

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

FEBRUARY 2019

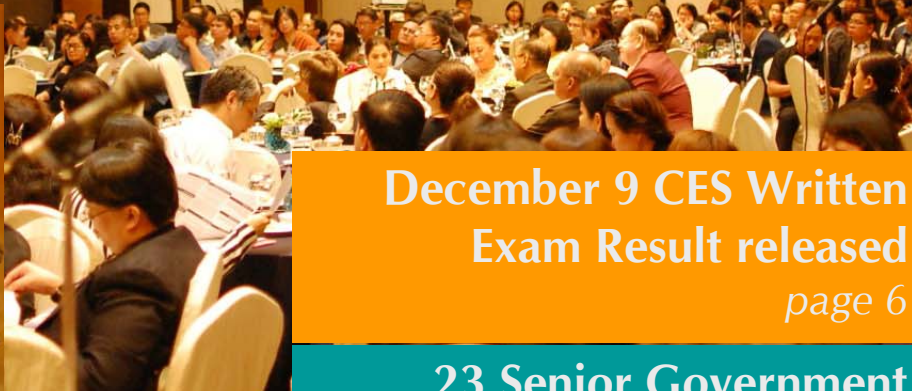
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www.cesboard.gov.ph



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Gratefulness makes Leaders GREAT!

“Exude positivity in the workplace, because positivity generates energy, generates innovation, generates new ideas on how best we can do better in the bureaucracy.”

Against the backdrop of the many challenges and opportunities to the bureaucracy, CSC Chair Alicia dela Rosa-Bala, welcomed the delegates to the inaugural session of the 2019 CES Leadership Conclave Series, highlighting the theme of “Greatful Leadership: Performance, Positivity and Possibilities.” Featuring multi-sectoral thought leaders and public servants who have excelled in their fields, the initial conclave was held at the Diamond Hotel on February 7, 2019 with three hundred five (305) in attendance.

Choosing Gratefulness Drives Greatness

“Affirm each other,” says keynote speaker from the private sector Mr. Aniceto M. Sobrepena, who has 23 years of distinguished service as a public servant at the National Economic and Development Authority (NEDA) and the Presidential Management Staff (PMS). The Ateneo activist who championed agrarian reform and decided to join government instead of the underground, recalled how he got promoted every two years, his scholarships abroad, and the variety of challenges and the roles performed in line with his many duties and experiences in the public service which allowed him to maximize his potentials as a person and as a leader. “My choice to be grateful contributed to my early success.”



Mr. Aniceto M. Sobrepena, Metrobank Foundation President while sharing his stories of gratefulness to the public servants.



CESB Executive Director Atty. Maria Anthonette C. Velasco-Allones and Deputy Executive Director Hiro V. Masuda handed to Secretary Bernadette Romulo-Puyat, Department of Tourism a plaque and token of appreciation for unselfishly sharing her experiences during hard times of her life.

Chito believes that his public service did not stop with his retirement but continued on as he moved in 2006 to the private sector serving his fellow Filipinos through Metrobank Foundation. Finding time to celebrate small victories with his people, achieving things with gratefulness, and inspiring others to become servant leaders by example, are among the lessons he shared with the CESB family.

Turning Challenges into Blessings

In the second keynote speech, Hon. Bernadette Romulo-Puyat shared her experiences in the government service. She started as a Volunteer staff at the NEDA after graduating cum laude at the UP School of Economics. Out of her love to serve in government, she happily recounted working on a 1 peso annual salary as a consultant at the HLURB, making coffees and preparing briefs at the Presidential Management Staff, flying aboard cargo planes for site inspections around the country. She also served as an Assistant Secretary at the Department of Agriculture until her recent appointment as Secretary of Tourism. She shared how she loved to teach at the UPSE, her strength and courage as she overcame her personal trials as a young widow, how she managed to



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stay humble and grounded despite being a daughter of a senator, the many lessons she learned from her encounters with Bukidnon ethnic groups, and the personal frustrations in which she turned into blessings out of gratefulness.

“Earn the people’s trust, walk your talk, go down to the grassroots, bring positive initiatives, and make a difference” are among the valuable lessons she left to her audience. “No matter what is thrown at you, you make the best out of the situation, no matter what, you can make a difference.”

Growing the Best Version of You

Taking the stage for the first plenary learning session was CESB Executive Director Maria Anthonette C. Velasco-

Allones, who discussed “Greatful Leadership Zeroing in on Gratitude.” She stressed that all leaders must allow a shift of paradigm to leading greatfully which leads to more gratitude. She affirmed that a thankful individual is grateful for whatever he or she receives, whether tangible or not. This allows him to

acknowledge the goodness of life and to realize that goodness lies at least partially outside themselves and enables them to connect to other people as well.

“The best version of you is the grateful you. Leaders whose attitude is one of gratitude significantly influence in positive ways the engagement of employees.” According to Executive Director Allones, it empowers people and inspires confidence, initiative and innovation.” She also launched the 2019 Gawad CES.

Finding the Sweet Spot

The afternoon session started with a keynote speech from Ms. Maria Rosario Santos-Concio, CEO of ABS-CBN Corporation, who imparted her learnings in life and her great moments of resilience, tenacity and grit to achieve success. Ate Charo, as she is more popularly known, brought her audience down memory lane as she shared her life as a young provinciana from Calapan, Oriental Mindoro whose



Ms. Maria Rosario Santos-Concio, CEO of ABS-CBN Corporation brought her audience down memory lane as she shared how she managed to overcome challenges and made meaningful her achievements in life.

life changed after she won the title of Miss Baron Travels. She shared how she managed to overcome challenges of life after her father’s death, making a name for herself in the movie arena, braving the male-dominated TV industry, launching Mel and Jay, Home Along the Riles, Maalaala Mo Kaya and other enduring iconic programs which required perseverance, unwavering spirit, discipline, hardwork and seasoned wisdom. Her journey to success was not easy, but her trials made all the achievements more meaningful as she received a total of 35 local and international awards and recognitions, to date.

“The messages to me after the speech, were very very heart warming, telling me that it was very inspirational, and they have a good take away,” beamed Ms. Charo in appreciating her audience at the Conclave. She believes that she is also a public servant “in her own little way.” With media affecting the lives of people on a daily basis, Ms. Concio encourages all to become leaders themselves, influencing and empowering people across various social strata.

Taking the Road Less-travelled

2017 CSC PAGASA Awardee and finalist for the 2018 Presidential Gawad CES, Dr. Sangkula G. Laja, a medical doctor from Tawi-tawi, spoke next on “The Quest for Greatfulness.” He shared the sacrifices he endured, and the dedicated service he delivered with other health workers to bring public health services and improve the nutritional status of his constituents.



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With the geographical difficulties in the southernmost part of our country, poverty and affliction became the major challenges to his mission and leadership. However, he did not hesitate to do the unthinkable. He extended the frontiers of public service, embraced the welfare of his people in order to create a new culture of public health, and inspired a new consciousness for public service along the way! With his “people involvement approach”, he was able to rally the support of his people and colleagues, to whom he is very grateful. Under his leadership, he built new health systems and infrastructures to make radical changes at the Tawi-Tawi Provincial Health Office.

Acknowledging People and Experiences

The next plenary learning session speaker was Rear Admiral Aurelio A. Rabusa, Jr. (Ret.) who spoke on “My Public Service Gratitude List” where he recounted all the opportunities for learning and experiences which made him



more equipped and competent as a person. Rear Admiral Rabusa, son of an Army soldier and schooled in the public educational system, rose to graduate on top of his Class at the Philippine Military Academy (PMA). He received intensive training in different defense competencies and specializations, including the defense of our maritime and

exclusive economic zones. Consequently, he was able to develop human resources programs and systems at the PMA, Philippine Navy, and the Armed Forces of the Philippines (AFP) as a military personnel management expert. He achieved a meritorious feat as a naval soldier of more than 37 years, anchoring his ship, ready and trustworthy.

Looking back at his career, the only retired Admiral with a CES eligibility is grateful for the values he acquired during his development experiences with the Navy. As he continues his leadership journey as Assistant Vice President of the Security and Assets Management Division of the San Miguel Corporation, he sees himself gifted with another career which he is very much ready to carry out.

Acknowledging the people who supported him along the way, Rear Admiral Rabusa enjoined his fellow CESOs to

develop an attitude of gratitude and to stick to the values of patience, commitment and humility as public servants. Remembering his cadetship at the PMA, he thinks that with the initiatives of peace, entering the public service as a professional soldier is highly relevant in our quest for development. With the free education offered in the State Universities and Colleges (SUCs), he believes that “serving government after availing of a scholarship grant will be one great program to return the sense of nationalism and patriotism among the youth now.”

Finding Lessons of Excellence


“We are the lesson.” This is the resounding message of the closing plenary session speaker, Ms. Lou Sabrina S. Ongkiko or Teacher Sab who is grateful for the lessons she learned as a Jesuit volunteer and as a grade school teacher at the Culiati Elementary School. Citing the stories of her students who learned hard lessons in life and taught her great values, she discussed her insights on the meaning of EXCELLENCE and its Filipino equivalent “GALING”. She learned that to be excellent is to be better (mas maGALING), to heal (gumaGALING) and to come from below (GALING sa).



Citing the need for excellence and passion in our lives, Teacher Sab spoke of excellence as pagbaba para maging magaling din ang iba and passion should be PasaSALAMAT. The 33- year old teacher is happy to be a woman-for-others, consistent with the Ateneo de Manila University’s vision and mission.

Building on Gratitude

Varying reactions came from the audience. Mr. Crespin Adayo Jr. of the Department of Education, Division of Camarines Sur believes that Teacher Sab was “Excellent, feel na feel ko” for striking the best message and touching his emotions.

Ms. Arlyn Bandong of the Technical Education and Skills Development Authority (TESDA) says, “It is important not to forget that being grateful is an essential element of becoming a successful leader.” 

2019 CES Club Kicks-off in Pampanga: Lifts the Spirit of 41 CESOs

Forty-one happy souls left the Conference Hall of the Quest Plus Conference Center, Clarkfield Pampanga at the dusk of February 22, 2019. They attended the inaugural session of the 2019 CES Club entitled “Art, Art and Away! Rediscovering Art in Service”.

The one-day art workshop was facilitated by Ms. Jinkee Garcia, a young entrepreneur who is carrying the social media brand of coffee + calligraphy by Jinkee g. Ms. Garcia espoused that a person does not need special talent to create beautiful art pieces. She builds her case based on her own experience in learning the arts. She narrated that while down with despair after she had an injury that rendered her unable to walk, she realized that she can make better use of her hands – thus she started her interest in calligraphy and painting.

Before the demo and trial, Ms. Garcia introduced the different materials that will be used for the workshop. She also provided a lesson on the basics of arts and painting, such as the color wheel, the different medium and techniques among others.

After the lecture, the participants created their watercolor painting as Ms. Garcia demonstrated the process step-by-step. In the afternoon, the participants painted on tote bag using acrylic paint.

Ms. Mabel Acosta, City Councilor of Davao City expressed her delight of the activity. She said, “Thank you Career Executive Service Board for this art workshop! Been wanting to participate in one. It was a welcome break.”

CESB Executive Director Maria Anthonette C. Velasco-Allones explained that work-life integration is a continuing advocacy of the CESB, believing that “a leader that is well, leads well.” Arts Therapy is used to promote emotional well-being for its effectiveness in eliciting self-expression and in reducing stress.

Ms. Melissa Sanchez of Department of Education – Division of Tarlac affirmed this. She said, “That was one effective way to de-stress and go back to doing what you love to do.”

Everyone left the workshop with smile on their faces and clenching on their hand-painted tote bags for themselves or for their loved ones. 🌍



Workshop participants with Executive Director Allones display their hand-painted tote bags before they leave the venue.



Busy as a bee. Workshop participants engrossed in their own brush stroke practice.

December 9 CES Written Exam Result released

53.19% Passing Rate

Two hundred twenty-five (225) out of four hundred twenty three (423) examinees or 53.19% passed the Nationwide CES Written Examination (CES WE), the first examination stage for CES Eligibility. The exam was held last December 9, 2018 simultaneously in three testing centers, i.e., University of the Philippines (Quezon City), University of Cebu (Cebu City) and San Pedro College (Davao City).

Notably, the top ten (10) passers, who work in various government agencies are all first time CES WE examinees, enumerated as follows:

1. Concha, Maria Elinore A. (91.89%) Medical Specialist IV/ Southern Philippines Medical Center (DOH)- Davao City
2. Cantre, Reno Joseph N. (90.01%) Head Executive Assistant/NEDA-Pasig City
3. Gocuan, Jane K. (89.57%) Senior Vice President/DBP-Cebu City
4. Christiansen, Stephanie F. (88.77%) Chief Administrative Officer/NEDA-CAR
5. Faberes, Roshella O. (88.71%) Bank Executive Officer I/ DBP-Makati City
6. Samonte, Ilynne S. (88.52%) Education Program Supervisor/DepEd-Bataan
7. Ponco-Estares, Katrina Jamilla B. (88.25%) Securities Counsel II(OIC-SEC Davao Extension Office/Securities & Exchange Commission-Davao City
8. Domingo, Ronnie D. (87.73%) Veterinarian III (OIC-Director/Bureau of Animal Industry-Quezon City
9. Bandal, Ricardo Josef II S. (87.47%) Vice President/DBP-Makati City
10. Rejuso, Jesily A. (87.06%) Bank Executive Officer I/DBP-Surigao Del Norte

For those interested, the complete list of December 9, 2018 CES WE passers may be viewed through our website www.cesboard.gov.ph.

Compared with the three previous batches of the Nationwide CES WE for 2018, this batch of examinees registered the highest passing rate, as follows:

<i>CES WE Batch</i>	<i>Passing Rate</i>
March 4, 2018	44.08%
June 3, 2018	48.83%
September 2, 2018	40.07%
December 9, 2018	53.19%

One hundred forty-seven (147) out of the two hundred twenty-five (225) or 65.33% passers of the said December 9 exam mostly came from the Quezon City testing center, forty (40) or 17.78% from Davao City and thirty-eight (38) or 16.89% from Cebu City.

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

The next conduct of the CES WE will be on March 3, 2019.

TOP THREE PASSERS



Maria Elinore A. Concha, who took the exam in Davao City testing center, obtained the highest rating of 91.89%. She is a Doctor of Medicine by profession and currently occupies the position of Medical Specialist IV, designated as Chief Training Officer, at the Southern Philippines Medical

Center, Davao City. She graduated with a degree in BS Psychology, Cum Laude, at the UP College of Social Science & Philosophy in 1992. In 1997, she finished her Medical Degree at the UP College of Medicine with a commendation as one of the most outstanding interns in Family Medicine. In the same year, she passed the Physician Board Exam with a rating of 80.42%. Her fields of specialization/expertise include Health & Medical Science, Research, Quality Management System and Quality Improvement.



NEW ELIGIBLE
CONFERRED THROUGH RESOLUTION NO. 1448
FEBRUARY 14, 2019

FRIO, NICASIO S.

Acting Assistant Schools Division Superintendent
 Department of Education
 Division of Capiz

GONZALEZ-AUSTRIA, ROSARIO CARMELA B.

Assistant Director
 Securities and Exchange Commission

LUCERO, SHALAINIE MARIE S.

Acting Director III
 Department of Social Welfare and Development

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 Department of Education
 Division of Butuan City

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SESE, ARVIN B.

Public Schools District Supervisor
 Department of Education
 Division of Masbate City

VILLAFUERTE, SANTIAGO JACKY II D.

Special Investigator III
 Department of Education
 Regional Office V

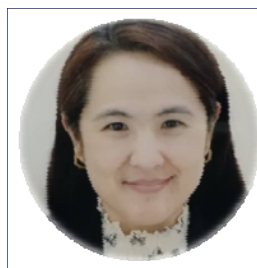
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Reno Joseph N. Cantre, who took the exam in Quezon City testing center, obtained the second highest rating of 90.01%. He presently works as Head Executive Assistant at the National Economic and Development Authority (NEDA)-Pasig City, where he spent more than ten (10) years of his career starting as Economic

Development Specialist in 2008, on a contractual basis. He graduated with a degree in BS Agricultural Economics, with a B.M. Gonzales Award for Best Undergraduate Thesis in Agricultural Economics, at the University of the Philippines-Los Baños in 2007. In 2015, he finished his MA in Policy Economics at the Williams College-Center for Development Economics (CDE), Massachusetts, USA and was among the top 20% of Williams College-CDE Class of 2015. His fields of specialization/expertise include Economics, Planning, Policy

Administration/ Management and Research.



Jane K. Gocuan, who took the exam in Cebu City testing center, obtained the third highest rating of 89.57%. She holds the position of a Senior Vice President, designated as Group Head of the Visayas Lending Group, at the Development Bank of the Philippines-Cebu City. Prior to DBP, she also worked with other

private banks for more than ten (10) years. She graduated with a degree in Business Management, Magna Cum Laude, at the University of the Philippines Cebu College in 1992 and Master's Degree in Business Management in 1997, same university. Her field of specialization/expertise is Business Management. 

23 Senior Government Executives join SALDIWA #39 in Naga City

“We are more than just executives of the Government.”

Career Executive Service Board (CESB) Executive Director Maria Anthonette C. Velasco-Allones had this powerful statement to the twenty-three (23) learners of the 39th session of the Integrated Salamin-Diwa ng Paglilingkod Training course last 11 February 2019 at the Villa Caceres Hotel in Naga City, Camarines Sur.

Executive Director Allones, in her module on “Self-Mastery as a Leadership Foundation”, stressed the importance of knowing and embracing who you are inside in order to lead better. Learners were made to take the Resilience Quotient (RQ) Test to help the learners gauge the different facets of their



Learners pose with CESB Executive Director Maria Anthonette C. Velasco-Allones (seated, 5th from left) and Deputy Executive Director Hiro V. Masuda (seated, 3rd from right) before resuming their quest to find their “self” in the 39th session of the SALDIWA Training Course.



“Who am I?” SALDIWA #39 learners took a deep dive to better understand themselves in the “Self-Mastery as Leadership Foundation” Module facilitated by CESB Executive Director Maria Anthonette Velasco-Allones.

personality and the Enneagram Test to know their basic personality and identify the types of personalities that complement theirs and which ones they will have hard time working with.

The sixteen-day training course ends on 26 February 2019. It incorporates a five-day community immersion and a discussion-workshop on the following topics, viz., Harnessing EQ for Positive Organizational Behavior; Managing and Aligning Teams for Organizational Development; Values-Based and Principle-Centered Leadership; Ethical Leadership and Accountable Governance; Managing Development; and Social Development and the Challenge of Eliminating Poverty. 🌐


2019 Gawad CES now accepts Team Nomination

The CESB formally announced the opening of the nomination for the 2019 Gawad CES during the Inaugural Session of the 2019 Leadership Conclave at the Grand Ballroom of the Diamond Hotel on 7 February 2019.

Launched in 2008 as a Presidential Award, the Gawad CES expands its nomination platform in its 11th year with the opening of the award for group nomination. With the issuance of CESB Resolution No. 1440, Career Executive Service Officers (CESOs) and Third-Level Eligibles (CEOE/CSEE/CESE) may now be nominated as individual or a team with a maximum of ten (10) members. Apart from being a CESO or third level eligible, nominees must be an incumbent of a position requiring performance of executive, leadership and/or managerial functions and has manifested exemplary performance and unquestionable integrity.

Individuals and government agencies, national and regional associations of the career executive officers, and non-government/civil society organizations, through their heads of offices are invited to nominate qualified individuals/teams to the award.

GAWAD CES honorees receive a plaque with the Presidential Seal, a trophy and prize money amounting to PhP100,000.00. Downloadable Nomination Forms and guidelines are available in the CESB website. Interested parties may call the Performance Management and Assistance Division (PMAD) at 9514981 locals 110 and 111 or 3661941. Deadline for nomination is on 31 May 2019.



CAREER EXECUTIVE SERVICE

CALL FOR NOMINATIONS TO THE
Gawad CES
PRESIDENTIAL AWARD

Open to all **CESOs** and **Third Level Eligibles** occupying executive and managerial positions in the third level, who may either be nominated as an **individual** or as a **group/team** with a maximum of ten (10) members who contributed to a common project outcome/output.

Innovative Service • Inspiring Leadership

For more information, visit www.cesboard.gov.ph.
For queries, please e-mail us at gawad_ces@yahoo.com
Contact No.: (02)9514981 locals 110,111 or 126

Nomination deadline: May 31, 2019

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

CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino St., Holy Spirit Drive, Isidora Hills, Quezon City 1127 Philippines



2019 CESB Calendar of Activities



PROGRAM	DATE	VENUE
SALDIWA XXXIX	February 11-26	Naga City
Q1 CES Club	February 22	Clark, Pampanga
Assessment Center	February 23 February 24	CESB Office
CES Written Exam	March 3	Manila, Cebu, Davao
Project Paglaum Batch 22	March 19-21	Manila
Q1 HRM Fellowship Meeting	March 20	DICT, Quezon City
Assessment Center	March 23 March 24	CESB Office
Gabay ng Paglilingkod XXXIV	April 1-12	General Santos City
Wellness Camp XX	April 23-26	Siquijor
Assessment Center	April 27 April 28	CESB Office
Wellness Camp XXI	April 27-30	Batanes
Q2 CES Club	May 10	Manila
Assessment Center	May 25 May 26	CESB Office
CES Leadership Summit	May 29-31	Manila
CES Written Examination	June 2	Manila, Cebu, Davao
SALDIWA XL	June 3-18	Pagadian City
Q2 HRM Fellowship Meeting and Learning Session	June 10	TBA

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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