



MOVING FORWARD

#THECESB2013ANNUALREPORT

TABLE OF CONTENTS

- 02 FROM THE BOARDROOM
04 FROM THE OFFICE OF THE EXECUTIVE DIRECTOR
- 04 PROMOTING GOOD GOVERNANCE
12 LEADING IN SERVICE
16 BEARING THE TORCH OF EXCELLENCE
- 24 THE CES BOARD
27 THE SECRETARIAT

EDITORIAL STAFF

EDITORIAL ADVISERS

Maria Anthonette Velasco-Allones
Arturo M. Lachica
Bettina Margarita L. Velasquez

EDITORIAL CONSULTANT

David C. Desamito

STAFF WRITER

Madona P. Corado

DESIGN AND GRAPHICS

Pacifico J. Directo, Jr.

PHOTOS

John P. Calimlim

MOVING FORWARD

CARRYING THE TORCH OF PRIDE
AND SERVICE BEYOND 40



THE CAREER EXECUTIVE SERVICE BOARD
2013 ANNUAL REPORT

FROM THE BOARDROOM



CELEBRATING FOUR DECADES OF AN INSTITUTION

2013 HAS PROVEN TO BE AN EXTRAORDINARY YEAR MARKED BY A STRING OF NATURAL AND MAN-MADE ADVERSITIES THAT TESTED OUR STRENGTH, DETERMINATION AND FAITH AS A PEOPLE.

In the aftermath of these disasters, the Filipino nation picks up the pieces to try to overcome the tragedy and to restore normalcy in their lives. Amidst this societal milieu, the CESB Secretariat took the opportunity to reflect on its vision and mission as it celebrated four decades of the Service.

The anniversary theme "Fit@40: Renewing our past, leading the future," captured the heart of the celebration as it enjoined a growing community of CESOs to recommit itself to the values that have sustained the institution in the past four decades – competence, public service and excellence.

The anniversary culminated in the 12th Annual CES Conference in Tagaytay where a strong contingent of more than 700 CESOs and eligibles from across the country converged for a three-day event of celebration, holistic learning and solidarity.

It is with an overflowing sense of pride that I congratulate the CESB for successfully mounting such a momentous event on top of its various mandates and during a particularly challenging year. The manner by which they dealt with both the unpleasant and joyous events of 2013 reflects the qualities of an institution that is mature, committed and responsive to its stakeholders and to the nation.

As I close, allow me to thank God for the gift of wisdom and perseverance; the CES Governing Board for its commitment to the ideals of the CES; the National Union of Career Executive Service Officers, Inc. (NUCESO) and its regional associations for their unwavering support and for the camaraderie; the men and women of the Secretariat for their diligence and enthusiasm; and the Career Executive Service Officers and eligibles who, in the midst of the challenges, remain steadfast in upholding the highest ideals of leadership and service to the nation.

Tunay na isang karangalan ang maglingkod sa bayan!



FROM THE OFFICE OF THE EXECUTIVE DIRECTOR



CES COMES OF AGE

WE TURNED 40 LAST YEAR. AND, WITHIN THE COMMUNITY CELEBRATIONS AND COMMEMORATIVE EVENTS, ONE COULD INDEED SENSE THAT THE INSTITUTION HAS EVOLVED AND STRENGTHENED ITS FOOTING ON THE FUNDAMENTAL PURPOSE OF THE CES – THAT OF PROVIDING CONTINUITY IN LEADERSHIP AND STABILITY IN GOVERNANCE TO PURSUE NATIONAL DEVELOPMENT THROUGH PARTNERSHIPS WITH OUR POLITICAL LEADERS AND STAKEHOLDERS.

From its fledgling first steps in the 1970s, the difficult years in the 80s, the years of reinvention in the 90s and the past decade, the Service has grown in its leadership capacity, managerial competence and its commitment to improved governance and nation-building.

We, at your CESB Secretariat, could never be prouder!

2013 was a milestone year as we labored harder to ensure a celebration befitting the institution's first four decades of storied accomplishments, breakthroughs and contributions to nation-building. On top of our mandated functions and responsibilities, we invested time and effort to revisit and reflect on the values that gave life and meaning to the institution – good governance, service to the nation and a tradition of excellent service delivery.

As committed advocates of good governance, your CESB Secretariat continued to strengthen its policies and enhance its programs that uphold careerism and promote meritocracy and fitness at the executive and managerial level of the civil service. Our CES eligibility examination processes, rank appointment and performance evaluation systems were enhanced to remain true to our mandate of harnessing the Service as a bastion of leaders and public servants, the way that we have done in the past four decades.

We have maintained the ISO 9001:2008 certification of our eligibility and rank appointment processes for three consecutive years since 2011, a feat that challenges us to keep our service standards and commitment to quality systems. In support of President Aquino's thrust to institutionalize a discipline for performance-based incentives and recognize exemplars, we likewise enhanced the CES Performance Evaluation System for it to be aligned with the overall revised policy and guidelines on results-based performance management systems.

In keeping the CES tradition of exemplary leadership, we once again honored our CES paragons alongside our new breed of torchbearers of excellent leadership in our annual recognition program, the Gawad CES. In partnership with the National Union of CESOs, we expanded the organizing efforts among executive associations both at the national central agency and regional levels to foster a stronger, united and dynamic CES community.

The year 2013 also ushered in our present efforts to revisit, assess and improve our competency framework as a basis for developing and managing our lifelong learning and executive development programs for these to remain responsive to the demands and emerging challenges of public governance. As part of our anniversary culminating activities last November, we launched Project Paglaum – a capability development and training program to equip CESOs and eligibles with competencies and skills in leading and facilitating psycho-spiritual processing activities in post-disaster situations. This project was and remains to be CESB's flagship training program to redefine the role of CESOs and eligibles not only as public managers but also as "hope-bearers" in times of calamities and disasters.

The CES has indeed come of age. At this juncture, we, at your CESB Secretariat, pay tribute to the women, men and organizations that have helped us in our journey. We thank our CES exemplars, institutional leaders, and the present and past members of our Governing Board who took the lead in providing the vision and direction of the CES. We are also grateful to our institutional partners who have unceasingly assisted us in accomplishing our goals and who have enriched us with their expertise. We thank you, our CESO, for providing us the inspiration and for sharing our aspirations, ideals and values of great governance, performance excellence and service to the nation.

On a personal note, I wish to congratulate and thank each and everyone who have been part of and those that are still with the CESB Secretariat. Their unparalleled dedication to duty, commitment to quality policy, creative and consistent performance and enjoyable camaraderie have made the last four decades worth every effort.

I take pride in reporting to you our accomplishments last year. And as you read on, I hope that you will be further encouraged to journey with us in the days and years ahead.

Isang karangalan ang maglingkod sa bayan!

Alie Allonan

PROMOTING **GOOD** GOVERNANCE

GOOD GOVERNANCE IS KEY TO ACHIEVING EVERY FILIPINO'S DREAM OF A JUST AND PROSPEROUS SOCIETY. THE CESB CONTRIBUTES TO THIS NATIONAL VISION BY UPHOLDING AND PROMOTING THE HIGHEST STANDARDS OF PROFESSIONALISM AND CAREERISM IN THE HIGHER CIVIL SERVICE.

Good governance does not only mean guaranteeing that only the best and the brightest gets appointed to third level positions, it also means ensuring that only those with unquestionable integrity and dedication to service are given the privilege to serve the Filipino.

Setting High Professional Standards - Eligibility and Rank Appointment

In fulfilling the Board's mandate to form a continuing pool of well-selected and development-oriented career officials who shall provide competent and faithful service in the CES, the Secretariat assisted the Board in further strengthening existing policies on the examination process to make it more responsive, credible and practicable.

For 2013, the Board issued the following policies to enhance the eligibility and rank appointment systems and processes:

- Resolution Number 1087 or the "Amendatory Guidelines to CESB Resolution Number 791 series of 2009 entitled The Revised Rules on the Grant of Career Executive Service Eligibility";
- Resolution Number 1088 or the "Policy on the Conduct of the Computer-Aided Assessment Center (AC)";
- Resolution Number 1089 or the "Revised Policy on the Mandatory Feedback Session for All Assessment Center (AC) Retakers";
- Resolution Number 1098, "Prohibiting Promotion in CES Ranks while on Secondment";
- Resolution Number 1124, "Establishing a New Policy on Promotion in Rank".

Written Examination (WE)

In 2013, the CESB conducted four (4) nationwide written examinations (WEs) in Manila, Cebu and Davao. A total of 489 out of 1 635 examinees passed the first stage of the CES examination process.

The CESB has likewise conducted department and regional-based WE. In total, nine (9) WEs were administered for seventy-eight (78) managerial applicants of the Development Bank of the Philippines (DBP) as well as for 644 hopefuls from the Department of Environment and Natural Resources (DENR) and the Department of Education Regions IV-B, X and XI. In addition, 83 examinees from Regions V and VI took the Regional WE.

The CESB also administered six (6) WEs for a total of 62 candidates from the National Defense College of the Philippines (NDCP).

CESB also started efforts to improve the quality of the first stage of the CES eligibility examination process by developing a new set of test materials that seeks to measure not only managerial aptitude but also the level of emotional quotient among CES applicants.

31%

IN 2013, 31% OF THOSE WHO TOOK THE WRITTEN EXAMINATIONS PASSED THE FIRST STAGE OF THE CES EXAMINATION PROCESS



Assessment Center (AC)

The CESB conducted twenty five (25) AC sessions involving 597 candidates in 2013.

To further enhance the AC process, the CESB also conducted a three-day Assessors' Workshop on May 9-11, 2013 in Baguio, Batangas.

In 2013, the CESB likewise released the results of a study on the competency gaps of government executives according to AC results from February 2011 to August 2013. According to the study, the top three (3) areas for development of government executives are: driving execution; strategic and critical thinking; and, leading in a continuously changing environment. These results were communicated to all department secretaries in the hope of assisting them in addressing the said areas for development.

On-the-Job Performance Validation

There were 176 candidates who were subjected to performance validation in 2013. Out of this number, 147 were recommended to proceed to the next stage, 9 were recommended for the In-Depth Validation Process (IVP), 17 were recommended for deferment and 3 were denied.

The performance validation system consists of two (2) levels: Level 1 or the Rapid Validation Process (RVP) and Level 2 or the In-Depth Validation Process (IVP). The RVP which is conducted and completed in one (1) day covers all qualified applicants who do not have any adverse feedback on performance, managerial/behavioral competencies and integrity. On the other hand, the IVP is a focused, more intensive and longer validation process depending on the nature, extent and gravity of adverse feedback or information on the applicant.

Panel Interview

As part of CESB's continuing efforts to maintain a credible, transparent and objective process to screen and select CES eligibles, the CES Governing Board has required a Panel Interview as the final stage in the CES eligibility examination process.

From January to December 2013, a total of 167 examinees went through the Panel Interview stage. Out of this number, 154 were recommended for conferment of CES eligibility while 13 were recommended for deferment.

Conferment of CES Eligibility

Presidential Decree No. 1 provides that an official who meets the necessary managerial experience and other requirements of the CESB and who passes the prescribed examinations for the conferment of CES eligibility shall be included in the roster of CES Eligibles.

For candidates to be conferred CES eligibility, they should also be able to comply with the other requirements prescribed by the Board such as: a performance rating of at least Very Satisfactory for the preceding year and clearances from the CSC, Office of the Ombudsman and Sandiganbayan.

There were 142 officials who were conferred CES eligibility in 2013.



Appointment to Career Executive Service Officer (CESO) Rank

A CES eligible appointed to a CES position may qualify for original appointment to a CESO rank based on the salary grade corresponding to the position he/she occupies. A CESO who is promoted to a higher CES position may be appointed by the President to the equivalent higher CES rank, upon recommendation by the Board.

For 2013, the Board has established a new policy on promotion in rank and put in place stringent and evidence-based criteria as bases for the implementation thereof. Thus, a CESO, even without getting promoted to a higher CES position, may be recommended for appointment to the higher CESO rank provided he/she has, among others, at least three (3) years residency in his/her CESO rank corresponding to his/her position and a CESPES rating of "Outstanding" for three (3) consecutive years in the rank corresponding to his/her position. Moreover, the CESO must possess and demonstrate his/her exemplary managerial and leadership competencies/potential corresponding to the functions of the position equivalent to the rank he/she is recommended for promotion.

Appointment to or Adjustment/Promotion in CESO Rank requires compliance with the following: attendance in the Executive Leadership Program and Accredited Training Programs as the case may be, submission of clearances from the Agency, National Bureau of Investigation, CSC, and Ombudsman, certificate of no pending case, at least Very Satisfactory Performance Rating for original/adjustment in rank and outstanding performance rating for promotion in rank, appointment paper, service record and Endorsement by the Agency Head.

In 2013, the CESB has recommended to the Office of the President 124 CESOs/CESEs, 92 of whom are for original appointment to rank, 30 for adjustment in rank and 2 for promotion in rank.

ISO Certification of Examination and Rank Appointment Systems

The CESB has successfully maintained the ISO 9001:2008 since 2011 and has been re-certified for the year 2014.

Infographic: The 4-Stage Examination Process for CES Eligibility



Written Examination (WE)



Assessment Center (AC)



Validation



Panel Interview

A CES eligibility is acquired by passing the four-stage CES eligibility examination process, namely: Written Examination, Assessment Center, Validation of On-the-job Performance and Panel Interview. Successful completion of each stage is a pre-requisite to the succeeding stages of the CES eligibility examination process.

The Written Examination (WE) is a paper-and-pencil test that determines the candidate's general intelligence and knowledge of management principles. The test is conducted nationwide in three (3) testing centers, as follows: Manila, Cebu and Davao. It is open to officials, both from government and private sectors, who have at least two (2) years of managerial experience.

The Assessment Center (AC), which is the second stage of the CES eligibility examination process, is a series of simulation exercises designed to measure the candidate's managerial capability and potential.

Validation, which is the third of the four-stage CES eligibility examination system, is the process that facilitates a detailed inquiry, examination and verification of the candidate's on-the-job performance, managerial/behavioral competence and integrity. The investigation is done by a CESB-certified validator through feedback-gathering mechanisms, such as interviews of resource persons, public officials/employees and non-government sector representatives who have worked with the candidate and who may have knowledge of the candidate's fitness to be conferred CES eligibility.

The validation system focuses on three (3) dimensions: 1) Performance which is the ability of the candidate to deliver results and contribute to the agency's goals and identified outcomes; 2) Managerial/Behavioral Competence which assesses the effectiveness of the candidate as a manager and leader; and 3) Integrity which focuses on how the candidate demonstrates honesty, accountability, fairness and objectivity. It shall be assessed based on three (3) sources: 1) Clearances from the Civil Service Commission (CSC), Office of the Ombudsman and Sandiganbayan; 2) feedback from the public through publication of candidate's name in a newspaper of general circulation; and 3) information from identified respondents.

Result of the candidate's validation will depend on any of the following recommendations by the validator: 1) Undergo IVP when RVP generates adverse information/feedback; 2) Proceed to the Next Stage of the Eligibility Process; 3) Defer conduct of Performance Validation for a period of six (6) months to one (1) year; or 4) Undergo revalidation if the candidate fails to meet standards set by the Board after the conduct of IVP. Moreover, a candidate who is subjected to revalidation shall be given appropriate feedback and shall be advised to engage on developmental interventions. It is also noted that in case the Secretariat receives adverse feedback about a candidate as a result of publication, the candidate is automatically subjected to IVP.

The Panel Interview is a process where members of the Panel, through a formal interview, assess and evaluate the candidate's managerial skills and competence. The panel of interviewers consists of a CES Governing Board Member and two (2) CESO exemplars who demonstrate the attributes of the CES ideals.

Ensuring Performance – The CESPES

Good governance also means holding members of the Service accountable for the mandate given to them by the Filipino people – to serve the public with utmost competence, excellence and integrity. In the CES, the means by which this idea is operationalized is through the Career Executive Service Performance Evaluation System or the CESPES.

The CESPES is CESB's centerpiece performance management program that aims to ensure the highest standards of public service among our government executives. The CESPES is also the name of the instrument used to objectively measure the managerial and leadership competence of the members of the Service.

The results of CESPES measurement serve as basis for official personnel actions such as original or promotional appointment to CESO rank, grant of merit-based incentives, awards and other forms of recognition, career planning and development, and accreditation and availment of incentives granted by the Civil Service Commission.

In 2013, the CESB deployed its team to administer the CESPES in all central and regional government offices nationwide. A total of 1,545 officials were covered by the end of the year. Enhancements on the instrument were also proposed during the year.

Being Transparent - The CESB Website and The Public Manager

www.cesboard.gov.ph

The CESB website was redesigned to deliver online services in a simple yet more comprehensive and efficient manner. The improved layout and better navigation structure and tools garnered positive responses as well as comments and suggestions that helped the CESB direct its initiatives to what is timely and relevant to the members of the CES.

2013 also saw the successful migration of CESB Mail to Google mail servers. Enhancements to the CESB Integrated Information System were also made including the digitization of more than 30,000 pages of documents added to the database.

The Public Manager

The Public Manager (PM) is the official newsletter of the CESB. It is published online every month and is printed quarterly for distribution among CESOs and eligibles nationwide.

In 2013, PM released a special anniversary issue dubbed as The CES @ 40: Fit to Lead the Future. Like the website, the PM has also received positive feedback from its readers who recognize the paper's efforts to update CESOs and eligibles with the latest events in the CES.

Institutionalizing Careerism - Strengthening the Third Level

On July 8, 2013, the CESB submitted to the House of Representatives a proposed bill to strengthen the career executive service. The draft bill seeks to introduce reforms that will further advance professionalism, institutionalize careerism and promote merit and fitness in the Service. It further aims to strengthen the policies, systems and mechanisms governing the appointments and promotions in the third level.

LEADING IN **SERVICE**

THE COMPLEX WORK OF NATION-BUILDING BEGINS WITH THE NECESSARY TASK OF HARNESSING AND EMPOWERING A NATION'S HUMAN RESOURCE. AT THE CESB, WE ENDEAVOR TO CONTRIBUTE TO NATIONAL DEVELOPMENT AND TO SERVE THE NATION BY MAKING SURE THAT OUR PUBLIC MANAGERS ARE NOT ONLY COMPETENT MANAGERS BUT ARE ALSO LEADERS WHO ARE COMMITTED TO NATION-BUILDING.



Arnel B. Garcia, CEO III, of the DSWD is a Gawad CES awardee.

Our professional development programs are designed to instill the knowledge, skills, attitudes and values that will empower our CEOs and eligibles to lead the civil service in addressing the relevant needs, aspirations and ideals of the society and the nation.

The Executive Leadership Program (ELP) – SALDIWA, GABAY and COAM

The ELP is CESB's capacity-building program for all CEOs and third level eligibles. It aims to develop strategic leadership and management competencies, deepen appreciation for and commitment to accountable, results-driven and citizen-centered public service and enhance the roles and contributions of the CES in strengthening governance and development.

The ELP is built on three (3) modular training courses namely: Salamin-Diwa ng Paglilingkod or SALDIWA; Gabay ng Paglilingkod or GABAY and Community-Organizational Attachment Module or COAM. SALDIWA focuses on knowing one's self and relating with others, GABAY centers on one's capacity to lead the organization and COAM is a terminal integration module for both SALDIWA and GABAY courses designed to immerse the participant in a laboratory community or organization.

In 2013, the CESB conducted three (3) sessions of SALDIWA in provinces outside of Metro Manila. The first two sessions were held in Camarines Sur with the February 26-March 11 class participated in by 39 CEOs and eligibles and the June 18-July 1 class participated in by 33 CEOs and eligibles. The third SALDIWA of the year, held in Negros Oriental on September 3-16, was participated in by 35 CEOs and eligibles.

For the GABAY course, a total of 117 CEOs and eligibles attended sessions held at three different regions outside Metro Manila. The April 11-19 session was held in Tagaytay City, the July 25-August 2 session in Bohol and the October 17-25 session in Nueva Vizcaya.

Project Paglaum

The idea of CEOs becoming instruments of hope and new beginnings in areas hit by natural calamities was the inspiration behind the launching of Project Paglaum. Project Paglaum is a training program that aims to equip CEOs and eligibles with basic competence in facilitating psycho-social processing (PSP) activities, including Arts Therapy, Music and Dance Sessions, Debriefing Dialogues and Theater Workshop, all aimed to help survivors overcome their trauma and pave the way to healing.

184

184 SURVIVORS OF TYPHOON YOLANDA HAVE BEEN ASSISTED THROUGH THE VARIOUS PSYCHO-SOCIAL PROCESSING ACTIVITIES SINCE THE LAUNCH OF PROJECT PAGLAUM IN 2013.





CES Thought Leaders' Congress (TLC)

The TLC is an annual event that serves as a venue for leader-managers to share insights, lessons and stories on how to create a vision for excellence, sustain passion for results in the context of change and embrace the highest ideals of public service.

On May 28, 2013, the third TLC convened at the Diamond Hotel in Manila with the theme "Sowing the 4Cs of Inspiring Leadership: Character- Competence - Courage - Compassion".

gCIO

The gCIO Training Workshop is a joint project of the CESB, De La Salle University College of Computer Studies and ideacorp. It is a three-day capacity development program for Government Chief Information Officers (gCIOs) that aims to produce gCIOs who ensure the alignment of Information Communications Technology (ICT) with the mandate of their respective agencies and lead the ICT-enabled transformation of public service.

Four modules of the gCIO, participated in by 11 officials, were conducted in August, September, October and November 2013 at the DAP Conference Center in Tagaytay City.



BEARING **THE TORCH** OF EXCELLENCE

FORTY YEARS AFTER THE CES
WAS ESTABLISHED IN 1973,
THE CESB PROUDLY BEARS THE TRADITION
OF COMPETENT AND FAITHFUL SERVICE
TO THE NATION WITH PROGRAMS
THAT CULTIVATE AND NURTURE
A STRONG AND UNITED COMMUNITY
OF LEADER-EXEMPLARS.



The 2012 Gawad CES awardees





The 12th Annual CES Conference

In line with the 40th anniversary of the founding of the CES, the CESB gathered the members of the Service to celebrate the institution's four decades of championing professionalism and careerism in the government. Aptly themed "Fit@40: Renewing the Past, Leading the Future", the anniversary program reunited key CES personalities, officials, eligibles, partner agencies and institutions in Tagaytay City from November 27 to 29, 2013.

The three-day conference featured sessions and activities that not only aimed to enhance the professional and personal well-being of participants but also to foster camaraderie among the members of the CES community. No less than Manila Archbishop Luis Antonio Tagle graced the opening day of the conference and exhorted the 700 strong officials who attended the event to "govern with values" and make institutions "worth trusting again."

On opening night, the CESB paid tribute to the men and women who have shaped the CES to become the institution that it is today in an awards ceremony called "Pagpupugay at Pasasalamat".

The program likewise saw the launch of the commemorative coffee table book "The CES Legacy: 40 Years of Leadership and Governance". The book chronicles the past 40 years of the CES in the eyes of policy shapers and paragons. To date, copies of the book have been distributed to key CES personalities nationwide.

Torch Bearers of Excellence: The Winners of the GAWAD CES

The GAWAD CES is a presidential award that recognizes government executives for their significant contributions to social transformation and nation-building. As its centerpiece awards program, the CESB conducts a meticulous search and three-level screening process that enlists the help of past winners, private sector representatives who are considered as luminaries in their fields, representative from the NUCESO and the CES Board to search for exemplary CESOs.

On July 31, 2013, the search that started in 2012 culminated with the awarding of five (5) government officials from across the nation and all fields in a ceremony held at the Heroes Hall in Malacanang. The GAWAD CES for 2012 was conferred to: Undersecretary Alicia D. Bala of the Department of Social Welfare and Development (DSWD); Director Grace F. Baluyan of the Department of Trade and Industry; Director Amel B. Garcia of DSWD; Director Brenda N. Manzano of the Department of Science and Technology; and, Schools Division Superintendent Ramir B. Uylico from the Department of Education. They each received a plaque with the Presidential Seal, a medal and prize money amounting to PHP 100, 000 as well as the honor of being the torch bearers of the CES tradition of competent and excellent service to the nation.

716

716 CESOs AND ELIGIBLES ATTENDED
THE 12TH ANNUAL CES CONFERENCE
IN CELEBRATION OF THE 40TH
ANNIVERSARY OF THE CES.



CES Club

If the CES CIRCLE targets the 'mind' and the Wellness Camp takes care of the 'body', the CES Club is the program that takes aim at the "heart and soul" of our executives. It is designed to improve their socio-cultural and artistic quotients by immersing them in nurturing networks and environments that support their growth as managers and leaders.

In 2013, the CESB organized four (4) CES Club events participated in by a total of 128 government executives.

The first CES Club event of the year was held in Cagayan de Oro City on March 14 where 47 government executives joined the "Coaching and Mentoring as a Leadership Tool" learning session conducted by Randy Esguerra of Success Coach.

On May 30, 2013, 26 government executives joined the one-day heritage tour entitled "Dulambuhay: Theater and Society" held in Bulacan. The CES Club event was conducted in line with the 40th anniversary celebration of the CES.

The third CES Club was called "Philippine Art: Folk and Fine" held on July 23 in Rizal and Laguna and was aimed to develop among its 27 participants a deeper appreciation of Philippine culture and arts.

The last CES Club of 2013 was held on August 29 in Cavite. Entitled "Cavite: Aguinaldo's Strategic Victories and Bonifacio's Tragic Martyrdom", the heritage tour provided 28 executives with a chance to revisit a crucial period in history that signaled the birth of the Filipino nation.

NUCESO – Strengthening the Ties That Bind

The NUCESO or the National Union of Career Executive Service Officers, Inc. is a merger of two (2) CES organizations, namely the NCCESO and the ELP Alumni Association. Its goals, among others, are to enhance the competencies of CESOs as public managers and leaders and to promote and strengthen camaraderie among the CES community.

In 2013, the CESB has provided assistance in the conduct of the NUCESO activities which included its monthly governing board meetings and community outreach raffle contests.

CES Occasion Cards

As part of the CES community, CESOs and eligibles are remembered during special occasions in their lives. In 2013, greeting cards were sent to members of the CES on their birthdays.

In 2013, efforts were also initiated to enhance the GAWAD CES program by partnering with the Presidential Communication Operations Office and the Philippine Information Agency to tap government and private news networks as a means to reach out to the general public in heightening awareness of the CES and its role in promoting good governance through the GAWAD CES.

The Pyramid of Wholeness: The CES CIRCLE, Wellness Camp and the CES Club

The ideal CEO is a 'whole' CEO. It is in this light that the CESB endeavors to offer the members of the Service with innovative programs that nurture their mind, body and spirit. The CES CIRCLE, Wellness Camp and CES Club are programs designed to develop both the effective -- AND affective -- aspects of leadership and governance.

CES CIRCLE

The CES CIRCLE series is a monthly, multi-sectoral forum showcasing exemplary, pioneering and influential thought leaders from the CES and various fields of governance and development who engage executives in "hands-on" learning experiences.

The forum dissects timely and important issues and concerns in governance and development while leaders distill and share their innovations, insights, lessons, practical know-how, and relevant experiences in achieving strategic institutional and sectoral outcomes and in realizing their personal goals from a professional and personal perspective while confronting day-to-day executive challenges.

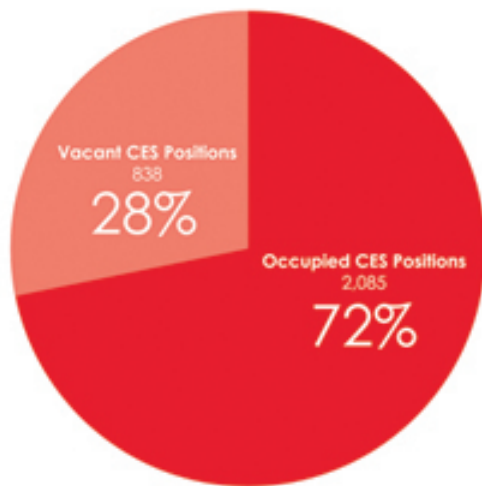
In 2013, eight CIRCLE sessions were conducted in various venues nationwide participated in by 504 CEOs and eligibles.

Wellness Camp

The CES Executive Leadership and Wellness Camp highlights CESB's advocacy in promoting total wellness, work-life balance and sustained productivity among executives. With the theme "Fit to Lead – Defeat, De-Stress, Discover and Deliver", Two (2) full camps were held for 75 officials in 2013. Out-of-the-box, interactive and interesting learning sessions expounded on the values of maintaining healthy lifestyles and relationships, enhancing longevity and increasing productivity at work, and holistic stress management dealing with physical, emotional, as well as spiritual and social well-being.



THE CRITICAL MASS: CES OCCUPANCY GRAPHIC

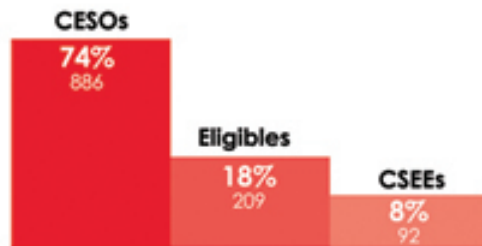


Total No. of CES Positions = 2,910

Occupied CES Positions = 2,085

CESOs & Eligibles 57% (1,187)

Non-CESOs & Non-Eligibles 43% (898)



CESOs & Eligibles



FRANCISCO T. DUQUE III
ACTING CHAIRPERSON, CAREER EXECUTIVE SERVICE BOARD
CHAIRMAN, CIVIL SERVICE COMMISSION



NIEVES L. OSORIO
PRESIDING OFFICER, CAREER EXECUTIVE SERVICE BOARD
COMMISSIONER, CIVIL SERVICE COMMISSION

**ANTONIO D. KALAW JR.**

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
PRESIDENT, DEVELOPMENT ACADEMY OF THE PHILIPPINES

**EVANGELINE C. CRUZADO**

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER DEPUTY ADMINISTRATOR, NATIONAL MAPPING
AND RESOURCE INFORMATION AUTHORITY

**CHARITO R. ELEGIR**

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER UNDERSECRETARY,
PRESIDENTIAL MANAGEMENT STAFF



ANGELITO D. TWAÑO

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER REGIONAL DIRECTOR, DEPARTMENT OF PUBLIC WORKS
AND HIGHWAYS REGION VIII



PROCESO T. DOMINGO

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER UNDERSECRETARY,
DEPARTMENT OF NATIONAL DEFENSE



SUSANA D. VARGAS

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER DEPUTY EXECUTIVE SECRETARY,
OFFICE OF THE PRESIDENT



MARIA ANTHONETTE VELASCO-ALLONES

EXECUTIVE DIRECTOR,
CAREER EXECUTIVE SERVICE BOARD
FORMER ASSISTANT SECRETARY,
DEPARTMENT OF LABOR AND EMPLOYMENT



ARTURO M. LACHICA

DEPUTY EXECUTIVE DIRECTOR,
CAREER EXECUTIVE SERVICE BOARD
FORMER DIRECTOR III,
CIVIL SERVICE COMMISSION REGION XII



JAYPEE, ELAINE, DED ART, STEVE, ED TONETTE,
ETHEL & RAMON



KIN, SHANG, YVONNE ERCEE & LIZA



VEHNEE, CHRIS, CHABI, EDITH & BOB



FIL, BENET, DONA, NENETH, BECCA, DON & DONAN



MIXE, CARME, CATHY, GISELLE & RYAN



TRUDS, ASU, LILY, ALLAN, BONG, MIXE, LINDY, DEL & MIKO

PROMOTING GOOD GOVERNANCE

THE CESB CONTRIBUTES TO THE PROMOTION OF GOOD GOVERNANCE BY ENSURING THE HIGHEST STANDARDS OF PROFESSIONALISM AND INTEGRITY IN THE THIRD LEVEL.

LEADING IN SERVICE

THE CESB PROVIDES SERVICE TO THE FILIPINO BY INSTILLING THE KNOWLEDGE, SKILLS, ATTITUDES AND VALUES THAT WILL EMPOWER PUBLIC MANAGERS TO LEAD THE CIVIL SERVICE IN ADDRESSING THE RELEVANT NEEDS, ASPIRATIONS AND IDEALS OF THE SOCIETY AND THE NATION.

BEARING THE TORCH OF EXCELLENCE

THE CESB, BEYOND 40, PROUDLY BEARS THE TRADITION OF COMPETENT AND FAITHFUL SERVICE TO THE NATION.





CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino Street, Holy Spirit Drive, Diliman, Quezon City 1127

Tel. No. 0514981, Fax: 0513806

Website: www.cesboard.gov.ph