

# The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

MAY 2019

VOLUME 12 ISSUE NO. 5

[www.cesboard.gov.ph](http://www.cesboard.gov.ph)

## THE 1ST CES PUBLIC LEADERS' SUMMIT: ARE YOU GAME FOR CHANGE?

page 2



### 2019 CES Wellness Camp serves Happiness

page 7



### March 3, 2019 CES Written Exam Result Released

page 9

# The 1st CES Public Leaders' Summit: Are you Game for Change?

The Career Executive Service Board (CESB) successfully staged the First Public Leaders' Summit last May 29-30, 2019 at the Summit Galleria Hotel in Cebu City with the theme "Are you Game for Change?: Innovation, Inclusion, Inspiration drawing a diverse crowd from various government agencies all over the country.



*Members of the CES Governing Board (from left) Erwin Enad, Ricardo Bernabe III, Alberto Bernardo, Chairperson Alicia dela Rosa-Bala, (from right) CESB Deputy Executive Director Hiro Masuda, Executive Director Maria Anthonette Velasco-Allones, and Board Member Rolando Metin pose for a photo with Huawei's Global Chief Public Safety Expert Mr. Hong-Eng Koh (4th from right) after his morning keynote speech.*

Dr. Hiro V. Masuda, CESO IV, led the delegates to solemn invocation followed by Department of Trade and Industry (DTI) Regional Director Sitti Amina M. Jain who led the recitation of the CES Pledge. Mr. Efren B. Carreon, CESO III, Regional Director, National Economic Development Authority (NEDA) Region VII, subsequently welcomed everyone in attendance to the growth region of Cebu, Bohol, Siquijor and Negros Oriental which posted a GRDP of 7.6% in 2018.

Civil Service Commission (CSC) and CESB Chairperson Alicia dela Rosa-Bala, CESO I, welcomed the game-changers and challenged the "Leaders and Servant Heroes" to rethink the rules as things shift from the traditional to the Fourth Industrial Revolution characterized by tremendous advances in information technology and digital transformation. She imparted to the participants that it is very important to hone new skills, develop agile organizations, nurture a smart and ready workforce, utilize data analytics and identify among the new blood those who have the competencies and potentials to become future leaders. Chairperson Bala also stressed the vital role of data mining in governance as it allows sound decision-making based on verifiable

information. With these objective data come appropriate programs and government intervention, and the identification of correct target beneficiaries and subjects of government action. "Although there may be some inclusion errors, there are other ways of validating the data," citing among others the case of the Pantawid Pamilyang Pilipino Program of the Department of Social Welfare and Development (DSWD) and the identification of who the poor are and where they are located.

After the opening ceremonies, Atty. Maria Anthonette C. Velasco-Allones, CESO I, Executive Director of CESB, commenced the summit proper focused on the sub-theme, "READY: Game Changing Technology and Platforms and the Digital-Era Leader". Executive Director Allones viewed the participants as game changers but reminded them that being great at something does not automatically equate to success. As exemplified perfectly in the recent film "Avengers: Endgame", even superheroes need a team to save the world. To further reiterate the need for increased collaboration and cooperation, ED Allones went back to the timeless CES adage that, "when we know each other, half of the work is done."

The First CES Public Leaders' Summit was blessed with the participation of top calibre resource persons from various technology sectors. The morning Keynote speech was delivered by Mr. Hong-Eng Koh, Global Chief Public Safety Expert of Huawei Technologies Corporation. Mr. Koh shared that he was a former policeman in Singapore prior to his current role in Huawei. Mr. Koh's keynote address centered on the context of evolving threats and operational challenges and the necessity of addressing the security needs of the times giving emphasis on people and on processes, and being "First safe, then smart." The new order of things he said requires a new mindset, new system, and a new approach. Leaders must think outside their comfort zones, collaborate with strong partners, strike a balance between privacy and security, and, most importantly, innovate.

## **Technology and the evolution of government-service delivery**

Plenary Session 1 featured Dr. Emmanuel C. Lallana, CEO of Ideacorp Inc., who tackled "Data Driven Governance". He discussed the evolution of technology: digitization, digitalization, digital transformation and datafication; the benefits of using data to a great extent to define



2 | **CES Public Leaders' Summit...**

policies, make decisions, and do results-based management. He shared that on average, we meet the challenges by strengthening data collection, institutionalizing data governance, heightening public access and confidence, and gearing up for big data. Advocating a culture of appreciation to the enormous value of data will bring more governance success, real development and progress, he said.

Atty. Yves Gonzales, head of Public Policy and Government Relations at Google Philippines, tackled “Information at Your Fingertips” during the second session. Highlighting how people’s lives are greatly affected by digital movements and activities, he said that in 2000, 2 million Filipinos were online compared to this year’s 75 million Filipinos “living online.” On the average, we pick our phones 150 times a day. With technology evolving, people have become always informed. And with a rising super empowered commerce, people are into personalized engagement and a frictionless experience. He shared Google’s Principles of Innovation: focus on the user; healthy disregard of the impossible; innovation and not



Civil Service Commission and Career Executive Service Board Chairperson Alicia dela Rosa-Bala, CESO I, delivering her Opening remarks during the preliminaries of Day 1 of the Public Leaders Summit.

instant perfection, iterate; ideas coming in from everywhere, and the use of data and not opinions.

“UP Your Game, Digital Era Leadership” was the focus of Plenary 3 with Ms. Rosandrea R. Gaddi, Managing Director of Development Dimensions International (DDI) Philippines, a global leadership consulting firm that helps organizations hire, promote, and develop exceptional leaders. She stressed that reshaping organizations’ competitive advantage with data and technology is an imperative. It must be clear from the onset why there is a need to transform the organization, and how the changes should be done. She reminded her audience that as changes roll out, the contexts will always vary, and mistakes will always happen, but the core differentiation of any organization will always be integrity and compassion for people. To be a digital era leader, one should drive, connect, relate, and think. She cautioned the participants not to equate Digital Literacy to Digital Leadership.

The penultimate event before the midday networking break featured the ceremonial signing of the Cooperation Agreement between the CESB, represented by CES Governing Board Chairperson Alicia dela Rosa-Bala and the Presidential Anti-Corruption Commission (PACC), represented by Commissioner Manuelito Luna on behalf of PACC Chairman Dante Jimenez. The agreement aims to foster transparency in the CES via information sharing with PACC of relevant data pertinent to investigative purposes on administrative and criminal cases involving the CES corps.

**Set! — Realizing the importance of a customer-centric government service**



(Top) The Cebu Normal University Chorale delivering a moving performance of the National Anthem. (Bottom from left) CESB Deputy Executive Director Hiro Masuda leading the invocation followed by DTI Regional Director Sitti Amina M. Jain’s CES Pledge, NEDA Regional Director Efren B. Carreon’s Welcome Message, and CESB Executive Director Maria Anthonette C. Velasco-Allones’ introduction of the morning keynote speaker.

### 3 | CES Public Leaders' Summit...

#### delivery

The morning sessions of the last day centered on setting and arranging change ideas into place. With a powerhouse cast of four (4) subject matter experts in the vast sphere of technology and its potential for applications in the government, participants were treated to informative learning sessions that tackled the different areas of support needed in order to ensure a stable foundation for ICT-enabled projects.

The fourth Plenary Learning Session entitled, “The Government in Every Filipino’s Pocket”, was facilitated by sought-after Information and Communications Technology Consultant Mr. Alexander M. Arevalo, CESO III, who introduced the theories behind the Philippines’ growing digital-ready consumers and the concomitant need of the government to provide better channels for service delivery. His proposal and challenge to the executives in attendance was to acknowledge the requisite need to upgrade the ICT capabilities of government agencies to connect better with its clients. He further expounded on this apparent necessity by explaining the irony of client focus where the front and back lines of government services should be closer to the client without being physically there. Furthermore, Mr. Arevalo explained that client satisfaction is actually the result of the agency’s perceived performance minus the client expectation. The last part of Mr. Arevalo’s presentation came in the form of an evaluation of the websites of different agencies and how they fare in terms of being mobile-friendly and screen-adaptive. The CESB’s website topped this regard as it scored 90+ on tests on speed and adaptability.

Top recruitment platform Kalibrr founder and CEO Paul V. Rivera led the fifth Plenary Learning Session with his topic on “Connecting the NextGen Leaders”. In his discussion, Mr. Rivera focused on the cycle of recruiting, honing, and



Participants enjoy themselves while taking on the *Celemi Exploring Change™* interactive integration game.



PACC Commissioner Manuelito Luna and CES Governing Board Chairperson Alicia dela Rosa-Bala sign the Cooperation Agreement between the CESB and the PACC for a more transparent public service.

molding future leaders, along with the challenges and opportunities of connecting with today’s digital generation. Likening his experience in his company, Mr. Rivera asserted the importance of designing a meaningful and enjoyable user experience that will immediately speak to clients about the quality standards of the agency. As for connecting with the youth and future leaders, Mr. Rivera stressed the importance of empathy and understanding the pains of their generation.

#### *The hazards of technological advancement and issue of cyber security*

Center for Strategy, Enterprise and Intelligence, Inc (CenSEI) President and CEO Ricardo L. Saludo facilitated the sixth Plenary Learning Session entitled, “Cyber Risks and Social Media”. In his discussion, he highlighted recent cyber attacks the Philippines faced, one of which was the breach of data that leaked voter details in April 2016 when hackers hijacked the Commission on Elections (COMELEC) website. The question “Are you and your organization addressing cybercrime risks and threats: who might attack and what are they after?” was at the heart of his presentation. In stressing that agency heads have accountabilities in cases of data breach, he noted the need to bolster awareness and proactivity at the top levels of corporate risk governance through Cyber Risk Management, utilization of organization strategies and other concepts and mechanisms. As a parting message, Mr. Saludo offered his expert advice in dealing with people: ENLIGHTEN – Engage, Non-partisan, Listen, Investigate, Gratitude, Humility, Truth, Empathy, Nationhood.

The morning series of Plenary Learning Sessions concluded with “CyberResilientPh” by Engr. Allan S. Cabanlong, Assistant Secretary for Cybersecurity and Enabling Technologies of the Department of Information and Communications Technology (DICT). In his talk, Assistant Secretary Cabanlong discussed the role DICT plays in championing and transforming Philippines into a



4 | CES Public Leaders' Summit...

cyber-resilient country by recommending more stringent Cybersecurity laws, campaigning to integrate Cyber Security into the Philippines' education system, and a vigilant implementation of the National Cyber Security Plan 2022 (NCSP 2022). The essential driver for this national plan is for the protection of the three (3) key pillars of the country's cybersecurity infrastructure via the issuance of Memorandum Circulars (MC) on the following areas: 1) Critical Infostructure (DICT-MC 005); 2) Government Agencies (DICT-MC 006); and 3) Individuals (DICT-MC 007). These MCs state the general policies of the state in cybersecurity and directs relevant agencies and companies to comply. In addition, Assistant Secretary Cabanlong also highlighted DICT's National Computer Emergency Response Team (CERT) Website, an information hub focusing on threats, vulnerability warnings and alerts which also has an embedded Helpdesk Ticketing System that shareholders can use in reporting cyber attacks and cyber crimes.

**Go! — Applying change theories into practice**

The afternoon installment of the 1st Public Leaders' Summit was highlighted by the interactive integration activity by Celemi Exploring Change™, through the partnership of CESB and Aboitiz Equity Ventures Inc., and facilitated by Ms. JV Wong, Chief Executive Igniter of People Ignite and accredited distributor of Celemi products here in the Philippines. The three-part presentation and activity covered the: 1) Fundamental – understanding what the change is about through other people's perspective using rational (how?) and emotional (why?) lenses; 2) Essential – the 4 success factors of change and change theories; and 3) The Fenix case study and individual action plans.

Celemi's ready-made business simulations and custom



Meet our resource speakers! (Clockwise from top left) Dr. Emmanuel C. Lallana, Mr. Ricardo L. Saludo, Assistant Secretary Allan S. Cabanlong, Mr. Xavier "Txabi" J. Aboitiz, Ms. JV Wong, Mr. Alexander M. Arevalo, Ms. Rosandrea R. Gaddi, and Atty. Yves Gonzalez.

solutions allowed participants to recreate corporate challenges and situations, test their skills, and explore new concepts in a realistic, relaxed, hands-on environment. The interactive game proved effective in tackling the human side of change and provided an avenue for leaders to share and learn together while applying change management theories in a safe environment.

The Closing Plenary Session entitled, "Change from Within" by former Senior Vice President and Chief Human Resources Officer Xavier "Txabi" Aboitiz of Aboitiz Equity Ventures, Inc. shared two (2) nuggets of knowledge: first is that there is a big difference between a mediocre team and a good team, and second is to learn a lot from others but figure out for yourself what works best for you. Expounding on this point, Mr. Aboitiz quoted New York Times bestselling author and Life Designs, Inc. creator Martha Beck in her book "Finding your own North Star" in that, "the journey towards the ultimate realization of one's potential for happiness starts with a choice."

## 5 | CES Public Leaders' Summit...

Aside from the fundamental virtue of 'Palabra de honor' by the Aboitiz family, the four (4) other qualities they strive to embody are: Integrity, Teamwork, Innovation, and Responsibility. Reiterating the role the private sector plays in nation-building, Txabi Aboitiz had this to say to the four hundred and fifty-two (452) participants: "If you succeed, we succeed with you and overall, our country succeeds."

### **After the sessions: Different voices, unified commitment to serve**

Participants shared varied appreciation of the sessions. National Police Commission (NAPOLCOM) Region XI Regional Director Ma. Teresa T. Pacudan saw the high relevance of data driven governance in her work ensuring peace and order. "Information technology and data collection and analytics have critical roles in crime prevention and community relations."

Assistant Secretary for Engineering Paul Chua of the Light Rail Transit Authority (LRTA) believed that the future of our country should be aligned towards what is already happening around the world, which is the creation of Smart cities. "The examples presented are already the best practices that we should follow so that we could provide the level of service that is required by our people, we need to move forward." Department of Public Works and Highways (DPWH) Asst. Regional Director Mario Montejo declared his office is ready to collaborate and go with the flow of change and innovation. With his relatively young personnel, around 65% of whom have served government for less than 5 years, DPWH is ready with this new technology-driven demand in a digital world. He agrees that people now tend to be more open and mobile in their lives, opening their phones "first hour in the morning."

"Community empowerment and connectivity is enhanced by digital technology and transparency of data", says Department of the Interior and Local Government (DILG) Davao City Director Vicky Sarcena, adding that the young generation are more glued to the digital platform requiring parents to be more aware of their activities, and always ready to guide them.

In the field of education, Schools Division Superintendent of Cavite Cherrylou D. Repia attests to the necessity and benefits of basing her decisions on valid, credible and

verifiable data. With her office doing paperless work, collaboration among teachers and school administrators is easier, and can be efficiently documented. This has given them the pride of being the first schools division in the country to be ISO 9001:2015 certified. "We do evidence-based teaching to our students who are the future citizens of the world and of this country. We consolidate our data, giving us a clear view of the decisions to make. We never base decisions on mere assumptions or else we might not hit our targets." This digital leader now works with her team of dedicated teachers for the Philippine Quality Award and Prime HR.

Regional Director of the Department of Environment and Natural Resources (DENR) Mines and Geosciences Bureau Region XI, Atty. Jasper Albert Lascano believes that the challenge to career executives is how to create technology savvy environments in their organization, and work towards having the needed infrastructure and resources. "Good leaders create that kind of environment, and also cultivate a culture of innovation, even learning to unlearn old ways." Digital data management is a component of success in their disaster and risk reduction management functions, as their office is mandated, among others, to do geo-hazards studies and maps, and identify locations which are prone to landslides and flooding. However, he says that these efforts are useless if people do not know about them. "Our role now is also to teach people how to read these maps and use them, and to prevent the loss of lives and properties when disasters come."

### **Creating a change-ready CES community**

The success of the first-ever CES Public Leaders' Summit brought about various transfers of skill, learnings, assimilations and realizations to the participants. In today's ever-changing society and the boon of technology, the need to adapt, hone and align one's skill to the current global standard becomes apparently necessary in order to survive the exacting demands of the public which the government serves. The recurring thesis of change embedded in this 1st Public Leaders' Summit resonated with the hearts of the delegates as this timely theme is being experienced and is to be expected from our public leaders. The warm reception and unwavering support of the CES community to CESB activities is a commendable sign of the CES corps' commitment to continuing learning and professional development. Congratulations to the newly-inspired change-agents!

# 2019 Wellness Camp Serves Happiness

**F**ifty-one (51) learners coming from eighteen (18) agencies actively took part in the 21st session of the 2019 CES Executive Leadership and Wellness Camp held 27-30 April 2019 at the HRTC Training Room of the Provincial Capitol in Basco, Batanes.

The annual wellness camp, held twice a year, promotes holistic well-being, sustained productivity among executives, and advocates work-life integration through activities that promote rest and rejuvenation which according to studies are essential to creative stimulation and innovative thinking. The wellness camp is one of the most sought after CES training programs appealing to busy government executives who look forward to much-needed breaks from work. The program is designed to bring them closer to nature where they are able to unplug and reset. As the saying goes, one cannot fill from an empty cup and certainly, overworked leaders who do not take time to pause end up drained and unable to sustain stellar work performance.

Serve Happy, the 2019 wellness camp theme, promotes the idea of happiness anchored on the science of positive psychology. Research says that when we are happy – when our mindset and mood are positive – we are smarter, more motivated, and thus more successful. Serve Happy equips leaders to cultivate that happiness frame of mind so that they are able to happily serve and be able to serve that happiness to the people around them whether at work, at home, or elsewhere creating ripples of positive change all around.

## ***Establishing the Foundation of Wellness with Work-Life Integration***

Stress comes from many areas of life and for public leader-managers it stems from having to juggle many roles and needing to stay on top and in control of everything. In recent years, wellness is no longer about achieving work-life balance as if the two are opposing ideas that need to be balanced. Wellness is acknowledging that life is made up of many areas and facets, each one feeding into the other and, therefore, must be integrated in order for life to be fully



*Participants share a cheerful moment during the session on Cultivating Well-Being with Dr. Parkash Mansukhani.*

enjoyed. The first plenary session on Work-Life Integration was facilitated by HR training and management expert Mr. Jesse Francis Rebutillo.

## ***Cultivating Well-Being with PERMA***

Building on the wellness foundation is the session on



*Wellness camp participants get to know each other and engage in lively interaction during the Work-Life Integration session.*



*Hugs and laughter erupt as participants learn about personal space during the session on Meaningful Connections.*



7 | 2019 CES Wellness Camp...

Cultivating Well-Being which highlighted the means to increase happiness. Drawing from research based on the relatively new, evidence-based science of positive psychology, the session highlighted the PERMA model of well-being - Positive Emotions, Engagement, Relationships, Meaning and Accomplishment - and focused on exercises to deepen appreciation on these areas towards better well-being. The second plenary session on Cultivating Well-Being was facilitated by mindfulness teacher, internist and pulmonologist, Dr. Parkash Mansukhani.

**Meaningful Connections for Longevity and Health**



*Sabtang Island, here we come! Participants discover rest in active leisure through outdoor activities and adventure.*

A longstanding research from Harvard revealed that those with strong social connections tend to live longer and fuller lives. While that insight may not come as a surprise to many, especially Filipinos with a culture known for close family ties, busy people can easily miss out on the benefits of quality relationships for something as simple as lack of time. In the session with life coach and wholistic health practitioner Ms. Avril Rodriguez, leaders benefitted from reminders on the basics of creating good relationships and practical ways to nurture existing ones.

**Caring for the Mind-Body with Tai Chi and Nature**



*Executives learn easy-to-follow tips to unwind after a tiring day through homemade and delicious self-care recipes.*



After communing with nature through a half-day exploration tour around the islands of Batanes, the learners slowed down to a relaxing afternoon immersed in a session for self-care and learning to prepare beauty remedies using ingredients that are not just good for the skin but also good enough to eat.



*Tai Chi sessions that start and end the day teach participants to take a moment to slow down and just feel the flow.*

Wellness camp learners were able to enjoy the mind-body benefits of Tai Chi with instructor Ms. Irene Chia. Tai Chi, also known as “Mindful Meditation” and “Nature Kung Fu” is a form of martial art that is now known globally as a mind-body practice that relaxes, energizes, regenerates, strengthens, and harmonizes the body, mind, emotions, and spirit through a series of slow, flowing graceful movements. 🌀



## March 3, 2019 CES Written Exam Result Released (registered 46.90% passing rate)

Sixty-eight (68) out of one hundred forty-five (145) examinees or 46.90% passed the Nationwide CES Written Examination (CES WE), the first examination stage for CES Eligibility. The exam was held last March 3, 2019 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, all top ten (10) passers work in various government agencies and first time CES WE examinees. Nine among the top ten took the examination in Quezon City testing center, while one from Cebu, and they are as follows:

1. De Los Reyes, Marco Dominic M. (88.70%)  
Director III  
Department of Social Welfare and Development
2. Alabado, Roberto III P. (87.97%)  
Assistant Secretary  
Department of Tourism
3. Buenaventura, Joel H. (87.57%)  
Chief Health Program Officer  
Bureau of International Health Cooperation  
Department of Health
4. Abanil, Abram Y. (87.25%)  
Director IV  
Department of Education
5. Danao, Vic Emerson C. (86.59%)  
Supervising Education Program Specialist  
Department of Education
6. Orolfo, Vina Lorraine A. (86.03%)  
Municipal Agriculturist  
LGU-Cavinti, Laguna
7. Go, Elizabeth F. (85.95%)  
Officer I  
Government Service Insurance System (GSIS)-Pasay City
8. Andres, Armida P. (85.74%)  
Chief, Ecosystems Management Specialist/  
OIC-Assistant Director, Biodiversity Management Bureau  
Department of Environment and Natural Resources
9. Guerrero, Aprille Regina P. (85.38%)  
Local Government Operations Officer VI  
Department of the Interior and Local Government  
Ilocos Sur
10. Iturralde, Ma. Carmen I. (85.15%)  
Chief Trade and Industry Development Specialist/  
OIC-Provincial Director  
Department of Trade and Industry  
Aklan

The complete list of March 3, 2019 CES WE passers may be viewed at the CESB website, [www.cesboard.gov.ph](http://www.cesboard.gov.ph), and the percentage of passing per testing center is broken down, as follows:

Quezon City	67.65% or 46 passers
Davao City	17.65% or 12 passers
Cebu City	14.70% or 10 passers

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number/s 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 June 2, 2019. Application forms may be downloaded thru the CESB website, [www.cesboard.gov.ph](http://www.cesboard.gov.ph).

### TOP THREE PASSERS

The top three (3) March 3 CES WE passers include the following:

**MARCO DOMINIC M. DE LOS REYES**, who obtained the highest rating of 88.70%, currently occupies the position of Director III (*under a Memorandum of Agreement*), at the Office of the Undersecretary for Legislative Liaison Affairs and Special Presidential Directives in Mindanao Region



10

9 | **March 3 CES Written Examination...**

(OUSLLASPDMMR), Department of Social Welfare and Development where he started as Executive Assistant V of then DSWD Secretary Judy M. Taguiwalo in 2016. Prior to DSWD, he was a Senior Human Resource Specialist at the Public Assistance and Information Office, Civil Service Commission. He graduated with a degree in Bachelor of Arts in Public Administration at the University of the Philippines in 2011. His fields of specialization/expertise include Planning, Policy Administration/Management, Social Services, and Project Management.

**ROBERTO P. ALABADO III**, who obtained the second highest rating of 87.97%, presently works as Assistant Secretary at the Department of Tourism (DOT). He graduated with a



degree in BS Communication Development at the University of the Philippines-Diliman in 1993 and MA in Regional Development Planning in 2001 in the same university. In 1999, he also received his graduate diploma in Regional

Development Planning and Management at the Universitat

Dortmund, Germany. His fields of specialization/expertise include Planning, Rural Development, Tourism, Transportation, and Urban Development.

**JOEL H. BUENAVENTURA**, who obtained the third highest rating of 87.57% is a Doctor of Medicine by profession. He currently occupies the position of Chief Health Program Officer and designated as OIC-Division Chief (Medical Officer V), at the Bureau of International Health Cooperation, Department of Health (DOH). He graduated with a degree in BS Physical Therapy at the University of Santo Tomas in 2000 and passed the



board exam in the same year with a rating of 77%. In 2004, he received his degree in Doctor of Medicine, Cum Laude, in the same university and passed the medical board exam in 2005 with a rating of 77.08%. Seven (7) years later, he finished his Master in Public Health, as Merit Scholar, at the Boston University School of Public Health, Massachusetts, USA. His field of specialization/expertise is Health & Medical Science. 🌐

**CES Written Examination  
2019 Schedule**

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





**NEW ELIGIBLE**  
 CONFERRED THROUGH RESOLUTION NO. 1460  
 MAY 9, 2019

**BENTER, AMORMIO CARMELO JOSELITO S.**  
 City Trade and Industry Officer  
 City Government of Calapan

**REYES, IMELDA R.**  
 Administrative Officer V  
 University of the Philippines

**LLANES, MARITES L.**  
 Education Program Supervisor / Officer-in-Charge  
 Office of the Assistant Schools Division  
 Superintendent  
 Department of Education – Regional Office No. 2

**RIVERO, CHRISTIAN E.**  
 Education Supervisor II  
 Commission on Higher Education

**MANALO, JEFFREY I.**  
 Director III  
 Public-Private Partnership Center (PPPC)

**TABINAS, SANDRA M.**  
 Information Technology Officer II  
 Department of Social Welfare and Development



**2019 CESB Calendar  
 of Activities**



PROGRAM	DATE	VENUE
CES Club	July 4	Vigan City
Assessment Center	July 20 July 21	CESB Office
Gabay ng Paglilingkod	July 22-August 2	Tagbilaran City
Project Paglaum	August 14-16	Bacolod City
Assessment Center	August 17 August 18	CESB Office
CES Leadership Conclave	August 28	Tuguegarao, Cagayan

# 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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