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# The PUBLIC MANAGER

OFFICIAL PUBLICATION OF THE CAREER EXECUTIVE SERVICE

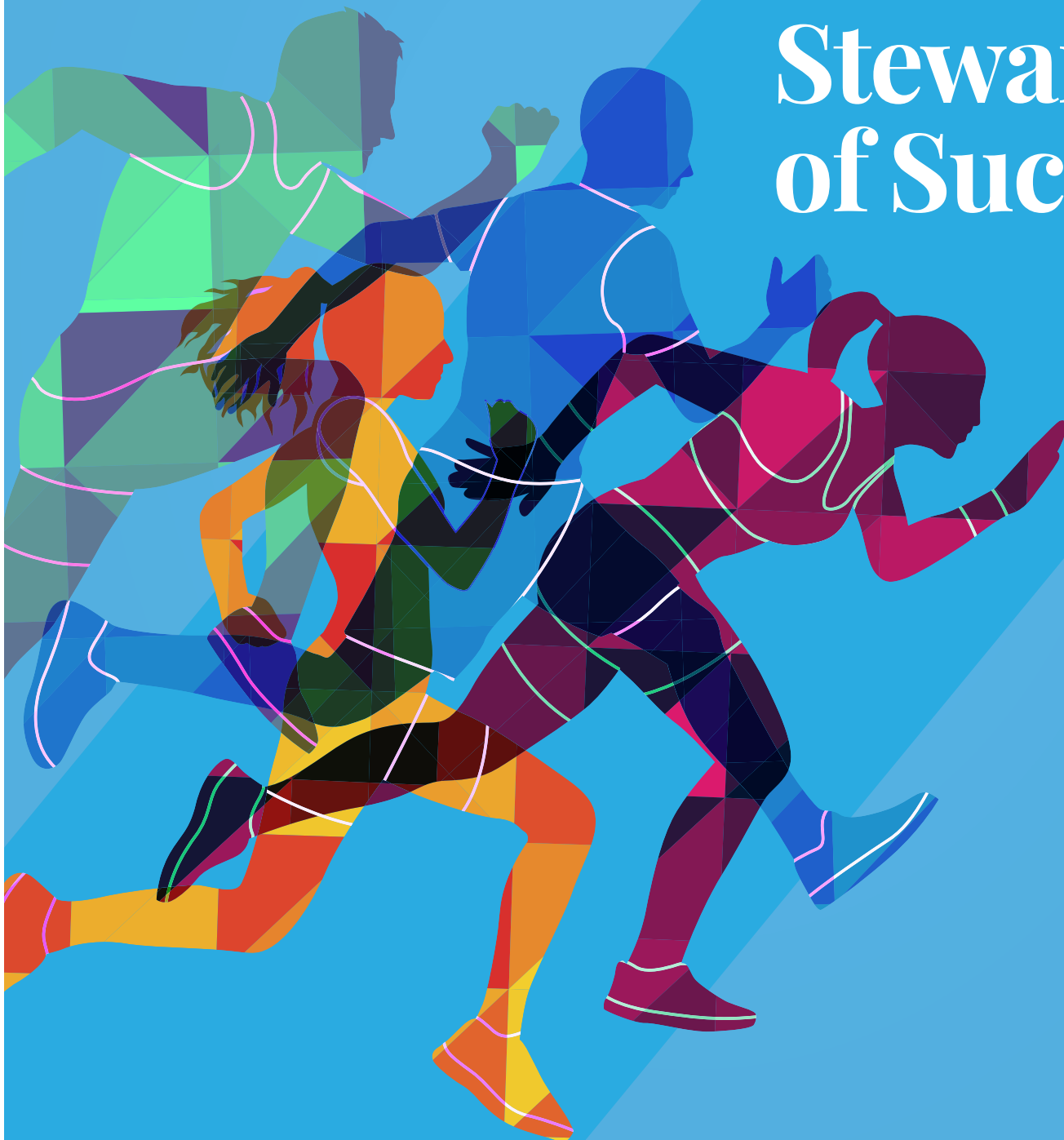
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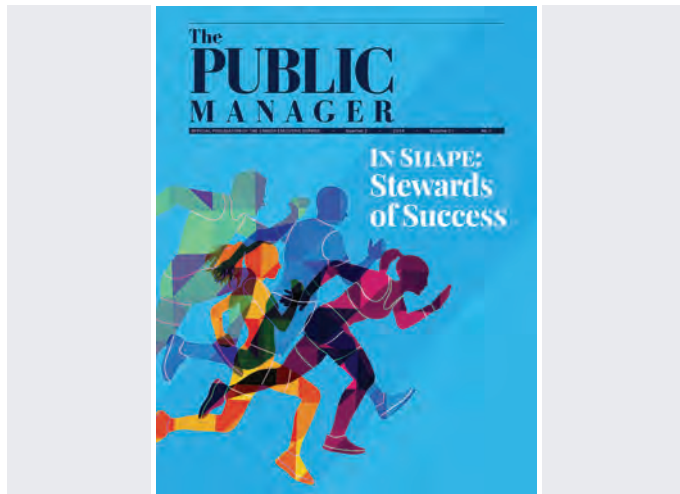
2018

Volume 31

No.1

## IN SHAPE: Stewards of Success





### About this Quarter's theme

There are leaders who excel because of their zealous commitment to bringing and sustaining positive reforms, and there are those who continuously unite people in bringing peace and order in the bureaucracy.

Whatever the motivation and goal is, career officials must also care for their physical health and psychological well-being, as well as have financial stability in order to give out his/her effective performance.

In our second issue of the 2018 Public Manager Magazine centered on Physical Health, we feature the stories of government leaders who nurture their own health and well-being in order to successfully steer towards the path to providing purposeful leadership.

#### THE PUBLIC MANAGER

Official Magazine of the Career Executive Service

#### The Editorial Board

Maria Anthonette C. Velasco-Allones

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#### Issue Editor

Ma. Filipina R. Azanza

#### Writers

Luzviminda dR. Arbutante  
Marizel Christine A. Bautista

Ercee M. Capati  
Paul Lindon P. de Leon  
Imelda B. Guanzon  
Joana Carla D. Mance  
Donan L. Sazon  
Romil F. Tuando  
Edgardo P. Sabalvoro

#### Graphic Artist

Jane Fortuna

#### Printed by

VG Printing

#### Photographer

Pacifico J. Directo Jr.

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# In this issue...

The annual theme for the 2018 Public Manager Magazine entitled "*Resilience: Steering through Adversity, Bouncing Back Bravely*" brings forward our deep commitment to surf through the waves of disruption and change.

Through our four quarterly issues, we hope to help shed a light on your journey to resilient leadership while sharing with you the stories of courage and strength of public sector executives who have overcome great odds and have helped transform lives for the better.

Let our collective aspiration to embolden and empower others in harnessing the power of resilience as we steer towards new horizons be reflected in the succeeding pages.

# Message from the Chairperson



People as energies in motion require maintenance and motivation factors in order to live a full life. In our second issue of the 2018 Public Manager Magazine centered on Physical Health, we feature the stories of government leaders who display the Career Executive Service (CES) principles of merit and fitness in providing purposeful leadership. The focus is on physical and financial well being, which are necessary for survival and growth.

In our desire to better manage our people, material, and financial resources, we strive to achieve more prosperity in life and reach higher goals, both on the personal and organizational level.

Living creatures like us need to make, manage, and secure food and good health as we go about our physical activities. The energies we derive from our intakes, and the utility of our environment dictate the quality of our life.

Building a bureaucracy of fit, healthy, and empowered public servants assures the Filipino people of more social and economic development and excellent public service. The call is for us to lead by example, and to energize competent organizations and healthy communities.

May this issue provide the platform for more convergence and interaction among our agencies that the true spirit of public service be enshrined in our offices and programs. Vibrant bodies are positive energies that keep the dynamics of work and services. It is in this dynamo of glowing public servants that the wheels of people empowerment run. It is in this strength that the unity of able bodied citizens is anchored.

May life find us strong, fulfilled, and healthy!



ALICIA dela ROSA-BALA, *CESO I*  
Chairperson, CES Governing Board

# Message from the Executive Director



In our second issue of the Quarterly Public Manager for 2018 entitled “*In Shape: Stewards of Success*,” we give you the stories of Career Executive Service Officers (CESOs) and CES Eligibles who apart from working on their avowed positive reforms, are focusing on achieving and maintaining physical and emotional well-being, as well as financial stability.

As we focus on their narratives about keeping a healthy body, developing a sound mind, and achieving financial freedom, which make up the core dimensions of resiliency, you will find that the career officials we feature have grown a common vital trait that allowed them to persevere as authentic and compassionate leaders. Each of them has an unshakable core of inner peace developed from overcoming everyday struggles in their public and personal lives.

Through this issue, we hope to encourage and help you pursue more leadership opportunities and deepen your commitment to harmoniously work in unity to attain our country’s goals and targets.

May you all remain calm and centered in our ever-changing bureaucracy, and continuously cultivate leadership grit throughout adversities.

Mabuhay ang mga katangi-tanging lingkod bayan!

A handwritten signature in black ink, reading "Atty. Maria Anthonette C. Velasco-Allones". The signature is written in a cursive, flowing style.

Atty. Maria Anthonette C. Velasco-Allones, *CESO I*  
Executive Director, CESB

# The Ultimate Guide to Financial Abundance and Freedom For Career Executives

by: J/Dir. Serafin P. Barretto Jr. BJMP (Retired)



President Rodrigo R. Duterte appointed Mr. Serafin P. Barretto, Jr., *CESO IV*, as Chief of Bureau of Jail Management and Penology last August 26, 2016.

**M**any of our public managers are experiencing problems about money. However, majority of them doesn't really believe that they have problems when it comes to finances. The truth is, many are horribly in debt and miserable managers of their finances, but getting too defensive and going into denial.

In order to be out of debt and be free from the albatross of financial burdens, we must not conform to this herd's mentality of denial and be transformed as disciplined financial stewards.

"Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect."

- *Romans 12:2, English Standard Version (ESV)*

## The C.E.S.O. Way

### 1. Commitment To Have And Maintain Positive Habits And Attitudes Toward Money.

Nothing can stop the man with the right mental attitude from achieving his goal; nothing on earth can help the man with the wrong mental attitude.

-Thomas Jefferson

Most people who are not financially successful do not understand why they are on that status. They blame their poor circumstances on factors that are unrelated to their lack of success.

Dale Carnegie said the three worst things you can do are criticize, condemn, and complain. Stop complaining and start doing something positive.

If you want to attract money, get rid of all negative thoughts and attitude about it.

### 2. Educate Consistently And Endlessly For Self-Improvement On Money Management Skills.

Read books and the finance section of your daily newspaper.

The internet offers a wealth of resources to improve your financial literacy.

You need to understand how your money can work for you.

"Many folks think they aren't good at earning money, when what they don't know is how to use it." -Frank A. Clark

### 3. Save More To Invest More

To earn big passive income, maintain the habit of saving 10% to 20% of your income in order to invest more in the stock market.

Financial peace isn't the acquisition of stuff. It's learning to live on less than you make, so you can give money back and have money to invest. You can't win until you do this. -Dave Ramsey

### 4. Offer Abundant Gifts And Donations For Thanksgiving And Charity

God loves a cheerful giver. Grace abounds to those who sow liberally. God will supply abundantly to you in order that you may invest in other good deeds.

An attitude of thanks is pleasing to God. It is God's will for us to give thanks in every situation (*1 Thessalonians 5:18, AMP*).

## Conclusion

Through this ultimate guide, your integrity will far outshine your faults and truly will become financially free and successful.

"I'm only rich because I know when I'm wrong...I basically have survived by recognizing my mistakes."  
-George Soros

# Financial Literacy: Instrument for Achieving Resiliency while Navigating through Difficult Financial Times

by: Hiro V. Masuda

**M**oney is a difficult subject to discuss as it is widely considered a very personal and socially inappropriate matter to talk about. Yet it is a vital part of our lives. Money is not enough reason to live but it can be a powerful tool in helping us achieve our goals in life.

At the very least, all of us strive to excel in our professions to be able to live a decent and comfortable life and provide for the needs of our family. As civil servants, we are mandated to steward the utilization of people's taxes for various social services of our agencies. However, as members of the government's executive corps, we are in a precarious position in society as the general population view government officials and employees to be tainted with corruption. We know this is a common misconception, yet the negative image persist.

So I ask, is it possible for government officials and employees to achieve financial security for themselves and their family while maintaining the highest standard of honor, honesty, and integrity?

I am no financial guru or someone that can be considered as a subject matter expert, but allow me to share my experiences that led me to where I am now, both in my career and in my humble yet stable financial position.

If I would have met myself twenty years ago, I would never have imagined or dreamt that I would be a government official. I was born in Batangas to a single mother who did laundry for other people and sold sampaguita for a living. At the age of eleven and throughout high school, I was a peddler of sampaguita before and after attending classes. I would haul my goods throughout Libertad, Pasay City, to raise money for my educational requirements. After graduating high school, I worked at a popular fast food store in order to support myself. I was able to pursue my college education through a scholarship. And luckily, had been offered a job at my Alma matter and then at the local government of Manila that paved the way for a career and passion for public service.

Looking back, it was my experiences, hard and challenging as they may have been, that allowed me to appreciate the value of money, the value of time, the importance of having goals and consistently working towards to achieve these goals, and the necessity of sacrifice to build a life of prosperity. I learned early in life that nothing that is worth achieving is achieved without

preparation and without blood, sweat, and tears. Poverty had been a beast that had gripped my family and I pledge to escape its clutches.

Drawing from my experiences, I offer some advice or tips on getting started in your way to financial literacy and hopefully towards financial security:

## Right Attitude

At the beginning, a careful evaluation of oneself is necessary to understand your attitude towards money, your spending habits and priorities in life. Having the right and open attitude towards these matters will enable you to transition towards financial security.

Concepts like time, value of money, the proper definition of wealth, delayed gratification, bad and good debt, wants versus needs, proper budgeting and execution, savings, investment, and planning are among valuable ideas one must be open to.

It is for this reason that unlike most of my contemporaries that were into acquiring the latest mobile phones, cars, and travel destinations, I learned to save instead. I saved to provide for my siblings' education. I saved to be able to send myself through graduate school (Master's and Doctorate degree).

To put it in a nutshell, the proper attitude to financial security is to live simply within or below one's means.

## Save, Save, and Save Some More

Perhaps the cornerstone of financial literacy and security is the knowledge and skill in saving. Saving a portion of our income is paramount to prepare for unforeseen and unavoidable events in our lives. After our self-evaluation, we can decide which is the best way for us to save. There are countless methods available out there, it is just a matter of looking for the best way that works for you.

It is ideal that we save 20% of our income. But no matter your income bracket the most important is that you start as early as possible in order to develop the habit of saving.

## Budgeting and Planning

Financial literacy is about anticipating one's financial requirements before you actually need them. It is for these reason that I prioritized funding my siblings' education, then my graduate studies before I set my goals towards a car and house. It will be different



for every person but the key is to have the financial means when the need arise. You are therefore ready and would not have to resort to borrowing from family, friends and/or financial loan institutions when emergencies strike.

Carefully setting aside funds for our basic needs like food and utilities are a must so that we do not live from pay check to pay check.

## Invest in Education

I am no expert and had been introduced to financial literacy via hard experience. That is why I continue to seek knowledge on the subject matter. With various available materials I have also discovered other financial vehicles that would prepare me for the future I envision. Unit Investment Trust Fund (UITF), Mutual Funds, Insurance, Stocks, Treasury Bills, and Government Bonds are some of the investment vehicles I am exploring aside from business, of course.

There is a ton of information available out there through trainings and seminars that can initiate anybody to the above-mentioned financial vehicles. Again, these are very personal and individual choices.

In closing, I wish to call on all government executives to spearhead the propagation of financial literacy among our organizations. It is a first step to making available to all officials, rank and file employees the necessary tools to be financially secured and not to fall prey to loan sharks and not to resort to unsavory means to increase income. This is the first step as we envision a Philippine bureaucracy free from the taint of corruption and uphold the dignity of public service.

Can government officials and employees be financially secured and still maintain the highest standard of honor, honesty, and integrity? With financial literacy, yes we can.



# FEATSpiration

## Happy Leaders are Healthy Leaders

by: Marizel Christine A. Bautista

Executive leadership entails a lot of responsibilities and challenges that demand a great deal of character, physical fitness, and healthy habits. With the tons of work load and time pressure, public managers have to be fit and well in order to optimally serve the people. Fitness of career servants is a public wealth.

As people age, they come across different situations. Each one has a unique physical and mental make-up requiring a special blend of routine, attitude, and intake. We, at the Public Manager, made rounds among our top performing leaders to find out their health secrets and get their pieces of advice to bring information and inspiration to the rest of the Career Executive Service.

Discover and be inspired by the health journeys of Department of Health (DOH) Director Enrique A. Tayag, *CESO III*; National Telecommunications Commission Director (NTC) Teodoro D. Buenavista, Jr., *CESO V*; Parole and Probation Administration (PPA) Director Lorna A. Yumul, *CESO III*; Agricultural Credit and Policy Council (ACPC) Director Norman William S. Kraft; and Davao City Administrator Zuleika T. Lopez.



# Baring the Imprints of a Principled Leader and a Fitness Influencer



DOH Director Dr. Enrique A. Tayag is known for sharing his lively and energetic dance moves during public gatherings.

## Human Kinetics for Resilience

A decade of dancing against infectious diseases started during Dr. Enrique A. Tayag's residency training at the San Lazaro Hospital in 1988, when he opted to specialize in the field after his graduation from the University of East Ramon Magsaysay Medical School. Doctors of this field are known for their thoroughness, critical analysis, inquisitiveness, and comprehensive memories. They lay the foundation for correct diagnosis and treatment of known and emerging diseases. "Eric," as he is fondly called by his friends and family, is well equipped with these critical skills. With life as his stage, he has perfected the routine of excellence.

Yet, this is not to say that everything was perfect. In his own experience of missing opportunities for better positions and learning from his failures, he never became demotivated. Instead, he focused on his responsibilities and provided significant work for his organization to motivate him and become a better public servant as he is now. Molded by the relationships built along the journey of public service as they interplayed with personal values and character, he believes that resilient leaders are born that way.

"Setbacks do not drive me to inaction." Instead, Eric welcomes opportunities to make things better and make a difference for the benefit of the people. As a champion of his own quests, he was able to overcome the challenges thrown at him, bouncing back freshly energized many times to propel his evolution as a better leader.

## Leading by Example

Mastering the art of time management, goal setting, and achievement, Eric has kept his health and well being on point. He surrounds himself with people who take good care of their health and maintain a positive disposition. He minimizes and eliminates health risks by staying away from people who have negative thoughts and behavior. This is consistent with his belief that "Misery loves company."

Sleeping six hours a day at the very least, staying away from sugary and alcoholic drinks, setting weight and exercise goals, being active in the gym for at least thrice a week, limiting carbohydrate intake, and taking health supplements advised by his doctor; paired with a positive disposition are the Tayag Secrets to Good Health.

## The Accidental Dancing Asec

Year 2012 blasted Eric's title as the "Dancing Assistant Secretary (Asec) of the Department of Health (DOH)" when his organization launched its annual "OPLAN: IWAS PAPUTOK," a fireworks injury prevention program. Dancing to the tune of Gangnam Style, he surprised his audience in a Christmas party held after the program launch at the East Avenue Medical Center. His moves were derived from the exercise routine in his gym classes, which featured dance as a good-for-the-heart exercise. He confesses that his participation was effortless because of his constant practice.

With the media coverage during the launch, his dance routine was captured and featured in the news, propelling his fame as the Dancing Asec, which further initiated his advocacy for a healthy lifestyle. Dance became his fun and effective medium for communicating health-related messages.

Eric's inspiring experience shows that every dancer who religiously hones his skills and grace has his day to shine in the spotlight.

## Dance Goes Digital

Information technology has made the world a smaller place, bringing people closer and making them sway in a unified tune. With the e-Health Bill in both houses seeking to reinforce the Philippine Health System in the age of digital technology, Eric, as the Director of Knowledge Management Information Technology Service of the DOH, aspires to create with the people a comprehensive program of inclusive health, empowered by information and technology.

With this vision, DOH embarks on a digital journey with the mission of making people benefit from good and healthy lifestyles and promoting awareness on public issues regarding diseases, their management and cure, and available health services to minimize, if not eradicate, incidences of death and health disaster due to diseases which are otherwise curable if the people were properly informed.

Life is created and terminated in a flick of time. What characterizes a lifetime is a healthy and well informed lifestyle. With technology spreading information in the communities, the right to life is more amply protected.

## The Public as a Grateful Audience of his Dance

Eric was the first among his peers to establish a real-time event-based surveillance system, which has since become a global standard. This greatly fostered our country's integrated capacity to prevent, protect against, and respond to emerging health threats such as the Middle East Respiratory Syndrome (MERS) and Ebola in recent years through the time-tested solution of detection, our first line of defense.



DOH Director Dr. Enrique A. Tayag shares his leadership journey with his fellow career officials during the 16th Annual CES Conference in Bacolod City last November 21, 2017.

Eric's framework for improving access to health services has refocused the priority of the sector to primary health care, which covers a wider spectrum of basic comprehensive services, and rallied LGUs to exercise their true mandate to "make arrangements" so that the very poor will have better access to health care and thus, significantly put into motion the reversal of fragmentation of health services.

As stated by former DOH Secretary Dr. Paulyn Jean R. Ubial, *CESO II*, the "*Tayag Dance for People's Health*" provided a "concrete policy describing a framework that assisted many local governments to pursue the goal of improving access to health services thru a practical, acceptable, and non-prescriptive sustainable service delivery networks. This allowed people to join hands for

health, having introduced the quest amazingly in a single communication medium which is unique, innovative creative dance." Eric rallied sedentary Filipinos to value exercise in an interesting way.

## The Colorful Banners of Excellence

For his exemplary performance and significant contributions, particularly in the areas of innovation, information and communication technology, social services, administrative reforms and public policy, Eric was one of the finalist



DOH Director Dr. Enrique A. Tayag leads the energizer during the Inaugural Session of the 2018 CES Leadership Conclave at the EDSA Shangri-La Hotel on February 22, 2018.

“Every day we make choices that can cause us to be unhealthy. The most challenging part is creating an enabling environment where everyone can pursue their health goals through informed choices and scaling up time-tested health interventions to many communities all the time.”

of the prestigious 2017 Presidential Gawad Career Executive Service (CES) award during his stint as DOH Assistant Secretary. Under his leadership at the National Epidemiology Center, the country was able to build its capacity, fulfilling the requirements of the revised International Health Regulations (IHR 2005), becoming one of few countries to comply with IHR standards without having to request the World Health Organization for an extension.

Moreover, under his helm, the Bureau of Local Health Systems Development was able to design a very critical strategy for achieving the goals and aspirations of the Duterte Administration’s Philippine Health Agenda, specifically on Service Delivery Networks that attempt to demonstrate the Cuban Health System Model in a devolved setting. Eric remains a staunch champion of a healthy lifestyle, practically leading the way to instill a culture of “healthiness” for Filipinos of all walks of life along with his extraordinary skills to introduce and even popularize priority DOH Program and Projects.

## The Powerhouse of His Inspired Moves

A proud graduate of many institutions and programs for medical and public health education, Eric remains a proud student of life. Inspired by the words and examples of great men and women in his private and public life,

he is a product of an inspired routine of learning, resilience, grit, gratitude, and grace. Like a dancer, he moves with grace, skill, cadence, and stability throughout every performance.

He is thankful for the many avenues for discussion in career directions and options provided by Career Executive Service Board Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, whom he has personally known for almost a decade now. Her wise words had a calming effect on Eric and had made it for easier for him to navigate around bureaucratic hurdles and entanglements.

At the DOH, ormer Secretaries Esperanza I. Cabral and Enrique T. Ona have been generous with their advice on public health matters, which he treasures to this day.

Additionally, Eric appreciates the constant support and guidance from his colleagues and peers in the field: former DOH Undersecretary Susan Pineda-Mercado; Dr. Mila Fernandez and Ethylene Nieto (Public Health); Dr. Efren Dimaano (Infectious Diseases); Dr. Lulu Bravo (Vaccination); Dr. Mark White, Dr. Concepcion Rocas and Dr. Consorcia Lim-Quizon (Epidemiology); Dr. Duane Gubler (Dengue); Ms. Elliott Churchill and Ms. Jody Lanard (Risk Communication); Dr. Michael Mallison (Continuous Quality Improvement); Ms. Teresita Tumangan (Community Service); and Dr. Mark Llenado and Mark Sarsuelo (Healthy Lifestyle) who all hold a very special place in his heart and mind.

Most of all, his mother, Ms. Milagros

Tayag, the source of his strength and direction to live by the golden rule tops the hierarchy of his blessings. The dotting mother provided for the bases, sustenance, inspiration, guidance, fortitude, and inspiration that made him move his way up the top.

## Words from the Grateful, Graceful, and Great Leader

As a testimony of his mission of living healthy as a way of life, Eric leaves these words of wisdom to the members of the CES; *“Every day we make choices that can cause us to be unhealthy. The most challenging part is creating an enabling environment where everyone can pursue their health goals through informed choices and scaling up time-tested health interventions to many communities all the time.”*

His is a great style but he shares a simple message: *“Live by the golden rule. Time is short, so make a difference now. If you have to choose between being right and being kind, always choose to be kind.”*

## CULTIVATING WELLNESS: “Live Healthier, Live Happier” says Ted Buenavista, Jr.

At 53, Teodoro D. Buenavista, Jr., *CESO V*, or “Ted” as he is fondly called by his friends, continues to amaze his colleagues as he still sports a youthful image despite his hectic schedule as a public manager.

“Health does not always come from medicine. Most of the time, it comes from peace of mind, peace in the heart, peace of soul. It comes from laughter and love.”

In the past, he managed two regional offices of the National Telecommunications Commission (NTC) in Mindanao and was the co-chairperson in-charge of the operation for a Cagayan de Oro-based task force on clearing telecommunications wires and cables from the streets. Ted is also a member of the Board of Director of the Philippine National Red Cross (PNRC) – Cagayan de Oro and Misamis Oriental Chapter as the community PNRC chair on disaster preparedness. He was able to enhance the communication facilities of the chapter including the formation of a radio communications volunteers group throughout the region.

With a number of duties and functions that Ted has been involved in, what could be his secret in maintaining his physical health and emotional well-being?

Ted is a believer of the adage; *“Health does not always come from medicine. Most of the time, it comes from peace of mind, peace in the heart, and peace of soul. It comes from laughter and love.”* According to

him, having good mental memories can build up and sustain stamina, stress-free living, and lower bad cholesterol including blood sugar.

He stressed that investing in good memories rather than on material things that provide temporary bliss was his secret behind his youthful glow.

Well said indeed, but maybe he has other surreptitious methods of maintaining his health and emotional well-being?

According to Ted, he reinforces his beliefs in taking good care of his body by not smoking and having at least 7-8 hours of regular sleep - the best way to recovery his body from the daily grind. He also sees to it that vegetables and fruits are part of his daily diet, concurring that these are the sweepers for bad and excess food inside the body. And more importantly, he regularly exercises for at least thirty (30) minutes a day and loves to go out with his family, which he always builds good memories with.

To his fellow CESOs and CES Eligible who are trying to have a healthier journey, he has this to say;

*“Avoid taking medicines as much as possible. Medicine is not only costly, but sometimes could be dangerous for it may affect other functional organs. LIVE HEALTHIER, LIVE HAPPIER!”*



Teodoro Buenavista, Jr. owes his youthful glow to the good times he spent and unforgettable memories he has made with family and friends in his journey to a purposeful leadership.

# Lorna Yumul's Secret to Aging in Grace and Beauty

"Even if we are used to a fast pace of living, let us allow life to soften as we get tougher by accepting that we are not perfect individuals. We need to have a proactive approach for obtaining good health by having a sound appreciation of the balance of work and recreation. Take a break in order to release pent up emotions, relax our muscles, and rebuild worn out tissues."

The challenge of overcoming the mental stress that comes with meeting deadlines in the submission of reports and accountabilities in the office, as well as experiencing physical strains in representing her agency in council meetings and conferences due to land, sea, and air travels are all part of the regular grind of Parole and Probation Administration (PPA) Director Lorna A. Yumul, *CESO III*.

*But who says aging does not come with beauty and grace?*

At the age of sixty-four (64), Lorna has mastered the technique in allotting time to welcome a respite from her focus in order for her brain and body cells to regenerate. With a year more to serve the public before her retirement from the civil service, she prioritizes maintaining and achieving physical, mental, and spiritual endurance.

Lorna feasts on fish and vegetables in moderation for a healthy diet. For her breather, she loves spending time cooking and baking pastries for friends and family from time to time. According to her, she feels most rejuvenated and replenished after hours of cooking when her skin has already excreted the toxins from perspiration.

She has consciously put on a routine of simple exercises in her daily life. For example, she opts to use the stairs instead of the elevator every day to get to her office, and opts for the stairs instead of the escalator when roaming in the malls. Brisk walking for one hour on morning weekends and dancing are also her way to a healthier path.

*"CESOs work through complex duties involving public service, which take a lot*

*of our time and energy,"* says Lorna. She affirms that the more successful you are in your field, the more people will demand and expect from you.

*"Public managers need to be really tough but in whatever manner or degree our toughness stands, we are still mortals and are susceptible to physical ailments and mental and spiritual breakdowns."*

She believes that having a strong backbone and foundation that not only supports you physically, but also enables one to face adversities with courage is very necessary in order to deliver excellent public service.

Here are some tips from her in order to usher the way to a healthier journey:

#### **For the body:**

*"Exercise on a regular basis to help you increase your capacity to work and enjoy. But keep in mind that your exercise should be in harmony with your own self-awareness and your doctor's consent. Lack of time is the worst excuse for not doing so."*

According to her, the exhaustion that weakens a person to exercise will be replaced by an invigorating and refreshing energy once a person starts with the routine. "It will bring new life and renewed visions of ourselves," she added.

#### **For the Mind:**

*"As we organize and plan, we should always have a positive attitude and look at life and work as an exciting journey. Reach out and find our allies who are willing to join us; people who will make our tasks lighter, who will not only cheer us on, but will help us believe that we are stronger than we think*



Lorna A. Yumul continues to inspire her colleagues to exercise on a daily basis to maintain good health and have a stronger body.

*we are."* Lorna sees the need for CESOs to exercise their minds and always make the best of every inevitable and even adverse condition, and to continuously educate and reinvent themselves in order to harmonize and contribute to the achievement of national development goals.

#### **For the Spirit:**

*"Take an inventory of yourself and get connected with the One who knows best because it is through Him that we find our inner strength and orient ourselves to live our lives in harmony with correct principles which draw upon our sources of strength."*

And yes, to be sincerely delighted with other people's successes accords one more inner peace.

To her fellow CESOs she leaves this formula for good health; "Stay focused and believe that even as we age, we can still maintain our resilience, wisdom, and sagacity because our soul is ageless. Focus on the spirit and feed your soul with good deeds."

## Norman Kraft Shares Tips to Building an Unbreakable Self Discipline



Normal William Kraft is joined by his son Anton Enrique in the gym for their regular core strengthening exercises.

As a career official climbs up the career ladder, an ever-increasing number of responsibilities also drive stress levels higher. Norman William S. Kraft notes that with *“physical ageing diminishing our body’s natural ability to cope with stress, the irony of life is that more stress meets us just as our body becomes more vulnerable to illnesses. It is a double whammy.”*

Norman believes that this requires people to act and compensate for the body’s diminishing ability to protect itself against stress or else, not only will stress prevail in adversely affecting our productivity, it might also succeed in eventually driving us to financial distress due to increased health care expenses.

Back in the 1990s, Norman was hired by the Agricultural Credit Policy Council (ACPC) for a contractual position under a special project being handled by the agency, which is the credit component of the Fisheries Sector Program (FSP), a program funded by the Asian Development Bank (ADB) and the Organization for Economic Cooperation and Development (OECD). He eventually rose up the ranks, handled different designations in the agency and was also briefly assigned to the Department of

Agriculture (DA) to head the DA Export Development Team. In 2016, under the current administration, Norman was tasked by ACPC Executive Director Jocelyn Alma R. Badiola to handle the Administrative and Finance Staff, which he now manages concurrently with the Information Systems Management Division.

### A Collective Effort on Healthy Living

Through the results of his annual physical examination, Norman found out that his low-density lipoprotein or “bad” cholesterol count had exceeded the normal range, whereupon he was given prescription to take cholesterol maintenance medication. His wife, Lorna, on the other hand, experienced having a high cholesterol count even earlier on and had to deal with hyperthyroidism. She was later prescribed to take maintenance medication even after undergoing treatment for her hyperthyroidism.

What alarmed Norman and Lorna most into taking more definitive action was when their son, Anton Enrique, developed fatty liver and a high uric acid level at the age of only twenty-two (22) due to poorly managed eating habits.

*“The mutual desire among the three of us to make a shift towards healthier living was mainly a reaction to the deterioration in some of our individual health indicators,”* he added.

He admitted that in the past, he used to believe that taking maintenance medication was something inevitable that just had to be accepted upon reaching a certain age.

*“I discovered, though, that if I exercise for an hour even for only 2 times a week, and as long as I complement that with a healthier eating habit, it is actually possible to keep all my blood laboratory results normal.”* Now, Norman goes to the gym 2-3 times a week and works out for at least an hour each time. His routine consists of a lot of freestyle bodyweight training for a full-body workout, a lot of core strengthening exercises, and a few rounds of boxing for cardio training and development of endurance. Occasionally lifting weights for strength training, he minimizes the risk of injury by starting and ending his workout sessions with some stretching exercises.

*“As they say, physical health and wellness is not just about exercising. It’s a lifestyle. An indispensable part of healthy living*

is healthy eating. Exercise always has to be complemented with a well-managed diet,” says Norman. His managed diet consists of the following:

- cutting down on the food serving size, and yes, no second servings;
- making sure that meals are rich in fiber, so he eats a lot of vegetables and/or fruits;
- consciously avoiding eating too much meat products, salty food, and sweets including carbonated drinks;
- cutting down on carbohydrates, eating only one cup of brown rice per meal;
- avoiding unnecessary meals, definitely no more meals after evening dinner; and
- drinking at least 8 glasses of water a day.

“We work to live, and not live to work. Even if we, as public servants, are required to have extraordinary commitment and dedication to our chosen profession, we should never forget to also strive to maintain an appropriate work-life balance for ourselves so that we do not jeopardize our own physical and mental well-being.”

**Kraft’s Health and Fitness Advice**

“Whether it is to simply lose weight; to become physically healthier by bringing down one’s cholesterol count, uric acid, SGPT, etc. to their normal range; or to increase muscle mass, a goal will motivate you to sustain your healthy lifestyle.” He stresses that it is important to have a fitness goal when one embarks on adopting a healthy lifestyle.

He recommends a “buddy”/partner or a group who will help push sustain the lifestyle and not give up until fitness goals are met. This buddy can be your spouse, your friend, your child, or even a personal trainer. In his case his wife Lorna and his son Anton Enrrique are his partners in maintaining a healthy lifestyle. According to him, creating, maintaining, and sustaining a healthy lifestyle and support system is the crucial everyday secret.

“A family that supports each other, stays fit together. That’s the Kraft’s way.”



## Zuleika Lopez achieves Work-Life Balance with an Attitude of Gratitude

“Success is all about hard work but happiness begins with good health.”

This is what Atty. Zuleika T. Lopez firmly believes in, which is why she considers being healthy of utmost importance. With the kind of demand her work entails, it is essential for her to be fit as a fiddle.



Atty. Zuleika or “ZTL,” as she is commonly known to her colleagues and staff, is the City Administrator of Davao City. Apart from her fondness for the color pink, ZTL is also known to be a huge advocate of health and wellness.

For two years as City Administrator, ZTL has not only looked after her own welfare but of her staff as well. In 2017, she motivated her entire office to reach their normal body mass index (BMI) by implementing the “Biggest Loser” program in her office. The said program involves regular monitoring of her staff’s BMI for a period of nine months and the employee who shed the biggest amount of weight wins. The initiative was indeed a success since everyone in the City Administrator’s office actually reached their target weight.

This year, as part of her thrust to encourage a healthier lifestyle, she has scheduled regular weekly badminton games for her office staff. She also encourages them to join the weekly Zumba sessions for all City Government employees.

**Time Management is Stress Management**

In April 2017, ZTL encountered her most challenging health-related issue; she was made to go under the knife because of gallstones. Gallstones, which are solid particles that are formed from bile cholesterol and bilirubin in the gallbladder,



ZTL participates in the celebration of the City Social Services and Development Office's 25th Anniversary at Grand Men Seng Hotel on February 28, 2018.

can be reasonably related to a diet with large amount of cholesterol and other fats from consumption of fatty and greasy meals. ZTL understands that her gallstones were caused by her eating too much fast food. She explained that due to her demanding work schedule and deadlines, she tends to go for food that would require less waiting time. She also considers said eating habit as stress-related, induced by too much workload. After her surgery, she improved her strategies in managing time, *“if you know how to manage your time, you get to have a lot of work done. There will be no more stressing over beating deadlines.”* She is also even more careful with the food she eats. Now, her diet includes a bigger portion of greens/veggies and less meat.

Making time for some exercise is ZTL's biggest challenge when it comes to staying fit. Being the City Administrator of one of the country's fastest-growing cities demands a lot of her time and would sometimes compromise her health regimen. Nonetheless, no matter how demanding work is, she makes sure to get enough sleep and rise for an early Zumba session to start her day right.

### **Achieving Work-Life Balance**

With her optimistic attitude, ZTL makes managing Davao City's affairs appear to be a fun and easy task. Yet in truth, it is challenging and demanding. Her strategy

in remaining composed is adhering to a work-life balance. Many may find it difficult to achieve, but to her, patience and determination will enable you to find the sweet spot in balancing both ends. *“You just have to be patient and give yourself allowance to make mistakes,”* ZTL explains, *“It took me awhile to achieve balance between work and my personal life. It all boils down to prioritizing what matters the most.”*

Now that more women are on top of their game, she wishes to stress that it is important for women, and probably men as well, to keep an eye not just on their physical health but also on their mental well-being. She thinks that women must also learn to slow down and set enough time to take care of themselves.

Emotional well-being is also of topmost importance to ZTL thus, she makes certain that all tasks are done within the day and observes a *“do-not-bring-work-at-home”* policy. She imposes such policy to herself and to her office staff as well by emphasizing the importance of balancing professional and personal matters as a means to reduce, if not totally eliminate stress. She makes time to pursue her passion; hence, she is not just Davao's City Administrator but also its 95.5 Hit Radio's DJ. To her, it is important that your main job should not hold you back from doing what you love—there's got to be more to

life than working. *“We should never get so engrossed in making a living that we actually forget to have a life,”* she said with a smile.

ZTL may be one of Davao City's toughest women but she is a softy when it comes to pets, especially to her most beloved Persian cat, Takuya, which she looks forward to spending time with after a long day at work. Atty. Lopez also has a soft spot for Asian-novelas. In fact, to end her busy day and to de-stress from all the pressure at work, she treats herself with good Asian-novela or a kick-ass film.

### **“Attitude of Gratitude”**

For ZTL, there is no best time to start adopting a healthier lifestyle than today. Taking the first step to a healthier journey is difficult but she believes that once you get the knack of it, it becomes a lifestyle. To her, making sure that you are mentally and physically fit is a form of self-love because self-love is making your physical, mental and emotional health a priority.

So what ultimately is ZTL's well-kept health and wellness secret? Humility, prayer, and gratitude. When asked for an advice on how to excel and be fulfilled in life, she said, *“In everything you do, put your heart and give it your best.”* She ends by saying, *“Never underestimate the power of prayer and gratitude. At the end of the day, when you reflect on all the events that transpired, just be grateful for everything and thank God for all the day's work. You cannot control everything, but knowing you did your best will give you a good night's sleep.”*



# Healthy Habits



**MS. MARIA BELEN S. ACOSTA, CES ELIGIBLE**

*“Choose a physical exercise that’s right for you. It could be a sport, dance, or just simple walking. It’s vital though to be consistent, and to be hydrated always. It’s best to listen to your body. If it hurts, stop and have a check-up. If nothing hurts, still have a regular medical check-up. Mindfulness is part of wellness.”*

Beauty has a purpose, and it comes from within. This is reflected in the eyes of this lady legislator from Davao who is wife and mother to aviators. As she flies high in the performance of her numerous advocacies, programs, and activities for her constituents, “Mabel” is buoyed by a healthy work-life balance. She follows the Confucian concept of Hara Hachibu, roughly translating to “eat only 80 percent,” and eats less of each serving. She chugs in a lot of water and drinks a jar of water with a sliced lemon, ginger and tarragon leaves on a daily basis to detoxify her body. “We need to stop and listen and feel, what we do not see nor understand, but what our innermost self could sense,” she adds.



**MR. REY B. CADENA, CESO IV**

*“For those who are trying to establish a healthy lifestyle, believe that you will achieve such lifestyle soon. Just be determined in doing regular exercises, be disciplined in following a healthy diet, and always have a happy disposition in life.”*

Determination, self-discipline, and mental conditioning answer the coping challenges confronting a manager, as a public and private person. True enough, after a total hip replacement surgery, Rey mastered these skills to regain his fitness and respond to the call of his office. He embraced exercise, indulged in a healthy diet, and lived a life of moderation in everything. Good music and open communication became his ways to maintain mental and emotional health. Be fit, eat right, be happy and live long, take it from Rey.



**MR. EFREN P. CARANDANG, CESO III**

*“We have to be in proper physical and mental condition to be able to cope,”* says Efren. Consequently, NAMRIA has an extensive array of employee morale and welfare programs, a year-round health and wellness activities, and socio-cultural activities for employees, as well as liturgical and ecumenical activities to promote the total well-being of its employees.

As for Efren, he makes sure to indulge in cardio-vascular exercises; eat more veggies and fruits and less meat; get 6 hours sleep; and firmly adhere to not smoking as a personal policy. *“Simple exercises improve the working efficiency of the heart, lungs, and muscles and help stimulate the mind. It’s never too late to start, just make sure you have your doctor’s clearance if you have any medical condition.”*



**MS. VILMA V. DIEZ, CESO IV**

The irony of modern mobile life as a manager is you have to sit a lot to act on the many matters of work and responsibilities. Long meetings, travels, and social functions also come hand-in-hand with plenty of food, and yes, sitting. This is why Vilma exerts efforts to do her regular 30-minute exercise to improve bone health and achieve cardio-respiratory fitness. She laughs a lot, as an exercise, to relieve stress and instruct the body to release more quantities of positive substance called endorphins. She gets a natural high that brings clarity of mind and enhanced emotional intelligence, affording her to achieve higher levels of self-awareness, self management, social awareness and relationship management.

To her fellow public managers, she shares the acronym for healthy lifestyle EEWaSSick: Eat healthy, Exercise regularly, Watch your waist, Smile always, Stop smoking, *Iwasang magpakastress*, and Ck consult your doctor.



**MR. RIC G. ENRIQUEZ, CESO IV**

As the current Internal Audit Service Director of the Department of Environment and Natural Resources, Ric recognizes that the demands and responsibilities in his department tax him both physically and mentally. To make himself fit for the challenges and demands, he lives on eating in moderation, indulges on healthy food, maintains mobility and agility of the body, and spends quality time with his family. He reminds his colleagues to *“Think of your body as machine that you must consider every component to be in top condition to keep it running efficiently. Thus, regular exercise is a must combined with healthy food choices. Above all, recognize that our well-being is provided by the Almighty, so we have to prioritize our physical and emotional wellness and treat every new day given to us as a blessing.”*

# Healthy Habits



**MS. MARIA ANA B. FRANCISCO, CESO V**

*“Love yourself. Exercise, have a healthy diet, and get enough sleep. Invest on producing happy hormones and healthier brain cells,”* says Maria who regularly joins Zumba activities and considers walking as the best form of exercise for her. She even carries with her a digital application as a reminder to remain focused on achieving her 10,000-step daily target. Armed with protein packed meals, lots of water and reduced caffeine and soda intake, she makes herself physically ready to take on her responsibilities at the Department of Agrarian Reform Pangasinan, as the organization responds to its ever-increasing client demands. She sets her goals and targets to realistic levels, taking one step at a time to assure her that problems are tackled and solved in the most efficient and effective manner. No wonder, with love for work, time management, being with people, resilience, self-love and spirituality, she delivers excellent public service in the Agrarian sector.



**MS. MARIZA S. MAGAN, CESO V**

*“I invest so much on conditioning myself to perform my daily routine, such as: eight-hour sleep, two glasses of warm water upon waking-up, a glass of fresh buko juice every morning, a glass of turmeric juice/tea in between meals during daytime, a regular succulent walk, a Zumba session twice a week, and a body stretching exercise once a week.”*

As a Schools Division Superintendent of the Department of Education Division of Samar, Mariza takes on the dual role of a transformational leader and a family woman. This requires her to balance her personal and work life, and maintain a healthy lifestyle. Believing that a healthy body speaks of a healthy well-being for a well-rounded personality, she shares some tips to those who are starting their journey to a healthier life:

*“Develop a good judgment of yourself, eat right, exercise regularly, find your work-life balance, get enough sleep, build relationships, have time to laugh, get help if you need it, and celebrate little and big success.”*



**MS. RITA E. RIDDLE, CESO V**

Challenged by how to manage and incorporate wellness in a rigid time frame while accomplishing great tasks and responsibilities, as well as maintaining life balance, Rita gives prime importance to a healthy diet and workout regimen. She thrives on a low-carb, high-protein diet for weight control, drinks 3 liters of water daily, and visits the gym regularly.

Being a passionate and dedicated public servant who loves her country very much, she advises her colleagues in the CES that *“apart from giving the best of ourselves in our public service journey, we should be passionate in dealing with our own wellness as we are also accountable to ourselves and our family.”*



**MS. RUTH MANIGOS-TAWANTAWAN, CESO III**

*“On the professional side, I think it’s challenging to even prevent some of the effects of work stress, such as trying to keep my cool in the midst of stormy days. Meanwhile, on a personal note, what worries me when I think of maintaining my overall health and well-being is the dreaded cancer that runs in our family,”* says Ruth.

She takes on a diet consisting of mainly fruit and veggies, and lukewarm water with natural lime to prevent acidity. She takes power naps, does morning stretches, walks and inhales fresh air as her simple exercises. *“We achieve wellness and good health with a proper mindset that brings joy and happiness to our daily routine,”* she states. To top it all, she stresses the need to have a strong and unbreakable faith in God to move mountains through answered prayers.



**MS. CORAZON D. TORIBIO, CESO V**

The complex and varied political situations of local government units and the challenges in terms of managing subordinates and other organizational resources which are conventional milieus in the Department of the Interior and Local Government, limit the full attainment of the equilibrium of physical and emotional health of Cora. Since these situations are inherent in the nature of her work as DILG Director, she has keenly adopted a mantra to live by: *“everything in moderation.”* Eating less rice with a well balanced diet, regular stretching, and brisk-walking are the components of her lifestyle. By invoking God’s blessings in all undertakings, she advises her CES family to establish a culture of gratitude for His grace in providing everyone an opportunity to be a manifestation of His goodness. She also stresses the primacy of family as her source of strength, saying, *“They are the genuine impetus of our drive and the most supportive cheerleaders when we hit the apex of our career triumph.”*

# CES News



# Ordinary Leaders and Incredible Stories of Resilience and

## Hope at the 8th Thought Leaders' Congress

by Ed Sabalvoro

The Career Executive Service Board (CESB), celebrating its milestone 45th founding anniversary, convened the annual Thought Leaders' Congress at the Diamond Hotel in the City of Manila last 23 May 2018. Growing bigger and now in its 8th year, the event gathered prominent thought luminaries, innovation pioneers, progressive trailblazers and reform champions from different government agencies, each renowned in various fields of expertise. This year's event was themed "*Resilience: Steering through Adversity, Bouncing Back Bravely*" and featured guest speakers who were living embodiments of the virtue of resilience. The event featured powerful, human and compelling narratives on the cause for the protection and restoration of the environment and our natural resources, the crusade against crime and corruption, personal struggle and triumph amidst extreme poverty, and championing indigenous people's culture as a development tool in education.



DENR Secretary Roy A. Cimatu, CESB Executive Director Maria Anthonette C. Velasco-Allones, PACC Chairman Dante L. Jimenez, Chalre Associates President Rebecca Bustamante and DepED Principal Jesus C. Insilada sharing stories of courage and hope with this year's theme: Resilience: Steering through Adversity, Bouncing Back Bravely.



The program was opened with a message of solidarity proffered to 252 career executives, including 10 human resource managers, by former Department of Agrarian Reform (DAR) Undersecretary and National President of the National Union of Career Executive Service Officers, Inc. (NUCESO) Rosalina L. Bistoyong, *CESO I*.

The program’s theme was highlighted in the keynote speech of Secretary Roy A. Cimatu of the Department of Environment and Natural Resources (DENR). He started off by explicating the relationship between opportunities and crises in that if one handles a crisis properly it becomes an opportunity to better oneself. Conversely, an opportunity that is mishandled becomes a crisis. This profound take on the subject matter imparted on the participants the principle that the way we perceive challenges in life dictates the outcome of the situation. He then went on to affirm that resilient leaders are:

1. Willing to take risks and try new ideas;
2. Willing to champion changes;
3. Decisive;
4. Adaptable and flexible; understand that some things are beyond their control and choose to embrace certain changes rather than fight it, and;
5. Able to bounce back after setbacks – which requires a great heart, hard work and the ability to learn from failures and mistakes.



Gauging the Resiliency Quotient of executives. CESB Executive Director Maria Anthonette C. Velasco-Allones guides delegates in assessing their leadership resiliency.

The first plenary session highlighted the essential qualities and milestones in the formation of a resilient leader. CESB Executive Director Maria Anthonette C. Velasco Allones, *CESO I* introduced a framework for resilient leadership which centered on three (3) key elements, namely the leader’s ability to overcome, persevere and adapt, and to bounce back. After expounding further on the core dimensions of resilient leadership, she guided the delegates to introspect and identify significant areas in their lives where they could focus on building resiliency. She then enabled the delegates to gauge their resiliency quotient (RQ) using a self-administered RQ Test developed by psychologists Karen Reivich and Andrew Shatte and guided them in interpreting the results.

Chairman Dante L. Jimenez of the Presidential Anti-Corruption Commission (PACC), newly created by virtue of Executive Order 43, keynoted the afternoon session.



At the frontline of the anti-corruption crusade, PACC Chair Dante L. Jimenez enjoins members of the CES community to take up the cudgels in the crusade against corruption.

In his speech, he challenged the CESB and the entire CES community to close ranks and to forge deep, strong and enduring partnerships with the PACC and other anti-corruption champions in the battle against crimes and corruption and to harmonize all efforts in restoring integrity in the bureaucracy.

On a lighter note, Chairman Jimenez was greatly impressed with the quality and performance of leaders being produced by the CESB. He opined that if half of all public officials were CESOs, our government would undoubtedly be run much better.

## The Public Manager

**The maid who became president**

Ms. Rebecca Bustamante, President and founder of Asia CEO Events and Chalre Associates, shares the inspirations, lessons and insights that guided her journey from adversity to significance and purpose.

Filipinos. One resounding point she stressed was to always “set goals for yourself, be the best at what you do, and work for the next one when the set goal is already achieved, in order to be consistently driven and motivated.”

The last plenary learning session entitled, “*Indigenous and Proud: Championing Local Culture in Education*” was facilitated by Mr. Jesus C. Insilada, Ed.D., a public school principal and proud member of the Panay Bukidnon indigenous people. His stories painted the diverse challenges, collective wisdom, remarkable resiliency, and heartwarming triumphs of his people in their historically-rooted struggles to achieve dignity, ethnic identity and a decent quality of life. He inspired his students and his people to deeply study and reflect on their condition and to overcome divisive ethnic conflicts, disinterest in education as a means to a better life, isolation, hopelessness and a sense of powerlessness. Harnessing the rich, colorful and historic culture

The second plenary session entitled, “*True Grit: The Maid who Became President*” was facilitated by Ms. Rebecca Bustamante, President and founder of Asia CEO Events and Chalre Associates. Her inspiring story of courage, fortitude and triumph started from her childhood which was mired in poverty, the heartbreaking loss of a loved one, and the humiliation of servitude and indebtedness. With humility, sheer determination and a passion to share life’s blessings, she “re-engineered her life to achieve personal and business success” in pursuit of her life mission to help all “*hopeless and helpless*”

**Liberating people through culture-based education**

Dr. Jesus C. Insilada explains culture-based education as a means to empower and inspire students on a path of self-discovery, finding purpose and harnessing positive change.

of his people, Dr. Insilada developed, applied and championed in the national and global arena innovative, inclusive and culturally-sensitive strategies, approaches, processes and tools not only for delivering educational services among marginalized and disempowered communities, but also as a new paradigm to rediscover, value and find meaning in one’s identity. For this he was conferred the 2017 Princess Maha Chakri Award as an Outstanding Educator in South-East Asia.

### This year’s Thought Leaders’ Congress garnered resounding positive feedbacks from the participants.

Ms. Leticia R. Maceda, Regional Director for the Department of Environment and Natural Resources-Environmental Management Bureau quipped, “*Congratulations! Best speakers. Very timely and relevant with the theme for this year.*”

According to Ms. Ana Rosa D. Papa, Department Manager for the National Electrification Administration, she was of the opinion that the “*CESB Congress is always properly planned and managed.*”

“*Another very fruitful, productive, relevant activity for the CES*” affirmed Atty. Germaine P. Leonin, Chief Administrative Officer, Department of Social Welfare and Development.

Successful assimilation and noticeable changes were noted among the delegates post-event. For Atty. Esmael A. Panda, Acting Regional Director for NAPOLCOM, learned the esoteric definition of the event’s central theme “*Resilience is a hastened adaptability to a certain unfavorable situation to become a positive one.*” Relating to the virtues of resilient leaders, Ms. Ma. Lourdes A. Cruz, Senior Executive Assistant, Bangko Sentral ng Pilipinas, described the resource speakers as being “*persuasive, flexible, and decisive in the process of bouncing back when things didn’t go as planned.*” Connecting learning insights with work performance, Felix C. Manuel, Acting Manager, BSP was reminded that “*...failure is not a reason for not doing a good job and complaints are a gift and opportunity to do better.*” A holistic impact was prominent in Ms. Letty O. Natividad, Group Manager for PEZA as the event “*enhanced not only my leadership skills but my personal life as well.*”

# SALDIWA XXXVII: Establishing Commitment to Positive Change

by Paul de Leon

**T**hirty eight (38) learners comprised of senior government executives from different parts of the country completed their sixteen-day learning journey as the Session XXXVII of the Integrated Salamin-



CLASS MALASAKIT. The class of the Integrated Salamin-Diwa ng Paglilingkod Training Course Session XXXVII poses with the officials of the Municipality of Ocampo and Barangay Pinit after the closing ceremonies held at the Villa Caceres Hotel, Naga City, Camarines Sur on 11 June 2018.

Diwa (SALDIWA) ng Paglilingkod Training Course under the Leadership and Management Proficiency (LAMP) Program

culminated last 11 June 2018 at the Villa Caceres Hotel in Naga City, Camarines Sur.

## Laying the foundation of leadership competencies

**T**he learners' SALDIWA journey started with a module on Self-Mastery as Leadership Foundation, an essential topic since SALDIWA's main objective is to reinforce the learners' belief that leaders must first know themselves well before they can lead others effectively. CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I* helped the participants understand the notion of personality and learn about various personality types that influence leadership styles and managerial behaviors. Later that day, Dr. Parkash T. Mansukhani, a Davao-based internist and pulmonologist, introduced the learners to the beauty of Mindfulness, as he shared steps on how to pay attention on purpose in the present moment nonjudgementally in order to be able to respond with open curiosity, kindness, warmth, and compassion.

The other SALDIWA modules were also focused on the enhancement of interpersonal skills, such as: Self-Knowledge and Self-Transformation Across Time (by Mr. Tomas Alejo S. Batalla); Harnessing EQ for Positive Organizational Behavior (by Ms. Teresita R. Albert); Managing and Aligning Teams for Organizational Development (by Ms. Josefina J. Quintana); Values-Based and Principle-Centered Leadership (by Mr. Ernesto O. Cecilia); Ethical Leadership and Accountable Governance (by Prof. Emervencia L. Ligutom); Managing Development



Fun and interactive learning. (Left) During the opening session, CESB Executive Director Maria Anthonette C. Velasco-Allones engaged the learners in an activity called CES Hyperlink, an ice-breaker designed to familiarize themselves with each other. (Right) CESB Executive Director Allones solicits a comment from DND Director Arsenio Andolong.

(by NEDA Deputy Director-General Rolando G. Tungpalan); and Social Development and the Challenge of Eliminating Poverty (by former DSWD Undersecretary Celia C. Yangco).

# CESB holds two sessions of Project Paglaum, creates Hope Bearers

by: Marizel Christine A. Bautista



(Left) Hope bearers prepare for the actual application of their PFA knowledge and skills through creative role-playing and situational-simulation exercises. (Right) Learners share ideas, insight, lessons and proposals in refining and customizing PFA to unique and challenging environments with the guidance of the facilitators.

To capacitate public managers in providing effective, timely, and need-responsive psycho-social first aid (PFA) and other practical support interventions in post-disaster situations in work places, homes, and communities, two sessions of Project Paglaum were spearheaded by the Career Executive Service Board (CESB).

Twenty-five (25) Schools Disaster Risk Reduction Management Coordinators (SDRRMC) from the Division of Dagupan City of the Department of Education (DEPED) successfully completed the 19th session of the Project Paglaum Competency-Building Workshop Series held at the Abongna Alumni of the Dagupan City National High School in Dagupan City, Pangasinan from 21 to 23 March 2018.

Dr. Lorna G. Bugayong, OIC of the Dagupan City Office of the Schools Division Superintendent who welcomed the participants, enjoined them to *“isapuso at namnamang mabuti ang mga lectures, so you can be able to apply the PFA knowledge, skills, and values you will learn, especially since Dagupan City remains to be flood and*

*disaster prone.”* She reminded the learners not only to internalize, but also to cascade what they learned among their colleagues, and to champion the cause of enhancing disaster-resilience in the public sector.

Meanwhile, in partnership with the Camp Evangelista Station Hospital, the CESB has also produced a new batch of twenty-six (26) hope bearers in its 20th run of the Project Paglaum held at the N Hotel in Cagayan de Oro City on June 20-22, 2018. They are valuable additions to the initial corps of hope bearers, under the stewardship of Lt. Col. Jonna D. Dalaguit, the Executive Officer of the Camp Evangelista Station Hospital, who herself underwent the Paglaum training last October 16-18, 2017 also in Cagayan de Oro City.

During her message to the participants, Lt. Col. Dalaguit underscored the importance of Project Paglaum and how it helped her to become better and more equipped in conducting Psychological First Aid (PFA). She expressed her fervent desire to produce more hope bearers who will volunteer in providing assistance



Lt. Col. Jonna D. Dalaguit, Executive Officer of the Camp Evangelista Station Hospital, on her opening message.

and give hope to survivors in times of disaster. As a leader, she encouraged the participants to fill their hunger for learning in the said workshop so that they could also assume significant roles as competent PFA providers which are necessary in their professions.



## Hope Bearers Course

As para-counselors, learners were initially prepared and equipped on how to effectively engage and work with different kinds of people under different stressful and adverse environments. Learners were introduced to various approaches and innovative methods of psycho-social engagement which were not only fun to learn but also easy to teach.

The value, key elements and requirements for effective and reliable communication – a critical PFA element – were elaborated. The importance of cultivating situational awareness and a deep sensitivity to the external and internal states of victims was emphasized. Learners also got the chance to assess themselves and their preparedness as PFA providers through one-on-one healing and recovery sessions with Lead Facilitator/ Coach Tomas Alejo S. Batalla, fondly known as “Coach Tom,” from the Ateneo de Manila University Bulatao Center.

In both the 19th and 20th sessions, Coach Tom focused on healing the healers to capacitate themselves as effective instruments in bringing hope and recovery to survivors of disasters and calamities.

Afterwards, the learners were engaged in various role-playing and situational simulation exercises aimed at resolving a variety of severely traumatic/ stress-inducing incidents through the timely, effective and reliable application of appropriate PFA approaches, techniques, monitoring and evaluation measures.

Ms. Priscilla Gonzalez-Fernando, who is a Certified Play Therapist-Supervisor, led the groups in the Play Therapy during the two sessions. The participants were overwhelmed by the wide array of toys and got even more excited when they were given a short time to play and choose a small toy as a token, while Ms. Gonzalez-Fernando explained the different steps in conducting PFA with special populations. On the other hand, the



(Left) Learners re-create their childhood by immersing in various creative activities as a fun and cathartic means to release emotions and re-energize. (Right) Hope bearers harness their lessons, insights, and proposals while preparing their action plans.

participants underwent a Triad PFA Practice and Processing under the guidance and supervision of Ms. Alyda Yasmin A. Keh.

psycho-social processing activities in order to empower people and help the disaster survivors in their journey to recovery.

CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, shared about the birth of Project Paglaum and expressed her happiness that it continues to grow and how it produced more hope bearers from various agencies. Through the Paglaum, more and more hope bearers shall be capacitated in facilitating

## 32 Earth Schoolers heed the call to conserve and protect the environment during the 2nd CES Club in Antipolo

by: Joana Carla Mance



Mr. Andry and Mrs. Jojie Lim shared tips and suggestions on how to create and maintain a healthy farm the organic way.

Keeping our surroundings and environment clean and healthy is a responsibility that we all share. With the effects of global warming and climate change we are experiencing, there are little ways that each one of us can contribute to saving the planet, one of which is the practice of natural farming.

As part of the celebration of Philippine Environment Month, thirty-two (32) career officials converged for a whole-day learning session on natural farming with Mr. Andry K. Lim during the second conduct of the CES Club for 2018 themed “Green thumbs up!: Urban Gardening and Natural Farming for Beginners” at Flor’s Garden in Antipolo City last June 29.

“We need more Earth savers and Earth warriors to grow the fruits of the world and to feed our people,” said Career Executive Service Board Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, in her welcome remarks as she reminded



During the opening ceremony, CESB ED Maria Anthonette C. Velasco-Allones asked everyone to participate in a simple morning meditation to spread positivity and good energy.

every official to take part in preserving the environment.

Andry, or “Drie” as he is fondly called by his friends, is a strong advocate for natural farming who received the Department of Agriculture Secretary Award for Outstanding Organic Agriculture Initiative: Individual Advocate Category in 2009. He started

his talk by explaining what natural farming really means, which is the eco-friendly and sustainable practice of planting crops that causes no harm to both the gardener/farmer and the land.

After a healthy discussion on the cycle of nature and the best farming system, the learners also discovered how to make concoctions such as the Indigenous Micro Organisms (IMO1-2) and Fermented Plant and Fruit Juices using simple ingredients at home. After a healthy discussion on the cycle of nature and the best farming system, the learners also discovered how to make concoctions such as the Indigenous Micro Organisms (IMO1-2) and Fermented Plant and Fruit Juices using simple ingredients at home.

“Don’t just appreciate the beauty and importance of nature but also continuously push for its preservation.” Andry shared this important life lesson before ending his talk.



With Jojie's guidance, the learners experienced firsthand how to make a concoction with Indigenous Micro Organisms (IMO1-2), which revives soil nutrients and speeds plant growth.



Green thumbs up! Earth Schoolers strike a pose with resource speaker Andry (seated leftmost, front row) and Jojie (seated beside him).

On behalf of CESB Executive Director Allones, Davao City Councilor Mabel S. Acosta expressed her gratitude to everyone who participated in the event, most especially to Andry who generously shared his knowledge and expertise on the different aspects of natural farming. She also mentioned that venturing into the field of natural farming is a great business opportunity for those who are planning to retire anytime soon.

Breathing in fresh air and basking in the warm ambience of Flor's Garden, the learners got to roam around the 5-hectare sanctuary to see and purchase some of the ornamental, medicinal, and edible plants and crops growing around the area.

*"The insights shared on organic farming will surely help me in my own backyard gardening,"* remarked Department of Education (DepEd) Division of Antipolo Schools Division Superintendent Rommel C. Bautista, CESO V. The workshop was indeed an avenue for him to realize that there are better ways to produce food without hurting the environment.

Center for International Trade Exposition and Missions (CITEM) Deputy Executive Director Malou D. Mediran, CESO IV, lauded Drei for having *"a great advocacy that will not only benefit the farmers but also the environment. He has to be fully supported by the government."*

# Refreshed “Fit to Lead” Theme Stands the 2018 CES Wellness Camp

The CESB conducted the back-to-back sessions of the 2018 CES Executive Leadership and Work-Life Balance Camp, or “Wellness Camp” on April 24 – 27 and May 2-5 2018 at the Green Canyon Eco-art Resort and Coco Grove Hotel Resort, San Juan, Siquijor, respectively. A total of fifty-four (54) CES officials participated in the camp.

With the theme “Fit to Lead,” the 2018 CES Wellness Camp is rooted on the CESB’s credo that work-life balance is essential for effective leadership, believing that a successful executive is one who is healthier, happier, able to deliver outstanding work and at the same time sustain meaningful relationships both within and beyond confines of work. As an expression of our strong advocacy for holistic wellness, the camp features activities that encourage rejuvenation of mind, body, and spirit.

The rationale behind the “Wellness Camp” was elucidated by CESB Executive Director Maria Anthonette C. Velasco-Allones in the session on “Why Wellness: the Importance of Self-Care for Leaders.” Executive Director Allones helped the campers examine their personal values and determine whether they are still fit to lead after the long, and sometimes perilous, journey as a public servant. Considering the context by which they lead, the campers were encouraged to keep their eyes on their purpose, because that purpose would define how they keep themselves physically, emotionally, spiritually, and mentally fit to lead.



Top Calibre Speakers and Facilitators of the 2018 Wellness Camp (from left to right): Dr. Romulo De Villa, Dr. Parkash Mansukhani, Ms. Tanya Maria Gonzalez, Ms. Irene Del Rosario Chia, Ms. Eleanor Sanchez, and Ms. Jinkee Garcia.

## Healing the Body Sessions

Sessions on improving one's physical health were coined as *"Healing the Body"* sessions, which include topics on healthy eating, the practice of Tai-chi and a couple of fun and wellness body workouts.

The session on *"Healing the Body: Healthy Eating for the Busy Leader"* was facilitated by Dr. Romulo S. De Villa, an expert in Molecular Medicine. He emphasized that we need to watch what we eat because our body reacts to different types, frequency and quantity of food we eat. He demystified the theory behind the most common diet programs, such as Ketogenic and intermittent diet programs.

Campers eagerly joined morning fitness activities with Fitness Instructress Eleanor A. Sanchez and Taichi Senior Instructress Irene. Aside from leading the usual the Zumba dances, Teacher Ellen, as she is fondly called, introduced a new workout trend called *"Pound."* Pound is a cardio exercise inspired by the fun and energy brought about by playing the drums. Teacher Ellen is a Certified Pound instructress. Meanwhile, Ms. Irene led the practice of Tai Chi movements.



Campers sweat it out with "Pound" routines facilitated by Teacher Ellen Sanchez.



Campers engage in stress-reducing activities Tai-Chi Movements facilitated by Ms. Irene Chia.

## Healing the Mind: Mindfulness Based Stress Reduction

The session on *Healing the Mind: Mindfulness Based Stress Reduction* was facilitated by Dr. Parkash Matsukhani, a pulmonologist by profession who explored the art and science of mindfulness as he finds the practice non-secular, practical and evidenced-based. He

said that the simplest meaning of mindfulness is “*the human ability of paying attention.*” He explained the three elements of mindfulness are: intention, attention and attitude. He said that intention is to be able to disengage from automatic pilot, attention is to be aware of the moment to moment experience, and

attitude is to exhibit acceptance, openness and kind curiosity. In the workplace, he said that research suggests that mindfulness improves clarity of thinking, memory, concentration, emotional intelligence, decision making skills, productivity and resilience and coping with stress.

## Healing the Spirit through Creative Expressions

Dance and calligraphy are the two creative expressions featured in the 2018 Wellness Camp. Tanya Maria Gonzalez of White Space Mind and Body Wellness Studio facilitated the session on “*Healing the Spirit: Harmonizing the Body-Mind-and Spirit through Dance Therapy.*” The session allowed the campers to take time to listen to their bodies, as they attend and nurture the part of their selves that need attention. She explained that the body is a reflection of one’s true self and is a major tool towards self-discovery and is based on the assumption that body and mind are interrelated.

The dance therapy session did not require dancing skills, but the ability to encourage self-expression. As adequately reflected by Mr. Gideon Umadhay, Jr., “*life is a journey of being graceful to the different tunes. It is a dance of life.*”

Another form of creative expression featured in the wellness camp is the art of modern calligraphy facilitated by a young budding calligraphist Jinkee C. Garcia. Ms. Garcia was convincing as she spoke based on her own experience when she was temporarily unable to walk and how calligraphy helped reduce her negative emotions and view life positively despite challenges and temporary setbacks.



Ms. Tanya Maria Gonzalez facilitated a dance activity using an elastic fabric.



Learning the Art of Hand-Lettering: Ms. Jinkee Garcia mentors the campers with their calligraphy practice exercises.

## Healing with Nature: Heading Outdoors

They say that nature can help us heal because it allows us to connect to the greater power of the universe. The wellness camp site is carefully selected to allow campers to commune with nature.

For the first leg camp, the campers enjoyed the peace and tranquillity of a secluded eco-park resort at the foot of Mt. Pinatubo. Some campers took an off-road adventure to visit the Puning Hot Spring and Spa, a sanctuary hidden in one of the corner of Mount Pinatubo's lahar-covered foothills to relax, meditate and explore the grandeur of rock formations made by nature.

For the second leg, the campers discovered the mystical island of Siquijor, an island once known for folklores about witchcraft and sorcery and now a famous tourist destination for its white sand beaches, raging waterfalls, and caves. Campers were treated with a daily morning kiss of sunset along the white sand of the Tubod Beach. They engaged in a half-day linkaging and learning tour to see the beauty of the nature and culture of Siquijor.

In sum, the 2018 CES Wellness Camp fulfilled its promise to its campers as Department of Social Welfare and Development Assistant Secretary Rodolfo M. Santos commented, *“(I) learned new things, (it) renewed (my) commitment and inspiration to serve better.”*



Exploring Nature Like Children: Campers pause for a souvenir photo before heading down the trail towards Lugnason Falls.

# I-GABAY Session XXXI: Executive Learning in an Urban Setting

by Luz Arbutante

“The CESO rank doesn’t reward you with greater rights and privileges but imposes on you the standard of excellence in your performance, confers on you a deeper sense of accountability.”

This was the concluding statement of Career Executive Service Board Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, during the closing program of the 31st session of the Integrated Gabay ng Paglilingkod (I-Gabay) Training Course conducted from 9-20 April 2018 at the ACE Hotel and Suites in Pasig City. She told the thirty-three (33) successful graduates that there may be challenges that could pose as hindrances to their being good leaders, but they have to face these and continue what they think is good for the whole bureaucracy.

## Appreciating Public Policies and Processes

The executive learners received a crash course on the nine major policies and processes encountered in government service such as managing organizational planning systems and processes, the public administrative justice system, institutionalizing e-governance and harnessing information communications technology (ICT), strategic human



Learners find ways to improve and manage a traffic gridlock in a group activity.

resource management, and public financial management systems reforms.

Executive Director Allones discussed Philippine Governance and Strategic Public Management. She elaborated on the principles of management, the leadership framework of the new concepts and perspectives on how to strategically plan for an organization and come up with the desired outcomes.

Mr. Enrique V. Abadesco, Director and Chief Learning Officer of HURIS, Inc., handled the Institutionalizing Strategic Human Resource Management for Public Managers. He presented the strategic HRM skills required for public service managers, provided in-depth ideas for leaders on how to manage millennials in the work place, discussed the different

strategic thinking tools and skills. Meanwhile, the Public-Private Partnership (PPP) module was presented by Mr. Eleazar E. Ricote, the Deputy Executive Director of the Philippine Public-Private Partnership Center (PPPC) who is also one of the participants in the I-Gabay XXXI program. He discussed the differences between traditional procurement under RA 9184 vis-à-vis some Procurement Modalities under PPP and its procurement mechanisms.

On the other hand, Dr. Orlando S. Mercado, former Senator and the incumbent Director General of the Eastern Regional Organization for Public Administration (EROPA), discussed Appreciating the Public Policy Process. During his discussion, he emphasized that policy makers must have the competence, must be a visionary and have the ability to negotiate and likewise be leaders with character.

Atty. Dennis S. Santiago, Executive Director of the Government Procurement Policy Board - Technical Support Office (GPPB-TSO) passionately discussed Understanding Public Finance and Procurement Laws, Rules and Systems. He elaborated on the various methods and procedures of procurement as well as the accountability and responsibilities of the members of the Bids and Awards Committee.



The learners were tested on their strategic thinking skills during one of the exercises in the Module on Philippine Governance and Strategic Public Management.





The I-Gabay learners pose with Mr. Enrique V. Abadesco, the Resource Person on Strategic Human Resource Management for Public Managers.

Atty. Ariel G. Ronquillo, the Assistant Commissioner of the Civil Service Commission (CSC), provided a comprehensive discussion on Administrative Discipline, Jurisdiction, Disciplinary Actions, Penalties and Procedures that government leaders must be familiar with.

Department of Budget and Management (DBM) Undersecretary Tina Rose Marie L. Canda gave an overview on the budget process and its execution when she discussed the module on Public Finance, Policies, Systems and Laws for Public Managers.

The module on Fiscal Audit Laws, Rules and Practices was presented by Atty. Elizabeth S. Zosa, Assistant Commissioner of the Commission on Audit (COA). She enlightened the learners on the responsibility, accountability and liability of government officials on different transactions made out of government funds.

A practical demonstration on Information and Communications Technology on the module on E-Governance for Development was made by Mr. Alexander M. Arevalo, an ICT expert. His visuals made an impact on the learners to better appreciate and be aware that leaders should be up-to-date with technology to be relevant in our fast changing world.

## Appreciative Learning through Community Engagement

The I-Gabay Training Course concluded with the Community Engagement Module (CEM), a structured engagement/field evaluation research exercise wherein the learners are introduced to a model of innovation and excellence program of an awarded organization.

To introduce the importance of the Community Engagement Module of the I-Gabay program, Mr. Rafael L. Coscolluela, former Chairman of the Galing Pook Foundation and current member of the Gawad Galing Pook National Selection Committee, gave an overview on the selection process and awards systems of the Gawad Galing Pook Foundation. They give recognition to exemplary, innovative and outstanding governance programs.

The learners were grouped into three Study Teams that conducted assessment and validation on the strategic innovations in leadership, governance and development of Barangay Graceville in the City of San Jose Del Monte, Bulacan, which was conferred the 2015 Gawad Galing Pook Award for its Outstanding Program in Local Governance for its “*Mapanagutang Pamamahala*,” a six-point program of

the barangay. Abbreviated as “*LET’S GO*”, the program focuses on Livelihood, Education, Training, Services, Good governance and Opportunities for all community constituents.

I-Gabay is a 12-day live-in seminar composed of ten (10) modular topics aimed at addressing an executive’s needs to remain effective on-the-job. It surveys the policies, programs and reform initiatives essential in the development of government as an organization. It sharpens awareness and deepens appreciation of the demands, challenges, solutions and options facing a public manager. It also illustrates a wider, more detailed and sensitive perspective on the environment and dynamics of public sector management around which leadership and managerial tasks and accountabilities are exercised.

Meanwhile, the Community Engagement Module, or exposure to an award-winning good governance program, hopes to bring about inspiration to the learners and the motivation to make a difference particularly in harnessing more their capabilities and improving their attitudes to become better leaders in the whole bureaucracy.

## “Resilience” draws 46 Government Executives to Davao City

by Paul de Leon

The Career Executive Service Board (CESB) and the Association of Regional Executives of National Agencies in Region XI (ARENA XI) hosted forty-six (46) government officials from different national agencies who flocked to Park Inn by Radisson, Davao City to participate in the CES Leadership Conclave with the theme: “Resilience: Steering through Adversity, Bouncing Back Bravely” on April 5, 2018.

The Conclave, now on its second leg, focuses on the need to summon individuals from the private and public sectors to restructure and reorganize our good governance systems and enhance the resilience of our communities in the face of increasingly severe natural and man-made calamities and stresses.

In her opening message, National Economic and Development Authority (NEDA) Regional Director and the ARENA XI Chapter President Maria Lourdes D. Lim expressed gratitude to CESB for bringing the ‘Resilience’ series to Davao City. *“The Davao region may be considered as a good laboratory to observe and model resilience in public service delivery. Back in 2012, we were hit by Super Typhoon Pablo which greatly devastated three (3) of our five (5) provinces in the Region. It cost over 30 billion pesos of damages in the agriculture sector alone. If you have spare time to tour around our region now, you will see how the provinces of Davao Oriental, Davao del Norte, and Compostela Valley have bounced back from the havoc brought by this disaster. In 2011, Davao City dealt with a deadly flash flood that claimed almost thirty (30) lives, which prompted our local government unit to enhance its Disaster Risk Reduction and Management (DRRM) Program, and invest on preventive measures, as well as on state-of-the-art search and rescue equipment and emergency response procedures in order to proactively handle these type of situations. It is with pride that Davao City has led in this initiative. Our 911 services has become a model throughout the country.”*

In the first plenary learning session, CESB Executive Director Maria Anthonette C. Velasco-Allones stressed the importance of financial freedom as a resilience essential.



National Economic and Development Authority (NEDA) Regional Director and the ARENA XI Chapter President Maria Lourdes D. Lim welcomed the participants to Davao City.

According to her, financial stewardship is one of the two most important aspects in ensuring physical health, the other one being energy management (fitness, nutrition, rest). She oriented the learners on the fundamentals of having financial freedom, such as setting a goal; creating a financial calendar; checking one’s interest rate; and tracking one’s net worth.

Executive Director Allones shared a simple financial planning process which can help one become financially secure. It involves (1) taking stock of the presentation to know where you stand financially; (2) setting goals and objectives, which includes setting priorities; (3) identifying barriers and challenges to financial freedom so one knows what to avoid; (4) writing up the financial plan and (5) sticking to it; and (5) monitoring and reviewing the plan regularly to ensure set goals are being achieved and to determine if the plan needs revision.

Executive Director Allones also gave practical tips on how to budget like a pro and guidelines on how to spend right. *“Money is not the root of all evil; the love of money is,”* she concluded.

The second plenary session was conducted by Dr. Julius A. Lecciones, Executive Director of the Philippine Children’s Medical Center, with his topic focusing on *“Delivering Efficient Public Service amidst Adversity.”*

Dr. Lecciones discussed the issue on the Dengvaxia vaccine and the effect it had on him, as he was one of the several resource persons being questioned in the Senate. *“The outpour of criticisms, the exhausting court hearings, the*



CESB Executive Director Maria Anthonette C. Velasco-Allones, PCMC Executive Director Julius A. Lecciones, and DepEd-Calbayog City Schools Division Superintendent Cristito A. Eco shares stories and lessons on resiliency.

*negative image portrayed in the media took a toll on me. I had difficulty eating, and I can hardly sleep.”*

Through it all, Dr. Lecciones realized that as a public servant, he still has a responsibility to the people, and he has to be resilient. *“Being challenged – sometimes severely – is part of what activates resilience as a skill set. The most resilient individuals are not the ones that don’t fail, but rather the ones that fail, learn, and thrive because of it.”*

Dr. Lecciones focused his presentation on overcoming adversity. *“People bounce back from adversity in two ways: they draw upon their internal resources (internal locus of control), and they encounter people, organizations and activities (external environment protective factors) that provide them with the conditions that help the emergence of their resilience.”* He enumerated the different aspects of the two resources:

**Internal Locus of Control**

- Managing strong feelings and impulses
- Coping with stress in healthy ways
- Good problem-solving skills
- Feeling in control
- Keeping a positive mental attitude

**External Environment Protective Factors**

- Asking for help and seek resources
- Social support and close relationships
- Helping others and find positive meaning in life

In closing, Dr. Lecciones encouraged the learners to stand in their faith even when they are having the hardest times of their lives.

After a hearty lunch, Schools Division Superintendent (SDS) Cristito A. Eco of the Department of Education (DepEd) Division of Calbayog City inspired the learners that having limited resources is not an impediment to the development of projects with great impact on his session on *“Leading for Change: Championing Innovations for Inclusive Growth”*.

SDS Eco stated that his motivation for injecting innovation in the City of Calbayog was that change is wanting in that area, and that time is of the essence. The city had poor student participation rate, had high dropout rate, had poor governance, had no enough local resources and had few stakeholder participation. He set goals for the city, namely: Excellent Service; Culture change; and Outcome focus (ECO).

SDS Eco addressed the pressing concerns of teachers by initiating the information system needs of DepEd-Catbalogan dubbed as the Enhanced Computerized Office System (eCo System). It consists of separate but integrated application modules that address the unique set of functionality and data security requirements, which include the Basic Classroom Information System (BCIS), Human Resource Information System (HRIS), Document Management System and DepEd-Catbalogan City website. Under



DepEd-Camarines Sur Assistant Schools Division Superintendent Susan S. Collano and LTO Region V Regional Director Noreen Bernadette San-Luis Lutey listen to a question raised by PNP Regional Director Manuel Gaerlan.

SDS Eco’s tutelage, *“Building New Generation Knowledge and Attitudes by Raising Advanced and Innovative School Leaders (BuNGKARAS)”* project was born. It was under this project that their local school boards were expanded and a regular consultation of the division office with the district teachers, including local barangay officials was institutionalized.

# Taas noo, CESO!

## An Addition to the Line of Prime CES Leaders

by: Joana Carla Mance

**P**aul Yang Chua is a CES Eligible who is as passionate about providing direction and management, as he is in positively contributing needed institutional reforms - which are all essential elements of a principled and skillful leader. Now, he has dedicated his heart and mind to the Light Rail Transit Authority (LRTA) as the new Deputy Administrator for Operations and Engineering, overseeing, directing, and exercising immediate supervision over the Line 1 Operations, Line 2 Operations, and Lines 1 & 2 Engineering.

A licensed Customs Broker and an Electronics and Communications Engineer, Chua has served different managerial and supervisory posts in both the public and private sector, such as Vice President of the University of Caloocan, where he promoted the importance of disaster awareness, preparation, and management.

Meanwhile, as President and one of the owners of A&C International Resources, Inc., a land-



based human resources company established in 2003, he has been described by his colleagues as a high performer who empowers his staff to seek innovative approaches and nurtures effective professional relationships while taking charge of the day-to-day local and domestic affairs of the corporation.

His other stints include serving as Consultant of the LRTA; Assistant to the Chief in the City Planning and Development Division of the City of Caloocan; and Technical Assistant to the Commissioner in the Office of the Cabinet Secretary.

Whether he's needed day or night, Deputy Administrator Chua shows up with enthusiasm to ensure the proper inspection and maintenance of train equipment.



Light Rail Transit Authority warmly welcomes the new addition to their family, Deputy Administrator for Operations and Engineering Paul Y. Chua.

Chua earned his Bachelor's degree in Electronics and Communications Engineering from the De La Salle University in 1990, and holds double Master's degree in National Security Administration (MNSA) from the National Defense College of the Philippines and Customs Administration (MCA) from the Philippine Maritime Institute. He acquired his Doctoral Degree in Peace and Security Administration from the Bicol University (2006) supported by relevant military courses such as Naval General Staff Course (2002), Intelligence Officer Basic Course (2003), Intelligence Officer Advance Course (2004) and Military Intelligence Tradecraft Course (2005).

Adding more to his breadth of knowledge, he recently participated in and completed five international executive education programs on "Innovations in Governance and Governance of Innovation" at the Central European University in Hungary; "Migrant Integration" at the Utrecht Summer School in Netherlands; "Essentials of Policy Development" at the National University of Singapore (NUS); "Strategic Management of Regulatory and Enforcement Agencies" at Harvard University's John F. Kennedy School of Government (2016); and "Leadership and Management for Integrity" at the Central European University in Hungary (2014).



Whether he's needed day or night, Deputy Administrator Chua shows up with enthusiasm to ensure the proper inspection and maintenance of train equipment.



# A Learner's Introspection

A Learning Journey that Changed my Concept of Bilao

The following article was contributed by Mr. Alberto M. Otchengco, Jr., a Career Executive Service Eligible who works in Coca-Cola FEMSA Philippines. Since the conferment of his eligibility on September 20, 2016, Mr. Otchengco has actively participated in the programs of the CES.

To most Filipinos, the word *bilao* means rice winnower or a food container. But that term holds a deeper meaning that left an imprint in the minds and hearts of the thirty-seven (37) participants of SALDIWA Batch XXVI.

Our journey began on March 18, 2018, around lunch time. My would-be co-learners and I converged at the lobby of Islands Hotel, Roxas City in Capiz.

Before checking in to our rooms, we took it as an opportune time to get to know one another. I've learned that I was the only CES Eligible hailing from the private sector; the rest of my co-learners were accomplished officials from the Department of Education (DepEd), Technical Education and Skills Development Authority (TESDA), Bureau of the Treasury, Government Service Insurance System (GSIS), and more.

Afterwards, at 3:00 pm, our two-week leadership development course formally started. We were grouped into learning teams that served as our support system wherein we established greater camaraderie, interpersonal relations, and had fun as well.

CESB Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, aptly started our journey by emphasizing the objective of the course, which is to allow us to introspect and reflect on the essential values of public leadership. The first phase of our



Mr. Alberto M. Otchengco, Jr. meets his host family during the 10th day of the SALDIWA training course.

learning journey consisted of well-selected in-class modules entitled Mastery of One-Self; Self-Transformation; Managing and Aligning Teams; EQ for Positive Organizational Behaviour; Ethical Leadership; Managing Development; and Mindfulness, which were facilitated by highly credible resource persons. The knowledge selflessly shared by the speakers substantiated the objective of the leadership development framework of Managerial Preparedness, Ethics, and Leadership Competence.

My memory of SALDIWA goes beyond the learning activities. In between the sessions, we managed to squeeze-in some time to visit different places, such as the Roxas City Museum, which exhibits the car of former President Manuel Roxas, among other collections; the old Sta. Monica Church in Panay Island, which houses the largest bell in Asia; and the Shrine of the Sacred

Heart of Jesus, which at 132 feet in height is presumed to be the tallest of its kind in the Philippines. We also had a gastronomic delight in the restaurants along Baybay Beach, which serves the best and freshest seafood, earning Roxas City the title "*Seafood Capital of the Philippines.*"

Time flew so fast as we reached our 10th day in the city where we entered the second phase of the training, the Community Engagement Module (CEM). Two yellow jeepneys were waiting to take us for an hour of travel towards our home for the next five days. It seemed to me that our skilled drivers had traveled this winding road many times before as they navigated through it easily. Upon reaching the Sapian Elementary School, we felt the warm welcome of the people of Barangay *Bilao*. It was such a soothing feeling to feel accepted with open arms although we were strangers to their community.



Mr. Alberto M. Otchengco, Jr. poses for a picture with his host family during the first night he stayed in their home.

As our names were called one by one, we were entrusted to our host families. After a brief introduction, we walked to our foster homes where the rest of the family members were waiting excitedly for us.

We ate, worked, and lived with them for five days, and while doing so, learned the needs and issues of the community. Wearing our hat as learners, we engaged in daily group discussions with our learning team members to formulate a development agenda on four thematic areas, namely: 1) Education and Human Resource Training and Development Sector; 2) Enterprise Development, Agricultural Productivity, and Economic Promotion; 3) Public Utilities, Infrastructure, Land Use, and Environmental Management Sector; and 4) Local Governance – Institutions/Structures/ Sectors, Systems, Processes, and Dynamics.

Like a rite of passage, we presented our findings and recommendations to Sapián Municipal Mayor Arthur John H. Biñas and to other stakeholders during the last day of the training. We fervently hope that our proposed

interventions will soon be realized in order to help fulfill the aspirations of the people of *Bilao*.

After all, each of us had stories tying us to *Bilao*, stories that made us feel part of this community, as represented by our class logo - a string with thirty-seven (37) knots holding a *bilao*. This string will be our link as we part our ways, equipped with new knowledge, gained experiences, shared laughter, and newfound friends.

For me, SALDIWA is not just a training activity but a life-changing experience. I assume that the training has the biggest impact on me than my co-participants since I am from a private company where the main goal is to deliver the set target. SALDIWA provided soul to customer service whereas before it just meant providing products on time and at the right quantity. As one of the resource persons said, we can't treat people as just part of the manufacturing process.

SALDIWA provided me a deeper meaning on the role of public servants on the lives of the people. During the immersion, I felt not only



their desire to support, but also their warm reception, however difficult the situation. The training program lit the desire within me to share and do more. It also made me realize how fortunate we are and how much more we can give only if we just so desire.

This story will not be complete without mentioning the tremendous job and assistance of CESB's Christopher Calugay, Paul Landon de Leon, and Editha Villagas.

Class *Bilao*, CESB Saldiwa Batch XXXVI will be forerunners of the statement "*Isang Karangalan ang Maglingkod sa Bayan.*"

## *Our Vision*

A Career Executive Service that provides leadership and continuity in governance, imbues relevance, builds collaboration and inspires trust in achieving national development goals hand in hand with political leaders, the bureaucracy and the citizens.

## *Our Mission*

We will maintain continuity and stability in the civil service and serve as a critical link between government and the Filipino people.

We will infuse our ranks with well-selected and development-oriented leaders, and through them, bring change, expertise and leadership for a responsive public service.



## **Career Executive Service Board**

No. 3 Marcelino Street corner Holy Spirit Drive,  
Isidora Hills, Diliman, Quezon City 1127

Trunklines: 951-4981, 951-4982, 951-4985, 951-4988

Direct Lines: 366-1943, 366-1941, 366-1986, 366-1979, 366-1965, 366-1984

Fax: 951-4983, 951-4986, 931-5732, 952-0335