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4th Qtr HRM Fellowship: Celebrating the Hero and Heart of the Organization

by: Kirk Alfante

Forty (40) Human Resource (HR) Managers gathered last 13 December 2018 to conduct the last installment of their quarterly fellowship session at the Social Hall A of the Department of Environment and Natural Resources – Environmental Management Bureau (DENR-EMB). The last fellowship meeting for the year also provided an avenue for participants to engage in a modest but meaningful gift exchange in consonance with the season’s theme of giving.

Career Executive Service Board (CESB) Officer-in-Charge (OIC) Deputy Executive Director Atty. Giselle G. Durana opened the session with a speech that included her heartfelt gratitude for the very strong support of the HR Managers throughout the year. Director Durana stressed the importance of the virtue of being “proactive” in the HR department in any organization which this year’s batch of HR Managers clearly embody because all of them “hindi lang may kusa, mayroon din gawa”. Chairperson Emeritus of



Discover your personal quest for wholeness (Top left) Chairperson Emeritus of the Carl Jung Circle Center Rose Marie Yenko & Ms. Fe Cadaguan. Ms. Yenko giving a brief introduction on Jungian Psychology and subsequently facilitating the “Hero’s Journey” workshop. The CESB Management Committee awards Ms. Yenko a certificate of recognition for her invaluable service as resource speaker for this fellowship session (Top right).

CESB concludes its 2018 Year End Performance Review in the Melting Pot of Central Luzon

by: Kirk Alfante



2019 READY! (Fourth from left) CESB Executive Director Maria Anthonette C. Velasco-Allones poses for a photo with the CESB technical staff to cap the 2.5 days of year-end workshop.

In line with its Quality Management System (QMS) Policy of continually improving work outputs and exceeding client requirements, the Career Executive Service Board (CESB) conducted its 2018 Performance Review last December 03-05, 2018 at the Green Canyon Eco Art Resort in Bamban, Tarlac.

Twenty (20) technical staff representing the different divisions/delivery units of the agency participated in this corporate activity headed by its Executive Director Maria Anthonette C. Velasco-Allones.

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the Carl Jung Circle Center Rose Marie Yencko led the first plenary session with her presentation entitled, “Discovering our Psyche”. Ms Yencko first described the map of the soul by Carl Jung, followed by the island analogy of the psyche where the unconscious is divided into two (2) parts, namely the personal consciousness and the collective consciousness. Ms. Yencko then made participants describe their “Hero’s Journey” timeline in their years of government service starting from each one’s calling, adventure, and return.



Participants pose for a wacky group photo in their celebration of this year’s 4th and final HR Managers Fellowship Meeting.



CESB OIC Director III Atty. Durana presented the second plenary learning session on “CES Policy Updates” where CES policies regarding the Rank Appointment Process, Accreditation of Learning Programs, CES Evaluation System and new classifications of positions in the CES — all under Board Review, were discussed. Director Durana also disseminated CESB’s calendar of activities for 2019 to let HR Managers keep abreast of important dates relative to their responsibilities in the accomplishment of CESPES ratings, quarterly HR fellowship meetings, and dates of important CES events.



Develop your “Executive Presence” (Top) Top HR Consultant Mr. Jesse Francis Rebutillo urges participants to reinvent themselves and become better People Managers. (Bottom) CESB Management Committee award Mr. Rebutillo with a certificate of recognition.

Former President of the People Management Association of the Philippines (PMAP) and current HR Consultant to various government agencies Jesse Francis Rebutillo’s module entitled, “Work-Life Integration” principally emphasized the need to maintain a healthy marriage between personal and work life. Mr. Rebutillo also accentuated the importance of reinventing HR Managers, starting by changing the collective term to “People Managers” to further highlight the human aspect of the profession as being the “heart” of any organization. Mr. Rebutillo defines People Management as “the task of

primarily taking care of the organization’s human capital.” In addition he also taught participants about “Executive Presence” where one’s temperament and disposition should first and foremost exude that of a distinguishable manager.

The success of this year’s last fellowship meeting brought about an empowered batch of HR Managers who know their worth as being both a hero and heart in their respective organizations. According to Bureau of Internal Revenue Personnel Division Chief Ms. Cecilia Felipe, “both topics in the learning sessions helped me further discover myself to make me handle management courses better. I now feel more equipped to make amendments in our course design to make our objectives more relevant and responsive to current innovations in the HR industry.”



’Tis the season of gift giving! Participants exchange gifts to celebrate the yuletide season.

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Ms. Lucre Mae H. Villaluna, Senior Personnel Specialist of the Professional Development Division (PDD), led the opening prayer which included an intercession for all women and children who have suffered some form of abuse in solidarity with the Philippine Commission on Women’s (PCW’s) 2018 campaign to end Violence Against Women (VAW) from November 25, 2018 to December 12, 2018.

During the first plenary session, Chief Planning Officer-Designate and Policy, Planning and Legal Division (PPLD) Supervising Personnel Specialist Romil F. Tuando apprised all delivery units of the agency of their performance accomplishments, critical areas for improvement, and budget utilization as of November 30, 2018. Mr. Tuando also facilitated the second plenary session entitled, “Streamlining and Process Improvement Towards Good Governance”, which echoed the rationale of Administrative Order No. 25 Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems (AO 25 IATF) Memorandum Circular (MC) No. 2018-1 dated May 28, 2018 (Guidelines on the Grant of the Performance-Based Bonus (PBB) for Fiscal Year (FY) 2018). Said MC aims for a more citizen-centric public service to quickly respond and yield meaningful results in streamlining processes, working more efficiently, and providing high quality and genuine public service that Filipinos deserve without delay and bureaucratic red tape.



(Top) PDD Senior Personnel Specialist Lucre Mae H. Villaluna leads everyone in prayer to end violence against women while (bottom) PPLD Supervising Personnel Specialist and Chief Planning Officer-Designate Romil F. Tuando enumerates the activities for the 2018 Performance Review.

Finance and Administrative Division Chief Jocelyn P. Lachica gave a brief presentation on the Guidelines on the Conduct of Early Procurement for FY 2019 National Expenditure Program (NEP), which is one of the general administrative and support services requirements for the grant of the FY 2018 PBB. The different delivery unit representatives present were advised on the percentile obligation to be procured early based on their respective division budget allocations and is consistent with the Department of Budget and Management (DBM) Circular Letter No. 2018-12 dated November 21, 2018.

CESB Executive Director Maria Anthonette C. Velasco-Allones led the workshop on “Vision Mapping and Crafting of the 2019 Calendar of Activities”. Executive Director Allones opened the session by sharing the definition of a vision statement of best-selling author and award winning business and management thought leader John P. Kotter as “a picture of the future with some implicit or explicit commentary on why people should strive to create that future.” Executive Director Allones likewise shared the following eight (8) essential characteristics of an effective vision statement to guide everyone in crafting their proposed vision for the CESB Secretariat:

1. Imaginable;
2. Desirable;
3. Feasible;



(Left) CESB Executive Director Maria Anthonette C. Velasco-Allones shares what makes for an effective vision statement during the “Vision Mapping” workshop; (Right) CESB personnel make use of Real Deal® cards to envision core values they want the CESB secretariat to imbibe in the future.

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We like to move it, move it! CESB Secretariat join fitness instructor Eleonor A. Sanchez in Aqua Zumba (Top) and Yogalates (Bottom) sessions.

4. Realistic;
5. Flexible;
6. Communicable;
7. Dynamic; and
8. Focused.

Subsequently, the CES calendar of activities for 2019 was also finalized to inform clients and stakeholders in advance of the schedule of the CESB's professional development programs, CESPES rating period, four-stage CES eligibility examination, among others.

The CESB workforce were also treated to lifestyle activities that promote good health and wellbeing, highlighted by Zumba, Yogalates, and Aqua Zumba sessions facilitated by fitness guru Eleonor A. Sanchez. These exercise sessions provided the avenue for the CESB staff to jumpstart their journey towards healthier, fuller lives.

The success of CESB's 2018 Performance Review brought about a reinvigorated corps of dedicated personnel, all the more wiser from their introspection of learning points, and more equipped and eager to face the challenges of the coming year. Executive Director Allones closed the corporate event by challenging everyone to exceed performance targets, renew progressive personal commitments, and improve service delivery to surpass expectations towards a fruitful and more prolific year ahead. 🌊

4th Quarter CES WE registered 423 examinees

by: Ercee Capati



University of the Philippines-Q.C.



University of Cebu-Cebu City

A total of four hundred twenty-three (423) examinees from various government and private agencies took the fourth quarter Nationwide CES Written Examination which was held simultaneously in Quezon City, Cebu City and Davao City last December 9, 2018.

Two hundred forty-one (241) or 57% out of the total number of examinees represent those who took the exam in Quezon City and 91 examinees or 21.5% each in Cebu City and Davao City.

Results of the December 9 Nationwide CES WE (list of passers) will be announced through the CESB website not later than the first week of February 2019. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 🌐



San Pedro College-Davao City



2019 CESB Calendar of Activities



PROGRAM	DATE	VENUE
Assessment Center	January 26 January 27	CESB Office
CES Leadership Conclave	February 7	Manila
SALDIWA XXXIX	February 11-26	Naga City
Q1 CES Club	February 22	Clark, Pampanga
Assessment Center	February 23 February 24	CESB Office
CES Written Exam	March 3	Manila, Cebu Davao
Project Paglaum Batch 22	March 6-8	Cagayan de Oro City
Q1 HRM Fellowship Meeting	March 20	DICT, Quezon City
Assessment Center	March 23 March 24	CESB Office
Gabay ng Paglilingkod XXXIV	April 1-12	General Santos City
Wellness Camp XX	April 23-26	Boracay, Aklan
Assessment Center	April 27 April 28	CESB Office
Wellness Camp XXI	April 30-May 3	Naga City

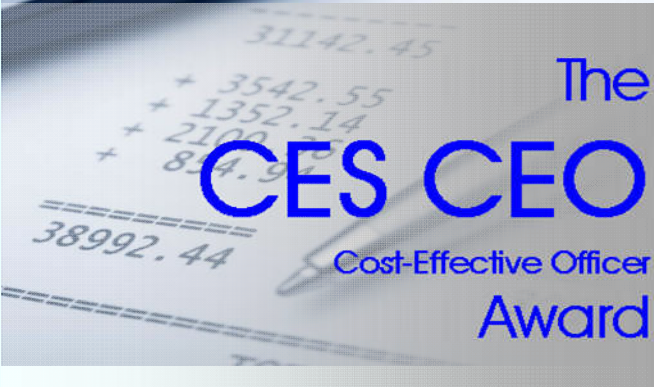
**CES Written Examination
2019 Schedule**

DATE OF EXAM	DEADLINE OF FILING	VENUE
March 3	February 1	Manila, Cebu, Davao
June 2	May 3	Manila, Cebu, Davao
September 1	August 2	Manila, Cebu, Davao
December 1	October 31	Manila, Cebu, Davao

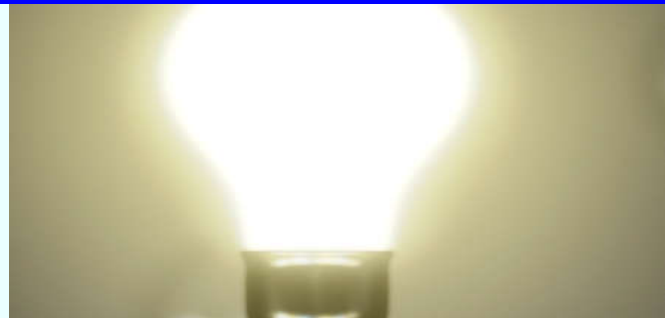
THE E-PUBLIC MANAGER

Come and share with us how you have been wowed by CESOs 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 CESOs 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 CESOs 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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