

# The Public Manager



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## 3rd CES Club sparks creativity in the workplace



The learners pose for a picture with CESB ED Maria Anthonette Velasco-Allones (standing, center) and resource speaker Niccolo José (standing, 6th from left) during the 3rd CES Club in Tarlac City.

In the presence of an awe-inspiring talent while surrounded by environmental resplendence, public managers and career executives had a breath of fresh air during the 3rd conduct of the CES Club for 2017 with the theme “How Art Thou?: Unleashing Creativity in the Workplace” at the Green Canyon Eco Art Resort, Tarlac City, on August 25.


“I’m here because of you, because you all came.

Now, I want to know why  2

## Convergence for Project Paglaum in Iligan City

A strong resolve to help Marawi City evacuees brought forty (40) participants and four organizations to Crystal Inn in Iligan City for a three-day training workshop for Hope Bearers of Project Paglaum on 16-18 August 2017.

DOH - Region 10 led by ARD Adrian Subaan, Couples for Christ led by Mr. Franklin Quijano, Ateneo Bulatao Center led by Coach Tomas Alejo S. Batalla and the Career Executive Service Board led by Executive Director Ma. Anthonette Velazco -Allones made this training-workshop a reality.

Muslims, Christians, volunteers, students, retired government employees and health workers gathered together to bring  3



Playing with toys is also a form of healing, reminiscing their childhood days.

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## 1 | 3rd CES Club sparks...

you're here." During her opening remarks, CESB Executive Director Maria Anthonette Velasco-Allones urged everyone to share the reason why they decided to attend the learning session. For Department of Budget and Management Undersecretary Luz M. Cantor, this was the perfect opportunity to bond more with fellow members of the CES community. On the other hand, some officials shared that they were attracted to the theme, while others wanted to de-stress from the day-to-day demands of the workplace through the art workshop.

ED Allones stressed that during the conceptualizing stage of the club's topic, she wanted to infuse at least three concepts that are close to the advocacy of the CES, which are; love for environment; desire to unleash inner creative spirits; and to



**"As career officers in the bureaucracy, you can do a lot to influence decisions, shape programs, and establish policies." CESB ED Allones gave her warm welcome to the seventeen (17) learners of the event.**

harness both qualities in a career officer's role as a leader.

Embodying these qualities was resource speaker Niccolo José, a Filipino-born visual artist, sculptor, and furniture designer known for his organic crafts, dramatic art pieces, and contemporary furniture pieces made from reclaimed and up-cycled wood.

He started the session by giving a brief history of their family-owned resort, explaining what was once a volcanic desert is now a thriving eco-system with help from local communities and traditional Earthwork methods. Then, he led the walking tour from the hotel facilities with art installations to his art gallery and Studio 10.10 workshop.

"Some of the biggest ideas come from small things," says Niccolo as he made simple lines that transformed into an intricate image on wood using a blowtorch during the Pyrography demonstration.

In the last workshop, the participants were divided into six groups with the goal of building DaVinci's bridge from chopped Ipil ipil wood, which are considered invasive species in Philippine forests. They were all in a buoyant mood after successfully working together to create their bridges.

"His passion in integrating arts and environmental advocacy with very unique style is truly inspiring," remarks Department of Environment and Natural Resources

**"For innovation to flourish, organizations must create an environment that fosters creativity; bringing together multi-talented groups of people who work in close collaboration together — exchanging knowledge, ideas and shaping the direction of the future."**

**—Linda Naiman**

Director III Lormelyn E. Claudio.

While Department of Education OIC-Assistant Schools Division Superintendent Lourdes D. Servito suggests that "one day is not enough. Three days will be better - to have ample time for reflection, communion with nature, and actual workshops."

Finally, Securities and Exchange Commission Assistant Director Nolivienne C. Ermitaño says, "I got a freehand encounter with the improvisational, can-do mindset of an artist." 🌐



**Department of Public Works and Highways Acting Director IV Nimfa E. Potante volunteered to try the Pyrography technique on wood with Mr. Niccolo José.**

## 1 | Project Paglaum held in...



**The Project Paglaum Class Panginan (Hope in Muslim term) with Coach Tomas Alejo S. Batalla.**

light and hope to their fellow countrymen, many of whom suffered trauma due to the violent seige of Marawi City by Maute Group, a local terrorist group affiliated with ISIS.

Various training intervention were employed such as video presentation on the do's and don't's of a PFA provider, role playing on how to introduce one's self and the practice of the PFA and workshops on how to communicate effectively, including how to listen to the stories of survivors in an emphatic way and according to the person's cultural context.

Their training began with Healing the Healers session, a guided self-healing process which taught them to resolve personal hurts, to free their spirit, to recover their strenghts and heal themselves from their past traumatic experiences.

Free from any individual restrictions for extending help, they were then considered ready to be trained to effectively provide Psychological First Aid (PFA).

"I understood myself better. I understood that I cannot give what I don't have and lastly I could not help others if I haven't understood myself yet," uttered one employee of Amai Pakpak Medical Center after his one-on-one healing session.

They were told that as hope-bearers that they should be psychologically prepared before giving PFA to hopeless survivors. "We do not know what kind of survivors we will meet. We should set aside your profession first, when doing PFA", Coach Tom Batalla advised. He further reminded them that a good listener is one who reacts to what he/she heard.

They were then introduced to the playing with children's toys in the healing session. By playing, the participants reminisced their childhood days and

forgot for a while their problems that they were carrying for a long time.

"Playing acts as a bridge between conscious awareness and emotional experiences", explained Ms. Peachy Fernando, one of the facilitators.

The project paglaum ended with a presentation of the three (3) groups of their respective Action Plans which can be used when emergency calls.

Project Paglaum is now on its 15th session. It aims to capacitate Career Executive Service officers, other government and community leaders with skills and competencies in providing psychosocial support to survivors of calamities and disasters.

Named after the Visayan and Bicolano word "Paglaum" which means hope, the program aims to rekindle hope and help rebuild the lives of survivors of natural calamities and even man-made disasters.

Paglaum training graduates are called "hope bearers" to affirm their newly acquired calling after having completed this training. 🌐



**Role Playing as PFA providers with Coach Tomas Alejo S. Batalla.**

# CESB and REDIRAS hold Fourth Session of GoVergence in Legazpi City

**I**t was a day of partnership and collaboration as the Career Executive Service Board (CESB) and the Regional Executives and Directors Association (REDIRAS) successfully mounted the fourth session of the CES Leadership Conclave. The gathering, held at Hotel St. Ellis in Legazpi City on 09 August 2017,

gathered forty-three public managers and HR partners from fourteen agencies in and outside of the Bicol region.

The 2017 CES Leadership Conclave Series with the theme: “GoVergence: Cultivating Exemplary Service” focuses on convergence as a catalyst for sustained positive change in governance. It underscores the need



August 9, 2017 is a successful day for convergence in Legazpi City. Participants in the fourth session of the CES Leadership Conclave are joined by CESB Executive Director Maria Anthonette Velasco-Allones (seated center) flanked by speakers NAMRIA Deputy Administrator Efren Carandang (right) and NEDA Region V Director and REDIRAS Vice President Agnes Tolentino (left).

to promote synergism within and beyond the CES Community and recognizes that unique individual and organizational talents and resources ought to be harnessed through partnership, collaboration and cooperation.

REDIRAS Vice President and NEDA Region V Director Agnes E. Tolentino gave the opening remarks on behalf

of REDIRAS President and DSWD Region V Director Arnel B. Garcia, CESO II. Director Tolentino commended the bringing of the CES Leadership Conclave closer to the regions thus providing the officials easier access to learning opportunities. She warmly welcomed the participants to Bicol and also encouraged them to enjoy their stay and support the local industry.



GoVergence featured resource speakers are Mr. Ernie Cecilia, HR expert from private sector; DOST IV-A Regional Director Alexander Madrigal, CESO III; and NAMRIA Deputy Administrator Efren Carandang, CESO III.

Mr. Ernie Cecilia, HR expert with over 40 years of experience and training in human resources management and consulting was the first plenary speaker and discussed “Convergence and Collaboration or F.O.K. U?.” He defines convergence and collaboration, its characteristics and limitations while citing examples from the business sector, the academe and events around the world. The first plenary speaker was complemented by two public service exemplars. DOST Region IV-A Director Alexander Madrigal, CESO III and NAMRIA Deputy Administrator Efren

# 78 Officials Pass June 4 CES WE; RITM Exec Tops Exam

Seventy-eight (78) out of one hundred seventy (170) examinees or 45.88 percent passed the Nationwide CES Written Examination (CES WE), the first examination stage for CES Eligibility, held last June 4, 2017 in two testing centers, i.e., University of the Philippines, Diliman, Quezon City and University of Cebu, Banilad, Cebu City.

Of the seventy-eight (78) passers, 80.77% came from Quezon City testing center and 19.23% from Cebu City.

The top ten (10) passers are as follows:



Quiambao, Beatriz P.  
(89.53%), RITM



Del Rosario, Engels C.  
(88.50%), DSWD



David, Carlos Primo C.  
(87.07%), DOST



Calderon, Wally Don G.  
(86.94%), PPPC



Maniwang-Basa, Michelle Diana P.  
(86.11%), CHED



Lascano, Jasper Alberto H.  
(85.55%), FDA



Isaac, Jeelady B.  
(85.39%), G SIS



Mateo, Kristine N.  
(85.34%), DBP



Lupango-Tamayo, Sheara L.  
(85.28%), SEC



Relova, Glenda D.  
(85.15%), DSWD

The complete list of June 4, 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, the second examination stage for CES eligibility.

The next conduct of the CES WE will be on September 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 are all first time CES WE examinees. They are as follows:

#### Beatriz P. Quiambao

Dr. Beatriz P. Quiambao, who obtained the highest rating of 89.53%, is presently Medical Officer V at the Research Institute for Tropical Medicine (RITM)-Department of

Health. She graduated with a degree in BS Psychology at the University of the Philippines-Diliman in 1979. In 1983, she finished her Doctor of Medicine at the University of the East Ramon Magsaysay Memorial Medical Center and passed the Physician Licensure Exam in 1984. Her field of specialization/expertise is Health and Medical Science.

#### Engels C. Del Rosario

Mr. Engels C. Del Rosario,

# Integrated Gabay makes U-Turn to Dumaguete City

Gray clouds and rain showers failed to dampen the enthusiasm and excitement of twenty-seven (27) CES eligibles who enrolled in Session XXIX of the Integrated Gabay ng Paglilingkod (IGP) Training Course under the CESB's Leadership and Management Proficiency (LAMP) Program which was held from 19 to 29 July 2017. This marked the return of IGP-LAMP to Dumaguete City, Negros Oriental where Session XX was conducted in October 2014.

Session XXIX started with a new IGP-LAMP module - **Privacy and Data Protection Essentials for Public Sector Officials**, anchored by Dr.

Emmanuel C. Lallana. In his lecture, Dr. Lallana defined data privacy and emphasized its importance in a citizen-centric democracy. He explained the principles, objectives and key elements of Republic Act (RA) No. 10173 (Data Privacy Act of 2012) enacted to protect, safeguard and conserve private data from theft, loss and inadvertent and or unsolicited usage for criminal purposes. He cited the value and uses of data privacy in clarifying and maintaining social boundaries and stabilizing social order. In another new module - Social Media in Governance, Dr. Lallana reminded the learners of the

roles and duties in the proper and responsible uses of social media, and its strategic importance and key contributions to transparent and accountable governance.

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Creatively sharing lessons in leading and managing organizational change. Learners creatively present workshops group outputs with visuals, sounds and movement.


## 5 | 78 Official Pass June 4 CES WE...

who obtained the second highest rating of 88.50%, is presently Project Evaluation Officer IV and designated as Officer-in-Charge of the Planning, Monitoring and Evaluation Division (PMED) of the Pantawid National Program Management Office (NPMO)-Department of Social Welfare and Development. He graduated with a degree in BS Sociology at the Polytechnic University of the Philippines in 2004. His fields of specialization/expertise include Research, Social Services and Project Management.

### **Carlos Primo C. David**

Mr. Carlos Primo C. David, a geologist and who obtained the third highest rating of 87.07, is presently Acting Executive Director of the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)-Department of Science and Technology and designated as Officer-in-Charge of the Philippine Nuclear Research Institute (PNRI). He graduated with a degree in BS Geology in 1991 at the University

of the Philippines-Diliman and MS Geology in 1995 in the same university. In 2003, he received his Ph.D. in Environmental Science and Geology at Stanford University.

He passed the PRC Geology Licensure Exams in 1992 with a rating of 89.5% (1st place). His fields of specialization/expertise include Education, Environment & Natural Resources, Research, Science & Technology and Project Management. 

## 6 | Integrated Gabay makes U-Turn...



Learning why government exists and how it works. Learners take time out to pose with CESB Executive Director Maria Anthonette Velasco-Allones.

Mr. Alexander M. Arevalo, another information and communications technology (ICT) expert, facilitated the module on **ICT Essentials for Public Managers** using an intriguing and novel interplay of music, lights and color, and the creative use of different toys and electronic gadgets. The use of unique instructional tools, various media and innovative presentation techniques created a powerful and captivating learning milieu and made the module a “fun learning journey” according to the learners. The module stressed the primary importance of and simplified diverse approaches in harnessing ICT as a key driver in leading and managing change in any organization to achieve effectiveness and a positive impact on stakeholders and the environment.

The module on **Philippine Governance and Strategic Public Management**, delivered by CESB

Executive Director Maria Anthonette C. Velasco-Allones, provided a broad overview of the key concepts, systems, applied principles, institutional mechanisms and processes in public management. An incisive, analytical and ethical appreciation of the major challenges, issues, needs and concerns in public governance confronting executives as experts, leaders and managers was tested through the “Traffic Gridlock” game. One learner remarked, “It was a very informative and meaningful presentation of why government exists and how it works”.

Mr. John J. Macasio, another ICT expert handled the module on **ICT Project Management**. He stressed the primary importance and strategic role of ICT in crafting the directions and roadmap for development which requires the symbiotic interconnection of three elements essential for any

organization’s success - people, processes and technology.

Undersecretary Tina Rose Marie L. Canda of the Department of Budget and Management gave a clear and detailed picture of the key elements, framework and environment of the public budgeting process in the module entitled **Budget 101: Public Finance Policies, Systems and Laws for Public Managers**. She explained the phases of budget preparation and budget execution which deepened the learners’ appreciation of prudent resource management, transparency and accountability as pillars of public management.

Exec. Dir. Arthur Luis P. Florentin of the Civil Service Institute discussed the module on **Institutionalizing Strategic Human Resource Management (HRM)**. He guided learners on why and how to develop, institutionalize and harness the development potentials of strategic HRM systems in the government. He also clarified the roles, functions and responsibilities of leaders in the formulation, execution and continuous development of an organization’s HRM policies, strategies and plans.

Other IGP-XXIX faculty members who handled other course modules included Dr. Orlando S. Mercado, Secretary General of the Eastern Regional Organization for Public Administration

## 7 | Integrated Gabay makes U-Turn...

(EROPA), who delivered the module on ***Appreciating the Public Policy Process***. In the module, he lectured on the essential elements and processes in crafting, implementing and evaluating public policies.

Commission on Audit (COA) Asst. Commissioner Elizabeth S. Zosa defined the fundamental principles, standards, attendant duties of public officers, and mandated sanctions in the module on ***Fiscal Accountability Among Public Officials: Essential Philippine Audit Laws***.


Atty. Ariel G. Ronquillo, Assistant Commissioner of the Civil Service Commission, broadened the learners' knowledge and appreciation of the legal and ethical foundations of the administrative justice system, disciplinary procedures and actions, and

administrative penalties and sanction in the module on ***Administrative Justice Systems***.

Atty. Dennis S. Santiago, Executive Director of the Government Procurement Policy Board (GPPB), handled the module on ***Understanding Public Finance and Procurement Laws, Rules and Systems***. Through the module, learners enhanced their working knowledge of the various laws, requirements, mechanics and processes governing the public procurement system.

Deputy Exec. Dir. Eleazar E. Ricote of the Public-Private Partnership Center discussed the policy and program framework, modalities, systems and essential requisites for harnessing public-private sector partnerships as a creative, responsive and viable approach and

tool for pursuing development in the module on ***Public-Private Community Partnership***.

The ***Community Engagement Module (CEM)*** commenced with a lecture-discussion by Mr. Rafael L. Coscolluela, former Governor of the Province of Negros Occidental, former Board Chair, and current Trustee of the Gawad Galing Pook Awards Foundation. He explained the goals, standards, criteria, requirements, and the documentation, evaluation and validation processes governing the nomination until the conferment stages of the Gawad Galing Pook Awards. He discussed actual case studies of awarded programs and facilitated the sharing of lessons, insights, issues and concerns regarding replicability, customization, institutionalization, sustainability and the re-invention of innovations. The session prepared learners in designing, conducting and completing field evaluation research studies which examined and assessed strategic award-winning innovations in leadership, governance and development, i.e., the Dumaguete City Septage Management System Project. The project was honored with the 2012 Gawad Galing Pook Award for Outstanding Local Governance Program in Health and Sanitation. 



Sharing stories of hope through inspiring innovations. Learners are mentored by Gawad Galing Pook Awards Foundation Chairman Rafael L. Coscolluela on how to champion and create a culture of inclusive, meaningful and sustainable innovation in the organization.




## CESB classifies, declassifies CES positions in 4 agencies

Pursuant to its mandate and authority to classify and declassify positions in the third level as CES positions, the CES Governing Board, in its June 2017 meetings, approved the classification and declassification of certain executive and managerial positions at the Housing and Land Use Regulatory Board (**HLURB**), National Commission on Muslim Filipinos (**NCMF**), Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (**PCAARRD**) and Presidential Commission on Good Government (**PCGG**) as CES positions, as follows:

| AGENCY         | NO. AND TITLE OF POSITIONS  |                                 | CESB RESOLUTION NO.      | DATE          |
|----------------|---|---------------------------------|--------------------------|---------------|
|                | CLASSIFIED  | DECLASSIFIED                    |                          |               |
| <b>HLURB</b>   | 14 Director II  | 1 Executive Director IV         | CESB Resolution No. 1346 | June 1, 2017  |
| <b>NCMF</b>    | 1 Executive Director IV,<br>1 Deputy Executive Director IV,<br>18 Director IV,<br>and<br>3 Director III |                                 | CESB Resolution No. 1347 | June 1, 2017  |
| <b>PCAARRD</b> | 1 Executive Director III and<br>1 Deputy Executive Director III   | 2 Deputy Executive Director III | CESB Resolution No. 1348 | June 1, 2017  |
| <b>PCGG</b>    | 5 Director IV   |                                 | CESB Resolution No. 1352 | June 22, 2017 |

Copies of the above-named CESB resolutions may be viewed at [www.cesboard.gov.ph](http://www.cesboard.gov.ph) for guidance of all concerned agencies.

The Board regularly conducts Position Classification Studies in all government agencies 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 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. 

# CESB conducts 2017 Mid-Year Planning and Assessment

**H**alfway through the year, the Career Executive Service Board (CESB) appraised its performance accomplishments, budget utilization, pending tasks and compliance with the performance-based bonus (PBB) requirements for the first semester of FY 2017 during its 2017 Mid-Year Planning and Assessment (MYPA) activity last July 31 to August 02 at the Green Canyon Eco Art Resort, Clark Special Economic Zone, Bamban, Tarlac.

To aid the CESB Secretariat with the review of its performance accomplishments and budget utilization for the remainder of the year, a thorough discussion-workshop




**Executive Director Allones leads the discussion on the CESB Employees' Welfare Fund aimed at strengthening employees' morale and welfare.**

on the budget expense account, budget and procurement roadmaps, and work and financial plans of all delivery units was facilitated by the Finance and Administrative Division in coordination with the Planning Unit of the Policy, Planning, and Legal Division.

A review of the CESB Welfare Fund was likewise done during the MYPA activity, with the guidance of Executive Director Maria Anthonette C. Velasco-Allones, to thresh out issues and concerns on the administration, use and disposition of funds, among others.



**The CESB Secretariat poses for a memento with the green forest and mountains of Bamban, Tarlac as their background.**

Established by the CES Governing Board through CESB Resolution No. 765 issued on September 29, 2008, the CESB Employees' Welfare Fund provides for the granting of benefits and loans to its officials and employees for emergency needs, for their education or that of their children, for their medical expenses or hospitalization or that of their immediate dependents, and for other similar purposes. 



# 2017 CESB Training Calendar




| PROGRAM                              | VENUE               | DATE              |
|--------------------------------------|---------------------|-------------------|
| Integrated Salamin-Diwa-CEM Training | Davao City          | August 28-Sept 11 |
| HR Fellowship                        | PPA-DOJ             | September 22      |
| CES Leadership Conclave              | General Santos City | September 28      |
| CES Club                             | TBA                 | October 6         |
| Gabay ng Paglilingkod                | NCR                 | October 10-21     |
| Project Paglaum                      | TBA                 | October 24-26     |

## 4 | **CESB and REDIRAS...**

Carandang, CESO III concretized the topic on convergence and collaboration as it happens on the side of government.

Director Madrigal is one of the 2016 CES Very Innovative Person (VIP) Awardees for spearheading various innovations in environmental protection, disaster risk management, food production, food safety, and enterprise and industry development. His topic on “Collaboration and Innovation: Synergy to Catalyze Positive Change for Service Excellence” focused on the different ways of working together and highlighted the need for a collaborative leader to encourage innovative members and inspire an innovative work culture.

Deputy Administrator Carandang is one of the three awardees of the prestigious 2016 Presidential Gawad CES Award. He is a licensed civil engineer who rose from the ranks and became one of the Deputy Administrators (DA) of the National Mapping and Resource Information Authority (NAMRIA). His topic on “Convergence Towards a Geospatially-Empowered Philippines” enumerated the gains of partnership development and culture of convergence as shown by NAMRIA’s successes in its various undertakings.

The last session was a focus-group discussion on the CES Bill facilitated by CESB Executive Director Maria Anthonette Velasco-Allones. The discussion aimed to cull inputs from the CES community in improving the proposed bill as it eyes for its passing on third attempt. The participants applauded the fourth session of the CES Leadership Conclave with its remarkable and inspiring speakers and hoped to bring the inspiration of convergence back into their respective agencies through valuable programs and activities. 

# THE E-PUBLIC MANAGER

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

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



## The CES CEO Cost-Effective Officer Award

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



## The CES VIP Very Innovative Person Award

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

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