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20th CES Leadership and Wellness Camp

page 2



Gabay 34: Contributing Organizational Success

page 5



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20th CES Leadership and Wellness Camp: Discovering happiness in service

Thirty-one (31) Career Executive Service officers and eligibles from various government agencies nationwide took on the challenge of the Career Executive Service Board (CESB) to “Serve Happy” during the 20th session of the CES Executive Leadership and Wellness Camp at the Coco Grove Beach Resort in Tubod, San Juan, Siquijor Island on 23-26 April 2019.

The CES Executive Leadership and Wellness Camp promotes CESB’s advocacy for healthy living and work-life integration among government executives and aims to equip them with modern and practical knowledge and skills on the progressive definition, theories, and studies surrounding the correlation between work and personal life, cultivating one’s well-being, forging meaningful connections, being more involved in self-care, appreciating the outdoors, and exercising to improve fitness.

Mr. Jesse Francis N. Rebutillo, FPM, Human Resource Consultant of the International Labor Organization (ILO), Employer’s Confederation of the Philippines (ECOP) and People Management Association of the Philippines (PMAP), led the opening salvo of the program with his Plenary Session entitled, “Work-Life Integration”. To build the foundation of the day’s learning, Mr. Rebutillo distinguished Work-Life Integration from Work-Life Balance as, “the latter evokes a binary opposition between work and life which creates a sense of competition between the two elements. Work-Life



(Top) Participants pose with Human Resource Consultant Jesse Rebutillo and Career Executive Service Board Deputy Executive Director Hiro V. Masuda after the conclusion of the first module. (Bottom) Participants pose in front of St. Francis of Assisi Church and Bell Tower as part of their tour.

Integration, on the other hand, is an approach that creates more synergies between all areas that define “life”: work, home/family, community, personal well-being, and health.” He then added, “Work-Life Integration is the ability to experience control and be productive and competitive at work while maintaining a happy, healthy home life with sufficient leisure.” He then concluded with the powerful statement that “being happy is a personal choice” which resonated through the hearts of the participants.

Starting the second day of the camp was Tai Chi Master Antonio R. Delgado who led the morning session’s exercise. As an introduction, Master Delgado explained that “the term Tai Chi, also called “Moving Meditation” and “Nature Kung-fu,” is considered to be the highest form of martial art. Tai chi is a body-mind therapy that relaxes, energizes, regenerates, strengthens, and harmonizes the body, mind, emotions, and spirit through a series of slow, flowing graceful movements.” Participants to the wellness camp were made to perform different Qigong movements in order to reap its health benefits.

Emeritus Medical Consultant at the Davao Doctors



(Top) Dr. Parkash delivering a reflective lecture on the PERMA model of well-being. (Bottom) Ms. Avril Rodriguez engaging participants in introspection and an examination of the personal psyche.

2 | 20th CES Leadership...

Hospital Dr. Parkash Mansukhani seconded the morning’s exercise activity with his module entitled, “Cultivating Well-being”. In this section of the wellness camp program, Dr. Parkash illustrated the PERMA model of Well-Being where Positive emotion, Engagement, Relationships, Meaning, and Accomplishment (PERMA) all contribute to one’s health perception of their well-being. In addition, Dr. Parkash taught different engagement exercises that helped participants appreciate life experiences, preserve and grow good relationships, and evaluate fundamental life purpose and meaning, all in order to cultivate a profound sense of well-being and an overall positive outlook in life.

The afternoon plenary session entitled, “Meaningful Connections” was facilitated by Wholeness to Wellness Health Practitioner Avril L. Rodriguez. In her module, she enlightened participants on humanity’s social appetite and the need to connect and affiliate among people. However, humanity also created hindrances to this goal as evinced by our innate psychological vulnerabilities and barriers. Utilizing a deeper understanding of the psychology behind these barriers, Ms. Rodriguez expounded on the value of building lasting relations using sustained communication with other people via small talk. Once the groundwork for



Participants were given opportunities to practice indoor (Top) and outdoor (Bottom) Tai Chi led by Master Instructor Antonio R. Delgado.

commonality has been established, Ms. Rodriguez believes a lasting and satisfying relationship can bloom for the seeds of conversation sowed ultimately leading to a better, more fruitful delivery of quality service to the public.

Day 3 of the 4-wellness camp featured well-being advocate and educator Ms. Catherine Rose P. Pacia and her module on “Hands On Self-Care”. “Ms. Cat”, as she is fondly called by her friends, gave helpful tips on how to harness household ingredients into practical self-care products that can be applied to relax, revitalize, and rejuvenate the body to bring it closer to nature and its entire splendor. One particular favorite of the participants was the Do-It-Yourself body sugar scrub. Composed only of essential oil for fragrance, soft brown sugar, and olive oil, the concoction was testified as an effective way of reinvigorating the skin and moisturizing it.

This year’s 20th session of the CES Executive Leadership and Wellness Camp produced participants who not only are more connected to each other and their self, but also to their commitment to enjoy life in its blissful and poignant moments. The success of the program was evident in the warm auras of the revitalized corps of Career Executives who all look more prepared to deliver a more efficient, effective, responsive, and most importantly, “happy” public service. For Aynie E. Mandajoyan-Dizon, Director II at the Bureau of Internal Revenue, she was “able to recharge, gain new friends, forge new linkages, and learn more about self-care tips that will be beneficial.”



Learning how to “Serve Happy” (Top) Different workshops in Ms. Cat Pacia’s module aimed at reinforcing learnings and deepening socials links benefitted participants in cementing their commitments to change. (Bottom) Participants enjoying the pristine sands and untouched allure of Siquijor Beach.

GABAY 34: Contributing Organizational Success to achieve the vision of a Drug-Free Philippines

More than a century after the publication of “Administration Industrielle et Generale” in 1916 by the French “Father of Modern Operational Management” Henri Fayol, we can still perceive the practicality of the theories he set forth to describe the functions of management, namely: Planning, Organizing, Commanding, Coordinating, and Controlling which modern management authors condensed to just four—Planning, Leading, Organizing and Controlling. For a government comprised of a myriad of agencies each tasked with a specialized function, it is all the more imperative for officials in the third level to not only be apprised of the organic role they play in their organization, but also their potential to work with other government organizations and agencies in the joint effort to realize President Rodrigo Duterte’s goal to eradicate the country’s drug problem for a better future.

Learning efficiency in the organization

To enhance and further the understanding of the robust theoretical concepts concerning organizational management and its modern-day application, the Career Executive Service Board (CESB), through the Integrated Gabay ng Paglilingkod Training Course (I-GABAY) under the Leadership and Management Proficiency (LAMP) program, conducted its thirty-fourth (34th) session in General Santos City, the strategic hub of industrial and economic growth of Region XII. Twenty-seven (27) eager participants representing 18 different government agencies across the nation completed the course. The 12-day I-Gabay course, featured eleven (11) modules handled

by different subject-matter experts in the field of Philippine Governance and Strategic Public Management; Strategic Human Resource Management for Public Managers; Information and Communication Technology; Data Privacy; Public Finance and Procurement Laws, Rules, and Systems; Public Finance Policies, Systems, and Laws for Public Managers; Essential Philippine Audit Laws, Rules, and Practices; Public-Private Partnerships; Philippine Administrative Justice System; Public Policy Process; and the Community Engagement Module.

The roles of different government agencies towards a drug-free Philippines

According to the revised Philippine Anti-Illegal Drugs Strategy Statement, “By 2022, the Philippines will be able to achieve drug-free communities

through supply reduction efforts involving strong law enforcement with consistent adherence to and observance of human rights, coupled with comprehensive demand reduction initiatives and supported by strong international ties.” In line with this goal, the City of General Santos initiated its own reformative program to tackle the problem of drugs in their affected communities. Branded as “Lingap ng Kabataang Ayaw sa Droga” or “LIKAY Droga”, one of the ten outstanding local governance programs awarded with the 2017 Gawad Galing Pook awards featuring a holistic and multi-sectoral approach in confronting the drug problem in the community.

With the purpose of facilitating the application of the assimilated theories in management, the last component of the I-GABAY course entitled, “Community Engagement



Learners conduct guided dialogues with relevant program stakeholders to harvest best practices in inter-agency collaboration supported by pertinent policy formulation.

4 | Gabay 34...

Module”, the CESB partnered with the City Government of General Santos, the Division Office of the Department of Education (DepEd) Region XII, the Philippine Drug Enforcement Agency (PDEA), and the Barangay Governments of Tambler, Calumpang, Dadiangas-West and Dadiangas-South, to offer learners a chance to delve into the warp and woof of the award-winning program of General Santos City and appreciate how different agencies and communities created a unified front and an organized effort towards contributing to the attainment of the vision.

Learners’ report on the efficacy of the “LIKAY Droga” program and recommendations

By the end of the 5-day engagement module dominated by dialogue, interviews and evaluation research involving the learners, concerned agencies, and model communities, two (2) narrative reports from the two (2) study groups were produced which highlighted best practices and lessons in program implementation, inter-agency collaboration and change management, key elements which resulted in the successful grassroots implementation and sustainability of the program, as well as in recommendations addressed to all agencies on how to further expand, recreate or reinvent the program or generate other innovative programs for other parts of the country.

Different learnings and experiences

The success of the 34th I-GABAY training course featured experiences and learnings which seeped into the minds and hearts of participants, and were reinforced with virtues and

“I learned that any unit or sub-unit of society is a fertile ground for innovation, system upgrade, and process development.”

Acting ASDS Raymundo M. Cantonjos



(Top) Learners pose with CESB Deputy Executive Director Hiro V. Masuda donning their graduation jackets and flashing their certificates of completion of the I-GABAY training course. (Bottom) CESB DED Masuda poses with key stakeholders from the Department of the Interior and Local Government (DILG), Philippine Drug Enforcement Agency, the City Government of General Santos City, and Local Barangay Units.

values resulting to transformed leadership styles. According to Department of Information and Communications Technology (DICT) Assistant Secretary Allan S. Cabanlong, “I was able to understand issues and concerns as well as best practices from the ground. LIKAY Droga as one of the major programs in preventing drug abuse can also be replicated to other local governments and even in our own barangay.” For Department of Trade and Industry (DTI) Region II Provincial Director Marietta B. Salviejo, the “Models of Development must be inclusive and in convergence we can do and achieve more.”

For Acting Assistant Schools Division Superintendent of DepEd Masbate Raymundo M. Cantonjos, “I learned that any unit or sub-unit of society is a fertile ground for innovation, system upgrade, and process development. The Barangay Government and the DepEd Alternative Learning System have their own unique and significant contributions in the innovative and development initiatives of the local government unit.”

Assessment Center

February 16 & 17 Passers

February 16, 2019		February 17, 2019	
1	CALAGUAS, IRISH C. Executive Assistant/Chief of Staff Philippine Drug Enforcement Agency	1	ASIRIT, LYNARD BOBBY L. Senior Education Program Specialist Department of Education
2	ELEVAZO, RAY R. Executive Director III Cooperative Development Authority	2	CAMBA, FERNANDO R. Division Manager A Zamboanga City Water District
3	IBAÑEZ, ARTHUR G. Campus Executive Officer Cagayan State University	3	CAWILAN, ARIZ DELSON D. Attorney IV Department of Education
4	MACASIEB, JAY F. Assistant Principal II Department of Education	4	LATORILLA, ELIZABETH O. Chief, Curriculum Implementation Division Department of Education
5	MASCAREÑAS, LAIDA L. OIC, Schools Division Superintendent Department of Education	5	MACARILAY, JOSE MARIO M. Chief Administrative Officer Department of Education
6	RAMOS, NATHANIEL T. Chief, Anti-Graft Division National Bureau of Investigation	6	NUFABLE, RACHEL N. Chief Trade and Industry Development Specialist Department of Trade and Industry
7	ROCAMORA, JUAN ANGELO G. Internal Auditor V National Economic and Development Authority	7	PEREZ, MARITES P. School Principal II Department of Education
8	TAMAYO, RUSSEL JIM V. Principal III Department of Education	8	PONSECA, JACQUELINE D. Director III Governance Commission for GOCC
		9	SALADAGA, PRISCILLA C. Project Development Officer V Department of Social Welfare and Development
		10	SAMONTE, ILYNNE S. Education Program Supervisor Department of Education
		11	SUBA, WILSON R. Planning Officer IV/OIC, Chief Department of Justice
		12	USMAN, SHAMBAEH A. OIC, Assistant Schools Division Superintendent Department of Education



2019 CESB Calendar of Activities



PROGRAM	DATE	VENUE
Assessment Center	May 25 May 26	CESB Office
CES Leadership Summit	May 29-30	Cebu
CES Written Examination	June 2	Manila, Cebu, Davao
SALDIWA XL	June 3-18	Pagadian City
Q2 HRM Fellowship Meeting and Learning Session	June 10	BIR Quezon City
2nd Leadership Conclave	June 21	Cagayan de Oro City
Assessment Center	June 22 June 23	CES Office

CES Written Examination
2019 Schedule

DATE OF EXAM	DEADLINE OF FILING	VENUE
June 2	May 3	Manila, Cebu, Davao
September 1	August 2	Manila, Cebu, Davao
December 1	October 31	Manila, Cebu, Davao


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
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THE E-PUBLIC MANAGER

Come and share with us how you have been wowed by CESOs 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 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.

This category seeks to recognize CESOs 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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