

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

SEPTEMBER 2019

VOLUME 12 ISSUE NO. 9

www.cesboard.gov.ph

CESB gears up for 2019 CES Congress



November 20-22, 2019
Taal Vista Hotel, Tagaytay City



Performance • Positivity • Possibilities
Towards a Resilient and Globally Competitive Society

• Celebrating CES@46: Parangal, Pagpupugay at Pasasalamat •

In celebration of the 46th Founding Anniversary of the Career Executive Service (CES), the Career Executive Service Board (CESB) will hold the CES Lifelong Learning for Leadership Congress (CES Congress) on November 20-22, 2019 at the Taal Vista Hotel, Tagaytay City with the theme, "GREATful Leadership: Performance, Positivity and Possibilities towards a Resilient and Globally Competitive Society".

This Congress is open to all Career Executive Service Officers (CESOs), Career Executive Service Eligibles (CESEs), Career Service Executive Eligibles (CSEEs) and CES eligibility on-stream aspirants. The registration fee of Eight Thousand Pesos (PhP 8,000.00) per participant may be charged against agency funds in accordance with the existing policies of the Department of Budget and Management (DBM) and the Commission on Audit (COA).

Register through this link: bit.ly/CESCongress.

For other details and updates, visit www.cesboard.gov.ph, like our official Facebook page (facebook.com/cesbofficial), and/or follow our Twitter account (@cesbofficial).

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Creating the Future-Ready CES-HR-Bots, Apps and Other Hi-Tech Stories



Learning and Linkaging Open your mobile phone camera, scan the QR Code and access the CESB website to download the CES Mobile App

How do we instill and cultivate a pro-technology mindset among public sector human resource (HR) managers, capacitate and empower them to spearhead future-ready and innovation-driven organizations that harness and nurture the diversity of human capital?

The Career Executive Service Board (CESB) took initial steps in this direction by gathering ninety-five (95) public sector HR managers and professionals from various agencies/offices in the Third HR Managers Fellowship Meeting and Learning Session last Monday, 30 September 2019 at the CESB Resource Center in Quezon City.

In commencing the event, CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, discussed recent CESB policy and program updates, including the new On-Boarding Track for Third Level incumbents, who will now be allowed to enroll in the Integrated Gabay ng Paglilingkod (I-GABAY) Training Course within and while completing the four

(4) stage eligibility process. She noted the: 1) grant of accreditation for new programs on Project Management Fundamentals (developed and offered as public course offering by UBQTY, Inc.) and Transforming ‘Me’: Determined-Resilient-Engaged (Ideas Central Consultancy Services, Inc.); and 2) the approval of accreditation renewal for seven (7) training programs conducted by and offered to the public by the Human Resources and Innovations Solutions, Inc. (HURIS). She also advised everyone of the Board’s removal of the five (5)-year validity requirement for training

programs/ courses submitted for Equivalency and Recognition of Prior Learning (ERPL) by CESOs, among others.

The forum introduced the participants to Robotic Process Automation (RPA), a technology application which allows an organization to reconfigure computer software or design a “robot” (Bot) program which can capture and interpret existing applications for processing a transaction, manipulating data, triggering responses, and even communicating with other digital systems.

Using lectures and instructional videos, Mr. Enrique “Ike” Amigo, Managing Director of HCX Technology Partners, highlighted the value, benefits and diverse uses of RPA for organizational HR functions (i.e., HR-bots). Using HR-bots frees HR professionals from conducting pre-screening research and interview scheduling for job candidates and allows more time in conducting in-depth and focused interviews



Partners on the Same Page CESB Exec. Dir. Maria Anthonette Velasco-Allones discusses recent policy and program updates before agency HR managers.

2 | *Creating the Future Ready...*

for qualified candidates resulting in better hiring decisions. HR professionals may now avoid unnecessary, repetitive and mechanical tasks like filling up office paperwork and evaluating bio-records. Instead, they can concentrate on higher value work like enhancing employee communication competencies and inter-personal relationships, culture-building, and organizational core value strengthening. HR-bots can even be designed to consolidate, analyze and process data to generate regular reports, e.g. on potential new talents hired which will benefit the organization.

The forum also provided a convenient venue for updating agency clients and institutional partners on the revised policies, guidelines and procedures aimed at enhancing the transparency, efficiency and integrity of the Career Executive Service Performance Evaluation System (CESPES). It also formally launched the new CESB Mobile Application System (App) which enables users to register on-line for CESB’s training programs and learning events and allows access to links to various CESB web contents, including reliable, real-time and secure access to the CESPES. The App has been made accessible to android phone/ tablet users at the moment and will soon be available at the App Store for Apple phones and tablets.

In closing, participants considered the session as an exciting “glimpse of the future” as it “scans the emerging horizon for the immense possibilities and potentials made possible by revolutionary technologies, cutting-edge programs and innovative policies which lay the foundations for the CES of the future.” They shared the united commitment to work with CESB in



Harnessing the Power of Technology HCX Technology Partners Managing Dir. Ike Amigo explains how Robotic Process Automation can revolutionize public sector HR systems and processes.

“exploring and harnessing HR trends and innovations to build the strategic capacities of and exact quality performance from CES HR managers to achieve regional and international standards which will result in the

creation of an effective, responsive and accountable bureaucracy which will lead the way to the future”.



Accessing the Enhanced CESPES Div. Chief Filipina R. Azanza of the CESB Performance Management and Assistance Division orients clients how to access and optimize the innovative features of the on-line CESPES using the CES Mobile Apps.

Bohol Artistry, History and Development Explored in the Third CES Club



Executive Director Manalo sharing insights on the heritage sites to the Club learners

Thirty-three learners found new ways of seeing Bohol in the 3rd CES Club session for 2019 on 19 - 20 September 2019 at the Be Grand Resort Hotel in Panglao, Bohol. The two-day session entitled, "From the Urna to the Chocolate Hills: Rereading Bohol with an Education for Sustainable Development" provided a venue where participants visit heritage sites and in the process learn to practice systems thinking using Education for Sustainable Development (ESD) framework in viewing heritage sites.

National Archives of the Philippines Executive Director Victorino "Ino" Mapa-Manalo facilitated the workshop, which started with an introduction on the ESD as a framework for studying heritage sites in three (3) areas, particularly: Environment, Society/Culture and Economy. He divided the learners into six (6) research groups to practice

using the ESD framework in the study of heritage sites. Each group focused on an area within the Our Lady of Assumption Church in Dauis, Bohol. Learning continued during the lunch cruise in Loboc River as participants were asked to experience the river, keeping in mind the interconnection of the three areas. Also visited are heritage sites in the towns of Loboc, Albuquerque and Baclayon.

After the visit in the La Purisima Concepcion de la Virgen Maria Parish Church in Baclayon, participants walked towards Osang's Home of Pastries, a local bakeshop, which uses an old-fashion clay oven to cook *broas*. *Broas* is a soft cookie made of egg yolks, which were said to be abundant during the Spanish era as egg whites were used as derivatives in building churches.

Learners gathered at the Casa Cecilia to watch a shadow play entitled "Jewel of the Virgin", which was written and

created by Executive Director Manalo himself. The play dramatizes the struggle of a poor boy, who was chosen to sing for the town's "salubong", but was prejudiced by townsfolk for being born out of wedlock. The play not only brought some of the learners to tears, but also awakened their awareness of performing arts as an instrument to help the community.



Learners gathered to watch the shadow play entitled "Jewel of the Virgin"

Casa Cecilia is a residence cum mini-museum of the Urna collection of Executive Director Manalo. Urna is a carved wood housing for saints or religious icons used in homes.

On Day 2, learners presented their group's research outputs, which was followed by a discussion on Bohol Urna and ESD based heritage promotion.

Department of Education Program Supervisor Grace P. Mendez remarked that "the principles of Educational Sustainable Development will guide our way to preserve the artifacts by our forefathers".

Executive Director Manalo, a Career Executive Service Eligible, is a renowned personality in culture and the arts with more than 30 years of experience in the field. 🌐

Integrated Salamin-Diwa ng Paglilingkod Training Course closes its 2019 run

The third and final session of the Integrated Salamin at Diwa ng Paglilingkod (SALDIWA) Training Course for 2019 concluded with the graduation of thirty-one (31) public leader-managers. The class of SALDIWA Session XLI, collectively known as ORO MaKaTa (Maglingkod ng may Katapatan sa Taong Bayan), successfully completed the sixteen-day program from 9-24 September 2019. Their learning journey started at the Limketkai Luxe Hotel in the City of Cagayan de Oro with a series of modular sessions which strengthened foundational technical competencies in leadership and public management and also served as a venue for sharing experiences, lessons, insights and innovations from an inter-agency and multi-disciplinary perspective.



Forging strong partnerships for learning SALDIWA Class XLI graduates pose with CESB Exec. Dir. Maria Anthonette C. Velasco-Allones (seated, center), psychologist Tomas A. Batalla (seated, third from right), local government officials of the Municipality of Lantapan and Barangay Alanib, and officers of the Philippine Army and the Philippine National Police.

Their journey culminated with the Community Engagement Module (CEM) held in the City of Malaybalay in the Province of Bukidnon. Selected families from Barangay Alanib in the Municipality of Lantapan, Bukidnon partnered with CESB in hosting indi-

vidual learners in their homes as “adopted family members” for five (5) days. The community immersion/field exposure exercises, which constituted the core processes of the CEM, required the learners to live with (“*makipamuhay*”), internalize/identify with (“*maki-isa*”), immerse in, and study the multi-dimensional challenges, needs, issues and problems confronting different institutions, sectors, the environment, and the people of the community.

The unique learning experience harnessed different fields of technical expertise and leveraged on the rich and diverse professional experiences of the learners who worked as Study Teams in designing, planning and undertaking field evaluation research studies in the community. The studies yielded: sector-focused assessments of the state of governance and development in the community; in-depth studies of the nature, dynamics and influence of key stakeholders, agents and actors involved in the community’s governance and development; and proposed community agenda for strengthening institutions, systems and processes, and for mainstreaming and sustaining



Sharing the learning journey Atty. Manuel M. Dimaano of NBI-DOJ partners with Asst. Reg. Prosecutor Maria Luisa B. Ong of ORP VII-DOJ in a fun learning exercise which tests the Emotional Quotient (EQ).

5 | Integrated Salamin-Diwa...

a culture of innovation, empowered participation, transparency, inclusivity and accountable governance in Barangay Alanib.

Atty. Manuel M. Dimaano, Division Chief of the NBI-DOJ noted that the overall SALDIWA experience “helped improve his leadership and managerial competencies, developed his interpersonal and team skills, greatly enhanced his confidence, and most of all, deepened his sensitivity and compassion as a public servant.”

“An empathetic sense of awareness of people’s needs, especially of those who have less in life; a deeper passion to help make a difference in the lives of others; learning to be less judgmental to people and developing the skills to listen to their stories; and a full realization that indeed collaboration, cooperation, and teamwork makes the impossible possible” are just some of the unforgettable and life-changing lessons learned by Ms. Lourma I. Poculan, OIC of the Office of the Assistant Schools Division Superintendent of the Division of Zamboanga Del Norte of the Department of Education (DepEd) during the CEM.

Reflecting on the transformative immersion experience shared with her co-learners, Chief Education Program Supervisor Janette G. Veloso from the DepEd Regional Office XI affirmed that “leadership builds on and



“Being one with and owned by the people” POEA Dir. Levinson C. Alcantara bids his host parents good bye in one of many poignant scenes during the closing ceremony at Barangay Alanib.

harnesses relationships; values people over positions; leverages on familiarity with the team and its environment as a platform for achieving quality performance; articulates and embodies the team’s vision and goals with a strong passion, a sense of purpose and a shared direction; and sets a model of excellence and commitment as a public servant.”

On a more personal note, Assistant Schools Division Superintendent Mariecon G. Ramirez of the Division of Ilocos Norte of DepEd reminisced that “life is a struggle but we all have choices on how to live it, to rise above its trials, and to set our own paths. Life is what we make it and (at the end of the day) we ultimately define our own destiny.”

As the CESB’s foundational leadership and management development course under the Leadership and Management Proficiency (LAMP) Program, the SALDIWA Training Course commences preparations and mobilization measures for its 42nd course to be held in February 2020.



Public managers learning to let go and have fun with Mindfulness! Learners of Saldiwa (Session XLI) showed their wacky side as they cap off the day with resource person, Dr. Parkash Mansukhani (center).

CESB Elected anew as Group Member in EROPA's Executive Council

The Career Executive Service Board (CESB) was re-elected as a representative of Group Members in the Eastern Regional Organization for Public Administration (EROPA) Executive Council in the election held this 26 September 2019 at the University of the Philippines - National College of Public Administration and Governance (UP-NCPAG).

Representatives of Group Members are entitled to one-third of the number of seats allocated to State Members in the EROPA Executive Council. The 26 September 2019 election opened three (3) seats for such representatives. Joining CESB as Group Member representatives are the Japan Council of Local Authorities for International Relations (JCLAIR) and the Hong Kong Public Administration Association (HKPAA).

The representatives of the Group Members will serve a term of two (2) years from 01 January 2020 to 31 December 2021.

Results of the July 20 & 21, 2019 CES Assessment Center

ABANIL, ABRAM Y.

Director IV
Department of Education

DOMINGO, RONNIE D.

OIC-Director
Bureau of Animal Industry

GOMEZ, MARIE GRACE Z.

Chief Administrative Officer
Department of Trade and Industry

MALIDA, JOVEN RYAN G.

Senior Education Program Specialist
Department of Education

NAPULAN, RODERICK M.

DMO IV
Department of Health

PENILLA, CHRISTOPHER R.

Jail Warden
Bureau of Jail Management and Penology

ROZUL, ELOISA G.

LG00 VII
Department of the Interior and Local Government

RENO JOSEPH N. CANTRE

Head Executive Assistant
National Economic and Development Authority

MARTIN, MARK LOUIE C.

OIC-Director III
Department of Budget and Management

MUECO, GREGORIO T.

Principal II
Department of Education

OROLFO, VINA LORRAINE A.

Municipal Agriculturist
Municipality of Cavinti, Laguna

PAGDILAO, ANNIE D.

OIC-Chief
Department of Education

SEVILLA, ANNALYN M.

Undersecretary for Finance
Department of Education

UMALI, PATRICK C.

Administrative Officer V
Department of the Interior and Local Government


CESB receives Loyalty Award from TUV NORD Philippines, Inc.



A Plaque of Loyalty was awarded to the Career Executive Service Board (CESB) for "achieving three (3) cycles of Management System Certification" during the TUV Nord's sesquicentennial anniversary and TUV Nord Philippines, Inc.'s 15th anniversary celebration at The Palms Country Club, Ayala-Alabang, 12 September 2019.

Supervising Personnel Specialist and Quality Management System (QMS) Audit Team Leader Imelda B. Guanzon and Human Resource Unit Head Joana Carla D. Mance accepted the award on behalf of CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I. Ms. Guanzon expressed her gratitude to the TUV Nord Philippines, Inc. for being a constant institutional partner of the CESB, which started in 2010 where the latter received its first ISO certification.

In continuously instilling a culture of quality improvement in government service, the CESB leveled up its QMS on its ninth straight year from ISO 9001:2008 to the enhanced ISO 9001:2015 standard. Along with this, the agency expanded its scope to all processes to include the Professional Development and Performance Management and Assistance processes, apart from the Eligibility and Rank Appointment processes.

"We didn't embark on this challenge to merely affirm our brand of excellent service," said Executive Director Allones in a previous statement. "We did this because it is our way of paying tribute to the CES members and the Filipino people whom we serve." 



November 20-22, 2019
Taal Vista Hotel, Tagaytay City



Performance • Positivity • Possibilities
Towards a Resilient and Globally Competitive Society

• Celebrating CES@46: *Parangal, Pagpupugay at Pasasalamat* •

GREATful Leaders Unite for CES Congress

As a culminating event of the month-long commemoration of the 46th Founding Anniversary of the Career Executive Service (CES), the Career Executive Service Board (CESB) will host the **CES Lifelong Learning for Leadership Congress** (CES Congress) with the theme, **"GREATful Leadership: Performance, Positivity and Possibilities towards a Resilient and Globally Competitive Society"**.

This Congress features inspiring stories of gratitude, hope and resilience from visionary leaders and public service exemplars to serve as lessons and inspiration in this challenging environment. It also seeks to provide a venue for the annual oath-taking and pinning ceremony of new CES eligibles and testimonial dinner in celebration of the achievements and distinguished service in the CES.

EVENT HIGHLIGHTS

Day 1 - 20 November 2019

*Celebrating CES@46:
Parangal, Pagpupugay at
Pasasalamat*

- Induction and Oath-taking of New CES Eligibles
- Presentation of 2019 Gawad CES Finalists
- Graduation of the Leadership and Management Proficiency (LAMP) Program Class of 2019
- Recognition of Outstanding Individual and Institutional Partners
- Annual Tribute to Retiring CES Members
- In Memoriam

Day 2 - 21 November 2019

CES Learning Festival

- AM Sessions
 - Multi-Track Leadership Deep Dive Sessions
 - Disaster Response and Resiliency Initiatives
 - Concurrent Gabay Short Courses
 - PM Session
- Think on Your Feet
Game Partner: People Ignite**

Day 3 - 22 November 2019 | *Raise the Flag*

- **Sindak 1941** - an all-original musical about the resilience and heroism of Filipinos during World War II under the Japanese regime
Partner: Philippine Stagers Foundation

EVENT DETAILS



20-22 November 2019



Taal Vista Hotel
Kilometer 60,
Aguinaldo Highway,
Tagaytay City 4120



PhP 8,000.00
(Excluding transportation
and accommodation)

REGISTER HERE:
bit.ly/CESCongress



4th Quarter Calendar of Activities



PROGRAM	DATE	VENUE
CES Leadership Conclave	October 2	Tacloban City
Project Paglaum	October 9-11	Manila
Assessment Center	October 26 October 27	CESB Office
Gabay XXXVI	November 4-15	Manila
Annual CES Conference (CES Congress)	November 20-22	Taal Vista Hotel, Tagaytay
Assessment Center	November 23 November 24	CESB Office
CES Written Exam	December 1	Manila, Cebu, Davao
Project Paglaum	December 4-6	Tuguegarao City
Q4 HRM Fellowship Meeting and Learning Session	December 11	TBA



NEW ELIGIBLES
 CONFERRED THROUGH RESOLUTION NO. 1494
 SEPTEMBER 9, 2019

ABALOS, MA. CHRISTINA V.

Director III
 Office for Alternative Dispute
 Resolution
 Department of Justice

AGUDO, KARINA ANTONETTE A.

Supervising Administrative Officer/
 Officer-In-Charge Procurement,
 Planning and Management Division
 Department of Social Welfare and
 Development

ALMASE, ALDWINE I.

Colonel / Deputy Chief of Staff for
 Intelligence
 Armed Forces of the Philippines

APOSTOL, DOMINADOR II P.

Chief of Police
 Philippine National Police

ARNUCO, CHRISTOPHER LAWRENCE S.

Chairperson and Administrator
 Zamboanga City Special Economic Zone
 Authority

CLAVER, CRESENTE T. JR.

Administrative Officer V
 National Commission for Indigenous
 People

CRUZ, JERRY D.

Education Program Supervisor/
 Officer-in-Charge, Office of the
 Assistant Schools Division
 Superintendent
 Department of Education

DAEL, ERLINDA G.

Chief Education Supervisor
 Department of Education

DEDUYO, MARILYN V.

Education Program Supervisor/
 Officer-In-Charge, Office of the
 Assistant Schools Division
 Superintendent
 Department of Education

ESGUERRA, DONDIE Q.

Supervising Accountant III / Assistant
 Director
 Securities and Exchange Commission

FADRI, IVAN STEPHEN F.

LGOO VI / Assistant Division Chief
 Department of the Interior and Local
 Government

FALLORIN, WILLIAM RODERICK R.

Education Program Supervisor/
 Officer -in-Charge, Office of the
 Assistant Schools Division
 Superintendent
 Department of Education

FRANCISCO, NORMA T.

Senior Education Program Specialist
 Department of Education

GARLITOS, VICTOR S.

Executive Officer / Commander
 Office of the Quartermaster General
 Armed Forces of the Philippines

GERVACIO, JOHANNA N.

Education Program Supervisor/
 Officer-in-Charge, Assistant Schools
 Division Superintendent
 Department of Education

GUBALLA, ARNEL S.D.

Deputy Commissioner
 Bureau of Internal Revenue

HILARIO, RONILO E.

Education Program Supervisor /
 Officer-In-Charge, Office of the
 Assistant Schools Division
 Superintendent
 Department of Education

JACOBA, DANILO M.

School Principal II
 Department of Education

LASCANO, JASPER ALBERTO H.

Director II
 Mines and Geosciences Bureau
 Department of Environment and
 Natural Resources

MONTAÑER, SHARON O.

Chief Energy Regulations Officer
 Energy Regulatory Commission

OLARIO, GEORGE JR. T.

City Environment and Natural
 Resources Officer I
 City Environment and Natural
 Resources Office
 City Government of Dapitan

OMPAD, EDUARDO A.

College Administrator
 Lapu-Lapu City College

PASCUA, REYNALDO M.

Education Supervisor I
 Department of Education

PATRIWIRAWAN, PATRICK JR. P.

Chief Labor and Employment Officer
 Institute for Labor Studies
 Department of Labor and
 Employment

PILO, RAMEL M.

Education Program Supervisor
 Department of Education



NEW ELIGIBLES
 CONFERRED THROUGH RESOLUTION NO. 1494
 SEPTEMBER 9, 2019

RAMIRO, CHERYL R.
 Education Program Supervisor
 Department of Education

RAMOS, JACQUELINE S.
 Public Schools District Supervisor
 Department of Education

RAMOS, MA. JUDELYN J.
 Secondary School Principal I
 Department of Education

RAMOS-SAMANIEGO, MARJORIE O.
 Director III
 Board of Investments

RIVERA, LENNY JOY J.
 Director III
 Department of Health

SALVADOR, RAYMOND M.
 School Principal II / Officer-in-Charge
 Office of the Assistant Schools Division
 Superintendent
 Department of Education

SERRANO, LORENA P.
 Public Schools District Supervisor /
 Officer-in-Charge, Office of the
 Assistant Schools Division
 Superintendent
 Department of Education

ROMAGUERA, JUDITH V.
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 Department of Education

TAMOLANG, FELIX B.
 Director III/Deputy Director
 Forest Products Research and
 Development Institute
 Department of Science and
 Technology

ZIPAGAN, SHIRLEY B.
 School Principal IV / Officer-in-Charge
 Office of the Assistant Schools
 Division Superintendent
 Department of Education

RD Quarter CES WE Registered



University of the Philippines-Q.C.



University of Cebu-Cebu City



San Pedro College-Davao City

Two hundred eighty-one (281) officials from various government and private agencies took the third quarter CES Written Examination (CES WE), administered by the Career Executive Service Board (CESB) last September 1, 2019. The exam was held simultaneously in three testing centers, namely: University of the Philippines, Quezon City, University of Cebu, Cebu City and San Pedro College, Davao City.

One hundred fifty-five (155) or 55.16% out of the two

hundred eighty-one (281) examinees took the exam in Quezon City, while 84 examinees or 29.89% took the same in Davao City, and 42 examinees or 14.95% in Cebu City.

The list of passers of the September 1, 2019 Nationwide CES WE will be posted in the CESB website (www.cesboard.gov.ph) not later than the first week of November 2019. Notice of ratings will also be sent to individual examinees via e-mail or regular mail.

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

The
CES VIP
Very Innovative Person

The
CES

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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