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## Vibrant City of Smiles hosts 16th Annual CES Conference



*DBM Secretary Benjamin Diokno keynotes the Opening Ceremony before the 818-strong crowd hailing from different government agencies and regions.*

**E**ight hundred eighteen (818) members of the CES converged for inclusive and sustainable development in the 16<sup>th</sup> Annual CES Conference in commemoration of its 44<sup>th</sup> founding anniversary last November 21, 2017 in the Vibrant City of Smiles, Bacolod City.

Aptly themed “GoVergence: Convergence for Sustainable Development”, this year’s conference topics underscore the need for convergence in governance as a catalyst for sustainable positive change.

Bacolod City Mayor Evelio R. Leonardia, represented by Vice Mayor El Cid M. Familiaran, gave his warm

welcome to the delegates saying, “*It is my hope that each one shall be able to renew camaraderie or form new ones, as it is always proven that those who work harmoniously in unity win.*”

Agrarian Reform Undersecretary Rosalina L. Bistoyong, *CESO I*, Officer-in-Charge of the Office of the Secretary and National Union of CESOs, Inc. (NUCESO) President, delivered her message of solidarity motivating government executives to engage more and more in inter-agency coordination to strengthen alliances in the attainment of our country’s goals and targets.

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## 1 | 16th Annual CES Conference...

### Budget Secretary Diokno keynotes 16th Annual CES Conference opening rites



*Bacolod City Vice Mayor El Cid M. Familiaran (left), DAR OIC Secretary Rosalina L. Bistoyong, CESO I, (center), and CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, (right) during the Opening Ceremony of the 2017 Annual CES Conference*

*"We will ever strive for the ideals and sacred things of the city, both alone and with many; we will unceasingly seek to quicken the sense of public duty; we will revere and obey the city's laws; we will transmit this city not only less, but greater, better and more beautiful than it was transmitted to us."*

Budget Secretary Benjamin E. Diokno shared the above Oath of the Athenian City State in part before the career officials in attendance to remind them of their duties as vanguards of excellent public service during his keynote speech.

Secretary Diokno further discussed the Philippine Medium-Term Development Plan (PDP) 2017-2022, which is anchored on a long-term vision of our country's inclusive growth and global competitiveness.

According to him, policies and reforms, no matter how well crafted, are useless unless government leaders and public managers operate efficiently and be resolute.

*"If the CESO system is strong, you provide continuity and stability because politicians come and go, but you stay,"* Secretary Diokno declared amidst a resounding applause. 🌀



*The 16<sup>th</sup> Annual CES Conference kicks off with world-class performances from the Halili-Cruz School of Ballet (above) and the Barangay 18 MassKara Festival Street Dance Champions (below).*



# Highlights of the 16th Annual CES Conference

## New CES Eligibles take oath

*"I shall bring change where this is needed,  
expertise where this is missing,  
And leadership where this is wanting..."*



**106 new CES Eligibles stood tall during their oath-taking ceremony administered by CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I.**

One hundred six (106) newly inducted CES members beamed with pride as they recited these lines from the CES Pledge while affirming their commitment to the CES during their induction and pinning ceremony. This is the moment when the CES community welcomes its new members who have successfully hurdled the year-long rigorous, challenging but meaningful process of the four-stage CES eligibility examination. The final rite was made more momentous when the inductees were asked to call their peers or career official of choice to help put their CES pin during the Pinning Ceremony.

CES Board Executive Director Maria Anthonette C. Velasco-Allones, *CESO I*, presented the one hundred six (106) new CES eligibles from both public and private sectors.

For Quirino Memorial Medical Center Chief Evelyn Victoria, this year's conference *"is the most artistically diverse [Annual CES Conference] by far!"* Likewise, Department of Education (DepEd) Region XII Assistant Schools Division Superintendent Mario Madrero was impressed by the overall look and theme of the event. He further remarked that Secretary Diokno's message struck him clearly and that he fully understands the challenge of becoming a career official.

## 2017 Gawad CES finalists take on convergence efforts

**DAY 1**

Three (3) finalists of the 2017 Gawad CES Award were featured in the first plenary of the 2017 CES Conference to showcase their innovations and share their insights and learning from collaborating and converging with other government agencies. These finalists are: Assistant Secretary Myrna S. Chua, *CESO III* of the Department of Budget and Management (DBM); Director Enrique A. Tayag, *CESO III*, Officer-in-Charge of the Office of the Assistant Secretary for Policy and Health Systems, Department of Health; and Schools Division Superintendent Cristito A. Eco, *CESO VI* of the Department of Education (DepEd)-Catbalogan City.

Dubbed as "the mighty but calm star" of the Budget department, Assistant Secretary Chua led the team that drafted the legislation on the modified compensation frame, established the Total Compensation Framework, and consequently, facilitated the completion of the four-year implementation of the Salary Standardization Law (SSL) III.

From October 2013 to June 2014, Assistant Secretary Chua was detailed at the Bureau of Customs (BOC) where she was asked to join the "Reboot BOC and Uproot Corruption" ad hoc team. As the designated Deputy Commissioner for Internal Administration, she was able to address personnel concerns at the bureau. Although she spearheaded the creation of a recruitment and promotion plan that was based on merit and fitness in the BOC, she gave credit to the late Deputy Commissioner Arturo M. Lachica in implementing the reforms in recruitment and selection after she went back to DBM to craft the SSL IV.

Meanwhile, DOH's Dancing Director Tayag related this year's Conference theme with his experiences as a medical practitioner/clinician, public servant, policy maker and program manager.

Dr. Tayag explained that in the past, epidemiologists, public health servants, and clinical care practitioners differed from each other, "but now, the worlds converged. The convergence of clinical care and public health happened before my eyes in my 29 years of career."

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## DAY 1

## 3 | 2017 Gawad CES...



*(Seated from left to right) Session Chair Milagros A. Rimando with the 2017 Gawad CES finalists: Director Enrique A. Tayag (DOH), Assistant Secretary Myrna S. Chua (DBM), and Superintendent Cristito A. Eco (DepEd-Catbalogan City)*

During the outbreak of Ebola and Swine flu in many areas in Central Luzon, Dr. Tayag, together with a lean team of epidemiologist, had simulation exercises and tested their protocols, in partnership with the Department of Agriculture (DA). According to him, DOH's partnership with DA resulted in a convergence between animal health and human health, as the DOH address the problem on its own.

He likewise discussed in brief the DOH-Local Government Units (LGUs) convergence program, wherein the DOH was responsible for crafting policies while the LGUs were the implementers. He emphasized the importance of changing people's mindset by making tried-and-tested arrangements to provide the needed services.

Primarily known for making health education an entertaining way of learning, Dr. Tayag ended his presentation by showing off his amazing dance moves and asking his fellow career officials to dance with him.

Lastly, SDS Eco presented a video presentation of Catbalogan's journey towards establishing strong relationships with their stakeholders.

Through data analysis, he identified issues and difficulties experienced by the city such as high dropout rates, low participation and low academic performances amongst students, resources, attitude of people in the organization, and stakeholders' support.

To address these challenges, SDS Eco and his team anchored their city's vision and dreams on DepEd-Catbalogan. As a result, Project LEAD came to life which served as the inspiration for the "Building New Generation Knowledge and

Attitudes by Raising Advanced and Innovative School Leaders (BuNGKARAS)" project. Under this project, their local school boards were expanded and a regular consultation of the division office with the district teachers, including local barangay officials was institutionalized.

SDS Eco likewise studied and addressed the pressing concerns by teachers at work 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 includes the Basic Classroom Information System (BCIS), Human Resource Information System (HRIS), Document Management System and DepEd-Catbalogan City website.

SDS Eco's "Swimming Pool in the Sea" project was met with a huge applause from the audience. The project is a convergence program between the DepEd-Catbalogan and the City Government with the help of the barangay officials. The Olympic-sized floating swimming pool serves as a training ground for future swimming champions of Catbalogan City to train on a daily basis for free.

Regional Director Stephen M. Leonidas, CESO V, DAR, Regional Office No. 6 said that the conference refuels and inspires the third level officials. In an interview conducted after the session, he expressed his commendation for the speakers.

"I always wanted to attend this kind of activity because we have so many excellent speakers. In fact, if you have to look at the profile of the speakers today, we can say that there is no waste of time here," Director Leonidas stated.

The Gawad CES is a presidential award that recognizes members of the CES for their exemplary performance and significant contributions in the areas of innovation, information and communication technology, social services, administrative reforms and public policy, and aims to inspire other members of the CES community to live up to the Career Executive ideals.

National Economic Development Authority Regional Director and Cordillera Association of Regional Executives President Milagros A. Rimando, CESO II chaired the session. 



## CES Journey of Service and Excellence: A Testimony and a Challenge

DAY 1



*The LAMP graduates Class of 2017 are all smiles as they pose for a picture with CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, and CES Governing Board Member Evangeline Cruzado.*

The CES Fellowship Dinner and Testimonial Night of 2017 that wrapped up the first day of the Conference at the La Proa Grand Ballroom of L' Fisher Hotel in Bacolod City is a reflection of a career officer's life in the service. It mirrored the different phases of a CESO's journey as s/he travels in the bureaucracy. Highlighted by awards and enriched by colorful dances, the night captured the attention of 818 members of the CES who have joined the journey.

### Born to Serve

One is born into the CES and inducted into the powerhouse of government on a foundation of meritorious work performance and hurdling of tests. He is conferred eligibility and gets a chance to be appointed to a CES rank by the President through years of excellent performance and the exercise of the core values of the body in daily work life. One hundred and thirty-two (132) marked their ground.

One of the inductees is John Anthony Balisi, Director I of the National Book Development Board. He started his government service at the University of the Philippines as a University Researcher in 2000. He has served with the National Institute of Health, University of the Philippines Manila/DOH and the Office of the Presidential Adviser on the Peace Process (OPAPP) as Project Development Officer IV, and the Department of Social Work and Development (DSWD) as Project Development Officer V/Chief Administrative Officer.

An anthropologist and a researcher at heart, he wants to be like DBM Assistant Secretary Myrna Chua and serve in the field of "policy formulation which heavily relies on research and strategy direction setting."

### Men and Women hold the LAMP

Councilor Maria Belen S. Acosta, CESE, of the Davao City Sangguniang Panlungsod represented the one hundred two (102) Leadership and Management Proficiency (LAMP) Program graduates of 2017. In her testimony, she recalled

her batch's experience in Dumaguete City which she referred to as their trophy of the sweet smell of success and a government owned by society. As an elected official, there was no actual need for her to undergo the CES journey, but this woman of character took on the challenge and said, "Why not?"

She challenged politicians to give more heart on being a good public servant or servant leader rather than "*dibdibin ang pagkapulitiko*." A champion of women's emancipation, she believes that whatever men can do, women can do as well, but the women's capacity to love their children as mothers set them apart. Women can give everything to their offsprings who came from their own bodies. Councilor Acosta is a lamp to her Davaoño constituents whom she considers as her children.

### Meritorious Services get Honors

Highlighting the evening was the awarding of three 2017 Gawad CES Finalists who have shown the highest level of service excellence. Department of Budget and Management Assistant Secretary Myrna S. Chua, CESO III completed the "Study on Compensation and Benefits in the Public Sector" which formed the basis for Executive Order No. 201 and Congressional Joint Resolution No. 4, a landmark legislation that reformed the compensation structure of government personnel.

The Bureau of Customs (BOC) benefitted from her illustrious services as she reformed the recruitment, promotion and other internal administrative systems in the bureau that paved way for the filling up of 376 positions in less than two (2) years, enhancing the rate of collection and adhering to the noble rule of merit and fitness.

Department of Health's Dancing Director Enrique "Eric" Tayag, CESO III, who is in charge of policy and health systems, received a Gawad CES Statuette for effectively spearheading the institutionalization of the revised International

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## DAY 1

## 5 | CES Journey of Service...



Three (3) distinguished CES exemplars receive the CES Gawad statuette from CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, and CES Governing Board Member Evangeline Cruzado, CESO III .

Health Regulations (IHR 2005) which fostered the Philippine's capacity to prevent, protect against, and respond to emerging health threats, such as the Middle East Respiratory Syndrome (MERS) and Ebola in the recent years through reliable detection.

He feels happy to have his mother witness the ceremony, and feels victorious to receive the recognition in her hometown. *"Dumaan kami sa butas ng karayom, kaya gusto kong andito siya, manalo, matalo,"* said Dr. Tayag.

His proud mother, Milagros Tayag, is a daughter of Bacolod, who believes that it is essential for mothers to nurture their children's education and make sure that they know what their children are doing, despite their busy schedules. She said, *"Eating meals together gives the opportunity to monitor their food and their health and to be updated with what they are doing and how they are progressing. Right now, I am proud to witness how my son is honored for his services to the nation and the Filipinos."*

Superintendent Cristito A. Eco, CESO VI, of the Department of Education-Division of Catbalogan, was honored for his development of the Enhanced Computerized Office (eCo) system that unburdened the school teachers of his division of the tasking routines of data, record and resource management giving them more time to focus on their core duty, teach and lead the future. By the mere click of a finger, teachers can easily produce students records, class standings, cards, diploma among others. Educator-innovator Eco also initiated *"Harambang"*, *"Bangka ng Buhay"* and *"A Swimming Pool By the Sea."*

*"Poverty is not a hindrance to good governance. In our case, we started packaging our initiative in response to the existing issues by working with the community, LGUs, and other private groups. Despite the late release of our budget, DepEd-Catbalogan's resourcefulness paved the way to our projects' success,"* said Eco.

Coming from a very poor family was not a problem but an opportunity for Eco to think about how to have a better future. *"As a third world country, we have many opportunities to move forward. We must harness our resources, maximize them, invest on the things where we have clear return on investment, and those which benefits go down to our marginalized sector,"* he added.

He leaves a challenge to teachers, *"Sukatin nila gaano nila kamahal ang kanilang trabaho, kasi if you love your work, you will give everything that you have for your job and realize later that blessings will come, 'di mo ineexpect pero darating 'yan kasi you work not because you want to be promoted, not because you want to be a principal or win an award, you work because it is the demand of your current task. Always give your best."*

He dedicates his award *"sa mga kawani ng gobyerno na naandyan sa tabi-tabi na gumagawa ng maraming bagay na nakakatulong sa kanilang opisina, sa kanilang kliyente. Sana di sila magsawa and that they continue their fire burning. In the end, in the future, may mari-recieve din silang recognition in many forms. Para po ito sa kanila."*

### An End and a Beginning

As service starts and paths are journeyed, so comes the end called retirement. One hundred thirty-five (135) were honored, 31 of whom graced the event to receive their plaques of recognition. Topping the list with the longest years of service is Mr. Mario Corpus of the National Tobacco Administration (NTA) with 44 years, while Ma. Felisa Magud of the Development Academy of the Philippines posted the least, 14 years. CES retiree Mariano R. Alquiza was given special mention for his dedicated service, having served as the first national president of the NUCESO and for leading the regional associations in the Cordillera Administrative Region, Ilocos, and Davao Regions.



## 6 | CES Journey of Service...



*Pagpupugay at Pasasalamat. The CES community honors the 2018-2019 retirees during the Testimonial Night of the 16th Annual CES Conference.*

It is not the years that count, but the quality of service, as in their case. It is also an experience and a lesson that they pass on to others in their agencies. One particular member showed a gesture of worship to his retired boss when CESB Executive Director Velasco-Allones asked the members of the audience to rise if any of them have been touched, mentored and guided by the honorees, as a gesture of gratitude. "LODI (Idol) ko siya, because he is a good man, a good friend and a good teacher, truly a servant of the people," she remarked.

Assistant Superintendent Sol L. Cariaga of the DepEd Division of Tarlac, who spent 28 years in the public schools, professed that it is her love for the Filipino learners which allowed her to be the mother of her pupils and give them the best of what she can. The secret to success of a teacher, according to her, is the love of her profession and her pupils. She advises fellow educators and DepEd executives to "help teachers achieve the vision of education for the empowerment of the nation, and reach the tip of their potentials and even go beyond."

The departed members of the CES were also honored and their memories rekindled. A heart-warming and profound gesture of thanksgiving enveloped the audience as they were graced with a dance number by the Halili Cruz Ballet set to the tune of Basil Valdez' timeless love song, *Ngayon at Kailaman*.

Executive Director Velasco-Allones, who personally led the program and gave out all the awards, thanked everyone for their participation and inspired them to be exemplars of public service excellence as they journey with the CES. Asked on her insights of the Testimonial Dinner, she smilingly said, "According to them, it's a blockbuster!"

The adjudged 2017 MassKara Festival Street Dance Champions, Barangay 18 MassKara Dancers, delivered a superb and energetic performance in their colorful costume, while the Halili Cruz School of Ballet students performed three meaningful dance numbers much to the delight of audience.

DepEd Assistant Superintendent Roland Fronda and DILG City Director Mary Anne B. Planas were masters of ceremony.

## NUCESO holds annual general assembly

As the year comes to an end, more than a hundred members from various regional chapters and national government agency associations of the National Union of CESOs, Inc. (NUCESO) trooped to the City of Smiles for its annual General Assembly last November 21, 2017.

National President Rosalina L. Bistoyong, Officer-in-Charge of the Office of the Agrarian Reform Secretary, presented her 2017 President's Report, while Region Eight Administrators' League (REAL) President Imelda C. Laceras presented the 2017 Financial Report on behalf of Labor and Employment Assistant Secretary Joji Aragon.

One of the issues discussed during the annual gathering was the revision of Membership Guidelines, specifically the admission of CES Written Examination passers in the NUCESO as Associate Member. The NUCESO further established a Membership Booth, which offers NUCESO ID for free upon payment of the Annual Membership Dues.

NUCESO Executive Vice President and Commission on Higher Education-Region XII Regional Director Maximo C. Aljibe, *CESO III*, presented the Resolutions adopted by the body during the resumption of the General Assembly on November 23.

## DAY 2

## 2017 CES Con launches Edutainment dance workshops

The second day of the conference jumpstarted with simultaneous “edutainment” dance sessions led by the Halili-Cruz School of Ballet (HCSB) teachers and honor students. Conference learners were able to choose the dance session of their own interest but were encouraged to pick one that was out of their comfort zone. The “edutainment” dance sessions, which lasted from an hour and fifteen (15) minutes, include: jazz, hip hop, tap, adult ballet, and lyrical dances.

### Jazz Up Your Leadership



**ALL FOR ONE.** Pumped-up career executives unite as one as they perform in part the winning dance routine of the Halili-Cruz School of Ballet at the 19th Asia Pacific Dance Competition in Kuala Lumpur, Malaysia.

“As leader-managers, we always dance with complexity in the workplace. And just like dancing we [should always] start strong and finish stronger,” said session chair Hiro V. Masuda, Chief Administrative Officer of the Department of Environment and Natural Resources (DENR), as a way of introducing, relating and integrating the jazz dance session to one hundred eight (108) career executives with their day-to-day operations as vanguards of public service.

According to HCSB Teacher Julia Camille Maza, jazz dance is basically a dance that combines strong movements and ballet foundation such as, but not limited to, pointing of the toes and the way the dancers stand. “Most of the jazz dances are fast, upbeat and up to date, and basically include three basic dance steps, namely: star jump, pike jump and jazz walk,” added Teacher Julia.

Assisted by HCSB honor students Danika Villarin and Phoe-mela Angela Esluzar, Teacher Julia taught and integrated the above-mentioned basic jazz moves to jazz-curious executives to the tune of “All for One”, from the High School Musical movie series, which was their winning piece in the recently concluded 19th Asia Pacific Dance Competition in Kuala Lumpur, Malaysia.

“I had fun teaching them the basics of jazz dance. I’m actually surprised that many participants were enthused to learn

jazz. I’m very happy because everybody was able to learn the dance routine quickly,” remarked Teacher Julia.

Meanwhile, Labor and Employment Regional Director Joel Gonzales commended the excellent facilitation of the dance session saying, “Jazz Up Your Leadership is something like you could emulate femininity in you. You feel great in doing the same. It’s actually a good and healthy exercise.”

Ms. Cynthia Rose Fartohana of the Department of Education (DepEd) Division of Pagadian City likewise praised the edutainment session, “With this activity, we are not only learning but we are also keeping ourselves fit. This activity also teaches us to be flexible at all times, have patience and also compassion with our work to make our programs more successful and manageable.”

### HIP or HOP? Test Your Tenacity

One hundred fifty-nine (159) members of the CES grooved to the hip hop music led by HCSB Teacher Marco de Ausen with help from Mr. Cedric Sulat and Ms. Lilka Sanciangco.

Interior and Local Government Provincial Director Teodora P. Sumagaysay chaired the session and provided a brief history of the hip-hop dance.



**Teacher Marco de Ausen of the Halili-Cruz School of Ballet guides the learners through the art of hip hop dancing.**

Break dancing and house dancing are two (2) common key styles of this dance. This type of dance further offers fitness benefits as it increases stamina, strengthens the core and the heart, and aids weight loss.

Prior to teaching the choreography of “Strip That Down,” an edgy and fast-paced dance song by Liam Payne released in 2017, Teacher Marco provided some light stretching to not only improve the participants’ flexibility and the ease with which they can move, but also to help them prevent injuries.



## 8 | 2017 CES Con launches...

At first, the participants were having a hard time keeping up with the dance moves because of its fast pace. However, Teacher Marco and assistant Cedric patiently guided them, going through the sequence of the moves step by step.

Albeit very challenging, the participants led by no less than the Dancing Doctor Eric Tayag sweat it out and grooved to the complicated modern dance moves.

"The session went smoothly and we were in fact very engrossed with every dance move," said DepEd Education Program Supervisor Lotis Respicio.

### Tap Your Management Talent

No less than HCSB Tap Teacher and Director/Choreographer of Whiplash Dance Company, Mr. Wilson Ong, facilitated the tap dance workshop attended by sixty-nine (69) CESOs and CES eligibles.

"I myself am happy to see that there is a good number of participants to join us in the education of learning the tap dance," said Teacher Wilson despite the fact that the dance is not famous in the country. Tap dance is the tapping of the toes and heels rhythmically to create sounds.

The class was taught of the American technique for tap dance. Tap dance is known for its two (2) types: one that is concentrated on techniques and the other is focused on choreography.



Participants actively participate during the warm-up exercises.

Assisted by student-teachers Jufette Sanolan and Gabriela Mauricio, Mr. Ong taught the basic steps in tap dancing such as shuffling of the feet, which makes sounds on both toes, and boot chains. To make it more challenging, Teacher Wilson asked the participants to try and combine the steps.

When asked to comment on the dance workshop DepEd Bohol Superintendent Marina Salamanca said, "This is the first time for us to learn about Tap Dancing. I enjoyed it and this is

very helpful to our job. It is a form of de-stressing and I thank CESB for providing us this opportunity."

Mr. Lorenzo Mendoza of DepEd Davao Oriental likewise remarked, "The session is really engaging in the sense that all participants were able to appreciate our hidden skills and talents that are needed to sustain the work's stress and pressures. Move to groove it is!"

Meanwhile, Director Roy Kantuna of the National Economic and Development Authority (NEDA) Caraga Region enjoyed the edutainment session saying, "Actually, *marami sa amin* first time to dance, *tapos* Tap Dance pa, *'yung pina-kamahirap, pero* we enjoyed a lot and may gender sensitivity. Fair *'yung* treatment, *saka magaling, magaling*. We enjoyed, *'yun* ang most important thing, we enjoyed!"

DepEd Superintendent Ma. Ines Asuncion was tapped to chair the session.

### Classic it is! Adult Ballet for Brave Beginners

"Bravo, brava!" shouted Ms. Grace Garalde-Perez of the HCSB as she commended the forty-three (43) brave learners of adult ballet edutainment session.

As session chair of the event, DENR Director Ric G. Enriquez did not miss the opportunity to participate in learning the basic positions of ballet.

From pirouettes to pliés, he and the participants laughed and enjoyed as they tried to imitate the young ballerinas.

"I enjoyed the session so much. Another one like this, please!" exclaimed DepEd Superintendent Doris DJ. Estaliwa.

Meanwhile, from the perspective of a former choreographer and dancer, DepEd Superintendent Carlito Matibag said he was amazed by the gracefulness of the ballerinas, as well as the participants who have limited knowledge and practice on the dance.

### Communicate Lyrically

The energy level was high and evident among the CES movers and shakers who joined the lyrical dance session facilitated by HCSB Teacher Ira Louise Rostrata, assisted by honor students Celina Maria Victoria "Toni" Noel and Julia Torres.

After a couple of round of various stretching exercises, Teacher Ira announced that they will be using Whitney Houston's "I Will Always Love You" for the choreography dance.

"Sa lyrical dance, *dapat meron tayong hugot*. *'Yung* message [ng song] *is meron siyang pinaglalaanan ng pagmamahal niya*," Teacher Ira said before teaching the choreography. "

## DAY 2

## 9 | 2017 CES Con...

*"Dapat maramdaman nila 'yung pinaparating ninyo na mahal niyo sila," she added, prior to citing the famous quote, "action speaks louder than words."*

The participants were taught and guided on how to internalize the lyrics and express its meaning through modern contemporary dance. After trying out the choreography, the participants were divided into groups to have more space for choreography demonstration.

Teacher Ira emphasized that modern contemporary dance is more open compared to ballet so she told the participants that they could move around, dance freely and do whatever they want just before the song hits the chorus.

The choreography was rehearsed a few more times before they were given a break. During the break, one of Teacher Ira's assistants, Toni, a 17-year old dance medallist, treated them with a lyrical dance. Her routine won third place in the 19<sup>th</sup> Asia Pacific Dance Competition in Kuala Lumpur, Malaysia, last August 2017. After performing her lyrical dance, the session resumed and was followed by a cool down routine.

Toni said that this activity was a good way for the participants to let out some steam. Since there are some who are not used to dancing, she said that this was also a good way for them to get out of their comfort zone, since it was a new thing to try, and just have fun.

Teacher Ira, who just got back to teaching dance after graduating from Miriam College, said that this was her first time facilitating a lyrical dance workshop. Since she was used to working with girls who already have a decent background in dance, she said that this session was a bit of a challenge for her.

Despite the constraint in time, Teacher Ira was grateful that she was able to impart her knowledge and skills in lyrical dance to some of the senior executives in government. She expressed her hope that through this activity, the participants will refuel their energy for the remaining activities of the confab.

Ms. Rebecca Sagot of the DepEd Division of Davao Del Norte said that the session was a twist from the usual activities of the CESOs and CES eligibles. Even though most of the participants experienced challenges while doing the routine, they admitted they had fun. When asked how she felt after the session, "It's an awesome experience to be here. It's not just a conference developing the mind but also a conference developing the heart."

DOLE Regional Director Johnson G. Cañete did the honors of chairing the dance session. 🌀

## Government execs refresh SALN prep review CESO lifestyle

Delegates of the 16th Annual CES Conference were refreshed on Statement of Assets, Liabilities and Net worth (SALN) Preparation and CESO Lifestyle by Atty. Alberto A. Bernardo, Deputy Executive Secretary for Internal Audit (DESIA) of the Office of the President (OP) in a plenary session on the second day of the confab.



*Office of the President's Deputy Executive Secretary for Internal Audit Alberto A. Bernardo, CESO I leads the 2017 CES Con delegates to SALN preparation and CESO lifestyle review.*

The learning session included the review of the laws relevant to audit, good governance and property relations. It also discussed the instances and situations that are relevant to the participants in terms of their business and property interests, and the lifestyle that is required of public officials. DES Bernardo cited cases involving government personnel who were charged for violations of anti-graft and corruption laws and failure to submit correct SALN.

DES Bernardo is a current member of the CES Governing Board, holding the rank of CESO I. He previously headed the Task Force on Inter-religious and Intercultural Concerns of the OP.


After the lecture, three (3) delegates expressed their concerns. One said that he may have committed some errors on the manner he has prepared his SALN. Another expressed that there must have been some issues on the expenditure classification. Third question was on the degree of consideration given to those who have unintentionally committed errors in the SALN.



## 10 | Government execs refresh...

To allay their fears, DES Bernardo informed the body that there have been meetings between concerned agencies of government to address these issues. He assured them that issues are reviewed and evaluated on a case-to-case basis and are given the presumption of good faith. He also said that there is a move to start progressively with the Bureau of Customs (BOC), Bureau of Internal Revenue (BIR) and National Prosecution Service (NPS), to institutionalize review and compliance procedures, but there is no assurance of non-prosecution if there is travesty.

"Declare in good faith, we look on the matters on a case to case basis... If we move on from now, we will look with kindness, if it is within the limits," Bernardo said.

Before she presented the Plaque of Appreciation to DES Bernardo, CESB Executive Director Maria Anthonette Velasco-Allones added that the reason this issue was included in the conference is to raise awareness among the CES on the laws and rules involving SALN, and reminded them of their obligation to conduct themselves and live a life according to the standards of ethics and responsibility as public managers. 

## Mastering work-life integration towards a renewed sense of public service

Day two of the 16th Annual CES Conference brought simultaneous discussions on the integration of professional and personal life to help executives deal with the organized chaos of their day-to-day responsibilities. Through this, career officials would be able to converge and collaborate with ease among other members of the bureaucracy and the community.

### Work-Life Integration

One hundred thirty-six (136) conference participants attended the learning session on Work-Life Integration facilitated by Mr. Jesse Francis N. Rebutillo and chaired by National Economic and Development Authority (NEDA) Region V Director Agnes M. Espinas, CESE.

The session was timely considering that experiencing burnout from an overbearing workload is not rare in the bureaucracy. As agents of change, executives must master the ability to stay productive and competitive at work while maintaining a happy, healthy home life with sufficient leisure.

Prior to his recent retirement, Mr. Rebutillo served as the 2016 President of the People Management and Association of the Philippines (PMAP) and was the former Assistant Vice President for Industrial Relations of the Philippine Daily In-

quirer (PDI). His experience in encountering stressors in various forms, such as time management, financial concerns, or workplace issues has made him understand how to properly manage his personal and professional needs.

Led by Mr. Rebutillo, the audience sang "Let It Be" by the Beatles, symbolizing what their mantra should be when faced with adversities at work or at home. He also advised them to exercise control and choice to meet life's challenges.

*"I am the best that I can be,  
I will be brilliant in my work,  
Because I have work-life integration!"*

In closing, the participants recited these words to feel empowered and re-energized as they conquer the rest of their life challenges.

### Recognizing and Dealing with Stress in the Workplace

*"The most successful people work with passion, not by position."*

These key words were a major theme for the work-life integration session entitled, "Recognizing and Dealing with Stress in the Workplace" led by leadership advocate, Marlon C. Molmisa.

The Founding President of Mzone Training emphasized how important one's self-driven attitude is when it comes to their job and path to success. He also shared that passion is the key to eliminating stress in the workplace.

According to him, it is hard to do a job if you don't love, or at the very least, like it. By being passionate in your job, no matter what is happening around you, you don't get easily down. This is because something is driving you from deep within.

Mr. Molmisa provided the **4H's of Stress-Proof Leadership**:

1. **Head** – Competence for your security. A true leader needs to upgrade their competence first and let their confidence follow. Here's how to develop one's competence:
  - a. Invest in Education
  - b. Have Quality Time with Mentors
  - c. Get Constructive Feedback
  - d. Mentor Other People

As skills grow, confidence does too; the use of both in tandem lead to success.

2. **Hand** – Creating an impact for your organization by focusing on the following:
  - a. Quality decisions
  - b. Dynamic relationships



*Mr. Molmisa (left) shares how to deal with stress “the MARLON way;” Coach Tom (center) enumerates the various ways how a person can heal himself/herself; and Dr. Parkash stresses the importance of being mindful during the simultaneous work-life integration sessions.*

- c. Effective leaders
- d. Legacy

Building genuine relationships and fostering collaboration with the people around you are essential to success. When trust is present, people step forward and do their best work together. And by bringing people up, inspiring them to work with you rather than for you, you are establishing a legacy which is one of the greatest indicators of effective and stress-free leadership.

3. **Heart** – Character defines our support group. Character is developed during defining moments. For most people this is what they decide to do during their most stressful or pressure moments. Great leaders have exemplary character. They have integrity, humility and compassion, which all people admire. They are aware of their own limitations and possess a willingness to learn.

They make careful decisions that benefit the organization, and carry out actions that inspire their people.

4. **Habit** – Consistency. Practice makes permanent, not perfect. A stress-free leader recognizes how important it is to be consistent in all types of situations. When your people have developed trust in you because they know what to expect from you or how you'll react in certain situations, you become not only approachable but you also enable your people to be more productive at work.

As part of his closing, Mr. Molmisa left a simple note to all attendees, the MARLON way:

- *Make happy memories*
- *Achieve more great things*
- *Refuel relationships*
- *Love your job*
- *Own responsibilities*
- *Near to God always*

“This session

is very relevant because plenty of staff at PhilRice are under stress because of increased workload, meeting deadlines, and demands from their supervisors, peers, clients or partners,” comments Dr. Eduardo Jimmy P. Quilang, Deputy Executive Director of the Philippine Rice Research Institute (PhilRice). He will never forget the value of being a stress-proof leader, “A stress-proof leader must have heart. People will always gravitate towards, and follow leaders who have heart rather than just someone who is competent,” he added.

Meanwhile, Food and Drug Administration Deputy Director General Maria Lourdes C. Santiago shared, “Don’t stress yourself on the things you cannot control. Focus on the things that would allow you to perform better. Never give the satisfaction to your stressor by allowing them to see your misery, rather be more proactive. Maintain the positive attitude in you, and you will go places.”

### Healing the Self

“The awareness of who we are and how we perceive ourselves, our self concept, the way we usually feel about ourselves, and how we respond internally to both internal and external events may give us a clue of what makes us whole and healthy, and what ails us a person.”

These were the words of Mr. Tomas Alejo “Coach Tom” Batalla as a way of introducing his work-life integration session on “Healing the Self”.

Coach Tom, a professional psychologist affiliated with the Ateneo Bulatao Center for Psychological Services and the Multiple Intelligence International School, discussed the Cycle of Experience before some public managers who opted to attend the session on how they can use it as a tool for transformation and healing.

He guided the learners through the process of recollecting their past experiences to help them discern and respond to present situations, and how they may change the way they feel and react to certain challenges and circumstances in order to achieve desired results. Before he ended, Coach Tom taught the learners how to transform



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their unpleasant memories to effectively manage, liberate and heal themselves from those issue and concerns that disturb and make them suffer.

Assistant Schools Division Superintendent Marivic R. Leaño of DepEd Division of Pasig City chaired the session.

### Mindfulness

*"The greatest gift we can offer anyone is our true presence."*

These words by a Vietnamese monk and global spiritual leader were shared by Dr. Parkash T. Mansukhani during the work-life integration session on Mindfulness on the second day of the Conference.

Dr. Mansukhani, a Davao-based internist and pulmonologist, introduced to the fifty-three (53) learners the beauty of mindfulness. According to Dr. Mansukhani, mindfulness is the human ability of paying attention. It is also the awareness that arises from paying attention to the present moment on purpose non-judgementally with open curiosity, kindness, warmth and compassion.

Mindfulness has its fair share of benefits in health as it can improve well-being, reduce anxiety and depression, increase concentration and improve one's ability to cope with stress in the workplace as being mindful brings clarity in thinking, improved memory, higher emotional intelligence, leadership, good decision making skills, increased productivity and resilience.

Throughout the two and a half-hour session, Dr. Mansukhani gave tips on how to be mindful, such as practicing controlled breathing and welcoming one's self to the present moment. He also shared simple practices which can make the learners more mindful in everyday life.

As he closed the session, he encouraged the learners to stop; take a breath mindfully; observe body sensations, emotions, and thoughts; and proceed with awareness and kindness every once in a while.

"The session was very refreshing and enlightening. I had so many insights, one of which was being in the present and paying attention. As a career executive, we usually are in the 'doing' part because of the responsibilities and pressures, that sometimes we lose sight of 'being' in the moment," remarked Provincial Agrarian Reform Officer Maria Marcy C. Ballesteros of DAR – Bulacan.

Provincial Agrarian Reform Officer Christianne C. Suguitan, CESO V, of the Department of Agrarian Reform (DAR) Provincial Office of Ilocos Sur served as the session facilitator and moderator.

## Understanding one's self through quieting exercises

This year's three-day annual CES convention enjoined its learners in an insightful line of simultaneous quieting exercises highlighting the importance of self awareness. Facilitated by faculty members of the Carl Jung Circle Center, a group of individuals from different fields advancing the depth psychology of Carl Jung among Filipinos, the exercises aimed to have a deeper understanding of who they are and on how they relate and interact with others.

### A Ritual of Blessing

*"There is a quiet light that shines in every heart. It draws no attention to itself, though it is always secretly there."*

John O'Donohue



*Ms. Josefina O. Racelis asks the participants to close their eyes and imagine being with their wisdom icon during the quieting exercise.*

One hundred ninety-two (192) public managers joined the discussion on "A Ritual of Blessing" facilitated by Ms. Josefina O. Racelis, President and faculty member of the Carl Jung Circle Center, and chaired by Mr. Arnel B. Garcia, CESO II, Regional Director of the Department of Social Welfare and Development, Region V.

Ms. Racelis reminded everyone that in a fast-paced work environment, constantly striving to reach financial and career goals eventually becomes a burden to government executives. According to her, we must not forget to acknowledge the countless blessings surrounding us outside of the workplace through ritualizing, saying, "A blessing evokes a sense of warmth and protection, it suggests that no life is alone or unreachable."

"It is very important to ritualize. A ritual marks the end of something and the start of something new," she added. Through this, we start to see order in this chaotic world, and we learn to love life along with its predicaments.

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## 13 | Understanding one's self...

During the ritualizing and quieting exercise, some participants became emotional and teary eyed while trying to visualize their wisdom icons. "The stillness of it brought the idea of the need to find our inner self and the need for a quiet time," said National Food Authority (NFA) Region IV Provincial Manager Maria Lewina A. Tolentino, CSEE while extending her gratitude to Ms. Racelis for the uplifting exercise.

Meanwhile, Department of Education (DepEd) Region IX Assistant Schools Division Superintendent Ms. Lourma I. Pocolan shared that she was able to put silence in her life and meet God to bless her with her desires.

## Tree as Me

*"When you come down to it, to its roots  
Or even climb up, to its branches,  
You, Me, the Tree  
We are one."*

Carissa Singson

Dr. Maria Teresa Gustilo-Villasor, a licensed psychologist and psychometrician and a faculty member of the Carl Jung Circle Center, enjoined her participants to draw a tree on a blank sheet of paper at the start of her quieting activity entitled, "Tree as Me: A Quieting Exercise Towards Self-Awareness."

The participants, having only been instructed to draw a tree, were given the freedom and spontaneity to elaborate their own interpretation of a tree. Little did they know that their drawings were the focus of the entire session.

"Initially, they just think they're just drawing a tree", says Dr. Gustilo-Villasor. "The tree parallels our lives; and we will talk about the tree as a symbolic concept", she further explained.

Dr. Gustilo-Villasor eventually revealed that the whole tree is the representation of one's self and it symbolizes one's ideal self. In addition, the tree shows the ability to stand one's ground. She further commended that she has "never seen a more solid batch of people", and that every one was "grounded" based on their drawings.

The participants were guided to interpret every aspect of their drawings and the colors that they have used – from the inclusion of different environmental surroundings to

the incorporation of dominant colors in their trees. A further deconstruction of the tree unravelled one's inner self. Thus, the entire tree was a representation of the emotions and personalities of the participants and the different facets of their lives.

As a final activity, Dr. Gustilo-Villasor asked the participants to look at each other's work and take one specific detail of their tree and share to the person next to them their thoughts about the chosen detail and the feelings that surfaced in the exercise.

Assistant Regional Director Irma S. Valiente, CESO IV of the Department of Labor and Employment National Capital Region expressed that, "The session was very enriching. I never thought that the concept of the tree will be presented in connection with people's lives, from the roots, to the trunk, to the branches."

On the other hand, Department of Environment and Natural Resources Chief for Training and Development Division, Dr. Hiro V. Masuda shared that through the activity he was able to discover his "gaps as a leader and learned how to navigate within to become a more effective leader."



*The participants of Dr. Gustilo-Villasor's learning session show their tree drawings that symbolize their lives.*



## Unmasking the Art: Mask makers and People's movers

DAY 2



*Executives embellish their masks with sequins, glitters, and feathers during the Mask-Making Workshop led by CESB Executive Director Maria Anthonette C. Velasco-Allones, CESO I, and multi-awarded painter and installation and performance Artist Mr. Salvador J. Ching.*

Each person wears a mask, each society has a mask. Masks represent the history and culture of a people, and showcase their artistic tendencies. No one is devoid of a mask.

CESB Executive Director Maria Anthonette Velasco-Allones, co-facilitator of the Mask-Making Workshop, explained that masks are worn for different reasons: aesthetics, entertainment, protection, healing, cover-up, as well as to scare people. It is a part of human nature to put on a mask as a consequence of one's history as a wounded child, a rejected teen, a daughter or son whose parents were never pleased, a rejected individual, an inferior being, and as a person with insecurities.

The objective of the session was to create a mask that shows the two perspectives of a person: his/her past and his/her present. The left side depicts the histories, fears, scars, frustrations, among others, of a person while the right side highlights what the individual sees him/herself in the present and in the future, his/her aspirations, strengths, traits, and appreciation of oneself.

Salvador "Buddy" Ching, a multi-awarded painter-artist, co-facilitated the mask making session, stressing that "No art is wrong. It is our own interpretation... No one should judge without opening and searching under the covers, we must seek and know the beauty from within." He encouraged the participants to explore their abilities, use their favorite colors, symbols, and drawing skills to show their messages.

Inspired and excited participants were handed out blank full face masks and art materials for coloring and design and were given ample time to transform them into something that represents them as a person. After their masks were finished, different reactions and explanations surfaced among our public managers.

Director Ryan Lita of the DBM made a mask of sequins which is two-faced, a colorful one and a simple one, and a big smile on his face.

Billy Villaseñor of the Philippine Ports Authority described the left side of his pastel rendered mask as his youth with the tossing of waves: conflicts, restlessness, journey, uncertainties, rebellious tendencies, and the right side as his sunnier, more stable and calmer present as a consequence of the resolutions, learnings, and pursuits of aspirations that he has made as a man. "The future is not defined, so it is a challenge of faith", he ended.

The mask of Dominic Kabigting of the Light Railway Administration (LRA) represents the things he wants to forego on the left: blues of loneliness, blackness of death, yellow joys which are cheerful yet unnecessary. The right side shows the reasons for his happiness. His mask was decorated using pastels, red sequins, and a feather.

Bobby Ambros of the National Tobacco Administration (NTA) made a mask which was heavily influenced by a face painting activity attended by him and his kids. A father of young kids at 44, he says he likes those which are for the young, and believes he doesn't have a lot of masks in life.

Guiginto, Bulacan's Ariel Arceo, a former LGU official, presents his mask as a reflection of the past and present. Rendered in blue that represents the tranquility of the past, and red as an expression of activity of the present and the prospects of the future, he related this mask to government: "*Kung meron mang mga istorya, may mga nakaraang mga conflict maging sa form of government, president, pulitika at mga opisyalas, tapos na 'yun.*" He said that there is no point in blaming, condemning and attacking what has gone by. "*We should all be prospective... Ang kailangan natin ngayon aksyon, aksyon, at aksyon!*"

He added that everybody wears a mask as we are all humans. He challenges all leaders and public servants to address our people through: "Hope, give them hope, even if hope is against hope. *Bigyan niyo sila lagi ng pag-asa nang sa ganun hindi sila laging pulubi ng nakaraan... Hikayatin natin lagi sila na magsama-sama. Dahil kung sama-sama, kayang-kaya.*"

## DAY 2

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Reggie, a Principal from DepEd Bacolod, has a happy mask. She says they used to have some sadness caused by drugs in the past but that is addressed now. She advises teachers to unmask the potential of students remarking, "You simply have to nurture each of them, you have to take care of each learner." As to teachers, being a principal, "gives them the standards and whatever deviation from the expectation, confront personally and individually so there will be changes," she added.

Her school, Gil Montilla National High School (GMNHS), was the pilot school for Maritime Senior High School sponsored by the ANGKLA Partylist. This allowed her son to also find fulfillment in his field, unmasking his great potentials during the In Situ Cookery. The teachers of GMNHS designed the curriculum for Maritime Senior High and the curriculum is now used all over the country.

Seven hundred teachers and around 12,000 students are under the care of Tacurong City Superintendent Doy Malala who prefers to deal life with his own face rather than wearing a mask. With the training the CESB has provided such as the *Salamin, Diwa at Gabay ng Paglilingkod* training courses, and the Superintendent Leadership training from DepEd, he feels he has succeeded in unmasking the personality and character of the people under his "stewardship". His created mask represents many years of co-existence between Christians, Muslims and the Lumads of Central Mindanao which he stressed should never be forgotten. Peace, God, Success, Goodwill, Unity, Care, Hope, and Faith are words written in mask which didn't reflect any division. "I want a unified Mindanao," Malala stressed.

The same sentiment was affirmed by Tinee Usman of the Civil Service Commission (CSC), with the words "We Are MARAWI" written on her mask. She survived the siege, and she believes we should fight for peace as long as we have children. A public manager, according to her, has a critical role in peace building imparting "he himself should really believe that peace is possible, otherwise if he just wears a mask, there is no sense in fighting for it."

Mary of the Commission on Audit (COA) Mountain Province of the Cordillera Administrative Region is a public manager who audits the books of government. She believes that, "public officials should revisit our core values, go into Republic Act No. 6713 and other laws on graft and corruption, and look into our vision and mission statements."

She refuses to believe that corruption is culturally embedded in the Philippine society and instead thinks that there are just some inadequacies in the implementation of our laws on corruption. Reengineering values starting with the children, the youth and those of our age must come to place. She thinks COA can converge with DepEd and integrate the value of in-

tegrity starting from preschool to college. This sincere hero of transparency and good governance has a mask of lively colors which she thinks represents the lighter of herself.

Buddy Ching, many times METROBANK Awardee, unmasked his art skills as he evolved from a young boy in Malolos, Bulacan to a Fine Arts student of the University of Santo Tomas under the tutelage of his teachers who are now national artists. As a multi-awarded artist, he feels happy unmasking and developing artists, learning by meeting people, inspiring and being inspired, and creating and recreating the arts. "Being famous is secondary. *Ang importante gumagawa.* Life is a continuous learning process," Ching said.

He is very pleased with the session because these public managers have gone out of their box and serious roles and created something meaningful and colorful out of the limited materials that they have. "They have succeeded in expressing themselves and unmasking their artistic tendencies, especially those first timers." Buddy believes that, "Everyone has art in himself, and everything we do has art in it."

For these public managers, discovering this new dimension of them can probably lead to different paths after their work life, as former President Corazon Aquino did painting after her term.

He ends by sharing his artist's dictum, "*Walang dulo ang konsepto, walang katapusan ang sining.*" 🌀



Executives hailing from different agencies are busy decorating their masks according to their own style and liking.



## Fine-tuning key leadership competencies

Four (4) saw-sharpening tracks were simultaneously offered to open the third and last day of the Conference, November 23rd. These tracks aimed to refresh and/or hone some of the core leadership and managerial competencies of the public career managers in attendance. Learners were given free hand to choose which competency development track they wanted to attend and sharpen up.

### Getting Things Done: Managing Execution



Human Resource Innovations and Solutions (HURIS), Inc. President Ramon S. Medina talks about the importance of managing execution.

*"Why do great plans fail? People tend to put more time in the PLANNING process, and EXECUTION is not given the same importance."*

This statement was made by Mr. Ramon S. Medina, President of the Human Resource Innovations and Solutions (HURIS), Inc. during his competency development session on managing execution.

Mr. Medina defined execution as "a systematic process of rigorously discussing the 'what's and how's', questioning, tenaciously follow through, and ensuring accountability." He cited seven (7) common situations that causes failed execution:

- Filipinos adopt the "Ningas-Cogon" Syndrome (A cultural trait of enthusiastically starting things but then quickly losing interest soon after);
- Filipinos tend to keep plans in the filing cabinet, gathering dust (absence of a proper planning system);
- Filipinos, sometimes, are not able to pinpoint and analyze the causes of failure (May it be structural, procedural, or behavioural);
- Lack of willingness from people;
- Shifting of focus on another priority activity in the midst of planning;
- People tend to set aside "Important Work" whenever there is an "Urgent Work" to do; and

- Lack of continuity during leadership transition.

Mr. Medina, who has over thirty-five (35) years of extensive experience and expertise in the field of Human Resource (HR) Management under his belt, deemed "our day-to-day job as the real problem of execution." The massive quantity of work and amount of energy is necessary to keep operations going on, and day-to-day work makes it hard to execute anything new, because we tend to set aside the more important things for the urgent tasks.

Decision-making, according to Mr. Medina, is synonymous to execution. "When you execute a plan, you need to make a decision. A decision can give you an opportunity, or it can help you solve a problem."

Nearing the end of his discussion, Mr. Medina shared to the one hundred (100) participants the Four (4) Disciplines of Execution by Sean Covey, an American author and motivational speaker who provides business leadership and time management educational tools for organizations. The 4 Disciplines of Execution aims to help individuals flawlessly execute the most important priorities of their respective organizations and build excellent execution capability.

The 4 Disciplines are as follows:

1. **Focus on Wildly Important Goals**  
Exceptional execution starts with narrowing the focus – clearly identifying what must be done.
2. **Act on the Lead Measures**  
Twenty (20) percent of activities produce eighty (80) percent of results. The highest predictors of goal achievement are the 80/20 activities that are identified into individual actions tracked fanatically. This includes the setting the criteria for success and quantifying the metrics to be used for evaluation. Quoting Mr. Tom Peters of the Harvard Business School, "What is not measured is not managed. What is not well measured is not well managed."
3. **Keep a Compelling Scoreboard**  
This discipline involves the preparation of monthly/weekly plans and tracking or rate accomplishments. Teams play differently when they are keeping score, and the right kind of scoreboards motivate the individuals to win.
4. **Create a Cadence of Accountability**  
Employees thrive in a culture of accountability that is frequent, positive, and self-directed. People in teams should discuss and seek understanding, acceptance, and ownership for their individual roles.

As a parting message, Mr. Medina said that execution is interrelated with many different leadership competencies, and that the participants should take advantage of learning

## DAY 3

## 17 | Fine-tuning key leadership...

opportunities regarding them, and apply the information for themselves, their colleagues, and their respective organizations.

After the session, Provincial Agrarian Reform Officer (PARO) Maria Marcy C. Ballesteros of the Department of Agrarian Reform (DAR) synthesized the discussion and facilitated the question and answer forum as she acted as the session chair.

“Mr. Medina is an expert on the topic! The discussion was very relevant and helpful,” remarked Ms. Celina L. Vega, Assistant Schools Division Superintendent from the Department of Education (DepEd) – Division of Angeles.

### Getting Them: Navigating Politics



*“Don’t follow the crowd, let the crowd follow you,” Dr. Lecciones shares Margaret Thatcher’s quote to the crowd.*

Dr. Julius A. Lecciones, Executive Director of the Philippine Children’s Medical Center (PCMC), lectured on how to navigate politics and discussed how public managers are exposed to the rigorous arena of politics as they administer their offices, deal with their clients and stakeholders and the environment of their service.

In his discussion, he recounted how he overcame challenges when PCMC was announced to be privatized and how they have innovated ways and tapped the support of people to stop the bid. Navigating through forces and pressures was a critical task he had to perform as the leader and administrator.

The audience attentively took notes and pictures of the lessons during the session as Dr. Lecciones also refreshed the participants on the different theories and modules on public administration and how they have evolved with the changing times. He reminded people that they have to be sensitive as managers to identify the forces within their ranks, their communities, and the bureaucratic machinery.

He advised them to be prepared to deal with their mandate and its corresponding responsibilities in the most efficient, effective and economical way such that the encounters and resources are maximized for the achievement of goals and missions, and the service of the people. He said that the times of governance now cannot have a dichotomy between politics and administration, and the manager must be able to navigate through the system guided by his legal mandate and acumen for ethical and dynamic leadership.

### Gets Mo? Communicating Strategically

Philippine Army’s (PA’s) Incumbent Director for Operations and Research Center Lt. Col. Jo-Ar Herrera (INF) PA lectured on strategic communication and the use of information and communications technology in these challenging times during one of the competency development tracks offered on November 23rd.



*Lt. Col. Herrera emphasizes the importance of effectively communicating your message to the public during the simultaneous competency development track sessions.*

Lt. Col. Herrera started off by putting emphasis on the importance of public information as part of strategic communication.

He shared a presentation on how he, as spokesperson of the Joint Task Force of the Marawi Crisis, led his team in utilizing social media platforms — Twitter, Facebook, and Youtube to name a few — to disseminate information globally. Consequently, the military troops gathered more support from the people during the Marawi siege.

“The overwhelming support that our troops get from the public, as manifested by positive sentiments portrayed in new articles and social media posts, is the result of careful planning and efficient communication strategy to ensure viewers and audiences receive the right information,” Lt. Col. Herrera said.

He pointed out their campaign strategy on how to optimize all forms of media specifically the social media as platforms to inform the public about the military operations during the height of the terrorists attack in Marawi by developing more than ten (10) hashtags as part of their messaging.

He was in glee when he reported that the awe-inspiring support of the private and public sectors to the social and mainstream media campaigns were evident. On 20 September 2017, they were able to measure the impact of the social media operations. Statistics revealed that 1,738 products were developed and these numbers rose to 1,786 with 94 million views and 124 million reach came 16 October 2017.

“The execution of our public information initiatives in Marawi combines the adequate words said in the right place and the right time completed with appropriate actions and exhibited by powerful images,” said Lt. Col. Herrera who is also the Assistant Chief of Staff for Civil Military Operations of the First Infantry Tabak Division.

*“The manner how we disseminate information about our organization’s accomplishments is crucial in the conduct of our communication and public affairs activity,” he added.*



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Since the use of digital media is pervasive nowadays, enhancing personnel skills and capabilities to live up to the modern technological landscape is very important. As part of communications strategy, approved press releases were also posted on the military's website. Hence, local, national and international media organizations flocked to TeamTabak.com websites for stories about the Marawi crisis.

Lt. Col. Herrera ended his lecture by reminding the audience that an organization's accomplishment may not count if only a few knew about it. *"Kahit anong ganda ng ating ginagawa sa organization, kapag tayo lang po ang nakakaalam..."* I think that's a problem in communication strategy," he ended.

Atty. Ruth Eunice L. Mina of the Department of Social Welfare and Development (DSWD) served as the session chair.

### Getting There: Fostering Linkages for Effective Partnerships

"Our success has really been based on partnerships from the beginning", a quote from the famous American business magnate and philanthropist Bill Gates premised this competency development track facilitated by Nerisa Linell Joie T. Calub, a CESO who is now an education administrator in the Department of Education in New York, USA.

The session inspired the participants to pursue partnerships in their daily undertaking and achieve their personal and professional dreams and aspirations.

In her session, she explained that convergence is a mechanical process, and that each individual, units, or organizations are like "levers". "Levers can be joined together to create linkages. A linkage can be used to create a change in the direction, the type and amount of movement", she said.

She also shared the 12 C's of Linkaging that drives individuals and organizations towards success. These are:


- |                       |                       |
|-----------------------|-----------------------|
| 1. <b>Connect</b>     | 7. <b>Coordinate</b>  |
| 2. <b>Collect</b>     | 8. <b>Collaborate</b> |
| 3. <b>Check</b>       | 9. <b>Commence</b>    |
| 4. <b>Communicate</b> | 10. <b>Culminate</b>  |
| 5. <b>Commit</b>      | 11. <b>Criticize</b>  |
| 6. <b>Calibrate</b>   | 12. <b>Celebrate</b>  |

She explained that these C's may overlap but all of these are essential. She also emphasized the importance of capacitating our subordinates, clients, organizations and communities to enable them to give positive and lasting contribution to their respective communities. She also said that we need to be ready to correct and be corrected to sharpen our skills individually and collectively.

She likewise shared bits and pieces of her past and present personal journey. She boasted that her experience as a CESO provided her insightful experiences that prepared her to overcome her struggles in a new and different environment when she migrated to the US in 2004.

She emphasized the importance of partnership in achieving success in one's personal and professional life. She said that in one's journey, everyone needs partner/s who will tell him/her "I got your back". She explained that at one point in our life, we need to be mentored or be a mentor to someone else. She quoted, "I am going to watch out and be a second set of eyes for someone. I will look out for your best interests and I will let you know if you have missed something; I will stick up for you. I am a leader. I care." She added that fear is natural for us as human beings, but we can all overcome our fears for a greater purpose.

Ms. Chona S. Yap, a Senior Manager at the Philippine Health Insurance Corporation described her session as "very inspiring and encouraging". As participants clamoured for more time to learn, Ms. Calub enthusiastically engaged with them individually.

Also an educator, Mr. Roland M. Fronda of the Department of Education, Division of Bataan acted as the session chair. 



DepEd's Dr. Nerisa Linell Joie T. Calub receives her Certificate of Appreciation from her co-educator Mr. Roland M. Fronda who chaired the session

## DAY 3

## In Focus: Stories from GoVergence Frontiers

As this year's Conference was anchored on the theme, "GoVergence: Converging for Sustainable Development," three (3) outstanding innovative programs in the public sector, all of which stemmed from convergence, were concurrently featured prior to the closing ceremony of the confab on November 23rd.

### Harnessing Public-Private Partnerships to Fast Track Graduation to Workforce Integration: The DOLE JobStart Philippines Program



Department of Labor and Employment Director Dominique Rubia-Tutay, CESO III, talks about the success and hardships that she and her team went through for the establishment of JobStart Philippines.

With the country's high youth unemployment rate adding up to its slow graduation-to-work transition period, Department of Labor and Employment (DOLE) Director Dominique Rubia-Tutay, CESO III, collaborated with the Government of Canada and the Asian Development Bank (ADB) in conceptualizing the JobStart Philippines Program, which enhances employability of at-risk youth to improve their integration into productive employment. She and her team successfully gathered the support of government agencies, such as the Department of Budget and Management (DBM), National Economic and Development Authority (NEDA), and Department of Finance (DOF) for funding of the program, and the labor and management sector for its full implementation.

In addition, she pushed for the passage of a bill that would ensure continuous implementation of the program, pursued an advocacy campaign, and provided vital information and technical support needed by legislators. Republic Act No. 10869 or the JobStart Philippines Act was passed in July 2016.

Now, the JobStart Program provides the youth with access to career guidance through its three-month technical training, three-month internship, and 10-day life skills training to help them gain more confidence, knowledge, skills, and a more positive perspective when looking for a job suitable for them.

*"Hindi lang sa career ako nago-grow, kung 'di sa marami pang bagay (I grow in more ways than just my career),"* says Rosemarie Cacay, a 24-year old hair transplant technician of

the Image Doctor's Clinic, who found her career through the JobStart Program.

Director Tutay's trailblazing career in DOLE not only provides inspiration to the agency's employees but also to national executives who are advocates and reformers at heart.

### Mapanagutang Pamamahala; Barangay Graceville, San Jose del Monte City, Province of Bulacan

Punong Barangay Melencio "Len" I. Garcia of Barangay Graceville, San Jose del Monte City, Bulacan eagerly discussed how he led his barangay of almost 50,000 Filipino residents and covering 300 hectares in bagging the most coveted Galing Pook Award in 2015.

Kap Len, as he is known to his constituents, started off by saying that he never imagined in his dreams that he would one day be speaking in front of a pool of high ranking executives in the government service. "This is probably the prize of getting the awards for his effective and efficient management in their barangay," he said.

The vision of Barangay Graceville is *"Isang Maka-Diyos at Huwarang Pamayanan, Maunlad, Matatag, Malinis at May Luntiang Kapaligiran na Taglay ang Kulturang Bayanihan at Pagdadamay-an."* This is also where he anchored his six-point LET's GO program for their barangay centered on Livelihood, Education, Training, Services, Good Governance and Opportunity to All, which is strongly pounded not just in the entrance of their barangay hall but is also embodied in all the programs of their barangay.

The Barangay Graceville Center has actually become a miniature local Philippine Employment Services Office (PESO) through their BEST or Barangay Employment Services and Training.

Under this project, all skilled workers such as carpenters, builders, welders, and even household helpers recognized by the barangay are given recommendations for employment when needed.

Furthermore, there is also a group of farmers who plant vegetables on a vacant lot area, which are later sold during harvest, thus, augmenting their income.

Education is also a top priority of Kap Len's administration to help provide better opportunities to out-of-school youths. But with partnership from Department of Education (DepEd) through the Alternative Learning System (ALS), Kap Len and his members were able to improve the program by providing free uniform and school supplies to the scholars and supporting their education once they passed ALS by making them scholars of the barangay. These scholars and graduates eventually become mentors and tutors of current barangay scholars of the program.



## 20 | Stories from GoVergence...



**Punong Barangay Melencio "Len" I. Garcia of Barangay Graceville, San Jose del Monte City, Bulacan**

Training is also a continuous program of Kap Len's governance. There are various trainings implemented for his citizens to cope up with the needs of the community. He wants to make sure that the citizens of Barangay Graceville are fully equipped with technical know-how's when opportunities for employment enter their barangay given the considerably large amount of investment that is also surrounding their area. It is also a huge help that the barangay is home to many citizens that Kap Len can tap as resource persons for the trainings and seminars of the barangay.

Kap Len can proudly say that his barangay is probably one of the most efficient in terms of services offered to the citizens. There are a lot of services for the people from the well-maintained barangay center with a mini theater for the enjoyment of everyone until the fast response on documents requested like cedula, clearances and the like. The citizens of Barangay Graceville can also enjoy the free assistance from their barangay officials through their "*Agad Kumpunihin at Dapat Gawin*" project, which centers on free labor and materials for repairs in every household of the barangay.

Notably, senior citizens of the barangay enjoy their monthly pension of Php500 and free medicines which they can claim from Generika drugstore through the efforts of Kap Len and his team.

In addition, all citizens of barangay are assured of a discount in their medical fees through a resolution made between Brgy. Graceville and Brigino Hospital. The citizens are also assured that if they need immediate medical attention, someone will come to their place to provide consultation and medication through "*Klinika sa Bisikleta*" project. When problems in the barangay arise, Kap Len does not have to directly face them all, sometimes, issues are already resolved in the level of the Barangay Advisory Council, thus making more time for urgent matters that must be addressed.

More than anything else, Good Governance is the key to the success of Barangay Graceville. It is likely that activities such as Annual Retreat and Planning are effectively carried out every year with the involvement of various representatives from the Barangay so they are also aware of the budget and projects of the barangay.

Through these, Opportunity for All is being provided. The citizens can freely enjoy the programs of their barangay. They also take pride in the creation of their Eco-Park which serves as a reminder of the fruits of all the many awards and recognitions they have received.

As a parting message, Kap Len encouraged the thirty-six participants to "*strive and work for programs that will benefit our community. LET'S GO for a better community, LET'S GO for a better Philippines!*"

Meanwhile, National Economic and Development Authority (NEDA) Deputy Director General Rosemarie G. Edillon made Barangay Graceville as an example during her discussion on convergence and "GoVergence".

She mentioned that when economies have reached their maximum level they become steady states, which is the purpose of convergence. She explained that in order for convergence to work, there must be a shared vision, plans and strategies as well as provision of resources that are coherent and relevant.

Deputy Director General Edillon stressed that innovation was present in Barangay Graceville's success story. She said that communication and branding played a great role, and the "Know-Your-Constituents" method was also applied to address the needs of the citizens. Furthermore, crowding in of systems, demonstration of results, networking partnership and determinants of well being were also present in the barangay.

She likewise mentioned that Barangay Graceville is a good example of the perfect mobility of capital and labor in terms of getting assistance within their community, like resource persons for trainings who live in their barangay and establishments like hospitals that they partnered with.

Deputy Director General Edillon ended her discussion by sharing a message from an old proverb, "A vision without a plan is just a dream. A plan without a vision is just drudgery... But a vision with a plan can change the world."

## DAY 3

## 21 | Stories from GoVergence...

### Leveraging Inter-Agency Synergy for Safer Streets: The LTO-DepEd Road Safety and Driver Education Program

Land Transportation Office (LTO) Region V Director Noreen Bernadette San Luis-Lutey announced the Bicol Region's launch of the road of convergence for the safety of public riders' project between LTO and DepEd, Students Today, Road Users Tomorrow (STRUT) on November 16, 2017 in Naga City.

The two (2) agencies put their gallant efforts together to produce eleven (11) modules of contextualized lessons in six (6) subject areas for elementary, Junior and Senior High Schools intended to integrate, supplement, and enrich the learning experiences of pupils and learners in the Basic Education Program in the Bicol region.



**LTO Region V Regional Director Noreen Bernadette San Luis-Lutey and DepEd Division of Camarines Sur Assistant Schools Division Superintendent Susan S. Collano lead the discussion on the "Students Today, Road Users Tomorrow" program.**

ASDS Susan S. Collano of DepEd Camarines Sur discussed the eleven (11) modules which include: *Teka Muna, Kaligtasan sa Lansangan*; Keep Calm and Be Safe; Defensive Driving; *Angkas*; Helmet and Safety for Life; Don't Drink and Drive; Alert Today, Alive Tomorrow; License to Drive; and Eyes on the Road and Hotline. These modules are packaged in a DVD for teachers' use.

Atty. Lutey discussed the history and development of STRUT, its dynamics and future, and shared that educating

the youth now ensures public safety on the road, and the protection of life. Having lost her father through a car accident, the project is close to her heart. The same is true with ASDS Collano whose son became a victim of a motorcycle accident. Both share the passion for empowerment through education in the roads of life, thus this partnership in action among classmates of SALDIWA Batch XXXI.

LTO Region V has also penned an agreement with DepEd to provide motorized vehicles for the laboratory needs of students enrolled in transportation mechanics classes.

During the open forum, representatives from different agencies such as DOH, DOLE, LTO-NCR and DepEd have expressed interest in adopting the program, and assisting in the enhancement of STRUT for a wider coverage. Even DepEd's central office, as reported by ASDS Collano, has expressed intention to bring the program implementation on a nationwide scale, subject to availability of funding.

CESB Executive Director Maria Anthonette Velasco-Allones saluted the Bicolana women for their program and assured them that the CESB will support STRUT and bring the program across the country in the leadership conference next year. She also discussed the parameters of institutionalized implementation, with the DepEd spearheading the program and sourcing money from its budget, having the biggest unspent money.

The proponents of the program are proud of their collective work and said that they have succeeded in putting in the provisions, the letters of the law in people's language. They have a Filipino and an English package, making this effort easier to grasp and understand by students. ASDS Collano also reported that the only challenges they met were on copyright issues for items sourced from the internet and other media, which they have solved. There were no interface issues.

Theirs is a story of laughter, love and similar histories of road accidents which led to the convergence. The overall theme of the program, through contextualized education, is: "There is no substitute for life. Be champions of Strut, heaven can wait." 🌐



## Chair Bala emphasizes need for collaboration at the 16th CES Conference cap off



CSC and CESB Chairperson Alicia dela Rosa-Bala speaks before 818 CESOs and CES Eligibles during the closing ceremony of the 16th Annual CES Conference.

*"GoVergence is the way we go. GoVergence is the way we make our governance work for everyone. GoVergence is not only the right thing to do but it should be a way of life."*

With this pronouncement, Civil Service Commission (CSC) and Career Executive Service Board (CESB) Chairperson Alicia dela Rosa-Bala left a strong keynote speech to the 818 participants of the 16th Annual CES Conference to mark its closing ceremony on 23 November 2017.

According to her, this year's conference was meant to encourage all career executives to work together and to sustain collaboration, convergence, partnership and cooperation which serve as catalysts for positive change and inspiration.

Chair Bala cited some activities directed to improve the efficiency and effectiveness of the bureaucracy that both the CSC and CESB have spearheaded this year.

More than the goal of enhancing competencies of government officials and employees, these activities aimed to demonstrate and emphasize the need for collaboration and partnership between and among institutions especially in this global age of competition.

One of these activities is the conduct of the 5th Human Resource (HR) Symposium in Manila last July 4 to 6, 2017. It became a venue of convergence of HR professionals from government, the private sector, and delegates from the Association of Southeast Asian Nations (ASEAN) Community. Chair Bala said that, "It is important for us to continue learning on how to inspire people to become advocates for reforms that lead to transformations, to work in teams to aspire for global competitiveness, and conceive new ways of achieving breakthroughs leading to good governance outcomes."

Chair Bala also expressed hope that this year's conference provided energy and inspiration to everyone to keep growing and serving the public.

"The relevance of this year's theme has been borne out by the quality of the presentations we have enjoyed, and the discussions – formal and informal – which have taken place over the past three (3) days. The secrets of how to navigate politics, manage execution, communicate strategically, and foster linkages and effective partnerships are now with us," Chair Bala stated.

She also discussed the chairmanship of the Philippines of the Association of Southeast Asian Nations (ASEAN) on its golden anniversary. According to her, one of the highlights of the chairmanship was the signing of the declaration on the role of the civil service as a catalyst for achieving the ASEAN Community Vision 2025. She added that it was a milestone for the history of ASEAN because it marked the first time that the role of the civil service and the civil servants as the backbone of good governance in building the ASEAN Community was acknowledged, and she was very proud that the CSC was the one behind the signing of the said declaration.

Another example cited by Chair Bala was the institutionalization of the 8888 Citizen's Complaint Hotline, which is now operating directly under the Office of the President (OP) and is led by no less than Cabinet Secretary Leoncio Evasco Jr. It is a public complaints hotline involving all agencies of the government for the realization of the government's policy to eradicate red tape and corruption.

She brought this up because "the essence of being a CESO is to ensure that they play their roles in promoting the interest and concerns of the people." "*Sabi natin, 'Taas Noo, CESO'. Ang ibig sabihin nito, sa lahat ng panahon, kung mayroong lalapit sa atin, kailangan nating tulungan,*" she added.

Lastly, Chair Bala mentioned the recent launching of the 2017 Omnibus Rules on Appointments and other HR actions and the Revised Rules on Administrative Cases in the Civil Service. "These two (2) documents are important especially for those who are responsible for admin and HR because you will be able to apply the new policies that we have formulated for the entire bureaucracy," she remarked.

Chair Bala also took the opportunity to thank everyone, including the resource persons, session chairs, entertainers, technical support staff, and other partners. She likewise expressed deep gratitude to the City Government of Bacolod and the relevant government agencies for jointly sponsoring the conference and ensuring all able organizations are on board to make it a resounding success. 🌟



# A Glimpse of Glitter of the 2017 CES Conference





## A Glimpse of Glitter of the 2017 CES Conference





## DAY 3

## Conference learners tour cities of Negros Occidental



2017 CES Con participants did not miss the opportunity to visit the modern and grand Bacolod City New Government Center .

Two hundred five (205) participants of the 16th Annual CES Conference opted to join the learning tour circuit and explored three (3) nearby cities of Negros Occidental after the confab's closing ceremony at the L' Fisher Hotel, Bacolod City on November 23.

On board eight (8) buses, the participants rode through the significant and historical spots of the cities of Bacolod, Silay and Talisay as they were guided by local tour people. The tour guides explained the history and significance of the structures and the evolution of the cities. First destination was the Bacolod City Hall where the guests were briefed on the political, economic and social growth of Bacolod City and its people, the officials of government and the growth and development of the city. Along the way to the next destination, the stories about the political and economic growth of Negros Occidental were discussed by the tour guides. The next stop was the Campuestohan Highland Resort which features different themed villages and amenities.

Next destination was the Silay Heritage Houses which were declared by the National Historical Commission as National Historical Landmarks. More than thirty old mansions of prominent sons and daughters of the old Silay, dubbed as the Paris of Negros, are perfectly preserved showing the artistry of the place. A historical marker of the Revolutionary leaders stands along Cinco de Noviembre, where the ancestral house of Teodoro Morada also stands. Balay Negrense of the Gascons is also located nearby. Participants were given a few minutes to see the area for picture taking.

The Ruins was the last point of interest visited by the group. It is a mansion of the Ledesma family which was built on a 440 hectare plantation in Talisay City during the early 1900s. It is of Italianate-Romanesque architecture whose columns are topped with composite-Corinthian volutes. The mansion was a gift of Don Mariano to his Portuguese wife Maria Braga who died during the birth of their 11th child. The Ruins bears the titles as the Taj Mahal of the Negros, one of the 12 most fascinating ruins of the world, and one of the best landmarks in the Philippines. 🌐



Nearing the end of the half-day learning tour, some of the 205 tour joiners pose with Bacolod City Mayor Evelio Leonardia (center, 2nd row) and CES Governing Board Chairperson Alicia dela Rosa-Bala, CESO I (6th from the right, 2nd row) in front of The Ruins in Talisay, Negros Occidental.



## CES Partners' Night: A Night of Thanksgiving and Strengthened Partnership



**CESB ED Maria Anthonette C. Velasco-Allones conveyed her gratefulness to the people and agencies who supported the CESB's advocacies for 2017.**

**L**ed by Executive Director Atty. Maria Anthonette C. Velasco-Allones, *CESO I*, the Career Executive Service Board hosted its Annual Partners' Appreciation Night and Dinner to honor the agency's distinguished partners at the Chardonnay by Astoria, Pasig City, on November 29, 2017.

In her welcome remarks, ED Allones extended her gratitude to everyone who came to the gathering, which she described as "an evening devoted to recognizing individual and institutional partners of the CESB in the endeavours that we do year in and year out. *Ito ay isang gabi ng pasasalamat, pagdiriwang, pagkakaibigan, at pagtutulungan!*"

Among the eighty-nine (89) guests who made the night momentous and worthwhile were the past members of the CES Governing Board including Mr. Antonio D. Kalaw, Jr., *CESO I*; Mr. Proceso T. Domingo, *CESO I*; Ms. Susan M. Solo, *CESO III*; Mr. Angelito de Mesa Twaño, *CESO III*; and Ms. Maria Paz W. Foronda, *CESO V*; as well as the incumbent Board Members, Development Academy of the Philippines President Elba S. Cruz; BM Evangeline C. Cruzado, *CESO III*; BM Charito R. Elegir, *CESO I*; and BM Rolando L. Metin, *CESO II*. Other key CES personalities in attendance include EROPA Secretary General Orlando S. Mercado and NAMRIA Deputy Administrator and 2016 Gawad CES honoree Mr. Efren P. Carandang, *CESO III*.

Afterwards, ED Allones along with the members of the CES Governing Board conferred the Outstanding CESB Assessor award to Ms. Imelda C. Abueg, Director Ma. Lourdes V. Reyes, Ms. Josefina G. Tamondong, and Ms. Milagrosa I. Hechanova, who also received the Assessment Center Key Contributor Award along with Mr. Alfredo L. Almendrala, Jr., Mr. Alexander M. Arevalo, Ms. Ma. Criselda R. Sy, Ms. Maria Lourdes T. Baua, and BM Rolando L. Metin.

Meanwhile, the Outstanding CESB Validators include Director Ric G. Enriquez, Atty. Edelwina DG. Parungao, Director Ma. Lourdes V. Reyes, Director Milagros A. Rimando, and Ms. Josefina G. Tamondong. A special award was also

given to the Most Reliable and Dependable CESB Validators, namely, Mr. Proceso T. Domingo, Ms. Lourdes Socorro T. Lazo, Ms. Chloe M. Osano, Mr. Isidro D. Siriban, and Mr. Hilarion E. Ulep.

Recipients of the Outstanding Panel Interviewer award include BM Charito Elegir, BM Rolando L. Metin, Mr. Elmor D. Juridico, Ms. Virginia N. Bactad, Atty. Edelwina DG. Parungao, and Ms. Mary-Ann Z. Fernandez-Mendoza.

Coach Tomas Alejo S. Batalla, a certified clinical psychologist, was recognized as an Outstanding Partner in Learning award for guiding executives in their journey of self-discovery to attain their mission as transformational leaders and champions of service-driven and effective governance.

Afterwards, the Institutional Special Awards were conferred to the Bureau of Internal Revenue (BIR), Parole and Probation Administration (PPA), Philippine Overseas Employment Administration (POEA), Philippine Statistics Authority (PSA), and the Department of Public Works and Highways (DPWH) for their efficient and timely compliance with the online CESPES.

This was followed by the recognition of the top 7 agencies with the highest CES occupancy rate. Topping the list was the DPWH with 87%; followed by DTI with 78%; then DILG with 77%; DepEd with 76%; DOH with 74%; DENR with 70%; and finally, OP with 68%.

Both the DPWH and Barangay Holy Spirit were also honored for their invaluable support and assistance in the construction and turn-over ceremony of the multi-purpose CES Resource Center.

Finally, the CESB acknowledged the efforts of Land Transportation Office Directors Hilarion E. Ulep, *CESO III* and Dennis M. Singson for ably shepherding the delegates of the 16th Annual CES Conference in Bacolod City. 🌐



**Serenading the awardees and guests throughout the night was the Flumia Acoustics, who earned praises from the audience after performing English and Tagalog classics.**



## Annual Outreach Program: Bringing holiday cheers to Brgy. Payatas



*Families from Barangay Payatas, Quezon City receive goodie bags and grocery items from CESB.*

*"A joy that's shared is a joy made double."*

*- John Ray*

In partnership with St. Benedict Parish, the Career Executive Service Board brought joy and excitement to the families of Phase 3 Lower Empire Street, Barangay Payatas, Quezon City during their Annual Christmas Outreach Program in the Puso ng Ama (PNA) Foundation on December 16, 2017. The event was part of the month-long celebration of the 44th Founding Anniversary of the CES.

The gloomy weather was nothing in comparison to the warmth and happiness brought by the children's laughter all throughout the day. The PNA Foundation youth members and the University of Rizal System (URS) interns were also present to assist in the program.

Apart from prizes and delightful snacks, the children received essential hygiene items packed in colorful kits, which contained a face towel, toothbrush, toothpaste, soap, and alcohol. CESB's Atty. Joy R. Francisco demonstrated to the kids how and when to properly use the contents of the hygiene kits.

As a way of expressing their gratitude, the kids along with the youth volunteers of PNA Foundation

serenaded the CESB Secretariat with the song "Just Love," spreading the festive vibe to each other.

"Maraming salamat! Sana hindi ito ang panghuling beses na mangyari ito. I hope this is the first of many more times that you all visit here." Father Paul Uwemedimo, the Parish Priest of St. Benedict Parish, expressed his gratitude for the success of the program. Seeing the kids smiling from ear-to-ear was definitely a heart-warming experience for everyone. 🌟



*While enjoying the parlour games, such as the cheese ring relay and the longest breath, the kids also learn more about teamwork and sportsmanship taught by their ates and kuyas from CESB, PNA Foundation, and URS.*



## 2017 HR Managers Fellowship Meeting Series Concludes through Assertive Communication Session



*CESB Executive Director Maria Anthonette C. Velasco-Allones poses with the thirty-five (35) HR Managers and CES Coordinators who took part in a delightful learning session and simple Christmas get-together during the 4th Quarter HR Fellowship Meeting and Learning Session on 12 December 2017 at the Seda Vertis North in Quezon City.*

***“If you don’t have the courage to confront, you don’t have the right to complain. Don’t wait until anger gives you the courage.”***

These were the words of Mr. Orly P. Tugob, Management and Training Consultant of the OPT Training and Consulting Services as he led thirty-five (35) Human Resource (HR) managers and Career Executive Service (CES) Coordinators from various national government agencies in a learning session during the final leg of the 2017 HR Managers Fellowship Meeting Series at the Seda Vertis North in Quezon City on 12 December 2017. Dubbed as “Assertive and Effective Communication”, the session aimed to project the HR managers’ image of assertiveness by maximizing key communication tools such as voice and body language. It also intended to establish effective and confident communication to overcome barriers that may cause misunderstanding among co-workers in an organization.

Mr. Tugob emphasized the importance of exerting conscious effort in utilizing body language. He cited the study conducted by Dr. Albert Mehrabian of the University of California in Los Angeles (UCLA), which found that body language accounts for 55% of communication, while voice/tone and words only account for 38% and 7% only, respectively. Mr. Tugob demonstrated several hand gestures which can be emulated for assertive communication, such as:

- The Box – gives the impression of trustworthiness, truth;
- Holding the Ball – projects command, dominance;
- Pyramid Hands – exudes self assurance, relaxation;
- Palms Up – emanates honesty, acceptance;
- Palms Down – manifests strength, aggressiveness.

Mr. Tugob introduced the SASH framework, an effective communication tool which can be used to assertively deliver a message. In this framework, the messenger should first give the actual, unbiased assessment of the **situation**, then say

how he/she is **affected** by it. He/she should then **say what is needed** (solution) to diffuse the situation, and must **highlight the change** to emphasize the importance of the message.

The participants were engaged in fun-filled workshops such as the Shattered Glass. In this simulation game, they were divided into two groups tasked to build a gadget, but only one party was allowed to verbally communicate. They also participated in a role-playing workshop, wherein they were given tension-filled situations which they had to resolve through the SASH framework.

After the session, CESB Executive Director Maria Anthonette C. Velasco-Allones reiterated the latest CES policies and resolution adopted by the CES governing board and responded to queries raised by some of the CES coordinators. After the program proper, the HR champions participated in the traditional exchanging of gifts, mingled with one another, laughed and dined together in a festive mood in the spirit of the upcoming holidays. 🌐



*Mr. Orly P. Tugob of the OPT Training and Consulting Services provided effective tools for effective and assertive communication.*

## 'Govergence' headed North for its penultimate session



*Sixty-seven (67) participants strike a pose with CESB Executive Director Maria Anthonette C. Velasco-Allones and the Resource Speakers during the final leg of the 2017 CES Leadership Conclave series at the Le Monet Hotel, Baguio City on 24 October 2017.*

Following the success of its first five conducts, the 2017 CES Leadership Conclave headed north as it conducted for the sixth and final leg of its series at the Le Monet Hotel, Baguio City last 24 October 2017.

Themed “Govergence: Cultivating Exemplary Service,” the Conclave aims to focus on convergence for governance as a catalyst for sustained positive change. It also aspires to encourage career officials to promote synergism within and beyond the CES Community and harness individual and organizational talents and resources through partnership, collaboration, and cooperation.

Mr. Orly P. Tugob, a Training and Management Consultant from the OPT Training and Consulting Services, jumpstarted the program, by stretching the mind and body of the participants through a creative and interactive workshop. He then proceeded to enumerate the elements of a successful collaboration, some of which are strategic planning, active participation, and trust. He ended his session by challenging the participants to engage in creative collaboration, quoting Mr. Albert Einstein: “Logic will get you from A to Z; Imagination will get you anywhere.

Meanwhile, National Mapping and Resource Information Authority (NAMRIA) Deputy Administrator Efren P. Carandang narrated NAMRIA’s journey towards transformation through various internal and external collaborations. On intra-office level, he discussed the convergence of Human Resource and Organizational Development Initiatives that their employees developed, and how it provided a more conducive working environment for the employees.

As for interagency convergence, Deputy Administrator Carandang discussed the Philippine Extended Continen-

tal Shelf Project. Through the convergence of technical, scientific, legal, and diplomatic expertise of NAMRIA, Philippine Coast Guard, Department of Foreign Affairs (DFA), National Security Council (NSC), Department of Justice (DOJ), Mines and Geosciences Bureau (MGB), Department of National Defense (DND), Commission on Maritime and Ocean Affairs (CMOA), Philippine National Oil Company (PNOC), University of the Philippines-National Institute of Geological Sciences (UP-NIGS), UP-Institute of International Legal Studies (UP-IILS), Norway Agency for Development Cooperation (NORAD), and the GNS Science New Zealand, the Philippines was able to secure an additional 135,500 square kilometers seabed territory, which is considered a perpetual legacy to future generations of our countrymen.

The last part of Deputy Administrator Carandang’s presentation is the formulation of the United Nations (UN) Strategic Framework on Geospatial Information and Services for Disasters. The said framework is the UN Global Geospatial Information Management (UN-GGIM)’s guiding policy document that brings together all stakeholders and partners involved in Disaster Risk Reduction Management (DRRM) to ensure that quality geospatial information and services are available and accessible in a coordinated way for decision-making and operations before, during, and after disasters.

Ms. Vilma D. Eda, Schools Division Superintendent of the Department of Education (DepEd) City Schools Division of Batac (CSDB), zeroed in on the importance of vision in collaboration. “The clarity of vision creates a sense of shared purpose; increases the commitment of internal and external stakeholders, and makes everyone see themselves as visionaries, creators, and supporters.



*CESB Executive Director Maria Anthonette C. Velasco-Allones presents the Certificates of Appreciation to NEDA Regional Director Milagros A. Rimando (L) and to Mr. Robin T. Gumasing and Imman Van B. Valerio (R) for their invaluable support to the CES Leadership Conclave.*



## 30 | 'GoVergence' headed North...



*Mr. Orly P. Tugob, NAMRIA Deputy Administrator Efren P. Carandang, and DepEd-CSDB Schools Division Superintendent Vilma D. Eda share stories of successful collaborations.*

Ms. Eda narrated the processes which led to the systematic introduction of cutting edge Information and Communication Technology (ICT) reforms in the educational system of Batac, which capacitated the educators in using ICT-driven tools to enhance the results of learning processes. "Integrating technology is a way of preparing for the extreme future of our children. This is our contribution as educators," she said. She mentioned how she gathered numerous stakeholders to support CSDB's income-generating projects such as the Walk for a Cause, Dinner of a Cause, and Krismas Tri. The proceeds of these projects led to the development of ICT tools, which not only improved the education system, but also led to community-based outputs.

After the learning sessions, Mr. Robin T. Gumasing and Imman Van B. Valerio, both Budget and Management Analysts from the Department of Budget and Management (DBM), oriented the participants on the Program Expenditure Classification (PREXC) Approach. According to them, PREXC is the restructuring of the agency's budget by grouping all recurring activities and projects, may they be locally-funded or foreign-assisted, under each program they contribute to. It is also understanding a program's objectives and providing performance indicators for outputs and outcomes.

National Economic and Development Authority – Cordillera Administrative Region (NEDA-CAR) Regional Director Milagros A. Rimando, CESO II welcomed a total of sixty-seven (67) CESOs and Third Level Eligibles who attended the Conclave, while CESB Executive Director Maria Anthonette C. Velasco-Allones formally opened the session and provided the participants with updates on CES policies and programs.

"I had new learnings on the importance of collaboration among the different government institutions also involving the private sector for a better and prosperous Philippines," remarked Director Fay W. Apil of the Mines and Geosciences Bureau (MGB). 🌐

## New CES positions classified at NAPOLCOM, DBM

**T**he CES Governing Board classified the positions of one (1) Deputy Executive Director IV, 22 Directors III and 20 Directors II at the National Police Commission (NAPOLCOM) and the newly created position of one (1) Department Assistant Secretary with Item Number DASEC-2-2015 at the Department of Budget and Management (DBM) as CES positions through CESB Resolution Nos. 1374 and 1375 respectively.

A copy of the above-named CESB resolutions may be viewed at [www.cesboard.gov.ph](http://www.cesboard.gov.ph) for guidance and reference.

To ensure that the coverage of the CES is in accordance with the policies and criteria set by the Board through CESB Resolution Number 945, Series of 2011, and to adhere to the decision of the Supreme Court in *Civil Service Commission v. Court of Appeals and Philippine Charity Sweepstakes Office*, G. R. No. 185766-67, dated November 23, 2010, limiting the coverage of the CES to managerial/executive positions requiring Presidential appointments, the Board regularly conducts Position Classification Studies in all government agencies. 🌐

## DOJ Exec tops September 3 CES WE - 90 Officials Pass Exam



**D**epartment of Justice Assistant State Prosecutor Christine Marie V. Buencamino topped the Nationwide CES Written Examination (CES WE) held last September 3, 2017. Simultaneously conducted in Quezon City, Cebu and Davao City, the said exam registered a total of ninety (90) passers out of two hundred thirty-five (235) examinees (38.30%).

Of the ninety (90) passers, 67.78% came from Quezon City testing center, 8.89% from Cebu City and 23.33% from Davao City.

The top ten (10) passers are all first time CES WE examinees.

The complete list of September 3, 2017 CES WE passers may be viewed at the CESB website, [www.cesboard.gov.ph](http://www.cesboard.gov.ph).

All successful CES WE examinees may call the Eligibility and Rank Appointment Division (ERAD) at telephone number 9514981 to 85 loc. 100 or 832 for the schedule and other details of the Assessment Center (AC), the second examination stage for CES eligibility.

The next conduct of the CES WE will be on December 3, 2017. Application forms may be downloaded through the CESB website, [www.cesboard.gov.ph](http://www.cesboard.gov.ph).

### Top Three Passers

The top three passers came from Quezon City testing center and they are as follows:

#### Christine Marie V. Buencamino

Atty. Christine Marie V. Buencamino, who obtained the highest rating of 89.30%, has been with the Department of Justice (DOJ) since July 15, 2015. Prior to DOJ, she was with the Regional Trial Court (RTC)-Makati City Branch 63 where

she worked as Clerk of Court V for more than five (5) years. She graduated with a degree in AB Political Science as Merit Scholar at the Ateneo De Manila University in 2000. In 2006, she finished her Juris Doctor in the same university and passed the Philippine Bar Examinations in 2007. Her field of specialization/expertise is Law.

#### Michel Kristian R. Ablan

Atty. Michel Kristian R. Ablan, who obtained the second highest rating of 87.77%, is presently Assistant Secretary of the Presidential Communications Operations Office (PCOO). Prior to PCOO, he was a Division Chief at the Public-Private Partnership Center in 2015 and served as Provincial Board Member at the Provincial Government of Ilocos Norte from 2007 to 2010. He graduated with a degree in Bachelor of Science major in Legal Management at the Ateneo De Manila University in 2000 and Bachelor of Laws in the same university in 2005. In September of the same year, he passed the Philippine Bar Examinations.

#### Sheila L. Oberio

Ms. Sheila L. Oberio, a chemical engineer and who obtained the third highest rating of 87.11%, is presently Senior Science Research Specialist and designated as Provincial Science and Technology Director of the Iloilo Provincial Science and Technology Center-Department of Science and Technology Regional Office VI. She was with DOST-VI since 2005 starting as Science Research Specialist I. She graduated with a degree in Bachelor of Science in Chemical Engineering at the Central Philippine University in 1994 and passed the Chemical Engineering Licensure Board Examination in the same year. In 2003, she finished her Master of Management-Business Management at the University of the Philippines-Visayas. Her field of specialization/expertise is Science and Technology. 🌐




## CESB retains ISO 9001 certification for 7th straight year

"This isn't actually news, this is our way of work," says CESB Executive Director Maria Anthonette Velasco-Allones during the announcement of the retention of the ISO 9001:2008 certification for services under eligibility and rank appointment processes by the Tuv Nord Philippines last 06 November 2017.

In its 7th consecutive year of ensuring quality service delivery through strict implementation of the established Quality Management System (QMS), Tuv Nord Philippines auditors Jennifer Pambid and Jocelyn Magat lauded the CESB Management for providing necessary resources needed for the effective implementation of the QMS such as the procurement of shredder machine, installation of the Procurement, Inventory and Property Management System, and improve-

ment of the stock room, among others.

In 2010, the CESB obtained its ISO 9001 certification by the same certifying body. The ISO 9001, a Greek term which means "equal", was institutionalized by the International Organization for Standardization to aid organizations in effectively fulfilling requirements and enhancing customer satisfaction. In the same manner, the established QMS of the CESB seeks to ensure quality service with the highest standards demanded by the agency and expected by its client.

Concomitantly, the CESB is gearing toward ISO 9001:2015 certification to include its two (2) other core processes, namely: professional development and performance evaluation processes. 

## Project Paglaum #16 re-kindles the Fire of Public Service



*Psychological First Aid Session being conducted by Hope Bearer Reynan S. Salo, a volunteer student of the Xavier University in Cagayan de Oro City during the 3<sup>rd</sup> deployment of the Hope Bearers in Marawi City.*

Just a day after the conclusion of the training for Project Paglaum Batch 16 held in Cagayan de Oro City, twenty-six (26) hope bearers headed by Commanding Officer Jonna D. Dalaguit were immediately deployed for action to give Psychological First Aid (PFA) to about ninety-three (93) wounded soldiers at the Camp Evangelista Station Hospital, 4th Infantry Division of the Philippine Army.

Right after a three-day training from October 16 to 18, 2017 in Seda Centrum Hotel in Cagayan de Oro City, the group was called to action on October 19, 2017. The second deployment was made on November 2-4, 2017 to seventy-three (73) soldiers in Marawi City and the third deployment followed on November 14-15, 2017, involving members from Iligan City to eighty (80) soldiers. Both deployments were organized by the Philippine Army based in Manila and were headed by the Chaplain of the camp, Major Jerome Daluro.

Members of Batch 16 of the Project Paglaum expected themselves to be able to "help the survivors of various traumatic


experiences" and make a proper approach in helping them free themselves from false thoughts about the disaster that they are experiencing."

The facilitators, Mr. Tomas Alejo S. Batalla, Ms. Priscilla Gonzalez-Fernando and Ms. Marika E. Melgar, who are all licensed psychologists from the Ateneo Bulatao Center, presented to the participants the proper approach on how to communicate effectively, emphasizing that listening is important when someone is talking especially when giving out what they experienced during the trying of their lives.

The participants underwent first the "healing the healers" session, where the healers had a one-on-one self-healing session with Coach Tomas Batalla.

The three (3) facilitators then lectured the participants on how to become a PFA provider, the different activities involved and a video presentation on the correct way to be a good PFA provider.

They were also introduced to "playing with children's toys" as a healing session where participants reminisce their childhood days. Some remembered their past when their parents prevented them from going outside their homes to play because it was dangerous. Their parents were worried about the vehicles that might accidentally run them over while playing, as shared by one of the participants.

The concluding part was the preparation of an action plan of each group which they can use on their follow-through activity when deployed for action as a PFA provider. 

## 4th CES Club: "Recognizing and Dealing with Stress in the Workplace"



*CES Club learners pose for a picture with motivational speakers Venchito Tampon (2nd row, 5th from the left) and Marlon Molmisa during the fourth conduct of CES Club for 2017.*

Sixty-six (66) government executives learned better ways to handle stress in the workplace during the fourth and final conduct of the CES Club for 2017 entitled "Recognizing and Dealing with Stress in the Workplace" held at Seda Abreeza Hotel, Davao City, on October 06, 2017.

It is no secret that stress in the workplace is caused by a myriad of circumstances. Whether it's about beating the deadline or meeting a specific standard, superiors and subordinates both experience the weight of an overbearing workload.

Pressure, politics, power, *pera*, and *pamilya* are just some of the possible reasons that trigger organizational stress, says Coach Marlon Molmisa, an adept leadership and corporate speaker and the CEO of the Elevaxion Project.

One of the highlights of his talk was the topic on "stress-proof leadership." According to him, "stress-proof leaders lead not through position, but through passion."

In an activity, he asked the learners to list the things they look for and hate in a workmate. Some of the words listed under "*Ang ayaw ko sa isang workmate*" were *mareklamo*, *tamad*, selfish, and emotional vampire, while those listed under "*Ang gusto ko sa isang workmate*" were resourceful, creative, *kalmado*, *matulungin*, and *matalino*. Coach Marlon then gave tips on how to handle "difficult" people in the organization, stressing that building others up is more important than putting them down.

For the afternoon session, Coach Venchito Tampon, Jr., CEO and co-founder of SharpRocket, discussed how other people's behavior can affect how you work, and

vice versa, through the elements of Emotional Intelligence.

According to him, building a culture of positivity and teamwork is one of the most effective ways to help subordinates and peers in dealing with workplace stress. Some of his stress management tips include eliminating self-talks, increasing network of genuine friends, learning to say no, avoiding gossip, and scheduling time for rest.

For Mr. Cesar A. Adegue, CES Eligible and Education Supervisor II of the Commission on Higher Education, the learning session was "very dynamic and mind provocative." It was also a totally new experience for him to learn from young, vibrant, and highly qualified speakers who are "easy to understand, are full of insights, and have likeable leadership approaches." 🌀



*Breathe in, breathe out. The whole-day learning session paved the way for government executives to de-stress and have fun outside of the workplace.*





## NEW ELIGIBLES

CONFERRED THROUGH  
RESOLUTION NO. 1381  
NOVEMBER 20, 2017

**CABERTE, CASIANA P.**

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Department of Education – Division of Bohol

**GOMEZ, VICENTE PATRICIO R.**

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Acting Deputy Director for Professional Services  
Philippine Children's Medical Center

**MABBAGU, PATRICK D.**

Corporate Attorney B  
Acting Corporate Staff Officer A  
National Power Corporation

**QUIÑONES, VIRGILIO ALVIN L.**

Senior Education Program Specialist  
Department of Education – Division of Camarines  
Norte

**SANCHEZ, RICKY L.**

Acting Director III  
Department of Budget and Management  
Regional Office XIII

CONFERRED THROUGH  
RESOLUTION NO. 1382  
NOVEMBER 23, 2017

**BATOON, WINNIE E.**

Education Supervisor I / Officer-in-Charge  
Office of the Assistant Schools Division  
Superintendent  
Department of Education – Division of Davao del  
Norte

**DEL ROSARIO, FE L.**

Chief Investment Specialist  
Board of Investments

**DOMINGO, MARIA PAULA B.**

Attorney V  
Department of Budget and Management

**ENRIQUEZ, BERNADETTE B.**

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College of Liberal Arts and Sciences  
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**FRANCISQUETE, MARIA GENEVIEVE T.**

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**LAGODA, MARIA SHEILA V.**

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Department of Tourism

# THE PUBLIC MANAGER

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CESOs, Eligibles and other readers are encouraged to send articles, information on government projects and other significant activities of interest to public managers, including comments and suggestions to:

*The Editor-in-Chief, The Public Manager, Performance Management and Assistance Division, Career Executive Service Board, No. 3 Marcelino St., Holy Spirit Drive, 1127 Quezon City.*

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Come and share with us how you have been wowed by CESOs and Third Level Eligibles who make a difference in the lives of their stakeholders through their innovation and cost-effective measures. Nominate them in CESB's search for the Career Executive Service Very Innovative Person (CES VIP) and Career Executive Service Outstanding Cost-Effective Officer (OS CEO) awards.

For inquiries, you may call the Performance Management and Assistance Division at Tel. Nos. 366.1941 & 9514981 local 111 & 126.



## The CES CEO Cost-Effective Officer Award

This category seeks to recognize the strategic leadership qualities of the CESOs and Third level eligibles whose decisions or actions create desired level of performance that leads to the *maximum utilization of resources* resulting in increased agency savings.



## The CES VIP Very Innovative Person Award

This category seeks to recognize CESOs and Third level eligibles who initiated a novel policy or program that improved operational processes or methods and have assisted in meeting organizational sustainability and/or wellness.