

# The PUBLIC MANAGER

OFFICIAL PUBLICATION OF THE CAREER EXECUTIVE SERVICE

• Quarter 1

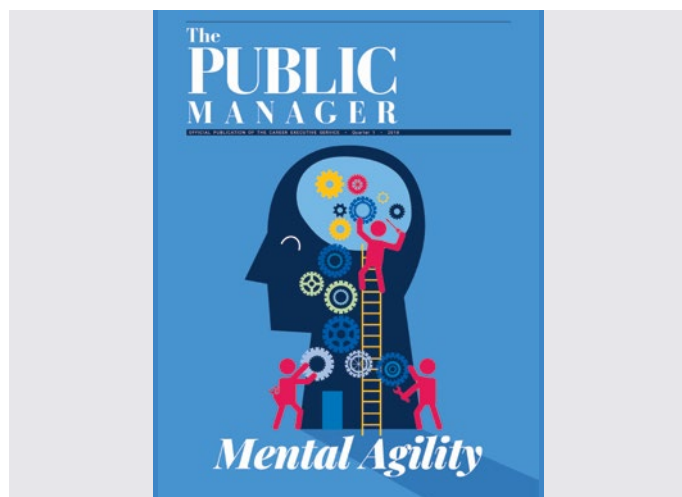
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## *Mental Agility*



## About this Quarter's theme

The first issue of the 2018 Public Manager Magazine themed "*Mental Agility*" revolves around the different problem-solving skills and competencies of leader-exemplars of the Career Executive Service.

We feature the narratives of career officials hailing from different sectors, particularly: science and technology, employment, and public works, to show the powerful mind-skill set combination they have displayed, leaving behind their respective legacies.

### THE PUBLIC MANAGER

Official Magazine of the Career Executive Service

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# In this issue...

**T**he 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



**I**nspiring a strong and positive culture amidst numerous personal and organizational struggles is undoubtedly a tough challenge, as it requires agility and adaptability in order to rise to the top.

With pride, I can say that the Career Executive Service continuously creates and sustains a pool of tenacious paragons who don't shy away from trials and are willing to thrive under an independent and/or collaborative environment.

In keeping up with our unending aim to promote resilient leadership, this year, we proudly launch The Public Manager Magazine for 2018 carrying the theme "Resilience: Steering through Adversity, Bouncing back Bravely." From the previously published quarterly newsletters, we now move on to a more vibrant and engaging magazine that curates and celebrates stories of resilient leadership.

As you turn the pages, you will find stories that are anchored on the unquestionable strength and integrity of career officials hailing from different national agencies. We have also included feature articles on our regular learning series held each quarter.

May this, and the rest of our issues, stand as a testimony of the CES' steadfast culture of resiliency and transformation.

*Mabuhay tayong lahat!*

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

# Message from the Executive Director



It is with immense pride and joy that we introduce to you the inaugural issue of The Quarterly Public Manager Magazine. We have re-packaged the official CES Newsletter to a theme-based magazine to give you, our readers, an improved CES publication filled not only with updates from the community, but also with narratives that shed a light on our collective aspiration for positive transformation.

In this edition, we highlight the resilience of CESOs who have succeeded in bouncing back and moving on to achieve their professional and personal goals. With the year-long theme *“Resilience: Steering through Adversity, Bouncing Back Bravely,”* each quarterly issue of the magazine will delve into a specific dimension of resiliency that aptly describe the resiliency of Career Executive Service Officers (CESOs) and CES Eligibles.

Mental Agility, Physical Health, Emotion Regulation, and Spiritual Fortitude make up the core dimensions of resiliency.

In our first quarterly issue on *“Mental Agility,”* we share with you the stories of CESOs who have learned and improved problem-solving skills in the face of adversities in their respective fields.

We will also give you the narratives of government leaders who successfully balance their quest for positive reforms, while promoting a healthy lifestyle through energy management and financial stewardship in our second issue entitled *“Physical Health.”*

Our third quarter issue on *“Emotion Regulation”* focuses on the accounts of luminaries who have achieved more in their respective fields by mastering their personal and social competencies.

The fourth and last quarterly issue for 2018 entitled *“Spiritual Fortitude”* will feature career officials who go out of their way to reach out and nurture others to steer towards the clear path to resilient leadership.

These are the set of skills, learned or innate, that allow leaders to persevere, manage stress, and triumph in trials that often act as blessings in disguise.

It is our wish that the CESB’s Quarterly Public Manager magazine will provide you with inspiring engagement and commitment to help build a stronger nation. We also look forward to seeing your own CES leadership journey in these pages.

I invite you to read and grow your resilience.

Atty. Maria Anthonette C. Velasco-Allones, CESO I  
Executive Director, CES Governing Board

# Harnessing the Power of Resilience amidst Challenges

by Marizel Christine A Bautista







# Good Chemistry

*"It was just horrible to get my day started, but what pushed me out of the bed is the gratefulness in my heart that I survived the night – looking forward to the positive changes that I can effect in our office."*

Powerful words from Undersecretary Brenda Nazareth-Manzano of the Regional Operations of the Department of Science and Technology (DOST).

Here is a story of good chemistry of standards—as an academic expert and as a composition—and of good personal elements.

When USEC Brenda was still the Regional Director of DOST-IX, she led the process improvement and documentation initiatives in the region, which resulted in the conferment of Philippine Quality Award and Quality Management Systems certifications to the regional and provincial offices and their respective laboratory services. She spearheaded the campaigns to strengthen technology promotion and

commercialization in the region through the Small Enterprise Technology Upgrading System Program (SETUP), which generated 18,970 jobs and assisted 721 small and medium businesses. She also managed the timely development and implementation of various cost-efficient IT-based systems in regional and provincial offices of DOST. And the list goes on.

A Magna Cum Laude graduate of BS Chemistry from the Western Mindanao State University in 1983, Brenda pursued studies in Master of Science in Chemistry, MS Management Engineering. She

holds a Master of Science degree in Environmental Engineering.

An early starter, USEC Brenda was appointed as Regional Director of DOST Regional Office No. XI at the age of twenty-eight (28). Her idealism as a youth was critical in the transformation of an organization which was chaotic, marred with issues of incompetence, underperformance, and even corruption. She had to deal with personnel whose ages were twice as hers and whose ways were different from her concept of what ought to be done. Thus the roots of her resilience are long, strong and

comprehensive, that not even the infamous Zamboanga Siege of 2013 shook her spirit.

True to the meaning of her name BRENDA, she is a torch and a sword: valiant, enlightening and guiding. She is a beacon of light that not even her affliction dimmed her soul. She fought and survived Stage 3 Breast Cancer in 2008 and continued her journey of gratefulness and excellence. Her bravery negated the daily aches of her illness that despite going through the rigors and pains of chemotherapy, she was still GRATEFUL. She advises:

**G**et up in the morning despite the unfavorable situation you are in; Become a bold

**R**isk Taker; Accept

**A**ccountability for your actions; Stay

**T**rue to your word; Serve as a good

**E**xample and inspire greatness; Seek

**F**eedback especially from colleagues and subordinates;

**U**se those feedbacks to continuously improve on your skills and abilities; and

**L**isten to People

## A History of Resilient Leadership



**G**reat histories are neither carved out of nowhere nor of joyful episodes. It takes courage, grit, perseverance, self discipline, humility and gratefulness to live through life with all its tides and turns. Out of our mistakes, we learn the best lessons. Out of our bitter failures, we realize the sweet taste of success. Out of our weakest moments, we realize that there is a power higher than all of us who wields the mightiest force. Throughout our journey, we learn that brokenness is a blessing, with the right mindset. It takes adversity to discover the meaning of triumph. Such is the history of our very own Brenda.

USEC Brenda's brand of leadership, as described by Department of Labor and Employment's Bureau of Workers with Special Concerns Director Chit Cilindro, is creative, and spreading all over the country. She honed her attributes through the ups and downs of her life, as a person and as a leader. She is a figure of authority with a heart.

The Career Executive Service Board has conferred CES Eligibility to Usec. Brenda on May 31, 1994 through CESB Resolution No. 94 2926. She was appointed to CESO Rank IV on January 5, 1995 and to CESO Rank III by former President Fidel V. Ramos on August 4, 1997. Moreover, she was promoted to CESO Rank II on October 21, 2008. Usec. Brenda also received the Presidential Gawad CES award in 2012.

True to the ideals of the Career Executive Service, she exemplifies the fine qualities of leadership, strength of character, expertise of her discipline, and the resilience of a survivor. These have been noticed and lauded. She is a recipient of the 2012 Gawad CES Presidential Award and a living example of Resilient Leadership. She transformed her adverse situations and learned from them to understand the true meaning of risk. She drew strength from her circumstances to gain a new spirit of courage and be brave to face the challenges of life.





## The BRENDA in Us

There is a BRENDA in each and every one of us. We may have afflictions in our bodies. Or our family members or significant others may be sick and are facing grave challenges. If it takes defeat, sickness, grief, death, poverty to lead us to an all-time low, so be it. Sometimes we must embrace the emptiness of the heart, the wounds of the flesh and the drought of resources to experience the gift of revival.

With determination and will, let us bounce back, grab our spiritual swords, and slay the power of that pain to limit our actions and make things happen. As we rise up every day, let us lead our subordinates and families to march on with life and make a difference for our people and our nation. And when darkness

comes, let us light that torch and inspire others that they may not lose sight of their directions. Remind them of their victories over their own turbulent shores, and encourage them to use their life lessons as their source of strength. As a leader, let us use our hearts and authority to help our people through their journeys. By doing so, we give hope to those in despair and justice to those who have fallen to sleep eternally.

Like USEC Brenda, let us leap out of the limits of our comfort zones and dare to overcome our fears and weaknesses. We must welcome the challenges ahead, and not be afraid to be hurt, to commit errors and to fail. Great leaders have histories written on the hard surfaces of stone, boiling sweat, clashing steel, and tear-drenched soil. May we

carve our history with the values of integrity, fortitude, and faith. May we recreate our organizations using our own vulnerabilities as positive human values for modelling relationships and interactions and achieving our missions and visions.

As Public Managers, let us use our authority and make things happen, and our hearts to touch souls and be remembered. After all, leadership is not about achievement but human connections we create and develop along the way. Be a RESILIENT leader: **Revive, Enlighten, Support, Inspire, Learn, Inform, Empower, Nurture and Teach!**

# Stories of SucCES



# Working Innovations: Re-Engineering the Realities of Labor and Employment

by Marizel Christine A. Bautista

The Philippines is reputed as a rich labor basket with majority of its people young, highly multi-skilled, and proficient in English. This makes many of our young workers promising arms in nation building and development, whether deployed locally or abroad. However, the hard realities of poverty among the populace reveal that the low-earning capability of the majority of the labor force is the culprit, not unemployment per se, of underdevelopment. There is a lack of accessible productive work and earning that is sufficient to create more economic value and provide for the basic needs.

While there are segments of society which have generally good paying jobs, many are forced to engage in informal work which are low paid, and non-regular. This condition of economic weakness renders these people voiceless, and unorganized to bargain for better work terms. They also become invisible and hidden from State protection and support.



## Survey Says

According to the Labor Force Survey of the Philippine Statistics Authority released this March 8, 2018, the Philippines has an employment rate of 94.7% compared to 93.4% in 2017. Our Labor Force as of January 2018, which does not include Overseas Filipino Workers (OFW), can be described in terms of employment as: 63.6% full-time employed and 35.2% part-time employed; with ARMM having the highest rate of employment at 97.4%, followed by Northern Mindanao with 97%, and Zamboanga Peninsula with 96.6%.

Out of the 70.9 million labor force,

the Labor Force Participation or the population in the economy that is currently employed is rated at 62.2% for those aged 15 years old and above. This is further divided into three sectors: Service (55.9%), Agriculture (26%) and Industry (18.1%). As to occupation, workers in the elementary occupations remained the largest group making up 27.6% of the total employed in January 2018. The second largest occupation group are managers (16.3%), followed by service and sales workers (14.7%), and skilled agricultural, forestry, and fishery workers.

There are four categories of employed workers: (1) wage and salary workers, 61.7 %; (2) self-employed workers without any paid employee, 27.7%; (3) employed in own family-operated farm or business, 6.9 %; and (4) unpaid family workers, 3.7%. Majority of our employed people are those who work for private households, private establishments, the government or government-owned and controlled corporations. Employed persons are classified as either full-time workers or part-time workers. Full-time workers refer to those who work for 40 hours or more during the week, while



## Survey Says cont.

those who work for less than 40 hours are considered part-time workers. There are also people who are employed but wanting more work, called the underemployed. The visibly underemployed work less than 40 weeks a week, which marks 57.1% while those who work more than 40 hours per week is reported at 41.1%.

Of the 5.3% who are unemployed, as of January 2018, 43.2% are men aged 15 to 24 years old, while 31.1% are men aged 25 to 31 years old. Looking closer, College graduates who are unemployed make up 21.9% of the total, while undergraduates account for 13.7%, and Junior High School Graduates, 29.4%.

Why is it that even with the presence of abundance of able-bodied and mind-ready workers, the gears and pinions have not translated the supply into employment growth? This is due to labor issues as mismatch, misinformation and misallocation. With a population that is very young, the role of human resources management in a national scale obviously becomes critical, yet still lacking. Relevant education is needed to transform school credentials into productive skills needed in securing better paying and regular sources of income. A system needs to come to play with the correct information flow to enable planning, manning and growth, considering both the demand and supply sides of labor. Without such, any poverty reduction goal would be a shot in the skies. Communication is the answer, information is the resource.



## Enter the Labor Communicator into the Picture

The challenge of converting statistics to realities is an issue of competence, determination, imagination and innovation. It involves connecting various elements of society and making them participate in a system of convergence. And this is the challenge of communication, the strong hold of Department of Labor and Employment Director Dominique R. Tutay, *CESO III*, who lives by her words *“using information at the right time, in the right place, for the right purpose could turn into a life-changing experience for the public that we serve.”* Mixing information, technology and networks with her expertise as communicator, she has successfully crafted, developed, and deployed a system that provides digital convergence of labor market and supply through the digital world: connecting work, workers, and workplace.

## A Woman of Innovation and Passion

Dominique is not foreign to reinvention. Innovating herself from being a Communications

graduate of the Silliman University, she worked in 1995 at the Institute of Labor studies, the research arm of the Labor department and rose from the ranks to become a Director of the Planning Service. This strengthened her people, networking/ linking, planning and organizing skills. Since 2013, she headed the Bureau of Local Employment where she responsibly promoted full employment by facilitating and enhancing job-seeking access to numerous employment opportunities in the country.

Mother of the JobStart Philippines Program, she collaborated and innovated by harnessing the support of the Government of Canada and the Asian Development Bank (ADB) in addressing the high youth unemployment rate and the slow school-to-work transition period. Through her initiative, funding has allowed the labor management sector to fully implement the program. Although it has utilized Best Practices in full cycle employment facilitation service from Chile, Kenya and the United Kingdom, JobStart Philippines is a pioneer attempt in Asia. Achieving 78% placement rate, it has shortened the job search period in about four to five months from the previous one to four years, as reported by an ADB study.

Director Tutay pushed for the passage of the Republic Act No. 10869 or the JobStart Philippines Act and mobilized its funding even before its passage in July 2015. Through her efforts, funding was included in the budget as part of the General Appropriations Act. She made sure that the program is continually implemented by relentlessly stirring the advocacy campaign, and shedding light through technical knowledge support and information to the legislators.

Transformation through leadership by advocacy and proactive mindset also enabled the awardee to spearhead the reengineering of the two-decade old Philippine Labor Market Information System (LMIS), with the labor market as the main platform, to a modern information technology tool that matches job and skills in the labor market.

## Roots Orientation

Taking the issues of job employment to its base, Director Tutay has democratised job creation and generation by developing and operationalizing the Community Based Employment Program (CBEP) Online Monitoring and Reporting System. It captured the jobs generated from projects funded by the national government entities, government-owned and controlled corporations, and government financial institutions and connected it with the labor portal at the community level. This is democracy literally at WORK, and the empowerment of people right at their home base.



## CES Very Innovative Person (VIP) Awardee 2017

Cited for the JobStart Philippines Program which she rolled out nationwide in 2016, for transforming the Philippine Labor Market Information System (LMIS) and for operationalizing the Community-Based Employment Program (CBEP) Online Monitoring and Reporting System, Department of Labor and Employment Director Dominique R. Tutay, *CESO III*, was named the CES VIP Awardee for the Second Quarter of 2017. She was presented this honor by Career Executive Service Board Executive Director Maria Anthonette Velasco-Allones, *CESO I*, during the 3rd Human Resource Managers Fellowship Meeting and Learning Session at the Parole and Probation Administration on September 22, 2017.

The story of Director Tutay truly proves that women are society's light bearers who are strong contributors to the nation's progress. By providing the youth with enhanced opportunities for gainful employment, she also gave our nation a continuous stand in claiming the glory of the modern years through hard work, enhanced skills and perseverance which capture the spirit of *Sipag*, *Tiyaga*, and *Pagkabayani* of the Filipinos.



# Driving a Culture of Innovative Leadership

by: Marizel Christine A. Bautista



DPWH Region IX Regional Director Mr. Jorge U. Sebastian, Jr., *CESO III*, receives the 2017 Outstanding CEO award from CESB ED Atty. Maria Anthonette C. Velasco-Allones, *CESO I*.

One of the famous quotes of Mahatma Gandhi says that “service is the noblest which is rendered for its own sake.” This is what this public manager lived by in his thirty-nine (39) years in government service.

Fifteen years ago, Jorge U. Sebastian, Jr., then a District Engineer in Western Mindanao and an aspiring Career Executive Service Eligibility candidate was asked, “*what legacy would you like to leave in government service?*” He said, “*I would like to be remembered by my subordinates and superiors for my devotion to my duties and my firm commitment to my work. Likewise, I would like to be remembered, specially by the people of the 3rd Congressional District of the Province of Zamboanga Del Norte as one of the prime movers in the development of the area with the introduction of*

*innumerable infrastructure projects that has changed the area’s landscape from an old sleepy area to one that conduces well to social and economic development.*”

Now nearing his retirement, Sebastian has earned the reputation of an outstanding and innovative leader, who has touched the lives of Department of Public Works and Highway (DPWH) personnel and contributed to the social development of school children in Western Mindanao.

For his strategic leadership qualities, Sebastian was named the Fourth Quarter of 2017 Outstanding Cost Effective Officer (OS CEO) awardee by the Career Executive Service Board during the inaugural session of the CES Leadership Conclave at the EDSA Shangri-La Hotel on

February 22, 2018.

The OS CEO Award is conferred by the CESB to recognize strategic leadership qualities of CESOs and Third Level Eligibles whose decisions or actions create desired level of performance that leads to the maximum utilization of resources resulting in increased agency savings.

Recognized for his visionary leadership, Sebastian made a mark when he provided sustainable and quality infrastructure through the adoption of the standard Department of Education (DepEd) 1-classroom type school buildings in the construction of bunkhouses for DPWH field personnel.

While providing their personnel with bunker houses and good



living standards as they go on field, his strategic decision maximized government fund utility because instead of dismantling the structures after project completion, these become additional classrooms, at no cost to the government.

Noteworthy is Sebastian's ingenuity, compassion and sincere desire to assist using the resources at his disposal. He mitigated the problem experienced by another agency, the DepEd, on classroom deficit which contributes to low school achievement. With the growing number of students, and the limited classrooms in public schools, he chose to be part of the solution at his own initiative to curb the growing social crisis. His kind of service is known in the fields of engineering and public works. He has provided responsible technical leadership in the construction and development of various public infrastructure in his areas of assignment.

In the period of development, and the need for more economic growth in the countryside, the revolutionary idea of Director Sebastian is an affirmative social action. He ensured that government spending for infrastructure will not be wasted, and that public funds can be saved and utilized in constructing other

public buildings and amenities. He conceptualized a trailblazing idea of fund optimization and implemented it for dual public purpose.

He inspires the members of the Career Executive Service and the leaders and reformers everywhere with his professionalism and love of country. He is a living testimony of the CES oath of *"bringing change where this is needed, expertise where this is missing, and leadership where this is wanting."*

Before he became DPWH Regional Director, Sebastian served as the OIC-Regional Director of DPWH Zamboanga Peninsula from September 13, 2010, after serving as Assistant Regional Director of the same region for four years. Before that, he was designated OIC-

Assistant Regional Director for six months and as District Engineer for five years. He also became OIC-DE for two years, Assistant District Engineer (ADE) and Engineer III OIC-ADE. He has brought into the service his more than 30 years of work experience as a licensed civil engineer.

He finished his Bachelor of Science in Civil Engineering degree from FEATI University in 1976. He holds a Master's degree in Public Administration which he obtained from the Andres Bonifacio College, in Dipolog City in 1997.

Director Sebastian was born on August 23, 1953 at Tabuk, Kalinga. He is married to Susan Baina Gahum and is blessed with five children.



# CES News

The background of the page is a photograph of a busy city street with many people walking. The image is heavily stylized with a purple-to-blue gradient overlay. The text 'CES News' is prominently displayed in the upper left quadrant. 'CES' is in a large, bold, yellow serif font, while 'News' is in a large, white, serif font. The overall aesthetic is modern and tech-oriented.





by: Joana Carla D. Mance

**R**epublic of the Philippines Vice President Maria Leonor G. Robredo keynoted the opening rites of the Inaugural Session of the 2018 CES Leadership Conclave held at the Isla Ballroom, EDSA Shangri-La Hotel, Manila, on February 22, 2018. The session drew two hundred twenty-five (225) Career Executive Service (CES) officials from all over the country.

She saluted all the men and women of the CES community saying, *“You and those who work for you in government are important to all of us. I know of your struggles and difficulties, but I also know of the great opportunities that await those who are committed to giving excellent service. Now more than ever, we need people like you that nurture public servants who embody excellence and an unshakable commitment to nation building.”*

She proceeded to share the Office of the Vice President’s flagship anti-poverty program *“Angat Buhay,”* which focuses on six key advocacy areas, namely, hunger and food security; universal health care; public education; rural development; women empowerment; and housing. According to her, the program creates projects that impact Filipino communities, especially those who have remained resilient despite facing various trials in their everyday lives.

*“As you face more hurdles and reach for greater heights, may you never lose heart. During these extraordinary times, we need public servants who stand for truth, honesty, and integrity, and we are counting on you. Go forth and be beacons of light and hope for our country,”* said Vice President Robredo. Her speech drew a rapturous applause from the crowd.

*“Public servants are critical to our growth as a nation. Day in and day out, you toil to make sure that the bureaucracy provides services that are essential to our people’s daily lives,”* says Republic of the Philippines Vice President Atty. Maria Leonor G. Robredo.

## The Spirit of Resilience takes the spotlight in the 2018 CES Conclave

The 2018 Conclave themed “*Resilience: Steering through Adversity, Bouncing Back Bravely*” focuses on the CES community’s need to summon individuals from both the private and public sector 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 remarks, CES Governing Board and Civil Service Commission (CSC) Chairperson Alicia dela Rosa-Bala, *CESO I*, shared this Oriental proverb, which describes the wisdom public servants gain from being immersed in trials while working in the government.

According to her, the year-round theme speaks of an essential attribute, which must define the character of officials in the first, second, and third levels as they heed the call to rise up and serve as champions who will inspire and teach resilience while navigating through the tides of disruptive change. “*Be resilient so we can build a stable and resilient Philippines,*” remarked Chair Bala.

National Union of CESOs, Inc. (NUCESO) Executive Vice President and Commission on Higher Education (CHED) Director Maximo C. Aljibe, *CESO III*, shared a message of solidarity on behalf of NUCESO President and Department of Agrarian Reform (DAR) Undersecretary Rosalina L.



*“The ground becomes more solid after going through a heavy rainfall.”*

Bistoyong, *CESO I*. Director Aljibe expressed his delight saying “*today, we will all be able to learn things that will make us more apt and well equipped in facing adversities as government leaders.*”



## Learners discover the Resilience Framework

“*The distinguishing use of resilience is that it helps hone our ability to reach out to others, especially those who go through the same obstacles that we successfully overcame.*”

These were the words of CESB Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, who took off the plenary learning sessions with

an eye-opening discussion on the Resilience Framework. She shared and summarized the elements of resilience, which are

1. Perseverance - the ability to overcome and steer through challenges;
2. Flexibility - the ability to adapt when things do not go your way; and
3. Bouncing back - the capacity to stand up again in the face of failure.



ED Allones’ discussion on the Resilient Leadership Framework also included the three core elements of resilience, which are culture, character, and choice, as well as its four dimensions, namely, Physical



## Leading Bravely: Turning Crisis into Leadership

The afternoon plenary learning sessions commenced with an inspiring lesson on “*Leading Bravely: Turning Crisis into Inspiration*” shared by Department of Science and Technology Undersecretary Brenda L. Nazareth-Manzano.

Quoting from Sam Crawthorn, she said, “*When crisis comes knocking at our door, F.O.C.U.S so you can begin a positive turnaround.*” FOCUS stands for: Faith in the Future, Optimistic, Communication, Unity, and Strategic.

Undersecretary Manzano shared her journey as a government leader who despite enduring the daily aches of going through chemotherapy, managed to lead her people gracefully. She also discussed how an adverse situation helps one understand the true meaning of risk and strengthens one’s spirit to take one.

In closing, she shared a quote from a book by American Pastor Andy Stanley, “*As a leader, you will be called upon to go first. That will require courage. But in stepping out, you will give the gift of courage to those who are watching.*”



CHED Director Ms. Luisa S. Valencia, *CESO III*, lauded Undersecretary Manzano’s life story saying that “*she bravely faced her crisis and turned it into an inspiration to give more meaning to her work. She is an inspiration to me.*”

Health, Self Mastery, Mental Fitness, and Spiritual Fortitude.

With a song entitled “*This is Me*,” ED Allones ended her learning session encouraging the participants to drown out the sharpest words that seem to cut them down and to continuously march on to the beat of their drum.

“*ED Tonette’s wisdom truly resonates to all CESOs and CESEs*,” remarked Council for the Welfare of Children Deputy Executive Director Marijoy D. Segui, *CESO III*.



“*How resilient are you?*” The participants answer the RQ test prepared by CESB ED Maria Anthonette C. Velasco-Allones, *CESO I*.

## Leading with a HeART: Creative Ways to Communicating a Mission



Dr. Enrique A. Tayag, CESO III, dances with CES Officials to keep everyone energized.

Dr. Enrique A. Tayag, CESO III, Officer-in-Charge of the Office of Assistant Secretary for Policy and Health Systems focused on the importance of aligning and communicating organizational purpose in his session entitled *“Leading with a HeART: Creative Ways of Communicating a Mission”*.

In his presentation, Dr. Tayag explained that a strong and compelling purpose is achieved by ensuring that one’s mission, vision, values, and strategies are aligned with each other. He emphasized that in order to achieve clarity, the purpose must be free from technical jargon, so that there will be no room for confusion. He added that the purpose must be shared with like-minded individuals, whose passion would drive shared leadership.

Dr. Tayag also mentioned that the purpose can be creatively communicated through strong relationship among the members of the organization which allows communication to occur even without spoken words.

Finally, he encouraged the participants to *“search for your red umbrella, that which makes you different from others, in order to communicate your purpose creatively.”*

*“The idea of finding my own red umbrella was very inspiring and motivational,”* says DepEd Makati Principal Marvin H. Suarez.



## Championing Innovations for Inclusive Growth

Department of Education (DepEd), Division of Catbalogan City Superintendent Mr. Cristito A. Eco, CESO VI, shared with everyone his city’s journey to establishing strong relationships with their stakeholders.

Through data analysis, he studied and identified issues such as high dropout rates, low participation and low academic performances amongst students, and lack of resources. To overcome these adversities, SDS Eco and his team conceptualized project LEAD, which gave way for local school boards to be expanded. It also paved the way for the institutionalization of regular consultations between the division office and the district teachers.

He likewise 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.



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.

*“Mr. Eco’s innovation is very commendable. To be able to produce more young swimming champions, there’s also a need to find people who can guide the athletes during trainings,”* suggested DepEd Makati Principal Marvin H. Suarez.

## Leveraging Inter-agency Synergy



LTO Region V, Regional Director Noreen Bernadette San Luis-Lutey (left) and DepEd, Division of Camarines Sur Assistant Superintendent Susan S. Collano share the stage for the final plenary learning session of the day.

In the final plenary learning session entitled “*Leveraging Inter-agency Synergy*,” Transportation Office Region V Regional Director Noreen Bernadette San Luis-Lutey and DepEd Division of Camarines Sur Assistant Superintendent Susan S. Collano showcased the “*Students Today, Road Users Tomorrow (STRUT)*,” a convergence project between LTO and DepEd. The two ladies who both graduated from SALDIWA Batch XXXI put their efforts to concretize eleven (11) modules of contextualized lessons in six subject areas for elementary, junior, and senior high school students.

Having lost her father in a car crash, Directory Lutey says that STRUT is really close to her heart. The same goes with ASDS Collano, who almost lost her son in a motorcycle crash. Both road safety advocates share the same passion for the program.

Director Lutey shared the history and development of STRUT, its dynamics, and its future. She also emphasized that educating the youth ensures public safety and the protection of life. Meanwhile, ASDS Collano

discussed the modules of STRUT, which include:

- 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;
- Eyes on the Road; and
- Hotline

According to ASDS Collano, these eleven (11) modules of contextualized lessons will be injected in subject areas for elementary, junior and senior high schools and will supplement and enrich the learning experience of students in the Basic Education Program in the Bicol region.

In closing, both proponents of the program reminded everyone that “*there is no substitute for life. Be champions of STRUT, heaven can wait.*”

*“Road safety is a must! Thank you Director Lutey and ASDS Collano for championing the cause,”* commended Philippine Economic Zone Authority Group Manager Ms. Ma. Veronica F. Magsino, CESO IV.



# Saldiwa XXXVI: Redefining Resilience Amidst Adversity

by: Paul Lindon P. de Leon



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

Roxas City, the seafood capital of the Philippines, served as home to the thirty-seven (37) Career Executive Service (CES) Eligibles who completed the Integrated Salamin-Diwa (SALDIWA) ng Paglilingkod Training Course under the Career Executive Service Board's Leadership and Management Proficiency Program (LAMP) from 18 February to 5 March 2018 at the Islands Hotel. The

learners were a healthy mix of government executives from various public sector organizations nationwide and one coming from the private sector.

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

Velasco-Allones, *CESO I*, explained leadership under different contexts in her module on Leading with a Heart: Self Mastery as Leadership Foundation. She guided the learners on how to reclaim self-mastery with resilience as framework. Using the Enneagram Provisional Type Indicator, Executive Director Allones helped the learners discover their unknown areas so they become more aware of their tendencies and work on self-improvement in different areas. She also capacitated the learners to unleash the leaders in them through developing the four EQ skills, namely: self-awareness, self-management, social awareness,

and relationship management. Finally, she shared strategies on how to raise the Adversity Quotient (AQ) of the learners through engaging their CORE (Control, Ownership, Reach, and Endurance).

The learners underwent different skill-sharpening workshops from other distinguished multi-disciplinary experts, namely: Mr. Tomas Alejo S. Batalla, who handled the module on *Self-Mastery through Self-Knowledge and Self-Transformation*; Ms. Josefina J. Quintana, who facilitated the module on *Managing and Aligning Teams for Organizational Development*; Ms. Teresita R. Albert, who discussed the importance of Emotional Quotient in her module on *Harnessing EQ for Positive Organizational Behavior*; Prof. Emervencia L. Ligutom, who gave a lecture on *Ethical Leadership and Accountable Governance*; Dr. Parkash T. Mansukhani, who showed the learners the beauty and importance of *Mindfulness*; National Economic and Development

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

These modules laid the foundation for the Community Engagement Module (CEM), the learning integration module of the SALDIWA Training Course. It served as an avenue for the learners to validate the lessons, insights, and applications through a five-day structured immersion-engagement in Barangay Bilao in Sapián, a fourth class municipality in the province of Capiz.

During their immersion, the learners conducted a field evaluation research in Barangay Bilao to identify the needs and issues of the community using interdisciplinary approaches and methodologies such as focus-group discussions, participant-observation sessions, and structured

interviews. The learners were divided into four sub-groups, namely: Education and Human Resource; Public Utilities, Infrastructure, Land Use and Environmental Management; Local Governance; and Enterprise Development, Agricultural Productivity, and Economic Promotion for a more focused research.

The host-families hosted a simple send-off program for their adopted “kamag-anaks” at the end of the immersion. SALDIWA 36 Class President Vladimir T. Mata conveyed his heartfelt gratitude to the host-families for accepting the participants, including himself, to their households despite the fears, apprehensions, and intimidations. He cited the story of Joseph and Mary, who had to knock on several inns only to be turned down and had to settle in a manger to give birth to Jesus Christ. “*Lubos po ang pasasalamat naming lahat sa inyo dahil hindi na namin kinailangang kumatok. Buo, mainit, at bukas ang inyong mga tahanan para sa amin.*”



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



**Saldiwa XXXVI: Redefining Resilience Amidst Adversity** cont.

(left photo) Sapien Municipal Planning and Development Coordinator Bassanio V. Tupaz, (below photo) Department of the Interior and Local Government (DILG) Provincial Director John Ace A. Azarcon, Sapien Municipal Health Officer Alfonso D. Orosco, Municipal Local Government Operations Officer Josaril M. Villabeto, and Barangay Bilao Chairman Gina O. Yelo listen to the reports on the state of Public Utilities, Infrastructure, Land Use, and Environmental Management of Barangay Bilao.



*Wala man kaming material na bagay na maiaabot sa inyo, subalit makakaasa kayo na sa bawat minuto ng aming paglilingkod, baon namin ang panalangin na ginagawa namin ito para sa naiwan naming pamilya sa Barangay Bilao.”*

The learners crafted reports which defined and assessed the state of governance and development of Barangay Bilao. They also proposed strategies, programs, and possible interventions to enable the community leaders to strengthen systems to achieve improved governance and optimal use of the community's limited resources. These reports were presented before a panel of reactors which included Department of the Interior and Local Government (DILG) Provincial Director John Ace A. Azarcon and

Barangay Bilao Chairman Gina O. Yelo. The closing ceremony was also graced by Sapien Municipal Mayor Arthur John H. Biñas who took time from his busy schedule to personally congratulate the learners on the completion of the training course.

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

## March 4 CES WE Registers 152 Examinees

by: Ercee M. Capati



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

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

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

# March Assessment Center Passers

Listed below are the officials who successfully passed the back-to-back conducts of the Assessment Center held on March 17 and 18, 2018.

| NAME                               | POSITION / AGENCY  |
|------------------------------------|--|
| <b>March 17, 2018</b>              |  |
| 1. Apostol, Dominador, II P.       | Chief of Police<br>Philippine National Police  |
| 2. Bacani, Randie S.               | Chief Administrative Officer<br>National Commission on Indigenous Peoples                |
| 3. Bandong, Arlyn S.               | Director III<br>Technical Education and Skills Development Authority                     |
| 4. Buban, Angelou V.               | Principal I<br>Department of Education   |
| 5. Dimaano, Manuel M.              | Supervising Agent<br>National Bureau of Investigation                                    |
| 6. Patriwirawan, Patrick, Jr. P.   | Chief Labor and Employment Officer<br>Institute for Labor Studies                        |
| 7. Presbitero, Lolita S.           | OIC, Chief<br>Department of Environment and Natural Resources                            |
| 8. Roque, Gloria C.                | OIC, Assistant Schools Division Superintendent<br>Department of Education                |
| 9. Zartiga, Eloisa R.              | Education Program Supervisor<br>Department of Education                                  |
| <b>March 18, 2018</b>              |  |
| 1. Alfara, Nerissa A.              | Education Program Supervisor<br>Department of Education                                  |
| 2. Arnuco, Christopher Lawrence S. | Chairperson and Administrator<br>Zamboanga City Special Economic Zone Authority          |
| 3. Caspe, Arnaldo O.               | Principal III<br>Department of Education   |
| 4. Catanes, Jimmy G.               | Education Supervisor II<br>Commission on Higher Education                                |
| 5. Depnag, Christopher A.          | Education Supervisor II<br>Commission on Higher Education                                |
| 6. Guballa, Arnel SD.              | Deputy Commissioner<br>Bureau of Internal Revenue  |
| 7. Magtulis, Mika-Chan S.          | Local Government Operations Officer V<br>Department of the Interior and Local Government |
| 8. Materum, Margarito B.           | OIC, Assistant Schools Division Superintendent<br>Department of Education                |
| 9. Pambid, Babylyn M.              | Public School District Supervisor<br>Department of Education                             |
| 10. Romero, Omar Alexander V.      | Director V<br>Presidential Communications Operations Office                              |
| 11. Sahagun, Jefrie R.             | Chief Political Affairs Officer<br>House of Representatives                              |
| 12. Susarno, Carlos G.             | Principal I<br>Department of Education   |

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

by: Joana Carla D. Mance



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

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

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

According to her, it is truly a recharging experience for Executives to meet from time to time in training programs like the CES Club. “*There is a need to purposively exert an effort to help you, our Executives, prepare for*



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

*retirement emotionally, psychologically, and financially*,” she added.

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



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

She shared that upon hearing the word “*retirement*,” the participants should not feel stressed out, rather, they should feel at ease and contented. “*Freeing yourselves from the habit of unguided and undisciplined spending is*





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

one of the few ways to effectively pave your way to financial security,” she remarked.

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

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

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



Government executives attentively listen to Ms. Susan B. Jasarino (top left) and Mr. Antonio Kalaw, Jr., *CESO I* (top right), during the inaugural CES Club. (Photos by Ms. Jinkee Garcia)

how her passion in hand-lettering came to be.

She shared that even without formal training, learners can create beautiful and personalized artworks through calligraphy and hand lettering as long as they do it from the heart. Jinkee admits that she still has more to learn in the art of calligraphy, which is why she continuously holds calligraphy workshops, in order to meet people from different walks of life who might also share their own techniques in hand lettering. Before ending her talk, Jinkee encouraged the participants to continue practicing their skills during their leisure time at home or whenever they feel like releasing tension or stress in the workplace.

Department of Agrarian Reform (DAR) Region III Provincial Agrarian

Reform Officer II Darlene Anicia B. Galicia, *CESO VI*, says *“the topic on pre-retirement planning is very relevant especially to the younger employees. I appreciate Ms. Susan’s advocacy to help curb poverty.”*

Meanwhile, Department of Education (DepEd) Region V OIC-Assistant Schools Division Superintendent Cecile C. Ferro says that the highlight of the morning session was the discussion on how an individual should prepare for financial freedom and independence as early as possible.

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

# A day of love for the Inaugural HR Managers Fellowship Session

by: Joana Carla D. Mance

**T**wenty-six (26) Human Resource (HR) Managers and Career Executive Service (CES) Coordinators from different national government agencies gathered for the 1st Quarter HR Managers Fellowship Meeting and Learning Session at the Labor Governance and Learning Center of the Department of Labor and Employment (DOLE) on Valentine's Day.

To help re-ignite the HR officials' love for public service, Mr. Jesse Francis Rebutillo, former Assistant Vice President for Industrial Relations of the Philippine Daily Inquirer and a recent retiree, led the discussion entitled *"Creating a Culture of Discipline and Engagement."* He has been involved in human resource management and development of various organizations in the past.

*"In order to stretch the essence of an HR manager in delivering exceptional results, one should efficiently deal with everyday work challenges and take advantage of new opportunities,"* he remarked.

Mr. Rebutillo shared that when an organization reaches a culture of discipline and engagement, there is no need for hierarchy and excessive control. To create this culture, one must train disciplined people who are willing to go to extreme lengths to fulfill their responsibilities.

He also stressed the importance of the *"4Rs in Talent Management Strategy"*, namely:

1. Recruit - selection process;
2. Retrain - training and development process;
3. Reward - retention process; and
4. Retain - performance evaluation or management process.



HR managers pose with CESB Executive Director Maria Anthonette C. Velasco Allones, CESO / (seated center) and resource speaker Mr. Jesse Francis Rebutillo (seated third from left).

*"You must remember that self management is crucial. You must continually learn how to manage your internal states, impulses, and resources to facilitate reaching your personal, work, and career goals,"* he added.

In her closing remarks, CESB ED Allones lauded Mr. Rebutillo for sharing his expertise and knowledge in human resource management. She also extended her sincerest gratitude to DOLE Director Violeta N. Muñoz, CESO IV, for hosting the first quarter HRM Fellowship session.

ED Allones encouraged everyone to remind their respective HR Directors to attend the quarterly HRM Fellowship, which is crucial in terms of fulfilling their performance indicator commitment, and is part of their career development and lifelong learning.

Finally, she gave a brief update on the latest CES policies and resolutions adopted by the CES Governing Board. She also invited everyone to join their fellow public leader-managers during the inaugural session of the CES

Leadership Conclave highlighting the theme *"Resilience: Steering through Adversity, Bouncing Back Bravely"* on February 22, 2018 in Edsa Shangri-La, Manila.

*"I hope you take away many, if not most of what you have learned from today's learning session,"* ED Allones concluded.



HR managers and CES Coordinators receive flowers and chocolates from the CESB Secretariat for Valentine's Day.



# New REAL Officers Take Oath

by: Imelda B. Guanzon



CESB ED Allones inducts into office the newly elected REAL Officers with DepEd Regional Director Ramir B. Uytico as President

Executive Director Maria Anthonette C. Velasco-Allones led the oath-taking ceremony of newly elected officers of the Region Eight Administrator's League (REAL) to cap the 2018 First Quarter Conference and Fellowship Dinner conducted on 13 February 2018 at the Oriental Hotel, Palo Leyte. The conference was attended by more than a hundred officials from Region 8.

The Conference marked the election of Mr. Ramir B. Uytico, Officer-in-Charge of the Office of the Regional Director of the Department of Education (DepEd) Region VIII as President and of Civil Service Commission Regional Director Maria Victoria Esber as Vice-President. Other newly elected REAL officers are as follows: Department of Health Regional Director Minerva P. Molon as Secretary; Philippine Health Insurance Corporation Regional Vice President Renato L. Limsiaco as Treasurer; Leyte Normal University President Jude A. Duarte as Auditor; Department of Social Welfare and Development Regional Director Restituto Macuto as Public Information Officer.

Department of Trade and Industry Regional Director Cynthia R. Nierras,

National Telecommunications Center Regional Director Samuel A. Young, Department of Science and Technology Regional Director Edgardo M. Esperancilla, National Economic and Development Authority Regional Director Bonifacio G. Uy, DepEd Schools Division Superintendent Cristito A. Eco, DepEd Assistant Regional Director Fiel Y. Almendra, Philippine Drug Enforcement Agency Regional Director Edgar Jubay and DepEd Schools Division Superintendent Ronel Al. K Firmo as Board of Trustees. Outgoing REAL President Department of Budget and Management Regional Director Imelda B. Laceras sits as Board Trustee in an ex-officio capacity.

Also conducted during the Conference was the presentation of and discussion on the Program Expenditure Classification (PREXC) and its alignment with the Career Executive Service Performance Evaluation System (CESPES).

Prior to the conduct of election and oath-taking of officers, Director Laceras presented REAL's accomplishments in the past seven (7) years and handed-over certificates of appreciation to the outgoing officers in recognition of their invaluable contributions to the REAL.



DBM RD and outgoing REAL President Imee Laceras presents REAL Accomplishments for the past seven (7) years to the more than a hundred officials from Region 8



DepEd SDS Cristito Eco receives the Plaque of Excellence from DBM RD Imelda Laceras. Also in the picture are DepEd RD Ramir Uytico (left) and CESB ED Anthonette Allones (far right)

In celebration of another milestone in the region, REAL also gave a Plaque of Excellence to Mr. Eco for being one of the finalists of the 2017 Gawad CES.

# Converging for Project Paglaum #17

by: Luzviminda dR. Arbutante



CESB Executive Director Maria Anthonette C. Velasco-Allones challenged the participants to live the life of a hope bearer and carry with them the light of hope that could help survivors of disasters and calamities.

*“Psycho-Social Training is one of the priority programs of the DILG this year,” stressed Assistant Secretary Alexander L. Macario of the Department of the Interior and Local Government (DILG) during his opening message to the Project Paglaum Batch XVII on 16 January 2018 at the Sulo Riviera Hotel in Quezon City. “I hope this training workshop will equip the participants with the proper training on how to deal with such scenarios or calamities,” he added. His advice to the participants is that “after this workshop which will bring with you the knowledge, skills that you need, it’s up to you to transfer the knowledge to others. But always remember to take care of yourselves first, before applying the skills you learned, before trying to save others.” He linked this with his previous experience as an officer who led troops in liberating Marawi City from terrorists.*

These were affirmed by CESB Executive Director Atty. Maria

Anthonette Velasco-Allones, who reminded the hope bearers to take care of themselves first before acting to the needs of others. She shared that when Project Paglaum was conceptualized in 2013 when the destructive typhoon Yolanda hit Tacloban and right after feeling the ineptitude of government in trying to rescue people and help communities recover from the tragic calamity, she thought of a way by which development managers would be able to reach out to the communities and provide relevant and purposive support.

*“We realized at that time that one sector was forgotten, was in need of immediate support to rebuild the hope of the people who survived the tragic calamity and they are those who are in the frontline working in the public sector. This is how KKK or Kalinga sa Kapwa Kawani was developed.”* She expects the graduates of paglaum to live the life of a hope bearer. *“Kahit*



DILG Assistant Secretary Alexander L. Macario giving an inspirational message during the opening ceremonies of the Project Paglaum.

*hindi kayo mapa-deploy para kayo makatulong sa ibang tao for an outreach, kahit sa sarili niyo na lang maisabuhay ninyo at maipakita sa iba yung buhay that is hope-filled, na hindi hopeless, then we would have succeeded.”*

*“Many of the things you need to do in government require collaboration and convergence and internally within*





A demonstration of the participants on how to provide proper PFA to survivors of tragic incidents.

*the DILG your challenges are equally insurmountable. They may be made easier to hurdle if you guys know each other, because then, more than half of your work will be done”, stressed ED Allones to the hope bearers emphasizing that they have to take time out to gain new friends. She then wished everyone a wonderful time in the workshop and thanked them for taking the challenge and the courage to be a bearer of light and a ray of hope.*

Now in its 17th session, Project Paglaum aims to transform government leaders to be capable of and be skillful and competent in providing psychosocial support to survivors of calamities and even man-made disasters.

The facilitators led by Coach Tomas Alejo S. Batalla, a licensed psychologist from the Ateneo Bulatao Center, started the workshop on the first day by allowing each participant to introduce themselves to the group. An exercise on proper communication followed. The participants conducted exercises on ways to achieve healing towards recovery, and later, a one-on-

one healing and recovery session followed.

Day two was devoted to a discussion on how to become a Psychosocial First Aid (PFA) provider. Various activities like role playing in a given tragic situation were demonstrated to show the proper approaches and techniques of PFA responders to the victims.

Play therapy was also experienced by the participants on the last day of the workshop. They honestly shared that they missed the fun of playing which is a natural form of communication.

Other facilitators who are also from the Ateneo Bulatao Center are Psychologists Priscilla Gonzalez-Fernando and Marika E. Melgar.

On day three, the Hope bearers concluded the Paglaum workshop with the presentation of the groups' action plan which can be used in their follow-through activity as a PFA provider when the time comes.

Project Paglaum XVII training workshop, which was participated in by thirty-eight (38) DILG officers, is made possible with the partnership of the Department of the Interior and Local Government, the Career Executive Service Board and the Ateneo Bulatao Center.



Participants are shown here preparing a work plan for hope bearers if disaster strikes.



# PRRD appoints to rank 169 career officers

by: Romil F. Tuando

President Rodrigo R. Duterte signed the CESO rank appointments of 169 officials on January 04, 2018.

Executive Secretary Salvador C. Medialdea, in his letters dated 04 January 2018, transmitted the appointment papers of 169 career officers to their respective ranks: 104 original appointments, 63 rank adjustments and 2 promotions in rank.

Career officers who are appointed to a rank corresponding to their positions are conferred tenure to third level

positions. The CES adheres to a rank system that follows the following structure:

| CESO Rank | Salary Grade                               |
|-----------|--|
| CESO I    | SG 30 (Undersecretary)                     |
| CESO II   | SG 29 (Assistant Secretary)                |
| CESO III  | SG 28 (Regional/Bureau Director)           |
| CESO IV   | SG 27 (Assistant Regional/Bureau Director) |
| CESO V    | SG 26 (Director II)                        |
| CESO VI   | SG 25 (Director I)                         |

## ORIGINAL APPOINTMENT TO CESO RANK:

| AGENCY/NAME                                      | POSITION   | RANK |
|--|--|------|
| <b>Department of Agrarian Reform (DAR)</b>       |  |      |
| EUGENE PURGANAN FOLLANTE                         | Acting Director IV                                     | III  |
| LILIBETH GULAPA LEE                              | Director III   | IV   |
| RESTY COSIPAG OSIAS                              | Acting Director III                                    | IV   |
| GIDEON ANTIOJO UMADHAY JR.                       | Acting Provincial Agrarian Reform Program Officer II   | V    |
| RONALD MALONGAYON GAREZA                         | Acting Provincial Agrarian Reform Program Officer I    | VI   |
| JOCELYN OLAÑO RAMONES                            | Provincial Agrarian Reform Officer I                   | VI   |
| RIZZEL BALATERO VILLANUEVA                       | Provincial Agrarian Reform Officer I                   | VI   |
| <b>Department of Agriculture (DA)</b>            |  |      |
| ARNEL VILLEGAS DE MESA                           | Acting Director III                                    | IV   |
| VISA TAN DIMERIN                                 | Director II, Bureau of Fisheries and Aquatic Resources | V    |
| <b>Department of Budget and Management (DBM)</b> |  |      |
| TINA ROSE MARIE LUCIO CANDA                      | Acting Assistant Secretary                             | II   |
| NENITA AYSON FAILON                              | Acting Director IV                                     | III  |
| TESSIE CANDELARIO GREGORIO                       | Acting Director IV                                     | III  |
| RYAN SY LITA                                     | Acting Director IV                                     | III  |
| MARIA FE DINGDING JAGNA                          | Acting Director III                                    | IV   |
| <b>Department of Education (DepEd)</b>           |  |      |
| BETTINA DAYTEC AQUINO                            | Acting Director III                                    | IV   |
| SUSANA MARASIGAN BAUTISTA                        | Acting Schools Division Superintendent                 | V    |
| SENEN PILAPIL PAULIN                             | Acting Schools Division Superintendent                 | V    |
| FELIX ROMY ABNE TRIAMBULO                        | Assistant Schools Division Superintendent              | VI   |
| ANSELMO RACELES ALUDINO                          | Acting Assistant Schools Division Superintendent       | VI   |
| ROMEO OGOY APROVECHAR                            | Acting Assistant Schools Division Superintendent       | VI   |
| MARIO MENDOZA BERMUDEZ                           | Acting Assistant Schools Division Superintendent       | VI   |
| GILDA GONO BERTE                                 | Acting Assistant Schools Division Superintendent       | VI   |
| ROGER FAMINI CAPA                                | Acting Assistant Schools Division Superintendent       | VI   |
| LANI HORFILLA CERVANTES                          | Acting Assistant Schools Division Superintendent       | VI   |
| MARIA CARMEN PEREZ CUENCO                        | Acting Assistant Schools Division Superintendent       | VI   |

| AGENCY/NAME   | POSITION   | RANK |
|---|--|------|
| <b>Department of Education (DepEd)</b>                        |  |      |
| CHERRYLOU DE JESUS DE MESA                                    | Acting Assistant Schools Division Superintendent   | VI   |
| RUTH LAROSCAIN ESTACIO  | Acting Assistant Schools Division Superintendent   | VI   |
| ALEJANDRO GABAYNO IBAÑEZ                                      | Acting Assistant Schools Division Superintendent   | VI   |
| ALLAN BRANZUELA MATIN-AW                                      | Acting Assistant Schools Division Superintendent   | VI   |
| CRESTITO MALAGUEÑO MORCILLA                                   | Acting Assistant Schools Division Superintendent   | VI   |
| NORMA BENIPAYO SAMANTELA                                      | Acting Assistant Schools Division Superintendent   | VI   |
| BERNADETTE ARANETA SUSVILLA                                   | Acting Assistant Schools Division Superintendent   | VI   |
| CATHERINE PONCIANO TALAVERA                                   | Acting Assistant Schools Division Superintendent   | VI   |
| ROSEMARIE DIME TORRES   | Acting Assistant Schools Division Superintendent   | VI   |
| JEAN GALLENERO VELOSO   | Acting Assistant Schools Division Superintendent   | VI   |
| <b>Department of Environment and Natural Resources (DENR)</b> |  |      |
| ARNEL PRADO RODRIGUEZ   | Acting Director III  | IV   |
| SOPHIE TY MANUEL  | Acting Director II, Environmental Management Bureau  | V    |
| <b>Department of Finance (DOF)</b>                            |  |      |
| JESUS NATHANIEL MARTIN BERMEJO GONZALES                       | Acting Director IV   | III  |
| WILLIAM ARRIOLA BELUSO JR.                                    | Acting Director III, Bureau of the Treasury  | IV   |
| <b>Department of Health (DOH)</b>                             |  |      |
| MARIA LOURDES CABALLERO SANTIAGO                              | Acting Deputy Director-General for Field Regulatory Operations, Food and Drug Administration | III  |
| MINERVA PEREGRINO MOLON                                       | Acting Director IV   | III  |
| RUBEN SANTOS SIAPNO   | Director III   | IV   |
| NAPOLEON LOTINO AREVALO                                       | Acting Director III  | IV   |
| MARIO SILVERO BAQUILOD  | Acting Director III  | IV   |
| RUBY CABELLO CONSTANTINO                                      | Acting Director III  | IV   |
| FRANCISCO VILORIA MATEO                                       | Acting Director III  | IV   |
| PAULA PAZ MATRIANO SYDIONGCO                                  | Acting Director III  | IV   |
| ERNIE VALEZA VERA   | Acting Director III  | IV   |
| <b>Department of the Interior and Local Government (DILG)</b> |  |      |
| HOMER MARINAO CELIZ CABARAL                                   | Acting Director III, National Police Commission (NAPOLCOM)                                   | IV   |
| BENJAMIN DE AUSEN FLORENTINO                                  | Acting Director III NAPOLCOM   | IV   |
| MA. TERESA TUBURAN PACUDAN                                    | Director III, NAPOLCOM   | IV   |
| MAXIMO TORRES LASACA I  | Acting Director II, NAPOLCOM   | V    |
| EVANGELINE RESURRECCION ALMIRANTE                             | Acting Director II, NAPOLCOM   | V    |
| ABITO DALAGAN BERNASOR  | Acting Local Government Operations Officer VIII  | V    |
| EDWARD GARGAR BHAGWANI  | Acting Local Government Operations Officer VIII  | V    |
| EMMANUEL DIONICIO BORROMEO                                    | Acting Local Government Operations Officer VIII  | V    |
| ARTEMIO BANTILES CANEJA                                       | Local Government Operations Officer VIII   | V    |
| REGGIE RUFIN COLISAO  | Acting Local Government Operations Officer VIII  | V    |
| AGNES ANCHETA DE LEON   | Acting Local Government Operations Officer VIII  | V    |
| ELPIDIO AQUINO DURWIN   | Acting Local Government Operations Officer VIII  | V    |
| CHARISSA DELA TORRE GUERTA                                    | Acting Local Government Operations Officer VIII  | V    |
| ROLYNNE AVILA JAVIER  | Acting Local Government Operations Officer VIII  | V    |
| PAULINO GARCIA LALATA JR.                                     | Acting Local Government Operations Officer VIII  | V    |
| PATRICK JOHN DAYRIT MEGIA                                     | Acting Local Government Operations Officer VIII  | V    |
| JUANITO DIJAN OLAVE JR.                                       | Acting Local Government Operations Officer VIII  | V    |
| MELODY ESTRELLADO RELUCIO                                     | Acting Local Government Operations Officer VIII  | V    |
| TEODORA PORTILLO SUMAGAYSAY                                   | Acting Local Government Operations Officer VIII  | V    |

| AGENCY/NAME   | POSITION  | RANK |
|---|---|------|
| YVETTE TOLENTINO SUNGA  | Acting Local Government Operations Officer VIII                             | V    |
| OFELIO ASIS TACTAC JR.  | Acting Local Government Operations Officer VIII                             | V    |
| PERLA MALAYAO UPANO   | Acting Local Government Operations Officer VIII                             | V    |
| GERMAN FORCA YAP  | Acting Local Government Operations Officer VIII                             | V    |
| <b>Department of Information and Communications Technology (DICT)</b> |   |      |
| CHERYL CAMENFORTE ORTEGA  | Acting Director II  | V    |
| NESTOR SAUS BONGATO   | Acting Director II  | V    |
| MARIA TERESA MAGADIA CAMBA  | Acting Director I   | VI   |
| <b>Department of Justice (DOJ)</b>                                    |   |      |
| ADONIS PORTO SULIT  | Acting Assistant Secretary  | II   |
| PERLITA SARARAÑA SILVEDERIO   | Acting Director II (Regional Director, Parole and Probation Administration) | V    |
| <b>Department of Labor and Employment (DOLE)</b>                      |   |      |
| RENATO CORTEZ LIMJUCO   | Acting Director II Philippine Overseas Employment Administration            | V    |
| JOSE MARIA SORIANO BATINO   | Acting Deputy Executive Director III, Occupational Safety and Health Center | IV   |
| GERALDINE MATIC PANLILIO  | Director III  | IV   |
| <b>Department of Public Works and Highways (DPWH)</b>                 |   |      |
| GLIRICIDIA CABILDO TUMALIUAN-ALI                                      | Acting Director IV  | III  |
| VIRGILIO CALAGOS EDUARTE  | Director III  | IV   |
| ARISTARCO MUTUC DOROY   | Acting Director III, Bureau of Construction                                 | IV   |
| <b>Department of Science and Technology (DOST)</b>                    |   |      |
| MARIA TERESA BIEN DE GUZMAN   | Acting Director IV  | III  |
| SANCHO ALVARADO MABBORANG   | Acting Director IV  | III  |
| <b>Department of Social Welfare and Development (DSWD)</b>            |   |      |
| JANET PIGGANTO ARMAS  | Acting Director III   | IV   |
| RIDUAN PASLANGAN HADJIMUDDIN  | Acting Director III   | IV   |
| ANNIE ENDOZO MENDOZA  | Director III  | IV   |
| ERNESTINA ZABALA SOLLOSO  | Acting Director III   | IV   |
| <b>Department of Trade and Industry (DTI)</b>                         |   |      |
| MA. CORAZON HALILI DICHOSA  | Executive Director IV, Board of Investments                                 | II   |
| LAUDEMER GELITO SOLIDUM   | Acting Director IV  | III  |
| LUCKY SIEGFRED MAGTIRA BALLEQUE                                       | Acting Provincial Trade and Industry Officer                                | V    |
| VALENTIN ANGHEL BAGUIDUDOL  | Acting Director II (Provincial Director)                                    | V    |
| MEILOU CINCO MACABARE   | Acting Director II  | V    |
| GAY ACHACOSO TIDALGO  | Acting Director II  | V    |
| ROMEO LACAMENTO CASTAÑAGA   | Acting Provincial Trade and Industry officer                                | V    |
| <b>Department of Tourism (DOT)</b>                                    |   |      |
| MARIA RICA CALVO BUENO  | Acting Director IV, Office of Tourism Standards and Regulations             | III  |
| <b>National Economic and Development Authority (NEDA)</b>             |   |      |
| NERRISA TUNGOL ESGUERRA   | Acting Director IV  | III  |
| AGNES MANILA ESPINAS  | Director IV   | III  |
| RAUL SEULO ANLOCOTAN  | Acting Director III   | IV   |
| JEDIDIA LACONSAY AQUINO   | Acting Director III   | IV   |
| MAE ESTER TAPUYAO GUIAMADEL   | Acting Director III   | IV   |
| <b>Commission on Higher Education (CHED)</b>                          |   |      |
| CHERRIE MELANIE ANCHETA-DIEGO   | Acting Director IV  | III  |
| <b>Technical Education and Skills Development Authority (TESDA)</b>   |   |      |
| TONI JUNE AGUIRRE TAMAYO  | Acting Director IV  | III  |



## ADJUSTMENT IN CESO RANK:

| AGENCY/NAME                               | POSITION  | RANK |     |  |
|---|---|------|-----|--|
|   |   | FROM | TO  |  |
| Department of Agrarian Reform (DAR)       |   |      |     |  |
| RENE EVANGELISTA COLOCAR                  | Director IV   | IV   | III |  |
| STEPHEN MARFIL LEONIDAS                   | Director IV   | V    | III |  |
| AGNES YAÑEZ MAATA                         | Director III  | V    | IV  |  |
| JAMES ARSENIO OVILLA PONCE                | Provincial Agrarian Reform Program Officer II         | VI   | V   |  |
| Department of Agriculture (DA)            |   |      |     |  |
| DARIO BONIFACIO BALES CANILLAS            | Director II, National Meat Inspection Service (NMIS)  | VI   | V   |  |
| ARTURO SILVA DE JESUS JR.                 | Director II, NMIS                                     | VI   | V   |  |
| JOSEFINA MENDOZA RICO                     | Director II, NMIS                                     | VI   | V   |  |
| Department of Budget and Management (DBM) |   |      |     |  |
| JANET BRAGANZA ABUEL                      | Undersecretary  | II   | I   |  |
| LUZ MALBOG CANTOR                         | Undersecretary  | II   | I   |  |
| MYRNA SANTIAGO CHUA                       | Assistant Secretary                                   | III  | II  |  |
| AMANELLA DANTES AREVALO                   | Director IV   | IV   | III |  |
| MARIA ANGELITA CONDA CELLS                | Director IV   | IV   | III |  |
| LIZA BANDONILL FANGSILAT                  | Director IV   | IV   | III |  |
| AKMAD JUANDAY USMAN                       | Director IV   | IV   | III |  |
| MARY ANNE ZABALA DELA VEGA                | Director IV   | IV   | III |  |
| Department of Education (DepEd)           |   |      |     |  |
| ALMA RUBY CARONONGAN TORIO                | Director IV   | V    | III |  |
| JULIET ABIOL JERUTA                       | Director III  | V    | IV  |  |
| WILFREDA DUROY BONGALOS                   | Schools Division Superintendent                       | VI   | V   |  |
| NIMFA DIANO BONGO                         | Schools Division Superintendent                       | VI   | V   |  |
| FRANCIS CESAR BERSAMIN BRINGAS            | Schools Division Superintendent                       | VI   | V   |  |
| GREGORIO CYRUS RICAFORT ELEJORDE          | Schools Division Superintendent                       | VI   | V   |  |
| EUFEMIA TUBAT GAMUTIN                     | Schools Division Superintendent                       | VI   | V   |  |
| HELEN GRACE VELASCO GO                    | Schools Division Superintendent                       | VI   | V   |  |
| FEDERICO PALDO MARTIN                     | Schools Division Superintendent                       | VI   | V   |  |
| NENE ROSAL MERIOLES                       | Schools Division Superintendent                       | VI   | V   |  |
| VILMA DUQUEZ EDA                          | Schools Division Superintendent                       | VI   | V   |  |
| JESSIE LIBAN AMIN                         | Schools Division Superintendent                       | VI   | V   |  |
| MARIA INES CASONA ASUNCION                | Schools Division Superintendent                       | VI   | V   |  |
| RONALD BATALAO CASTILLO                   | Schools Division Superintendent                       | VI   | V   |  |
| TERESA DALUZ MABABA                       | Schools Division Superintendent                       | VI   | V   |  |
| KAHAR HADJIESMAEL MACASAYON               | Schools Division Superintendent                       | VI   | V   |  |
| DEE DIEL SILVA                            | Schools Division Superintendent                       | VI   | V   |  |
| GEMMA QUITORIANO TACUYCUY                 | Schools Division Superintendent                       | VI   | V   |  |
| EVANGELINE PATRICIO LADINES               | Schools Division Superintendent                       | VI   | V   |  |
| RITA ESPINA RIDDLE                        | Schools Division Superintendent                       | VI   | V   |  |
| DANILO CALADO SISON                       | Schools Division Superintendent                       | VI   | V   |  |
| Department of Finance (DOF)               |   |      |     |  |
| HELENA BARAÑGAN HABULAN                   | Executive Director, Municipal Development Fund Office | IV   | III |  |
| ALBERTO SOLAMILLO OLASIMAN                | Director II, Bureau of Internal Revenue               | VI   | V   |  |

| AGENCY/NAME  | POSITION   | RANK |     |  |
|--|--|------|-----|--|
|  |  | FROM | TO  |  |
| Department of Health (DOH)                                   |  |      |     |  |
| IRMA LABRO ASUNCION  | Director IV, Epidemiology Bureau   | IV   | III |  |
| MA. THERESA DE GUZMAN VERA                                   | Director IV  | IV   | III |  |
| ANGELINA ANGELES DEL MUNDO                                   | Director IV  | IV   | III |  |
| MA. CAROLINA VIDAL TAIÑO                                     | Director IV  | IV   | III |  |
| Department of the Interior and Local Government (DILG)       |  |      |     |  |
| MARIA LOURDES LACABA AGUSTIN                                 | Director IV  | IV   | III |  |
| JAMES FERRANCO FADRILAN                                      | Director IV  | IV   | III |  |
| MARLO LINGAN IRINGAN   | Director IV  | V    | III |  |
| Department of the Interior and Local Government (DILG)       |  |      |     |  |
| JOSEPHMAR BUENO GIL  | Director III, National Police Commission (NAPOLCOM)                        | V    | IV  |  |
| ANGELITO AVIGUETERO ILANO                                    | Director II Parole and Probation Administration                            | VI   | V   |  |
| Department of Labor and Employment (DOLE)                    |  |      |     |  |
| CIRIACO ABARQUEZ LAGUNZAD III                                | Undersecretary   | II   | I   |  |
| EXEQUIEL RELLON SARCAUGA                                     | Director IV  | IV   | III |  |
| AMUERFINA REYES REYES  | Deputy Executive Director V, Philippine Overseas Employment Administration | III  | II  |  |
| Department of Public Works and Highways (DPWH)               |  |      |     |  |
| MARIA CATALINA ESTAMO CABRAL                                 | Undersecretary   | II   | I   |  |
| ARDELIZA RAFAEL MEDENILLA                                    | Undersecretary   | II   | I   |  |
| BIENADEL ELIZABETH EVIOTA YAP                                | Assistant Secretary  | III  | II  |  |
| MELANIO CATOLICO BRIOSOS                                     | Director IV  | IV   | III |  |
| Department of Trade and Industry (DTI)                       |  |      |     |  |
| SITTI AMINA AMMAD MALUDDIN-JAIN                              | Director IV  | IV   | III |  |
| MARIA BELENDIA NOLINO QUEZA-AMBI                             | Director IV  | V    | III |  |
| FERDINAND LOPEZ MANFOSTE                                     | Director III, Fair Trade Enforcement Bureau                                | V    | IV  |  |
| National Economic and Development Authority (NEDA)           |  |      |     |  |
| MYLAH FAYE AURORA BALANDRA CARIÑO                            | Director IV  | IV   | III |  |
| EFREN BAIT-IT CARREON  | Director IV  | IV   | III |  |
| Commission on Higher Education (CHED)                        |  |      |     |  |
| LUISA SABADLAN VALENCIA                                      | Director IV  | IV   | III |  |
| Technical Education and Skills Development Authority (TESDA) |  |      |     |  |
| ROSANNA APARENTADO URDANETA                                  | Deputy Director General for Policies and Planning                          | III  | II  |  |
| FRANCISCO BARADI JUCAR JR.                                   | Director IV  | IV   | III |  |
| CENON MARTINEZ QUERUBIN                                      | Director IV  | IV   | III |  |

**PROMOTIONAL APPOINTMENT TO CESO RANK:**

| AGENCY/NAME                                    | POSITION       | RANK |    |
|--|----------------|------|----|
|  |                | FROM | TO |
| Department of Agriculture (DA)                 |                |      |    |
| BERNADETTE FERRERAS SAN JUAN                   | Director IV    | III  | II |
| Department of Public Works and Highways (DPWH) |                |      |    |
| EMIL KIRAM SADAIN                              | Undersecretary | II   | I  |

## CESB goes to the Breezy City of Pines for its 2017 Year-End Assessment and 2018 Corporate Planning

by: Joana Carla D. Mance



Led by its Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, the Career Executive Service Board (CESB) held its 2017 Year-End Assessment and 2018 Corporate Planning from January 3 to 5, 2018 in Baguio City.

The highlights of the three-day activity included reviews of the agency's performance accomplishments in FY 2017 to identify the projects and processes that need to be improved to enhance office productivity for FY 2018 and a session on ISO 9001:2008 Management Review in conformance to the ISO 9001:2008 standards.

The 2018 Division Planning was also thoroughly discussed to provide the basic performance and budget information of all delivery units to formulate their Work and Financial Plan for FY 2018.

In a "stoplight exercise," each division was tasked to discuss among its members and present to the plenary



The CESB Secretariat share their insights and ideas on which processes and projects should be stopped, sped up, improved on, or introduced during the stoplight exercise.

their consolidated reports on the processes and projects that they should stop, speed up, improve on, or introduce. "*Sa ganitong paraan, nalalaman natin kung alin ang dapat itigil, dapat baguhin, dapat bilisan, at dapat pang mapabuti at mapahusay,*" said ED Allones.

In addition, the CESB Secretariat formulated the theme "*Resilience: Steering through Adversity and Bouncing Back Bravely*" for the agency's 2018 leadership development sessions. The theme captures the need



for resiliency in order to restructure and reorganize governance systems in the face of inevitable severe natural and man-made stresses.

"I would like to thank everyone for taking seriously the exercises we've conducted. I am hopeful that there are more blessings in store for us this 2018," said ED Allones in her closing remarks.

A total of forty-eight (48) CESB employees attended the 2017 Year-End Assessment and 2018 Corporate Planning.



# All about CES: Career Experience Service.



# A Continuing Journey on Government Excellence

by Alberto M. Otchengco, Jr.

The first word that comes to my mind when I attended the Annual CES Conference was “WOW.”

This pertains to the first conference I attended in 2016 with the theme “*Convergence for Change: Inspiring Leadership, Integrity in Innovation, Inclusive Development.*” It was an honor to share the same hall with inspiring resource persons as they shared their stories of convergence and innovation while hurdling different challenges throughout their journey, but still being able to achieve success and contribute greatly to their respective government agencies.

I asked myself, “*How else can the CES community top this spectacular event?*”

Surprise, surprise! The 2017 Annual CES Conference, which carried the theme “*GoVergence: Convergence for Sustainable Development*” didn’t fall short on the splendor and impressiveness of its conduct. A high-octane opening dance number from the Barangay 18 MassKara Festival Street Dance champions and the world-class performance from the Halili-Cruz School of Ballet dancers set the tone for a high-energy convention.

The vibrant three-day event was filled with success stories from leaders and reformers coming from different sectors, such as the 2017 Gawad CES finalists and other CES exemplars. It was mixed with fun ballet sessions,



jazz dance lessons, and hip-hop choreography, among many other classes that helped civil servants release tension from their muscles.

I also couldn’t forget the delightful mask-making workshop led by Mr. Buddy Ching and co-facilitated by CESB Executive Director Maria Anthonette Velasco-Allones, *CESO I*. I think it was one of the highlights of the convention.

The message and importance of convergence rang throughout the event. It made me deeply realize that the collaboration within the different government sectors will result in the country’s inclusive growth and development.

I am honored to have witnessed the passion of public service from the Department of Education (DepEd), City

of San Fernando Division headed by OIC-Schools Division Superintendent Imelda P. Macapaspac and Assistant Schools Division Superintendent Ronnie Mallari, as well as School of Governance and Operations Division Chief Fernandina Otchengco, who are all CES Eligibles. I am confident that they, among many other officials, continuously represent the values shared during the convention. Their pioneering project called “*Alpabasa*,” which improves the reading capabilities of school children just recently won Best Research in Region III.

As a CES Eligible working in the private sector, having the opportunity to mingle with innovative leaders and reformers at heart through the conduct of the Annual CES Conference is truly an honor. These are the people that give substance to the phrase, “*Isang Karangalan ang Maglingkod sa Bayan.*”

# Book Review





# GRIT:

## The New Science of what it Takes to Persevere, Flourish, Succeed

written by Paul G. Stoltz, PhD

reviewed by : Marizel Christine A. Bautista

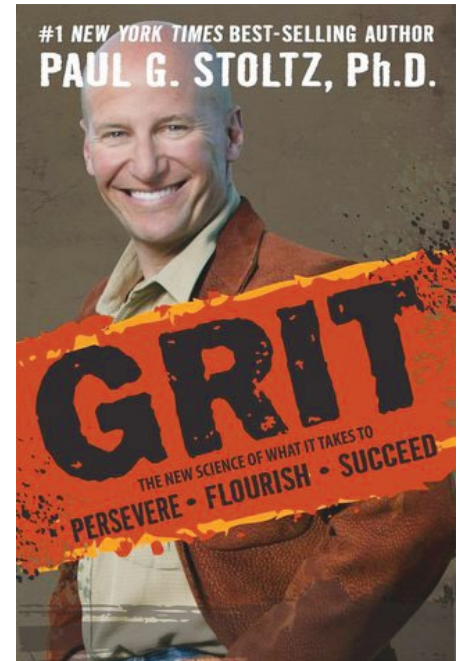
Turning obstacles into opportunities provides the necessary upgrade of oneself and one organization, allowing us to shift from adversity to abundance and prosperity. The challenge is to achieve Adversity Quotient and turn brokenness into a blessing. However, AQ—knowing how to deal with adversity, how to manage the setbacks and failures and how to turn the tides towards success, as Paul Stoltz suggests—is not enough. We need to understand what it takes to achieve impressive results, and unearth the strengths required to overcome the struggles, sacrifices and sufferings we meet along life's ways. Is toughness required in success? The answer is in the book GRIT: The New Science of what it Takes to Persevere, Flourish, Succeed.

The book focuses on GRIT, which was used to mean two things: (1) the tendency to cling to goals despite problems, issues, failures and setbacks by maintaining fortitude, firmness, determination and courage; and (2) a four dimension-term—Growth, Resilience, Instinct and Tenacity—which refers to the capacity to dig deep, to DO whatever it takes to

succeed. Achieving Optimal GRIT, when you constantly and reliably demonstrate your fullest GRIT to achieve your most worthy goals, is the desired state the book wants its readers to achieve.

Stoltz stresses that GRIT matters, and without it, nothing matters. It evolves and changes in degree, as needed. It trumps over the rest and wins with an overriding character of high achievement. It ignites, and sparks to sustain, and rules as a core ingredient which is the fuel cell of human achievement. It undergirds what fuels momentum, stamina, will, flexibility, agility to endure, prevail and win. GRIT transcends and cuts across everything, it sticks and stays. And as it grows, it can be measured and understood and replicated.

GRIT has 3Gs: GROK to get it, GAUGE to assess where you are now, and GROW where you gain and apply it as an improvement tool. Having a basic and advanced GROK, the philosophy is to move the heart and the head to ultimately fortify one's entire life. Not having rules, GRIT is hot, and impact is everything. The author terms GRIT 1.0 as True GRIT



where quality is desired more than quantity. On the other hand is GRIT 2.0 which is Optimal GRIT, which is referred to as GRIT in the entire work.

Taking GRIT in the context of Philippine culture and experience, we see a big potential of blessings. Our history is replete with records of adversity in both the collective and individual realm. However, like our national bird, the *Agila*, we soar higher than the burning forest fires and flooded lands, and overcome the waves of tsunamis and flashfloods. We even endure the extreme heat of the molten lavas and rushing lahars. Being public managers, it is easy to find the relevance of this book and find good testing grounds in our government offices as well as private organizations' operations and delivery of services. The call is for managers to see and understand, document and measure how people traits are formed, and the manner people



conduct themselves under pressing circumstances. From these inputs we can identify the best practices and utilize them in considering the resources available for us in our goal setting, real operations and achievement of mission.

In the book, the author posed a challenge of a 50 mile radius from home for one to stroll, peruse the environment, and look for anyone who has accomplished anything worthwhile. In the course of unearthing their stories, the inquiry would center on what they did in their life to understand how GRIT played a role in their success. In our case, we can do some “management by walking around” in the offices and agencies and take time to connect and communicate with our personnel to see how they triumphed over their adversities. It will not be a hard walk around since our people are not only employees but social animals and real individuals having real stories to tell and personal triumphs to

celebrate. It will be interesting to see how they grow in resilience, and by instinct move and act in smart and best possible ways to persist, stick on and relentlessly go after their goals. We do not need to experience the same adversities, we just need to open our eyes, minds and heart to understand the language of life.

As we do the experiment, we may find that the points raised by the author have different perspectives and interpretations. Adversity itself would have different ranges of tolerances, capacities, strengths and meanings. The different kinds of *GRIT: Bad, Good, Dumb, Smart, Weak and Strong* will be rendered differently as well.

Reading the book, one cannot help but understand that all the things in life that we endure are potential resources and actual blessings. The optimality of GRIT depends on the way we see adversity, how we consistently learn from the

pains instead of being broken, and evolve into a reliable, smart and strong organism who is capable of sacrificing, surpassing, succeeding and achieving the most worthy goals. *The Winning Mindset* is the key to enjoy the rich benefits of the *Adversity Quotient* and *Optimal GRIT* is the strength derived from that combination of quality and quantity of consistent management of adversity. Remembering that a sunset is a signal of an upcoming beginning, one must endure the dark night and get ready to wake up and seize the new day. The days never end, and so as the challenges of existence; therefore, to sacrifice, persist, survive is to succeed. No GRIT, no glory!

## *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.





## **Career Executive Service Board**

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