

**A. Baur & Co. (Private) Ltd.**

A. Baur & Co. (Private) Ltd., established in 1897, is a business organization engaged in a wide range of business activities in agriculture, healthcare, exports, optics, specialty chemicals, tourism & airlines. We maintain highest standards of quality & social responsibility.

At Baur's, we believe that our employees are the most valuable asset and we always invest in their talents.

**WE INVITE YOUNG TALENTED INDIVIDUALS TO OUR INTERNSHIP PROGRAMME****THE IDEAL CANDIDATE SHOULD POSSESS**

- Minimum 3 passes in one sitting at G.C.E Advanced Level Examination (Local or London)
- A Degree or an equivalent Professional Qualification (CIMA, ACCA, CIM etc.) would be an advantage
- Computer Literacy
- Excellent Communication Skills with proficiency in English

Age: between 18-26 years  
Period of training : One year

A monthly allowance will be paid during the period of training. Candidates who wish to apply, should forward their complete Curriculum Vitae with names and contact numbers of two non-related referees, within

10 days from this advertisement, to the following address, under registered cover:

**Director – Human Resources**  
**A. Baur & Co. (Private) Ltd.**  
**No. 05, Baur's Building**  
**Upper Chatham Street, Colombo-01.**

A. Baur & Co. (Private) Limited, is an equal opportunity organization. Any form of Convassing will be a disqualification.



Agriculture, Healthcare, Exports, Optics, Specialty Chemicals, Tourism & Airlines

# ST APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

## Fluency: Leading in the Midst of Change

Some of you may remember the 1985 hit song, "We are the World," produced by Quincy Jones and an inspiring cast of musicians who sang about working together, past our differences. Or perhaps you remember the tremendously successful United Colors of Benetton ad campaign back in the 1980s, celebrating young faces of every color, signaling the look and feel of a world without borders. Media images like these showed us the world and nation, as we wanted ourselves to be – pictures and soundbites of many races cooperating, communicating, and sharing opportunity and fortune.

If only it were that simple. Almost 25 years later, we are still struggling to make that vision real – in our business practices, in the running of our cities, and now, in the context of great cultural, demographic, and economic changes brought on by globalization.

As 21st century leaders, you know that building, guiding, and sustaining truly diverse communities is tremendously difficult work. Over the last decade, city populations and workforces have changed faster than at any point in history – job relocation, mobile commerce and ease of travel have changed our cities' demographics quickly and often. Immigrant and new communities continue to influence and change the culture of our cities. Young families and children support the aging baby boomer generation, again, changing the character and priorities of a community.

At the same time as we become a more diverse, more prosperous nation, our cities have also become more segregated. In fact, studies from SUNY Albany, UCLA, and the Harvard Graduate School of Education



have reported that segregation of our children has worsened over the last decade, even as we live in more integrated areas. As newcomer groups grow in critical mass, so does the tendency to organize along racial, ethnic, or other group-affiliated lines. Changing demographics and the growth of ethnic enclaves have made race awareness and identity politics an effective means of voicing the needs of some of our cities' otherwise marginalized groups.

Amid all of this, civic and corporate leaders are confronted with difficult choices every day. Worthy projects from different community sectors must compete for limited resources. Appointments and commissions must be assigned in ways that satisfy all the interests represented in our constituency groups, assuring each of them adequate representation. From time to time, leaders also face crisis-fueled change, forcing them to guide their communities quickly through controversies.

Does this sound stressful? Indeed, scenes of a diverse community can be those of chaos, fiefdoms, even balkanizing, as some futurists and scholars predict. Alternatively, some see these times as momentous opening the door to the grandest and

most inspiring of challenges.

How does one lead a community, whether local or global team, in the midst of huge demographic and economic shifts? How do leaders create communities where all constituents feel included, counted and equally receiving of the opportunities offered by a community? And how do we have difficult conversations that turn our best intentions into action and accountability, not only from our leaders, but from ourselves?

The answers to these questions are certainly many and varied, depending on a community's specific composition and the issues it faces. Nevertheless, one of the most important skills of a leader through changing times will be a skill set of cultural fluency. This is not necessarily language fluency, as that term is usually used. Fluency is the skill set of understanding and being understood past apparent borders. To know one's constituents and address their needs effectively, 21st century leaders must practice and hone their fluency skills.

Over the past few years, I've talked to many fluent leaders: opinion shapers, thought leaders in business and communities, artists, teachers, media creatives, all who understand that their ultimate success depends on how

deeply and quickly they can identify common ground and transcend boundaries between their constituents. Fluent leaders are servant leaders who willingly assume the place of liaison, the diplomatic negotiator, the arbiter of compromise.

What are some of the qualities of a fluent leader? They understand the value of nuance. They readily deal with complexity, knowing that solutions to real problems require many levels of information and analysis. Every one of the fluent leaders I've interviewed is also insatiably curious. They are lifelong learners who have honed their vision and their life's purpose through constant exposure to different experiences.

Perhaps most importantly, these leaders also understand that the practice of fluency is not a Pollyanna-esque, naive vision of the world, where a handshake, a kind word, or a dabble into a diversity program will suffice. It is quite the opposite. Fluency work is hard "detail" work that requires courage. To be a fluent leader means having some enemies, crossing boundaries, and entering into the necessary struggles to challenge leaders and systems that benefit from closed-mindedness, fear, and simple formulae.

As we work toward uniting our communities, we have shown that we want to trade together, learn about one another, work side by side, make money together, and even build our families – across cultures and across our differences. Yet without knowing how to bridge what are often daunting chasms across race, religion, class, and culture, creating workable diverse alliances can often be impossible. Basic misunderstandings can thwart our earnest attempts at generating commerce and a vibrant exchange of ideas. Communications break down. Relationships fail.

In our quickly changing communities, the art of fluency becomes a crucial leadership approach for anyone wishing to become an aware global citizen and an effective global leader. And it is the only way forward if we are truly committed to creating a world, and a nation, where all can flourish to their fullest potential.

—hrmguide.com



Central Hospital (Pvt) Ltd, the latest venture of Asiri Group of Hospitals, will commence its operations at Norris Canal Road, Colombo -10 shortly.

Asiri Group is the largest private hospital chain in Sri Lanka. It provides superior customer experience with a "patient first" policy, using state-of-the-art technology backed by a highly skilled and motivated team of professionals and other employees.

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- NDT or equal qualification with knowledge in Bio Medical Engineering field.
- Candidate should have a minimum of 2 year experience in relevant field.
- Preferably age below 40

- **BIO MEDICAL TECHNICIAN**

- Candidate with GCE(A/L) & good electronically engineering background with 2 year experience in Bio Medical Technician
- Preferably age below 35

Apply through e-mail / post with contact numbers within 10 days of this advertisement to :

**Human Resources Manager**  
**Asiri Central Hospitals PLC**  
No: 37, Horton place,  
Colombo 07.  
E-mail : hrcentral@asiri.lk

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- Minimum age of 20 years
- Minimum arm reach of 212cms on tip toes
- Minimum high school education with fluency in written and spoken English

Take advantage of this exciting opportunity by submitting your CV to our Recruitment Team.

#### COLOMBO - (CV Submission Only)

Venue : CEYLON CONTINENTAL HOTEL - 48 Janadhipathi Mawatha Colombo 01 Sri Lanka.  
Date : 17th January 2010  
Time : 0900 - 1200 hours

Please bring your CV along with full length and passport size photographs personally. Shortlisted candidates will be required to attend further processes during the course of the week.

For further information, Please visit [www.qatarairways.com](http://www.qatarairways.com)  
World's 5-star airline. [qatarairways.com](http://qatarairways.com)

Lagodan (Pvt) Limited, 282, Colombo Road, Boralesgamuwa.

