

THE PUBLIC MANAGER



OFFICIAL QUARTERLY NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

www.cesboard.gov.ph

3rd Quarter 2016

Vol. 28 No. 3

Saldiwa Session XXXI graduates 40 new beacons of light in public service



Day 3 of 14 – Saldiwa Session XXXI is a convergence of learners from 20 agencies here seen with CESB Executive Directress Maria Anthonette Velasco-Allones (seated center, in white) after her module on Self-Mastery as Leadership Foundation.

“It is important to know who you work for, but it is infinitely more important to know WHAT you work for,” wrote Atty. Samuel Gallardo in Day 4 of his reflection journal during the Community Engagement Module (CEM). Sam has been with the Department of Trade and Industry – Cordillera Administrative Region for almost 23 years and is currently its Chief Trade and Industry Development Specialist. He is one of the forty (40) graduates of the recently concluded Integrated Salamin-Diwa (SalDiwa) ng Paglilingkod Training Course Session XXXI held in Dumaguete City from August 23 to September 5, 2016.

Another one of the SalDiwa graduates is Ms. Maria Belen Acosta. Mabel comes from an entirely different field of government service being the only member in the group who is an elected local official. She is on her second term as First District Councilor of Davao City, having completed a successful

4th CES Club: Managing Personal Finances

Mr. Jayson Lo, best-selling author of YOUNIQUE Publishing, wowed a crowd of seventy-five (75) CES Officers and Eligibles during the 4th and final conduct of the CES Club for 2016 entitled “Handling FinanCES the Right Way: A Crash Course on Financial Literacy,” held on 30 September 2016 at the Marco Polo Hotel, Davao City.

At the start of his talk, Mr. Jayson Lo encouraged each participant to invest their savings.

More stories inside:

Project Paglaum in the North	2	222 Officials hurdle nationwide CES WE.....	12
CabSec Evasco: We will Strengthen the CES.....	4	REAL Inc leads special tribute	13
New CES Positions classified for NMIS.....	6	3rd CES Club	14
Assessor's Workshop in the heart of Bicol	7	CESB concludes first Paglaum	15
Innovation: Innovations for the Nation	8	CESBits	16
CESB provides guidance on MC 4.....	9	I-Gabay XXV: Upholding Excellence.....	20
DILG hosts 3rd HRM Fellowship Session	10	New Eligibles.....	21
93 Hurdle June 5 CES WE	11	CJCC: Understanding Depth Psychology.....	26

Project Paglaum in the North



Project Paglaum Batch 11 poses with Resource Persons Ms. Cristabel Fagela-Tiangco, Mr. Mark Lemuel Garcia, and Dr. Violeta V. Bautista (2nd row, 3rd-5th from left).

Forty-six (46) hope bearers became part of the recently conducted Project Paglaum in the North held at the Oasis Country Resort, San Fernando City, La Union, on 15-16 September 2016.

Facilitators headed by Dr. Violeta V. Bautista, founder and President of Care and Counsel Wholeness Center, lectured the participants on how to be competent in helping disaster victims. She also shared certain qualities and skills which a Mental Health and Psychosocial Support (MHPSS) worker should possess to be able to effectively work in such circumstances.

According to Dr. Bautista, to be able to care for others, one must first apply self-care. Apart from the lecture, there were enactments showing victims of disasters to demonstrate how to quickly yet carefully respond to emergency situations. Other facilitators include Dr. Bautista's associate, Ms. Cristabel Fagela-Tiangco, Hope Bearers PARO Christianne C. Suguitan from the Department of Agrarian Reform (DAR) Ilocos Sur Provincial Office and Mr. Mark Lemuel L. Garcia, a Professor/Lecturer in the Bukidnon State University.

"I think this is the apex of what I have to do. I have been searching for what am I going to do after retirement, this may be the answer. I may be not be able physically rescue victims during disasters, but in my own way, I may be able to bring life and hope to those who are seemingly hopeless." Ms. Celia Pastor, Schools Division Superintendent of Department of Education (DepEd) Ilocos Norte Division, said during the closing ceremonies.

She thanked the Project Paglaum Training Team for bringing the workshop closer to them and made them prepared psychologically, spiritually and emotionally in life. Ms. Pastor even asked the hope bearers to listen to the message imparted by the song "I Have Confidence", popularized by Julie Andrews of the Sound of Music.

The Paglaum training workshop is a capacity-building program which aims to develop the skills and competencies in providing psychosocial support to survivors of disasters and in post emergency situations. The training is named after the Visayan and Bicol word "Paglaum", which means hope. Graduates of the training are called "Hope Bearers" to signify their mission of bringing back hope to individuals and restoring their hope and ability to live life to the fullest of their capacities. 🌱

1 | 4th CES Club



Mr. Jayson Lo taught a crowd of eighty-five (85) participants about the importance of saving and investing money for the future of one's business and/or family.

"Spend less than you earn and invest the difference."

Mr. Lo shared that after going through some challenging financial experiences in his life, he realized that the only way to solve his and his family's problems is to fully understand the concept of planning finances not only for the present, but also for the future.

"The secret to living is giving." This was his final and most important advice to all public managers to encourage them to avoid spending too much on unnecessary things, and share their blessings with those who are in need.

Mr. Lo earned applause and praises from the audience after his session ended. Ms. Faye P. Pasamonte from the Department of Education said that there was "no dull moment with Mr. Jayson Lo. Congratulations!" On the other hand, participants such as Ms. Florence E. Almaden from DepEd, suggested that the CES Club be conducted for two days because "a day of engagement for this training is too short." In addition, even a server from Marco Polo Hotel, Davao City, was grateful for having the opportunity to listen to Mr. Lo's talk because he was looking for ways to wisely budget his finances for the education of his four children.



Participants engaged in a fun yet meaningful activity to test their patience and thoughtfulness when it comes to having partners in handling finances..

The whole-day learning session on financial literacy helped remove doubts and worries of CESOs and Eligibles on investing and properly budgeting their expenses on priorities. It also proved timely considering that some of the public managers were already considering retirement. 🌐

"Planning is bringing the future into the present so that you can do something about it now."

-Alan Lakein

Cabsec Evasco: We will strengthen the CES




CESB ED Allones with Cabinet Secretary Leoncio "Jun" Evasco, Jr.

In a briefing on the CES last August 23 in the Cabinet Secretary Office, Cabinet Secretary (CabSec) Leoncio B. Evasco, Jr. affirmed the CESB's proposed guidelines and urgent request relative to the Office of the President's (OP) recent issuance of Memorandum Circular No. 4, s. 2016 ("Courtesy Resignations of Presidential Appointees") saying, "We will strengthen the CES."

continuing efforts to provide technical and policy assistance to all agencies through this transition period. Relevant information is also shared on matters that affect executive performance, managerial behavioral competence and integrity of incumbent officials in their respective departments who have undergone or are undergoing the CES eligibility process.

On August 26, 2016, the OP through Senior Deputy Executive Secretary Menardo I. Guevarra granted the CESB's urgent request to favorably consider third level eligibles occupying CES positions to be also exempt from MC 4.

Last August 8, ED Allones met with Budget Secretary Benjamin E. Diokno to provide the same briefing and seek comments on the proposed draft Administrative Order on the Family/Home Visit Privilege for Incumbents of CES Positions. 

This recent presidential directive affirms CESB's thrust to strengthen careerism in the higher civil service. Thus, all CES members are urged to honor this privilege by living up to the CES ideals of competence, excellence, and integrity-laden public service.

CESB Executive Directress (ED) Maria Anthonette C. Velasco-Allones pays a courtesy call to all Department Secretaries and provides a briefing on the CES/ third level situation in their respective Departments as part of CESB's

2016 Online CESPES opens for RIS and PCRFF encoding

The Career Executive Service Board (CESB) opened the online Career Executive Service Performance Evaluation System (CESPES) starting September 15 until December 31, 2016 for the encoding of Ratee Information Sheet (RIS) and Performance Contract and Review Form (PCRFF) for CY 2016.

All accomplished individual RIS and PCRFF for both superior and subordinate raters must be encoded in the online CESPES within the allotted schedule for each agency.

For CESPES-related inquiries, you may call the Performance Management and Assistance Division (PMAD) at (02) 366 1941.


CESB goes "Defense"

As part of CESB's continuing efforts to provide technical and policy assistance to concerned agencies in this period of transition, CESB Executive Directress Maria Anthonette C. Velasco-Allones, *CESO I*, paid a courtesy call to the Secretary of National Defense (SND), Major General Delfin N. Lorenzana AFP (Ret.) last September 1.



CESB ED Allones with SND Delfin N. Lorenzana

ED Allones briefed the SND on the CES Occupancy status in the Defense department.

SND Lorenzana shared his commitment to strengthen the civilian middle management in the Department of National Defense (DND) to ensure continuity. Aside from providing the occupancy status of CES positions in the DND, the CESB also offered to assist the Secretary in the newly-created Director positions in the Office of Civil Defense. 

1 | **SALDIWA XXXI...**

three-term post from 2001-2010 and was honored as one of the Ten Outstanding Councilors of the Philippines in 2009.

Councilor Mabel comes from a family of teachers who were CESOs and who have served as her inspiration to undergo the eligibility process herself. Having completed the SalDiwa training course, Mabel strongly believes that all executives in government, including the elected officials, should undergo the program. She affirms the importance for leaders to know themselves well in order to lead others effectively and finds SalDiwa as a truly enriching platform where executives from different government agencies are able to interact with each other.

Sam and Mabel are two of the forty graduates of Saldiwa Batch XXXI who come from a diverse mix of 20 agencies including two local government units from Mindanao. In her introductory talk for the Self-Mastery as Leadership Foundation module, CESB Executive Directress Maria Anthonette Velasco-Allones articulated that diversity in the group is intentional and contributes to a unique learning environment where each learner contributes a unique set of expertise and experience that can be imparted to the group and which allow others to learn from them. Aside from learning from each other's expertise and experience, these newly-known colleagues become new partners in public service delivery. As ED Tonette would succinctly say it, "when we know each other, half of the work is done."

Back to complete the roster of top-notch resource speakers for SalDiwa XXXI are Ms. Teresita "Yeyette" Albert of TRAC Training Consultancy, newspaper columnist Mr. Ernie Cecilia of EC Business Solutions and Career Center, Professors Josefina "JQ" Quintana and Emy Ligutom, NEDA Deputy Director-General for Investment Programming Rolando "Rolly" Tungpalan, 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.

Serving as the laboratory community for SalDiwa XXXI is Barangay Tapon Norte, one of the fourteen barangays in the fifth-class Municipality of San Jose in Negros Oriental, Negros Island Region (NIR). It is in the challenging realities of life in the barangay where the learners' own expertise and experiences, including the lessons gleaned from the modular sessions, are reflected upon, re-examined and reinforced. The CEM "gave me an idea on whether and to what extent government policies and programs reach and benefit the poor," wrote NEDA Acting Director IV Nerrisa Esguerra.

Sensitizing, transforming and inspiring the learners in renewing and affirming their commitment to the highest ideals, standards and mission of public service is the most potent value of the CEM. It also creates 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.

On Day 14, during the closing program, the barangay and municipal officials were invited to listen and weigh in on the groups' presentations. "We are grateful for this opportunity to hear the inputs of the experts. We need not pay expensive fees for consultants," responded the Municipal Local Government Operations Officer Pearl Mary Gentuya. As for San Jose Vice Mayor Mel Nick Logronio, he affirmed the groups' findings and extended an open invitation

I saw a typical Filipino community with vestiges of rural life while trying to cope with modernization and urbanization. I was assigned to live with the Grepon family composed of Tatay Diking, Nanay Nita and their two grandchildren. After the initial meeting at the school gym, Nay Nita brought me home. Home was an old dilapidated hut made of light materials.


In the midst of the busyness and chaos of our work and life, I pray that we will find time to always pause and reflect in order for us not to lose touch of our humanity and our kinship with our fellowmen and oneness with nature.

—Aileen Riel-Espina,
Chief Medical Professional Staff II
DOH - Eastern Visayas Regional
Medical Center, DOH RO-8

New CES positions classified for National Meat Inspection Service


The CES Governing Board, in its 20 September 2016 meeting, approved the classification of one (1) Executive Director III, one (1) Deputy Executive Director III, and sixteen (16) Director II positions in the National Meat Inspection Service (NMIS) as CES positions through CESB Resolution No. 1300, Series of 2016.

The above-named third level positions in the NMIS were classified as CES positions based on Republic Act (R. A.) No. 9296 ("Meat Inspection Code of the Philippines"), Department of Agriculture (DA)-Administrative Order (AO) No. 28, Series of 2005 ("Implementing Rules and Regulations of R. A. No. 9296"), and the NMIS Rationalization Plan.

The CESB *motu proprio* conducts position classification studies on positions with salary grade (SG) 25 and above in various departments and agencies to ensure that the coverage of the CES is in accordance with set policies, including the decision of the Supreme Court in *Civil Service Commission v. Court of Appeals and Philippine Charity Sweepstakes Office, G. R. No. 185766-67, 23 November 2010*, which limited the scope of the CES to managerial/ executive positions requiring Presidential appointments. 

5 | **SALDIWA XXXI...**

to CESB, "come back and partner with us again, we have thirteen more barangays for you to consider," he said. For the first time in CEM history, the CESB was repeatedly and openly invited to return to the same municipality for another conduct.

The Integrated Salamin-Diwa (SalDiwa) ng Paglilingkod Training Course is the foundational capacity-building course for government executives, under the Leadership and Management Proficiency (LAMP) Program of the CESB. Designed to focus on intensive self-mastery and relational skills, the SalDiwa course is geared towards enhancement of leadership competencies and performance. Essentially, it is about taking a closer and honest look at the person in the mirror and knowing how that person relates to others — subordinates, peers, superiors, and the public which the person serves. 

SALDIWA

Sa aking pagharap sa SALAMIN

Ako ay tunay na nanimdim

Matinding kahirapan aking napansin

Maraming suliranin ang dapat tugunin

Bigat na naramdaman sa aking damdamin

Udyok nito'y dapat bigyang pansin

Tungkulin ay dapat tupdin

Puso't diwa ay dapat gisingin

Tapat at malinis na paglilingkod dapat gampanin

ng isang lider na binago ng SALAMIN!

(Pagpapahayag ng aking nakita, naramdaman at natutuhan sa isang maikling tula.)

***– Ma. Celina Vega, OIC-ASDS,
Division of Angeles City, Pampanga***

Assessor's Workshop in the heart of Bicol



The assessors were divided into groups to accomplish an activity leaned towards the Assessment Center (AC) program review during the first day of the workshop.

“Strategic planning is worthless - unless there is first a strategic vision.”
 - John Naisbitt

The Career Executive Service Board (CESB) conducted a two-day Assessor’s Workshop at the Villa Caceres Hotel, Naga City, from August 27 to August 28, 2016.

Former ambassador of the Department of Foreign Affairs (DFA) Mr. Alfredo Almendrala Jr. shared that the assessor’s workshop served as an avenue to help them “keep abreast of current events in

the Assessment System.” It also helped in the “renewal of both professional and personal relationships among other assessors,” Mr. Almendrala added.

The said workshop has been proposed to reassess the existing AC program and subsequently develop an improved set of AC materials.

The workshop also discussed tailor-fitting the AC materials’ framework for government executives to make it more purposive, responsive, credible, and practicable in the area of public administration.

The CESB’s benchmarking study visit of South Korea’s Assessment Center, which included a team of AC administrators and assessors, was also included in the discussion.

A total of 21 assessors attended the said event. 🌀



(L-R) Mr. Alexander Arevalo, Mr. Alfredo Almendrala Jr., Mr. Ariel Ronquillo, Ms. Urdujah Tejada, CESB Board Member Evangeline Cruzado, Ms. Victoria Esber, and Mr. Arturo Lachica are in a deep discussion during the second day of the workshop.

Innovation: Innovations for the Nation Spark in Tuguegarao City

How do we respond to the challenge to innovate?

This was the question raised by Cagayan Valley Association of Career Executives (CVACE) President and National Economic and Development (NEDA) Regional Director Mary Anne E. Darauay to the forty-seven (47) officials gathered at the Benedetto Hall of the Pulsar Hotel, Tuguegarao City on August 18 for the Third Session of the 2016 CES Leadership Conclave, with the year-round theme "Innovation: Innovations for the Nation". The third session was organized by the CESB, in partnership with the Cagayan Valley Association of Career Executives (CVACE). Director Darauay asked this question as she welcomed the participants as the regional host of the forum.



NAPOCOR President and Chief Executive Officer Gladys Cruz-Sta. Rita shared the 10 Traits of Innovative Leaders manifested in the NAPOCOR's innovation journey.

As a fitting answer to the question, National Power Corporation (NAPOCOR) Chief Executive Officer and President Gladys Cruz-Sta. Rita, in her keynote speech, related NAPOCOR's journey towards transformation from a dying organization to a viable government corporation with a record high of P1.5 billion earning in 2014. She shared the struggles of NAPOCOR in a market-driven power industry and how it found its new life by tapping into the latent expertise and bringing in synergy and new perspectives in finding solutions to old problems. To elucidate her points, President Sta. Rita anchored her presentation to the Ten Traits of Innovative Leader, a study of Jack Zenger and Joseph Folkman published by the Harvard Business Review.

Mr. Ernie O. Cecilia, President and CEO of EC Business Solutions explained innovation while "thinking inside the box". He said that, "it is only when we think creatively inside the box that we are able to clearly think and use the full force of our creative potential in order to break barriers and transcend those limitations".

The conclave also featured the 1st quarter CES Very Innovative Person awardees: Regional Director Ruth M. Tawantawan of the Department of Natural Resources - Region 10 and Regional Director Alexander R. Madrigal of the Department of Science and Technology - Region IV-A.



Inspired to innovate: Participants of the Third Session of the 2016 CES Leadership Conclave with NAPOCOR President Gladys Cruz-Sta. Rita, NEDA Regional Director Mary Anne E. Darauay, Mr. Ernie O. Cecilia and Mr. Alexander R. Madrigal.


Director Madrigal emphasized that innovation only happens when the customers find value in one's creative idea.

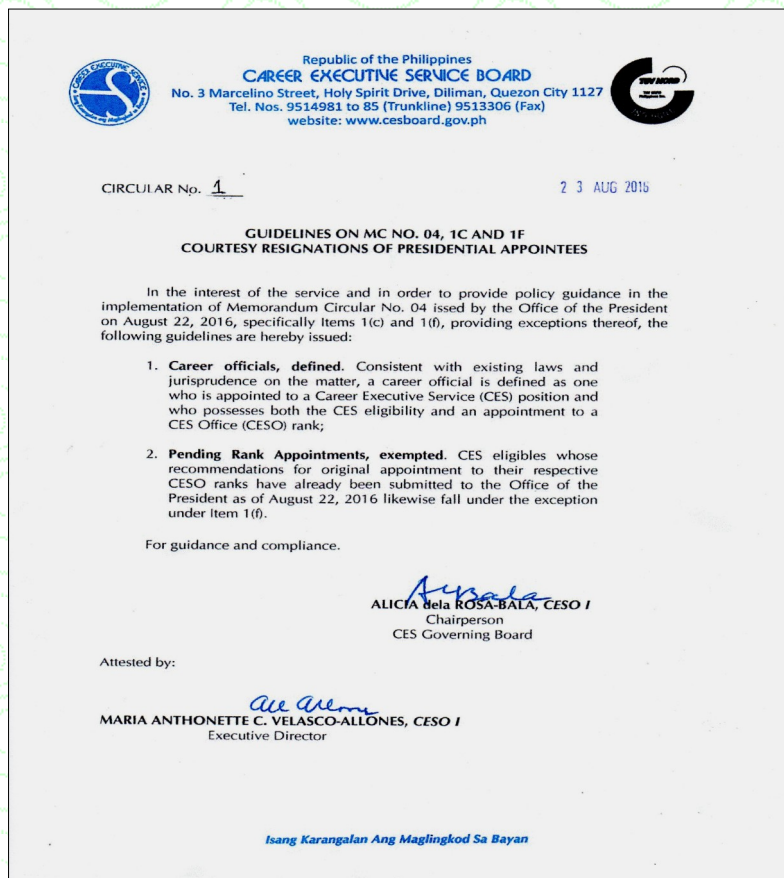
He said that innovation is about knowing: (1) what is desirable to users; (2) what is viable in the marketplace; and (3) what is possible with technology.

CESB Provides Guidance on MC 4 Exempting Career Officials from Submitting Courtesy Resignation

The Career Executive Service Board issued Circular No. 1 dated August 23, 2016, to clarify two of the exceptions provided for by OP MC No. 4 directing all presidential appointees to submit unqualified courtesy resignations by August 29, 2016.

Citing jurisprudence, the CESB reiterates that “a career official is one who is appointed to a CES position and possesses both the CES eligibility and the CESO rank” as an exception under item 1(c) of MC 4.


The Board also clarified that the thirty-four recommendations for rank appointment of various CES eligibles from different agencies that have been submitted to the Office of the President as of August 22, 2016 and are pending action by the President are considered exempt from MC 4 under item 1(f). 



8 | *Innovation: Innovations for the Nation...*

Director 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. He explained that innovation has been embedded in DOST Region IV-A's vision, mission and core value, and individuals are encouraged to contribute their own innovations in their work as part of their performance targets. He also related the various innovations that emanated from the region and how they contributed to the betterment of the lives of their constituents.

Director Tawantawan was recognized for making significant contributions in environmental development in Region 10. Amidst adversities and challenges, she said that, “if you are a leader, you must face any situation fearlessly and fight battles that come your way”. Realizing that she could not do the gargantuan task alone, she established alliances within and outside DENR-10. She made sure that she leads by example and constantly imbues integrity and positive values among her subordinates.

The CES Leadership Conclave is a quarterly forum conducted by the CESB as an avenue for exchange of ideas and sharing of best practices between and among government executives on important issues and concerns in governance and development. The fourth and culminating session will be on October 20 in Cebu City. 

DILG hosts 3rd HRM Fellowship Session

Thirty-six (36) Career Executive Service (CES) Coordinators from various national government agencies gathered into the halls named after the late Secretary Jesse M. Robredo as the Department of the Interior and Local Government (DILG) hosted the 3rd Human Resource Management (HRM) Fellowship Session at the DILG-NAPOLCOM Building, Quezon City last August 5, 2016.



"As HR Champions, we also have to champion the best interest of our officials" CESB Executive Directress Allones welcomes the thirty-six (36) HR Practitioners in the 3rd HRM Fellowship Session for 2016 held at the DILG-NAPOLCOM Building, Quezon City on 05 August 2016.

DILG Assistant Secretary Ester A. Aldana warmly welcomed the HR Officers/CES Coordinators to the event, after which, Executive Directress Maria Anthonette C. Velasco-Allones proceeded to discuss various updates on CES policies and programs, including pending CES policies, such as the inclusion of a mandatory drug test in the CES eligibility process. Executive Directress Allones also gave clarifications regarding Memorandum Circular No. 1 (Ensuring Continuous and Effective Delivery of Government Services to the People), issued by the Office of the President last June 30, 2016.


After the quick updates on CES Policies and upcoming programs, Mr. James L. Hargrove, Training Resource Lead of Viventis Search Asia, gave a concise and informative presentation about Paul Stoltz' Adversity Quotient (AQ) and Grit. According to Mr. Hargrove, AQ is "an individual's hardwired pattern of response to adversity" while Grit was defined as "one's capacity to dig deep and do whatever it takes – even sacrifice, struggle, and suffer – to achieve his most worthy goals in the best ways." He stressed the importance of leaders and HR Practitioners having high AQ and "grisiliency", as these equip them and their respective collective organizations to deliver exceptional results by effectively dealing with challenges and taking advantage of new opportunities.


The second learning session was led by Ms. Veneranda Geronimo, a resident instructor at the Civil Service Institute (CSI). In her lively discussion on "Are You A Hero or A Zero in the Workplace?", she identified the formula of being a workplace hero: having a unique personal brand and building a culture of collaboration. A personal brand of excellence, according to Ms. Geronimo, is simply having a positive attitude, having the right set of skills, and acquiring indigenous knowledge. She also identified respect, unity, and integrity as key traits in developing a culture of collaboration in the workplace. She ended her session by encouraging her fellow HR Practitioners to be their own heroes in their respective organizations.



Learning never exhausts the mind. Mr. James L. Hargrove (above photo) and Ms. Veneranda Geronimo (below photo) shared their knowledge on best HR practices.

Atty. Maribeth C. Pilimpinas, Assistant National Statistician at the Philippine Statistics Authority (PSA), lauded the efforts of the CESB on conducting programs such as the HRM Fellowship Session. "As HR officials, we need to be constantly updated not only on CES policies and programs, but also on the current trends on strategic human capital development."

The 4th Quarter HRM Fellowship for CY 2016 is scheduled on October 28, 2016 and will be hosted by the Bureau of the Treasury (BTr). 

The 4th Quarter HRM Fellowship for CY 2016 is scheduled on October 28, 2016 and will be hosted by the Bureau of the Treasury (BTr). 

93 Hurdle June 5 CES WE; Female NBDB Exec nabs Top Spot

Ninety-three (93) out of 201 examinees, or 46.27%, passed the CES Written Examination (CES WE) held last June 5, 2016 simultaneously in Quezon City (University of the Philippines), Cebu City (University of Cebu) and Davao City (San Pedro College). Of the 93 passers, 67 or 72% came from Quezon City testing center, 15 or 16% from Cebu and 11 or 12% from Davao City.

The top ten successful examinees in the June 5 CES WE are:

1. Rodriguez, Anna Katarina B. (90.78%)
2. Briones, Paul Gerard R. (89.86%)
3. Espiritu, Rose Ann S. (89.78%)
4. Quijano, Nastassja B. (88.78%)
5. Alvina, Niño Raymond B. (87.92%)
6. Obcena, Vincent Dominic G. (87.63%)
7. Odi, Joyzel R. (87.23%)
8. Nave, Carmina P. (86.58%)
9. Quintos, Violeta Carmel F. (86.43%)
10. Herrera, Edgar C. (86.41%)



Atty. Anna Katarina B. Rodriguez, who obtained the highest rating of 90.78%, is currently (Acting) Deputy Executive Director III at the National Book Development Board (NBDB). Prior to NBDB, Atty. Rodriguez worked with the private sector for more than nine (9) years. She graduated with a degree in BA Broadcast Communication, Cum Laude, at the University of the Philippines in 2003. In 2013, she obtained her Juris Doctor degree from the same university with an award of Order of the Purple Feather and passed the Philippine Bar Examinations in 2014. Her fields of specialization include Communication Arts and Law.

RODRIGUEZ, ANNA KATARINA B. (90.78%)

In second place is also a lawyer: the City Legal Officer (City Government Department Head I) of San Andres, Santiago City. Atty. Paul Gerard R. Briones, who got the next highest rating of 89.86%, started his career in government in 2009 as Legal Officer V (Municipal Government Department Head) at the Municipality of Marilao, Bulacan. He finished his Bachelor of Arts, Major in Interdisciplinary Studies in 1989 and Juris Doctor degree in 1993, both at the Ateneo De Manila University. He passed the Bar Examination in 1993, and his fields of specialization are Law and Local Government Administration.



BRIONES, PAUL GERARD R. (89.86%)



The third in rank, who obtained a rating of 89.78%, is Ms. Rose Ann S. Espiritu, an Assistant Director of the Securities and Exchange Commission (SEC). She graduated as Cum Laude at the University of the Philippines in 1998 with a degree in BA Public Administration. In 2004, she finished her MA Development Studies (Major in Public Policy and Management) at the International Institute of Social Studies. Her expertise includes Planning, Policy Administration/Management and Governance.

ESPIRITU, ROSE ANN S. (89.78%)

The above-mentioned top three passers were all first time CES WE examinees.

Visually-Impaired Examinee Passed the First Hurdle

Mr. Ronnel A. Del Rio was also one of the 93 successful passers of the June 5 CES WE with a rating of 80.88%. But unlike the rest of the 200 examinees, he was the lone examinee to take the CES WE through Braille and computer screen reader.

Mr. Del Rio is a visually-impaired person who is presently a Housing and Homesite Regulation Officer V of the Provincial Administrator's Office, Batangas City. He graduated with a degree in BS Social Work at the Philippine Christian University in 1991 and Master in Management Technology at De La Salle Lipa in 2004. His fields of specialization include Local Government Administration, Rural Development, Business Management, Tourism and Information Technology/MIS.



DEL RIO, RONNEL A.

222 Officials Hurdle Nationwide CES WE



(Upper left to right: San Pedro College, Davao City and University of Cebu, Cebu City, lower picture: University of the Philippines, Quezon City)

Two hundred twenty-two (222) officials from various agencies across the country took the hurdle for the third (3rd) Nationwide CES Written Examination (CES WE) last September 4, 2016.

Simultaneous exams were conducted in three testing centers, namely, University of the Philippines - National College of Public Administration and Governance (UP-NCPAG) in Quezon City, San Pedro College (SPC) in Davao City and University of Cebu (UC) in Cebu City.

Of the 222 examinees, 149 (67%) took the exam in Quezon City, 46 (21%) in Cebu City, and 27 (12%) in Davao City.

The CES WE is the first examination stage for CES eligibility. Results of the September 4 CES WE (list of passers) will be released not later than the first week of November 2016 through the CESB website at www.cesboard.gov.ph. Individual examination ratings will also be sent to all examinees via e-mail or regular mail.

The next CES WE is scheduled on **December 4, 2016** and the deadline for filing of application is on **November 4, 2016**.



11 | 93 Hurdle June 5...

The complete list of June 5, 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 3661943 for the schedule and other details of the Assessment Center, the second examination stage for CES eligibility. 

REAL Inc. leads special tribute to honourable retirees

The limelights shone on the retiring members of the Region Eight Administrators League, Inc. (REAL, Inc.) as they were given tribute during the Dialogue Conference and Testimonial Dinner hosted by Department of Budget and Management (DBM) Regional Director and REAL, Inc. President Imelda Laceras at the Ironwood Hotel, Tacloban City, on the evening of July 29, 2016.



Members of REAL Inc., including President Imelda Laceras (seated second from the right) and Vice President Samuel Young (standing fifth from the right), as well as CESB ED Maria Anthonette Velasco-Allones (seated third from right) pose along with the four honourees of the event.

Director Luisa Bautista-Yu from the Department of Education (DepED), Manager Romy Quiza from the National Irrigation Administration (NIA), Director Pedro Noval Jr. from the Department of the Interior and Local Government, and PC Supt. Elmer Soria of the Philippine National Police (PNP), represented by PSSUPT. Roberto Badian, were the four honourees and colleagues in the REAL Inc. who will be retiring in 2016.

"We are all where we are because we are called to serve not ourselves, but the people of Region 8, and help them understand that all our goals will only be realized if we unite and help one another no matter how different we are, no matter what storms may arise, and no matter how big the challenges in front of us are," Director Bautista-Yu said during her acceptance speech.

On the other hand, Director Noval Jr. thanked the CES Board for recognizing his service in the government for forty-one (41) years, and REAL, Inc. for recognizing his service in Eastern Visayas and as a member of the said organization.

Executive Directress Maria Anthonette Velasco-Allones gave a short talk on the updates on the Career Executive Service Board (CESB), which included the rationale and coverage of the CES, the CES Eligibility Process and Standards, and the CES Rank System.



Members of REAL Inc. and CESB ED Maria Anthonette Velasco-Allones pose along with the four honourees of the night.

In his closing remarks, REAL Inc. Vice President Young thanked ED Allones, Director Laceras, and the honourees for attending the event. He also encouraged the retiring members to always keep in touch.

The National Irrigation Administration (NIA) 8 Chorale led the invocation and the Philippine national anthem during the opening program. The group also performed a number of songs, including *"Bangon Tacloban (Rise, Tacloban)"* in their intermission number. 🎵

3rd CES Club: Achieving Financial Freedom

Mr. Jayson Lo, best-selling author of YOUUnique Publishing, discussed transformative budgeting and investment strategies, as well as his personal financial stories before a huge crowd of CES Officers and Eligibles during the 3rd conduct of the CES Club for 2016 entitled “Handling FinanCES the Right Way: A Crash Course on Financial Literacy,” held on 29 July 2016 at the Ironwood Hotel, Tacloban City.

As an upgrade to the previous half-day learning sessions, the CESB has started to organize whole-day seminars to give way for more insightful topics and exchanges between the participants and resource speaker.

CESB Executive Directress Maria Anthonette Velasco-Allones, CESO I, welcomed the participants to the regional center of the Eastern Visayas region. She mentioned that the learning session was conducted to “leave us [executives] all better prepared, especially those who are nearing retirement,” in terms of building solid and high financial profiles.

Mr. Jayson Lo started his talk by saying, “This is not going to be one of those long and boring seminars. We are going to have fun!” He also encouraged the audience to participate in the different activities he has prepared for them.



CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, welcomed the sixty-four (64) participants who attended the 3rd learning session of the CES Club for 2016 entitled, “Handling FinanCES the Right Way: A Crash Course on Financial Literacy,” held at the Ironwood Hotel, Tacloban City on 29 July 2016.

He discussed different topics on personal finance including money truths and myths, how to properly budget, and getting out of debt, as well as the secret to financial freedom. He even shared his personal struggles, stating that financial security isn’t always based on having a certain amount of money or the number of homes you have.

In his closing remarks, Mr. Lo reminded the participants that as long as one is debt-free, has good credit and an emergency fund, and doesn’t forget to share his or her blessings with those in need, he or she can be considered financially stable and secure.

The said learning session served as a fitting activity considering that most of the participants are planning to invest and put up businesses before retiring. A total of sixty-four (64) CES Officers and Eligibles from various national government agencies attended the said learning session.

The 3rd CES Club was conducted in Tacloban City to show government executives that although the city was destroyed by Typhoon Haiyan in 2013, it managed to rise above all the devastation its people suffered from. 🌐



Resource speaker Mr. Jayson Lo kept the room lively with his numerous and humorous financial stories from his younger years.

CESB concludes First Paglaum Workshop in Mindanao

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



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

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

Dr. Violeta V. Bautista, Founder and President of the Care and Counsel Wholeness and Training Center (CCWTC) and head of the Clinical

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



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

The facilitators shared the basic principles and skills in psychosocial support and led the

16



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

CESBies become flu fighters with help from PCMC

A total of thirty-seven (37) employees from the Career Executive Service Board (CESB) registered for the anti-flu vaccination brought by the Philippine Children's Medical Center (PCMC), which was headed by Dr. Lourdes C. Pasamba, Medical Specialist II, at the CESB training room on August 18, 2016.

This Health and Wellness Program is part of the CESB's Gender Awareness and Development (GAD) initiative. There were 12 medical staff from the Nursing Department of PCMC present for the program.

Magdaleno Seachon, Administrative Officer V of CESB, also benefitted from GAD's Health and Wellness program when he got his anti-flu vaccination days before his retirement. Apart from the CESB Secretariat, Board Member Charito Elegir, former CESB Executive Director Elmor Juridico, and Dr. Minda Manantan were also given the flu vaccination.



During the orientation, Dr. Lourdes Pasamba shared that pregnant women, people who just recently had a fever, and those who are diagnosed with cancer were restricted from getting the anti-flu shot.



Magdaleno Seachon was one of the thirty-seven (37) employees who got an anti-flu shot from PCMC.

The anti-flu shot campaign helps people fight against influenza, which is a serious disease that can lead to hospitalization and sometimes even death. The vaccination given was timely considering that the flu season has already started.

Michaela Llapitan, Nurse IV, said that the PCMC has been giving anti-flu and pneumonia vaccinations to different government agencies since April 2015.

The health and wellness program started at 10:00 am and ended at about 1:00 pm. Dr. Pasamba, along with her medical staff, will be coming back to give pneumonia shots to CESBies before the end of 2016. 🌐

15 | CESB concludes First Paglaum...

exchange of views on how to properly respond to victims who experienced distressing events.

Participants appreciated the conduct of Paglaum in the city because of its significance in the disaster and risk reduction and management efforts in the region. Butuan City is prone to flooding during monsoon season due to its meteorological conditions characterized by high intensity or long duration of rainfall, and its proximity to Butuan Bay.

Office of the Civil Defense (OCD) – Region 13 Regional Director Mr. Manuel Luis M. Ochotorena, one of the participants of the activity, pledged to roll-out mental health and psychosocial support services from regional to local levels in CARAGA. Imelda N. Sabornido, Officer-in-Charge of Department of Education (DepEd) Division of Bayugan City commented that the program “is very innovative, but it touches my life as a public servant”. 🌐

CESB Benchmarks with South Korea's Assessment Center



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

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

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

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

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

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

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

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



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

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

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

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



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

"Public procurement delayed is public service denied."

- Atty. Dennis S. Santiago

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

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

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

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

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

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

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

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



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



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

I-Gabay XXV: Upholding Excellence amidst Change

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



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

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

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

Establishing the groundwork of Supervisory essentials

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

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

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

CESB Executive Directress Maria Anthonette Velasco-Allones oriented the learners on the context by which public managers operate in her module on *Philippine Governance and Strategic*



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



NEW CES ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1283
JULY 13, 2016

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

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

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

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

LIBUNAO, RONALDO R.
Senior Aquaculturist/ OIC, Finance and
Administrative Division
Bureau of Fisheries and Aquatic
Resources

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

SAMSON, BENJAMIN D.
Education Program Supervisor (EPS)/
OIC, Schools Division
Superintendent
Department of Education

SERVITO, LOURDES D.
Principal IV/ OIC, Assistant
Schools Division Superintendent
Department of Education

RESOLUTION NO. 1284

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

CONFERRED THROUGH RESOLUTION NO. 1289
AUGUST 11, 2016

ANDOLONG, ARSENIO R.
Acting Director IV
Public Affairs Service
Department of National Defense

DOCTOLERO, ARNEL C.
Principal IV
Santa Maria East Central School
Department of Education
Division of Ilocos Sur

GEROSO, MA. TERESA P.
Chief Education Program
Supervisor
Department of Education
Division of Kabankalan City
Negros Occidental

ILAO, TORIBIO NOEL L.
Acting Director IV
Bureau of Equipment
Department of Public Works and
Highways

MIRANDA, ERMI V.
Elementary School Principal II
Tinongan Elementary School
Department of Education
Division of Negros Occidental

PALMA, SHERLITA A.
Education Program Supervisor
Department of Education
Ormoc City Division

SONIDO, PRISCILLA R.
Chief Economic Development
Specialist/ OIC, Assistant Regional
Director
National Economic and Development
Authority

**CONFERRED THROUGH RESOLUTION NO. 1296
AUGUST 12, 2016**

ARMAS, JANET P.
Social Welfare Officer V / OIC,
Regional Director
Department of Social Welfare and
Development
Cordillera Administrative Region

DACANAY, JABETH SENA JEPATH A.
Deputy Executive Director
Standards of Training, Certification
and Watchkeeping Office
Maritime Industry Authority

DANAQUE, LAILA F.
Education Program Supervisor
Department of Education
Division of Surigao City

FRINAL, NELYN B.
Attorney IV
Department of Education
Regional Office XII

KIMPO, ALBERTO H.
Director IV
Government Performance Monitoring
Office
Office of the President

LARANJO, FELISA G.
Education Supervisor II/ OIC, Assistant
Schools Division Superintendent
Department of Education
Division of Agusan del Norte

MORAL, MARTIN PORRES B.
Local Government Operations Officer VI
Department of the Interior and Local
Government
City of San Fernando, Pampanga

PADILLA, MARC VOLTAIRE A.
City Government Assistant Office Head
III/ Academic Director I for
Korea-Philippines Information
Technology Training Center
Quezon City Polytechnic University

PANLILIO, GERALDINE M.
Acting Director III (Assistant Regional
Director)
Department of Labor and
Employment
Regional Office No. III

SAMANTELA, NORMA B.
Acting Assistant Schools Division
Superintendent
Department of Education
Division of Legazpi City

SIADOR, CESAR JR. S.
Acting Director II (Regional Director)
Environmental Management Bureau
Department of Environment and
Natural Resources
Region II

**CONFERRED THROUGH RESOLUTION
No. 1297
SEPTEMBER 20, 2016**

**ALEJANDRO, BERNARDO
RAFAELITO IV R.**
Civil Defense Officer V/ Acting
Regional Director
Office of Civil Defense

ALLAM-MIRANDA, CATHERINE G.
Local Government Operations
Officer (LGOO) VI
Department of the Interior and
Local Government

AREVALO, NAPOLEON L.
Director III/ OIC, Director IV
Department of Health
Regional Office V –Legazpi City

ATENDIDO, EDITHA M.
Asst. Schools Division
Superintendent
Department of Education

AVANZADO, ELLEN V.
Provincial Chief Inspector
Philippine National Police
Bukidnon Crime Laboratory

BANTILING, LLOYD A.
Branch Manager
New Simulator Center of the Philippines

BARROZO, HEIDDI VENECIA R.
Acting Director IV
Office for Competition
Department of Justice

BATAN, VIRGINIA A.
Chief Education Supervisor
Department of Education
Division of Mountain Province

BUYA-AO, GLORIA BALITANG
Assistant Schools Division
Superintendent (ASDS)/ OIC –
Schools Division Superintendent
Department of Education

CABRAS, LEILANIE BERNADETTE C.
Assistant Ombudsman
Office of the Ombudsman

CABRERA, VILMA C.
Education Program Supervisor/
OIC – Chief, School Governance
and Operations Division
Department of Education

CAL-ORTIZ, JULIUS RODEL L.
Local Government Operations
Officer VI
Department of the Interior and Local
Government

CARIASO, GEORGANN G.
Chief Education Program Supervisor
Department of Education

CASTAÑEDA, SOLEDAD S.
Chief Science Research Specialist /
OIC – Deputy Director
Philippine Nuclear Research Institute

CORVERA, BRENDA B.
Chief Trade and Industry
Development Specialist
Department of Trade and Industry

DE LEON, LEAH MELISSA D.
Officer II, Membership Department
Government Service Insurance
System

EBORA, REYNALDO V.
Acting Executive Director
Philippine Council for Agriculture,
Aquatic and Natural Resources,
Research and Development
(PCAARRD)
Department of Science and
Technology

HIPE, MARIA DORICA N.
Regional Director (Acting Director II)
Environmental and Management
Bureau
Department of Environment and
Natural Resources

MAGNO, FRIDEN F.
System Development Manager
Emerson Network Power

MINA, RUTH EUNICE L.
Legal Officer V
Department of Social Welfare and
Development

MIRANDA, DAISY Z.
Chief Education Program Supervisor/
OIC- Assistant Schools Division
Superintendent
Department of Education

ORTUOSTE, JENNIFER REBECCA L.
Executive Assistant VI
Philippine Charity Sweepstakes Office

OTCHENGO, ALBERTO JR. M.
Wholesaler/Sales Executive
Coca-Cola FEMSA Philippines

PARAS, JULIETA M.
Supervising Education Program
Specialist (SEPS)/ OIC, Chief Education
Program Specialist
Commission on Higher Education

PARA-ON, ROWENA H.
Education Program Supervisor (EPS) I
Department of Education

RAMOS, ROSALYN G.
Officer IV, Office of Trustee
Government Service Insurance System

RIEZA-CULANGEN, DANIELLE MARIE S.
Assistant Secretary
Department of Finance

SAÑOS, ERIBERTO B.
Community Environment and Natural
Resources Officer (CENRO)
Department of Environment and
Natural Resources

SANTIAGO, MARIA LOURDES C.
Acting Deputy Director General/OIC –
Director General
Field Regulatory Operations Office
Food and Drug Administration –
Department of Health

SHAHANI, LILA R.
Assistant Secretary
Human Development and Poverty
Reduction Cabinet Cluster
Department of Social Welfare and
Development

TAN, ANNETTE B.
Development Management Officer V
Department of Health

TORRES, ROSEMARIE D.
OIC – Schools Division Superintendent
Department of Education

YANQUILING, RHOMIR S.
Board Secretary V
Pangasinan State University

**In Memoriam:
PPA Regional Director Tarcisia A. Tampos, CESO V
(1955-2016)**



The CES community mourns the passing of Regional Director Tarcisia A. Tampos, CESO V, of the Parole and Probation Administration (PPA) Regional Office No. IX on 22 September 2016. She died at the age of 61.

RD Tampos will always be remembered as a vibrant and determined woman. At work, she has good work ethic and has the ability to inspire her people to perform creditably despite the shortage in manpower. She is pro-people, always after the professional growth of her staff, and is greatly known for her reliability, honesty and unquestionable integrity.

To her family and friends, RD Tampos will continue to live in the hearts of the people she has inspired and the community she has well served for they believe that she will keep on smiling down on them from heaven.

We remain grateful for your time and the beautiful memories, RD Tampos. You are finally home in heaven. You will be missed dearly.



CESB Training Calendar



PROGRAM	DATE	VENUE
Integrated LAMP Course	Sept 29-Oct 1	Naga City
LAMP Gabay	October 5-14	Dipolog City
Leadership Conclave	October 20	Cebu City
HR Fellowship	October 28	NCR
15th Annual CES Conference	November 23-25	Naga City
Project Paglaum	December 7-8	Iloilo City

20 | I-Gabay XXV...

Public Management. She provided relevant frameworks on Strategic Planning and different Assessment Tools to ensure maximum efficiency.

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

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

People are the most important aspect of human resources, according to Civil Service Institute (CSI) Executive Director Arthur Luis P. Florentin. In his lecture about Institutionalizing Strategic Human Resource Management (HRM), he enumerated different



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

24 | *I-Gabay XXV...*

HRM Functions and the role of public managers in these functions. He also explained the importance of engaging the organization and establishing a strong governance culture.

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

Waswas Bugsay, Talisay!

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



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

Newly-elected Talisay Mayor Nilo Jesus Antonio Neil E. Lizares III warmly welcomed the learners in the Talisay City Hall. In his short speech, he expressed his deep gratitude for CESB for choosing Talisay City as its laboratory site for I-Gabay XXV. He also encouraged recommendations from the learners to help Talisay City to better respond to their most pressing problems to be truly deserving of the IGG award. "Our emphasis is to evaluate how the existing programs and projects have translated into improvements in the quality of life of our constituents, for our programs to be more inclusive, to inspire our local government workers to continue to innovate, and to encourage best practice development in marginalized and poorly funded areas," he added.

The learners did field evaluation research in studying and assessing Talisay City's model of innovation: making Talisay City one of the country's leading retirement destinations. This innovation won them the Trailblazer Award from

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

The Institute for Solidarity in Asia (ISA) in 2011. Last year, Talisay City was named as one of the Islands of Good Governance (IGG), a prestigious award conferred to organizations that have succeeded in their pledge to deliver breakthrough goals at the grassroots levels through their consistent use of governance mechanisms. They were one of the five Local Government Units (LGUs) who were given the chance to showcase their compelling transformation stories at the Asia Pacific Economic Cooperation (APEC) Summit last October 2015.

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

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

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

CJCC: Understanding Depth Psychology



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

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

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

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

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

Day 1 – On Our Psyche

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

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

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

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



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

26 | *CJCC: Understanding...*

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

Day 2 – On Our Psyche and Our Earth

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

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

As a native tree advocate, Imelda Sarmiento shared stories about environment heroes who lost their lives in their effort to educate our country about the alarming effects of foreign

species on local ecology. She reminded everyone that mindless tree planting might just be as harmful to the environment as tree cutting.

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

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

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

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

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

25 | *I-Gabay XXV...*

continuously innovate on the systems, programs, projects and standards of Talisay City.

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

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
Christopher Calugay
Ercee M. Capati
Romil F. Tuando
Lucre Mae H. Villaluna
Paul Lindon De Leon
Joana Carla D. Mance

LAYOUT & CIRCULATION

Rebecca D. Villas
Joana Carla D. Mance

PHOTOGRAPHER

CESB Staff

PRODUCTION

VG Printing

19 | *CESB joins fellow treasure makers...*



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