

# The Public Manager



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## RESILIENCE draws 46 Government Executives in Davao City

by: Paul de Leon

**T**he Career Executive Service Board (CESB) and the Association of Regional Executives of National

Agencies in Region XI (ARENA XI) hosted forty-six (46) government officials from different national agencies who flocked to Park Inn by Radisson, Davao City to participate in the CES Leadership Conclave with the theme: “Resilience: Steering through Adversity, Bouncing Back Bravely.”

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The second session of the CES Leadership Conclave was held in Park Inn by Radisson, Davao City on 5 April 2018, with forty-six (46) delegates from different national agencies nationwide in attendance.

## I-Gabay XXXI: Executive Learning in an Urban Setting

by: Lhuz Arbutante



The I-Gabay learners poses with one of their instructors, Mr. Enrique V. Abadesco, Resource Person on Strategic Human Resource Management for Public Managers.

**“The CESO rank doesn’t reward you with greater rights and privileges but imposes on you the standard of excellence in your performance, confers on you a deeper sense of accountability.”** This was the concluding statement of Atty. Maria Anthonette C. Velasco-Allones, Executive Director of the Career Executive Service Board during the closing program of the 31<sup>st</sup> session of the Integrated Gabay ng Paglilingkod (I-Gabay) Training Course conducted from 9-20 April 2018 at the ACE Hotel and Suites in Pasig City.

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## 1 | RESILIENCE...



*National Economic and Development Authority (NEDA) Regional Director and ARENA XI Chapter President Ms. Maria Lourdes D. Lim welcomed the participants to Davao City.*

The Conclave, now on its second leg, focuses on the need to summon individuals from both the private and public sectors to restructure and reorganize our good governance systems, and enhance the resilience of our communities in the face of increasingly severe natural and man-made calamities and stresses.

In her opening message, National Economic and Development Authority (NEDA) Regional Director and ARENA XI Chapter President Maria Lourdes D. Lim expressed gratitude to CESB for bringing the 'Resilience' series to Davao City. "The Davao region may be considered as a good laboratory to observe and model resilience in public service delivery. Back in 2012, we were hit by a super typhoon *Pablo* which greatly devastated three (3) of our five (5) provinces in the Region. It costed over 30 billion pesos of damages in the agriculture sector alone. If you have spare time to tour around our region now, you will see how the provinces of Davao Oriental, Davao del Norte, and Compostela Valley have bounced back from the havoc brought by this disaster. In 2011, Davao City dealt with a deadly flash flood that claimed

almost thirty (30) lives, which prompted our local government unit to enhance its Disaster Risk Reduction and Management (DRRM) Program, and invest on preventive measures as well as on state of the art search and rescue equipment and emergency response procedures in order to proactively handle these type of situations. It is with pride that Davao City has led in this initiative. Our 911 services has become a model throughout the country."

In the first plenary learning session, CESB Executive Director Maria Anthonette C. Velasco-Allones stressed the importance of financial freedom as a resilience essential. According to her, financial stewardship is one of the two most important aspects in ensuring physical health, the other one being energy management (fitness, nutrition, rest). She oriented the learners on the fundamentals of attaining financial freedom, such as setting a goal; creating a financial calendar; checking one's interest rate; and tracking one's net worth.

Executive Director Allones shared a simple financial planning process which can help one become financially

secure. It involves (1) taking stock of the presentation to know where you stand financially; (2) setting goals and objectives which includes setting priorities; (3) identifying barriers and challenges to financial freedom so one knows what to avoid; (4) writing up the financial plan and sticking to it; and (5) monitoring and reviewing the plan regularly to ensure set goals are being achieved and to determine if the plan needs

revision.

Executive Director Allones also gave practical tips on how to budget like a pro and guidelines on how to spend right. "Money is not the root of all evil; the love of money is," she concluded.

The second plenary session was conducted by Dr. Julius A. Lecciones, Executive Director of the Philippine Children's Medical Center, with his topic "Delivering Efficient Public Service amidst Adversity."

Dr. Lecciones discussed the issue on the Dengvaxia vaccine and the effect it had on him as he was one of the several resource persons being questioned in the Senate. "The outpour of criticisms, the exhausting court hearings, the negative image portrayed on the media took a toll on me. I had difficulty in eating, and I can hardly sleep."

Through it all, Dr. Lecciones realized that as a public servant, he still has a responsibility to the people, and he has to be resilient. "Being challenged – sometimes severely – is part of what activates resilience as a skill set. The most resilient individuals are not the

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CESB Executive Director Maria Anthonette C. Velasco-Allones, PCMC Executive Director Julius A. Lecciones, and DepEd-Calbayog City Schools Division Superintendent Cristito A. Eco shares stories and lessons on resiliency.

ones that don't fail, but rather the ones that fail, learn, and thrive because of it."

Dr. Lecciones focused his presentation on overcoming adversity. "People bounce back from adversity in two ways: they draw upon their internal resources (internal locus of control), and they encounter people, organizations and activities (external environment protective factors) that provide them with the conditions that help the emergence of their resilience." He enumerated the different aspects of the two resources:

**INTERNAL LOCUS OF CONTROL**

- Managing strong feelings and impulses
- Coping with stress in healthy ways
- Good problem-solving skills
- Feeling in control
- Keeping a positive mental attitude

**EXTERNAL ENVIRONMENT PROTECTIVE FACTORS**

- Ask for help and seek resources
- Social support and close relationships
- Help others and find positive meaning in life

In closing, Dr. Lecciones encouraged the learners to stand in their faith even when they are having the hardest times of their lives.

After a hearty lunch, Schools Division Superintendent (SDS) Cristito A. Eco of the Department of Education (DepEd) Division of Calbayog City inspired the learners that having limited resources is not an impediment to the development of projects with great impact on his session on "Leading for Change: Championing Innovations for Inclusive Growth.

SDS Eco stated that he was motivated to inject innovation in the City of Calbayog because change was wanting in that area and time was of the essence. The city had poor student participation rate, had high dropout rate, had poor governance, had no enough local resources and had few stakeholder participation. He set goals for the city, namely: **E**xcellent Service; **C**ulture Change; and **O**utcome Focus (ECO).

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SDS Eco addressed the pressing concerns of teachers by initiating the information system needs of DepEd-Catbalogan dubbed as the “Enhanced Computerized Office System (eCo System). It consists of separate but integrated application modules that address the unique set of functionality and data security requirements, which include the Basic Classroom Information System (BCIS), Human Resource Information System (HRIS), Document Management System and DepEd-Catbalogan City website. Under SDS Eco’s tutelage, “Building New Generation Knowledge and Attitudes by Raising Advanced and Innovative School Leaders (BuNGKARAS)” project was born. It was under this project that their local school boards were expanded and a regular consultation of the division office with district teachers and local barangay officials was institutionalized.

Finally, SDS Eco showcased his passion project called the “Swimming Pool in the Sea,” a convergence program between the DepEd Catbalogan and the City Government. He convinced the City Government to fund the swimming pool in the sea, which now serves as a training ground for young swimmers and future athletes of Catbalogan City.

He ended his session with a quote from Premier Li Keqiang of the People’s Republic of China: “Innovation is an inexhaustible engine for economic development.”



*DepEd-Camarines Sur Assistant Schools Division Superintendent Susan S. Collano and LTO Region V Regional Director Noreen Bernadette San-Luis Lutey listens to a question raised by PNP Regional Director Manuel Gaerlan.*

SDS Eco’s session was followed by two (2) CES exemplars who showcased “Students Today, Road Users Tomorrow (STRUT),” a convergence project between the Land Transportation Office (LTO) and the Department of Education (DepEd).

Regional Director Noreen Bernadette San-Luis-Lutey of LTO Region V and Assistant Schools Division Superintendent (ASDS) Susan S. Collano of DepEd Camarines Sur conceptualized the project while they were on their Salamin-Diwa (SALDIWA) ng Paglilingkod Training. Both are road safety advocates who have personal experiences on road crashes and share the same passion for the program.

Regional Director Lutey emphasized the importance of road safety consciousness. “The truth is we are all road users. There is pressing need to inculcate road safety on each and every one of us. And what better way to inculcate road safety consciousness than through early childhood education. If we start with our students, with our young, safety consciousness will be instilled and will become a habit. “

STRUT has eleven (11) modules of contextualized lessons, all briefly discussed by ASDS Collano, in six (6) subject areas for elementary, Junior and Senior High Schools intended to integrate, supplement, and enrich the learning experiences of pupils and learners in the Basic Education Program in the Bicol region, namely: Teka Muna, Kaligtasan sa Lansangan; Keep Calm and Be Safe; Defensive Driving; Angkas; Helmet and Safety for Life; Don’t Drink and Drive; Alert Today, Alive Tomorrow; License to Drive; and Eyes on the Road and Hotline.

“Attending the second session of the CES Leadership Conclave is indeed a worthwhile experience. The topics were so informative. I gained learnings on individual and organization resiliency. I encourage everyone to attend the succeeding sessions. It is worth it!”, remarked Mr. Genaro R. Andres of the Commission on Higher Education (CHED) Region XII. 🌐

## I-Gabay...

She told the thirty-three (33) successful graduates that there may be challenges that could pose as hindrances to their being good leaders, but, they have to face these and continue what they think is good for the whole bureaucracy.

### APPRECIATING PUBLIC POLICIES AND PROCESSES

The executive learners got a crash course on the nine (9) major policies and processes encountered in government service such as managing organizational planning systems and processes, the public administrative justice system, institutionalizing e-governance and harnessing information communications technology (ICT), strategic human resource management, and public financial management systems reforms.

Atty. Maria Anthonette C. Velasco-Allones discussed **Philippine Governance and Strategic Public Management**. She elaborated on the principles of the management, and the leadership framework, the new concepts and perspectives on how to strategically plan for an organization and come up with the desired outcomes.



*The learners were tested on their strategic thinking skills during one of the exercises in the Module on Philippine Governance and Strategic Public Management.*

Mr. Enrique V. Abadesco, the Director and Chief Learning Officer of the HURIS, Inc. handled the **Institutionalizing Strategic Human Resource Management for Public Managers**. He presented the strategic HRM skills required for public service managers and provided in-depth ideas for leaders on how to manage “millennials” in the work place and discussed the different strategic thinking tools and skills.

The **Public-Private Partnership (PPP)** module was presented by Mr. Eleazar E. Ricote, the Deputy Executive Director of the Philippine Public-Private partnership Center who is also one of the participants in the I-Gabay XXXI program. He discussed the differences between the traditional procurement under RA 9184 vis-à-vis some Procurement Modalities under PPP and its procurement mechanisms.

Dr. Orlando S. Mercado, former Senator and the incumbent Director General of the Eastern Regional Organization for Public Administration (EROPA) discussed **Appreciating the Public Policy Process**. During his discussion, he emphasized that policy makers must have the competence, must be a visionary and have the ability to negotiate and likewise be leaders with character.

Atty. Dennis S. Santiago, Executive Director of the Government Procurement Policy Board - Technical Support Office (GPPB -TSO) passionately discussed **Understanding Public Finance and Procurement Laws, Rules and Systems**. He elaborated on the various methods and procedures of procurement as well as the accountability and responsibilities of the members of the Bids and Awards Committee.

Atty. Ariel G. Ronquillo, the Assistant Commissioner of the Civil Service Commission, provided a comprehensive

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discussion on **Administrative Discipline, Jurisdiction, Disciplinary Actions, Penalties and Procedures** that government leaders must be familiar with.

Department of Budget and Management (DBM) Undersecretary Tina Rose Marie L. Canda gave an overview on the budget process and its execution when she discussed the module on **Public Finance, Policies, Systems and Laws for Public Managers**.

The module on **Fiscal Audit Laws, Rules and Practices** was presented by Atty. Elizabeth S. Zosa, Assistant Commissioner of the Commission on Audit. She enlightened the learners on the responsibility, accountability and liability of government officials on different transactions made out of government funds.

A practical demonstration on Information and Communications Technology on the module on **E-Governance for Development** was made by Mr. Alexander M. Arevalo, an ICT expert. His visuals made an impact on the learners to better appreciate and be aware that leaders should be up-to-date with technology to be relevant in our fast changing world.


### APPRECIATIVE LEARNING THROUGH COMMUNITY ENGAGEMENT

The I-Gabay Training Course concluded with the **Community Engagement Module** (or CEM), a structured engagement/field evaluation research exercise wherein the learners are introduced to a model of innovation and excellence program of an awarded organization.

To introduce the importance of the Community Engagement Module of the I-Gabay program, Mr. Rafael L. Coscolluela, former Chairman of the Galing Pook Foundation and current member of the Gawad Galing Pook National Selection Committee, gave an overview on the selection process and awards systems of the Gawad Galing Pook Foundation. They give recognition to exemplary, innovative and outstanding governance programs.

The learners were grouped into three (3) Study Teams which conducted assessment and validation on the strategic innovations in leadership, governance and development of Barangay Graceville in the City of San Jose Del Monte, Bulacan. The learners were exposed to Barangay Graceville which was conferred the 2015 Gawad Galing Pook Award for its Outstanding Program in Local Governance for its *"Mapanagutang Pamamahala"*, a six-point program of the barangay. Abbreviated as "LET'S GO", the program focuses on **Livelihood, Education, Training, Services, Good governance and Opportunities** for all community constituents.

I-Gabay is a 12-day live-in seminar composed of ten (10) modular topics aimed at addressing an executive's needs to remain effective on-the-job. It surveys the policies, programs and reform initiatives essential in the development of government as an organization. It sharpens awareness and deepens appreciation of the demands, challenges, solutions and options facing a public manager. It also illustrates a wider, more detailed and sensitive perspective on the environment and dynamics of public sector management around which leadership and managerial tasks and accountabilities are exercised.

The Community Engagement Module or exposure to an award winning good governance program hopes to bring about inspiration to the learners and the motivation to make a difference particularly in harnessing more their capabilities and improving their attitudes to become better leaders in the whole bureaucracy. 

# A Green Getaway for Wellness Camp #18

by: Ed Sabalvoro

**M**ixing the peace and tranquility of a secluded eco-park resort at the foot of Mt. Pinatubo with a strict diet and exercise routine of a fitness trainer or a tai-chi master, this intensive wellness escape pushed the body, mind and spirit to the limit.

This is the feedback of sixteen public sector executives and managers to the four-day CES Executive Leadership, Wellness and Work-Life Balance Camp conducted at the ecological base camp called Green Canyon Eco-Art Resort located at the Clark Special Economic Zone in the Municipality of Bamban, Province of Tarlac last April 24-27, 2018.



*Group Photo of Wellness Camp #18 Participants*

The main resource persons of the wellness encampment on the first day include CESB Executive Director, Atty. Maria Anthonette C. Velasco-Allones, who facilitated the session on **Why Wellness? The Importance of Self-Care for Leaders** and Dr. Romulo S. De Villa Ph.D, a Molecular and Nutritional Oncologist who discussed the concept of **Healing the Body: Healthy Eating for the Busy Leader**.



*Early morning session with Tai-Chi Master Antonio Delgado*

The second day started with an early morning Zumba session with Ms. Eleanor A. Sanchez, a fitness instructress from Slimmers' World at SM North EDSA and an introductory session on Tai-Chi by Mr. Antonio Delgado. After breakfast, a session on **Healing the Mind: Mindfulness-Based Stress Reduction** was facilitated by Dr. Parkash T. Mansukhani, a multi-awarded pulmonologist

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based in Davao City. This was followed by Ms. Tanya Maria Gonzalez, a Psychology practitioner and a champion of wellness and body movement therapy, who introduced the participants to the new session on **Healing the Spirit: Harmonizing the Body-Mind-Spirit through Dance Movement Therapy**. The last resource person for the day was Mr. Antonio Delgado, a *Tai Chi* and Qi Gong Instructor from the Peace Blossoms Internal Arts Society, who formally introduced the session called **Healing the Body: the Art and Practice of Tai-Chi**.

The third day was more about the arts and nature. An early morning Zumba session with Ms. Eleanor A. Sanchez, and a follow-up session on Tai-Chi by Mr. Antonio Delgado set the mood for the day. A learning session and linking tour aptly called **Healing with Nature: Heading Outdoor**, made some campers to take an off-road adventure to visit the Puning Hot Spring and Spa, hidden in one corner of Mount Pinatubo's lahar-covered foothills to relax, meditate and explore the grandeur of rock formations made by nature. Others decided to check the mountain trail to enjoy the sights and explore the lush greenery offered by the resort. After a short rest, the participants were introduced by Ms. Jinkee



*Miss Tanya Gonzalez is shown here explaining to the participants how the dance movement therapy relaxes the mind, body and spirit.*

Calayag Garcia to the late afternoon session called **Healing the Spirit: Unleashing Creativity and Passion through Calligraphy**.



*Ms. Jingkee Calayag Garcia teaches how to use flexible nibs and do basic strokes.*

On the fourth day, after another early morning session of Zumba and a healthy breakfast, the wellness campers left the resort not only feeling energized, rejuvenated but also convinced of the value of self-care through new hobbies, wellness and mindfulness habits and a preference for healthy food. 🌍



# Call for Nominations to the 2018 Gawad CES


CAREER EXECUTIVE SERVICE **by: Imee Guanzon**

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

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

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

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

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



CAREER EXECUTIVE SERVICE

A CALL FOR NOMINATIONS TO THE

## Gawad CES

PRESIDENTIAL AWARD

**Open to all CESOs and Third Level Eligibles**

**Innovative Service • Inspiring Leadership**

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

**Nomination deadline: May 31, 2018**

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

# THE E-PUBLIC MANAGER

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

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



## The CES CEO Cost-Effective Officer Award

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



## The CES VIP Very Innovative Person Award

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

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