENT STRATEGIC VISION.** The most effective innovative leaders can vividly describe their vision of the future. In her first day as President and CEO of NAPOCOR, President Sta. Rita made it clear with the employees her expectations for the Corporation. She cited the resolution of major issues, raising revenues, crafting and implementing communication plans, and lobbying with the leaders and decision makers for support. This was their foundation for the last three years, and look where it got them now.
2. **STRONG CUSTOMER FOCUS.** One of the things that President Sta. Rita learned in the John F. Kennedy School of Government in Harvard University is that if you are a leader, it is your responsibility to listen to customers, because leadership finds its source in understanding. Making customer focus as the centrepiece of their service, she launched a corporate-wide campaign in customer satisfaction in NAPOCOR. She also revived the Caliraya-Lumot Watershed Ecological Community in Cavinti Laguna and reached out to the Muslim communities in Mindanao, which earned her two (2) Muslim Royal titles.

12 | *Thought Innovation...***THE TEN TRAITS OF INNOVATIVE LEADERS**

3. **RECIPROCAL TRUST.** Theodore Roosevelt once said “People don’t care how much you know until they know how much you care.” In NAPOCOR, they created a culture of family, for it is comforting to know that the people you work with cares for you. They simply extend this culture to their customers to gain their confidence and create a harmonious professional relationship based on trust.
4. **FEARLESS LOYALTY.** President Sta. Rita always makes it a point to visit all the regional offices, the hydroelectric power plants, and the power facilities in far-flung places to conduct informal talks with employees for them to open up comfortably.
5. **MAGNIFICATION OF UPWARD COMMUNICATION.** Effective communication is where most executives fall short of and which often results in disaster. Leaders do not have monopoly of the best ideas. Sometimes, the man in the corner table has the best new strategies. President Sta. Rita established a culture of open dialogue through the PSGR communicator, a simple SMS messaging system where every employee can voice his/her concerns directly to the President, with confidentiality.
6. **PERSUASIVE.** Leaders must present their ideas with enthusiasm and conviction, so the team will follow WILLINGLY. President Sta. Rita once asserted herself on a project that had been on hold for eleven (11) years, and it got approved in a month’s time. It’s not only the idea that counts, the confidence behind it also does.
7. **SETS STRETCH GOALS.** Stretch goals push people to work harder and beyond their imagined limits. To do this effectively, employees must be convinced that the goals are possible and attainable. President Sta. Rita pushed her people in NAPOCOR that they could achieve the ISO 9001:2008 Certification, and they did. Stretch goals are nothing more than products of expansive minds. Once we put our minds into intensity and emotion, we achieve results.
8. **EMPHASIZES SPEED.** Good ideas are only good when you see them done in time. Before President Sta. Rita’s appointment, the Narrow Islands in Masbate had no electricity. In the old system, several years would be required for its full electrification. President Sta. Rita utilized NAPOCOR human resources instead of contracting services, and increased the level of approving authority of division managers from Php100, 000.00 to Php300, 000.00. The Narrow Islands were fully electrified in three (3) months’ time.
9. **CANDID COMMUNICATION.** Effective innovative leaders provide honest, even blunt feedback for they cannot afford to beat around the bush. The collection efficiency in the provinces of Basilan, Sulu and Tawi-tawi had been perennially problematic. President Sta. Rita obtained the profile of the collection efficiency of each town, and included them in a speech she read before the leaders of the LGUs concerned. After the speech, the local leaders publicly committed to help increase collection efficiencies in their respective areas.
10. **INSPIRES AND MOTIVATES THROUGH ACTION.** Inspiration and motivation are the bedrock of innovation in NAPOCOR. President Sta. Rita talks to her employees, not only for updates, but also shares her feelings and personal issues that may affect work relationships. This effectively bonded them not only as professionals tasked to fulfil their agency mandate and their individual duties, but also as a family where everyone looks out for each other.

President Sta. Rita concluded her speech by reminding the Executives that these ten traits only offered glimpses of the possibilities, promises, and the immense potentials of people in an evolving culture and mindset. She also stressed that Innovative Thought Leadership “begins in the head and ends in the heart, where pride can be tempered with humility and thankfulness for the true source of wisdom (God).”

As a parting message, President Sta. Rita shared this quote: “Trust in the Lord with all your heart, and lean not on your own understanding. In all your ways, acknowledge Him, and He will direct your path.” 

KIDS AT WORK

The CESB's NoviCES Summer Program

A total of sixteen (16) kids and tweens joined in the CESB's NoviCES Summer Program last 27 May 2016 at the CESB Training Room.



The kids charmed with huge smiles on their faces while the tweens did "Vrikasana" or the tree pose along with Yoga Instructor Lokesh Palermo.



Teacher Lokesh cracks up while teaching his young yogis a basic Yoga position called the "Halasana" or the plow pose.

Muscles and bones were flexed and postures were done during the Yoga for Kids session with Ananda Marga Wellness Center's Yoga Instructor, Luisito "Lokesh" Palermo. The participants were taught basic to intermediate yoga postures while following Teacher Lokesh's lead eagerly and falling on their backs from giggling. They were also surprised with chocolate treats for their perseverance to complete yoga postures despite the chuckles among them and the cheers from their "audience" parents and guardians.

15



Pia, one of the tweens, leads the preparation for the yummy veggie burger they made with Teacher Lokesh's help.



With her pinky finger up, Jannan takes a huge bite into the scrumptious veggie burger she just learned to prepare.

SURF'S UP! Riding the Waves of Baler CESB Staff Development Program 2016

The Career Executive Service Board (CESB) Secretariat headed North-East of Manila to one of the country's premiere surfing destinations: Baler, Aurora. The Secretariat embarked to ride the waves of historical Baler and to conquer Work Attitudes and Conflict Management in the Workplace with Coach Randy A. Esguerra for this year's Staff Development Program. Upon arrival, the Secretariat got a taste of Baler's gastronomical offerings at Gerry Shan's Place, Sabang Picnic Bay for dinner, where the buffet was aplenty to satisfy their famished tummies after a long day of travelling.

On the second day in Baler, Executive Directress Maria Anthonette Velasco-Allones reminded everyone that being far from the workplace does not necessarily mean that one's mind should also be away from the commitment to providing excellent civil service. For this reason, the CESB Secretariat participated in an engaging workshop session entitled "Work Attitudes and Conflict Management in the Workplace" with Life Coach Randy A. Esguerra.

Coach Randy jumpstarted his session by discussing the pros and cons of workplace diversity that can either bring the team members together or set them apart. He explained that misunderstandings happen due to personality differences, conflict of priorities, miscommunication, creative differences, and organizational culture. Coach Randy urged everyone to think before they speak and to not be pushed by emotions when dealing with conflict.

16



Coach Randy Esguerra extensively explains various lessons on Work Attitudes and Conflict Management in the Workplace during the CESB's Staff Development Program.

14 | Kids at Work...

After the body-bending activity, Teacher Lokesh changed from his Yoga Hat to Master Chef Toque for the cooking lesson, dubbed as the "Veggie-ner's Guide to Vegetarian Cooking." The participants were clueless that what they were about to munch on was a baptism to usher them to the healthy realm of vegetarian lifestyle.

Vegetarian Burger and Pasta with Yogurt-infused fruit smoothie were the day's specials. Complete with their apron and hairnet, the participants were all ears, nose and eyes while Teacher Lokesh walked them through the ingredients and step-by-step procedure on how to make these yummy and healthy dishes and drink.

Kids and tweens were all thrilled to sink their teeth into the burger and pasta and take sip of the smoothie, and at the same time curious on how these meals would compare to their usual fast food quick fix.

After each preparation, the room was filled with oohs and aahs as the participants' picky taste buds savoured the delicious and healthy dishes and drink. The day's program proved that it is never too early to start a well-balanced lifestyle and that food can be both healthy and yummy.

15 | *Surf's Up...*

Apart from that, various creative workshop activities were also done to examine the participants' temperament styles, personalities under stress, and functional roles.

"Through the learning [acquired], I can do better and improve myself professionally and personally," said CESB Senior Personnel Specialist, Liwanag L. Bornay, while Maria Grace C. Huelgas, the newest member of the team, shared, "I was able to know myself more: my strengths and my failures. I was also able to know others (workmates) more." The whole day session was a great opportunity for the Secretariat to learn more about how to strengthen teamwork for the betterment of the whole organization.

The Baler Tour tested the Secretariat's physical stamina by enduring activities such as trekking, swimming and "sefie-ing" along the way. Among the day's highlights were visits to Southeast Asia's Biggest Ficus or Strangler Fig, locally known as the enchanting and often mysterious *balete* tree. Mr. Leo Lorente, a local Baler Tourist Guide, shared that strictly speaking, *balete* is not a tree but a vine that grows on trees, which results in killing the host tree. The tour also gave the Secretariat a chance to meet the infamous Balete Boys who enthusiastically took their photos by swinging and sweeping from branch to branch, taking photos from practically 360 degree angles, making them look amateurs on how these boys professionally took their photos with tricks beyond what they thought their mobile phones were able to do.

The next stop took a tricycle ride and a 1.3 kilometer trek in a forest of abundant boulders, streams, butterflies and trees leading to what the locals refer to as the "Mother Falls" or the Ditumabo Falls. Reaching the end of the trek, a waterfall will beguile you to take a dip into its cool and clear water that will somehow quench your thirst for adventure, making the trek all worth it and more.

The afternoon on the other hand offered a much more laidback tour around Baler. The walking tour started at the Baler Church to Donya Aurora House and to the Museo de Baler. A few kilometers from Baler proper, the tour took the Secretariat to the Hanging Bridge, Ermita Hill and finally to cap off the day's Baler tour was the visit at the Aniao Islets.

Before heading home, back to the hustle and bustle of the city and the never-ending demands of public service, some of the Secretariat attended the First Friday Mass at the Baler Church to thank the Almighty for the wonderful adventure and discovery not just of Baler, but of oneself and of the family we call CESB through this activity. 🌐



The whole CESB Secretariat along with ED Maria Anthonette Velasco-Allones and Coach Randy Esguerra were all smiles at the end of the Staff Development Program in Costa Pacifica

2nd CES Club: Financial Security 101

Mr. Jayson Lo, best-selling author of *YOUUnique Publishing*, inspired a huge crowd of CES Officers and Eligibles with transformative budgeting and investment strategies during the 2nd conduct of the CES Club for 2016 entitled “Handling FinanCES the Right Way: A Crash Course on Financial Literacy,” held on 13 May 2016 at the Le Monet Hotel, Baguio City.

In her welcome remarks, CESB Executive Directress Maria Anthonette Velasco-Allones, CESO I, mentioned that political leaders should remain committed, responsible, and active shapers of the nation, especially now that the country and the bureaucracy are in the midst of transition after the 2016 elections.

She said that in order to jump in the wagon of change under the new administration, it is the mandate and duty of members of the CES “to make the bureaucracy not tempted by opportunities of graft and corruption.” According to her, being financially literate, self-reliant, and credible are part of the personal development of Executives in the civil service.

“Mahirap mamuno ng tama kung kayo ay may mga pinagkakautangan ng loob... dapat din ay wala kayong mga utang (It’s hard to lead if you owe a debt of gratitude... you shouldn’t have any kind of debt in the first place),” Executive Directress Allones added.

The said learning session was very timely, considering that some of the participants are interested in investing and planning on retiring.

Mr. Lo started his talk by explaining



“MAKE SAVINGS A PRIORITY.” Mr. Jason Lo (left photo) kept the crowd energized through an activity while sharing the secrets to financial freedom.

the importance of building and maintaining a credible financial profile as early as possible.

“At the age of 25, I was operating five different businesses all at the same time... I thought I knew the definition of success, but I was grossly mistaken. At the age of 30, we lost everything.” After experiencing the hardships of having millions of debt at an early age, he assured the audience that being financially prepared and secured gives an individual an upper hand against unexpected life misfortunes.

Mr. Lo said that the lack of financial literacy hinders an individual from pursuing his or her goals. For this reason, he shared that it is important to take ownership of one’s assets and liabilities. He also encouraged the participants to invest and properly budget expenses on priorities.

His ultimate advice to all those who remain confused in budgeting their assets is that one must learn to make and follow a financial worksheet complete with monthly expenses, monthly expense records, and yearly budget. This way, “you can discipline yourself and your family members to avoid spending too much on unnecessary expenses”.

He concluded his session on financial

literacy by encouraging the participants to focus on their priorities and separate their wants from their needs. Moreover, he reminded the participants that the most powerful financial principle is to give. “What you keep is all you have; what you give, God multiplies.”

The session presented the participants with structured, inspirational, and valuable financial topics that can be applied in handling their personal assets. It likewise served as a fitting avenue for inputs and suggestions to further broaden their awareness and appreciation on how to avoid debt and attract money.

In her closing remarks, Executive Directress Allones encouraged the members of the bureaucracy to continue in the collective responsibility of bringing positive change in the nation by being disciplined in every aspect of their lives.

She expects that after attending and learning from the workshop, CESOs will be more wise and resourceful in handling not only their personal finances, but also the resources given by the government.

The participants were highly



NEW CES ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1275
APRIL 18, 2016

CONFERRED THROUGH
RESOLUTION NO. 1280
MAY 26, 2016

ACOYONG, MICHELL L.

OIC, Assistant Schools Division
Superintendent
Department of Education

BERNARDO, ARIEL B.

Regional Director
National Intelligence and
Coordinating Agency

CONSTANTINO, RUBY C.

Director III
Department of Health

DELA ROSA, RUEL R.

Assistant Vice President (AVP) and
Director for Student Affairs
Manila Tytana College

FRONDA, ROLAND M.

OIC, Assistant Schools Division
Superintendent
Department of Education

HADJIMUDDIN, RIDUAN P.

OIC, Assistant Regional Director
Department of Social Welfare and
Development

LUMONGSOD, PIO G.

District Engineer
Department of Public Works and
Highways

MLOK, ZAINAL JR. N.

District Engineer
Department of Public Works and
Highways

BARRAMEDA, SILVESTRE Z. JR.

Local Government Operations
Officer V
Local Government Academy
Department of the Interior and Local
Government

BONITO, FELMA A.

Public Schools District Supervisor
Department of Education
Albay Division

BORRES, AUDIE S.

Education Program Supervisor I
Department of Education
Cagayan de Oro City Division

CAMPONG, ABDELNUR P.

Executive Assistant VI/ OIC, Chief
Office of the Regional Governor
Autonomous Region in Muslim
Mindanao

MOJICA, JUDITH M.

Department Manager
National Power Corporation

ORNOPIA, CONCEPCION R.

Civil Defense Officer IV/
OIC, Internal Audit Service
Office of Civil Defense
Department of National Defense

PANES, WINIFRED S.

Education Program Supervisor I
Department of Education

SARMIENTO, CAMILA C.

Provincial Government Assistant
Department Head
Environment and Natural Resources
Office
Provincial Government of Northern
Samar

DE MESA, ARNEL V.

Acting Director III/Deputy Project
Director
Philippine Rural Development
Program
Department of Agriculture

MANINGO, GARY V.

Assistant Manager
Department of Loans and Credit
Bangko Sentral ng Pilipinas
Cebu Regional Office

MAPANDI, TARHATA S.

Supervising TESD Specialist/OIC,
Provincial Director
Technical Education and Skills
Development Authority
Autonomous Region in Muslim
Mindanao

SOLIVEN, CRISPIN JR. A.

Assistant Schools Division
Superintendent
Department of Education

TANGGOL, KHADAFFY D.

District Engineer
Zamboanga del Norte 3rd Engineering
District
Department of Public Works and
Highways

URO, JESUS SALVADOR A.

Director
Securities and Exchange Commission
Zamboanga Extension Office

YUMANG, ANNABELLE P.

Director III
Department of Health

NEW CES ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1282
JUNE 15, 2016

BATAN, VIRGILIO JR. P.

Education Program Supervisor I
Department of Education
Division of Zamboanga Sibugay

BIRUAR, BAI ASHRAFIA AYMEE A.

Attorney VI
Regional Human Rights Commission
Autonomous Region in Muslim Mindanao

CASSION, MARIA KRISTINA E.

Division Manager A
Corporate Planning & Research Division
Light Rail Transit Authority

MITMUG, RASOL JR. Y.

Regional Chief of Staff
Office of the Regional Governor
Autonomous Region in Muslim Mindanao

MUTIN, SITTIE JEHANNE U.

Regional Chairperson
Regional Commission on Bangsamoro Women
Autonomous Region in Muslim Mindanao

ROSTATA, EDGARDO M.

OIC, Community Environment and Natural Resources
Officer
Department of Environment and Natural Resources
Province of Negros Occidental

SAN LUIS-LUTEY, NOREEN BERNADETTE S.

Regional Director
Land Transportation Office
Regional Office V

UBUNGEN, IRENEA B.

Chief Economic Development Specialist
National Economic and Development Authority
City of San Fernando, La Union

17 | 2nd CES Club...

satisfied with the program, collectively agreeing that the objectives of the CES Club were met. Gemma Tacuycuy from the Department of Education (DepED) said that, “the session was conducted very smoothly and efficiently. It was very systematic and organized.”

On the other hand, Angela Gabriel from the Technical Education and Skills Development Authority (TESDA) suggested to have “more sessions like this, so many can benefit from the learnings.”

Most of the participants suggested that the upcoming CES Clubs be conducted for the whole day to give way for more interesting topics.

A total of eighty-four (84) CES Officers and Eligibles from various national government agencies attended the said CES Club event. 🌐

“*Spend less than you earn and do it for a long time, then you will be financially independent.*” - Jayson Lo



A total of eighty-four CESOs and Eligibles attended the 2nd CES Club hosted by Mr. Jayson Lo (center) with the theme “Handling FinanCES the Right Way: A Crash Course on Financial Literacy at the Le Monet Hotel, Baguio City on 13 May 2016.



CESB Training Calendar



PROGRAM	DATE	VENUE
Integrated GABAY-COAM Training Course	July 6-15	Bacolod City
Paglaum	July 12-13	Butuan City
CES Club	July 29	Tacloban City
HR Fellowship	August 5	NCR
CES Leadership Conclave	August 18	Cebu City
Salamin-Diwa ng Paglilingkod Training	Aug 23-Sep 5	Dumaguete City
Paglaum	Sept 15-16	To be announced

ASSESSMENT CENTER SCHEDULE FOR 2016

JULY 23 (Saturday) JULY 24 (Sunday)
AUGUST 20 (Saturday) AUGUST 21 (Sunday)
SEPTEMBER 24 (Saturday) SEPTEMBER 25 (Sunday)

2016 CES WRITTEN EXAM SCHEDULE

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

Chief Judicial Staff Officer dominates March 6 CES WE

Attorney J. Jilliane Joyce R. De Dumo, Presidential Electoral Tribunal Chief Judicial Staff Officer and designated as Assistant Chief Justice Staff Head at the Supreme Court of the Philippines topped the CES Written Examination (CES WE) with a rating of 92.00%. She graduated with a degree in BS Business Administration, Cum Laude and Juris Doctor, Dean's Medal for Academic Excellence, at the University of the Philippines in 2008 and 2012, respectively. In November 2012, she passed the Philippine Bar Examination. At present, she is also pursuing her MA Public Administration degree in the same university. Her field of specialization includes Business Management, Law, Policy Administration/Management, Project Management and Criminal Justice Sector Administration.

In second place was Elena Regina S. Brillantes, Acting Director III of the Department of Budget and Management (DBM), with a rating of 88.50%.

The rest of the top ten were: Noel A. Padre, Acting Director IV, Department of Agriculture (DA) (3rd Place, 88.36%); Aida C.


Yuvienco, Acting Director IV, Department of Education (DepEd) (4th Place, 87.74%); Honesto O. Camino, Associate Professor/Assistant Director, Polytechnic University of the Philippines (PUP) (5th Place, 87.10%); Horace R. Cruda, Supervising Legislative Staff, Senate of the Philippines (6th Place, 86.50%); Graciela M. Cayton, Acting Executive Director III, National Book Development Board (NBDB) (7th Place, 86.09%); Jose Caesar A. Radaza, District Engineer, Department of Public Works and Highways (DPWH) (8th Place, 85.91%); Cesar German L. Gerpacio, Senior Trade and Industry Development Specialist, Department of Trade and Industry (9th Place, 85.09%); and Elizar S. Cantuba, Information Technology Officer III, Department of Environment and Natural Resources (DENR) (10th Place, 85.01%).

Seventy-nine (79) out of 220 examinees, or 35.91%, passed the CES WE held last March 6, 2016 simultaneously in Quezon City (University of the Philippines), Cebu City (University of Cebu) and Davao City (San Pedro College).

Fifty-one (51) out of 79 passers (or 64.55%) took the exam in Quezon City, 20 (or 25.32%) in Cebu and 8 (or 10.13%) in Davao testing center.

The complete list of March 6, 2016 CES WE passers may be viewed at the CESB website, www.cesboard.gov.ph.

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514981 loc. 100 or 832 for the schedule and other details of the Assessment Center, the second examination stage for CES eligibility.


The next conduct of the CES WE will be on September 4, 2016. Application forms may be downloaded through our website, www.cesboard.gov.ph. 

NUCESO Energy Sector Chapter reactivates, holds 2nd general meeting

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

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

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

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

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

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

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



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

President Lacson graced the opening session of the CEM to share ISA's vision and initiatives in making governance a shared responsibility of leaders and citizen. The CEM as the culminating module of I-Gabay, enables the learners to work with various stakeholders and explore meaningful, innovative and results-focused approaches and tools for leading reforms in the public sector.

Department of Trade and Industry as a Learning Laboratory

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

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



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

After a two-day data gathering, the four study teams presented their group outputs before a panel of reactors, which consists of ISA Supervising Fellow for National Government Agencies Anneli R. Lontoc, *CESO I*; DTI Assistant Secretary Ireneo V. Vizmonte; DTI Corporate Planning Service Director Mary Jean T. Pacheco, *CESO III*; and DTI Information Systems Management Service Director Laudemer G. Solidum, *CES Eligible*. The outputs of the four

groups have one conclusion: the PGS is very effective for implementing sustainable and transformative reforms, and they all want to apply the system in their respective agencies.

22 | 24th I-Gabay Session...

Laying the Management Fundamentals

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

Atty. Arturo M. Lachica, Deputy Commissioner at the Bureau of Customs (BOC), provided an informative discussion on the Workshop on Administrative Justice, which aimed to enhance the competencies of the learners in exploring various approaches and legal tools in strengthening institutional integrity. It was followed by a half-day session of former Secretary of National Defense Orlando S. Mercado on Appreciating the Public Policy Process which focused on the discussion of political and institutional variables that affect policy formulation and implementation.

The module on Budget 101: Public Finance for Public Managers – Policies, Systems and Laws by Department of Budget and Management (DBM) Assistant Secretary Tina Rose Marie L. Canda provided the learners an overview of the budget process, from preparation to execution. This was succeeded by Ms. Rosa Maria M. Clemente’s presentation on The Philippine Government Electronic Procurement



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

System (PHILGEPS). She talked about the basic principles and policies in government public procurement and introduced the PHILGEPS and e-government procurement.

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

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



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

THE PUBLIC MANAGER

The **Public Manager** is the official newsletter of the Career Executive Service. It is published by the CES Board Secretariat and re-entered as Second Class Mail Matter at the Quezon City Central Post Office with Postage Charge Account No. SPS Permit No. 06-03-053 dated December 31, 2016.

CESOs, Eligibles and other readers are encouraged to send articles, information on government projects and other significant activities of interest to public managers, including comments and suggestions to:

The Editor-in-Chief, The Public Manager, Performance Management and Assistance Division, Career Executive Service Board, No. 3 Marcelino St., Holy Spirit Drive, 1127 Quezon City.

Tel. No.: (02) 951-4981 to 85
Fax No.: (02) 951-3306
Website: www.cesboard.gov.ph

EDITORIAL BOARD
Maria Anthonette Velasco- Allones
Giselle G. Durana

CONTRIBUTORS
Imelda B. Guanzon
Romil F. Tuando
Jose P. Gantiga
Paul Lindon P. De Leon
Lucre Mae H. Villaluna
Joanna Carla D. Mance

LAYOUT & CIRCULATION
Rebecca D. Villas


PHOTOGRAPHER
CESB Staff

PRODUCTION
VG Printing

Name here

23 | 24th I-Gabay Session...

Sealing the Pact for Unity and Diversity as a Community

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



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