

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

NOVEMBER 2014

VOLUME 7 ISSUE NO. 11

www.cesboard.gov.ph

CES opens 13th Annual Conference in Cebu

Draws close to a thousand CESOs, eligibles

The Career Executive Service Board (CESB), in partnership with the National Union of Career Executive Service Officers, Inc. (NUCESO), formally opened the 13th Annual CES Conference with more than 800 Career Executive Service Officers (CESOs) and CES Eligibles (CESEs) in attendance at the Waterfront Cebu City Hotel and Casino, Cebu City, November 12, 2014. The event also stood as the highlight of the 41st anniversary celebration of the CES.

Themed **“CES Leadership in the Digital Era: From Nation-Building to Global Governance,”** this year’s conference situates third level officials in the age of digital democracy, where social media is systematically reshaping human culture and is emerging as a powerful source for community transformation.

In a keynote speech read by Undersecretary Michael Fre-



2013 Gawad CES Awardees take center stage at the 13th Annual CES Conference, story on page 2

derick L. Musngi, Office of the Executive Secretary, Office of the President, His Excellency President Benigno S. Aquino III expressed the significance of this year’s theme in empowering government officials in this era of technological advancements. He emphasized the availability of modern equipment, gadgets and systems which public managers must harness in leading their people towards achieving their goals.

The president likewise extended his warmest congratulations and gratitude to the men and women of the CES who relentlessly dedicate their diligence, time and strength to the

civil service. He called upon them to never cease fulfilling their commitment to the Filipino nation. *“Ang atas at panawagan ko: Gawin natin ang lahat ng ating makakaya upang maihatid sa lalong*

☞ 3

WHAT'S INSIDE?

Highlights of the 13th Annual CES Conference and CES 41st Anniversary

3rd gCIO Program, p19

CES Inspiring Stories, 21

CESB maintains ISO certification on 4th year, p25

2013 Gawad CES Awardees take center stage at the 13th Annual CES Conference

The search for 2013's brightest public leaders is over as four Career Executive Service Officers (CESOs) were conferred the prestigious Gawad CES Award at the opening ceremony of the 13th Annual CES Conference held at the Waterfront Cebu City Hotel and Casino, November 12, 2014.

Recognized for their outstanding leadership and exemplary contributions to social development and nation-building, the presidential honorees were Manuel G. Co, Administrator of the Parole and Probation Administration (PPA), Nestor D. Domenden, Regional Director of the Bureau of Fisheries and Aquatic Resources (BFAR - Region I), Rowen Gelonga, Regional Director of the Department of Science and Technology (DOST-Region VI) and Jaime C. Montoya, Executive Director of the Philippine Center for Health Research and Development (PCHRD-DOST).

Administrator Co is the genius behind clear cut policy and program directions set for the speedy reintegration of released prisoners to the mainstream society.

He implemented the program through close collaboration with the community and utilizing the principles of restorative justice as its philosophical foundation, the therapeutic community modality as its treatment intervention and the use of community volunteers as the PPA's partners in supervising its clients, namely, the pardonees, parolees, and probationers. Administrator Co also drafted the PPA Guide-

tion program that benefited thousands of children in the Western Visayas as well as victims of past disasters.

His other initiatives include efforts in enhancing the Competitiveness of Micro, Small and Medium Enterprises (MSMEs) through Product Packaging Innovations which maximized the market potential of the local products in the region.

Gawad CES aims to encourage among Career Executive Service Officers (CESOs) and eligibles the CES culture of competent, faithful and dedicated public service.

lines on Handling Children in Conflict with the Law which now formed part of the Juvenile Justice Law. He also initiated a number of programs that significantly contributed to the welfare of PPA employees and the overall development of correctional facilities in the country.

Regional Director Gelonga and his exceptional strength in building coalitions stood out as he optimized the delivery of Science and Technology Services in the countryside through strategic partnerships with State Universities and Colleges (SUCs). He also promoted a science-based nutri-

Regional Director Domenden's innovative concept of Pond-Liner Based Fishponds has converted into productive areas the 5,670 hectares of sand dunes in the region which were perceived to have low economic potential for aquaculture development. He also invented the Rope-Framed Fish Cages, cage structures that withstand the devastation of typhoons allowing seawater breeds of fishes to be continuously farmed for production. He as well established the hatchery in Region I which is useful in the conduct of research or studies on hatchery operations and management.

1| CES opens 13th Annual...

madaling panahon ang benepi-syong nararapat lamang makamit ng ating kapwa Pilipino."

Meanwhile, CESB Executive Director Maria Anthonette Velasco-Allones, CESO I, presented to the CES Governing Board represented by Presiding Chair Nieves L. Osorio, 179 new CES Eligibles who hurdled the rigorous four-stage CES eligibility examination processes. She as well presented to the

☞ 4



A bigger, stronger CES community. A total of 828 CESOs and eligibles filled up the Grand Ballroom of the Waterfront Cebu City Hotel and Casino, celebrating 41 years of leadership excellence and dedication to public service.

Regional Director Domenden also implemented the "Mangingisdang Direktor," program, which nurtured the ties with past and present Regional Fisherfolk Representatives and led to nurturing fisheries development programs at the grass roots level.

Executive Director Montoya initiated the creation of the ASEAN Network for Drugs, Diagnostics and Vaccine Innovation which was adopted by the ASEAN as its own effort in developing diagnostic tools, strategies, drugs, traditional medicine, vaccines and functional tools that will address pursuing health concerns through inter- and intra-regional collaboration in re-

search among ASEAN members. Executive Director Montoya is also at the forefront of establishing the Regional Health Research Development Consortia (RHRDC) which empowers the regions to create their own research programs and formulate their own research activities.

He also established the Philippine Health Research Ethics Board (PHREB), the highest policy-making body for health research ethics in the country, which guarantees that conducts of health research are done ethically through the development and timely revision of ethical guidelines on health research, registration and accreditation.

Each of the winners received a Plaque of Recognition with the Presidential Seal and cash prize of P100,000.

The Gawad CES is a Presidential award that recognizes distinguished career executives who embody the CES tradition of competent leadership and faithful public service. Given annually since 2008, Gawad CES aims to encourage among CESOs and eligibles the CES culture of competent, faithful and dedicated public service. 🌐

CESfie
Highlights of the 13th Annual
CES Conference-Day 1



3 | CES opens 13th Annual...

Office of the President represented by Undersecretary Musngi, 94 CESOs who were newly appointed, promoted and adjusted in ranks.

The opening ceremony of the 13th Annual CES Conference was graced by key CES person-

alities, namely, CES Governing Board Members Antonio D. Kalaw Jr., Evangeline C. Cruzado, and Charito R. Elegir. It was also made successful through partnerships with the NUCESO headed by its President, DPWH Regional Director Mariano R. Alquiza, CESO III,

and the Association of Regional Executives of National Agencies (ARENA) – VII represented by its Acting President and Philippine Health Insurance Corporation (PHIC) Assistant Vice President William O. Chavez, CSEE.



CESfie

**Highlights of the 13th Annual
CES Conference—Day 1**



Competent leadership spelled. CESB Governing Board Presiding Chair Nieves L. Osorio extends the message of CSC Chair Francisco Duque III who spells out **CES** as the three fundamentals of effective and transformational leadership: **Competence**, which every career executive must possess and nurture; **Ethical leadership**, which encompasses not only excellence in service, but also one’s goodness and faithfulness to his or her sworn duty; and **Spearheading innovation**, which defines the public managers’ capacity to think innovatively and incorporate the latest technologies in governance to increase efficiency, effectivity and reach.

Welcome Remarks. ARENA–VII Acting President and PhilHealth Assistant Vice President William O. Chavez, CSEE, notes how the emergence of social media and digital technology contributes to the public leaders’ quest for efficient and competent service.



Induction of newly conferred CES eligibles. “I am a member of the Career Executive Service. To it, I pledge a deep abiding commitment; That I may sincerely participate in its goals of building a community of equals and an environment of shared humanity...”

Oath taking of newly appointed CESOs. “Ako ay taimtim na nanunumpa na tutuparin kong buong husay at katapatan, sa abot ng aking kakayahan, ang mga tungkulin ng aking kasalukuyang katungkulan...”



CESfie
**Highlights of the 13th Annual
 CES Conference-Day 1**



Paragons and leaders of excellence.

CSC Commissioner Robert Martinez (left) CESB presiding Chair Nieves L. Osorio, and Undersecretary Michael Frederick L. Musngi pose for a souvenir shot with the 2013 Gawad CES Honorees and their families (from top) BFAR Regional Director Nestor Domenden, DOST Regional Director Rowen Gelonga, and PCHRD Executive Director Jaime C. Montoya.



CESfie

**Highlights of the 13th Annual
CES Conference-Day 1**

The members of the NUCESO Executive-Board hold a meeting in preparation of its General Assembly and election of officers.



The art of giving hope. JNBM Paperclay joins the CES conference through Paglaum, a paperclay art exhibit which tells the story of life breathed anew to a once-typhoon-ravaged city and highlights the power of creativity, imagination and hope. Coincidentally, the CESB also launched in 2013, Project Paglaum, a training program that equips CESOs and eligibles with basic competence in facilitating psychosocial process activities to help survivors of typhoon Yolanda overcome their trauma and paved the way to healing.

A glimpse of CESB in a swipe. The CESB uses touch screen LED monitors to show photos of the programs, activities and the significant endeavors it initiated in 2014.



DAY 2
Highlights of the 13th Annual
CES Conference

MMDA Chair Francis Tolentino shares leadership tips on navigating politics



How does one manage 17 local government units that are led by a diverse set of chief executives, inhabited by 14.5 million people, frequented by typhoons and flood, and always if not often characterized by a remarkable traffic situation judged as one of the world's worst?

In a casual yet rousing speech at Day 2 of the 13th Annual CES Conference, Metropolitan Manila Development Authority (MMDA) Chairman Atty. Francis N. Tolentino said it is as simply as enjoining the participation of all the stakeholders involved and giving them due importance as a vital partner in regional development.

"By taking into consideration the needs and aspirations of the 17 LGUs, the MMDA, in partnership with them, was able to champion policies and programs that

yielded positive results," Chairman Tolentino noted as he shared how his smooth working relationship with Metro Manila's local chief executives resulted in the successful implementation of urgent and catalytic policies and projects that many thought would be difficult to achieve.

A few of these projects, he said, include the Single Ticketing System in Metro Manila which simplified traffic apprehension procedures in the cities; and the South-West Integrated Provincial Terminal (SWIPT), which was the MMDA's response to President Aquino's call for a centralized, intermodal and integrated bus terminal system. To date, SWIPT has contributed in reducing bus traffic volume and subsequently, the traffic congestion in the metropolis particularly along EDSA and 11 other areas in Metro Manila.


Chairman Tolentino also mentioned local-based initiatives, such as the Lingap sa Barangay, Metro Ko, Love Ko program, which targeted community participation in the beautification of villages; and the Flood Control Bayanihan Zone Alliance which encouraged community participation in flood prevention. Also under his watch, the MMDA was able to sign a landmark covenant known as "The Estero Declaration" together with all 17 local chiefs affirming their commitment to protect Metro Manila's waterways, control environmental pollution and prevent the recurrence of flooding in the cities and municipalities it covered.

The united efforts of MMDA and the heads of the LGUs however go beyond benefitting the citizens of Metro Manila. In the wake of super typhoon Yolanda in 2013, Chairman Tolentino reported that the MMDA, through the Metro Manila Disaster Risk Reduction and Management Council (MMDRRMC), convened and unanimously approved the following resolutions, namely "Adopting two (2) worst hit LGUs by typhoon Yolanda as Sister LGUs," and "Support by the 17 Metro Manila Mayors to the Search, Retrieval and Clearing Operations to the Victims of Typhoon Yolanda by Fielding Various Teams per Metro Manila LGUs."

Plenary Session: Challenges, Issues and Imperatives for 21st Century Leadership

"You may wonder, 'How can these be possible in a world of political divide where most often than not, personal intentions prevail over the common good?'" Recognizing the MMDA's weakness in addressing public safety and health, as well the agency's strength in responding to disaster situations, Chairman Tolentino pointed out that forging a symbiotic relationship with stakeholders concerned is the key to effectively deliver basic services to the community.

While he did not divulge his best kept secret in rallying the support of LGU chiefs and in navigating the politics entailed in the process, Chairman Tolentino however did give three basic tips to strengthen coalition with the LGUs: Never become a polarizing figure; Always aim for the benefit of the majority, if not all; and Create a lasting impression.

Addressing his audience of close to 1,000 CESOs and eligibles as regards forging relationships with stakeholders, Chairman Tolentino concluded his talk citing a very fitting verse from the Proverbs of Solomon, "Plans fail when there is no counsel, but with many advisers, they succeed." 


The second day of the 13th Annual CES Conference fired up with the Plenary Learning Session on Issues, Challenges and Imperatives for 21st Century Leadership with Coach Randy A. Esguerra, President and Chief Executive Officer of Success Coach Personal and Business Consultancy, Inc., as the resource speaker.

As a fitting start, Esguerra provided a brief theoretical background on challenges, issues and imperatives, which he linked to current leadership paradigms. The misconceptions of public leadership are the current challenges of public managers, he said, and these include organizational culture; unchanging bureaucracy; and people inefficiency. He affirmed that these misconceptions can be changed, highlighting the impact of people who feel good about themselves knowing how they perform at large.

Esguerra likewise delved into issues which yield public leaders to grow professionally and personally. He believes that with leadership as the battle cry in these modern times, one can achieve growth and productivity. According to him, "productivity is the ability to focus on the right things and say no to the wrong things. We are too busy looking for innovation that the 'wow factor' becomes irrelevant simply because the basic factor does not work."

Addressing the public leaders in the plenary who play vital role in

the Philippine bureaucracy, Esguerra enumerated three imperatives that people expect from them: absolute transparency, ASEAN competitiveness, and collective dialogue. Esguerra urged the audience to do something beyond their comfort zone, overcome their own resistance, and be a generous gift-giver. Esguerra also discussed his personal take on the most suitable leadership brand in this era of modernization and global competition. He believes that one should look at leadership as a means to fix the basic services, listen and take proper actions on the complaints of the people.

Ending his presentation, Esguerra challenged all career executives to reflect on his call for action. "We are waiting for transparency, we are waiting for dialogue, we are waiting for competitiveness. As leaders, our job is to embrace the diversity of our people and the challenge for us is to create multiple clones and a map for others to follow, for leadership in the digital era is ineffective if you are the sole bright mind." 

DAY 2
**Highlights of the 13th Annual
 CES Conference**

MULTITRACK LEARNING SESSIONS



Track 1
Taming the Storm:
Leading and Managing Change
for Greater Personal and Organizational Effectiveness

“Be the change that you want to see the world.”


Enrique V. Abadesco, Jr., Co-Founder and Chief Learning Officer of the Human Resource Innovations and Solutions, Inc. (HURIS Inc), borrowed these words from Mahatma Gandhi as he opened his session which aimed to enhance effectiveness of leaders during times of change, understand the dynamics of change and transitions, and review basics of leadership appropriate to times of change.

As the new economy is characterized by profound and complex changes driven by technology (e.g., information, biotechnology

and genetics), societal values (e.g. role of women), widespread commoditization, and age of knowledge worker, among others, Abadesco affirmed that change is inevitable. It is here to stay and it will not slow down. He said that leaders deal with people and often, carry in their minds mental maps that are kind of outdated. Perceptions have not evolved in the same pace, he said, adding that change per se happens, yet what matters is how people react to these changes.

Abadesco also discussed the dynamics of and losses brought about by change, personal transition processes and behaviors, and organizational change. He recognized that without personal transitions, organizational change will not happen. As such, he shared the four-step process for managing change—own the change; assess its impact on others; develop

action plan and be part of it or own it; and, communicate by discussing not only the reasons but also the losses and gains of change. He highlighted the value of communicating to people during transition. “We need to ground ourselves because our key role is to be the champions of changes,” he emphasized. He further gave guidelines on how to strengthen one’s sense of optimism to boost his or her change reaction style.

As a fitting end, Abadesco reiterated that leaders need to communicate, listen than talk, recognize the uniqueness of their team, identity where their people are apt, honor the past, take care of themselves and be resilient. 

Track 2**Learning from the Masters:
The CESO as Coach, Mentor
& Institution Builder**

Former Undersecretary of the Department of Environment and Natural Resources (DENR), Dr. Rolando L. Metin, PhD., CESO II, looked into the qualities and stories of CESOs in creating an enduring and meaningful impact on the lives and future of individuals, communities, institutions and the environment. He highlighted the officers' sterling competence, ability to link with fellow officers, knowledge of clientele, and awareness of the impact of the changing environment of the bu-

reaucracy as a few of the distinct CESO traits that make him/her an effective coach and mentor.

Recalling his years of service in the government and the camaraderie he had forged with fellow executives, Metin described a CESO as someone who knows his/her subordinates, their background, strengths, weaknesses, and potential. He/she develops for his staff, capacity enhancement programs, including career pathing. He/she also sets work targets with his/her staff, and encourages them to share opinion and suggestions on how best work can be done. On top of all these, Metin described a CESO as

someone who serves as role model in work standards and in acceptable values and behaviour.

As agents of change and builders of institutions in the 21st century, Metin underscored a CESO's capacity to instill a culture of excellence, quality, performance effectiveness and accountability. For his ending, Metin envisioned that the character and stories of CESOs would not only deepen understanding and appreciation of the officers in the midst of major governance and development challenges confronting the nation but also inspire and harness individual and collective contributions among the CES.

Track 3**Public-Private Alignment,
Convergence and Partnerships –
The Way Forward**

“We have so many needs: from education, infrastructure, health, military, police and more. Our funds will not be enough to meet them. Our solution: public-private partnerships.”

Four years after President Benigno Simeon C. Aquino III stated these words on his State of the Nation Address, Public-Private Partnership Center (PPPC) has accomplished many process improvements. In her presentation, Atty. Sherry Ann Austria highlighted some of the agency's achievements like inter-agency coordination, new appraisal procedures in processing of PPP Projects, involvement of oversight agencies in project structuring, and involvement of oversight agencies in project structuring. The PPPC

also improved the conduct of PPP Core Courses, Knowledge Sharing Sessions (KSS), and Learning Series (LS), implemented the Enhanced LGU PPP strategy (partnerships with local education institutions and Internship Program), and developed PPP Manual for LGUs and the Roll-out of the PPP Manual for National Government Agencies.

As a result, PPPC is recognized as one of the “Best Central Government PPP Promoter” in the recently conducted Partnership Awards 2014. It is the lone Asian entry in the category.

Austria also showcased the progress of the PPPC since its creation on September 12, 2010. In a study conducted by Infrascope in 2011, the Philippines ranked 8th most PPP-ready in the world and highest in the ASEAN Region. In terms of the length of procurement process which includes the

start of the issuance of the Invitation to Pre-Qualify to Bid (ITPB) to the issuance of Notice to Proceed (NTP), the Philippines averaged only 18.8 months, shorter than major countries, such as the United Kingdom, Australia, and Canada. The PPPC has gained momentum that other countries, such as Tonga and Bhutan seek to replicate the Philippines' PPP infrastructure programs. President Aquino has awarded and signed eight PPP projects in his administration. Austria concluded the presentation noting that the PPPC plans to sustain the PPP Programs by strengthening the pipeline of their projects, solidifying the PPP legal and policy framework, conducting transparent, predictable and tested procedures, and creating standard contract agreements that uphold reasonable returns and fair risk allocation to the private sector while safeguarding public interest.

DAY 2
**Highlights of the 13th Annual
 CES Conference**

MULTITRACK LEARNING SESSIONS

Track 4


“Conquering the Summit: Achieving and Sustaining Peak Organizational Performance and Effectiveness

Life coach Teresita R. Albert’s learning session focused on resolving one of the chronic problems that organizations commonly experience besides having no clear purpose or vision, under-utilized talents and potential, and bureaucratic and misaligned systems—the absence of trust.

She emphasized that to successfully lead an organization, a leader must be Honest, Open,

and Trustworthy (HOT). He or she must be HOT in communicating his/her people’s worth and potential, and in realizing the changes in attitude and behaviour between him/her and his/her team.

Albert also stressed that successful leaders made other people feel important and appreciated. Noting the necessity to live one’s values, behave ethically; and set the pace through expectations and examples; Albert pointed out that effective leaders must establish an environment of continuous improvement; provide opportunities for people to grow professionally

and personally; and, care and show acts of compassion. These according to her, would conquer the summit and pave the way to achieving and sustaining peak organizational performance and effectiveness. 

Track 5


Trends and Cases on Accountability of CESOs

Office of the President’s Deputy Executive Secretary Alberto A. Bernardo, CESO I, presented cases as well as legal provisions that shed light on issues and trends that have great impact on accountability and integrity of Career Executive Service Officers.

DES Bernardo started off with issues on Internal Control which entails ensuring economical, efficient and effective operations.

Known for his expertise on law and audit, the deputy executive secretary also expounded on Budget Accountability which encompasses planning, budgeting, budgeting preparation, authorization, execution and accountability.

He as well noted problems that arise from Performance Accountability, which covers performance evaluation of human resource and the agency. DES Bernardo also presented cases that put into clear picture the Accountability of Public Officers in putting into practice discipline, public trust, ut-

most responsibility and efficiency, administrative supervision and control, and discipline in review and compliance. 

CES **fie**

**Highlights of the 13th Annual
CES Conference-Day 2**

**NUCESO General Assembly
and Election of National Executive Officers**



NUCESO Outreach Raffle Draw

Fellowship Night: "Roaring 20s, Great Gatsby"



DAY 3
Highlights of the 13th Annual
CES Conference

Plenary Session: Digital Leadership and Social Media in Governance



The third and last day of the 13th Annual CES Conference commenced with a timely and relevant plenary learning session entitled, "Social Media Policy for Government."

The session's plenary speaker, Dr. Emmanuel C. Lallana, Chief Executive of ideaCorp, Inc., shed light on the concept, definition, features, platforms, popularity and importance of social media. He also gave exemplary government transformations made through the use of social media. He further discussed in detail the seven types or platforms of social media which served as one-stop shops or online sources of human activities. These include social networking sites, blog sites, wiki-pages, podcast, online forum, content communities and microblogging.

Dr. Lallana, who has almost two decades of extensive experience


and expertise in information and communication technology (ICT) under his belt, deemed "social media as a truly social tool for social change." He said it satisfies the basic human needs, such as meeting new people and strengthening existing relationships. Further, it shapes the Internet in a way that is relevant to people's lives. It organizes and provides the power to speak. These features, he said, "make social media incredible tools that should be embraced by anyone with an eye towards development."

In his discussion, Dr. Lallana also identified four ways on how the government can effectively utilize the social media. He enumerates, the government must permit an additional information channel (e.g., speedy, accurate health information), enable consultation where people can actually participate, allow for greater citizen engagement, and transform government at large. Here, he highlighted Australia's Gov 2.0 initiative, where the whole government is ruled by social media's incredible tools.

He said this initiative made a big impact on how Australia improved the quality and responsiveness of its services to its people in different areas such as, education, health and environmental management. At the same time, Dr. Lallana added, social

media enabled them to deliver these services with greater agility and efficiency; cultivating and harnessing the enthusiasm of citizens by allowing them to get involved and fully contribute to the development of their community.

Besides Australia, Dr. Lallana shared a list of other countries whose respective governments have recognized the potential of social media as an effective tool in achieving and maintaining national progress. These countries include Canada, India, New Zealand, United Arab Emirates United States, United Kingdom and Republic of South Africa. The Royal Government of Bhutan is expected to follow suit as it sees social media portraying a key role in strengthening their democracy and boosting their Gross National Happiness.

In the Philippines, the question of maximizing the potential use of social media for the government is left unknown. Dr. Lallana ended his presentation with a question he had left for his audience to ponder on. "The default policy is we can't use social media in office, so how are we going to use it for good governance and development?" 

Plenary Session: NCC Co-Chair Guillermo Luz pushes for ASEAN integration

National Competitiveness Council Co-Chairman for the Private Sector Guillermo M. Luz made his stand clear that the Philippines must get ready for the ASEAN Economic Community (AEC) in 2015.

In preparation for this challenge, he said that the Philippines must put economic strategies into place by attracting more investors and generate more income to support the country's developmental projects.

NCC's Co-Chairman added that the country can also contribute in the strengthening the ASEAN market by improving its trade system and implementing a free flow of goods and services. He emphasized that human resource is also a vital factor in preparing the country for the integration. They are the framework of management and governance, Luz said. Besides these, Luz stressed that promoting the Philippine brand, the country's natural resources, its rich culture and heritage would help the country make a mark among other members of the ASEAN region. These, he further explained, could help in the smooth mobilization of goods and services that would yield a more efficient, effective, and productive economic flow across the ASEAN region.

Chair Luz presented the Global Competitiveness Report indicating the performance of the Philippines as compared to other ASEAN countries over the past



years. Internally, the Philippines utilizes the Performance Governance System to track the performance of selected national government agencies and local government units. Through the Multi-Sector Governance Council, performances of different institutions were being evaluated for their continuous improvement.

As regards achieving AEC, he made a strong pitch for transparency and good governance. He encouraged government executives to make use of teamwork as this would facilitate best execution of projects and seamless delivery of services. He stated a fact that in this digital era, the competition never sleeps and the bar always rises for a larger, stronger competition. To stand firm in this competitive time, he told the members of the CES community to adopt the speed-for-reform con-

cept as their new mantra. Maintaining momentum is required as well as embedding and institutionalizing change. With this, he said, public-private collaboration is important and effective as both ends learn from each other. He summarized his discussion by encouraging his audience to support his position, and with their various specializations and field of professions, be instrumental in achieving ASEAN integration. 🌐

DAY 3
Highlights of the 13th Annual
CES Conference

DPWH Secretary Singson inspires CESOs, eligibles
at the CES conference closing ceremony



“I have accepted the DPWH position with my eyes fully opened, knowing all the risks, sacrifices, long hours and low pay. The only consolation I have is knowing that I am doing my work for the love of God and love of country. That’s what drives me.”

With these words, Department of Public Works and Highways (DPWH) Secretary Rogelio L. Singson left a moving keynote message that was enough for the participants of the 13th Annual CES Conference to mark its closing ceremony on November 14, 2014 as a renewal of their commitment to serve the country with utmost competence, professionalism and dedication.

Standing before close to 1,000 CESOs and CES eligibles, Secretary Singson pronounced further that good intentions alone will

not be enough. “I also had to have a strategic plan to reform the DPWH and make a difference.”

The strategic plan, the Secretary noted, stemmed from a survey conducted among the internal and external stakeholders of the agency. “We asked them what they expect from the DPWH. And they provided us a simple answer—do the right projects at the right cost and right quality.”

Secretary Singson shared that President Aquino also called upon them to have their projects done on time by the right people. Since then, the Secretary shared that doing the right projects at the right cost and right quality, right on time and by the right people became the agency’s management mission which is cascaded to all levels of the organization through their various training and moral recovery programs.

The strategic plan resulted significant improvements in the number of infrastructure, roads and bridges constructed by the DPWH over the past four years of Secretary Singson’s term. While he refused to announce the numerous awards that they earned in recognition of their efforts, he was quick to admit that they are continuing their work of cleaning the old bad habits, referring to corruption issues that often situate the agency in the bad light.

In his closing, Secretary Singson, who is also a CES Eligible, challenged his fellow members of the CES community to take care of the CES legacy of competent and faithful service. “Practice good working habits, be willing to serve the country with honesty and integrity,” Secretary Singson urged adding that as agents of change and innovation, CESOs and eligibles must take the lead in improving the Philippines’ global competitiveness in preparation to the ASEAN integration in 2015.

Finally, Secretary Singson posed a challenge to the entire CES, the Civil Service Commission and the Department of Budget and Management to address the low salary of government officials. “It is a very important basic policy issue that has to be addressed to improve efficiency and reduce corruption.”

The audience accepted the challenge with much enthusiasm and inspiration that such call would signal the start of a more meaningful and worthwhile journey towards productive and better governance.

Meanwhile, earlier that day, Department of Education (DepEd) Assistant Secretary Atty. Tonisito Machiavelli Umali and Department of Environment and Natural Resources Undersecretary Atty. Jonas R. Leones, were declared as the National Union of Career Executive Service Officers, Inc. (NUCESO) National President-elect, and Executive Vice President-elect, respectively, based on the result of election held on November 13, 2014.

CESB Executive Director Maria Anthonette Velasco-Allones also announced the exchange of Memorandum of Agreement (MOA) between CESB and idea-Corp as regards the implementation of the Leader's Enterprise Attachment Program (LEAP) next year.

She as well recognized the efforts and thanked all of those who made the 13th Annual CES Conference a rousing success: the Association of Regional Executives of National Agencies (ARENA) – VII, Civil Service Commission – VII, the CES Governing Board, the NUCESO Executive Board, the Department of Education, the speakers, panel discussants, moderators and session chairs, CESB Secretariat and the strong contingent of CESOs and CES eligibles who made the event more fun and worthwhile. 🌐

CESfie
**Highlights of the 13th Annual
 CES Conference-Day 3**



Bright smiles. DPWH Secretary Singson (center) shares light moments with (from left) NUCESO President Mariano R. Alquiza, CES Governing Board Members Antonio D. Kalaw Jr. and Evangeline C. Cruzado, CESB Presiding Chair Nieves L. Osorio, CES Governing Board Member Charito R. Elegir, and CESB Executive Director Maria Anthonette Velasco-Allones.



New leadership. Secretary Singson sworn in Department of Education Assistant Secretary Tonisito Machiavelli Umali as NUCESO's President-elect. Asec Umali, and NUCESO Vice President –elect DENR Undersecretary Jonas R. Leones (not in photo) shall serve for a two-year term.

CESB holds thanksgiving night for partners, supporters



November 19, 2014. The Diosdado Macapagal Hall in Landbank Plaza, Manila was filled with celebration, music, dance, thanksgiving and strengthened friendship as the Career Executive Service Board held here the Annual Partners' Night and Appreciation Dinner to honor individuals and institutions who contributed to the success of all its endeavours in the past year.

CESB Presiding Chair Nieves L. Osorio formally welcomed the guests with a verse from Matthew 17:20, which states "Nothing will be impossible for you." This, she said, aptly described CESB's efforts in forging good relationship with its partners as well as its perseverance in fulfilling its commitments—religiously holding a Board Meeting every month for example—despite its "crazy schedule."

After the chair's talk, program host CESB Executive Director Maria Anthonette Velasco-

Allones, started the ball rolling by presenting the Outstanding Assessor Award to Ms. Milagrosa I. Hechanova; the Outstanding Validator Award to Atty. Edelwina De Guia-Parungao, Director Milagros Rimando and Director Lourdes V. Reyes; and the Outstanding Panel Interviewer Award to CES Governing Board Member Charito R. Elegir, Director Minda Soliven-Manantan, Ms. Ma. Paz W. Foronda and former CES Governing Board Member Elmor D. Juridico. Unfortunately, Director Manantan and Ms. Foronda were not present to receive the award.

Also recognized as Outstanding Partners in Learning for their contribution in promoting leadership excellence among the members of the CES community were institutions, such as the Human Resource Innovations and Solutions, Inc. (HURIS), ideacorp, Inc.; De La Salle University—College of Computer Studies (DLSU-CCS); Care and Counsel Wholeness and Training Center, Inc. (CCWC);

and CESB's go-to resource person Coach Randy A. Esguerra who was not able to attend the event due to health emergency.

The Outstanding Partners in Wellness Award was also presented to the following for their efforts in promoting health and wellness among the third level officials in the government: Department of Health Assistant Secretary Dr. Enrique Tayag, Dr. Romulo S. De Villa, Ms. Eleanor A. Sanchez and Mr. Luisito A. Palermo.


Further, the CESB recognized the Department of Budget and Management (DBM), Department of Social Welfare and Development (DSWD), and the Bureau of Internal Revenue (BIR) as top three agencies with highest CESPES compliance rate; the Department of Trade and Industry (DTI), the Department of Public Works and Highways (DPWH) and the Department of Education (DepEd) as top three agencies with the highest number of CESOs and Eligibles who are occupying CES positions; and the Department of Energy (DOE), the Office of the President and the Department of Science and Technology (DOST) as the top three agencies who have consistently complied with the submission of CES Plantilla of third level executives.

Finally, the CESB acknowledged the efforts of the Department of Education – Region VII for its commitment and active involvement during the 13th Annual CES Conference in Cebu. The team

was headed by Schools Division Superintendent and 2012 Gawad CES Awardee Ramir B. Uytico. It also paid tribute to the DPWH Bureau of Design and Construction and National Housing and Authority (NHA) for their commitment and active support in the design and construction of the CESB Resource Center.

Director Allones also extended her gratitude to the National Commission on Culture and the Arts, and the Halili-Cruz School of Ballet Dancers for spicing up the program with award winning dance presentations.

The event was made more fun and worthwhile with the attendance of key CES personalities, such as CES Governing Board Member Antonio D. Kalaw Jr., Former Senator Orly Mercado, former CSC and CESB Chair Patricia Sto. Tomas and former CESB Executive Director Mary Ann Z. Fernandez-Mendoza. Director Allones also thanked the members of the CESB Secretariat whose dedication and hard work all contributed to the success of the CESB programs and projects.

As the event closed, Director Allones conveyed her gratitude to CESB's partners who stood by its side over the years. "The words, the dinner, the tokens are not enough to thank you, nevertheless, I would like to thank you once again for helping us. *Sa inyong tulong, nagagawa naming tuparin ang aming tungkulin makapaghubog ng mga pinunong marangal, magaling at masigasig.*" 

Third gCIO program gets public managers ready to lead e-governance

The Career Executive Service Board, in partnership with the De La Salle University – College of Computer Studies (DLSU-CCS) and ideacorp, successfully conducted Modules II and III of the third instalment of the Government Chief Information Officer (gCIO) program last November 3-7, 2014 at the Development Academy of the Philippines (DAP) Conference Center in Tagaytay City.

In her welcome message, CESB Executive Director Maria Anthonette Velasco-Allones introduced gCIO as a training program that also serves as CESB's advocacy to promote the use of ICT in the public sector. She likened the participants into rhizomes, a type of plant that grown underground and produces shoots and roots into a new plant. She said that even though they are small in number, if strengthened and capacitated, they could become the critical mass that would spread wider and plant deeper, the roots of ICT in the bureaucracy.


Module 1 was discussed by Dr. Emmanuel "Boying" Lallana of ideacorp, an independent, non-profit organization devoted to research, training and advocacy work on the use of information and communication technology (ICT) for development.

His presentation provided an overview of the e-government in the Philippines, the key competencies of a gCIO following global standards adapted to local realities; leadership models for a gCIO; and strategic ICT planning.

As a Module 1 output, the participants were required to formulate a proposal that they will develop into a policy recommendation as a terminal requirement of the course. The proposal was then presented to a panel of ICT experts, namely Carlos Subido of Intel Philippines; Cecilia Reyes, an independent ICT consultant and Dr. Lallana.

Module II on the other hand, was presented by Project Management Professional Francis Uy. As one of the 13 certified practitioners of The Open Group Architecture Framework (TOGAF) in the Philippines, Uy discussed the concepts, tools and processes in developing an enterprise architecture using the TOGAF tool. TOGAF is an open source framework which is an approach for designing, planning and governing and enterprise's information technology structure.

The third batch of gCIO included Joel A. Layson of the Social Security System (SSS), Alona H. Isidro of the Power Sector Assets and Liabilities Management Corporation (PSALM), Shirley J. Salvador of the National Electrification Administration (NEA), Lilia O. Pinzon of the Securities and Exchange Commission (SEC) and Dominic F. Kabigting of the Land Rail Transit Authority (LRTA).

The next modules of the program will be conducted on December 1-5, 2014. Interested participants may call Imelda Guanzon of the Professional Development Division at telephone numbers (02) 951-4981 local 127. 

A day of thanksgiving and love



One in faith and sharing love. The CESB secretariat headed by Executive Director Maria Anthonette Velasco-Allones kicks off the month-long celebration of the 41st anniversary of the CES with a thanksgiving mass (left photo) and an outreach program/art workshop facilitated by artist Buddy Ching for the kids at the Philippine Children's Medical Center (right photo).

The Career Executive Service Board kicked off the month-long celebration of the 41st founding anniversary of the CES with a thanksgiving mass and an outreach program at the Philippine Children's Medical Center (PCMC), November 7, 2014.

The mass, which was held at the CESB office, was attended by the CESB secretariat headed by Executive Director Maria Anthonette Velasco-Allones, *CESO I*. It was officiated by Father Steve Tynan whose homily on the day's Gospel (Luke 16: 1-8) enjoined everyone to reflect on the way material possessions must be acquired and made use of. Contentment is the key, the priest said, adding that all that we have must be used honestly at the service of our Lord and of others.

After the mass, the group headed to PCMC to provide sick children with some moments of fun and relaxation through an art work-

shop facilitated by visual, installation and performance artist, Salvador "Buddy" Ching. "I hope that through this activity, we can ease the children's pain, or at least get their minds off their condition even for a short period of time. I also hope that they will come to realize that being sick is not a hindrance to creating a beautiful piece of art," Ching remarked.

Simply yet aptly themed "Love," the workshop gave the kids the chance to express their creative side by illustrating persons or things that they love the most. And true to Ching's words, the kids momentarily *left their sickness behind* and focused on drawing and coloring their masterpieces, with the help of the artist and the CESB staff.

Iris Estacion, sister of 10-year old Ken, was happy for his brother who seemed so occupied drawing his house. "He loves to draw and I believe this activity would help him not get stressed and slow

down the spread of his disease," Iris shared of his brother who is undergoing chemotherapy due to acute myeloid leukemia (AML) and acute lymphoblastic leukemia, two types of blood cancer.

Meanwhile, Divine Demiticon, the mother of 10-year old Daria, was as happy seeing her daughter enjoying the activity. "She has epilepsy and attention deficit hyperactivity disorder (ADHD). This workshop is very helpful in developing her ability to focus," the mother said.

After the workshop, the CESB staff distributed snacks and goodie bags containing art materials and coloring books to each of the 30 children who participated in the activity.

It was indeed a day of thanksgiving, fun and joy as the CESB staff spent another day fulfilling their commitment with faith and great love to the people. 🌍

CES INSPIRING STORIES

While he remembers enjoying some of life's perks when he was still a kid, Department of Environment and Natural Resources (DENR)'s Training Management Division Chief Hiro Villaluna Masuda admits his childhood years revolved around experiencing and struggling poverty. The sudden shift from quite an easy life was unfathomable to the young Hiro who all the more felt living on the breadline when they transferred to Tondo, Manila. His mother's income as a laundry woman and sampaguita vendor and his stepfather's salary as a security guard hardly sufficed to support the family. They needed to find other means to put enough food on the table and provide for their other basic needs.

This picture of poverty, little by little, became very clear to Hiro. What seemed to be incomprehensible before came in perfectly lucid for him—life is hard and he needed to do something to help his family make both ends meet. Only grade four then, Hiro thought selling sampaguita was one way of helping out, but his mother reminded him that if he really wanted to change the course of their life, education must remain as his priority.

And so he did just what his mother said.

Juggling his time between studying and working on the streets selling sampaguita, Hiro's diligence and hard work soon paid off. He finished elementary and



A Hiro's Story

It is not every day that we encounter a hero in our midst but one sunny afternoon, a Hiro sat with the CESB staff to share his story and prove that while adversities in life are inevitable, we have a choice to turn them into opportunities that allow us to know ourselves better, strengthen our faith and inspire other people to never stop hoping, working, learning and loving.

was able to enrol himself in at Pasay City High School. "Sa Pasay kasi yung area na pinagtitindahan ng nanay ko. Pag-labas ko ng 4pm [from school], nagmi-meet kami ng nanay ko sa Libertad para ibigay nya yung paninda ko. Nag-iikot ako ng paninda bago ako umuwi," Hiro starts.

He recalls earning around P100-150 daily, which was enough for him to not anymore burden his parents for his food and transportation allowance. He remembers he was bullied because he shunned invitation to go out with classmates. "Di raw ako sumasama, e wala naman na rin kasi

ako pang-ambag," the chief explains, his tone a bit sad for missing out the simple luxuries of youth but never regretful for choosing to devote his time to improving himself instead.

Hiro knew he has the gift of gab so he developed his talent in public speaking. He joined oratorical and declamation contests which earned him and his school awards in division and national levels. It was at this point when he discovered his strong inclination to fulfilling leadership roles so he ran in the student council. Unfortunately

21 | *A Hiro's Story*

“Naghahanap na ako ng direksyon, kung anong gusto kong mangyari sa buhay ko. Dumating ako sa punto na... ‘Mag-titinda na lang ba ako ng sampaguita?’,” Hiro shares adding that if there’s something clear made out of that contemplation, it was his mission to lift his family out of poverty.”

he lost, but the fortitude in Hiro did not allow such loss to pin him down. It actually afforded him the chance to reflect on what he really wanted in life.

“Naghahanap na ako ng direksyon, kung anong gusto kong mangyari sa buhay ko. Dumating ako sa punto na... ‘Mag-titinda na lang ba ako ng sampaguita?’,” Hiro shares adding that if there’s something clear made out of that contemplation, it was his mission to lift his family out of poverty. And he can do that by finding a job with a better salary, of course.

But the job vacancy posters he remembers passing by would always require a high school diploma. So he endured a few more years of selling garlands and further tightening of belt until he finished his secondary education at age 15. A month after graduation, Hiro applied and was admitted as a service crew in a pizza restaurant—one step closer to his

dreams, he thought.

Going to college was not as hard because his mother’s *suki* offered to support his education at Adamson University. The support was cut short after a only semester however. With the words of his mom inculcated in his mind and heart, Hiro did not stop finding ways to continue his studies. And as if it was a stroke of luck or a blessing from above, a fellow crew mentioned the scholarship program offered by the City College of Manila (CCM, now Universidad de Manila), which in the next four years, would witness how Hiro emerges from a simple Psychology student to a full-fledged leader destined to make a difference in his community.

Hiro's passion

Hiro went through college studying at daytime and working at the pizza store at night. *It was hard* but the presence of a student assembly in the campus gave him

more reasons to persevere. Perhaps he had seen a lot of things common between his life and his university, Hiro aspired to bring change to CCM as well. After winning as Public Relations Officer when he was a sophomore, Hiro perceived running for presidency would enable him to do more for the student body. Thus, with the solid support from his classmates and the rest of the students who witnessed his competence, Hiro, together with his team, won the Supreme Student Government (SSG) election in a landslide victory.

“This is my chance to prove myself and carry out what we promised,” Hiro recalls telling himself after the election. And the council, with Hiro on the lead, indeed carried out the significant reforms they pushed for using the funds of the council and other initiatives such as solicitation from the office of then Mayor Lito Atienza. The elevator at the old building—which at times working and at

times not—was repaired, giving much comfort to students who didn't have to anymore rush climbing the stairs to get to their next class. With the clocks installed in the classroom, no one's left clueless of the time. And at last, there were electric fans in the classrooms to enable the students to focus on their studies and not on the irritating heat and poor ventilation.

The former SSG president reveals that the success of the council came from a mutual agreement between the officers and the students. "I told them we should help each other. As they say, we cannot spell success without 'U'," Hiro imparts.

Coincidentally, this simple yet essential tenet of effective leadership has become one of Hiro's guiding principles in his career. From the time he worked as a Psychologist at the CCM, then as OIC-Executive Director at the Youth Development and Welfare Bureau in the City of Manila, till he applied for a job at the DENR and later on appointed to various managerial posts, Hiro made sure everyone's on board to contribute his or her own brand of expertise.

But the young chief admits, leading a group of employees, most of whom are 10 to 20 years his senior, is not a walk in a park. "Laging tinitignan yung capacity ko because of my age," Hiro describes the early incidences of hostility and doubt on his capacity.

A positive person that he is, Hiro managed to convince his team to give him a chance to lead. And they did. Hiro discloses that the



Even during his younger years, Hiro takes every effort to inspire his staff to persevere and be the best that they can be.

process involved a lot of respect and trust between him and his staff, and sharing with them the secret formula to creating a successful team.

"Dapat hindi puro bata, hindi puro matanda. May halong wisdom from well experienced staff and at the same time dynamism from the younger staff. *Kung magiging maganda yung relationship, mas magiging okay 'yung division. Magiging masaya kayo at marami kayong made-deliver,*" he says.

While his position as a division chief sometimes requires him to get strict, especially when it comes to delivering what is expected of them, he did not let it go to his head.

"At times I needed to be a *kuya, kapatid, maging ama, ginagawa ko sa kanila. [Kasi] pag nasa posisyon ka na pala, dapat wag ka mabubulag sa posisyon. Wag mong kalimutan na no one is indispensable. Ang pinakaimportante sa position ay yung relationship mo sa ibang tao,*" Hiro imparts as he remembers the lessons of humility that his teachers and

the quotations from the buses he used to ride in during his student days would always remind him of.

But a successful team, Hiro points out, doesn't rely solely on having a common goal and maintaining a harmonious relationship among its members. In order to reach their aspiration, each member must be well-equipped and continuously learning for the group. Hiro, who had taken on odd jobs just to equip and capacitate himself knows this very well so he had taken every effort to inspire his staff to persevere and be the best that they can be.

His CES journey

"Recalibrate yourself."

These words of DENR Secretary Ramon J. P. Paje during a flag raising ceremony were enough to push Hiro to look again into his mission and purpose in life. He was already reaping the fruits of his years of hard work—good and stable job that provides well for his family and can already support a family of his own in due time—when he felt that there's still something missing in his career.

"I had about six months of soul searching: searching for the path I want to take, for what I want to do. Then I saw our top officials. *Magagaling sila. Ano ba'ng common sa kanila?*" Hiro shares his rumination which eventually led him to walk into the same path taken by the great officials he mentioned, including Secretary

☞ 24

23 | A Hiro's Story

Paje who is a Career Executive Service Officer (CESO) I.

His face blushing, Hiro confesses he was anxious on taking the CES path because of the rigorous examination process it entails. But he conquered his fear and on December 8, 2013, he had taken the CES Written Examinations (CES WE) as his first step to his CES journey.

After finishing the test however, Hiro deemed that first step might be his last. *"Ang una kong tanong sa examiner ay 'Kailan po ba yung susunod na exam?' I was anticipating na bagsak ako sa hirap kaya inaalam ko na kung kelan ulit sila magko-conduct,"* Hiro's face goes red again, laughing upon recalling his CES WE experience.

There might be some stroke of luck, but it was definitely a blessing from above and another fruit of his hard work and perseverance. Hiro passed the CES WE and so were the more tedious and

back breaking Assessment Center (AC) stage, the On-the-Job Performance Validation and Board Interview in less than a year's time. (At the recently concluded 13th Annual CES Conference in Cebu, Hiro was among the 179 newly conferred CES Eligibles.)

Hiro expresses, being a CESE develops in him a more responsible person not only in the way he manages his work but also in the manner that he deals with his people. *"My goals this time are not for myself alone. I wanted a shared vision with others. Kung dati kino-coach ko lang sila (his staff), ngayon tinutukan ko sila isa isa. Mas naging aggressive ako na tulungan sila, 'Ano ba 'yung mga competencies na kulang sa'yo?' Anong kulang mong training? Educational background?' Kung ako nadala ko yung sarili ko, bakit di ko madala yung iba,"* Hiro's smile shines brighter knowing that he had finally realized his one great purpose in life— to help and give a part of himself to his family and to others in need.

Well, he was not named Hiro for

nothing in the first place. While it sounds perfectly the same as his benevolent character, Hiro is actually a masculine Japanese name which means generous, tolerant and prosperous.

Mission possible

Of the many things he had accomplished—academic excellence, effective and productive governance in the student council (and now in his division), a flourishing career—Hiro regards supporting his siblings till they finished college as his greatest achievement in life. Education changed the course of his life and Hiro wanted such wonderful change to also take place in the lives of his siblings.

The young chief perceives as well, that the blessings he had received are contributions of many people and he feels that it is just right to give back in his most humble and discreet ways. But sometimes, no matter how one stays low profile, his good deeds return to him. Thus, it is not surprising that Hiro continues to receive a shower of good fortune and admiration from people who get inspired from his journey.

Five years from now, Hiro envisions himself assuming a higher position in the government, which he is quick to add, would enable him to serve more people, better. Coming from a broken family, (Hiro never met his Japanese father), Hiro finally shares one of the greatest dreams he has been longing for all his life. *"Isa talaga sa mga pangarap ko, ang magkaroon ng buo at masayang pamilya."*



Hiro and his fellow members of the Bids and Awards Committee. *"Pag nasa posisyon ka na pala, dapat wag ka mabubulag sa posisyon. Wag mong kalimutan na no one is indispensable. Ang pinakaimportante sa position ay yung relationship mo sa ibang tao,"*

CESB maintains ISO Certification on 4TH year

The Career Executive Service Board (CESB) maintains its ISO 9001:2008 (also called the Quality Management System or QMS) certification for services under the Career Executive Service (CES) Eligibility and Rank Appointment Processes. The announcement was made by two (2) representatives from Tuv Nord, the ISO certifying body, who conducted the surveillance audit last November 10, 2014 at the CESB Office, Holy Spirit Drive, Quezon City.


The CESB ISO certification is already on its 4th year. The initial certification was granted by the

same certifying body in 2010. The ISO 9001 (a Greek term which means “equal”) is created by the International Organization for Standardization to help organizations effectively fulfill customer requirements and enhance customer satisfaction.


In same manner, the Quality Management System of the CESB aims to ensure service quality with the highest standards demanded by the agency and expected by its clients.

In the recently conducted surveillance audit, three (3) good prac-

tices (GP) in the CESB systems/processes were highlighted and no nonconformities were reported. The 3 GPs were as follows:

- * Hiring and recruitment is compliant with the Government Qualification Standards and Civil Service Commission (only with approved item or as per plantilla);
- * Very thorough internal audit results presented and discussed during management review; and,
- * The timely release of exam and evaluation results is commendable. 

Consummatum est

March 2024. A Career Executive Service Officer excitedly goes to the stage with his wife to pin a commendation medal to their son who tops his kindergarten class. His grin flashes with pride as the principal congratulates them for their child's enthusiasm to lead his classmates at a very young age. His wife smiles and affirms, “May pinagmanahan po.” The CESO's face grows red yet still beaming with gratification especially when he wears the sampaguita garland around his son's neck to honor him in his graduation. Looking at the fragrant buds, the career executive is inundated with memories of childhood, struggles, perseverance and dreams, one of which happily took place just a while ago. 

HIRO'S HEROES

Assistant Secretary Corazon Davis and Director Ric Enriquez, for encouraging him to take the CES eligibility exam not as a mere requirement for his position, but as a solid foundation for becoming a dedicated and competent public servant;

Atty. Jonas Leones, for giving him a strong and persistent follow-through on Sec. Paje's challenge to recalibrate himself, and for continuously guiding, mentoring and coaching him;

Sec. Ramon J. P. Paje, for being a role model and for selflessly sharing words of wisdom that inspire him and his colleagues to perform their best in the name of public service; and

Mayor Lito Atienza, for believing in his talent and capacity; for inspiring him to be the leader that he is now; and for reminding him in the most challenging time of his life that genuinely helping people never expects anything in return.

NEW CES ELIGIBLES

**CESB Resolution No. 1190
November 12, 2014**

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