

## President Duterte graces CES Pride Events

by: Imee 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), 2

## 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.



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



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.



## 1 | President Duterte...

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

*(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 Andanan; 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.*

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 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.



## 1 | CES@45...

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

### 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 *Omping* 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



*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.*

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## 2 | President Duterte...

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. 🌐



**CES@45: Power of Service****Day 2 of 45****ComPASSION Project: Bursary Program Launch**

Organized by: SALDIWA Class XXXVI  
 Venue: Barangay Bilao, Sapi-an, Capiz

**S**everal graduates of the Integrated Salamin-Diwan Paglilingkod (SALDIWA) Training Course Class 36 visited their host community in Sapi-an, Capiz to give back to their families through a day of:

1. **Child Protection Seminar - STARTING THEM YOUNG.** Mr. Xavier A. Solda of the Bureau of Jail Management and Penology (BJMP) discussed the rights that the children of Barangay Bilao should be enjoying, and also instilled in them their roles in ensuring the progress of the community and their own respective families (studying hard, how to pray properly, helping in household chores, etc.).
2. **Technical Training for Women - HELPING BY ENABLING.** Through the help of the Technical Education and Skills Development Authority, the Bilao Class brought Mr. Jose Araya and Ms. Marivic Manzana of the Araya Skills Development Institute Corporation to teach the women of Bilao a course on Hilot (Wellness Massage). The training is a three-day event, and all participants will receive an NC II Certificate from TESDA upon passing the assessment test.
3. **Launching of Scholarship Program - PUTTING A PREMIUM ON EDUCATION.** Lastly, the Bilao Class launched the "One Child Matters Scholarship Program", wherein six (6) Barangay Bilao student exemplars will receive scholarship support of up to Php 15,000.00 per year each for allowances, uniform and other expenses.



Members of SALDIWA Class XXXVI returned to their host community in Sapi-an, Capiz for their ComPASSION Projects.

**CES@45: Power of Service****Day 3 of 45****ComPASSION Project: Takbo para sa Guro**

Organized by: DepEd Schools Division Office  
 of Dagupan City  
 Venue: Helipad of City Mall, De Venecia, Dagupan City

A family run for a cause to honor the teachers' contribution to the society was organized by the Department of Education (DepEd) Schools Division of Dagupan City, through the Dagupan City Public School Teachers and Employees Association (DCPSTE) and host school 2018 Bonuan Buquig National High School last September 29, 2018.

This is part of the Serbisang CESO, Kalibre 45: ComPASSION Projects roster of giving back activities to commemorate the 45th founding anniversary of the CES and is likewise in line with the National Teachers' Month (NTM) celebration, happening from September 5 to October 5, 2018, with October 5 to be observed as the National Teachers' Day (NTD) and the World Teachers' Day.

The fun run had three (3) stages:

1. 1K for Grades K-3 students (accompanied by teachers and parents);
2. 2K for Grades 4 to 6; and
3. 3K and 5K for Grades 7 to 12 students and adults.

Students, parents and teachers who participated in the fun run were also treated with fun activities like face painting, photo shoot and zumba sessions.

The fun run proceeds from the minimal registration fee of 50 pesos for students and 100 pesos for adults will go to the medical fund for the benefit of the DCPSTE members, which is headed by Ms. Maria Linda Ventenilla.

Mr. Mhelmar Ferrer and Mr. Romy de Guzman both chaired the event by way of putting in limelight the crucial role, loyal service, and dedicated commitment of teachers in developing globally competitive learners, strengthening communities, and nation building.



The winners of the fun run.





## CES@45: Power of Service

### Day 4 of 45

## ComPASSION Project: From Seafarers to Entrepreneurs #sdgoal8

**T**he National Reintegration Center for OFWs announces the top ten entries of the NCRO-Integrated Seafarers of the Philippines (ISP) Business Plan Competition as follows:

1. **INTEGRATED FARMING** Rex Benson Apigo (Dupax del Norte, Nueva Viscaya)
2. **GOURMET TUYO AND BAGOONG** Romulo Lozada and Irish Percalin (Buenvista, Guimaras)
3. **METRO CEBU EXPRESS** Nelson Mejia, Jr. (Talisay City, Cebu)
4. **SKY'S TUNA VEGGIE BALLS** Gerard Ace and Cindy Cuico (Koronadal City, South Cotabato)
5. **LIMA COFFEE AND DELICACIES** Raymark & Clarisse Bautista (Dasmariñas, Cavite)
6. **APICULTURE (BEE KEEPING)** Rogelio Borbon, Jr. (Malilipot, Albay)
7. **FLOATING COTTAGE** Aloran Misamis Occidental Seafarers Association, Inc. (Aloran, Misamis Occidental)
8. **LAUNDRY SERVICES** Jenkin Malupa (Bacoar, Cavite)
9. **ARTISAN ENTERPRISE** Bernabe and Renee Sario (Buhi, Camarines Sur)
10. **CHORIZO DE ALABANG** Charmaine Arce Gabelo & Felix Geobilin (Bayanan, Muntinlupa)

The competition aims to encourage and handhold seafarers intending to venture into social entrepreneurship and at the same time support the growth of jobs in their hometowns. The 10 ten entrees will participate in a series of mentoring/coaching sessions to be held on 8-17 October 2018 to improve their business plans. The grand winner will receive P500,000.00.

The project has been made part of the 45 CES ComPassion Initiatives to celebrate the "Filipino Seafarer's Day" today 30 September 2018.



# CES Leadership Conclave Series on RESILIENCE concludes in Baguio City

by: Kirk Alfante

**S**eventy-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.

Despite the recent hit of the super typhoon "Ompong", Baguio City stands resilient amidst this disaster 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 where it 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



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

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## 3 | CES@45...

and Penology. Lifting heavy boxes of meals was nothing compared to the fulfilment of knowing that they helped landslide victims in Northern Luzon.

*"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.

The CESB's 45 COMPASSION Projects will run until November 10, 2018. These initiatives will be conducted in the various parts of the country with help from our individual and institutional partners. For more details on our COMPASSION projects, please visit our website at [www.cesboard.gov.ph](http://www.cesboard.gov.ph).



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also organizational resiliency to be able to provide quality public service.

Atty. Maria Anthonette C. Velasco-Allones, Executive Director of the Career Executive 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 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 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 XII, 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 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, 8



(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.



## BSP shares its Succession Planning Program with Government HR Managers

by: Edgardo Sabalvoro

“Except for the Bangko Sentral ng Pilipinas, 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



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

Narra Room, Bulwagang Bangko Sentral at the BSP Complex in Manila last Friday, 14 September 2018.

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

- Ensuring compliance with the legal requirements on the submission of the SALN by candidates for CES eligibility and rank appointment;
- Strengthening performance accountability through the Enhanced Career Executive Service Performance Evaluation System (CESPES);
- 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
- Guidelines on the use of “Career Executive Service Eligible or CESE and Career Executive Service Officer or CESO” as name suffixes and titles;
- Classification of 126 positions from seven (7) agencies as CES positions and declassification of 175 positions from eight (8) agencies as Non-CES positions;

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### 7 | CES Leadership Conclave...

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. 🌐



# Project Paglaum trains Philippine Army volunteers in Pagadian City

by: Lhuz 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 present who made themselves available to learn about Psychological First Aid (PFA). He stressed that they need to know how to give psychosocial support especially after their



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


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- Accreditation of one training institution (NUCESO) and four learning programs from NUCESO (1) and HURIS (3); and
- 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 Serbisong CESO, Kalibre 45: Compassion Projects beginning on 27 September to 10 November.

Ms. Sheila P. Valderrama, Human Resource Development Department Manager of the Bangko Sentral ng Pilipinas (BSP) shared BSP's experience on the development of the BSP 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 it was effectively communicated, transparent and flexible, organization strategy-aligned, management-driven, and competency-based. She 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. She further added that Succession Planning Program began in 2017 and will continue until 2019 while the Succession Management Program will start in 2019 to 2020. Development interventions have been institutionalized to improve the competencies of the candidates.

Executive Director lauded Ms. Valderrama and the BSP for sharing the story of the BSP's Succession Management Program. She also extended her gratitude to Mr. Gerardo A. Butardo, Managing Director of the BSP's Human Resource Sub-Sector for hosting the event. She then challenged everyone to draw lessons and innovations from the BSP SMP. She also enjoined the participants as change advocates to shepherd 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 07 December 2018. 



## 9 | Project Paglaum...

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 get-to-know-you icebreaker, the three (3) 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 a 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 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 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 O. "Gonie" 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 an assistance of other experts." 🌐



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



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



## SALDIWA Batch XXXVIII: A Renewed Sense of Purpose

by: Kirk Alfante

**T**hirty-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 of 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 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

*"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 gains 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 to the 'reality checks' which made them explore the target community and adjust themselves to the current environmental conditions.





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## Mindless...



The household chores were found to be harsh for some but exciting for 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 carried everybody to 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 to a 'mind shift' which everybody could use to effect change. Kudos SALDIWA Class 38! Great job CESB! 🌍



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

by: Joana Mance

**T**uv 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, CEO 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.



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





## NEW ELIGIBLES

CONFERRED THROUGH RESOLUTION NO. 1416  
SEPTEMBER 28, 2018

**CABANLONG, ALLAN S.**

Assistant Secretary  
Department of Information and  
Communication Technology (DICT)

**CALIPJO-CABURAL, MARICRIS E.**

Deputy Executive Director III  
Juvenile Justice and Welfare Council

**CANTONJOS, RAYMUNDO M.**

Acting Assistant Schools Division  
Superintendent  
Department of Education – Division of  
Masbate

**CLAUDIO, SANJAY P.**

Professor III / Dean  
Polytechnic University of the Philippines

**DELFIN, EMMYLOU V.**

Executive Assistant III  
Department of Information and  
Communication Technology (DICT)

**PAQUIBOT, CHRISTINE A.**

Education Program Supervisor  
Department of Education – Division of Danao  
City

**SUBA-AN, ADRIANO P.**

Director III  
Department of Health – Region X


**UY, JED SHERWIN G.**

Investigation Agent VI  
Department of Justice

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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 include the provision of services for Professional Development and Performance Management and Assistance processes. 



## Serbisyong CESO, Kalibre 45: Community Passion (ComPASSION) Projects Calendar

(As of 28 Sep)

Sept. 27, Thu Rise Against Hunger	Oct. 6, Sat Tree Planting Norzagaray, Bulacan DENR ACE	Oct. 15, Mon Saldwa 8 / PCW	Oct. 24, Wed IEC Campaign on Electricity DOE	Nov. 2, Fri
Sept. 28, Fri Bursary Program Launch with Child Safety Seminar + Technical Training for Women Brgy. Bilao, Saplan, Capiz Saldwa 36	Oct. 7, Sun Christmas in October for the Kids at PCMC	Oct. 16, Tue Eco-Tour of Heritage Trees and La Mesa Watershed DENR-NCR	Oct. 25, Thu Drug Education	Nov. 3, Sat Gift-Giving Sangay, Camarines Sur I-LAMP Primero
Sept. 29, Sat Takbo Para sa Guro SDO Dagupan Teachers	Oct. 8, Mon Rise Against Hunger Meal Pack Distribution	Oct. 17, Wed National Week for Overcoming Extreme Poverty	Oct. 26, Fri *Dugo Mo, Paglaum Ko 1 <sup>st</sup> Infantry Division, Philippine Army *Puso sa Mamasapano, Maguindanao, ARDE *Kalinga para sa mga Bilanggo Lumbia City Jail, Cagayan de Oro	Nov. 4, Sun
Sept. 30, Sun From Seafarers to Entrepreneurs: The NCRO-ISP Business Plan Competition	Oct. 9, Tue Newborn Screening Services New Born Screening Society of the Philippines	Oct. 18, Thu GEMS for Naga Psychosocial Intervention for victims of landslide DepEd Region 7, PASS 7	Oct. 27, Sat October Christmas Cheers for Children DSWD 7, ARENA 7	Nov. 5, Mon Financial Literacy for Retiring Government Employees NEDA 7, ARENA 7
Oct. 1, Mon Harana sa Bahay Pag-Ibig San Fernando, Pampanga CLARO	Oct. 10, Wed Mental Health NUCESO	Oct. 19, Fri GEMS for Naga Normalization Activities DepEd Region 7, PASS 7	Oct. 28, Sun Project Palung-awen Brgy. Amguld, Candon, Ilocos Sur, DAR CESOs & Eligibles	Nov. 6, Tue Learn to Read, Read to Learn SALDWA 38
Oct. 2, Tue Bayanihan Repacking for Relief DSWD National Resource Operations Center	Oct. 11, Thu GEMS for Naga Psychosocial Intervention for victims of landslide DepEd Region 7, PASS 7	Oct. 20, Sat *Ormoc Beach Clean-Up, Gabay 33 *Coastal Clean-up Las Piñas-Parañaque Critical Habitat and Ecotourism Area (LPPCHEA), DENR ACE	Oct. 29, Mon SALDWA 15	Nov. 7, Wed AMORE (NUCESO IV-B)
Oct. 3, Wed *Bayanihan Repacking for Relief DSWD National Resource Operations Center *GEMS for Naga, Relief Operations for victims of landslide, DepEd Region 7, PASS 7	Oct. 12, Fri Bayanihan Repacking for Relief DSWD 7 Visayas Disaster Response Center ARENA 7	Oct. 21, Sun Tree Planting ARENA 11	Oct. 30, Tue Oplan: Bantay Kalusugan para sa Kapayapaan Marawi City, DOH-ARMM	Nov. 8, Thu Parallel Care for Persons Deprived of Liberty, Persons with Restored Liberty and their Families, Tanay, Rizal, PPA, DSWD, DOB, BJMP, DILG
Oct. 4, Thu Bayanihan Repacking for Relief DSWD National Resource Operations Center	Oct. 13, Sat Mangrove Rehabilitation DENR ACE	Oct. 22, Mon ADHD	Oct. 31, Wed Handog Titulo DENR-NCR	Nov. 9, Fri *Edutainment Learning in Concert *Prutas Para sa Kabataan Maklala, Cotabato, ARDE
Oct. 5, Fri Teacher's Day Celebration La Union DepEd La Union Schools Division Office	Oct. 14, Sun GEMS for Naga Normalization Activities DepEd Region 7, PASS 7	Oct. 23, Tue VISA-Free Day Makati City Jail Female Dormitory BJMP	Nov. 1, Thu	Nov. 10, Sat *Halo-Halo Play *CES Gala



# THE E-PUBLIC MANAGER

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

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



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



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

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