

# The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

MARCH 2018

VOLUME 11 ISSUE NO. 3

www.cesboard.gov.ph

## SALDIWA XXXVI: Redefining Resilience amidst Adversity

by: Paul de Leon

Roxas City, the seafood capital of the Philippines, served as home to the thirty-seven (37) Career Executive Service (CES) Eligibles who completed the Integrated Salamin-Diwa (SALDIWA) ng Paglilingkod Training Course under the Career Executive Service Board's Leadership and Management Proficiency Program (LAMP) from 18 February to 5 March 2018 at the Islands Hotel. The learners are a healthy mix of government executives from various public sector organizations nationwide, with one coming from the private sector.



*The class of SALDIWA XXXVI. CESB Executive Director Maria Anthonette C. Velasco-Allones (sitting, 7th from right) and Sapián Municipal Mayor Arthur John H. Biñas (sitting, 6th from right) pose with the new graduates of the Integrated Salamin-Diwa ng Paglilingkod Training Course Session XXXVI in the closing ceremonies held on 5 March 2018 at the Islands Hotel, Roxas City, Capiz.*

The first phase of their SALDIWA learning journey constituted seven (7) modules which provided various avenues for the learners to examine their life purpose and personal roadmaps for shaping their careers as executives and civil servants. As an opening salvo,

## Executives head to the Heart of Bicol for the 2018 Inaugural CES Club

by: JC Mance



*The learners of the Inaugural CES Club pose for a picture with CESB ED Atty. Maria Anthonette C. Velasco-Allones, CESO I, (2nd row, 8th from the right), and resource speaker Ms. Jinkee C. Garcia (2nd row, 7th from the right) while showing off their hand-lettering artworks.*

Thirty-six (36) government leaders hailing from different regions learned better ways to prepare for retirement, discovered more about the Results-Based Performance Management System (RBPMS), and engaged in the art of hand-lettering during the inaugural session of the CES Club for 2018 entitled "Pre-Retirement Planning over Coffee and Calligraphy," held at the Villa Caceres Hotel in Naga, Camarines Sur, on March 23, 2018.

IN  
THIS  
ISSUE

Two Successive Paglaum Training Workshops, Page 5

March 4 CES WE registers 152 Examinees, Page 7

CES Announcement, Page 8

1 | SALDIWA XXXVI...



*The learners used a variety of research methods to come up with fact-based state of governance and well-written reports of recommendation for Barangay Bilao.*

CESB Executive Director Maria Anthonette C. Velasco-Allones explained leadership under different contexts in her module on *Leading with a Heart: Self Mastery as Leadership Foundation*. She guided the learners on how to reclaim self-mastery with resilience as framework. Using the Enneagram Provisional Type Indicator, Executive Director Allones helped the learners discover their unknown areas so they become more aware of their tendencies and work on self-improvement in different areas. She also capacitated the learners to unleash the leaders in them through developing the four EQ skills; namely: self-awareness; self-management; social awareness; and relationship management. Finally, she shared strategies on how to raise the Adversity Quotient (AQ) of the learners through engaging their CORE (Control, Ownership, Reach, and Endurance). The learners underwent different skill-sharpening workshops from other distinguished multi-disciplinary experts, namely: Mr. Tomas Alejo S. Batalla, who handled the module on Self-

Mastery through Self-Knowledge and Self-Transformation; Ms. Josefina J. Quintana, who facilitated the module on *Managing and Aligning Teams for Organizational Development*; Ms. Teresita R. Albert, who discussed the importance of Emotional Quotient in her module on *Harnessing EQ for Positive Organizational Behavior*; Prof. Emervencia L. Ligutom, who gave a substantial lecture on *Ethical Leadership and Accountable Governance*; Dr. Parkash T. Mansukhani, who showed the learners the beauty and importance of Mindfulness; National Economic and Development Authority (NEDA) Undersecretary Rolando G. Tungpalan, who underscored the

importance of *Managing Development*; and Former Department of Social Welfare and Development (DSWD) Undersecretary Celia C. Yangco, who lectured on *Social Development and the Challenge of Eliminating Poverty*.

These modules laid the foundation for the *Community Engagement Module (CEM)*, the learning integration module of the SALDIWA Training Course. It served as an avenue for the learners to validate the lessons, insights, and applications through a five-day structured immersion-engagement in *Barangay Bilao* in *Sapian*, a fourth class municipality in the province of *Capiz*. During their immersion, the learners conducted a field evaluation research in *Barangay Bilao* to identify the needs and issues of the community using interdisciplinary approaches and methodologies such as focus-group discussions, participant-observation sessions, and structured interviews. The learners were divided into four sub-groups, namely: *Education and Human Resource*; *Public*

3



*(LEFT) Class President Vladimir T. Mata delivers a message of hope and gratitude. (RIGHT) DepEd Schools Division Superintendent Helen A. Ramos bids farewell to her host family.*

## 2 | SALDIWA XXXVI...

Utilities, Infrastructure, Land Use and Environmental Management; Local Governance; and Enterprise Development, Agricultural Productivity, and Economic Promotion for a more focused research.



*Department of Environment and Natural Resources – Cordillera Administrative Region (DENR-CAR) Regional Director Ralph C. Pablo reports on the state of Public Utilities, Infrastructure, Land Use, and Environmental Management of Barangay Bilao before (left to right) Sapian Municipal Planning and Development Coordinator Bassanio V. Tupaz, Department of the Interior and Local Government (DILG) Provincial Director John Ace A. Azarcon, Sapian Municipal Health Officer Alfonso D. Orosco, Municipal Local Government Operations Officer Josaril M. Villabeto, and Barangay Bilao Chairman Gina O. Yelo.*

The host-families hosted a simple

send-off program for their adopted “*kamag-anaks*” at the end of the immersion. SALDIWA 36 Class President Vladimir T. Mata conveyed his heartfelt gratitude to the host-families for accepting the participants, including himself, to their households despite the fears, apprehensions, and intimidations. He cited the story of Joseph and Mary, who had to knock on several inns only to be turned down and had to settle in a manger to give birth to Jesus Christ. *“Lubos po ang pasasalamat naming lahat sa inyo dahil hindi na namin kinailangang kumatok. Buo, mainit, at bukas ang inyong mga tahanan para sa amin. Wala man kaming materyal na bagay na maiaabot sa inyo, subalit makakaasa kayo na sa bawat minuto ng aming paglilingkod, baon namin ang panalangin na ginagawa namin ito para sa naiwan naming pamilya sa Barangay Bilao.”*

The learners crafted reports which defined and assessed the state of governance and development of Barangay Bilao. They also proposed strategies, programs, and possible interventions to enable the community leaders to strengthen systems to achieve improved governance and optimal use of the community’s limited resources. These reports were presented before a panel of reactors which included Department of the Interior and Local Government (DILG) Provincial Director John Ace A. Azarcon and Barangay Bilao Chairman Gina O. Yelo. The closing ceremony was also graced by Sapian Municipal Mayor Arthur John H. Biñas who took time from his busy schedule to personally congratulate the learners on the completion of the training course.

As a parting message, CESB Executive Director Maria Anthonette Velasco-Allones stressed the importance of being open to change. “Let us not let our habitual culture be an impediment to progress and development of the lives of our people and the community.”

“SALDIWA is beyond expectation. Coming from a private company, SALDIWA was initially just part of a requirement for promotion. As you progress on the training up to the barangay immersion, you will have a better appreciation not only of the training but more importantly on public service. It provided a wider perspective and deeper understanding of how a public servant can make a difference to peoples’ lives”, quipped Mr. Albert M. Otchengco, Jr., Wholesale Sales Executive from Coca-Cola. 🌐

## 1 | Executives head to the Heart of Bicol...

“Dios mabalos sa indo gabos!” CESB Executive Director Atty. Maria Anthonette C. Velasco-Allones, CESO I, warmly welcomed and thanked the participants for attending the event, especially those who came all the way from Baguio City, Quezon Province, and Soccsksargen region.

According to her, it is truly a recharging experience for Executives to meet from time to time in training programs like the CES Club. “There is a need to purposively exert an effort to help you, our Executives, prepare for retirement emotionally, psychologically, and financially,” she added.



*Two groups of learners race to correctly answer questions on basic money management that are taped on colorful balls. Each ball represents a certain amount of money.*

The day started with an icebreaker activity where the participants were asked to answer questions on financial management in order to collect balls that represent a corresponding amount of money. Afterwards, there was a free-throw exercise that symbolized how saving and investing money can be a hard task to accomplish, especially when an individual has unplanned expenses.

The activity was followed by the discussion entitled “A Perspective towards Proactively Preparing for a Financially Secured and Meaningful Retirement” by Ms. Susan D.B. Jasarino, who is a pioneer of the Pag-IBIG Fund where she spent more than fifteen (15) years as the Head of the Training Unit.

She shared that upon hearing the word “retirement,” the participants should not feel stressed out, rather, they should feel at ease and contented. “Freeing yourselves from the habit of unguided and undisciplined spending is one of the few ways to effectively pave your way to financial security,” she remarked.

On the other hand, former CES Governing Board Member and previous Development Academy of the Philippines President Mr. Antonio D. Kalaw, Jr., CESO I, gave the learners a glimpse of the topics that their newly established organization called Cen Sei has in store for Executives. Entitled “Towards Ensuring a Performance-Based Bonus through an Effective RBPMS,” he briefly shared and explained the Performance-Based Incentive Scheme (PBIS), which includes the Productivity Enhancement Incentive (PEI) and the Performance-Based Bonus.

In his closing remarks, he encouraged everyone to get in touch with Cen Sei, in order to engage in their upcoming workshops and discussions on the topics presented. The participants were eager to jot down the organization’s contact details to schedule a seminar for their respective agencies.



*The learners engage in a hands-on activity with Ms. Jinkee Garcia as she demonstrates the combination of basic strokes in hand-lettering. (Photos by Ms. Aira Garcia)*



## Two successive Paglaum Training Workshops Breed Forty-Eight New Hope-Bearers

by: Imee Guanzon & Lhuz Arbutante

**F**orty-eight (48) new CES officials and leaders were added to the pool of hope-bearers after the CESB conducted two successive Paglaum Training Workshop sessions on 27 February to 1 March and 21 to 23 March 2018 at the Green Canyon Eco-Art Resort Hotel, Bamban, Tarlac and the Dagupan City National High School in Dagupan City, respectively.



*DILG officials pose for a souvenir photo of their three-day Paglaum journey: (standing from left to right) Rolyn Q. Zambales, Marilou S. Ovilla, Blesilda Paule, Veronica B. Macabate, Anna Liza F. Bonagua, Hazel E. Belamide, Rose Ann B. Limon, Elouisa T. Pastor, Maria Lousella E. Lucino, Sarah Jane M. Cerezo, Loida S. Linson, Vivian P. Suansing, Reinelda Raffinan, Maria Teresa T. Vergara; (sitting from left to right) Peachy Gonzalez-Fernando, Alayda Yasmin A. Keh, Paisal O. Abutazil, James F. Fadrihan, Tomas Alejo S. Batalla, Ester A. Aldana, Josephine C. Leysa, Marjorie N. Jalosjos, Florida M. Dijan, Julie J. Daquioag, and Maria Lourdes L. Agustin.*

The workshop in Tarlac was conducted in partnership with the Department of the Interior and Local Government (DILG) while the workshop in Dagupan was conducted in partnership with the Department of Education (DepED) – Division of Dagupan City.

### PARTNERSHIP WITH THE DILG

Started late last year, the partnership with the DILG was undertaken in consonance with the Comprehensive Social Benefits Program (CBSP) of the administration, which aims to provide immediate and long-term assistance to affected families to help them recover from loss or incapacitation and normalize their lives again, as well as to help secure their future. The **DILG**, as one of the lead agencies in implementing the CBSP, needs special skills in understanding and helping family members of fallen soldiers and police officers through the grieving process.

The rationale of the partnership between the DILG and the CESB was concisely explained to the twenty-three (23) DILG Officials by Assistant Secretary Ester A. Aldana. “We need to go to the families at once, and yet we do not know what to do



*New Hope Bearers and their Mentors Facilitators led by Coach Tomas Alejo S. Batalla, Ms. Priscilla Gonzalez-Fernando and Ms. Marika E. Melgar (middle row, center) are joined by a new batch of “hope bearers.”*

when we meet them. We end up crying with them instead of giving them support,” she said. She then explained that this is what the CESB offers through the Paglaum Training Workshop.

This is the second leg of the Paglaum Training Workshop with the DILG officials. The first leg was conducted on 16 -18 January 2018 in Sulo Hotel, Quezon City.

### HONING THE PFA SKILLS OF THE DEPED-DAGUPAN CITY DIVISION

Traversed by seven rivers, Dagupan City is vulnerable to



## 5 | Two successive Paglaum Training...

extreme and frequent typhoons that bring flood to residential areas and roads. Dr. Lorna G. Bugayong, OIC of the Dagupan City Office of the Schools Division Superintendent, explained that Schools Disaster Risk Reduction Management (SDRRM) Coordinators need to learn Psychological First Aid (PFA) knowledge, skills and values.

In her welcome remarks, OIC-SDS Bugayong said *“isapuso at hamnaming mabuti ang mga lectures, so you can be able to apply the PFA knowledge, skills and values you will learn, especially since Dagupan City remains to be flood and disaster prone.”* She reminded the learners not only to internalize, but also to cascade what they learned among their colleagues, and to champion the cause of enhancing disaster-resilience in the public sector.



*Paglaum Training Workshop Facilitators (from left to right): Priscilla Gonzalez-Fernando, Tomas Alejo S. Batalla and Alyda Yasmin A, Keh shared their knowledge and experiences as PFA worker.*

### THE PAGLAUM TRAINING WORKSHOP

Paglaum Training Workshop aims to build functional competencies on providing Psychological First Aid (PFA) and other mental health and psychosocial support service (MHPSS) in post-disaster situations. The workshop title “Paglaum” is a Visayan and Bicolano word for hope, which describes the program’s goal of rekindling the hope of survivors that will enable them to rebuild their lives. Paglaum training graduates are called 'hope-bearers' to affirm their newly acquired calling to give hope to others after having completed the training.



Following the framework, *“Paghilom, Pakikipagugnayan, Pagsasagawa,”* learners were taught first of caring for one’s self , followed by skills building in connecting with others and conducting the PFA, and concluded by planning for PFA implementation.

As para-counselors, learners were initially prepared and equipped to effectively engage and work with different kinds of people under different stressful and adverse environments. Learners were introduced to various approaches and innovative methods of psycho-social engagement which were not only fun to learn but also easy to teach. The value, key elements and requirements for effective and reliable communication – a critical PFA element – were elaborated. The importance of cultivating situational awareness and a deep sensitivity to the external and internal states of victims was emphasized. Learners also had the chance to assess themselves and their preparedness as PFA providers through one-on-one healing and recovery sessions with Lead Facilitator/ Coach Tomas



*Hopebearers learn and develop skills from various methodologies where they actively participate .*

# March 4 CES WE registers 152 Examinees

by: Ercee Capati

**T**he first quarter Nationwide CES Written Examination, which was simultaneously conducted in Quezon City, Cebu City and Davao City on March 4, 2018, has registered a total of one hundred fifty-two (152) officials from public and private agencies.

Eighty (80) out of 152 officials (52.63%) took the exam in Quezon City testing center, 40 (26.32%) in Cebu and 32 (21.05%) in Davao City.

Results of the March 4 Nationwide CES WE (list of passers) will be announced through the CESB website ([www.cesboard.gov.ph](http://www.cesboard.gov.ph)) not later than the first week of May 2018. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 🌐



(From left to right: University of the Philippines-Q.C., University of Cebu-Cebu City & Civil Service Commission-Davao City)

## 4 | Executives head to the Heart of Bicol...

The afternoon session gave way to a different kind of de-stressing activity enjoyed by hand-lettering hobbyists and enthusiasts. A young calligrapher hailing from Pampanga, Ms. Jinkee C. Garcia started her talk by explaining how her passion in hand-lettering came to be.

She shared that even without formal training, learners can create beautiful and personalized artworks through calligraphy and hand lettering as long as they do it from the heart. Jinkee admits that she still has more to learn in the art of calligraphy, which is why she continuously holds calligraphy workshops, in order to meet people from different walks of life who might

also share their own techniques in hand lettering. Before ending her talk, Jinkee encouraged the participants to continue practicing their skills during their leisure time at home or whenever they feel like releasing tension or stress in the workplace.

Department of Agrarian Reform (DAR) Region III Provincial Agrarian Reform Officer II Ms. Darlene Anicia B. Galicia, CESO VI, says “the topic on pre-retirement planning is very relevant especially to the younger employees. I appreciate Ms. Susan’s advocacy to help curb poverty.”

Meanwhile, Department of Education (DepEd) Region V OIC-Assistant

Schools Division Superintendent Ms. Cecile C. Ferro, CES Eligible, says that the highlight of the morning session was the discussion on how an individual should prepare for financial freedom and independence as early as possible.

She also says that the calligraphy workshop was a “fun and refreshing learning experience.” Discipline is the revolving element among all the topics discussed and according to her, “we become excellent government leaders when we are disciplined enough to maintain a healthy work-life balance.” 🌐



# 2018 CESB Calendar of Activities



PROGRAM	DATE	VENUE
Leadership Conclave 2	April 5	Davao City
Gabay Class XXXI	April 10-20	Manila
Assessment Center	April 14 & 15 April 28 & 29	CESB Office
Wellness Camp XVIII	April 24-27	Green Canyon, Tarlac
Wellness Camp XIX	May 2-5	Siquijor
2nd Quarter HR Fellowship & Learning Session	May 16	Quezon City
Assessment Center	May 19 & 20	CESB Office
Thought Leaders' Congress	May 23	TBA
SALDIWA Class XXXVII	May 28-June 11	TBA


## 6 | Two successive Paglaum Training...

Alejo S. Batalla from the Ateneo de Manila University Bulatao Center.

Comprehensive competency-building exercises were facilitated to deepen the participants' understanding and appreciation of PFA, and to sharpen and sustain their skills in it. These included various role-playing and situational simulation exercises aimed at resolving a variety of severely traumatic/ stress-inducing incidents through the timely, effective and reliable application of appropriate PFA approaches, techniques, monitoring and evaluation measures.

PFA techniques and technologies introduced learners to effective approaches and new skill sets essential in effectively engaging and helping distressed victims and survivors with different personalities and who may have developed psycho-social dysfunctions and other stress-induced emotional issues.

A module on de-stressing and re-discovery aimed at alleviating various forms of stress and at restoring a fresh, renewed and re-energized self followed. Using a wide array of children's toys, handicrafts and art materials, the module captured learners in a variety of Childs' Play, individualized and group activities, which allowed them to recreate childhood play environments. Learners shared that the module was an effective and refreshing opportunity to shed inhibitions, reminisce memories, revive dreams and re-imagine the present. Many hope bearers shared, "The experience was liberating and drove away stress. It was a welcome experience, a therapy which facilitates cathartic release of feelings."

The Paglaum Training Workshops are concluded with a module for the preparation, refinement and installation of action plans and organizational coordination systems/ networks for cascading the PFA capacity-building program at the community level. 



# Call for Nominations to the 2018 Gawad CES


CAREER EXECUTIVE SERVICE **by: Imee Guanzon**

**T**he CESB announces the opening of the nomination period for the 2018 Presidential Gawad Career Executive Service (CES) award.

Open to all Career Executive Service Officers (CESOs) and Third-Level Eligibles (CEOE/CSEE/CESE) occupying positions requiring performance of executive, leadership and/or managerial functions, the award aims to recognize members of the CES for their exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public policy.

We are inviting government agencies, national and regional associations of the career executive officers, and non-government/civil society organization, through their heads of offices to nominate qualified individuals to the award. A superior/subordinate or any individual from the nominee’s agency who has substantial knowledge of the nominee’s leadership/managerial attributes and accomplishment are also encouraged to submit nominations.

GAWAD CES honorees receive a plaque with the Presidential Seal, a trophy and prize money amounting to PhP100,000.00.

Downloadable Nomination Forms and guidelines are available in the CESB website. Interested parties may call the Performance Management and Assistance Division (PMAD) at 9514981 locals 110 and 111 or 3661941. Deadline for nomination is on 31 May 2018. 



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**

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

**Nomination deadline: May 31, 2018**

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

# 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.



## The CES CEO Cost-Effective Officer Award

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.



## The CES VIP Very Innovative Person Award

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.

### EDITORIAL BOARD

Maria Anthonette Velasco-Allones  
Giselle G. Durana  
Ma. Filipina R. Azanza

### WRITER

Imee Guanzon  
Ercee Capati  
LhuzArbutante  
Paul de Leon  
Joana Carla Mance

### LAYOUT & CIRCULATION

Rebecca D. Villas