



APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Learn effectively by understanding your learning preferences

Have you ever tried to learn something fairly simple, yet failed to grasp the key ideas? Or tried to teach people and found that some were overwhelmed or confused by something quite basic?

If so, you may have experienced a clash of learning styles: Your learning preferences and those of your instructor or audience may not have been aligned. When this occurs, not only is it frustrating for everyone, the communication process breaks down and learning fails.

Once you know your own natural learning preference, you can work on expanding the way you learn, so that you can learn in other ways, not just in your preferred style.

And, by understanding learning styles, you can learn to create an environment in which everyone can learn from you, not just those who use your preferred style.

Whenever you are training or communicating with others,



you have information and ideas that you want them to understand and learn effectively and efficiently. Your audience is likely to demonstrate a wide range of learning preferences, and your challenge is to provide variety that helps them learn quickly and well.

Your preferred teaching and communication methods may in fact be influenced by your own learning preferences. For example, if you prefer visual rather than verbal learning, you may in turn tend to provide a visual learning experience for your audience.

Be aware of your preferences and the range of preference of your audiences. Provide a balanced learning experience by:

Active - Reflective: Allow both experiential learning and time for evaluation and analysis.

Sequential - Global: Provide detail in a structured way, as well as the big picture.

Key Points
Learning styles and preferences vary for each of us and in different situations. By understanding this, and

developing the skills that help you learn in a variety of ways, you make the most of your learning potential. And because you're better able to learn and gather information, you'll make better decisions and choose better courses of action.

And by understanding that other people can have quite different learning preferences, you can learn to communicate your message effectively in a way that many more people can understand. This is fundamentally important, particularly if you're a professional for whom communication is an important part of your job.

Take time to identify how you prefer to learn and then force yourself to break out of your comfort zone. Once you start learning in new ways you'll be amazed at how much more you catch and how much easier it is to assimilate information and make sense of what is going on.

Help build a more just, inclusive and democratic society



Vacancy: Communications Officer
South Asia Partnership Sri Lanka

SAPSRI is an NGO that works with marginalized people across Sri Lanka. We are looking for a talented communications professional to play a key role in helping us realize our strategic objectives.

Responsibilities will include managing SAPSRI's brand, managing the website, coordinating the production of publications, liaising with the media, providing effective communication tools for advocacy initiatives, as well as supporting project staff.

The successful candidate will have excellent English and experience in media relations, website development, copywriting and project managing publications. An interest in development and governance issues would be an advantage.

Salary will be based upon experience and qualifications. The post is based in our head office in Colombo.

For more information and an application pack, please email sapsri@stl.lk or visit www.sapsri.lk.

Closing date for applications: **Wednesday 10 February 2010.**

TO GET THE BEST RESPONSE TO YOUR VACANCY ADS

ST APPOINTMENTS

How to make values live in your organization

How to make values live in your organization

Values exist in every workplace. Your organization's culture is partially the outward demonstration of the values currently existing in your workplace. The question you need to ask is whether these existing values are creating the workplace you desire.

Do these values promote a culture of extraordinary customer care by happy, motivated, productive people? If not, you will want to: identify the values that currently exist in your workplace; determine if these are the right values for your workplace; and change the actions and behaviors by which the values are demonstrated, if necessary.

"Within the organizations I have had the opportunity to serve, the core values were

communicated by actions mostly - in the ways in which business is conducted on a day-to-day basis, and not so much in words directly spoken or written.

"I am a strong advocate of demonstrated values more than written or spoken - actions speak louder, but also believe that written values that reinforce and support specific actions, and specific actions that reinforce and support written values, make a powerful combination that far exceeds one or the other by itself. If it is written down and demonstrated in action, we can really hold our feet to the fire when we need to."

In a prior article, I discussed what values are, why you want to identify values, and where values fit within your workplaces. This article moves the process of identifying workplace values to the next step.

Values
Development Process
My focus, in this article, is on how to develop and articulate shared workplace values. While the focus is on values identification and alignment, you can use this process to develop any product or course of action that needs wide-spread support.



enrollment in, and ownership from your staff.

I have used it successfully to help organizations develop mission statements, visions for their future, relationship guidelines and norms, prioritized action plans, and departmental goals.

Sales Girls

The above vacancies exist in our air conditioned lighting show room located at Colpetty.

We are looking for female candidates within the age group of 18-30 years with good communication and PR skills.

Knowledge of English language will be an added Advantage.

Experience not necessary, however background in retail will be an advantage.

Salary will include sales commissions. (Can earn upto Rs 20,000/- all inclusive)

Please send your applications via post or email with a recent photograph along with 2 non related referees.

MOOLCHANDS
375, Galle Road, Colombo 03.

Email: jobsatmoolchands@gmail.com

Come join us
Great people
Good times

The Pizza Hut chain which has been offering fabulous food and fun dining experiences for many years is now expanding its appetite appeal as well as its outlets. Therefore, vacancies exist for the following positions. We believe our success lies in our great team spirit and passion for our work. We also believe that we should remunerate our staff well in recognition of their contributions. If you share our sentiments, we'd love to have you on board.

We are looking for people to fit into the shoes of:

- Restaurant Managers
- Assistant Managers
- Field Training Officers
- Management Trainees
- Shift Managers
- Trainee/Skilled Crew Members

We need you to possess the following qualifications.

- GCE O/L, GCE A/L
- Fast food, Quick service restaurant experience
- A Hotel School background will be an added advantage

Please send your CV to reach us within 2 weeks of this advertisement.

Pizza Hut Sri Lanka
Address - 321 A, Union Place, Colombo 2.
Tel: 7500625/ 7500631/ 0718- 267490
Email: hr@gamma.lk