

# The Public Manager



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# PRRD Leads Ceremonial Oath-Taking of Newly-Appointed CESOs

by: Sharina Mae Ponferrada



Photos grabbed from RTVM FB Page

**P**resident Rodrigo Roa Duterte led the second ceremonial oath-taking of seventy four (74) newly appointed Career Executive Service Officers (CESOs) at the Heroes Hall in Malacañan Palace on December 3, 2019.

This batch included CES rank appointments signed by President Duterte on February 28, March 25, July 31 and December 3, 2019, respectively.

The oath-taking has always signified a milestone in the careers of our CESOs and an opportunity by which CESOs affirm their commitment in promoting professionalism and excellence in public service.

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 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)

# 2019 closes with thirty-three more officials appointed to CES Rank

**P**resident Rodrigo Roa Duterte recently appointed 33 more career officers to Career Executive Service (CES) ranks on 3 December 2019, bringing this year's total number of Career Executive Service Officers (CESOs) to 177.

This batch included 18 original appointments, 14 rank adjustments and 1 promotion in rank from 12 agencies, namely: Department of Agriculture (DA), Department of Budget and Management (DBM), Department of Education (DepEd), Department of Environment and Natural Resources (DENR), Department of Health (DOH), Department of Information and Communications Technology (DICT), Department of the Interior and Local Government (DILG), Department of Labor and Employment (DOLE), Department of Public Works and Highways (DPWH), Department of Science and Technology (DOST), Department of Trade and Industry (DTI) and Department of Transportation (DOTr).

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- CESO VI - SG 25 (Director I)

See full list of newly-appointed CESOs.

## FOR ORIGINAL APPOINTMENT TO CES RANK

| NAME  | POSITION                                  | RANK |
|---|---|------|
| <b>Department of Agriculture (DA)</b>                         |   |      |
| DANILO PAGIGIAN DAGUIO  | Director III                              | IV   |
| LILIAN CRUZ GARCIA  | Director II                               |      |
|   | Bureau of Fisheries and Aquatic Resources | V    |
| <b>Department of Budget and Management (DBM)</b>              |   |      |
| RICKY LEE SANCHEZ   | Director IV                               | III  |
| <b>Department of Education (DepEd)</b>                        |   |      |
| DIOSDADO IGLESIAS CAYABYAB                                    | Assistant Schools Division Superintendent | VI   |
| CHRISTOPHER DELA ROSA DIAZ                                    | Assistant Schools Division Superintendent | VI   |
| AGUEDO CALAMIONG FERNANDEZ                                    | Assistant Schools Division Superintendent | VI   |
| LORENZO ODIAS MACASOCOL                                       | Assistant Schools Division Superintendent | VI   |
| DANTE GALANG PARUNGAO   | Assistant Schools Division Superintendent | VI   |
| LOURDES DIOQUINO SERVITO                                      | Assistant Schools Division Superintendent | VI   |
| JOEL TORNO TORRECAMPO   | Assistant Schools Division Superintendent | VI   |
| LORENZO ESPIRITU MENDOZA                                      | Assistant Schools Division Superintendent | VI   |
| <b>Department of Environment and Natural Resources (DENR)</b> |   |      |
| NORLITO APURA ENERAN  | Director IV                               | III  |

## 3 | 2019 closes with thirty-three...

**FOR ORIGINAL APPOINTMENT TO CES RANK**

| NAME  | POSITION   | RANK |
|---|--|------|
| <b>Department of Labor and Employment (DOLE)</b>              |  |      |
| MA. ZENaida EUSEBIA ANGARA CAMPITA                            | Director IV  | III  |
| <b>Department of Public Works and Highways (DPWH)</b>         |  |      |
| YOLANDA LATONIO TANGCO  | Acting Director III                                  | IV   |
| <b>Department of the Interior and Local Government (DILG)</b> |  |      |
| MARTIN PORRES BONDOC MORAL                                    | Local Government Operations Officer VIII             | V    |
| DENNIS SEGISMAR QUINONES                                      | Local Government Operations Officer VIII             | V    |
| <b>Department of Trade and Industry (DTI)</b>                 |  |      |
| JOEL REYES CRUZ   | Acting Director IV                                   | III  |
| <b>Department of Transportation (DOTr)</b>                    |  |      |
| PAUL YANG CHUA  | Deputy Administrator<br>Light Rail Transit Authority | III  |

**FOR ADJUSTMENT IN CES RANK**

| NAME  | POSITION  | RANK<br>FROM | TO  |
|---|---|--------------|-----|
| <b>Department of Education (DepEd)</b>                                |   |              |     |
| ROMEO OGOY APROVECHAR   | Schools Division Superintendent   | VI           | V   |
| GILDA GONO BERTE  | Schools Division Superintendent   | VI           | V   |
| OMAR ASUAN OBAS   | Schools Division Superintendent   | VI           | V   |
| EDILBERTO LEONES OPLENARIA  | Schools Division Superintendent   | VI           | V   |
| <b>Department of Environment and Natural Resources (DENR)</b>         |   |              |     |
| JACQUELINE ABING CAANCAN  | Director IV   | V            | III |
| JUAN MIGUEL TRASMORTE CUNA  | Undersecretary  | IV           |     |
| <b>Department of Health (DOH)</b>                                     |   |              |     |
| MA. CAROLINA VIDAL TAINO  | Undersecretary  | III          |     |
| <b>Department of Information and Communications Technology (DICT)</b> |   |              |     |
| DENIS FERNANDEZ VILLORENTE  | Undersecretary  | III          |     |
| <b>Department of Public Works and Highways (DPWH)</b>                 |   |              |     |
| NERIE DOMINGO BUENO   | Director IV   | IV           | III |
| LEA NAPAGAO DELFINADO   | Director IV   | IV           | III |
| RONNEL MONTANEZ TAN   | Director IV   | IV           | III |
| <b>Department of the Interior and Local Government (DILG)</b>         |   |              |     |
| ARNEL MIRALLES AGABE  | Director IV   | IV           | III |
| JOSEPHINE CABRIDO LEYSA   | Director IV   | IV           | III |
| <b>Department of Trade and Industry (DTI)</b>                         |   |              |     |
| RODOLFO JAO MARIPOSQUE  | Director III  | V            | IV  |
| <b>Department of Science and Technology (DTI)</b>                     |   |              |     |
| JAIME CARLOS MONTOYA  | Executive Director III<br>Philippine Council for Health Research<br>and Development | III          | II  |

# Paglaum 25 Batch “Oragon” Brings Hope to Irosin

by: *Jogar B. Tosoc*

**W**hen Typhoon Tisoy’s highly damaging eye wall hits Irosin, Sorsogon and unleashed its punishing winds at around 9 o’clock in the evening on 3 December 2019, some Irosanons were terribly frightened and thought that it could be the end of their lives. The storm left them distraught and hopeless.

Heading to the call for service, the Paglaum Training Workshop Batch 25, also known as “Batch Oragon” (a Bicol term for competent person or “mahusay”), led by its Batch President, Jogar B. Tosoc, Acting Assistant Branch Head of Social Security System, Naga Branch, sought the support of the Career Executive Service Board (CESB) for the provision of psychosocial support services to those typhoon victims.

As part of the CESB’s Community Passion (ComPassion) Projects, the CESB established the convergence among the Paglaum Batch 25, the CESB, the Department of Social Welfare and Development Field Office



*The Magnificent Thirteen of Paglaum Batch 25 with their mentor, Mr. Tomas Alejo S. Batalla, Department of Social Welfare and Development Regional Director Arnel B. Garcia and the CESB Staff.*

V(DSWD FO V), the Office of Sorsogon Governor Francis Joseph Escudero, the Land Transportation Office Regional Office V, the Bicol Medical Center (BMC), and the Office of Irosin Municipal Mayor Alfredo Cielo, Jr. for the conduct of psychosocial support services on 17 December 2019 at the Irosin Public Auditorium to more than 300 families whose houses were totally or partially damaged by the typhoon.

## **Bringing Hope and “Goodies” to Irosin**

The whole-day activity started with a Briefing Orientation of all the partner-participants at the Office of Civil Defense Conference Room, Camp Gen. Simeon Ola, Legazpi City. Director Arnel B. Garcia, CESO II, Regional Director of DSWD FO V, together with his staff, gave a Disaster Response Update, the real-time situationer for the Irosin, Sorsogon community survivors, and the ground preparations made by the DSWD Team. RD Garcia also shared the best practices of the DSWD FO V in distributing food packs for the calamity survivors in Bicol. He informed the group that as a proactive move, several days before a typhoon hits an area, the DSWD has already pre-positioned the food packs and laminated sacks for the survivors in the affected areas and not the other way around.



*Irosin Municipal Mayor Alfredo Cielo, Jr. welcomed the Team, as he expressed his profound gratitude and pledge of continuous support to the conduct of the activity.*

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Also present during the briefing were: the CESB Team led by Ms. Imelda Guanzon representing Executive Director Maria Antonette C. Velasco-Allones, CESO I; Mr. Tomas Alejo S. Batalla, a clinical psychologist, who served as guide and mentor of the hope bearers; General (Ret.) Claudio Yucot, Regional Director of the Office of Civil Defense in Bicol; Batch 25 members; and two nurses from the BMC.

The group made courtesy visits to the Office of Sorsogon Governor Chiz Escudero (represented by the Provincial Administrator) and to the Office of Irosin Mayor Alfredo Cielo, Jr.

The typhoon survivors from Barangay San Pedro, Irosin, Sorsogon warmly welcomed the visiting hope bearers, the CESB, and DSWD staff. Twelve Bicolano hope bearers from Batch 25 provided Psychological First Aid (PFA) to some survivors through a “kumustahan” session based on their response to a pre-distributed questionnaire that identified their feelings, status of well being, and immediate needs.

PFA is a form of mental health and psychosocial support that helps individuals and communities to heal the psychological wounds and rebuild social structures after an emergency or critical event. The group learned PFA during the Paglaum Training Workshop conducted by CESB on 4-6 November 2019 at Villa Caceres Hotel, Naga City. The graduates of the said 3-day workshop are called “hope bearers” to depict their role of bringing back hope, as an important value in overcoming adversities.

Simultaneous with the “kumustahan” session, other Oragons together with



*Convergence in Action. (Photos from left to right) 1. Batch 25 Paglaum graduates having a heartfelt talk to Irosanos; 2. Kids receive their bags of goodies of joy; 3) Kids play in a mobile child-friendly space; and 4) DSWD and PFA volunteers give food packs to survivors under its Food-for-Work Program.*

the DSWD FO V and CESB staff facilitated the various games for the children. Two nurses from the BMC provided simple medical help. The hope bearers, CESB and DSWD Teams distributed Santa socks with chocolates and packs of school supplies to the children of the survivors. As a finale, the Bicolano hope bearers helped the DSWD in distributing the food packs and laminated sacks to the survivors.

After the activity, the survivors expressed positivity as they felt being loved and comforted and realized that they should introduce change or implement proactive steps or solutions in time of adversity. They were so thankful that there are hopebearers who have travelled from other places and took time to visit and give them hope even by simply being there to listen to them.

In closing, Mr. Tosoc thanked his batchmates for sharing their time and

spirit of volunteerism, the CESB, DSWD, LTO, BMC, Office of the Sorsogon Governor, and the Office of the Mayor for their collaboration and partnership in making the activity a success.

*“In our own little way, we have shared our time, effort, and ourselves in giving hope and joy to our beloved fellow Bicolanos. Our Batch’s first activity was a resounding success due to our cooperation and support. I am so thankful for your presence and most importantly the collaborative efforts of various agencies present. It was a call of duty. I hope that we will support all our Batch’s future activities. We made a good start. We shared our lives with others with a heart. It is a privilege to be a public servant, it is an honor to serve our beloved country. Indeed, the tag line ‘Isang karangalan and maglingkodsa bayan’ had been proven true as we showed our love and concern for our countrymen today,” he said.*

# CES Club #4 Introduces 44 Public Managers to the Art of Lantern-Making

by: Giselle N. Luna



**F**orty-four participants from different government agencies in Region 3 became lantern-makers for a day as they attended the final conduct of CES Club for 2019 entitled “Appreciating the Art of Parol-Making”. The Career Executive Service Board with the help of its local partners – SDS Imelda P. Macaspac and Mr. Albert Magtoto Othchengco, both CES Eligibles from the Department of Education, San Fernando City, Pampanga gathered public sector managers-executives at Best Western Bendix Hotel last 10 December 2019 to learn from the master craftsman and Parol King himself, Mr. Rolando S. Quiambao about the basics of parol-making and the local history of its lantern industry.

CESB’s Deputy Executive Director Hiro V. Masuda, CESO IV, who opened the event, delivered an inspiring message about the significance of us being leaders, game-changers of our agencies; we are like lanterns and like stars. He said that like the star that guided the three wise men, we are also the light that guides our staff, our colleagues, in making sure that the workplace performs and function well. It is in this lantern-making activity that we hope that these participants will also serve as a beacon of hope and guidance, and lead their peers towards progress not only to their agencies but to themselves as public servants.

Renowned Lantern-maker, Mr. Rolando S. Quiambao, who is considered as one of the pioneers of the lantern industry in Pampanga, shared his story and his passion for lantern-making. A former OFW in Saudi Arabia, he said that his dream of creating giant lanterns lured him back to the Philippines and he has not stopped since then in creating giant lanterns for his hometown. He also said that making lanterns has come a long way, from creating the lanterns the traditional way, to the present, where electric lanterns mix light and music using digital technology. He then guided the participants in building their own lanterns – DIY style and they gleefully drew their own patterns, cut the colorful crepe



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*That's the way you do it. Mr. Rolando S. Quiambao teaches the participants about the different cutting techniques and how to design the lanterns.*

papers, and pasted these on the lanterns.

The mayor of San Fernando, Pampanga, Hon. Edwin Santiago dropped by and welcomed the participants and expressed his appreciation to the Career Executive Service Board for drawing in the CES community to his hometown. He adds that his local government continuously promotes Pampanga's



*Mayor Santiago says that it is in doing what we like and doing what we love, that we can create wonderful things like the parol.*

culture like the Giant Lantern Festival held yearly and is one of the must-see activities in the country.

City Tourism Officer Maria Lourdes Carmella Jade Pangilinan provided a lecture on the beginnings of the lantern-making industry in her hometown. It was a trip back in memory lane as she showed pictures in black and white of the earliest lanterns made in the late 1900s. She added that it is a testament that lantern making is a long-standing tradition that dates back to the time the Philippines was even under colonial rule.

The participants left with electric lanterns they themselves made, learned about the socio-cultural history of lantern making in the Philippines and realized that, just the like the blinking lanterns, we

should be leader-managers who are always ready to bring light and joy to our clients, constituents and stakeholders. 🌍



*San Fernando, Pampanga City Tourism Officer Ching Pangilinan showed the participants of pictures of earliest lantern designs made in the Philippines.*



# Insightful and Fun Year-ENDER at the 4th Quarter HR Managers' Fellowship Meeting and Learning Session

by: Lucre Mae H. Villaluna



“  
Our people are our best asset; they are the ones who will bring this country forward. That is why we continue to train them, give them the best working environment possible because this is the only way we can get our country to move fast...” These are the heartening words of Department of Finance (DOF) Undersecretary Gil Beltran, CESO II to the thirty-two (32)

participants of the 4th Quarter Human Resource (HR) Managers' Fellowship Meeting and Learning Session as he welcomed the group to the renovated DOF premises on 11 December 2019.

The 2019 theme – “Pivotal: Public Servants v.4IR” was inspired by the perennially critical role of people managers in the bureaucracy and the context of the digital age. Designed to keep



*CESB Deputy Executive Director Hiro V. Masuda, CESO IV gives the opening message and updates on CES policies and programs.*

HR managers updated on the latest knowledge and skills demanded by the digital age, the 2019 learning sessions covered Cybersecurity, Data-Driven Decision-Making, Big Data and Data Ethics, Managing the Millennials, and Emerging Technologies for HR

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**2019 Agency HR Champions**

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**2019 Agency HR Champions**

**2019 AGENCY HR CHAMPIONS**

BIR \* DILG \* DOE \* DOF \* LRTA

**2019 EXECUTIVE HR CHAMPION**

MR. ALVIN DIAZ, DIRECTOR IV, DOF

Special Mention:

MS. CELIA KING, CESO III, DEPUTY COMMISSIONER, BIR

MS. ANGELINA MANGA, CESO IV, DIRECTOR III, DOE

**2019 HR MANAGERS' FELLOWSHIP MEETING GRACIOUS HOSTS**

1ST QUARTER: DICT

2ND QUARTER: BIR

4TH QUARTER: DOF

Managers in the Public Sector. Culminating the learning session line-up was an overview of Project Management from Mr. Pablo Yambot, Managing Director of UBQTY, a consulting and services company focusing on digital transformation, project management and IT service management.

Winding up the year's HR sessions and in keeping with the festive season, a recognition segment was held to celebrate and recognize the commitment and active involvement of the agencies, its executives, and HR advocates. It was followed by fun and games to cheerfully cap off the year. One

attendee commented that the overall benefit gained from the HRM Fellowship Meeting and Learning Session was the "relevant topics useful to HR practitioners." Gratitude, groupies, hugs and huge smiles filled the room as people bade each other goodbye and remarked, see you next year! 🌐



# Project Paglaum # 25 Recruits 47 Hope Bearers in Naga City

by: *Lhuz DR. Arbutante*

**F**orty-seven (47) committed executives from different agencies nationwide emerged as the new hope-bearers from the Project Paglaum Training Course conducted by the Career Executive Service Board (CESB) last 4-6 November 2019 at the Villa Caceres Hotel in Naga City.

In her opening message, CESB Executive Director Maria Anthonette C. Velasco-Allones articulated the value of one's life perspective with her powerful statement, "we cannot change the cards we are dealt with in life, but we can always change the way we deal with the cards that are dealt us". She also oriented learners about the underlying story in the inception of Project Paglaum by recalling how Typhoon Yolanda struck Tacloban City and affected people from all sectors, government employees included. The idea of finding a way to help a disaster-

ravaged community by providing Psychosocial First-aid on top of the usual basic services provided by the government was translated into a proactive, comprehensive and sustainable program – the Project Paglaum Training Course. CESB realized that this was the area that needed reinforcement which resulted in competency building training workshop on providing psychosocial support in post-disaster situations being developed.

The three-day course involved sessions facilitated by Coach Tomas Alejo S. Batalla, a licensed psychologist from the Ateneo Bulatao Center, who focused on "Healing the Healers", where the foundation for becoming a Psychosocial First-Aid (PFA) provider was laid. In Day 1, learners were briefed on the Cycle of Experience as

an instrument of healing, the value of communication, and were treated to one-on-one healing and recovery sessions.

Days 2 and 3 were facilitated by Ms. Marika A. Melgar and Ms. Priscilla Gonzalez-Fernando, both certified clinical psychologists and child play therapists. After imbibing the principles, virtues, and objectives of psycho-education and the theories/frameworks concerning the practice of PFA, learners went on to practice their learnings and skills in PFA in a PFA Simulation Workshop.

Project Paglaum, now on its 25th session, is a three-day training workshop aimed at building the competencies of Career Executive Service (CES) officials, other public managers and community leaders in applying Mental Health and Psychosocial Support (MHPSS) measures as immediate interventions in attending to survivors of natural disasters and calamitous events. It also intends to institutionalize organizational support mechanism for responding to psychological and mental health concerns in the workplace through lectures, demonstrations and experiential learning activities. 🌐



*The Paglaum Guru Coach Tom Batalla while discussing the Action Plan of the Group.*



*Learners pose with the facilitators of Paglaum 25 (seated, sixth from left) Licensed Psychologists Priscilla Fernando-Gonzalez, Coach Tomas S. Alejo Batalla, and Marika A. Melgar during the closing ceremonies.*

# GREATful Leadership Takes Root in the Islamic City of Marawi

by: Christopher F. Calugay

The fourth and last Conclave in the 2019 CES Annual Leadership Conclave Series was held last 6 November 2019, Wednesday at the Clubhouse of the Maranao-themed Marawi Resort Hotel in the sprawling Mindanao State University (MSU) Campus in the Islamic City of Marawi of the Province of Lanao Del Sur. The event gathered 115 delegates mostly from public sector agencies and local governments from the newly-constituted Bangsa Moro Autonomous Region in Muslim Mindanao (BARMM), other regions in the island of Mindanao, and some from even as far as Metro-Manila.

Inspired by the theme of “GREATful Leadership: Performance-Positivity-Possibilities”, the Conclave commenced with an Offering of Prayers presided over by Mr. Dimnatang M. Radia, founding President of the Bangsa Moro Executives and Leaders League (BELL). The recitation of the CES Pledge was led by Education Program Supervisor Waisah S. Arsad of the Division of the Province of Lanao Del Sur – Department of Education.

Lanao Del Sur Prov. Gov. Mamintal



Lanao Del Sur Prov. Gov. Mamintal Alonto Adiong, Jr. thanks CESB for bringing the Conclave to Lanao del Sur.



Atty. Majul U. Gandamra, Mayor of the Islamic City of Marawi, briefed the audience on the simmering issues, urgent needs and emerging challenges confronting the national and city government-led rebuilding and development initiatives in the city.

Alonto Adiong, Jr. welcomed the Conclave delegates. He expressed the appreciation and gratitude of the people and provincial government of Lanao Del Sur in being chosen to host the Conclave. He stressed the value and roles of competent, professional and dedicated career executives and government workers as the key drivers for the effective delivery of public services and programs, the rebuilding and development of Marawi City, and for achieving development goals in the BARMM, in particular, and in the entire island of Mindanao.

In her Opening Message, Executive Director Maria Anthonette C. Velasco-Allones of the Career Executive Service Board (CESB) clarified the mandate, thrusts and the programs of CESB in growing, strengthening and harnessing the CES as a vital institution, an essential resource, and as a catalyst for ensuring institutional stability, effective governance and for achieving national and local development. She reiterated CESB’s commitment to and

solidarity with the people and local governments in the task of rebuilding Marawi City and in advancing the development of BARMM and Mindanao.

Phil. Army Brig. Gen. (Ret.) and Asst. Sec. Felix J. Castro, Jr., Field Office Manager of Task Force Bangon Marawi keyed the Conclave. He highlighted the principles of convergence, partnership and sustainability which constitute the foundation of the integrated master plan for the rebuilding and development of Marawi City. He emphasized the holistic and multi-sectoral approaches to the development of the city which include, not only the physical infrastructure and public utilities sector, but also the political, cultural, social and economic dimensions of human development.

The first plenary learning session focused on the framework and essential elements for growing and enriching the mindset and persona of GREATful leadership which

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must be nurtured at the very core of every executive's leadership foundation. CESB Exec. Dir. Allones guided the delegates in answering the questions – "Who am I?; What kind of leader am I?; and What is the best version of myself?" She then discussed the meaning, correlates and value of appreciating gratitude. In explaining the paradigm of leading gratefully, she clarified the concepts and stressed the importance of awareness, acknowledgement, appreciation, employee engagement and empowerment, and servant leadership. Lastly, she shared lessons, insights and experiences on why and how leaders can grow gratitude and create an empowered and engaged work force in their organizations.

Atty. Majul U. Gandamra, Mayor of the Islamic City of Marawi, surveyed the landscape of and provided a glimpse of the simmering issues, urgent needs and emerging challenges confronting the national and city government-led rebuilding and development initiatives in the city. Among these were the slow pace of and clear plan for debris clearing, rehabilitation, reconstruction and rebuilding efforts; the reconstitution and resolution of all land ownership and management issues; and the strengthening,



Direct to the point. CESB Executive Director Allones answers questions raised by a participant about grateful leadership.

integration and alignment of multi-sectoral partnerships and programs addressing all dimensions of development;. He ended his plenary learning session on "Convergence for Marawi Rehabilitation – A Recovery Effort through Partnership-Building" with a call for stronger unity, resolve and support for the rebuilding and development of Marawi City.

The plenary learning session on "Sustaining Peace and Order in Marawi City" was facilitated by Col. Jose Maria R. Cuerpo II, Commanding Officer of the 103rd Infantry Brigade of the Philippine Army. Col. Cuerpo provided

a detailed, graphic and historical analysis of the social, political, economic and cultural contexts and factors influencing armed conflicts in the BARMM, in Mindanao and in the Southeast Asian Region. He also explained the different elements, sources, personalities and groups/ organizations which pose threats to peace and security. In clarifying the issues, problems, needs and challenges to achieve enduring, just, equitable and realistic development, he focused on peace as the essential foundation for the city, the region and the nation to achieve holistic, inclusive and sustainable development. He urged all sectors to work together in building greater trust, inter-cultural harmony and stronger social integration. He ended by emphasizing the importance of developing accountable, effective and viable governance institutions and of ensuring inclusive, equitable and meaningful participation in governance systems and opportunities by all sectors in society.



Phil. Army Brig. Gen. (Ret.) and Asst. Sec. Felix J. Castro, Jr., Field Office Manager of Task Force Bangon Marawi explains his development strategies for rebuilding Marawi City.



Stories from the ground. Col. Jose Maria R. Cuerpo II, Commanding Officer of the 103rd Infantry Brigade of the Philippine Army explains the remaining threats besetting Mindanao.

# 4th QUARTER CES WE REGISTERED 397 EXAMINEES

by: Ercee M. Capati



*University of the Philippines-Q.C.*



*University of Cebu-Cebu City*

**T**hree hundred ninety-seven (397) officials from various government and private agencies took the fourth quarter CES Written Examination (CES WE), administered by the Career Executive Service Board (CESB) last December 1, 2019. The exam was held simultaneously in three testing centers, namely: University of the Philippines, Quezon City, University of Cebu, Cebu City and Department of Education - National Educators Academy of the Philippines (DepEd-NEAP) – Region XI, Davao City.

Two hundred fifty-three (253) or 63.73% out of the three hundred ninety-seven (397) examinees took the exam in Quezon City, while seventy-five (75) examinees or 18.89% took the same in Cebu City, and sixty-nine (69) examinees or 17.38% in Davao City.



*DepEd-NEAP RO XI-Davao City*

The list of passers of the December 1, 2019 Nationwide CES WE will be posted in the CESB website (link) not later than the first week of February 2020. Notice of ratings will also be sent to individual examinees via e-mail or regular mail. 🌐



**NEW ELIGIBLES**  
 CONFERRED THROUGH RESOLUTION NO. 1517  
 DECEMBER 12, 2019

**MACASIEB, JAY F.**  
 Assistant Principal II  
 Department of Education  
 Schools Division Office of San Juan City

**NOGUERA, MARCIAL Y.**  
 Education Program Supervisor  
 Department of Education  
 Division of Batanes

**MIRASOL, FELIX JR., S.**  
 Provincial and Natural Resources Officer/Officer-in-Charge  
 Office of the Assistant Regional Director  
 Department of Environment and Natural Resources

**ODI, JOYZEL R.**  
 Information Technology Officer II  
 Provincial Government of Compostela Valley

**NAYBE, MARISIA C.**  
 Local Government Operations Officer VI  
 Department of the Interior and Local Government  
 Regional Office X

**13 | GREATful Leadership...**

The last plenary learning session resource person, Usec. Emil K. Sadain of the Department of Public Works and Highways (DPWH), spoke on “GREATful Leadership for Inclusive Development.”

He shared important milestones and chapters in his personal learning journey as a public manager and as a career executive in the DPWH. He described the challenges, insights and

lessons that guided his personal life, professional career and leadership adventure in transforming DPWH as a powerful agent for achieving meaningful, results-focused and sustainable development in Mindanao. He inspired and captured the hearts of everyone in the Conclave with his faith and vision, strong passion, firm resolve and systematic approach in achieving excellent, accountable and life-changing results under challenging and adverse circumstances.



*Up close and personal. DSWD Usec. Emil K. Sadain shares important milestones and chapters in his personal learning journey as a public manager and as a career executive in the DPWH.*

The Conclave concluded with a study and immersion tour of the areas in Marawi City which were devastated during the five-month siege in 2017. 🌐

# CESB Secretariat wraps up 2019 with year-end performance appraisal, annual thanksgiving

by: Gershon F. Cariño

**T**he Career Executive Service Board (CESB) Secretariat, led by Executive Director Maria Anthonette C. Velasco-Allones, CESO I and assisted by Director Hiro V. Masuda, CESO IV, capped off the year 2019 with the Year-End Performance Review and Annual Thanksgiving last December 18-20, 2019 in Baguio City.

The back-to-back activities aimed to: 1) take stock of the accomplishments for the period January to December 2019; 2) determine what the team needs to start, stop and continue doing in 2020 to impact results; 3) plot out the programs, activities and projects for Calendar Year 2020; 4) conceptualize the theme for the CES leadership training programs in 2020; 5) identify talent and project management “gaps” that need to be addressed next year; 6) recognize employees for their exemplary behavior, performance and services that contributed to achieving the organizational goals; and 7) pay tribute to the retiring employees for their significant contributions.



*The CESB Secretariat led by Executive Director Maria Anthonette Velasco-Allones (1st row, center) and Deputy Executive Director Hiro V. Masuda (1st row, 5th from left).*

Mr. Romil F. Tuando, Officer-in-Charge of the Policy, Planning and Legal Division, reported the CESB's organizational physical targets vis-a-vis actual performance accomplishments. Various presentations on division performance accomplishments and issues for the year followed suit, which were threshed out during the group workshop on Day 1.

Executive Director Allones lauded the consistent performance of the delivery units for the past many years, which contributed to attaining the organizational objectives of the CESB. However, she urged all personnel in attendance to revisit the vision of the CESB Secretariat to make sense of the numbers that were reported during the year-end performance review.

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*Divisions/Units identify their performance issues in FY 2019 in a group workshop.*





Executive Director Maria Anthonette Velasco-Allones and Deputy Executive Director Hiro V. Masuda award Plaque of Appreciation to CESB retiring employees Nenita V. Bargo (2nd from left) and Delia M. Castillo (2nd from right).

The Secretariat also thanked and celebrated two (2) retiring employees, namely: Ms. Nenita V. Bargo, Administrative Officer V, Performance Management and Assistance Division

(PMAD), and Ms. Delia M. Castillo, Administrative Aide VI, Financial and Administrative Division (FAD), who have rendered faithful years of service in the CESB. In the Salamat-

Paalam Program, the said retiring employees expressed their gratitude to the CESB family and received heartfelt words of appreciation from the employees in return.

The event culminated in an Awarding Ceremony in recognition of the exemplary behavior, performance and services of various CESBies and teams. Among the awards given by the CESB Program on Awards and Incentives for Service Excellence (CESBPRAISE) are Best Employee, Best Division/Unit, Exemplary Behavior Award, *Gantimpala Agad* Award, Best in Punctuality, Best in Attendance, Length of Service Award, Loyalty Award, and Career and Self-Development Incentive. 🌐



Best teams are all smiles during the CESB PRAISE Awarding Ceremony.

# THE E-PUBLIC MANAGER

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

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



## The CES CEO Cost-Effective Officer Award

## The CES VIP Very Innovative Person Award

## The CES VIP & CEO Group Award

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

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

This category seeks to recognize the excellent performance of a group consisting of at least three members to a maximum of ten members that has made substantial contributions to a particular project, goal or organization performance and resulted in achieving and/or exceeding set targets.

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