



Republic of the Philippines  
Region VII, Central Visayas  
**SCHOOLS DIVISION OF NEGROS ORIENTAL**  
[www.depednegor.net](http://www.depednegor.net)

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September 27, 2014

**DIVISION MEMORANDUM**

No. 442, s. 2014

**CHANGES IN SCHEDULE OF THE 2014 CESB ACCREDITED PROGRAMS**

TO : Education Program Supervisors/Coordinators  
District Supervisors/In-Charge

Enclosed is a copy of Regional Memorandum No. 459, s. 2014, dated August 07, 2014 together with its enclosure entitled "**CHANGES IN SCHEDULE OF THE 2014 CESB ACCREDITED PROGRAMS**", for your information and guidance.

For more information, please refer to the attached communication.

Wide dissemination of this Memorandum is desired.

GOD BLESS!

**SALUSTIANO T. JIMENEZ, LI.B., CESO VI**  
Schools Division Superintendent

STJ/bi

*"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"*



REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
KAGAWARAN NG EDUKASYON  
DEPARTMENT OF EDUCATION  
REHIYON VII, GITNANG VISAYAS  
REGION VII, CENTRAL VISAYAS  
Sudlon, Lahug, Cebu City



AUG 07 2014

REGIONAL MEMORANDUM

No. 459, s. 2014

**CHANGES IN SCHEDULE OF THE 2014 CESB ACCREDITED PROGRAMS**

To : Schools Division Superintendents/OICs

1. Enclosed is a letter from Ms. Liz Aringa, HR Account Associate, Human Resource Innovations and Solutions, inc. (HURIS), reiterating their invitation for all Career Executive Service Board (CESB) members/interested staff to attend the 2014 CESB Accredited Programs to be conducted by the HURIS.
2. For more information, particularly in the changes of the schedule, refer to the attached communication.
3. Attendance of CESB members/interested staff to these Training Programs is subject to your discretion based on existing DepED policies and regulations.
3. For your proper guidance and wide dissemination.

  
CARMELITA T. DULANGON  
Director III  
Officer-in-Charge

CTD/EBE/Jmg6

Regional Director's Office: Tel. nos.: (032) 231-1433; 231-1309; Telefax 414-7399; 414-7325; Aset. Regional Director's Office Telefax: (032) 255-4542;  
Field Effectiveness Division: (032) 414-7324; Curriculum Learning Materials Division (032) 414-7323;  
Quality Assurance and Accountability Division: (032) 231-1071; Resource Mobilization and Special Programs and Projects Division: (032) 254-7062;  
Training and Development Division: (032) 255-5239 loc. 112; Planning, Policy and Research Division: (032) 233-9030; 414-7065;  
Administrative Division: (032) 414-7326; 255-1313; 414-7366 414-4367; Budget and Finance Division: (032) 256-2375; 253-8061; 414-7321  
Website: <http://www.deped7.com.ph>

*" ESD 2015: Konsepton ng Lahat, Pannagayon ng Lahat "*

Attention: Human Resource Department/Training Department  
All Career Executive Service Board Members & Eligibles / Interested Officers, Directors, and Staff

Dear CESB Members/ Interested Staff,

We are pleased to invite you to the CESB accredited leadership training programs for 2014 to be conducted by HUMAN RESOURCE INNOVATIONS AND SOLUTIONS, INC. (HURIS, Inc).

<p><b>MEDIATION: An alternative Mode to Dispute and Conflict Resolution and Resolving Employee Performance Problems</b></p> <p>Through the Mediation Program participants will learn the importance of settling conflicts and disputes through an intervention which will effectively attempt to reconcile positions vs. interests of countering parties as the way to arriving at an agreement in an amicable manner. They will also gain an appreciation of the current external and internal labor relations scenario, including recent trends and events and their implications. Mediation will also be presented as an alternative mechanism to correcting employee performance problems.</p>	<p>August 28-29, 2014 (2 Days) PHP 9,856.00 VAT Inclusive</p>
<p><b>Strategic and Critical Thinking</b></p> <p>A comprehensive overview of strategic thinking skills including systems thinking, critical reasoning and creativity. Through an interactive and engaging mix of presentations, role-playing and management simulation exercises, acquire insights and skills for improving your grasp and practice of strategy formulation and strategic learning.</p>	<p>August 29-29, 2014 (2 Days) PHP 9,856.00 VAT Inclusive</p>
<p><b>Performance &amp; Results Management</b></p> <p>Overview of latest research on organizational, team and individual performance. Skills focus on managing employee performance with focus on goal setting, evaluation, monitoring and improvement coaching.</p>	<p>September 4-5, 2014 (2 Days) PHP 9,856.00 VAT Inclusive.</p>
<p><b>Managerial Leadership</b></p> <p>This program goes beyond the basics of planning, organizing and leadership for results by highlighting through experiential insights the core, under-lying principles and practices of these fundamental managerial practices.</p> <p>Reaching for breadth and covering the latest research and best practices, the participants will take out of this program a wide and practical perspective of the managerial tasks and leadership responsibilities</p>	<p>October 28-29, 2014 (2 days) PHP 9,856.00 VAT Inclusive</p>

With our 2014 Leadership programs, we will be your partners, serving as a catalyst of change in your organization.

We welcome any Non-CESB participants with supervisory functions who would like to attend our training programs.

If interested, kindly fill-out the attached Registration Form. And you may call (02) 871-8519 or 661-5954 or email at [cehb.training@huris.com.ph](mailto:cehb.training@huris.com.ph) and look for Laila Lao or Lia Aringa.

Hurry and send in your reservations as we have limited seats available!

Regards,

**LIZ ARENGA**  
HR Account Associate  
Human Resource Innovations & Solutions, Inc. (HURIS)



**Human Resource Innovations & Solutions, Inc.**  
**CESB TRAINING REGISTRATION FORM**  
 Kindly write legibly. PRINT data on the spaces provided.  
 This form can be reproduced.



Full Name:		Nickname:	Gender:	CES Rank:
Position:		Telephone No.:	Fax No.:	Mobile No.:
Office/Agency:		Office Address:		
Dietary Requirements (required):		Religion:	Email Address:	
Please check [✓] the training programs or workshops you wish to attend:				
TRAINING PROGRAM / WORKSHOP	TRAINING FEE	TRAINING DATE	Will Attend	
1. Mediation	Php 9,856.00 VAT inclusive	August 28-29, 2014		
2. Strategic and Critical Thinking	Php 9,856.00 VAT inclusive	August 28-29, 2014		
3. Performance and Results Management	Php 9,856.00 VAT inclusive	September 4-5, 2014		
4. Managerial Leadership	Php 9,856.00 VAT inclusive	October 28-29, 2014		
5. The New Leadership Style for the 21 <sup>st</sup> Century	Php 14,784.00 VAT inclusive	November 26-28, 2014		

**MODE OF PAYMENT (Please check [✓]):** Note: Payment should be made at least three (3) weeks prior to the workshop date. After depositing your payment, please fax copy of deposit slip to Telefax No. (02) 746-2862. Kindly indicate name of attendee and company name for the issuance of the Official Receipt.

**Cash/Cheque**

Deposit in HURIS Bank Account:

- Metrobank, Account Name: Human Resource Innovations and Solutions, Inc., Account No. 062-3-05224357-1, Cheque (Please prepare payable to: Human Resource Innovations and Solutions, Inc.)
- Land Bank of the Philippines, Account Name: Human Resource Innovations and Solutions, Inc., Account No. 2311-0997-20, Cheque (Please prepare payable to: Human Resource Innovations and Solutions, Inc.)

Deliver to HURIS office (Suite M3 Seven East Capitol Bldg., #7 East Capitol Drive, Barrio Kapitolyo, Pasig City 1602)

For pick-up within Metro Manila, a pick-up fee of PHP200.00 will be charged payable upon pick of check to defray cost of transportation

**Reminders:**

- Kindly submit BIR Form 2306 Certificate of VAT Withheld and BIR Form 2307 Certificate of Tax Withheld if VAT and Taxes will be withheld from the training fee.
- No payment, No Certificate policy will be applied
- Statement of Account (SOA) will be sent via email or fax and the original SOA will be given on the first day of the training to the participants (as requested).

**TERMS AND CONDITIONS:**

1. Submission of an accomplished Registration Form is strictly required and this will serve as the billing statement.
2. Confirmation letters will be sent to all registered participants via email or fax at least 2 weeks before the training.
3. Upon receipt of the Registration Form, the participant's attendance is considered confirmed.
4. Payment should be made at least three (2) weeks prior to the workshop date. HURIS will issue the official receipt on the day of the training. *NOTE: Accommodations are not included.*
5. Official Receipts will be given on the 1<sup>st</sup> day of the training at the training venue.
6. If the participant is unable to attend the training due to unavoidable circumstances, an advise must be sent to HURIS office at least 2 weeks before the training proper.
7. Cancellations:
  - For paid participants, if cancellation notice/advise is received 1 week before the training proper, the training fee will be forfeited to defray the administrative costs incurred.
  - For participants who have not yet remitted their payment, changes and cancellation will be charged of a cancellation and transfer fee amounting to 50% of the total training fee.
  - Refund of training fees will not be allowed; although replacements, in lieu of the original registrant may be entertained, provided the request is done in writing 1 week before the training.
8. Dietary requirements should be advised prior to the training proper so as not to incur additional food expenses. Any food replacement during the training proper will be for the account of the participant.
9. Participants are requested to make their own travel and hotel arrangements. These are not covered by the training fees.
10. HURIS reserves the right to re-schedule programs if the minimum number of participants is not met at least 1 weeks before the training.

*I confirm that the information given by me is true and correct. I also confirm that I have read, understood and agreed to the Terms and Conditions contained in this Registration Form.*

For more information, please call (02) 871-6519 or 661-5954 and look for Leisha Lao or Liz Arfinga

Email: [cesb.training@huris.com.ph](mailto:cesb.training@huris.com.ph)

\_\_\_\_\_  
Signature of Participant Over Printed Name



Course Title & Description	2014 Schedule
<p><b>MEDIATION: An alternative Mode to Dispute and Conflict Resolution and Resolving Employee Performance Problems</b></p> <p>Through the Mediation Program participants will learn the importance of setting conflicts and disputes through an intervention which will effectively attempt to reconcile positions vs. interests of countering parties as the way to arriving at an agreement in an amicable manner. They will also gain an appreciation of the current external and internal labor relations scenario, including recent trends and events and their implications. Mediation will also be presented as an alternative mechanism to correcting employee performance problems.</p>	<p>August 28-29, 2014 (2 Days)</p> <p>PHP 9,856.00 VAT Inclusive</p> <p>Berjaya Hotel, Makati City</p>
<p><b>Strategic and Critical Thinking</b></p> <p>A comprehensive overview of strategic thinking skills including systems thinking, critical reasoning and creativity. Through an interactive and engaging mix of presentations, role-playing and management simulation exercises, acquire insights and skills for improving your grasp and practice of strategy formulation and strategic learning.</p>	<p>August 28-29, 2014 (2 Days)</p> <p>PHP 9,856.00 VAT Inclusive</p> <p>Berjaya Hotel, Makati City</p>
<p><b>Performance &amp; Results Management</b></p> <p>Overview of latest research on organizational, team and individual performance. Skills focus on managing employee performance with focus on goal setting, evaluation, monitoring and improvement coaching.</p>	<p>September 4-5, 2014 (2 Days)</p> <p>PHP 9,856.00 VAT Inclusive</p> <p>Berjaya Hotel, Makati City</p>
<p><b>Managerial Leadership</b></p> <p>This program goes beyond the basics of planning, organizing and leadership for results by highlighting through experiential insights the core, underlying principles and practices of these fundamental managerial practices.</p> <p>Reaching for breadth and covering the latest research and best practices, the participants will take out of this program a wide and practical perspective of the managerial tasks and leadership responsibilities</p>	<p>October 28-29, 2014 (2 days)</p> <p>PHP 9,856.00 VAT Inclusive</p> <p>Berjaya Hotel, Makati City</p>
<p><b>The New Leadership Style for the 21<sup>st</sup> Century</b></p> <p>Leadership goes beyond competencies and techniques. At its core, leadership is about character. Peter Drucker predicted that the leader of the future is one who asks while the leader of the past is one who tells. Find out more on how to become a successful leader of the 21st century in this "must-attend" Learning event!</p> <p>Focused on self-mastery and emotional intelligence, get to practice coaching to lead change and manage performance and results and develop a purpose statement and a self-development plan to become a more effective and inspiring leaders.</p>	<p>November 26-28, 2014 (3 Days)</p> <p>PHP 14,784.00 VAT Inclusive</p> <p>Berjaya Hotel, Makati City</p>