

The PUBLIC MANAGER

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RESILIENT LEADERSHIP

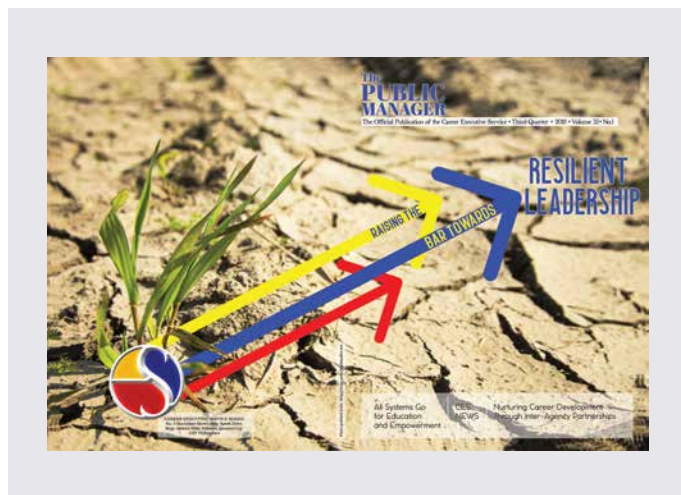
RAISING THE

BAR TOWARDS

All Systems Go
for Education
and Empowerment

CES
NEWS

Nurturing Career Development
Through Inter-Agency Partnerships



About this Quarter's theme

The third issue of the 2018 Quarterly Public Manager magazine entitled “Raising the Bar towards Resilient Leadership” focuses on Emotion Regulation, one of the competencies of Resilience that shows an individual’s courage and optimism amidst being submerged in trials and challenges.

We have prepared a collection of narratives featuring inspiring exemplars who have overcome the outpour of criticism and misjudgements, and inspire positive transformation. We hope that these accounts will further ignite your resilient spirit.

THE PUBLIC MANAGER

Official Magazine of the Career Executive Service

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In this • issue...

The annual theme for the 2018 Public Manager Magazine entitled "Resilience: Steering through Adversity, Bouncing Back Bravely" brings forward our deep commitment to surf through the waves of disruption and change.

Through our four quarterly issues, we hope to help shed a light on your journey to resilient leadership while sharing with you the stories of courage and strength of public sector executives who have overcome great odds and have helped transform lives for the better.

Let our collective aspiration to embolden and empower others in harnessing the power of resilience as we steer towards new horizons be reflected in the succeeding pages.

Message from the Chairperson



Man/woman cannot live without society, being a social being whose survival is dependent on others. There is never a single day that we do not need other people, whether a friend or family, to find happiness.

In our failure or success, struggle or accord, we find ourselves with others partaking—in the action-reaction-reflection play of life. Striking the right mix of communication, cooperation, collaboration, and co-existence has become a top agenda of almost everyone.

Taming the self as we pursue individual aspirations is imperative. Self-control, confidence, integrity, and inner peace must be in place for individuals to establish good rapport and working relations with others. Understanding that others have the rightful share of blessings and talents in life, and imbibing ethics and established norms are among the baseline necessities of successful interpersonal relations.

In our everyday interactions, we weave a lattice of relationships which forms part of our identity and accomplishments. As public managers, we become weavers of our personal, and organizational and the general public's desires, pursuits, and aspirations. Providing the right loom will help show the uniquely beautiful colors of everyone.

In this issue, we hope to share with you insights and experiences which may help you build better social competencies and allow higher levels of internal and external harmony and peace. May you walk with esteem and confidence, find the right mix, and achieve bliss in your public and personal life.

Mabuhay Lingkod-bayan!


ALICIA dela ROSA-BALA, *CESO I*
Chairperson, CES Governing Board

Message from the Executive Director



Being challenged—sometimes even severely—is part of what stimulates an individual’s resilience. With a culture of resilient leadership dating back forty-five (45) years ago, the Career Executive Service has continued producing luminaries who rise to the challenges of an ever-changing bureaucracy.

In our third issue on Emotion Regulation entitled “*Raising the Bar towards Resilient Leadership*” we have collected a number of stories that highlight the tenacity and grit of public managers today.

Allow us to take you to a journey of resilience as we share with you the quests of our 1st Quarter of 2018 Career Executive Service Very Innovative Person (CES VIP) awardees who elevate the standard of executive leadership. We give you the timeless values they hold on to, which push them to continuously contribute positive innovations without reservations.

Under the section “*CESBeats*,” we feature some of the top Executives in the CES network who took on difficult and challenging adversities yet still manage to inspire positive change to their colleagues and family.

We hope that by reading about these fascinating stories on true resilience, the spark to serve the people with pride and compassion will be intensified now more than ever.

Mabuhay ang mga katangi-tanging lingkod bayan!

A handwritten signature in black ink, appearing to read 'All Allones'.

MARIA ANTHONETTE C. VELASCO-ALLONES, *CESO I*
Executive Director, CESB

Blazing New Trails, Breaking Grounds:

The Four CES VIPs for the 1st Quarter of 2018



All Systems Go for Education and Empowerment

by: Marizel Christine A Bautista

The Department of Education (DepEd) is among the biggest departments of the government with its number of personnel and clientele. This makes it a more complex organization in terms of the operational systems, resource requirement, and manpower to sustain the ever-growing demand for providing quality education.

With the newly implemented system of basic education, a significant number of improvements and revision of systems have been implemented to promote ease of doing business and to provide optimal client service. New systems and procedures have been designed and carried on, yet the geographic location of the schools has greatly caused the unequal success of implementation and efficiency in the management and distribution of resources.

Each schools division is faced with a distinct mix of challenges and opportunities. To be a good leader is to find indigenous solutions to endemic problems. For this, one Superintendent stood out of the rest and was cited for initiating the Transactional Model of Direct Instruction (TMDI) Framework in Lesson Designing, and for designing the Functional and Interactive Division Website and the Projected Enrolment Resource Management (PERM) in the Division of Oroquieta City.

The TMDI Framework improved the teachers' teaching-learning process, ensured that all students master the skills, and improved student's learning outcomes and K-12 student competencies. As a result of the Functional and Interactive Division Website, improved Division services led to better client services and effective customer support system. Sending papers and accomplishment of documents came with ease since one no longer needs to go to the Division Office, but can instead access the files online. This lessened the leg work and freed the teachers of hassles, providing them added concentration and focus on their core business: teaching. The PERM enabled easier identification of school needs and distribution of materials needed as it allows forward planning. It ensures proper management of school resources, enabling the division to provide basic education for all school-aged children.

The man behind these innovations is DepEd Division of Salvador City Schools Division Superintendent (SDS) Augustines E. Cepe, CESO VI. He was recognized as a Career Executive Service Very Innovative Person (CES VIP) awardee



in the 1st Quarter of 2018 for his contributions during his stint as the Assistant Schools Division Superintendent (ASDS) in DepEd Division of Oroquieta City. A living democracy like us can only proceed if the citizenry are learned, enlightened, and emancipated. With people like SDS Cepe, more citizen-learners are given better chances to become building blocks of people empowerment and nation building.

Exploring Ways for Better and More Efficient Knowledge Sharing

by: Marizel Christine A. Bautista

Article X of the 1987 Constitution defines the parameters of local governance in the political subdivisions of the country. With the Local Government Code of the Philippines as a guide, every province, municipality, city, and barangay is given local autonomy that ensures the employment of local solutions to local problems using the resources allotted by law, subject to other pertinent provisions of the laws of the land.

With the Department of Interior and Local Government (DILG) tasked to take the lead, the empowerment of these political subdivisions for total citizen participation in our democracy has taken the big chunk of state priority.

DILG Region II has a good case of excellent performance. Director Odilon L. Pasaraba, *CESO V*, the former Officer-in-Charge of the region, came to the forefront with his work strategy *“Region 2 Guarantees Every Task is Harmoniously done with Excellent Results”* or #R2GETHER through the innovations in the four facilities of the Local Governance Regional Resource Center (LGRRRC).

LGRRRC was conceived to be a physical structure as that of a library, with the primary purpose of being a repository of knowledge products. Director Pasaraba has leveled-up the LGRRRC in terms of function and purpose, wherein it has become a system, a process, and an

operational strategy in defining the agency’s operations.

In the Multimedia Knowledge and Information sector, he initiated the *“Ikaw at ang Gobyerno Lokal: LGRRRC2,”* a radio program aired at Radio ng Bayan WPE every first and third Wednesday of the month aimed at raising awareness of the different programs, projects, and activities of the office. Utilizing social media as a platform for knowledge sharing, the program established a Youtube Channel showcasing the collection of audio-visual presentations of LGU Best Practices and DILG RII website, Facebook, Twitter, and Instagram accounts.

In the realm of Capacity Development, Director Pasaraba spearheaded the use of the Seal of Good Local Governance using the Governance Assessment Report (GAR) as guide and input to technical assistance and PPA Implementation. There was an increase in the number of GSLG passers throughout the region from 14 to 22 LGUs. This was done through staging development sessions for newly elected officials and re-elected local chief executives. It became a venue for dialogue that fostered and strengthened partnerships which in turn, improved the implementation of DILG programs.

Linkages were also formed through the conduct of regular meetings, fora, and



conferences for knowledge sharing. The multi-stakeholders advisory council meetings were held with partner agencies which are grouped according to areas of technical expertise in case of capacity development interventions. It has expanded in its membership since then. This gave birth to COFFEE or the Cluster Officers Forum for Effective and Efficient DILG RII Meeting for the region’s field officers and division chiefs.

Local government leaders have greatly appreciated the efforts of the 1st Quarter of 2018 Career Executive Service Very Innovative Person (CES VIP) awardee, among them Mayor Joseph Tan of Santiago City, Isabela. He believes that the Seal of Good Local Governance has a big impact in their service, especially that the GAR acted as a guide in the implementation of the governing policies on social protection, finance, tourism, environment and peace and order. According to Mayor Tan, the Gawad Kalasag and the Gawad Apolinario Mabini awards have been expanded to the Barangay level to encourage community leaders to widely participate and follow the indicators set forth by the program for balanced governance. *“Atty. Pasaraba is an excellent and effective co-worker, and has greatly contributed to the development of Region II,”* he remarked.



Bringing Positive Reforms to the School System

by: Marizel Christine A. Bautista

Women excelling in leadership can be traced back to ancient Philippine society. Historical findings suggest that women have asserted dominance in the community in the realms of family and social relations, livelihood, and even marriage and sexuality, contrary to the prevailing order of things in the modern days. In the olden days, certain tribes have even allowed women to change husbands, whose number can be seen in the number of anklets they wear.

Department of Education (DepEd) Division of Makati City Schools Division Superintendent (SDS) Rita E. Riddle, *CESO V*, took the issue of leadership to a different standpoint, that is, by creating more leaders among her tribe, secured the welfare of her fellow public servants, and reached out to her people.

As a woman educator and administrator, she initiated the Principal Leadership Program (PLP) and the Future Leadership Program (FLP) during her stint as SDS of DepEd, Division of Caloocan City. The PLP is a six-month capacity building program for designated school heads to equip them with different leadership skills needed for school-based governance. Meanwhile, the FLP is a six-month on-the-job immersion for incoming school heads and National Qualifying Examination for School Head passers that aims to develop a community of competent and credible school heads who would ensure high quality public school governance. Through the PLP and FLP, SDS Riddle has introduced and implemented reforms in

the structure - culture of participants' respective schools that redounded to more efficient and effective operation in the educational bureaucracy.

Participants of the PLP find the program very helpful especially to the newly assigned principals. It allows them to cope up with their new roles and responsibilities, shortens their adjustment period. The program provides them with new insights and expert advice through excellent speakers and training resource persons.

As a leader who looks after the welfare of her subordinates, SDS Riddle employed a program to ease up the management of human resources, and for the easy facilitation of benefits and other pertinent data of teachers and employees. She started the digital management of HR database through the Human Resource Database System (HRDS), which has significantly improved the systems and processes of data management in the division of Caloocan, effecting the accurate, efficient, and effective computation and release of teachers and employee's benefits.

Like a shepherd to her sheep, SDS Riddle further implemented Project REACH, which is designed to encourage and bring back to school the out-of-school children in Caloocan. For sustainability and holistic approach, a once-a-week reading camp was partnered with the livelihood program for parents of the out-of-school children. Project REACH has helped build a self-reliant community and has manifested concern



SDS Rita E. Riddle: woman, leader, educator, and emancipator.

to children who belong to poor families by providing more access to education and socio-economic assistance. Through her innovation, SDS Riddle has increased the community's awareness on DepEd's advocacy of making education accessible to all. The holistic approach of the program has addressed not only the need for education of out-of-school children but also provided means for sustained assistance to recipient families.

Without SDS Riddle's initiative and hands-on brand of leadership, these three innovative projects could have not been conceived of and realized. Now, leading the School Division of Makati City, her achievements in Caloocan have gained her the respect of colleagues and subordinates, and the recognition of her meritorious service, worthy of the Career Executive Service Very Innovative Person (CES VIP) award.



Cultivating Empathy and Guidance In and Out of the Classroom

by: Marizel Christine A. Bautista



“*Ang kabataan ang pag-asa ng bayan.”*

This adage made popular by Filipino hero Jose P. Rizal seems to contradict data from the Philippine Statistics Authority’s (PSA) Annual Poverty Indicator Survey showing that in 2016 there is one in every ten individual aged 6 to 24 that is out of school. Such a harsh reality is attributed to factors as marriage or family matters, high cost of education, and lack of personal interest. The data decreased to about 352,000 out-of-school youth aged 16 to 24, from 3.32 million in 2016 to 2.97 million in 2017 on the other hand, the data released by PSA showed an increase in the number of out-of-school youth aged 6 to 11 and 12 to 15.

These statistics are now put to side as the nation’s story of hope emerged. As the children cried on the streets, and lurked in the dark alleys, a champion of public

education took the matters into his hands to clinch the scattered gold ores. He gathered hundreds of them in the City Schools Division of Navotas and placed them in the caring hands and warm hearts of the community, which enabled them to be nurtured, honed, and crafted into fine jewels.

This is the story of how Project GEM, also known as Gabay Edukasyon ng mga Batang Wala sa Paaralan, saved out-of-school youth and students at the brink of dropping out of school. Five hundred (500) of these kids found four hundred (400) foster parents who continuously guide them in their studies until they complete basic education.

The heart and mind behind the innovation is the former Schools Division Superintendent (SDS) of the Department of Education (DepEd) Division of Navotas City, Mr. Romulo B. Rocena, a CES Eligible who now heads the City Schools Division of Taguig. With the community,

teachers, foster parents, and volunteers coming together for the quarterly community Kamustahan to talk about issues, give advice, and tackle the challenges of emancipation by education, the program eventually expanded to churches and invited target groups like the religious organizations and the barangays for more involvement and support to the program.

With his creative management and great vision, SDS Rocena was awarded the Career Executive Service Very Innovative Person (CES VIP) award for the 1st Quarter of 2018. Even with his transfer to a new division, what he has put into place has transformed the whole picture into one that manifests the accomplishment of the mandates of the entire DepEd: the performance of its role in social transformation and the achievement of its mission of securing a bright future for the children of today towards overall national development.

CESBEAT:

Exploring the Executive Network where Passion meets Purpose



Leading with a Strong Heart: Of Social Ills and Tenacious Cures

by: Marizel Christine A Bautista

"It cannot be ignored that the barriers to access in health care for poorer patients are reflections of what ill society in general. Health care is a matter of human right and yet there is inequity when it comes to who could get quality healthcare services, or even access to the best professionals."



A passionate Doktor ng Bayan toiled in his transformation from a student of Medicine at the University of the Philippines (UP) College of Medicine, to a pediatrician, specialist, lecturer, business executive, hospital administrator, and a defender of health rights. Dr. Julius A. Lecciones, *CESO III*, "Doc Lec" as he is fondly called, experienced the rigors of excellence, in getting out of his comfort zone, recreating new boundaries of engagement, and winning in the battle zone for his patients, comrades in health, colleagues, and the people.

Grit, hard work, and tenacity are among his top values for success. Mastering his craft demanded not only knowledge, expertise, and experience, it extracted from him these great values that helped him overcome the external challenges surrounding his life as peer pressure, economic redirections, career twists, family, and politics. He also faced inner turmoil, the clashing thoughts, and seemingly endless doubts. However, it was the eternal requirement of transcendence of the emotional, psychological, social and philosophical rigors that the doctor decided to fulfill. He prescribed himself a regimen for self cure for excellence and eventual self actualization.

And yes, he succeeded in crafting a better version of himself by molding a new focus for existence. Caring for a national home for children's health, he managed the Philippine Children's Medical Center (PCMC) with a radiant desire and advocacy for health emancipation of the common tao. His restless soul never flinched, surrender never became part of his vocabulary even when the world seemed crumbling down. He rallied his people and rose to the call of vigilance and sacrifice that the children may live to become the hope of the future.

Dr. "Dark Horse" Won the Race

The original "dark horse" among the choices for directorship of the PCMC, Doc Lec was appointed as Executive Director in 2006. He launched immediate reforms, engaged, and led everyone in collective good governance practices, direct participation, and excellent performance. He became the enemy of corruption and got the ire of those who thrived in it. He transformed personnel passivity into pro-activity.

It was shocking to him at first but he realized that to stay focused on the job is

to develop mental agility, particularly in making significant spot decisions, and to keep one's emotions in check. He had to spend considerable time studying many of the regulations in the bureaucracy to equip himself with the necessary knowledge. In the process, he began to develop an effective and invaluable network of contacts, friends, and colleagues, largely provided by the many activities organized for CESOs.

This difficult experience in the hospital also provided Doc Lec with the ample opportunity to exercise humility, forgiveness, and the art of letting go. *"This is difficult particularly for co-workers you see every day and yet behind your back are undermining your efforts. But once mastered, this is one important aspect of quickly moving on from unpleasant circumstances, standing up quickly to survive, and be ultimately resilient,"* Doc Lec shared.

The systemic problems of the bigger government bureaucracy and the often tepid political will of leaders do not encourage reforms. Instituting reforms and fighting for the interest of the poorer patients felt like a breathless uphill struggle for him, which he hurdled through honest and sincere dialogue with all stakeholders, close engagement

with the constituents he serves, a bottom-up approach to problem-solving, a good dose of tenacity and focus, and lots of networking inside and outside of the organization. For after all, as a transformational leader of PCMC, he was and still is its manager of “*meaning*”: he needs to communicate to everyone the meaning of the hospital for the people who work there and the patients, or the public, they serve.

In 2010, just as unity of purpose in the workplace had been established, a critical threat to PCMC began to unfold in the external environment, brought about by the apparent shift in the Department of Health’s (DOH) policy direction towards hospital modernization with a business model that Doc Lec believes is anti-service patients and definitely anti-poor. By 2013, his second biggest challenge began to unfold when he had no other choice but to fight for the ownership of PCMC land. In his hands fell the burden of leadership imposed on him by the PCMC community to oppose hospital relocation to give way to private commercialization in the area. Pitted against PCMC were other government agencies and the DOH itself. In support of PCMC were the patients and the parents, civil society groups, the media, and the general public.

These adversities came at a great personal cost on Doc Lec. He had to fight powerful people in high positions and risk the possibility of termination from office in having the temerity of opposing the higher ups. This is when he found the core from where he needed to draw the courage he had to muster to go on fighting for a cause they at PCMC all believed in. He said that he could not be proud when he knows he has surrendered his principles. *“It no longer was an issue of self-preservation but of selfless fidelity to a cause, no matter the cost and whatever the outcome will be. It was like ensuring a good accounting of one’s actions rather than the outcome of those actions. Devoid of the true heart and soul of the cause one is fighting for, one cannot fake passion and win in the end.”* Fortunately again, the issue was resolved in their favor when they finally got the title for the PCMC lot.

In 2016 began the still ongoing controversy related to the dengue

vaccine. The DOH in the previous administration decided to embark on a sub-national school-based mass vaccination of children and asked PCMC’s involvement in the procurement and implementation of the project. The ensuing controversy, the media attention and the congressional hearings severely tested our Doktor ng Bayan personally and the PCMC. *“It is a horrific experience for a public servant to be unjustly accused of misconduct, and worse, of graft and corruption, which I vehemently deny. I still believe that I will be vindicated in the end.”*

The efforts spent to pursue resolution of this issue are extraordinary considering the gravity of the problem, the strength of the protagonists, and the amount of courage, tenacity and perseverance needed to relentlessly fight against all odds. Day-to-day hospital activities have to be ensured so that no patient is left unattended while devoting tremendous time in answering charges and allegations.

“Perhaps my resiliency had been forged in fire with previous experiences in adversity which now again come handy in order to survive again and to stand up resolutely for the truth. To survive is to overcome the adversity with behavioral coping strategies

in all four spheres of physical, mental, emotional and spiritual resiliency. A strong family and social support network is indispensable in this adverse situation. And most importantly is an abiding faith in God that truth and goodness prevail in the end.”

The Student and the Teacher

As a student of life, he also became a good teacher who demanded the same level of excellence among his trainees, residents, and personnel. He crafted creative solutions and went beyond the limits of the box. Doc Lec ventured into healing beyond the mere individual, and opted to be a doctor for his society. And out of the constant interaction with his people, his clients and peers, he was able to put into practice the management theories and lesson he learned from his Doctoral degree in Public Administration from the National College of Public Administration and Governance of UP.

“I had been blessed with exacting mentors in the medical field that demanded only the best from me. In medicine, precision is the rule because there should be no second chance in clinical decisions involving lives of patients. Zero error is the rule and



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timeliness of decisions a must. Thus, I learned from Dr. Philip Pizzo, my mentor in the US, the value of creativity, innovation and excellence. From Dr. Thelma Tupasi, my teacher in UP Medicine, I learned discipline, hard work, and perseverance. She steered me into the politics of the medical societies admonishing me that it should be the position that should seek me rather than me seeking the position. It was her who also told me that it should not be the position that defines me but rather I should be the one defining my position in the things I do and contribute," Doc Lec shared.

He is also grateful for the wisdom and experience he derived from former PCMC Director Lillian Lee, who gave him his first exposure to hospital management. *"She pushed me to my area of discomfort, insistent in my taking and completing the CESO certification processes when I do not really appreciate its value in the beginning thinking that administration is not in my career path. She instilled in me the idea that public service is a sacrifice and should be devoid of sense of entitlement, and can be a thankless but worthy job. She made me not forget about integrity, ethics and honesty warning me to be strong against temptations in government service,"* he added.

Doc Lec is also a great admirer of former President Corazon C. Aquino, whom he looks up to as an icon of democracy, integrity, and love of God. Her simplicity, lack of sense of entitlement, inner strength of character, and abiding faith in God guides him as a leading force of leadership by example.

More recently, his friends had been his informal mentors without them realizing it. The humility, industry, and pragmatism of Office of the President Director Rowena T. Sanchez; the value of networking, excellence, passion for selfless service, the activism and work-life balance set by Career Executive Service Board Executive Director Anthonette C. Velasco-Allones; the simplicity, honesty and dedication to duty of Social Security System Director Department Manager Belinda B. Ella; and the model of equilibrium, teamwork, and public relations set by Department of Education Assistant Secretary Lorna D. Dino are very appreciated real life teachings that



Doc Lec imbibe. He says that they are very generous of their time when he calls on them for advice and support.

He challenges his peers and colleagues to believe that they can be a servant-hero by assuming the characteristics of Greenleaf's servant-leader, who is a servant first. The desire to serve, the *"servant's heart,"* is a fundamental characteristic of a servant-leader. According to him, *"it is not about being servile; it is about wanting to help others. The servant-hero, in this respect therefore, identifies and meets the needs of patients, clients, colleagues, and communities."*

His banner philosophy is from the words of Mahatma Gandhi who said that, *"The best way to find yourself is to lose yourself in the service of others."* Transcending his younger days drive which was towards defining his own significance he now knows that his *"significance is rather defined by my significance to others."*

Doctor Julius A. Lecciones is truly a Doktor ng Bayan who never ceases to learn, to fight, to live, and to inspire. His is a career of meaningful assessment, diagnosis, management, and cure of the ailing land, where the children are the hope of the Motherland.

His prescription for excellent leadership come in five parts:

1 First is to strive for a strong work ethic. Possess a strong sense of dedication to duty that leads to giving it your all in order to produce high-quality work in a consistent manner. Peak performance in delivering service is the goal that can only be achieved by adhering to principles.

2 Second, being human and not immune to human frailties, we can be overcome from time to time by self-doubt and fear. Moments of reflection are important to have a face-off with fear. This provides opportunity for a leader to look at one's self at a distance - confronting his/her inner issues with all honesty. This will require a lot of self-discipline.

3 Third, exercise work-life balance. There are simply so many things to be achieved in so short a time. You could be a much better leader, manager, public servant, father, brother and friend by practicing work-life balance. You will also be happier and healthier, without even compromising productivity and quality of work.

4 Fourth, we never should, even for a moment, give up on our dream and hope for a Philippine government bureaucracy that is effective, efficient and prompt in delivering the most responsive basic services to our people in such a manner that satisfies and delights them, particularly those who have less in life. We need a top and peak performing civil servants to realize this dream.

5 Fifth is be motivated and inspired to be the manager of meaning. Good communication skills are necessary, particularly during difficult times when interest or energy is flagging down. We should resuscitate a dead horse if we must! Never give up that easily! Stay in front rather than behind so that the workforce will see you as their leader with commitment, drive, passion, and conviction. Provoke and incite people to action and always steer them towards the road to victory. And then collectively celebrate even little victories and collect them like beads to make a complete and beautiful chain!

Turning Pain into Power: The Road to Noreen's Success

by: Marizel Christine A Bautista



The Starting Point of a Beautiful Route

Beginning her career as a lawyer, Atty. Noreen San Luis-Lutey, a proud Magayon, worked at Caceres Cable as a Legal Counsel. She also shared her knowledge in law at the University of Nueva Caceres, Naga City. She was a practicing lawyer before she became the Regional Director of the Land Transportation Office (LTO) Region V. It was *“the late Jesse M. Robredo [who] asked me if I wanted to become the director for LTO Bicol Region.”* Surprised by the question, Atty. Noreen was leaning more on rejecting rather than accepting the job offer with the reason that *“I saw that it would be a lot more difficult that the work I was used to. I was making a good living and it was to be my first experience in the government.”*

However, in the end, the opportunity to serve triumphed as she accepted the offer. This shift paved the way for having safer roads and more pleasant trips among commuters of the thoroughfares. Taking along the honesty, hard work, and thoroughness of her career as a lawyer, she progressively became familiar with the office systems and the people behind the office works.

Her tenacity in leadership changed the negative practices that revolve around slow delivery of office services. Her motivation to make sure that the employees work harder was proper compensation. She gave her best to get to know them in order for her to know how to best help them. The journey was difficult and still continues to present its own challenges but as the saying goes, to achieve the best results, you have to give your best efforts. *“To Serve”* was like a glaring road sign, when the journey became difficult that made her and her good team to proceed without turning back.

This may seem to be an easy story of success, but it is not.

Atty. Noreen looks up to her late father who served as the mayor of their town in Pili, where as a young girl, she saw how he led the people. Her father made her understand that there was no specific guide to being a good leader; the key was to listen to your people and to make yourself available to them. He taught her the importance of listening but also of speaking one's mind, to never give up, to push through the criticism hurled her way, and to

continue doing the work she loves, keep fighting for the little guy.

Despite the fact that this all happened when she was very young, she remembered all the lessons he shared because he did more than he told her, he showed it through his actions as a leader. He taught her that actions speak volumes.

His father's death due to a road accident made her vow that accidents like this must be avoided in order to save lives. His death was the root inspiration of *“STRUT.”*

STRUT it! *“Students Today, Road Users Tomorrow”* (STRUT) Program

The main idea behind the program was to introduce land transportation laws and road safety consciousness to the youth so that these end up being inculcated in their character as the future road users. Given these values now, they will intrinsically obey land transportation rules and regulations when they have their hands on their own wheels.

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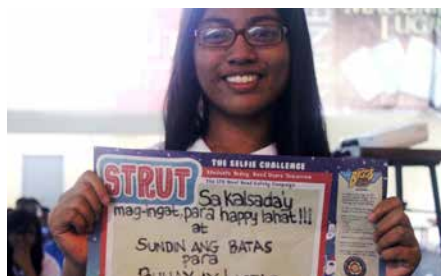


The ‘Students Today, Road Users Tomorrow’ or STRUT Program was conceptualized in 2014. During this time, LTO Bicol law enforcers, officers, and employees would visit different schools, both public and private, from elementary to college, to teach students on road safety and relevant land transportation laws, rules, and regulations.

On its first year, STRUT tapped and maximized the use of social media such as Facebook and Instagram to reach and engage the youth. A region-wide road safety contest dubbed as the “*Road Safety Selfie and Groufie Challenge*” (was launched among the school youths). After each STRUT learning session, students uploaded to the LTO Bicol Facebook page their selfies and groufies with their road safety slogans.

LTO also launched the region-wide poster-making contest, as well as the search for the recipient of the Campus Road Safety Journalism award with the best road safety advocacy. Photos and final outputs of the contestants were posted in the Official LTO Bicol Facebook Page.

Cognizant of the learning curves among the younger audience and the challenge of making the STRUT advocacy campaign more attractive to them, Atty. Noreen and her team also launched the road safety characters



to include: The Car Boy, Mrs. Cone, Mr. U-Turn, The Scooter Girl, Mr. No Parking, Swizzy, Traffy, Road Rage Roger, Multi-Momma, and Drunken David.

In 2015, the STRUT Program was upgraded to “*STRUT Plus*,” with the road safety advocacy reaching a wider audience, which included not only the students or in-school youths but also the out of school youths as well as local government units. With STRUT PLUS, LTO Bicol formed the Road Safety Caravan and Outreach Program which brought the services of LTO to different municipalities while teaching road safety to different schools and groups. There was also the Talakayang Bayan, a program for friendly dialogue with different transport groups in the locality where drivers and operators could freely discuss issues confronting them.

In 2016, the STRUT program was again upgraded to “*STRUT Level Up Program*”, where the office formalized its partnerships with different government agencies such as the Department of Education, Commission on Higher Education, Department of Health, Philippine National Police, and the Department of the Interior and Local Government, as well as different NGOs to bring road safety education to different groups, introducing STRUT to more sectors and an even wider

audience.

When Roads Meet

As the STRUT Program continued to develop, the need to institutionalize road safety education through curriculum education began to take shape. Atty. Noreen met DepEd Camarines Sur Assistant Schools Division Superintendent (ASDS) Susan S. Collano, who was one of her classmates in the Salamin Diwa (SALDIWA) ng Paglilingkod Training Course Class 31 and together, they discussed the potential partnership between LTO and DepEd to produce a manual anchored on the STRUT Program. It was not a difficult conversation given that ASDS Collano was also a kindred spirit who shares the same vision and advocacy of integrating road safety in the school curriculum. Sadly, ASDS Susan also lost a beloved one in a road accident.

With the ‘Go Signal’ from LTO Assistant Secretary Edgar C. Galvante and DepEd Bicol Regional Director Ramon Fiel Abcede, a writeshop was immediately scheduled. A pool of highly talented and skilled writers from DepEd gathered to draft the road safety modules in collaboration with LTO officials. After the modules were drafted and critiqued, they were eventually pilot-tested in different schools in Camarines Sur and Albay where representatives from different LTO regions were invited to observe and provide technical advice. The outcome of the joint efforts were polished into finalized modules which incorporated the inputs gathered during the pilot-testing.

November 6, 2017 signaled the launching of the curriculum integration of STRUT program in Naga City. The collaboration of LTO Bicol and DepEd Bicol to come up with the integration of road safety of the STRUT program is a testament of how GO-Vergence between agencies can bring about better results for the public.

Award-Worthy Streets STRUT the Nation

Being in this line of work, challenges,



and obstacles on Noreen's road cannot be avoided. What made her stand out is her ability to turn all the criticisms that were thrown her way in the course of her time in the government into learning paths. Like a lawyer who tediously learns a case, she took notes to improve the delivery of her office's services, and converted destructive criticism and the unkind words as nuggets of value and grains of hard truths. With immense strength and patience, she learned which comments and feedbacks to listen to, which ones to ignore, and which ones to digest. *"What is most important is that I do not let negative words and thoughts permeate your being because it will hinder you from bringing the best public servant you can be,"* Atty. Noreen remarked.

A new road for the STRUT Program for 2018 was the production of STRUT character plush toys that represent road signs, good road conduct, and road violations. These were mass produced as part of the efforts in making the STRUT more appealing to young students. The STRUT plush toys were created by the lady prisoners from the Bureau of Jail Management and Penology (BJMP) in Camarines Sur through the KarawCraftventures who are paid for creating and mass producing rag pets.

Converging on Success Avenue, the Career Executive Service Board invited

Atty. Noreen along with ASDS Susan to discuss STRUT to different agency heads from all over the country during the 2nd Quarter CES Leadership Conclave in Davao City held on April 5, 2018. The STRUT Modules are presently being utilized by LTO officials when they visit different schools in their respective districts. The modules are also being distributed to educators throughout the nation (thru the STRUT Launch, DepEd Camarines Sur Division, and CESB CES Leadership Conclave) so that the land transportation laws and road safety can be taught uniformly.

The intent has always been to bring STRUT on a nationwide platform. Slowly but surely, LTO Bicol is achieving its goal of introducing and inculcating road safety awareness to the future generation of the country while also sharing it with those who have contributed in bringing STRUT all over the country.

Learnings in the Street Called Life

Aside from her father, Noreen has learned so much from her chief, Assistant Secretary Galvante who has shown her that the desire to serve the country can often exceed the limits we have set for ourselves, and that this same desire to serve will continue to move us

along the duration of our lives. It is a desire that will not disappear no matter how tough the road gets. The highway to excellent public service is a way towards the betterment of the nation through the delivery good government service.

Her mentor taught her that succeeding in public service does not come easy. Oftentimes, one will receive more criticism than praise and more often than not, the good works that are accomplished will come unnoticed but this is not a reason to stop. Most of all, he taught Atty. Noreen that serving must not aim a place of fame and glory. Instead, it must spring from a purposive desire to make the lives of the Filipino people better.

"I am a firm believer that everything happens for a reason. No matter what happens, we must be always be grateful for all the blessings and for all the challenges as well, because through these challenges, we are able to grow and to learn. One cannot exist without the other; we cannot achieve success without going through stress and hardship." This is the life lesson that Atty. Noreen wants to share with everyone.

A Strong Leader and an Even Stronger Individual

by: Marizel Christine A. Bautista



Branching Out to Serve

To stand by the commitment to significantly lessen the country's unemployment rate by 2022 by improving access to employment opportunities and promoting resurgence of entrepreneurship through job fairs and business and livelihood fora, the Department of Trade and Industry (DTI) and the Department of Labor and Employment (DOLE) jointly launched the Trabaho, Negosyo, Kabuhayan or TNK. In the Southern Tagalog side of the country, the DTI-MIMAROPA Region partnered with various agencies such as the National Bureau of Investigation (NBI), the Securities and Exchange Commission (SEC), colleagues from DTI Fair Trade and Enforcement Bureau, the Bureau of Product Standards (BPS), and the Consumer Protection and Advocacy Bureau (CPAB) and put a twist to the program, which they called the Trabaho, Negosyo, Kabuhayan, at Konsyumer (TNKK). This program module was later on adopted nationwide after it was officially introduced during the Labor Day celebration on May 1, 2018 by the DTI and DOLE.

Led by DTI MIMAROPA's proactive regional director who introduced a creative approach to integrate consumer education and advocacy to the program, the partnership maximized the opportunity of providing services to the general public. As of 2017, six runs of the improved TNKK program were conducted in the five provinces of MIMAROPA region, including the Calamianes Group of Islands.

The same man, when appointed in 2017 as the Officer-in-Charge (OIC) of the Office of the Program Manager for the DTI Comprehensive Agrarian Reform Program (CARP), regularized a number of CARP coordinators in the regional and provincial offices to provide greater services to the CARP beneficiaries. He also requested for the increase of CARP budget from the Development Budget Management (DBM).

Another brainchild of this lingkod-bayan is the Electronic Business Information Services or EBIS, which is a database management software system exclusively available and

used by DTI MIMAROPA Regional and Provincial Offices. Realizing that the reports prepared through manual process have been time consuming, he outsourced a software systems developer to create an automated system tailored for the Department to aid in the implementation of R.A. 9501 ("Magna Carta for Micro, Small and Medium Enterprises [MSMEs]") and R.A. 10644 ("Go Negosyo Act"). As of this writing, the developed system has resulted in easier, effective, and efficient management of data on MSMEs and the programs, activities, and projects implemented by their office. Seeing its success, EBIS was lauded by the Director of DTI Knowledge Management and Information System (KMIS), Ms. Patricia Mae M. Abejo, who requested to have a walk-through of the system by its proactive innovator. The EBIS is one of the inspirations of DTI's Knowledge Connect Project.

Adding to his accomplishments, back in 2013, this DTI servant-leader facilitated various trainings for some 1,296 Filipinos affected by the onslaught of Typhoon Yolanda in the



Calamianes Group of Islands. These livelihood trainings and workshops provided the knowledge, skills, and capacity for beneficiaries to maximize the potential of their resources for value-added and marketable products/services.

The Reliable Trunk of DTI

Mr. Joel B. Valera, the current Regional Director of DTI MIMAROPA Region who supervises five provincial offices, is the solid trunk that holds the Department's branches of service together. He has been managing the region since 2005, and in March 8, 2016, he was appointed from CESO Rank IV to CESO Rank III by former President Benigno S. Aquino III.

Experienced and tested, he served as the Provincial Director of DTI Occidental Mindoro for fifteen (15) years, with a total of over twenty-seven (27) years of experience in working for different levels in DTI.

Educated and skilled in his line of competence, he completed his degree in Bachelor of Science in Management on Industrial Engineering degree at the MAPUA Institute of Technology. He took his post-graduate courses in Holy Trinity College (Master in

Business Management), Occidental Mindoro National College (Master in Public Administration), and National University of Singapore (Master in General Management).

A high-energy person with a bias for action to deliver value and results to the agency's stakeholders, Director Joel is a devoted advocate of the belief that healthy companies make a strong industry and contribute to better societies. He is one of the most dynamic regional directors in DTI as proven by the fact that some of programs exclusive in DTI MIMAROPA were adapted by the DTI Regional Operations Group and DTI Consumer Protection Group.

Seeds of Wisdom: RESOURCEFULNESS and HUMILITY

"I consider every person I meet from different walks of life as my mentor – from the janitors or tricycle drivers to our clients – the MSMEs, my DTI MIMAROPA family, and those professionals I have met through this work. They share unique stories and remarkable lessons that I find important and useful. These people helped me

develop specific skills and knowledge that enhanced my professional and personal growth."

He shares the seeds of wisdom to his fellow servant-leaders. *"Being resourceful is a skill for today's generation of leaders. As the head of the office, I have encountered difficulties and challenges. With a resourcefulness mindset, I am driven to find the best solution for every challenge I face. This attitude inspires out-of-the-box thinking, generation of new ideas, and the ability to visualize all the possible ways to achieve our goals."*

Apart from being resourceful, he reminds everyone to be humble.

"Whatever you achieve in your life, always set your foot on the ground. In the corporate world, humility may be seen as being unassertive but a big part of humility is knowing our own limits, our strengths and weakness. Humility is one of the key traits of success in leadership."

CES News



President Duterte graces CES Pride Events

by: Imelda Guanzon



President Rodrigo Roa Duterte administers the oath to the one hundred sixty-nine (169) new Career Executive Service Officers. (Photo courtesy of the Presidential Photographers Division)

The Career Executive Service (CES) Community celebrates anew as none other than the President of the Philippines graced two CES Pride Events on 27 September 2018 at the Rizal Hall, Malacañang Palace, Manila.

President Rodrigo Roa Duterte led the Oath-Taking Ceremony of 169 new Career Executive Service Officers (CESOs) whose appointment to CES Rank was signed by the President on 04 January 2018. This first batch of rank appointees are from the Department of Agrarian Reform (DAR), the Department of Agriculture (DA), the Department of Budget and Management (DBM), the Department of Education (DepEd), the Department of Environment and Natural Resources (DENR), the Department of Finance (DOF), the Department of Health (DOH), the Department of the Interior

and Local Government (DILG), the Department of Information and Communications Technology (DICT), the Department of Justice (DOJ), the Department of Labor and Employment (DOLE), the Department of Public Works and Highways (DPWH), the Department of Science and Technology (DOST), the Department of Social Welfare and Development (DSWD), the Department of Trade and Industry (DTI), the Department of Tourism (DOT), the National Economic and Development Authority (NEDA), the Commission on Higher Education (CHED), and the Technical Education and Skills Development Authority (TESDA).

Conferment of CES rank is considered a milestone in the career of a public official. It completes one's membership in the CES and provides him/her with security of tenure. An

official must hurdle the rigorous CES eligibility process and complete all other requirements set by the CESB to be recommended to the President for appointment to CES rank. The event is also significant in the CES history because it is the first time after eight (8) years that the President personally administered the oath of CES Officers.

Following the Oath-Taking Ceremony was the President's conferment of the 2017 Gawad Career Executive Service (CES) to three honorees, namely: DBM Assistant Secretary Myrna S. Chua, *CESO II*; DepEd Region VIII Schools Division Superintendent Cristito A. Eco, *CESO VI*; and Department of Health Director Enrique A. Tayag, *CESO III*.

Assistant Secretary Chua is recognized in the area of policy reform that restored morale in the Philippine

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Civil Service. She effectively led the completion of the “*Study on Compensation and Benefits in the Public Sector,*” which became the basis of Executive Order Number 201, Series of 2016 that reformed the compensation structure in the Philippine civil service.

Schools Division Superintendent Eco improved access to quality education in the remote communities in Catbalogan City through participative governance and innovative programs, such as the “*Bangka ng Buhay*” and “*Swimming Pool by the Sea*”. The impact of these programs is felt not only in the sphere of education, but also in the environment and the economic well-being of Catbalogan City’s citizens.

Dr. Tayag improved access to quality health by leading his team in DOH in designing a critical strategy for achieving goals and aspirations aligned with the Duterte Administration’s Philippine Health Agenda, specifically in adopting a new framework redefining the Service Delivery Networks to prioritize primary health care; fostering our country’s collective capacity to prevent, protect against, and respond to emerging health threats by spearheading the institutionalization of International Health Regulations in

the Philippines; and promoting health programs effectively.

The Gawad CES is a Presidential award under Executive Order 715, which aims to recognize members of the CES for exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public policy.

In his message to the oath takers and awardees, the President emphasized the importance of transparency and accountability in the public service and reminded them of the importance of a fair bidding process. He expressed his abhorrence of corruption and emphasized the importance of law and order to be able to fulfill his promises to the Filipino people.



(From left to right) Department of Health Director Enrique A. Tayag, *CESO III*; Career Executive Service Board Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*; Executive Secretary Salvador Medialdea; President Rodrigo Roa Duterte; Civil Service Commission and CES Governing Board Chairperson Alicia dela Rosa-Bala, *CESO I*; Presidential Communications Secretary Martin Andanar; Department of Budget and Management Assistant Secretary Myrna S. Chua, *CESO II*; and Department of Education Region VIII Schools Division Superintendent Cristito A. Eco, *CESO VI*



The new Career Executive Service Officers pose for a picture with Executive Secretary Salvador Medialdea (front left), President Rodrigo Roa Duterte (front center), and Civil Service Commission and CES Governing Board Chairperson Alicia dela Rosa-Bala, *CESO I*, (front right).

CES@45: Power of Service 148 career officials assemble to heed the call to end hunger

by: Joana Mance

Career officials and individual partners became champions against hunger in the Career Executive Service Board’s launch of its 45-day commitment to give back to the community themed, “*Serbisyong CESO, Kalibre 45: Community Passion (ComPASSION) Projects*” on 27 September 2018 at the Department of Budget and Management’s covered court.

Fueled by the realization of the bigger goals of “*Ambisyon Natin 2040*” and the 2030 Global Sustainable Development goals, one hundred forty-eight (148) CESOs and Eligibles from different regions heeded the call to help eradicate hunger through an interactive outreach program.

Hands-on impact to fight hunger

Driven by the vision of a world without hunger, the CESB, in partnership with Rise Against Hunger (RAH), Philippines, hosted an outreach program to help address and eradicate hunger, the common thread among the world’s most pressing issues including poverty, disease, and the welfare of women and children.

Separated according to the meal flavours assigned to them, the volunteers were divided into 5 groups, namely, the Champorado



Build a meal, save a life. CESOs and eligibles form assembly lines while putting together meal packets made from nutritious ingredients.



CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, bangs the gong to signify the start of the meal-packaging activity.



Team, the Ginataan Team, the Fish Flakes Team, the Beef Congee Team, and the Chicken Arroz Caldo team.

In just under two hours, the volunteers and participants produced thirty-six thousand (36,000) food packets filled with highly nutritious dehydrated meals with rice, soy, vegetables, and twenty-three (23) essential vitamins and minerals.



Sumayaw, sumunod sa indak ng panahon! The meal packers shared laughs and danced to upbeat music while completing their goal to produce twenty (20) boxes of meal packets per group.

Going beyond the extra mile

“We have to understand why we are doing this and who our beneficiaries are,” remarked RAH Philippines Executive Director Jomar Fleras after showing a video of the current situation of the landslide victims in Itogon.

The 100 boxes of meal packets produced will be delivered and distributed to families affected by Super Typhoon Ompong in Itogon, Benguet, on October 8. The vitamin-fortified meals could feed at least three thousand six hundred (3,600) landslide victims.

Apart from food packets, the initiative also raised financial donations amounting to fourteen thousand pesos (Php 14,000.00).

Department of Education (DepEd) Division of Makati Schools Division Superintendent Rita E. Riddle, *CESO V*, shared that her first-hand involvement in packing meals for the landslide victims was a “fulfilling and meaningful experience. It was something that is appealing to the heart.” The activity made her more aware of the need to fight hunger not only in the Philippines but also the rest of the world.

“This event reminds us that as career officials, we should prioritize reaching out to the grassroots communities in need of our service. *Maraming salamat, CESB for hosting such purposeful initiative!*” exclaimed Department of Environment and Natural Resources Director Ric G. Enriquez, *CESO IV*.

“Enjoying! Amazing!” remarked Mr. Jesse Capacite and Dragy Berras, both Junior Officers of the Bureau of Jail Management and Penology. Lifting heavy boxes of meals was nothing compared to the fulfilment of knowing that they helped landslide victims in Northern Luzon.



“Together, let us rise against hunger!” Says Rise Against Hunger Philippines Executive Director Jomar Fleras to the volunteers.



Measure, scoop, seal, pack... The volunteers were so eager to participate during the meal-packaging activity that they turned it into a friendly competition to find out which team would reach their goal first.

“*Nakakatuwang makita na ang iba’t ibang indibidwal ay nagsasama-sama at tumutulong para sa isang cause, which is to help eradicate hunger,*” says RAH Philippines Event Manager Kevin Yap.

with help from our individual and institutional partners.

The CESB’s 45 ComPASSION Projects will run until November 10, 2018. These initiatives will be conducted in the various parts of the country

CES Leadership Conclave Series on RESILIENCE concludes in Baguio City

by Kirk Matthew Alfante



The CES Leadership Conclave participants strike a pose for their group photo at the Baguio Country Club Lobby.

Seventy-nine (79) officials from various government agencies convened at the AMB FVR Hall in Baguio Country Club to learn more about the concept of resilience in the last installment of the Career Executive Service Board's CES Leadership Conclave Series.

Baguio City stood resilient amidst Super Typhoon Ompong as it hosted government officials from all over the Philippines in a forum for sharing leadership stories, resilient qualities, and proactive management strategies. The event was formally opened by Director Marlo L. Iringan, Chapter President of Cordillera Association of Regional Executives (CARE) and Director IV at the Department of the Interior and Local Government, Cordillera Administrative Region. In his opening message, he mentioned

the push for the local autonomy status of the Cordillera region and how the Cordillerans are one of the most resilient people. He is constantly reminded of the resilience of its people by how the locals are constantly adapting to a mountainous environment despite the many challenges it poses. He said, *"It has been exactly 11 days since our region was struck with the typhoon Ompong and this has proven to be an opportunity for local government units and national government agencies to work together as one to ensure the services needed and help the region bounce back."* Director Iringan made mention of the reactive form of resiliency which is defined as *"the capability to bounce back after facing adversities and difficulties."* His new, proposed definition encapsulates the proactive kind of resiliency in that we should always be READY

to bounce back if ever we are faced with challenges, difficulties, and problems. In closing, he reiterated that we, as government leaders, have a higher standard of resiliency expected of us compared to that of normal people. We are expected to not only embody individual resiliency, but also organizational resiliency to be able to provide quality public service.

Atty. Maria Anthonette C. Velasco-Allones, Executive Director of the Career Executive Service Board, kicked off the Plenary Learning Sessions with her presentation entitled, *"Resilience through Financial Freedom."* She advocated for financial resilience via the practice of sound, practical decisions involving saving money, budgeting, and spending. She also enjoined everyone to *"start with*



(Left) Career Executive Service Board (CESB) Executive Director Maria Anthonette C. Velasco-Allones educating everyone in her “Resilience through Financial Freedom” learning session. (Top right) Marlo L. Iringan, Chapter President of Cordillera Association of Regional Executives (CARE) and Director IV at the Department of the Interior and Local Government of the Cordillera Administrative Region, delivering his opening remarks. (Bottom right) Executive Director Allones and Director Iringan sharing a laugh.

a goal in mind” and to introspect on the reason one wants to be financially free. Moving on the concept of resilience as a whole, she quoted Charles Darwin on why it is paramount to be able to adapt to our surrounding as it is our “*key to survival*” and that it is not the strongest or the people with high IQ that survives, but the one who is most adaptable to change. “*Flexibility is an innate ability among CESOs because we are duty-bound to adapt,*” she shared.

Ms. Sandra Sanchez Montano seconded the plenary learning session with her own story of resilience. Back when she was still in college, she was one of the unfortunate victims of the 1990 “*Killer Baguio Earthquake.*” Trapped under rubble and debris for 3 days without food or water, she mustered the willpower and mental fortitude to think positively and try her best to stay alive amidst bleak circumstances. According to her, she survived because God gave her a purpose in life and she is living



(Left) Director for Knowledge Management and Information Technology Service at the Department of Health, Doctor Enrique Tayag stresses the importance of appreciating different contexts. (Right) Ms. Sandra Sanchez Montano reads an excerpt from her article in the newly published book, “*Disrupt 3.0*”



out this purpose by helping others become disaster-resilient through the organization she founded named CHEERS or Community Health Education Emergency Rescue Services. Through the establishment of her foundation, she is able to reach a wider audience and provide for a wide array of disaster awareness campaigns, medical missions, and a myriad of emergency response services. Participants of

the event were able to imbibe the lesson that resilience necessitates a positive attitude in life and that no matter how daunting the obstacle in front is, there is always hope.

Doctor Eric Tayag, Director for Knowledge Management and Information Technology Service at the Department of Health, stressed the importance of having a purpose in government service,

the value of appreciating different contexts to a situation, and discerning competing truths. He reminded everyone to be conscious, discriminating, and perceptive about the different perspectives surrounding a particular situation and to always take into account these variables when making a decision. Director Tayag bolstered his point on the importance of context presentation with the story of the Patagonian Toothfish and how this nomenclature drove away customers into trying it but when the fish was presented with the more societally-palatable name “*Chilean sea bass*”, people were then roused to try this exotic fish. In conclusion, Dr. Tayag reiterated that context is very important because there are many sides to a story and we all should be appreciative of this fact.

Director IV of the Department of Environment and Natural Resources Region XI, Ms. Ruth Manigos-Tawantawan served the penultimate learning session entitled, “*Standing Gallantly for Mother Nature: A CESO’s crusade for Mt. Diwalwal’s Reservation Area.*” Embarking on her valiant effort for conservation and environment protection, she implored everyone to have a change of mind set as we have been used to the same regime for a very long time. When part of the budget for the electrification of a portion of the contested area was disapproved, she was so disheartened that she almost gave up. Teary-eyed in her speech, she recounted this as a turning point in her crusade because it was at this point she realized that there is no one more



(Left) Dr. Julius Lecciones, Executive Director of Philippine Children’s Medical Center, shares a laugh with the crowd after singing excerpts from his “*Favorite Playlist*”. (Right) Director IV of the Department of Environment and Natural Resources Region XI, Ms. Ruth Manigos-Tawantawan takes a needed pause in the middle of her heartfelt speech of her crusade for Mt. Diwalwal’s reservation area.

qualified to stand up for change but her. With this in mind, she imparted the lesson of persistence to the attendees of the event. Persistence, coupled with strategic agility, will help one navigate the waters of obstacles and difficulties often posed in front of government leaders and servants.

Doctor Julius A. Lecciones, Executive Director of Philippine Children’s Medical Center, closed and synthesized the previous learning session by imparting among the participants the Resilience Matrix consisting of Coping, Grit, Emotional Intelligence, and Sense-Making. He introduced the “*Four Lenses to View Adverse Events*” comprised of: 1) Control – to look for improvements when crisis hits; 2) Impact – to focus on the positive effects; 3) Breadth – to make the assumption that the underlying cause of the

problem is specific and can be contained; and lastly, 4) Duration – to never procrastinate the opportunity to address the problem at the outset.

In summary, the event was a huge success for all CESOs, third level Eligibles, and non-eligibles present. They came thirsty for inspiration and knowledge, they left fully equipped with more management and relatable life stories that will fuel them in their public service quest to make a change and serve the citizenry better.

SALDIWA BATCH XXXVIII: A Renewed Sense of Purpose

by: Paul de Leon

Thirty-eight (38) officials representing seventeen (17) agencies of the government recently graduated under the Career Executive Service Board’s (CESB) Leadership and Management Proficiency Program (LAMP)–Integrated Salamin-Diwa ng Paglilingkod (SALDIWA) Training Course held last August

25-September 10, 2018 in General Santos City.

The first part of the training course consisted of different modules intended to enhance the learners’ competence on managing interpersonal relations and teams. These modules include: Self-Mastery as Leadership Foundation; Self-

Knowledge and Self-Transformation Across Time; Harnessing EQ for Positive Organizational Behavior; Managing and Aligning Teams for Organizational Development; Public Sector Values; Ethical Leadership and Accountable Governance; Managing Development; and Social Development and the Challenge of Eliminating Poverty.



AN ENRICHING JOURNEY. Through the course of sixteen (16) days, the Class of SALDIWA XXXVIII experienced different approaches and methods on how to cultivate a deeper sense of leadership.

After nine (9) days of classroom-related learning, the participants were immersed for five (5) days at Barangay Banahaw, Municipality of Malungon, Province of Sarangani in General Santos City. Participants were gleefully accepted into the lives and homes of selected host-families and were made to experience firsthand the realities of living in an impoverished area. In addition, participants were given the task of conducting a study pertaining to the actual, observable levels of Economic, Socio-civic, Educational, and Local Governance in the area.

The collective reaction to the Community Engagement Module (CEM) was generally that of getting a humbling and eye-opening realization. As aptly summarized by Mr. Randy Dela Rosa, Local Government Operations Officer VII of the Department of the Interior and Local Government, the experience made him *“deeply realize the reason for my existence as a person and public servant, and to value the essence of governance with community involvement.”* For Ms. Heiddi Venecia R. Barrozo, Director at the Energy Regulatory Commission, the experience left her with a reinvigorated sense of malasakit as it *“strengthened my character and fueled my desire to help the poor and underprivileged members of the society.”*

Upon completion of their field research and immersion module, the learners were given the opportunity to present their findings to Malungon Municipal Mayor Ma. Theresa Constantino, Banahaw Brgy. Captain Rolando Cabales, and other selected barangay and



EVIDENCE-BASED research. The groups' assigned reporters presented their findings to the municipal and barangay officials, headed by Malungon Mayor Maria Theresa Constantino.

municipal officials who graced the event. Mayor Constantino reiterated the importance of evidence-based research and the significant weight put on the responsibility of a leader to touch base with his/her constituents on a consistent basis.

In their graduation ceremony, CEM Session Director Christopher Calugay stressed the 8 C's of the

SALDIWA course: *“Competencies learned in the SALDIWA Course can only be harnessed through Convergent actions by a Community of Co-equals Courageously Committed to achieve Change for the benefit of the people.”*

Selflessness and Altruism in Servant-Leadership

by: Maylene Minimo-Manuel

"All you can change is yourself, but sometimes that changes everything!"
- Gary Goldstein

The self is the most important to love for many. Egotistic and self-serving people who are looking for personal gain are everywhere. Loving one's country is no longer a trend these days. That's why the call for selfless people to do the job is a must – people who can just be mindful, generous and kind.

The Integrated SALAMIN-DIWA NG PAGLILINGKOD Training Course for Class XXXVIII was successfully conducted from 26 August to September 10, 2018 at Greenleaf Hotel, General Santos City and Brgy. Banahaw, Malungon, Province of Sarangani.

Participated by thirty-eight (38) public sector leader-managers throughout the country, the CESB's Leadership and Management Proficiency Program (LAMP) follows a three-pronged leadership and management framework: knowing one's self, relating with others and leading the organization.

As SALAMIN intends to make leaders to have very good knowledge of themselves, their values, leadership styles, and to see their responsibilities in a wider perspective, DIWA aims to improve dealings with the public more effectively and deliver the highest service possible.

Packed with intensive course of eight (8) learning modules, the diverse group of Class 38 got into powerful exchange of ideas, strong show of feelings and emotions, and few disagreements. During the first few days, relating to other participants with



strong personalities and different backgrounds became a common concern. Nonetheless, the facilitators became successful in making everybody collaborate with and respect one another, after which, everybody took part with pleasure in the learning process. The session on Emotional Intelligence (EQ) started the building of trust, camaraderie and brotherhood among the participants. Each one took

pride in the process of discovery and recognized that each person is unique, different and special.

The change in grouping from time to time helped create different bonds among the participants throughout the journey. That said, relationships became stronger and oneness was felt. The socials on the seventh night made comradeship even more noteworthy.

The Community Engagement Module (CEM) or the barangay immersion gave the greatest challenge to the participants. Wrapped in anxiety and excitement, the participants' expectations were overflowing and unexplainable. Given with so much Do's and Don'ts, the participants engaged themselves with the "reality checks" which made them explore the target community and adjust themselves to the current environmental conditions.

The household chores were found to be harsh by some but exciting by others. Feeding the pigs, gathering of firewood, fetching water from distant sources, and cooking simple food became part of their hectic schedule. Doing the research work on the side made their journey even more tiring.

At last, after all the adversities, the participants victoriously finished the five-day immersion with flying colors. Issues on living with strangers, sleeping side by side with the members of the family, doing the tough chores, and living in extreme scarcity led the participants to manage their emotions and reach into their inner self. During those times, mindfulness became their best playing card... and selflessness became their immediate response.

Tears flooded the covered court during the closing program with the host families. Participants of the SALDIWA Class 38 got drowned in mixed feelings and emotions which according to them can hardly be put into words. Exchange of kind words, good wishes, applauses, hugs and warm goodbyes embraced all those who were present. The heartfelt closing praying made everybody cry! What a wonderful scene – the whole venue was filled with hope and aspirations!

Surely, the learning journey between the host families, the participants and the community members resulted in a 'mind shift' which everybody could use to effect change. Kudos SALDIWA Class 38! Great job CESB!

BSP shares its Succession Planning Program with Government HR Managers

by: Edgardo Sabalvoro



Learning from peers. Public sector HR Managers learn from BSP's Human Resource Development Department Manager Ms. Shiela P. Valderrama.

“Except for the Bangko Sentral ng Pilipinas (BSP), I bet no other government agency represented here in this gathering has a succession planning program or even a basic career pathing program,” dared CESB Executive Director Maria Anthonette C. Velasco-Allones in her opening remarks while stressing their importance to the twenty-nine (29) Human Resource (HR) Managers and Career Executive Service (CES) Coordinators from fifteen (15) different national government agencies who gathered for the 3rd Quarter HR Managers Fellowship Meeting and Learning Session at the Lower Narra Room, Bulwagang Bangko Sentral, BSP Complex, Manila, on 14 September 2018.

Executive Director Allones updated HR Managers and CES Coordinators on the latest CESB programs, policies, and issuances, such as the following:

1. Ensuring compliance with the legal requirements on the submission of the SALN by candidates for CES eligibility and rank appointment;
2. Strengthening performance accountability through the Enhanced Career Executive Service Performance Evaluation System (CESPES);
3. Establishing a formal policy to clarify the rules on secondment governing CES officials and/or to CES positions to safeguard the mutual interests of all parties
4. Guidelines on the use of “*Career Executive Service Eligible or CESE and Career Executive Service Officer or CESO*” as name suffixes and titles;



Championing a cause. CESB ED Maria Anthonette C. Velasco-Allones stresses the need for career pathing and succession planning programs in the government.

5. Classification of 126 positions from seven (7) agencies as CES positions and declassification of 175 positions from eight (8) agencies as Non-CES positions;
6. Accreditation of one training institution (NUCESO) and four learning programs (one from NUCESO and three from HURIS); and
7. Upcoming CESB events, viz, I-GABAY on 15-26 October, 4th Quarter HRM Fellowship, Learning Session and Christmas Party on 7 December, and the Kick-off Events for Serbisyong CESO, Kalibre 45: Compassion Projects from 27 September to 10 November.

Ms. Sheila P. Valderrama, Human Resource Development Department Manager of BSP, shared the agency's experience on the development of its Succession Management Program (SMP). She explained that the measures of success of the program are the pool of ready successors, succession-based placement,

organizational readiness, and business continuity. To ensure SMP's adoption and institutionalization, BSP ensured that this was effectively communicated, transparent and flexible, organization strategy-aligned, management-driven, and competency-based. Ms. Valderrama added that based on the Succession Management Roadmap 2016-2020, the SMP commenced with a Replacement Planning Program from 2016 to 2017 with the initial run in 2016 of the Management Development Program for the 2019 potential successors. According to her, the Succession Planning Program began in 2017 and will continue until 2019 while the SMP will start in 2019 to 2020. Development interventions have been institutionalized to improve the competencies of the candidates.

Executive Director Allones lauded Ms. Valderrama and BSP for sharing the story of their SMP. She also extended her gratitude to Mr. Gerardo A. Butardo, Managing Director of the Human Resource

Sub-Sector for hosting the event. She then challenged everyone to draw lessons and innovations from the BSP SMP. Finally, Executive Director Allones enjoined the participants as change advocates shepherding the development of a career path program for public sector executives and managers in their respective agencies. After a fellowship lunch and networking, the group was treated to a tour of the BSP Money Museum.

The 4th quarter HR Managers Fellowship and Learning Session is scheduled on December 7, 2018.

Project Paglaum trains Philippine Army volunteers in Pagadian City

by: Luzviminda Arbutante

The Career Executive Service Board (CESB) spearheaded the three-day training workshop entitled Project Paglaum, a competency building workshop on providing psychosocial support in post-disaster situations in work places, homes and communities, together with twenty-four (24) volunteers from the Philippine Army at the Mardale Hotel and Convention Center in Pagadian City, Zamboanga del Sur, from 12-14 September 2018.

Major Dionido C. Napalang, Commanding Officer of the Kuta Major Cesar Sang-an Station Hospital, 1st Infantry Division of the Philippine Army, and a participant himself, gave the welcome remarks. He thanked all the participants who made themselves available to learn about Psychological First Aid (PFA) and stressed that they need to know how to give psycho-social support especially after their confrontation with the insurgents. He expressed his hope that they will be open to invitation to do PFA once they are called upon by the Philippine Army.

After a lively getting-to-know-you icebreaker, the three program facilitators commenced the workshop by clarifying and leveling expectations of the learners on their facilitators and the learning and development activity. Almost all learners expected to gain knowledge about themselves, build new skills, and develop a positive attitude in providing psycho-social support interventions while giving hope to victims of calamities and violence. All acknowledged the value of the program in championing psychological health; of healing the healers or self-healing; of the importance of having good emotional hygiene; of resolving anxiety, depression and anger; and of developing good listening skills.

On the first day, learners got the chance to assess themselves and their preparedness as PFA providers



A word from the host. Major Dionido C. Napalang, a new hope-bearer, welcomes the Philippine Army volunteers on the first day of Project Paglaum Batch #21 and shares his expectations.



Where do we go from here? Coach Tomas Alejo S. Batalla shows the way.



This is how you do it. Role-Playing among the participants in groups of three.

through one-on-one healing and recovery sessions with the lead facilitator in the person of Coach Tomas Alejo S. Batalla from the Ateneo de Manila University Bulatao Center.

Co-facilitators Ms. Priscilla Gonzalez-Fernando and Ms. Marika E. Melgar explained the conceptual framework and key elements of PFA. Comprehensive competency-building exercises were facilitated to deepen



Let's play kids. Co-facilitator, Ms. Priscilla Gonzalez-Fernando helps participants revisit the importance of child's play.

understanding and appreciation of PFA, to hone and sustain their newly-acquired skills. They introduced various role-playing and situational simulation exercises aimed at resolving a variety of traumatic or stress-inducing incidents through timely, effective and reliable application of appropriate PFA approaches and techniques. Powerpoint slides and video presentations effectively complemented the lecture, group discussions and structured learning exercises, especially in demonstrating to learners what behaviors and attitudes to adopt and avoid.

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.

Ms. Priscilla Gonzalez-Fernando introduced the module on de-stressing and re-discovery aimed at alleviating

various forms of stress and at restoring a fresh, renewed and re-energized self. Using a wide array of children's toys, handicrafts and art materials, she led learners to a variety of Child's Play which allowed them to recreate childhood play environments. The module was an effective and refreshing opportunity for learners to shed inhibitions, reminisce memories, revive dreams and re-imagine the present.

The program concluded with a module for the preparation, refinement and installation of action plans. Father Gonzalo "Gonie" O. Apales, a volunteer belonging to the religious sector, summed up the group's appreciation of the sessions. He said *"I learned several techniques on how to prepare before going to the place where an activity is to be done - both material and physical, including the emotional set-up."* He added, *"I am reminded once again that I couldn't do everything in order to help ease the pain of others but with the assistance of other experts."*



Project Paglaum Batch #21 graduates pose for a photo with their three (3) mentors.

CESB levels up its QMS, now ISO 9001:2015 certified office-wide

by: Romil Tuando



Led by CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, (standing center) the CESB Secretariat pose for a picture with the auditors from Tuv Nord Philippines, Inc.



(Left photo) Tuv Nord Philippines Lead Auditor Marilyn Trollano explains how the Re-Certification/Upgrade Audit will take place throughout the day while (right photo) CESB Supervising Personnel Specialist and Quality Management Representative Imelda B. Guanzon toured the ISO Auditors around the three-storey CES Resource Center.

The Career Executive Service Board (CESB) is pleased to announce that all of its processes are now ISO 9001:2015 certified!

Tuv Nord Philippines, Inc. recommended the CESB for the re-issuance of the ISO 9001:2015 certification for successfully passing the Recertification/Upgrade Audit with zero nonconformity last 05 September 2018.

ISO 9001 is the international standard created by the International Organization for Standardization that specifies requirements for an effective quality management system (QMS). Organizations certified to this standard demonstrate the ability to consistently provide products and services that meet customer and regulatory/statutory requirements.

The Audit Team of Tuv Nord Philippines Inc., composed of Ms. Manilyn Trollano, Ms. Eden Manauis and Mr. Edmund Larroza, assessed the CESB's implementation of its QMS and its conformance to the latest version of the ISO 9001 standard during the

one-day Recertification/Upgrade Audit. They commended the CESB for five (5) good practices as follows:

1. Construction of the CES Resource Center;
2. Effective process controls for core services;
3. Improved work environment;
4. Implementation of electronic Fleet Management System; and
5. Implementation of IT-enabled Property, Procurement and Inventory Management System.

CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, expressed gratitude to the CESB QMS Team led by Supervising Personnel Specialist and Quality Management Representative Imelda B. Guanzon; Planning Officer and Internal QMS Audit Team Leader Romil F. Tuando; and the rest of the members of CESB Management Committee. She likewise thanked all the "CESBies", external ISO 9001 mentors Eleonor Rochelle "Bubut" Cruz and Severino "Jun" Villalon, Jr. from BCJA Training and Travel Consultancy, the CES Governing Board, and the Supreme Force that

guided and stayed with the CESBies in this journey.

In closing, Executive Director Velasco-Allones reminded the CESBies that, "[W]e didn't embark on this challenge to affirm our brand of excellent service. We did this because it is our way of paying tribute to the CES members and the Filipino people whom we serve."

The CESB, in keeping with its mandate to form a pool of well-selected and development-oriented career administrators who shall provide competent and faithful service, obtained the ISO 9001:2008 Certification for the provision of services for Eligibility and Rank Appointment (ERA) processes in 2010 and maintained the same until 2018.

Instilling a culture of continuous improvement in the workplace, the CESB leveled up its QMS on its eight (8th) straight year from ISO 9001:2008 to ISO 9001:2015 standard and expanded its scope to all processes to include the provision of services for Professional Development and Performance Management and Assistance processes.

Executives capture the beauty of Tacloban through the lens

by: Joana Mance

Shutter speed, aperture, and ISO were among the camera terms that the masterful photographer Troy Erwin A. Monsod discussed with the seventy-eight (78) photojournalists and hobbyists from the government during the 3rd CES Club for 2018 entitled “Ready, Set, Click: Basic Photography for Leaders” held in Tacloban City on August 24.

“From now on, I challenge you to not only use what you’ll learn from this session but to also flood your Facebook feeds with the beautiful things, people, and moments in Tacloban,” remarked Region Eight Administrators’ League President and the Department of Education (DepEd) Region VIII Regional Director Ramir B. Uytico, *CESO IV*, in his opening message. “Let us join hands in showing everyone that our city has moved forward from the distraught images that Yolanda brought about.”

Pictures that Transform

Troy believes that taking good pictures is more than just pointing and shooting at the subject. “Willing akong lumuhod o umakyat sa matataas na lugar para lang makuha yung perpektong shot,” he added.

From discussing the types of cameras and how to operate each model to calculating the amount of sunlight through the aperture and adding blur in drama shots using the shutter speed, Troy explained the basics of photography from A to Z.



Tinkering with their cell phones and professional cameras, the CES Club learners put their newly learned photography skills to test using various ornaments as their subject.

With years of experience in the field of photography, Troy learned that evoking emotions through a photograph requires a lot of skill, talent, effort, and sacrifice. According to him, “anybody can shoot pictures, the key to standing out lies within the concept of the shot. You have to learn how to convey a story through pictures.”

He also explained the different niches of photography that he has been involved in, such as fashion for portrait photography; landscapes for nature photography; food for product photography; and family/corporate gatherings for event photography.

After learning the various techniques of shooting photographs, the participants were engaged in a series of exciting activities that put their skills to

test: macro-photography, fashion photography, and photojournalism.

Towards the end of the learning session, Troy shared some basic Photoshop skills which he calls the “No Photoshop, Photoshop” to help the learners enhance their shots before uploading them on the Internet.

“I learned the basics of photography; how to take the best shots to create a good story. It was great!” exclaimed Department of Education Region VIII OIC-Assistant Schools Division Superintendent Sherlita A. Palma.

Meanwhile, Department of Education Region VIII Chief Mark Chester Anthony Tamayo says “I wish the learning session was extended. I’d love to learn more about photography.”



Troy believes that taking good pictures is more than just pointing and shooting at the subject. “Willing akong lumuhod o umakyat sa matataas na lugar para lang makuha yung perpektong shot,” he added.



Shutter play. Troy captures the participants playing with lights in darkness to demonstrate how shutter speed works.



“I encourage you to shoot candid moments happening around you.” Led by Troy, the CES Club learners went outdoors to experiment on different camera lighting techniques.

Resilience Lessons at the 3rd CES LEADERSHIP CONCLAVE

by: Lucre Villaluna

It was an early Wednesday morning and though registration for the CES Leadership Conclave has not yet started, the Grand Ballroom of Harolds Hotel in Cebu City was already abuzz with eager anticipation. One hundred seventy-five (175) government executives - CESOs, Eligibles, and Third Level aspirants - from all over the country have excitedly converged for a day of learning. The public managers, representing thirty (30) agencies, were all keen to know more and reflect on that essential quality behind successful leaders.

Resilience, widely perceived as one of the common traits of successful leaders, sets the learning backdrop for CESB's continuous learning programs for 2018. It is no surprise that leaders take in a daily dose of challenges. The higher the rung one is in the organization ladder, the larger the dose of adversities to face. Most leaders may recognize that an everyday encounter with numerous adversities is just natural but the successful ones are those who have learned how to repeatedly overcome them. Such is the inspiration behind the central theme of "Resilience:

Steering through Adversity, Bouncing Back Bravely."

For the third instalment of the Conclave, the resilience theme was brought to life in vivid colors by CESB's Executive Director Maria Anthonette Velasco-Allones, Presidential Commission for the Urban Poor Commissioner Randy H. Halasan, Philippine National Police Regional Office 11 Director Manuel R. Gaerlan, Asia CEO Events President Rebecca Bustamante, and People Ignite Chief Executive Igniter JV Wong.

Pursuing Financial Freedom

From the big resilience idea which encompasses self-mastery, physical health, mental fitness and spiritual fortitude, CESB Executive Director Maria Anthonette Velasco-Allones' session zoomed in on financial freedom as a key ingredient to resilience. Listening to her session was a validation of good money habits for one and an eye-opener for another. In this session, OIC-Schools Division Superintendent of Bayugan City Imelda Sabornido has gained easy-to-follow ideas on sharing, earning, saving and spending wisely. Most of the learners found the tips shared by the Executive Director to be practical and worth sharing, not just with colleagues but also with immediate family members. "Her topic inspired everyone on how to be financially resilient especially in times of adversity and how to manage one's income to make life meaningful," commented Ms. Felisa Laranjo, OIC-Assistant Schools Division Superintendent of Agusan del Norte.



During her session on Resilience through Financial Freedom, CESB Executive Director Allones invites Mr. Cyrus Elejorde, Schools Division Superintendent of Naga City (top-right), as an example of someone who is wisely into investments.

Finding Purpose and Inspiration in the Community

Appointed commissioner of the Presidential Commission for the Urban Poor early this year, Randy Hamili Halasan in his session shared his arduous journey as a teacher assigned to far-flung Pegalongan Elementary School and his inspiration in overcoming the many barriers to serve the students.

Having to cross two rivers and trek miles just to reach the school, the neophyte teacher planned to only get experience and then request for transfer. But as time passed, his passion to serve went beyond just teaching the students. He even ended up serving the community, advising them on matters of

food security and even climate resilience. OIC-Schools Division Superintendent of Valenzuela City Benjamin Samson could not help but be inspired and motivated by the life story and the story of community engagement of Commissioner Randy. *“The encouragement to be innovative, to go the extra mile even in the midst of challenges in order to give better service,”* is the nugget of inspiration that Ms. Shalaine Marie Lucero, Assistant Regional Director for DSWD Region 7, will take home with her.



Commissioner Randy Hamili Halasan happily receives his Certificate of Appreciation presented by CESB Executive Director Allones, CESB Board Member Evangeline Cruzado (2nd from right) and DBM Region 7 Director Imee Laceras (rightmost) for his session on *“Turn the Tide: Conquering Barriers to Empower Communities”*. Commissioner Randy is also joined by PCUP Region 7 Acting Director Chloe Osano (leftmost).

Maintaining discipline, consistency, and planning for the long term



Police Chief Superintendent Manuel “Manny” Gaerlan carved out time to share *“The PNP’s Transformation Strategy: A Challenge in Leadership”* to fellow public service leaders.

Journeying from “maid to made”

“Fun, insightful, inspiring,” are the three words that describe Ms. Rebecca Bustamante’s session according to Ms. Juliet Jeruta, OIC-Regional Director of Department of Education Region 7. Ms. Bustamante’s main motivation to persevere and work hard came from a promise to her dying mother to help her siblings. Starting out as a Rural Bank janitress, to being a domestic helper in Singapore at age 18, a nanny in Canada, and to eventually founding her own companies, Ms. Bustamante reminded everyone to be thankful of the thorns and challenges that come in life. She said thorns and challenges allow a person to learn and to keep pushing forward. When she was asked to rate her success on a level of 1-10 with 10 being the highest, the President of Asia CEO Events answered 8. Ms. Bustamante reasoned that there is still so much more that can be done for the country and for the next generation. Executive Director Allones remarked that R stands for “Rebecca”, which means “captivating”, and also means “resilience personified”. All the learners clapped loudly in agreement.



Well-decorated officer Police Chief Superintendent (PCSupt.) Manuel R. Gaerlan shared critical internal issues and external concerns faced by the Philippine National Police (PNP), and what the agency is doing to achieve its vision through the P.A.T.R.O.L. Plan 2030 Road Map. The learners appreciated learning more about the PNP’s initiatives and found the session to be informative and educational. Despite all odds and challenges, PCSupt. Gaerlan remains hopeful for the Philippines. He knows that transformation is not a singular act from the PNP alone but he calls on and encourages everyone to partner with the PNP in instilling a culture of discipline through consistency and having a long-term mindset in order to achieve a safer Philippines. Philippine Statistics Authority Deputy National Statistician Daniel Ariaso, Sr. agreed with PCSupt. Gaerlan that indeed “*transformation is a journey that can be achieved through time.*” Meanwhile, Educator Ms. Lani Cervantes, Assistant Schools Division Superintendent of Ormoc, affirmed the call to develop in children the value of respect for authority and teaching the culture of discipline.



Ms. Rebecca Bustamante energizes the crowd with her session on “True Grit: From Maid to President”. She is joined by husband Richard Mills during the open forum.

Nurturing a growth-mindset

She was told she had a tough job as the last speaker for the day, but staying true to her belief and topic, Ms. JV Wong modelled a growth-mindset in her response. The President and Chief Executive Igniter of People Ignite started her session by thanking Executive Director Allones for reminding her to be prudent, for Commissioner Halasan's passion for service, for PCSupt. Gaerlan who reminded her that police officers are friends and not to be feared, and for "Yaya Boss" Ms. Bustamante's example of grit and hard work. Ms. Wong's closing session was light, upbeat and interactive. One would not typically describe an executive training in such a manner and others might prefer the usual formal vibe and structure but the approach was a breath of fresh air and truly served up a challenge to start putting into practice the growth mindset as opposed to the fixed mindset. The session's message "to think possibilities rather than limitations," resonated deeply with Ms. Marilyn Siao, OIC-Assistant Schools Division Superintendent of Leyte, for she was reminded that challenges are opportunities to do better.



Energetic and lively speaker Ms. JV Wong, truly ignited the crowd with her talk on "The Transformative Power of Having a Growth Mindset."

Resilience and beyond

Not only was the Conclave a day of learning it also served as an occasion to recognize the four (4) winners of the first quarter 2018 CES Very Innovative Person (VIP) Award. The CES VIP award recognizes Career Executive Service Officers (CESOs) and Third Level Eligibles who blaze the trail with novel initiatives that contribute to enhanced organizational performance. The recipients of the 2018 1st Quarter CES Very Innovative Person (VIP) award were Department of Education Salvador City Schools Division Superintendent Agustines E. Cepe, *CESO VI*; Department of the Interior and Local Government Director IV Odilon L. Pasaraba, *CESO V*; Department of Education Division of Makati Schools Division Superintendent Rita E. Riddle, *CESO V*; and Department of Education Division of Taguig Schools Division Superintendent Romulo B. Rocena, a CES eligible.

CESB's favorite adage, "when we know each other, half of the work is done" was seen in action as NUCESO Executive

Vice President for Visayas and Department of Budget and Management Region 7 Director Imelda Laceras and Department of Science and Technology Region 7 actively partnered with the CESB to affirm the pursuit of lifelong personal and professional development. Cebu Normal University President and CES eligible Dr. Filomena T. Dayagbil showcased the Cebu Normal University Chorale under musical conductor Ms. Darlane Yap and melodiously serenaded the Conclave learners and speakers with English and Visayan love songs.

Diosdado Cadena, Jr., Provincial Director of Department of Trade and Industry Region 6, only had this to say of his 3rd CES Leadership Conclave experience, "the learning points are applicable at any level – organizational, professional, and personal – all very relevant and meaningful."

ARENA 7 is Back On-Track

by: Imelda Guanzon

The Association of Regional Executives of National Agencies in Region VII (ARENA 7) is back on-track after years of inactivity with the election of National Economic and Development Authority Region 7 (NEDA-7) Regional Director Efren B. Carreon, *CESO III*, as interim president during the 3rd CES Leadership Conclave held at the Harolds Hotel in Cebu City on July 18, 2018.

With the initiative of Department of Budget and Management (DBM) Regional Director and National Union of Career Executive Service Officers, Inc. (NUCESO) Vice-President for Visayas Imelda C. Laceras, *CESO III*, ARENA Officers Department of Trade and Industry



(DTI) Regional Director Asteria C. Caberte, *CESO III*, and Presidential Commission for the Urban Poor (PCUP) Regional Director Chloe M. Osaño took the gathering of CES officials in Region VII as an opportunity to reconnect and reorganize the ARENA 7.

NEDA Regional Director Efren B. Carreon, *CESO III*, (fifth from the left) is elected President of the Association of Regional Executives of National Agencies in Region VII (ARENA 7), one of NUCESO's Regional Chapters.

ARENA 7 met on August 3, 2018 to elect its new set of officers.



(Clockwise from top-left) NUCESO Executive Vice President for Visayas and DBM Region 7 Director Imelda Laceras gives the opening remarks. Region 7 executives reconnect during the Conclave. 2018 First Quarter VIP Awardees flank CESB Executive Director Allones. Cebu Normal University Chorale serenades the crowd.

33 Public Sector Educators and Executives join I-GABAY Session #32 in Iloilo City

by: Ed Sabalvoro

Strong winds, rain showers, and rough seas generated by the southwest monsoon and typhoon Henry failed to dampen the enthusiasm and interest of thirty-three (33) CES Eligibles who enrolled in 32nd session of the Integrated Gabay ng Paglilingkod (I-GABAY) Training Course under the CESB's rebranded Leadership and Management Proficiency (LAMP) Program. I-GABAY 32 was conducted from 16 to 27 July 2018 at the Seda Atria Hotel in Iloilo City.

The learners were composed of executives and managers from thirty-one (31) public sector agencies, a city government, and a private corporation. The training course reinforced and fine-tuned essential competencies and skills in leading people, managing systems and operations, and in harnessing innovations to ensure and sustain fast, reliable, and accountable delivery of responsive and high-quality public services. The I-GABAY 32 learners gratefully shared ten (10) "take-away benefits" from the entire training course.

1. Becoming Better Leaders in Government

The module on Philippine Governance and Strategic Public Management facilitated by CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, provided a broad overview of foundational concepts, approaches, applied principles, institutional mechanisms, and key processes in strategic public management.

Department of Education (DepEd) Division of Mountain Province Officer-in-Charge (OIC) of the Office of the Assistant Schools Division Superintendent (ASDS) Benilda M. Daytaca, remarked "the module was not only informative and enriching, but also



"All together now...!" Learners break the ice with a powerful energizer.

empowering for emerging leaders and new managers. It effectively coached me to imagine and visualize, to be creative and focused in formulating roadmaps and setting guideposts, and to confidently align individual and organizational focus to set clear directions and achievable targets."

keep pace with rapid changes engulfing the world. [The] government must invest in developing people who are able to: synergize, collaborate, innovate, become techno-savvy, shift paradigms, and are adept at strategic and systems thinking," noted DepEd Division of Bayugan City OIC-ASDS Rita S. Reyes.

2. Reviewing Latest Theories and Practices in Human Capital Development Strategies

The module on "Institutionalizing Strategic Human Resource Management for Public Managers" was discussed by Mr. Enrique V. Abadesco Jr., Chief Learning Officer of Human Resource Innovations and Solutions (HURIS), Inc. He introduced the learning cycle and stressed the need for and importance of creating a learning organization. He clarified the nature and effects of the accelerating pace of changes happening in the world and in all work places, and highlighted the need for strategic thinking and fresh and creative approaches in strategic human resource management.

"As new world leaders and managers in the public sector, the learners must evolve and

3. Introducing Latest ICT Ideas in the Workplace

Mr. Alexander M. Arevalo, *CESO III*, an information and communications technology (ICT) expert, facilitated the module on "E-Governance for Development entitled Governance,



"One back-up is no back-up!" Learners in a colorful and creative display of the lessons they learned in the module on E-Governance for Development.

Leadership and Technology in the Selfie Generation: Theories, Techniques, Tips and Tricks.” The discussion was delivered using a colorful and dynamic platform featuring a symphony of music and sounds, an intriguing mix of slides and movies, and the creative use of different toys and electronic gadgets.

“The module noted the importance of ICT in the life of a leader,” said DepEd Division of Pangasinan OIC-ASDS Ely S. Ubaldo. She led co-learners in “commending the resource person for making a boring topic so interesting- full of color, drama, and ideas.”

“The power of the lecture-presentation is not only sourced from the topic, but is felt in how the resource person delivers,” shared Dr. Gerardo B. Camba, Quarantine Medical Officer III of the Bureau of Quarantine - Department of Health (BOQ-DOH). He was so impressed with the resource person, the methodologies used, and the lecture content and commented that the session had “nothing to improve on for being a perfect presentation.”

4. Opening Organizations to Good Governance and Partnership-Building Practices

Public-Private Partnership (PPP) Center Deputy Executive Director Eleazar E. Ricote spoke of the current status, prospects, and future directions of Public-Private Partnership in the Philippines. Advocating PPP as the new mode for national and international partnership building, sectoral cooperation, resource mobilization, and for integrating development initiatives, he stressed that PPP is an effective strategy and the way forward for the nation to achieve its growth targets in the coming decades.

Mr. Anelito A. Bongcawil, OIC-ASDS of DepEd Division of Guihulngan City, noted the importance of the lecture-discussion in ensuring each learner gets a firm “grasp of the conceptual frameworks and tools in establishing PPP, the benefits, challenges and accountability commitments for

government in entering into a PPP contract with multi-lateral, bilateral and other aid organizations.”

Meanwhile, Bureau of Agrarian Legal Assistance - Department of Agrarian Reform (BALA-DAR) Director IV Atty. Robert Anthony P. Yu says “It’s an ‘awesome lecture’ - one semester lecture compressed in a four-hour presentation-discussion.”

Department of Budget and Management (DBM) Deputy Executive Director Elmira S. Cruz-Caisido facilitated the module on “Understanding Public Finance and Procurement Laws, Rules and Systems.”

In her session, Atty. Cruz-Caisido led learners through an orientation on the pertinent laws, policies, rules, guidelines, and processes in optimizing the effective and accountable use of the Philippine Government Procurement System.

City Government of Caloocan Administrator Oliver R. Hernandez appreciated the lessons and insights from the session because “as Bids and Awards Committee (BAC) Chairman, this topic helps me strengthen my know-how.”

5. Advancing Public Executives’ Knowledge on Public Finance and Budget Control

DBM Undersecretary Tina Rose Marie I. Canda, *CESO II*, lectured on “Budget 101: Public Finance Policies, Systems and Laws for the Public Managers.” She provided case studies which highlighted issues, problems, and major concerns in public sector budgeting. She also guided learners and discussed practical tools and techniques in preparing effective and responsive budgets for delivering on the agencies performance standards and target commitments.

DepEd Division of Bayugan City OIC-ASDS Rita S. Reyes bared the benefits from the session as a result of “learning the nitty-gritty of budgeting reflective of the national objectives, strategies and programs, and dove-tailing it to what DEPED does at the division, regional and national level.” On a lighter note, she cited the “sense of humor

of the speaker which was well appreciated. It made our session lively. The speaker is an authority when it comes to budgeting and she has effectively transferred her knowledge to the participants.”

6. Keeping Up with the Latest Changes in COA Rules

Commission on Audit (COA) Assistant Commissioner Elizabeth S. Zosa, delivered the module on “Strengthening Fiscal Accountability among Public Officials: Essential Philippine Audit Laws, Rules and Practices.” In her presentation, Asst. Comm. Zosa provided actual cases and jurisprudence to illustrate and clarify the operation of all COA process, rules and procedures.

DepEd Division of Danao City OIC-ASDS Leah B. Apao noted the primary benefit of the session in “enhancing familiarity and fostering adherence to accounting laws, policies and issuances regarding the utilization of government funds.”

7. Broadening Knowledge on Public Policy and its Implementation

Eastern Regional Organization for Public Administration (EROPA) Secretary-General Orlando S. Mercado shared his rich experience, lessons, and insights as a former national executive, legislator, and as an academic in facilitating the module on: “Appreciating the Public Policy Process.” He guided the learners in revisiting the fundamental steps and defining key actors and stakeholders, as well as in clarifying and resolving the challenges, dynamics, and issues that need to be managed in the sphere of public policy-making.

Commission on Higher Education (CHED) Regional Office XI Education Supervisor II Cesar A. Adegue IV expressed his deep appreciation for the session in capturing two key insights – “There are no permanent friends or enemies, only permanent interests. Policy-making is seeing the big picture.” He noted, “the speaker is very well-grounded on policy-making but is also a visionary.”



“Probing the minds of millennials.” Learners interview high school students from various public schools in the Municipalities of Lambunao and Calinog to assess their experiences, the results and impact of CBE-ILS.

8. Applying Civil Service Laws, Policies, and Rules to the Real World

Civil Service Commission (CSC) Assistant Commissioner Ariel S. Ronquillo, *CESO IV*, discussed the *“Philippine Administrative Justice System: Concepts and Cases.”* He introduced the philosophy and principles constituting the ethical foundations of the administrative justice system, fundamental concepts in administrative discipline and jurisdiction, classification and typology of offenses and penalties, and key civil service laws, policies and rules.

“I learned valuable information related to administrative cases with specific examples which are related to actual office situations.” Ms. Melissa S. Sanchez, DepEd Division of Bulacan OIC-Schools Division Superintendent (SDS) said of the importance of the module.

9. Improving and Inspiring Public Executive Managers’ Performance through Exposure to an Innovation Model

Metrobank Foundation, Inc. Assistant Program Manager and Head of the Education Unit Joyce Dyan A. Tee led the module on *“Dialogue with Partners and Stakeholders (Innovation Champions/ Advocates of Models of Excellence.”* She discussed the organizational profile of the Metrobank Foundation, Inc. and its framework for strategic innovations in leadership, governance and development which anchored its different recognition programs. With particular reference to the Search for Outstanding Educators/ Filipinos Program, she explained the standards for performance excellence used, search and competition processes and requirements, the program’s effects in creating a culture of excellence in and the development of the education sector, and its relevance to the greater task of nation building.



10. Culture-Based Education and Inclusive Learning Strategies (CBE-ILS) and the Experience of Lambunao and Calinog: Performance, Potentials and Prospects

The Community Engagement Module (CEM) served as a learning integration module for the entire course. CEM served as a structured exposure exercise for the learners in a field laboratory site where a strategic innovation in leadership, governance and development became the focus for field evaluation/ validation research. CBE-ILS which was pioneered, institutionalized, and which harvested local and international awards and recognition for its successful application in 2 high schools in the Municipalities of Lambunao and Calinog in the Province of Iloilo was the chosen model of excellence studied by the learners. Championed by Dr. Jesus C. Insilada, Principal of CBE-ILS was examined and assessed in terms of the greater problems, issues and needs besetting the education sector and the national thrust to contextualize, localize and indigenize education to make it more effective, inclusive, sensitive and a source of cultural identity and pride. Learners generated a rich and diverse array of proposals and lessons aimed at strengthening, expanding, institutionalizing and even re-inventing CBE-ILS as a major educational reform in the next decades.

NUCESO Mid-Year Convention: Strengthening CES Morals and Values

by: Joana Mance



Anchoring on the theme *“Leading Change and Organizing for Impact: Tapang at Malasakit ng NUCESO, Tuloy sa Panahon ng Pagbabago,”* the National Union of Career Executive Service Officers, Inc. (NUCESO) successfully held its Mid-Year Conference from July 12 to 13 at the Heritage Hotel, Manila. The event gathered four hundred sixteen (416) career officials from all over the country.

In her message of solidarity, Civil Service Commission (CSC) and CES Governing Board Chairperson Alicia dela-Rosa Bala, *CESO I*, reiterated that *“working in and for the government entails deep commitment and responsibility... we all need wisdom and the strength of character to know and discern which path to choose.”* She reminded every official of their duty to remain passionate and dedicated in bringing positive change to the country.

“Public service is not about power and getting rich. It is all about suffering-financially, physically, [and] psychologically... But it is also about joy-the joy of introducing reforms, the joy of touching people’s hearts, and the joy

of teaching them new ways of thinking and of serving...” said Department of Education (DepEd) Secretary Leonor Magtolis Briones in her keynote speech.

On behalf of Special Assistant to the President Christopher Lawrence T. Go, Political Adviser to the President Francis Tolentino delivered the afternoon keynote speech and urged every official in the hall to put to heart the role of every Career Executive Service Officer (CESO) in helping achieve the administration’s vision of a crime-and-corruption-free Philippines.

The powerful line-up of speakers on the first day of the convention included Bureau of Internal Revenue (BIR) Director Marina de Guzman and *Laban Konsyumer, Inc.* President Victorio Mario Dimagiba who led the panel discussion on the Tax Reform for Acceleration and Inclusion (TRAIN) Law; Rotary Club Manila, Arch Klumph Society member Maria Rosa Nieva Carrion who discussed *“Happiness: Is it the Secret to Success of Leaders Like CESOs?”* CESB Executive Director Maria Anthonette Velasco-Allones who shared updates on the Enhanced

Online Career Executive Service Performance Evaluation System (CESPES) and other CES developments; and National Privacy Commission Chairman Raymund E. Liboro who led the panel discussion on the Data Privacy Act.

Also packed with insightful talks, the second and concluding day of the convention started with a keynote speech from Department of Labor and Employment (DOLE) Secretary Silvestre Bello III, which was followed by Department of Budget and Management (DBM) Undersecretary Laura B. Pascua’s discussion on the Budget Reform Bill; Supreme Court Chief Justice Reynato Puno’s session entitled *“Can the Con Com?”*; Dr. Farrah Agustin-Bunch’s light lecture entitled *“Healthy Options: Is there a Shortcut?”*; Department of Agrarian Reform (DAR) Secretary John R. Castricones’ talk entitled *“Updates on CARP as they Impact on Rural Development;”* and ended with Government Procurement Policy Board (GPPB) Executive Director Dennis S. Santiago’s discourse on the *“Green Procurement.”*

CESB takes on the 2018 Mid-Year Planning and Assessment workshop in the highlands

by: Joana Mance

In line with the agency's thrust to further enhance office productivity as well as strengthen its employee values, the Career Executive Service Board (CESB) conducted its 2018 Mid-Year Planning and Assessment (MYPA) workshop in Baguio City from August 6 to 8, 2018.

"I hope you all came here with an open mind because we are part of one team. The divisions, floors, and spaces in the office all focus on one goal, that is to empower the CES," remarked CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, in her opening message.

As the rain poured, so did the ideas and suggestions from the CESB Secretariat during the different discussions of the 2018 MYPA. The workshops provided an avenue for them to fully understand how to resolve their respective division's issues and concerns regarding projects and processes, and discuss with each other the things that they are grateful for in the workplace.

Other highlights of the event were the 2018 Mid-Year Performance Review reported by CESB Supervising Personnel Specialist Romil Tuando, which saw discussions on each division's performance accomplishments and the alignment of activities/programs for the remaining months of 2018; the Client Feedbacks reported by CESB Supervising Personnel Specialist Imee Guanzon; the Project Procurement Management Plan, including the briefing on the new Implementing Rules and Regulations of R.A. 9184 *"Government Procurement Reform Act"* presented by Administrative Officer V Magelende C. Llona; and the workshop on Ensuring Efficient Implementation of Programs, Activities, and Projects for FY 2019 facilitated by Finance and Administration Division Chief Jocelyn Lachica.

Longing for the cool Baguio breeze, the CESB Secretariat enjoyed the chilly morning Zumba and invigorating afternoon Yogalates classes led by Ms. Ellen A. Sanchez, fondly called *"Teacher Ellen"* by her students.

A total of fifty (50) employees of the CESB participated in the three-day workshop.



The CESB Secretariat led by Executive Director Maria Anthonette C. Velasco-Allones (standing center) pose for a picture after the conduct of the 2018 MYPA in Baguio City.



Different divisions evaluate and discuss the crucial processes that need improvement and the urgent issues that need to be addressed.



"Breathe in, breathe out." Relaxing their minds and bodies, the CESB Secretariat join Teacher Ellen's Zumba and Yogalates sessions.

Senior Executives join the 2nd series of the CES Stakeholders' Roundtable Discussion

by: Marijoy Francisco



Government Executives attend the CESB's 2nd Series of Stakeholders' Roundtable Discussion at the Ace Hotel & Suites on July 24, 2018.

Fourteen (14) senior career officials participated in the 2nd series of the Career Executive Service (CES) Stakeholders' Roundtable Discussion on Strengthening the Third Level of the Philippine Career Service at the ACE Hotel & Suites in Pasig City last 24 July 2018.

Facilitated by CESB Executive Director Maria Anthonette C. Velasco-Allones, the discussion centered on defining the CES in terms of the roles to be performed and the policies, programs and standards to be recommended for its selection process.

The discussants were Department of Trade and Industry (DTI) Undersecretary Ireneo V. Vizmonte; Department of Agriculture (DA) Assistant Secretary Roldan G. Gorgonio; Department of Budget and Management (DBM) Assistant Secretary Myrna S. Chua; Department of the Interior and Local Government (DILG) Assistant Secretary Ester A. Aldana; Department of Labor and Employment (DOLE) Assistant Secretary Maria Gloria A. Tango; Department of National Defense (DND) Assistant Secretary Antonio L. Bautista; Department of Social Welfare and Development (DSWD) Assistant Secretary Rodolfo M. Santos; Department of Tourism (DOT) Assistant Secretary Reynaldo L. Ching; Department of Finance (DOF) Director Alvin P. Diaz; Department of Justice (DOJ) Director Maria Charina V. Buena-Dy Po; Department of Public Works and Highways (DPWH) Director Elizabeth Pilorin; National Economic and Development Authority (NEDA) Director Monica P. Pagunsan; Department of Energy (DOE) Director Angelina V. Manga; and Department of Transportation (DOTr) Chief Administrative Officer Antonina B. Benito and Supervising Administrative Officer Raul Bobette V. Salazar.

103 Officials Pass June 3 CES WE; Female LRA-Davao Exec tops the Hurdle

by: Ercee Capati

One hundred three (103) out of two hundred twelve (212) examinees passed the Nationwide CES Written Examination (CES WE), the first examination stage for CES Eligibility, held last June 03, 2018 in three testing centers, i.e., University of the Philippines (Quezon City), University of Cebu (Cebu City) and Civil Service Commission (Davao City).

Out of one hundred three (103) passers, sixty-seven (67) or 65.04% took the exam in Quezon City testing center, and eighteen (18) each or 17.48% in Cebu City and Davao City.

The top ten (10) passers are all first-time CES WE examinees and they are as follows:

1. Sevilla, Hanniyah P. (89.54%)
LRA-Davao City
2. Abogado, Maria Cecilia Socorro M. (89.44%)
DBM-Manila
3. Austria, Erastus Sandino B. (89.13%)
BOC-Davao City
4. Medico, April Joy R. (88.96%)
PEZA-Cavite
5. Cu, Anthony B. (88.46%)
DOH-Manila
6. Valaquoio, Ma. Ailyne P. (88.36%)
RTWPB-Iloilo City
7. Fajardo, Arce P. (87.92%)
DILG-BLGD
8. Mamaril, Frances Rose E. (87.45%)
DOH-Manila
9. Inductivo, Ivan Brian L. (87.41%)
DepEd-Cavite
10. Tolentino, Marnelli B. (87.38%)
DepEd-San Juan City

The complete list of June 03, 2018 CES WE passers may be viewed at the CESB website.

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514981 to 85 loc. 100 or 832 for the schedule and other details of the Assessment Center (AC), the second examination stage for CES eligibility.

103 Officials Pass June 3 CES WE; Female LRA-Davao Exec Tops the Hurdle

Top Three Passers

The top three passers of the June 3 CES Written Examination are as follows:

Atty. Hanniyah P. Sevilla, who obtained the highest rating of 89.54% and who took the exam at the Davao City testing center, is a lawyer by profession. She is presently Deputy Register of Deeds III at the Registry of Deeds (Province of Davao Del Norte). She graduated with a degree in BS Political Science at the University of the Philippines-Diliman



in 2004. In 2009, she finished her Bachelor of Laws, *Cum Laude*, from the Ateneo De Davao University. In the same year, she passed the Bar Examinations with a rating of 79.95%. Her field of specialization is Law.

Maria Cecilia Socorro M. Abogado, who obtained the second highest rating of 89.44% and who took the exam at the Quezon City testing center, presently occupies the Supervising Budget and Management Specialist position at the Department of Budget and Management-Manila. She graduated with a degree in BS Business Administration and Accountancy at the University of the Philippines-Diliman in 2002 and Master in Development Management at the Development Academy of the Philippines-Public Management Development Program in 2017. Her fields of specialization include Finance, Planning, Policy Administration/Management and Budgeting.



Atty. Erastus Sandino B. Austria, who obtained the third highest rating of 89.13% and who took the exam at the Davao City testing center, is a lawyer by profession. He is presently Collector of Customs VI at the Bureau of Customs-Davao City. He graduated with a degree in BSBA, Major in Entrepreneurship at the Ateneo De Davao University in



2008. In 2014, he finished his Bachelor of Laws at the San Beda College and passed the Bar Examinations in the same year with a rating of 73.30%. His fields of specialization/expertise include Law and Policy Administration/Management.

CESB supports DENR's Annual Tree-Growing Project

by: Edgardo P. Sabalvoro



"This is how you do it." A Provincial Environment and Natural Resources Officer (PENRO) demonstrates to the crowd how a tree seedling is planted and explains the volume of root enhancers required for its survival.

Seven (7) employees of the Career Executive Service Board (CESB) braved the rains and hiked through muddy trails to join about a hundred nature lovers, environmentalists, and their families in the annual Tree-Growing Project of the Department of Environment and Natural Resources (DENR) at the Upper Marikina River Basin Protected Landscape (UMRBPL) last Saturday, 12 August 2018 in Sitio San Ysiro, Brgy. San Jose, Antipolo City.

With this year's theme entitled *"Ensuring Food Security, 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 UMRBPL, with a total land area of 26,126 hectares, was established through Presidential Proclamation 296 in 2001. 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.

DENR's tree growing project this year was supported by the Rotary Club of Makati-Rockwell (RCMR); Rotary Club of Makati-Northwest; Rotary Club of San Francisco del Monte; Rotary Club of Makati Northeast; Rotary Club of

Taas Noo, CESO!: DENR welcomes Caancan as new Director IV

by: Joana Mance



Planting trees, rain or shine. These two CESB ladies, both named “Jane,” strike a pose while planting tree seedlings under the rain.

Taguig West; Rotary Club of San Nicolas; the Department of Public Works and Highways (DPWH) Cavite II-DEO; and DENR Association of Career Executives.

The CESB’s commitment to plant more trees was easily embraced by Ms. Jane Florie L. Mora, the newest member of the agency, who commented at the start of our rendezvous that *“our visit here is a waste of time if we do not move to the other areas to plant more trees and brave the rains.”* Notwithstanding the very bad weather condition and the slippery terrain in the planting site, the CESB team was still able to plant about one hundred and sixty-eight (168) assorted tree seedlings.



DENR Secretary Roy A. Cimatu hands over the DENR-NCR flag to Director Jacqueline A. Caancan during the change of command rites in January 31, 2018. (photo from the DENR website)

President Rodrigo R. Duterte appointed Ms. Jacqueline A. Caancan, *CESO V*, as the new Director IV of the Department of Environment and Natural Resources (DENR), replacing outgoing Director Edwin G. Domingo, *CESO IV*.

“In this new assignment, I look forward to making a positive difference,” remarked Director Caancan in her acceptance speech during the simple turn-over ceremony held at the DENR Grounds last January 31, 2018.

A licensed forester from Jolo, Sulu, Director Caancan has been a trusted voice in the agency with more than thirty-five (35) years of dedicated public service. Her leadership journey started in 1981 as a Forester in the Bureau of Forest Development in Catbalogan, Samar. Her other designations include Senior Forester in 1988, Forest Management Specialist II in 1989, Senior Forest Management Specialist in 1998 at the Environmental Management Bureau (EMB) Region IV.

Having experienced crisis management in her previous roles, she rose to the ranks and was appointed Assistant Director and concurrent Officer-in-Charge of the EMB in 2016. She has continuously devoted her career to pushing for the preservation and protection of the environment by spearheading and taking part in various environmental activities.

Director Caancan earned her Bachelor’s degree in Forestry from the University of the Philippines Los Baños in 1981, completed her Master’s degree in Management from the Trinity College in 2004, and obtained her Certificate in Environmental Studies from the Miriam College in 2005. Her fields of expertise include Planning, Policy Administration/Management, and Environmental Administration.

Empowering DOST Officials to confront adversities and share innovations



Invited resource speaker CESB Executive Director Maria Anthonette Velasco-Allones engages in a healthy discussion with DOST officials during her talk (photo courtesy of the DOST Region II Facebook page).

The Department of Science and Technology (DOST) recently held an event entitled “*Forum on Innovative and Creative Problem Solving and Orientation of the DOST Programs*,” which was attended by two hundred fifty (250) DOST personnel from different regions at the Midas Hotel, Pasay City, on July 19, 2018.

CESB Executive Director Maria Anthonette Velasco-Allones empowered the learners by discussing the different ways to integrate creative problem solving in the workplace for a better and improved public service. She also urged DOST officials to find their “*innovation partners*” in the office, talk to each other for 10-15 minutes a day, and brainstorm on an innovation that can contribute to the agency.

DOST Secretary Fortunato Dela Peña, *CESO I*, encouraged everyone to help popularize DOST programs, projects, and mandates in order to strengthen the field of science and technology. Afterwards, he commended every DOST regional office for their respective accomplishments and reminded all personnel to continue providing selfless service.

Nurturing Career Development through Inter-Agency Partnerships



CESB Executive Director Maria Anthonette C. Velasco-Allones discusses the proposed Eligibility Transition Assistance Project before the representatives of The Philippine Army and the CESB team in a meeting held at the CESB office on July 11, 2018.

The Philippine Army’s Office of the Assistant Chief of Staff for Personnel led by Col. Ray Claudio R. Abaya met with CESB Executive Director Maria Anthonette C. Velasco-Allones, OIC-Director Giselle G. Durana, and the team from the Eligibility and Rank Appointment Division (ERAD) on July 11, 2018 to explore the possibility of an inter-agency partnership on the proposed Eligibility Transition Assistance Project (E-TAP).

The E-Tap seeks to incorporate the existing CES Eligibility processes in the Philippine Army’s career and development ladder; to enhance the competencies of army personnel appointed to lead the higher echelons of command; and to likewise be qualified for appointment to civilian positions in the future.

Our Vision

A Career Executive Service that provides leadership and continuity in governance, imbues relevance, builds collaboration and inspires trust in achieving national development goals hand in hand with political leaders, the bureaucracy and the citizens.

Our Mission

We will maintain continuity and stability in the civil service and serve as a critical link between government and the Filipino people.

We will infuse our ranks with well-selected and development-oriented leaders, and through them, bring change, expertise and leadership for a responsive public service.



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