

The Public Manager



THE OFFICIAL E-NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

OCTOBER 2017

VOLUME 10 ISSUE NO. 10

www.cesboard.gov.ph

I-Gabay#30: Strengthening the Pillars of Local Governance

“*Mapanagutang pamamahala*” or accountable governance fittingly served as a compelling theme for the Integrated Gabay ng Paglilingkod (IGABAY) Training Course Session #30 under the CESB’s Leadership and Management Proficiency (LAMP) Program. The last for the year, IGABAY session #30, was held from 10 to 20 October 2017 at the Ace Hotel and Suites in the City of Pasig. It inspired forty-six (46) executives, who completed the course, with a deeper appreciation for, enhanced capabilities, and a stronger commitment in championing effective, accountable, inclusive and people-centered governance.

Various modules comprise the IGABAY Course which served as a “toolkit in public management” constituting a compact portfolio of leadership and management courses essential to any Philippine leader-executive.

Commencing the course was CESB Executive Director Maria Anthonette C. Velasco-Allones who facilitated



The challenge of converging diverse solutions to shared problems: Public managers think, plan and work as a team to find a way out in the “Traffic Gridlock Game”.



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.

4th CES Club: “Recognizing and Dealing with Stress in the Workplace”

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.

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Practice makes perfect: Simulating leadership and managerial roles under different circumstances greatly enhanced the participants' situational sensitivity, skills proficiency and influence over people in the organization.

the module on Philippine Governance and Strategic Public Management. She introduced basic concepts, approaches and other key elements of strategic public management and clarified the context of and harmonized diverse perspectives on governance in the Philippines. As a result, the executives gained fresh insights, new tools and paradigms, and greater confidence in addressing and resolving major challenges, issues, needs and concerns in public governance. The "Traffic Gridlock Game" highlighted major lessons, skills and approaches in analyzing, managing and resolving common issues and problems in public management in a fun-filled team learning experience.

Mr. Alexander M. Arevalo, an information and communications technology (ICT) professional, directed the module on E-Governance for Development. His 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" for 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. In closing, he stressed the duties and roles of public managers in instilling awareness of the strategic importance of e-governance in strengthening transparency and accountability and in constructing symbiotic interconnections of three elements essential for any organization's success - people, processes and technology.

The module on Institutionalizing Strategic Human Resource Management (HRM) for Public Managers was conducted by Mr. Enrique V. Abadesco, Jr.,

Director and Chief Learning Officer of Human Resource Innovations and Solutions, Inc. (HURIS). He clarified the roles, functions and responsibilities of executives in the formulation, execution and continuous development of the agencies' HRM policies, strategies and plans. He also provided guidance and measures on how executives can grow, institutionalize and harness the development potentials of strategic HRM systems.

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

The fundamental principles, standards, policies, mandated penalties and sanctions, and the attendant accountabilities and duties of public officers in ensuring public fiscal accountability were discussed by Asst. Commissioner Elizabeth S. Zosa of the Commission on Audit (COA) in the module on Strengthening Fiscal Accountability Among Public Officials: Essential Philippine Audit Laws, Rules and Practices.

Dr. Orlando S. Mercado, former Senator and current Secretary-General of the Eastern Regional Organization for Public Administration (EROPA), reviewed the essential elements, core processes and his relevant experiences in crafting,

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Forum of innovation leaders: IGABAY Session XXX participants and officials of Barangay Graceville share lessons, insights and experiences on how to sharpen the cutting edge of governance through systems innovations, inter-sectoral collaboration and inspiring leadership.

legislating, implementing and evaluating public policies for his module on the Public Policy Process. As an illustrative example, he used the Generic Drugs Act as a case reference.

The executives' knowledge and appreciation of the legal and ethical foundations of the administrative justice system, different disciplinary procedures and actions, and the system of administrative penalties and sanctions were enhanced in the module on the Philippine Administrative Justice System - Concepts and Cases. Atty. Ariel G. Ronquillo, Assistant Commissioner of the Civil Service Commission (CSC), steered the module.

Department of Budget and Management (DBM) Undersecretary Tina Rose Marie

L. Canda, in the module entitled Budget 101 - Public Finance Policies, Systems and Laws for Public Managers, lectured on the key elements, framework, workflow and environment of the public budgeting process. She also discussed the various phases of budget preparation and budget execution resulting in a deeper appreciation of the need for prudent resource management, transparency and accountability as pillars of good governance.

In the module on Public-Private Community Partnership, Public-Private Partnership Center (PPPC) Deputy Executive Director Eleazar E. Ricote surveyed 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.

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 provided the theoretical context for the Community Engagement Module (CEM). In a lecture-discussion, he explained the objectives, 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 and equipped the executives in designing, conducting and completing field evaluation research studies which examined and assessed strategic award-winning innovations in leadership, governance and development.

Barangay Graceville of the City of San Jose Del Monte, Bulacan served as the IGABAY field research laboratory community. Led by the barangay government leadership, the community was conferred the 2015 Gawad Galing Pook Award for Outstanding Program in Local Governance, for its "Mapanagutang Pamamahala" - A Model of Good Barangay Governance. This program focused on livelihood, education, training, services, good governance and opportunities for all community constituents (LET'S GO) as key results areas which defined strategic development directions pursued by the local barangay government and served as the platform for effective, accountable and inclusive governance. 🌐

1 | 4th CES Club...

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



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.

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." 🌐



The room resonated with laughter when the learners engaged in various de-stressing activities led by Mr. Marlon Molmisa.

'Govergence' headed North for its penultimate session

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



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.

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 Continental 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.”

5 | ‘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 approach 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).



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.

"GoVergence" draws 83 government executives to General Santos City

The Career Executive Service Board (CESB) and the Association of Regional Development Executives (ARDE) XII hosted eighty-three (83) government officials from different national agencies throughout the country who flocked to Greenleaf Hotel, General Santos City to participate in the CES Leadership Conclave with the theme: "GoVergence: Cultivating Exemplary Service."

The Conclave on its fifth leg, focuses on convergence as a catalyst for sustained positive change in governance. It also underscores the need 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.

In his opening message, Commission on Higher Education (CHED) Regional Director and the National Union of Career Executive Service Officers



The fifth session of the CES Leadership Conclave held in Greenleaf Hotel, General Santos City last 28 September 2017 draws its largest crowd (83 delegates) since its inaugural session in February earlier this year.

(NUCESO), Inc. Executive Vice President Maximo C. Aljibe welcomed all participants to "the gathering that manifests our noble purpose to uphold the principles of excellent service to our country." He also encouraged everyone to continue converging with one another, for "there is so much to do and so many challenges to go through in catalyzing positive changes."

The first plenary learning session was conducted by Mr. Ernie O. Cecilia, Chair of the American Chamber of Commerce of the Philippine's human capital committee and columnist of the Philippine Daily Inquirer with his topic, "Converge, Collaborate, or FOK U (Fear of Keeping Up)". He provided specific examples of convergence, and broke them down to show the



From left to right: HR expert Mr. Ernie O. Cecilia, DOST Region IV-A Director Alexander R. Madrigal, and NAMRIA Deputy Administrator Efen P. Carandang share their personal experiences on successful convergence stories.

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7 | GoVergence draws...



(L) The participants were deeply engaged during the focus group discussions. (R) NUCESO Executive Vice President Maximo C. Aljibe presented their group's discussion outputs.

participants the specific elements, systems and processes which make a convergence successful.

"No one knows everything, but each one knows something. Through convergence, people can have collective knowledge and with this, people can have collective power", added Mr. Cecilia. He ended his two-hour session encouraging the participants to "collaborate, cooperate, converge, change, and create, not just for a better Philippines, but for a better world."

Mr. Cecilia's session was followed by two (2) CES paragons who shared real-life stories of excellence in convergence in their respective organizations. Department of Science and Technology (DOST) Region IV-A Director Alexander R. Madrigal focused his discussion on the importance of building the culture of innovation in the work place. He advised the participants to see old things in new ways, as "most things that appear to be entirely new are not conjured up out of thin air; rather, they are new blends of old objects, ideas, or actions."

As an example, Director Madrigal discussed the establishment of a Toll Processing Center in the Southern Tagalog Mainland. The P30M facility, operated by Micro, Small, and Medium Enterprises (MSMEs), was built through the multi-agency collaboration of DOST, Department of Trade and Industry (DTI), and the academe, and is capable of commercial production, packaging and labelling support and laboratory testing.

For his part, National Mapping and Resource Information Authority (NAMRIA) Deputy Administrator Efren P. Carandang discussed his personal experiences on convergence on three (3) levels, namely: intra-office convergence, inter-agency convergence and global convergence. He enumerated the benefits and the achievements of NAMRIA as he discussed these different levels of partnerships and collaborations.

After the learning sessions, the participants were divided into ten (10) groups for a

focus-group discussion. It focused on the alignment of the Department of Budget and Management (DBM)'s Program Expenditure Classification (PREXC) to the CESB's current CES Performance Evaluation System (CESPES). The dialogues also extracted inputs for improving the proposed CES Bill, which is being eyed for its passing on the third attempt. The discussions were facilitated by Atty. Marijoy R. Francisco and Ms. Ma. Filipina R. Azanza of the CESB's Policy, Planning, and Legal Division (PPLD) and the Performance Management and Assistance Division (PMAD), respectively.

"Aside from meeting other CES Eligibles, I learned new approaches in leadership. Convergence is one way of coordinating and wisely using connections and talents to ensure holistic results. It is also helpful that the speakers presented their actual experiences; it provided a balance between theories and application. Already looking forward to the next session," remarked Mr. Cesar A. Adegue IV of CHED Region XI. 

Mandatory Drug Test now a requirement in the Career Executive Service

In line with the administration's campaign against illegal drugs and in support of the Dangerous Drugs Board (DDB) and the Civil Service Commission's (CSC) program to have a Drug-free workplace in the entire Philippine bureaucracy, the CES Governing Board, in CESB Resolution No. 1342 dated April 20, 2017, has issued guidelines on mandatory drug test as a requirement for conferment of Career Executive Service (CES) eligibility and appointment to/adjustment of/promotion in or reactivation of CES Rank.

The mandatory drug test shall be administered to all candidates for conferment of CES eligibility, to ensure that only those qualified shall be screened and recruited to prevent the detrimental effects of drug use and abuse in the workplace.

Said requirement shall likewise cover all incumbents of CES positions as a condition for original/promotional appointment to, adjustment in, and even reactivation of CES ranks to further ensure that members of the CES remain drug-free throughout their career in government service.

The mechanics for the mandatory drug test are in accordance with the procedures set forth by the DDB and CSC.

The Resolution enjoins that the application of candidates for conferment of CES eligibility and

officials for appointment to/adjustment in/reactivation of CESO rank shall be denied by the Board, if they refuse or fail to submit themselves to a mandatory drug test.

Those who have tested positive shall undergo rehabilitation and be allowed to re-apply for conferment of CES eligibility or appointment to/adjustment in/reactivation of CES rank. However, those who have tested positive but refuse to undergo appropriate intervention shall be slapped with the revocation of their CES eligibility or CES rank upon recommendation of the Board.

Meanwhile, any CES official or CES eligible found to have used dangerous drugs after conferment of his/her CES eligibility or appointment to/adjustment in/reactivation of CES rank shall be subjected to disciplinary/administrative actions by the proper disciplining authority pursuant to the Administrative Code of 1987.

The complete text of [CESB Resolution No. 1342, s . 2017](#) may be accessed from the CESB website at www.cesboard.gov.ph for reference and guidance of all concerned.



The Office of President issued Memorandum Circular No. 31 dated 25 October 2017 authorizing all Career Executive Service Officers, Career Executive Service Eligibles and Career Service Executive Eligibles to attend the 16th Annual CES Conference on November 2017 at the L'Fisher Hotel, Bacolod City on official business.

**Office of the President
of the Philippines
Malacañang**

MEMORANDUM CIRCULAR NO. 31

AUTHORIZING PARTICIPATION IN THE 16TH ANNUAL CAREER EXECUTIVE SERVICE (CES) CONFERENCE

The Career Executive Service Board (CESB) and the National Union of Career Executive Service Officers, Inc. (NUCESO) will hold the 16th Annual CES Conference on 21-23 November 2017 at the L' Fisher Hotel, Bacolod City.

This year's conference theme is **"GoVergence: Converging for Sustainable Development."**

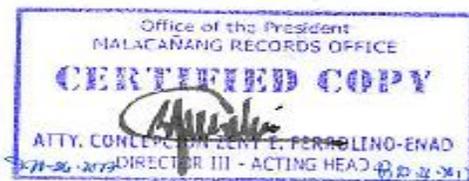
In view thereof, all Career Executive Service Officers, Career Executive Service Eligibles and Career Service Executive Eligibles shall be authorized to attend the Conference on official business.

Expenses to be incurred by the participants shall be allowed at prescribed rates in accordance with the existing policies of the Department of Budget and Management and the Commission on Audit.

Manila, Philippines, 25 October 2017

By Authority of the President:

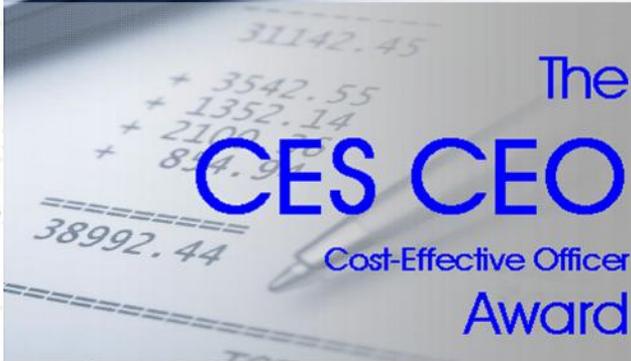
SALVADOR C. MEDIALDEA
Executive Secretary



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.



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



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

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