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I-Gabay Session 28 commences in Naga City



The class of the Integrated Gabay ng Paglilingkod Training Course Session 28 poses with CESB Executive Director Maria Anthonette C. Velasco-Allones during the opening session at the Villa Caceres Hotel, Naga City on 18 April 2017.

Thirty-two (32) senior government executives embark on their learning journey in Naga, the Queen City of Bicol, as the Integrated Gabay ng Paglilingkod Training Course Session 28 kicked off on 18 April 2017, at the Villa Caceres Hotel, Naga City, Camarines Sur.

The I-Gabay is the second of the two (2) courses under the Leadership and Management Proficiency Program or LAMP, the foundational capacity-building program for Career Executive Service Officers and Eligibles. It is designed to expand the scope and enhance the level and quality of

executive leadership and managerial competencies, and also to strengthen values in and commitment to public service. Specifically, the I-Gabay is an eleven-day training course, containing thirteen (13) modules which include strategic modular topics intended to equip public managers with up to date knowledge, skills, attitudes, and experiences essential to effective and accountable performance of the tasks attendant to their respective positions in the bureaucracy.

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CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, led the class discussion on Strategic Public Management.

CESB Executive Director Maria Anthonette C. Velasco-Allones facilitated the first session entitled “Philippine Governance and Strategic Public Management”. She expounded on the definition of good governance in the Philippine context and emphasized the importance of having a sound vision as a key dimension of strategic planning.

Her lecture also provided relevant strategic planning frameworks which can be used depending on the nature and structure of governance; and a wide range of proven tools of assessment for a successful plan.

Executive Director Allones concluded her session by sharing the story of Balaam and a message on fortitude.

She said: “Sometimes, the things that are not moving in your life are the things that are keeping you alive. For all you know, they are actually blessings that you don’t see yet.” She then urged the senior executives to use the training course to renew and recharge themselves not only physically, mentally, but also spiritually.

The second and third days of the training course were dedicated to Information and Communications Technology (ICT) modules to further equip the learners with the necessary competencies in keeping up with global modernization and increasing levels of technological

advancement. Mr. Alexander M. Arevalo, ICT policy expert and former Deputy Commissioner of the Bureau of Customs (BOC), discussed practical issues with the learners such as crafting a perfect Terms of Reference (TOR). Mr. Arevalo cleverly utilized appropriate props and music to further poke the interest of the learners and increase learning retention. His session was followed by a discussion on ICT Project Management, handled by Mr. John J. Macasio, an ICT consultant with more than twenty-three (23) years of consultancy experience with public and private sectors. He firstly elaborated the concept of Project Management then proceeded to its essentials such as its types, standards, methodologies, and processes. Mr. Macasio also provided a metric system which may be used to determine if a project may be deemed as “successful”. Mr. Emmanuel C. Lallana, Chief Executive at the Ideacorp, clarified the role of Social Media in Governance. He noted that the three (3) primary roles of social media in the government are (1) to inform; (2) to engage; (3) to



Say ICT! Participants posed for pictures with ICT policy expert Alexander M. Arevalo after his session on ICT Essentials for Public Managers during the 28th session of the Integrated Gabay ng Paglilingkod Training Course at the Villa Caceres Hotel, Naga City.

2017 CES Executive Leadership and Work-Life Balance camp unveils in Davao City

Hardworking government executives finally took a break this April 25 to 28, 2017 at the Waterfront Insular Hotel Davao for the first of the back-to-back sessions of the 2017 CES Executive Leadership and Work-Life Balance. This year's theme is "All About U: Unplug, Uncover, Unleash." The four days gave the Career Executive Service Officers and Eligibles the opportunity to unplug from their hectic schedules, uncover fresh ideas, and start the unleashing of a new fine form that is raring and daring to slay in the public service arena.

The wellness camp kicked off in high gear with an energizer led by fitness instructor Eleonor Sanchez followed by the welcome remark and camp preliminaries given by CESB Executive Director Maria Anthonette Velasco-Allones. The newly appointed President of the Development Academy of the Philippines and ex-officio Board Member of the Career Executive Service



The public leader-managers happily displayed their soul's work. The wellness campers were joined by Ikebana artist Ms. Carissa Singson Mabasa (seated in center) and resource speaker Tomas Batalla (standing, fourth from right).

Board, Dr. Elba S. Cruz, graced the occasion and warmly welcomed the learners to Davao City.

This event found a fitting venue said Dr. Cruz. In Davao, "life is not too fast, not too slow. It is balanced. You can go cosmopolitan and then be agricultural," she said as she welcomed the group into her

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and (3) to collaborate with internal and external audiences. Mr. Lallana also provided three steps in harnessing social media: 1. Adopt a policy; 2. Define code of conduct; and 3. Develop a plan. Mr. Lallana advised the learners to be careful when using social media. "We can use it (social media) to empower and transform, or we can use it to spread hate and misinform."

In his module on Privacy and Data Protection Essentials for Public Managers, Mr. Lallana gave the learners some tips to develop an information security policy and program that are compliant with the country's Data Privacy Act (DPA) of 2012. He enumerated the four (4) stages of compliance, namely: Privacy Compliance Review; Privacy Impact Assessments; Privacy Management Program; and Ongoing Review and Revision. He ended his session with the discussion on the penal provisions of the DPA.

The I-Gabay Training Course Session 28 concluded at the Ninong's Hotel, Legazpi City, Albay on 28 April 2017. 🌐

3 | 2017 CES Executive Leadership...



CESB Executive Director thanked newly appointed DAP President and ex-officio CESB Board Member, Dr. Elba S. Cruz, for gracing the event and warmly welcoming the group in Davao City.

newfound home. "If you want a balanced life, you have to make it happen," she further encouraged the executives.

Mr. Tomas Alejo Batalla, a clinical psychiatrist and certified psychologist by the Psychological Association of the Philippines and the Philippine Regulatory Commission, set the wellness perspective for this year's camp by discussing the concepts and tools on how to consciously and strategically respond to ones' current state of personal health.

CESB Executive Director Allones elaborated on the different dimensions of personal wellness while focusing on resilience as an essential dimension of effective leadership in government.

Day two had the campers reflecting about their eating patterns and daily routines and relationships. Dr. Romulo de Villa, a molecular and nutritional oncologist, introduced the learners to the healthy eating plate where vegetables remain the staple food, not rice or meat, while Dr. Parkash

Mansukhani, an internist and pulmonologist and Mindfulness teacher, shared steps on how to pay attention on purpose in the present moment non-judgmentally in order to respond with open curiosity, kindness, warmth and compassion. The learners also had a taste of hilot, a traditional Filipino art of healing, from Ms.


Ensha Ancheta of the Ensha Wellness Therapy Center.

The campers enjoyed a free morning on day three which they spent communing with nature through visits at the Malagos Farm Haven and the Malagos Garden Resort. The nature trip was fittingly followed by a creative session on Zen Blooms facilitated by Ikebana artist Ms. Carissa Singson Mabasa. This session on flower arrangement gave the learners a tool to de-stress the mind and to sooth the soul.

The four-day wellness camp ended with a recapitulation on how we achieve wellness and a work-life balance. Coach Tom Batalla summarized the inputs of the various resource persons by stressing the need to have a balanced life, that there is a need to have a happy, balanced and meaningful life.

"The CES Executive Leadership and Work-Life Balance Camp should be a must for all executives. There is another side of us that we need to nurture because we are driven by our

job. I put all my deliverables and targets behind and just wanted to go through the process. I have always wanted to attend but then something would get in the way. This is my first time to join the wellness camp and I really enjoyed it," said Regional Director Marilou Toledo of the Department of Trade and Industry IV-A.

DSWD Assistant Secretary Rodolfo Santos had this to say "I was not very serious before in the past wellness camps. But now I realized that I was living in autopilot mode. My life is so routine and I neglected the most important things in life. I have to also love myself and focus on my self. In this camp, I started exercising again and somehow it lessened the body pain. I thought I needed to start somewhere. This wellness camp is a good time to start. It made me mindful of everything. I now know of one more rule, no more stress. I have the power to choose whether to be happy or stressed or be sad. I am now inspired to focus on regaining my health so I can continue to serve the people. One of my greatest realizations is to connect with my inner self and with nature which I also realized in the sessions. It can be done. It is not either or. As ED Tonette said, it is a crime for you cannot be healthy. You have to take care of yourself because you can contribute so much more if you are healthy. I am glad that CESB has been purposive about having a small class. It allowed for better interaction among the learners and resource speakers." 

GoVergence Series II held in Zamboanga City



CESB and NUCESO Converge. National Union of Career Executive Service Officers, Inc., (NUCESO) and Department of Agrarian Reform (DAR) Undersecretary Rosalina L. Bistoyong gave the opening message to thirty-five (35) government officials during the 2nd CES Leadership Conclave.

Thirty-Five (35) public managers and executives joined the 2nd Career Executive Service (CES) Leadership Conclave at the Garden Orchid Hotel in Zamboanga City on 6 April 2017 organized by the Career Executive Service Board (CESB) in partnership with the Regional Executives Association of Western Mindanao (REAWESMIN).

The 2017 CES Leadership Conclave series, launched last February at the Diamond Hotel Manila, is anchored on the theme: "GoVergence: Cultivating Exemplary Service". The theme focuses on convergence for governance as a catalyst for sustained positive change. It emphasizes the need to promote synergism within and beyond the CES Community on the premise that amidst diversity lie opportunities to harness unique

individual and organizational talents and resources through partnership, collaboration and cooperation.

Ms. Rosalina L. Bistoyong, National Union of Career Executive Service Officers (NUCESO, Inc), President and Department of Agrarian Reform Undersecretary, opened the conclave with the message on the importance of convergence in working towards sustainable and inclusive development which is already being done by various government executives. She then highlighted three (3) best practices to achieve successful convergence, viz. 1) agree on common areas to be subjected to convergence; 2) clarify the agency's contribution and resource sharing;

"Convergence is a force for unification, but it is with dynamic tension with change and flux."

-Ernie O. Cecilia

and 3) monitor status of agreed upon actions and improve, enhance and adapt corrective measures, as necessary.

In the first plenary session, Mr. Ernesto O. Cecilia, a human resources management practitioner and management consultant, highlighted the importance of convergence in this VUCA (Volatile, Uncertain, Complex, Ambiguous) world, where technology plays a significant role. He said that convergence in technology is not only about putting together different media platforms into one device, but it is a cultural shift as people today interact with each other better, to work together and to converge. Moreover, he mentioned some tips to a successful collaboration, viz. learn how to listen, integrate collaboration with the work, measure what matters, persist until something happens, adapt and evolve, break down barriers, develop a strategy, never compromise values, and transcend borders.

GOVERGENCE IN ACTION

Two (2) Career Executive Service Officers, shared real-life stories of excellence in convergence from two (2) public sector organizations during the afternoon sessions.

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**Deputy Executive Director
Efren P. Carandang**

National Mapping and Resource Information Authority (NAMRIA) Deputy Executive Director Efren Carandang related NAMRIA's journey towards transformation through various internal and external collaboration

activities. He narrated that the agency previously operated on annual plans and has no well-defined standards and procedures. Since they were dealing with technical operations, they focused more on technology and less on human resources. This resulted to employee disengagement.

Deputy Administrator Carandang said that the convergence of Human Resource and Organizational Development Initiatives provided a more conducive working environment for its employees. NAMRIA developed a Competency-based System, a Moral and Welfare program, and a Recognition and Rewards Program. The Human Resource, together with the technical personnel of the agency, developed a NAMRIA Strategy Map and a Quality Management and Operations Manual.

As for interagency convergence, Deputy Administrator Carandang discussed the Philippine Extended Continental Shelf Project. Through the convergence of technical, scientific, legal, and diplomatic expertise of NAMRIA, Philippine Coast Guard, Department of Foreign Affairs (DFA), National Security Council (NSC), Department of Justice (DOJ), Mines and Geosciences



The success of the Philippines' submission to the United Nations Commission for an extended continental shelf in the Benham Rise Region was a product of convergence of various public, academic and foreign institutions.

Bureau (MGB), Department of National Defense (DND), Commission on Maritime and Ocean Affairs (CMOA), Philippine National Oil Company (PNOC), University of the Philippines-National Institute of Geological Sciences (UP-NIGS), UP-Institute of International Legal Studies (UP-IILS), Norway Agency for Development Cooperation (NORAD), and the GNS Science New Zealand, the Philippines was able to secure an additional 135,500 square kilometers seabed territory, which is considered a perpetual legacy to future generations of our countrymen.

The continental shelves contain oil, gas, and unexplored mineral and living resources. The last part of Deputy Administrator Carandang's presentation is the formulation of the United Nations (UN) Strategic Framework on Geospatial Information and Services for Disasters. The said framework is the UN Global Geospatial Information Management (UN-GGIM)'s guiding policy document that brings together all stake holders and partners involved in Disaster Risk

Reduction Management (DRRM) to ensure that quality geospatial information and services are available and accessible in a coordinated way to decision-making and operations before, during, and after disasters. Deputy



Inspiring stories of collaboration and innovation: DOST-Region IV-A Regional Director Alexander R. Madrigal shared successful collaborative innovations in Region IV-A.

6 | GoVergence Series II ...

Administrator Carandang co-chaired the UN Working Group that developed the said framework. Finally, Deputy Administrator Carandang encouraged the participants to “synergize and continuously innovate to raise the standards of governance if we and the institutions we represent are to stay relevant.”

Director Alexander R. Madrigal

Department of Science and Technology (DOST) Region IV-A Regional Director Alexander R. Madrigal shared rich information on the concept and practical applications of convergence and innovation. He said that as the world become wired and interconnected, the workplace has also evolved into a highly collaborative environment, where forty percent (40%) of productivity is directly connected to communication. Looking forward, he shared that 2020, fifty percent (50%) of the workforce will be composed of millennials, and eighty-eight percent (88%) of them prefer collaborative work culture.

Director Madrigal pointed out the three basic organizing principles by Robert Sutton, such as Enhance variance; See old things in new ways; and Break from the past. He said that “diversity, new combinations, and mutations of existing forms are required for creating new forms.” He added that “most things that appear to be entirely new are not conjured up out of thin air. Rather, they are new blends of old objects, ideas, or actions.”

An innovation enthusiast, Director Madrigal demonstrated some examples of home grown innovations in Region IV-A that were achieved by seeing “old things in new ways” and employing collaborative approaches. One of the examples he presented is the establishment of a Toll Processing Center in Region IV A. Built through the multi-agency collaboration

with Department of Trade and Industry and the academe, the P30M facility operated by MSMES is capable of commercial production, packaging and labelling support and laboratory testing. Said facility is not a new concept but an enhanced version of a Food Innovation Center, a DOST-funded facility that is suitable for small-scale production.

Director Madrigal concluded his presentation by emphasizing the importance of building the culture of innovation and collaboration in the workplace. He said, “organizational excellence is driven by people’s quest for innovation in their own workplace.”

After the learning sessions, Mr. Edgardo P. Sabalvoro, Chief of the Professional Development Division of the CESB facilitated a re-imagining workshop entitled “CES Café”, wherein the participants were divided into small groups to brainstorm on the future of the CES by the year 2022, the strategic executive development interventions needed to achieve the vision, and the common values that have to be shared among the participants. This interactive workshop produced very valuable outputs and strengthened the camaraderie between the members of the CES community.

Forum participants have expressed their appreciation of the program as they find it relevant and informative. Ms. Maridel Dengal of the Department of Trade and Industry Zamboanga Del Norte said, “This is my first time to attend – I resolve to attend all seminars/fora called by CESB.” Meanwhile, Director Cynthia C. Lazo of the Department of Tourism said that she was able to identify application in her area and department. 🌐



Ending in a happy note: Participants of the 2nd Session of the 2017 CES Leadership Conclave with NUCESO President Rosalina L. Bistoyong and Forum Speakers Ernie O. Cecilia and Efren P. Carandang pose for a group photo before bidding goodbye.

A peek on excellence in the Bureaucracy

You may consider this as a view from an outsider looking in or as a commentary from a newbie to the government service. Let me share to you that I have been connected with Coca-Cola since 1994, almost 22 years, and with the prodding from my wife Dina and a lot of shoving from our kids (Albertson, Apples, and Deena), I took the Career Executive Service Written Examination (CES WE) two years ago. Little did I know that from then on, my interest on public service would start to take root as I saw myself eventually taking the steps to becoming a CES Eligible last year.

As a member of the Coca-Cola FEMSA, the authorized bottler in the Philippines which has its base in Mexico, we are encouraged to be innovative, creative,


aggressive, and to be the best that we can be. Coca-Cola FEMSA has a robust social development scheme anchored on the well-being of its employees and their families encompassing Values, Family, Social, Environment, and Education.

Last November 23, 2017, I joined my first ever government event as a CES Eligible and I got one of the best surprises of my life. I saw firsthand how excellence and innovation are valued by the men and women in attendance. The innovators who shared their challenges and how they hurdled these to success are very inspiring and will move us to bring our A-effort in everything we do.

The theme "Convergence for Change: Inspiring Leadership, Integrity in Innovation, Inclusive Development" was well defined through the insightful sharing of the guest speakers in different sessions. Although it was unfortunate that I was not able to join the other sessions due to the limited time, still I was able to see that the values we take pride in Coca-Cola like trust, camaraderie, and pride are

likewise present and very much alive in the government.

Recently, I was able to watch a movie entitled "When the Game Stands Tall." In this movie, the coach said to his players that the sports program of the school is not about how many points they will make or how long they can run but it is about building the characters of the people that will make them strong and be leaders wherever they will be after they leave the institution. This is similar to the credo of the Career Executive Service, "providing the leadership where it is wanting, expertise where it is missing, and to bring change where it is needed".

Looking forward to joining the next convention and go thru the LAMP. 



2017 CESB Training Calendar



| PROGRAM | VENUE | DATE |
|---|----------------|-----------|
| Wellness Camp | Siquijor | May 2-5 |
| CES Thought Leader's Congress/Leadership Conclave | NCR | May 30-31 |
| Integrated Salamin-Diwa-CEM Training | Roxas City | June 5-19 |
| HR Managers Fellowship Meeting | NCR | June 23 |
| CES Club | Dumaguete City | June 30 |

ERRATUM ON THE ANNIVERSARY ISSUE OF THE PUBLIC MANAGER

The article featured in the Anniversary Issue of The Public Manager entitled "Navigating Innovations through Transformational Leadership" under the subheading "Developing a Strategic Framework on Geospatial Information and Services for Disasters" by Mr. Paul Lindon P. de Leon, about National Mapping and Resource Information Authority (NAMRIA) Deputy Administrator Efren P. Carandang, CESO III, written as "During the Sixth Session of the Committee of Experts on the UN Global Geospatial Information (UN-GGIM) last 03-05 August 2016, Deputy Administrator Carandang represented NAMRIA Administrator Peter N. Tiangco as co-chair of the Working Group on Disasters along with Mr. Rohan Richards of Jamaica," should be ".....Deputy Administrator Carandang participated in the Working Group on Disasters along with Mr. Rohan Richards of Jamaica and NAMRIA Administrator Peter N. Tiangco who headed the delegation."

- The Editorial Board

ASSESSMENT CENTER SCHEDULE FOR 2017

May 20 (Saturday)
May 21 (Saturday)

June 17 (Saturday)
June 18 (Saturday)

CES WRITTEN EXAM SCHEDULE

| DATE OF EXAM | TESTING CENTER | DEADLINE FOR FILING |
|-----------------|--------------------------|---------------------|
| JUNE 4 (Sunday) | Quezon City, Cebu, Davao | May 5 |

THE E-PUBLIC MANAGER



CAREER EXECUTIVE SERVICE

A CALL FOR NOMINATIONS TO THE

Gawad CES

PRESIDENTIAL AWARD

Open to all CESOs and Third Level Eligibles

Innovative Service • Inspiring Leadership • Improving Lives

*For more information, visit www.cesboard.gov.ph.
For queries, please e-mail us at gawad_ces@yahoo.com
Contact No.: (02)9514981 locals 110,111 or 126*

Nomination deadline: May 31, 2017

CAREER EXECUTIVE SERVICE BOARD
No. 3 Marcelino St., Holy Spirit Drive, Isidora Hills, Quezon City 1127 Philippines

The Career Executive Service Board (CESB) is now accepting nominations for the 2017 **Presidential Gawad CES Award** until May 31, 2017.

The prestigious award, which is open to all CESOs and Third Level Eligibles, honors members of the CES community for their outstanding performance and significant contributions in the areas of innovation, information and communication technology, social services, administrative reforms, and public policy.

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