



DYNAMISM AMIDST CHANGE

The 2010 Annual Report
Career Executive Service Board

the cover

2010 was a year of significant, even dramatic, changes. The year when social networking became a mainstream hit and the clamor for *daang matuwid* proved to be a blockbuster, 2010 forever changed the social landscape and redrawn the relationship between government and people. Amidst this backdrop of challenges and opportunities, the CESO is called upon to provide stability and movement -- a difficult balancing act yet pivotal in times of transition and change.

The CESB believes in the collective capacity of the career executive service to surmount these challenges and seize these opportunities. Like a ballet dancer, CESOs gracefully tackle their roles with dynamism, innovation and genuine commitment to public service.

Taas noo, mga CESO! Isang karangalan ang maglingkod sa bayan!



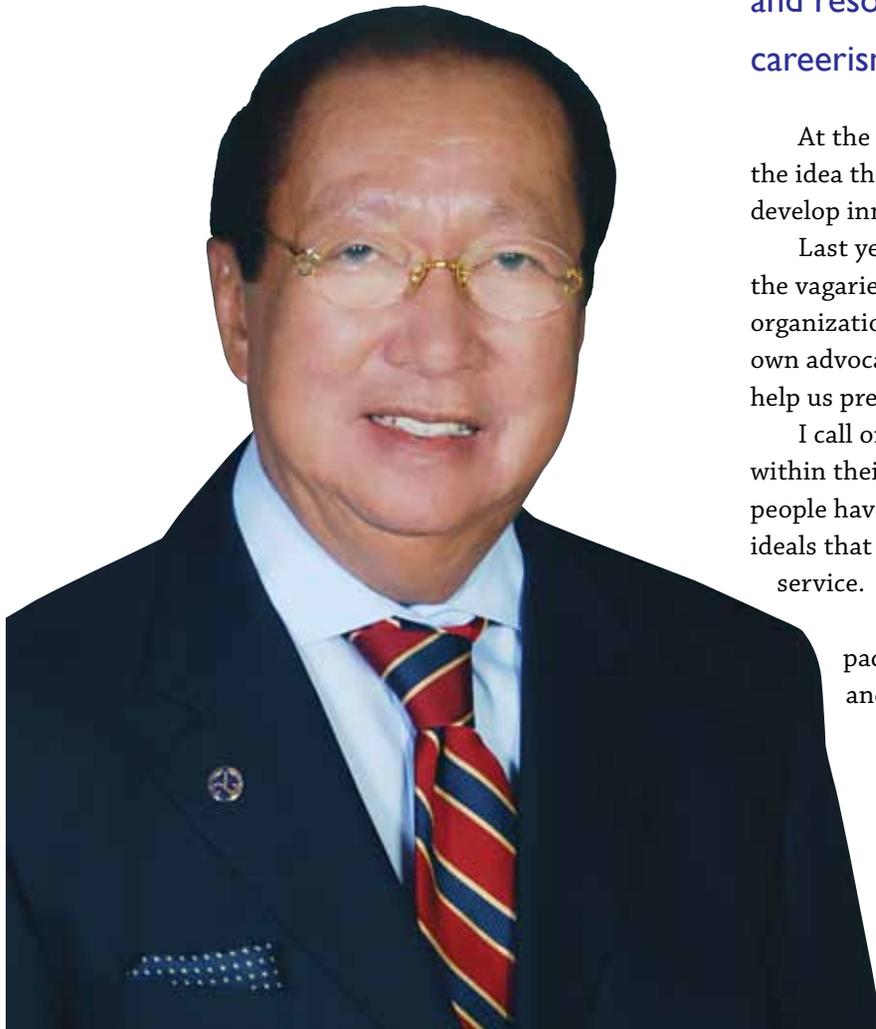
The CES Induction Ceremony:
welcoming new members to an elite club.

- 2 Message of the Chairman
- 3 Message of the Executive Director
- 4 2010 at a Glance
- 6 Examination and Rank Appointment
- 9 Executive Capacity Enhancement

Inside

- 12 Performance Management and Recognition
- 15 Strengthening Stakeholders Relations
- 17 Policy and Planning
- 18 Support Services
- 19 Members of the CES Governing Board
- 20 The CESB Secretariat

The Chairman



IN MAY 2010, THE FILIPINO PEOPLE gave their overwhelming mandate for change and their 'marching orders' to restore trust and confidence in our governance institutions. This clamor calls on every CESO to refocus attention and resources to the proactive work of developing integrity and upholding careerism and professionalism in our respective institutions.

At the CESB, we have chosen to respond to these challenges with dynamism and vigor. Our belief in the idea that a government imbued with integrity is a government worthy of public trust spurred us to develop innovative programs to strengthen the institutional integrity of the Career Executive Service.

Last year, the CESB has led the way in instituting policies and programs that insulate the CESO from the vagaries of politics and leadership changes. We have empowered them with the tools to manage their organizations in times of transition. We encouraged them to organize, close ranks and push for their own advocacies. We have developed concrete frameworks, systems, processes, protocols and tools to help us prevent corruption and strengthen integrity development within our own backyards.

I call on every CESO to follow this lead and take on the cause of careerism and professionalism within their own spheres of influence. This is an important first step in fulfilling the mandate that the people have so eloquently spoken last elections. This is also our way of renewing our commitment to the ideals that inspired the creation of the Career Executive Service – credible, competent and just public service.

I am confident that the Career Executive Service, as the group that sets the tone, dictates the pace and lays out the direction of the entire bureaucracy, will be an important ally in rebuilding and strengthening our democratic institutions to make them work for every Filipino.

Maraming salamat at mabuhay ang Career Executive Service!

A handwritten signature in black ink, appearing to read "B. P. Linares".

The Executive Director

2010 HAS BEEN A YEAR of significant changes and progress for the nation. It was the year that witnessed the fruitful convergence of technology and vibrant democracy when the nation successfully held its first-ever automated national elections in May. Technology, through social networking, has likewise permeated our way of lives even deeper as we realized its impact not only on how we manage our relationships but also on how we conduct business, governance and nation-building. More significantly, 2010 saw Filipinos from all walks of life become more unwavering in their clamor for good governance, challenging those of us career leaders in the bureaucracy, to work harder to improve service delivery and to restore the public's faith in our governance institutions.

These developments have inspired us in the Career Executive Service Board to be dynamic, proactive and innovative in our outlook and program approaches. 2010 proved that it is possible to successfully maneuver the rough seas of political transition as we managed to engage our stakeholders and garner support for our policies, programs and initiatives, among others:

- We successfully garnered ISO 9001:2008 certification thanks to our reengineered examination and rank appointment systems and processes.
- We surpassed our target in terms of delivering executive capacity enhancement programs that respond to the need to continuously retool our CESOs leadership and management competencies through our enhanced and newly-developed program offerings.
- We strengthened CESO organizations nationwide urging them to close ranks and make their voices heard via CESB Circular No. 5.
- We further strengthened careerism through our various policy and program initiatives including the implementation of purposive Placement Program prioritizing the appointment of CES eligible and CESOs.

In 2011, we aspire to aim even higher. As in the past years, we shall once again harness information and communications technology (ICT) to help us deliver better public service and carry out our mandate more effectively. This, we aim to achieve by improving the way we process and communicate information through improvements in our database, information systems and the agency website. We shall likewise strengthen our already well-recognized flagship ICT training program for our CESOs and help bridge the ICT capacity gap of our executives to achieve socio-economic and development goals.

Lastly, apart from our regular and continuing programs that seek to promote professionalism and careerism in the service, we aim to strengthen the CES institution and promote excellent, faithful and honorable servant leadership among CESOs through our *Taas Noo*, CESO! Campaign. The campaign seeks to strengthen current initiatives to document, publicize and promote leadership, best practices, innovative ideas, and success stories of CESOs that would ultimately serve as a wellspring of knowledge, inspiration and pride for the CESO community.

All of these were realized through the active participation and support rendered by CESB's partners, allies and friends.

Mabuhay ang Career Executive Service at Taas Noo, mga CESO!

All Allowan



A Year Of Change



January: A Re-energized Governing Board

The CES Governing Board is infused with new blood as it welcomed three new members to its elite fold. Proceso T. Domingo, Susana D. Vargas and Angelito M. Twaño were appointed on January 27, 2010 to replace Board Members Maria Paz W. Foronda, Elmor D. Juridico and Rolando L. Metin.

In line with its thrust to promote the emotional and psychological well-being of CESOs, the Board institutionalized the Family/Home Visit Privilege which now grants CES incumbents two working days each month to visit their families. This cushions the impact of displacement on CESOs who have been assigned to work stations away from their homes and families.

February: CESB barnstorms Region II

CESB conducted two important activities in Region II which drew close to a hundred career executive service officers and eligibles: the CES C.I.R.C.L.E. Forum and the Strategic Conversations. Both events focused on hot button topics on the 2010 National Elections – the merits of transformational leadership and automating the election process.



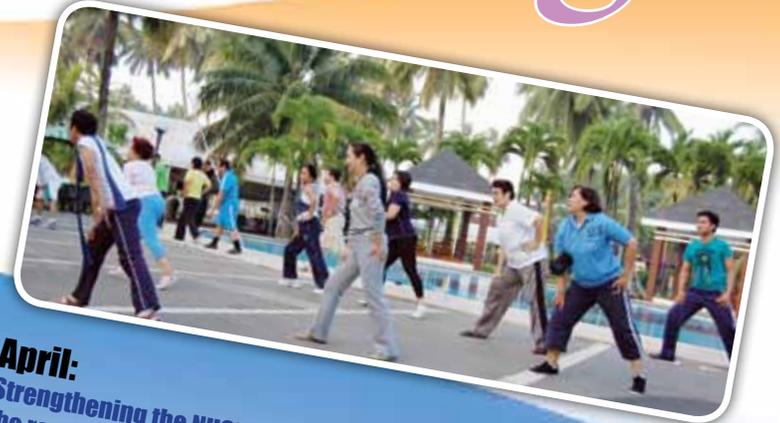
March: Careerism gets a boost/The CES mourns a paragon

The CES gets an institutional shot in the arm when the highest court of the land upheld the requirement of CES eligibility for appointees to third level or CES classified positions to obtain security of tenure or permanence in the service.

President Gloria Macapagal Arroyo likewise honored three ranking CESOs with presidential citations

conferring the Order of Lakandula with a rank of Bayani to Patricia Sto. Tomas and the Presidential Medals of Merit to CESO I Emmanuel Bonoan and CESO II Lynn Danao-Moreno.

A somber mood pervaded the month, however, as the CES community mourned the sudden passing of CESO paragon and former DBM Secretary Emilia Boncodin.



April: Strengthening the NUCESO/ Taking the road to wellness

The CESB issued Circular No. 5 which called on CESOs to organize in their respective agencies. The Circular was aimed at strengthening the National Union of Career Executive Service Officers (NUCESO), CESB's partner in ensuring that CESB policies and programs are responsive to the needs of the CES community.

CESOs from various offices nationwide likewise took the road to wellness via the 'CES Work-Life Balance and Wellness Camp' held in Tagbilaran, Bohol on April 14 to 16.

May: Preparing for transition

As the entire nation eagerly anticipates political change, the CESB organized a forum on managing transitions aimed at addressing the practical concerns of career executive service officers and eligibles in dealing with changes in administration and underscoring the important role of CESOs during leadership transitions.



And Dynamism



June: Managing change

As the national spotlight focuses on the assumption of President-elect Benigno Aquino III, the CESB deftly handled the issues related to the change in administration by issuing Circular No. 6 which reaffirmed its policy on courtesy resignation and clarified its policy on the coverage of the election ban on appointments under the 1987 Constitution and the Omnibus Election Code.

July: Strengthening careerism

CESB held meetings with two key officials of the Aquino administration: Secretary Proceso J. Alcala of the Department of Agriculture and Br. Armin A. Luistro of the Department of Education to orient them on pertinent policies governing appointments to positions in the CES and to further PNOy's thrust of promoting careerism in the civil service.

August: Providing a place for the deserving

In its serious drive to promote professionalism and careerism in the service, the CESB strengthened the Executive Placement Program to facilitate the placement of CES eligibles in CES positions and to facilitate the promotional appointment or lateral movements of CESOs.



November: Celebrating CESO Pride/ CESB adds another feather to its cap

The anniversary month dedicated to celebrating CESO pride commenced with another International recognition from the UN Asia Pacific Center for ICT for CESB's ICT training programs, one of only three government agencies from all over Asia Pacific that received the recognition award.

The 9th CES Annual Conference, held in Laoag City, became a venue for two groundbreaking events: the launch of the "Taas Noo, CESO!" campaign and the conduct of the first-ever NUCESO national election.

The *Taas Noo, CESO!* campaign strengthens current initiatives to document, publicize and promote leadership best practices, innovative ideas, and success stories of CESOs. The NUCESO elections, on the other hand, saw the election of CESO II Corazon Davis, Assistant Secretary of the DENR as National President and CESO I Rosalina Bistoyong, Undersecretary of the DAR as Executive Vice President.

To end the year with a bang, the CESB was awarded with an ISO 9001:2008 certification by TUV Nord Philippines Inc., thanks to its reengineered examination and rank appointment systems and processes that is up to par with international standards.



Examination and Rank Appointment



THE DRIVE TO PROFESSIONALIZE the highest level of the career service went into high gear in 2010 as government executives signed-up in droves to take the CES eligibility examination process in light of the Aquino administration's Memorandum Circulars 1 and 2, which underscored the need to attain CES eligibility as a requisite for appointment to CES positions. The CES eligibility examination process consists of four stages namely: the CES Written Examination (WE), Assessment Center (AC), Validation of On-the-Job Performance and Board Interview.

The Board, in its effort to accommodate the large number of applicants interested to take the first stage of the exams, conducted two (2) nationwide WEs held simultaneously in three (3) testing centers in Manila, Cebu and Davao. Likewise, four (4) bi-monthly, three (3) region-based and three (3) department-based examinations were conducted to fast-track the conferment of CES eligibility to deserving incumbents of CES positions.



By the end of the year, 260 executives were conferred with CES eligibility while 108 CES eligibles were appointed to rank by the President.

The second stage of the CES eligibility examination process is the AC, which seeks to measure the managerial capabilities and potentials of the aspirants through simulation exercises supervised by trained assessors. In 2010, twenty seven (27) ACs were conducted with 633 candidates out of the 648 target number of examinees.

Of the 324 AC passers, 299 candidates underwent the validation of on-the-job performance, the third stage of the examination process. This figure surpasses the targeted 200 candidates for Board Interview and enabled the Board to interview an additional 60 officials to undergo the final stage of the examination process.

By the end of the year, 260 executives were conferred with CES eligibility while 108 CES eligibles were appointed to rank by the President.

These milestones were achieved as a result of improvements in the Board's eligibility and rank appointment (ERA) processes which enabled it to attain an ISO 9001 s. 2008 certification from TUV Nord Philippines, Inc., a first in CESB's history.

Executive Capacity Enhancement



THE BOARD'S FRAMEWORK for Executive Capacity Enhancement envisions the honing of an 'ideal CEO' who possesses a set of competencies required to effectively perform the role of an exemplar leader and competent public manager. In 2010, the CESB continued to develop and enhance its targeted HRD interventions designed for every rank level eschewing the outdated "one size, fits all" approach in developing training interventions while strengthening its tried and tested slate of capacity-building programs.



The Board continued to deliver its flagship training program for CES eligibles, conducting seven (7) sessions of the Executive Leadership Program (ELP) consisting of four (4) sessions of the Integrated Salamin-Diwa ng Paglilingkod (SALDIWA) and three (3) sessions of the Gabay ng Paglilingkod (Gabay). These were participated in by 345 executives. SALAMIIN is a training course that focuses on the “self”, DIWA on the “others”, while GABAY tackles the “organization”.

The CES C.I.R.C.L.E. (Creative Innovations and Reforms for Committed Leadership and Effectiveness) Forum, which complements the longer-duration core training programs in the CES and provides region-based eligibles and CESOs with more access to opportunities to complete their training requirement for appointment to CES ranks, was conducted in 11 different occasions and participated in by more than a thousand executives nationwide. The CES C.I.R.C.L.E. Forum Digest Volume 1, containing the topics discussed in 2009, was likewise published in the first quarter of 2010.



2010 also saw the development of innovative training programs and the enhancement of existing ones. The Accreditation and Equivalency System, approved through Resolution No. 882, was likewise installed. A CES Fellows Program, approved through Resolution No. 837, is set to be piloted in 2011. The Board has also approved the design of the Leaders' Enterprise Attachment Program (LEAP) and has started crafting the framework for the 40-Hour Mandatory Training Requirement Policy along with its Implementing Rules and Regulations and support systems. There is also an ongoing development of the Foundational Leadership and Management Course Series.

2010 also paved the way for more cooperative endeavors as a proposed partnership with the Korea International Cooperation Agency (KOICA IHRCDP) was finalized and submitted to the Technical Education and Skills Development Authority (TESDA) for consideration and endorsement to KOICA-Philippines. The Board also conducted a consultation conference on leadership concerns in Muslim Mindanao in partnership with the NUCESO-ARMM.

Performance Management and Recognition





‘GAWAD CES’, the CESB’s prime recognition program for outstanding CESOs, is a Presidential award that recognizes members in the CES for exemplary performance and significant contributions in the areas of innovation, information and communication technology, social services, administrative reforms and public policy. The awarding ceremonies cap a grueling eight-month search and screening process to determine the elite few who are deserving of the award.

President Benigno S. Aquino III conferred the 2010 Presidential GAWAD CES in Malacañang on January 11, 2011 to four (4) outstanding CESOs, namely:

1. PATRICIO S. FAYLON, *CESO II*
Executive Director, Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD) – DOST
2. URDUJAH A. TEJADA, *CESO III*
Regional Director, Department of Science and Technology
Region II
3. MARIO C. VILLAVERDE, *CESO I*
Undersecretary, Department of Health
4. DENIS F. VILLORENTE, *CESO III*
Director IV, Advanced Science and Technology Institute (ASTI) – DOST

The members of the 2010 GAWAD CES Committee on Award (COA) are: People Management Association of the Philippines President Jimmy M. Isidro, RFM Corporation Vice-President Ramon M. Lopez, University of the Philippines President Emerlinda R. Roman, Philippine Women’s University President Amelou B. Reyes, and CESB Board Members CSC Chair Francisco T. Duque III, DAP President Antonio D. Kalaw and PMS Director Susan M. Solo.



The awarding ceremonies for the GAWAD CES cap a grueling eight-month search and screening process to determine the elite few who are deserving of the award.

Career Executive Service Performance Evaluation System (CESPES)

2010 saw an increase in the number of incumbents of CES positions who fully complied with the requirements of the Career Executive Service Performance Evaluation System (CESPES), the CES primary performance management tool. As of the end of the year, a total of 997 feedback reports have been distributed to officials nationwide resulted to the increase in compliance rating of CES officials and third level executives nationwide. The CESB has distributed the CESPES ratings of officials with complete submission and was able to process a total of 1082 Feedback Reports, a significant improvement from previous year's 1033.

The CESPES instrument was likewise fine-tuned to align its dimensions with the competency profile of CES officials. New guidelines have been drafted and new forms have been designed to further enhance the tool. An on-line CESPES system is also being developed to allow online rating and to encourage compliance from government officials in far-flung areas.

Executive Placement Program

To further promote professionalism and careerism in the service, the CESB Placement Program was approved by the Board through Resolution 887. The program seeks to actively place CES eligibles in CES positions and facilitate the promotional appointment or lateral movements of CESOs. Two (2) government executives were effectively placed because of the program while 57 executive profiles have been prepared and packaged for placement.



Strengthening Stakeholders Relations

IN A SHOW OF SUPPORT to the National Union of Career Executive Service Officers (NUCESO), the CESB issued Circular No. 5 urging agencies to organize NUCESO chapters in their respective offices. The NUCESO is the umbrella organization of CESOs and eligibles nationwide and is considered as CESB's ally in ensuring that CESB policies and programs are responsive to the needs of the CES community.





2010 was a historic year for the NUCESO as it held its first-ever national elections. Assistant Secretary Corazon C. Davis of the Department of Environment and Natural Resources was elected as national president while Undersecretary Rosalina L. Bistoyong of the Department of Agrarian Reform was elected as executive vice president.

The CES Club

The CES Club continues to provide CESOs and eligibles a holistic framework of development. It conducted two (2) learning activities in Manila on Power Dressing and on Skillful Makeover and managed to bring the innovative learning opportunity to the Visayas Region by conducting the Heritage WalkTour in Cebu.

The Public Manager

The Public Manager (PM) is the official newsletter of the career executive service. Four (4) quarterly issues of the newsletter were published and distributed to the thousands of CESOs, eligibles and incumbents in March, June, September and December of 2010. Monthly and quarterly issues of the PM were also published online at www.cesboard.gov.ph.

A special magazine issue of PM was also published in November 2010 to commemorate the 37th anniversary of the CES. The special PM issue trained the spotlight on the 2010 GAWAD CES winners portraying them as exemplars of the CES tradition of competence, excellence and service and whose significant contributions to the community are worthy for recognition and pride of the CES.

Likewise, the PM contained information on newly-organized Central Office NUCESO Chapters as a result of Circular 5.

Corporate Tokens

The Board continued to remember the special occasions in the lives of CESOs and eligibles. In 2010, the CESB distributed 2,776 special occasion cards to its clientele. Corporate tokens for the holiday season were also given by the CESB.

Strategic Conversations

The Strategic Conversation series aims to provide a venue to discuss various issues in the CES and touch base with CES officials in the field. It is conducted in cooperation with different regional CES organizations. 2010 saw Strategic Conversations with officials from Region II, Region X, Region VII and Region IV-A.

Policy and Planning

2010 PROVED TO BE A BUSY YEAR FOR CESB as it marked the promulgation of nine (9) major policy resolutions that were published in the Official Gazette and circularized to all national agencies. Twenty seven (27) agenda items and its corresponding resolutions were also drafted and submitted for approval. The CESB remained proactive in responding to legal queries by drafting and submitting comments to the Supreme Court, Civil Service Commission and other agencies.



The CESB also conducted focus group discussions (FGDs) on CES Competency Profiling to Human Resource Managers and Champions.

The Board also conducted a Mid-year Performance Assessment and a year-end Corporate Planning Exercise to ensure continuous enhancement of its programs and improvement of its service delivery.

Support Services



Management Information System

The CESB continued to develop and enhance its information systems in preparation for the eventual installation of CESB's online services. In 2010, the Board completed the development of the ERAD Tracking System where profiles or 201 files of CESOs and eligibles are digitized and made available for online viewing. The CESB E-Library has also been made fully operational making available access to resolutions/ circulars, cases and other related reference materials.

2010 was yet another milestone year for the CESB as it received an international recognition for "bridging the information and communications technology (ICT) capacity gap of government executives in the Philippines to achieve socio-economic and development goals". The award was given by the United Nations Asian and Pacific Training Centre for Information and Communications Technology for Development (UN-APCICT), a regional council that promotes ICT in the Asia-Pacific. CESB Executive Director Maria Anthonette V. Allones accepted the international award during the 2nd UN-APCICT Annual Partners' Meeting in Incheon, South Korea last November 3-6, 2010.

Finance and Administration

The CESB assisted the SANDIGAN (Samahan ng Kawaning Nagakakaisa sa Diwa, Gawa at Nilalayon ng CESB Secretariat) in renewing the agency health care maintenance plan with Fortune Care. It also developed a tool for evaluating training effectiveness and designed the CESB Personnel Development Profile for CESB secretariat personnel.

To enhance camaraderie and team cohesion among its personnel, the CESB conducted a Staff Development Activity in May and revived the annual Bowling Tournament participated in by CESB staff.



Members of the CES Governing Board

Front Row (L-R): Susan Solo; Susana Vargas; Chair Bernardo P. Abesamis;
CSC Chair Francisco Duque and DAP President Antonio D. Kalaw

Standing Row (L-R): Proceso Domingo and Angelito Twaño

THE CESB SECRETARIAT



First Row (L-R) Donan Sazon, Ronald Mabazza, Third Tabino, Truds Tomines, Executive Director Tonette Allones, Deputy Executive Director Art Lachica, Chris Calugay, Glenn Sartillo, Darius Maya, Shang Ponferrada

Second Row (L-R) Yvonne Coloma-Dela Cruz, Christy Palasigue, Janet Oftana, Lindy Llona, Nedy Ocobillo, Edith Villegas, Imee Guanzon, Elaine Antenor, Fil Azanza, Becca Villas, Danne Baylosis, Amy Angeles, Ethel Rapatalo, Ercee Capati, Liza Juan, Tine Labao, Neneth Bargo, Luz Arbutante, Lily Bornay, Hanna Orallo, Delia Castillo, Meng Balingit

Third Row (L-R) Bong Villasis, Mike Laguio, Jun Monses, Mike Dela Cruz, Don Directo, Mon Hernandez, Allan Dela Cruz, Agu Moquite

The CES March

*Standing tall among the many
Bound in loyalty to serve
Leadership, experience and excellence
These gifts today we bring to you*

*Proudly now we stand here
Sons and daughters of our land
Called to the noblest of service
CESOs of the land*

Chorus 1:

*May our country's hope of glory
Find its thunder in our hearts
May each challenge set before us
Find us ready, brave and true.*

*Compassion, truth and justice
Be the bread we share with all
May we honor every task
With our noblest and our best*

Chorus 2:

*May we stand in humble service
Pure of heart and clean of hand
And the best we have to give
Be our service to our land!*

The 2010 Annual Report Editorial Team

EDITORIAL BOARD

Ma. Anthonette V. Allones
Arturo M. Lachica

EDITOR

David C. Desamito

CONTRIBUTORS

Jose Federico M. Tabino III
Elaine Antenor
Fil Azanza

ARTIST

Henry D. Polanco



CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino Street, Holy Spirit Drive, Diliman, Quezon City 1127
Telephone No.: 951-4981 • Fax: 951-3306 • E-mail: pmad@cesboard.gov.ph
Website: www.cesboard.gov.ph