



TAKING THE CES TO THE NEXT LEVEL:

# The CESB and Its Accomplishments in 2006

by Glenda Leah A. Caringal

Ably assisted by the Secretariat in 2006, the Board took an even more dynamic stance in promoting careerism and professionalism in the CES. This was the consensus reached as the CESB Secretariat took stock of its accomplishments and reflected on its goals during the 2006 Corporate Planning Exercise. The annual exercise, traditionally conducted at the end of every year, was held this year on January 29 and 30 at the CESB office in Quezon City.

The Corporate Planning Exercise has always been a venue for the Secretariat to assess its accomplishments vis-à-vis its mandate and overarching goals. This year's Exercise was marked by the introduction of the Office Performance Evaluation System (OPES) as a tool for gauging the CESB Secretariat's performance.

The OPES, a system developed by the Civil Service Commission, is being implemented by the CESB Secretariat as one of the 'pilot agencies'. The Secretariat participated in the CSC-initiated project that attempts to introduce a system that uses corresponding points in evaluating the performance of divisions in a particular office, rather than the individual performance of the employees. By the end of 2006, the 'CESB OPES Table' has been drafted, outlining the major categories of tasks, the specific outputs from each task, the operational definition of such outputs and the actual points assigned to each output.

## Policy

In policy, CESB resolved issues and gaps in the areas of compensation, training, as well as in reassignment, transfer and removal. These policies were refined to provide the



OIC Executive Director Lachica effectively heads a lean and mean CESB Secretariat



Former Executive Director May Fernandez-Mendoza, seen here with her CESB family, was appointed as Commissioner of the Civil Service Commission in 2006.

much-needed insulation of the CES from political intervention.

The year saw the Board address the various problems relative to the entitlement of National Defense College of the Philippines (NDCP) graduates to the SG 25 salary adjustment with its passing of CESB Resolution No. 620 (Supplemental Guidelines on the Grant of Salary Adjustment Equivalent to Salary Grade 25 to Graduates of the NDCP). It also made available CESB's training programs and other human resource development interventions to CSEE eligibles with CESB Resolution No. 615 (Allowing Career Service Executive Eligibles to Participate in the Training Programs and Other Human Resource Development Interventions Offered by the CESB). Moreover, the Board passed CESB Resolution No. 640 (Rules on Reassignment and Transfer of CESOs who are Presidential Appointees Occupying CES Positions) to set up guidelines and safeguards governing the reassignments and transfers.

### Recruitment and Selection

Parallel efforts were undertaken for the conferment of eligibility both under the CES eligibility examination process and under the unified system in cooperation with the CSC. The Secretariat, in coordination with the SGV—Development Dimensions International (SGV-DDI), developed a new set of Assessment Center materials for 2006. The Senior CEO Assessment Program (SCAP) was also conceptualized for holders of CESO Rank IV who would want to be promoted to CESO Rank III.

### Human Resource Development

In 2006, the Secretariat's centerpiece developmental activity was the continuous review and updating of the Executive Leadership Program modules and its accredited training programs.

The Seven Habits for Managers workshop of the Center for Leadership and Change, Inc. (CLCI) became the newest addition in the list of CESB's accredited trainings.

A National Conference on Governance Innovations, which showcased the concept papers written and presented by the 2005 Search for Outstanding CEOs winners, was held in Davao and in Manila as part of CESB's Learning and Nurturing Program. Samu't Saring Usapang Babae, another Learning and Nurturing Program, was also held to provide a venue where women executives can articulate governance breakthroughs in key agencies and to offer them an opportunity to address their economic and financial concerns.

Another innovative offering was the Arts Therapy for Managers Workshop held at the Cultural Center of the Philippines where officials participated in the four different areas offered: Visual Arts, Dance, Music and Theatre. A Teambuilding for the Third Level Champions (TLCs) was also conducted at the Meralco Management Leadership Development Center in Antipolo, Rizal.

### Performance Management

Together with efforts to empower the CESOs and CES eligibles through career development interventions, the Secretariat also made sure that such efforts would result in the improved performance of the bureaucracy and in better public service delivery to the people. To this end, 2006 was devoted to the pilot testing and evaluation of the systems, tools and processes of the new Career Executive Service Performance Evaluation System. The year also saw the selection of the second batch of winners of the annual Search for Outstanding CEOs Program. Among twenty-two nominees nationwide, five emerged as winners who were formally honored during the CES Celebration Program held at the Rizal Hall of the Malacañang Palace in September.

### Public Information and External Relations

Efforts at unifying the entire CES realized fulfillment in 2006 with the unification of the two existing CES organizations. Links with the CES officials and various stakeholders were also maintained with the public information and external relations programs of the CESB.

Designed as a source of learning and inspiration to government executives, The Public Manager continued to carry stories of difficulties and achievement and of struggles and triumph which other public managers could relate to and draw inspiration from. Four (4) issues of The Public Manager were issued and circulated in 2006.

### Organizational Effectiveness

The year 2006 closed with the approval of the CESB Rationalization Plan. The approval strengthened the capacity of CESB as a policy-making and implementing body through programs and projects which would enhance the provision of assistance to the CESOs.

Lastly, on what was the highlight of the year for the CES, President Gloria Macapagal-Arroyo issued Proclamation Number 1111 which declared the last Saturday of November of every year as the CES Day. This Proclamation encouraged CESOs all over the nation to organize activities commemorating the anniversary month.

