

The Public Manager



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Annual Outreach Program: bringing holiday cheers to Barangay Payatas

In partnership with St. Benedict Parish, the Career Executive Service Board brought joy and excitement to the families of Phase 3 Lower Empire Street, Barangay Payatas, Quezón City during their Annual Christmas Outreach Program in the Puso ng Ama (PNA) Foundation on December 16, 2017. The event was part of the month-long celebration of the 44th Founding Anniversary of the CES.



Families from Barangay Payatas, Quezon City receive goodie bags and grocery items from CESB.

The gloomy weather was nothing in comparison to the warmth and happiness brought by the children's laughter all throughout the day. The PNA Foundation youth members and the University of Rizal System (URS) interns were also present to assist in the program.

Apart from prizes and delightful snacks, the children received essential hygiene items packed in colorful kits, which contained a face towel, toothbrush, toothpaste, soap, and alcohol. CESB's Atty. Joy R. Francisco demonstrated to the kids how and when to properly use the contents of the hygiene kits.

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While enjoying the parlour games, such as the cheese ring relay and the longest breath, the kids also learn more about teamwork and sportsmanship taught by their ates and kuyas from CESB, PNA Foundation, and URS.

As a way of expressing their gratitude, the kids along with the youth volunteers of PNA Foundation serenaded the CESB Secretariat with the song “Just Love,” spreading the festive vibe to each other.



Father Paul Uwemedimo gave his message of thanks to everyone who came and helped during the Christmas Outreach Program.

“Maraming salamat! Sana hindi ito ang panghuling beses na mangyari ito. I hope this is the first of many more times that you all visit here.” Father Paul Uwemedimo, the Parish Priest of St. Benedict Parish, expressed his gratitude for the success of the program. Seeing the kids smiling from ear-to-ear was definitely a heart-warming experience for everyone. 🌟



2017 HR Managers Fellowship Meeting Series concludes with Assertive Communication session

“If you don’t have the courage to confront, you don’t have the right to complain. Don’t wait until anger gives you the courage.”



CESB Executive Director Maria Anthonette C. Velasco-Allones poses with the thirty-five (35) HR Managers and CES Coordinators who took part in a delightful learning session and simple Christmas get-together during the 4th Quarter HR Fellowship Meeting and Learning Session on 12 December 2017 at the Seda Vertis North in Quezon City.

These were the words of Mr. Orly P. Tugob, Management and Training Consultant of the OPT Training and Consulting Services as he led thirty-five (35) Human Resource (HR) managers and Career Executive Service (CES) Coordinators from various national government agencies in a learning session during the final leg of the 2017 HR Managers Fellowship Meeting Series at the Seda Vertis North in Quezon City on 12 December 2017. Dubbed as “Assertive and Effective Communication”, the session aimed to project the HR managers’ image of assertiveness by maximizing key communication tools such as voice and body language. It also intended to establish effective and confident communication to overcome barriers that may cause misunderstanding among co-workers in an organization.

Mr. Tugob emphasized the importance of exerting conscious effort in utilizing body language. He cited the study conducted by Dr. Albert Mehrabian of the University of California in Los Angeles (UCLA), which found that body language accounts for 55% of communication, while voice/tone and words only account for 38% and 7% only, respectively. Mr. Tugob demonstrated several hand gestures which can be emulated for assertive communication, such as:

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- The Box – gives the impression of trustworthiness, truth;
- Holding the Ball – projects command, dominance;
- Pyramid Hands – exudes self assurance, relaxation;
- Palms Up – emanates honesty, acceptance;
- Palms Down – manifests strength, aggressiveness.

Mr. Tugob introduced the SASH framework, an effective communication tool which can be used to assertively deliver a message. In this framework, the messenger should first give the actual, unbiased assessment of the **situation**, then say how he/she is **affected** by it. He/she should then **say what is needed** (solution)



Mr. Orly P. Tugob of the OPT Training and Consulting Services provided effective tools for effective and assertive communication.

to diffuse the situation, and must **highlight the change** to emphasize the importance of the message.

The participants were engaged in fun-

filled workshops such as the Shattered Glass. In this simulation game, they were divided into two groups tasked to build a gadget, but only one party was allowed to verbally communicate. They also participated in a role-playing workshop, wherein they were given tension-filled situations which they had to resolve through the SASH framework.

After the session, CESB Executive Director Maria Anthonette C. Velasco-Allones reiterated the latest CES policies and resolution adopted by the CES governing board and responded to queries raised by some of the CES coordinators. After the program proper, the HR champions participated in the traditional exchanging of gifts, mingled with one another, laughed and dined together in a festive mood in the **spirit** of the upcoming holidays.



The participants took part in several workshops intended to hone and sharpen their assertive communication skills.

4th Quarter CES WE registers 345 examinees




From left to right: University of the Philippines-Q.C., University of Cebu-Cebu City & San Pedro College-Davao City testing centers.

The last Nationwide CES Written Examination for 2017, which was simultaneously conducted in Quezon City, Cebu and Davao City on December 3, 2017, registered a total of three hundred forty-five (345) officials from public and private agencies.

One hundred eighty seven (187) out of 345 officials or 54.20% took the exam in Quezon City testing center, 71 or 20.58% in Cebu and 87 or 25.22% in Davao City.

Results of the December 3 Nationwide CES WE (list of passers) will be announced

through the CESB website (www.cesboard.gov.ph) not later than the first week of February 2017. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 

New CES positions classified at NAPOLCOM, DBM

The CES Governing Board classified the positions of one (1) Deputy Executive Director IV, 22 Directors III and 20 Directors II at the National Police Commission (NAPOLCOM) and the newly created position of one (1) Department Assistant Secretary with Item Number DASEC-2-2015 at the Department of Budget and Management (DBM) as CES positions through CESB Resolution Nos. 1374 and 1375 respectively.

A copy of the above-named CESB resolutions may be viewed at www.cesboard.gov.ph for guidance and reference.

To ensure that the coverage of the CES is in accordance with the policies and criteria set by the Board through CESB Resolution Number 945, Series of 2011, and to adhere to the decision of the Supreme Court in *Civil Service Commission v. Court of Appeals and Philippine Charity Sweepstakes Office*, G. R. No. 185766-67, dated November 23, 2010, limiting the coverage of the CES to managerial/executive positions requiring Presidential appointments, the Board regularly conducts Position Classification Studies in all government agencies.



NEW ELIGIBLES

CONFERRED THROUGH
RESOLUTION NO. 1385
DECEMBER 14, 2017

CABATU, MARIA ELLEN D.

Provincial Secretary
Provincial Government of Ilocos Sur

CAYABYAB, DIOSDADO I.

Education Program Supervisor / Officer-in-Charge
Office of the Assistant Schools Division Superintendent
Department of Education – Division of San Fernando City

DAYTACA, BENILDA M.

Education Program Supervisor I / Officer-in-Charge
Office of the Assistant Schools Division Superintendent
Department of Education – Division of Mountain Province

DE LA ROSA, RANDY S.

Local Government Operations Officer VI
Department of Interior and Local Government – Region I

DOMINGUEZ, MARIA ROSARIO J.

Chief Investments Specialist
Board of Investments
Department of Trade and Industry

MANGALIMAN, ROBERTO N.

Education Program Supervisor I
Department of Education – Division of Leyte

PEREZ, GUY R.

Medical Officer IV
Department of Health – Regional Office VII

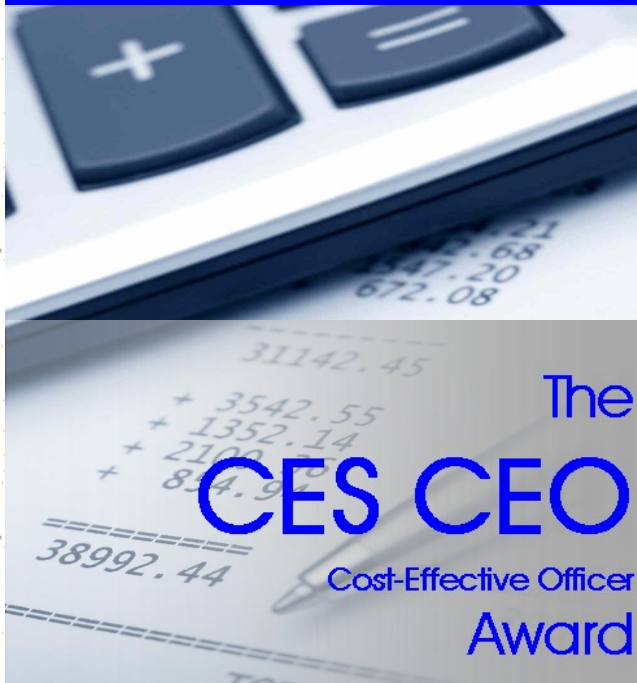
SALES, GLADYS AMYLAINE D.

Acting Assistant Schools Division Superintendent
Department of Education – Division of Negros Occidental

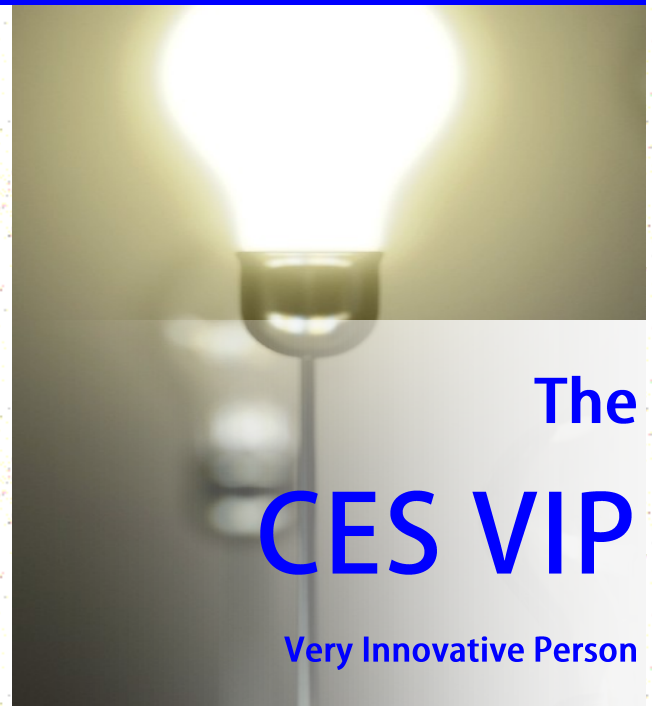
THE E-PUBLIC MANAGER

Come and share with us how you have been wowed by CEOs and Third Level Eligibles who make a difference in the lives of their stakeholders through their innovation and cost-effective measures. Nominate them in CESB's search for the Career Executive Service Very Innovative Person (CES VIP) and Career Executive Service Outstanding Cost-Effective Officer (OS CEO) awards.

For inquiries, you may call the Performance Management and Assistance Division at Tel. Nos. 366.1941 & 9514981 local 111 & 126.



This category seeks to recognize the strategic leadership qualities of the CEOs and Third level eligibles whose decisions or actions create desired level of performance that leads to the *maximum utilization of resources* resulting in increased agency savings.



This category seeks to recognize CEOs and Third level eligibles who initiated a novel policy or program that improved operational processes or methods and have assisted in meeting organizational sustainability and/or wellness.

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