

Creating the best work culture

The work culture is the key to high performance.

More important, influencing the work culture is a manager's best opportunity for creating high performance. "Culture" is a 24-hours-a-day training program that exists inside any organization. It's teaching and influencing all the time. Sometimes it's teaching what we like it to and sometimes it's not. It's very difficult to "swim upstream" against the culture.

For example, you can teach value added and long-term relationships all you want, but if the work culture is really about short-term, adversarial relationships with clients, that's what you're going to get—that plus a lot of confusion.

The best of all possible worlds is a consistent, positive, reinforcing culture—and good sales managers are discovering that the best way to leverage their efforts is to manage the culture. After more than 10 years of research, we've come up with five factors that are critical to create and maintain a high-performance work culture. Listed in order of importance, they are:

1. A Shared Sense Of Mission Or Purpose. It's the culture equivalent to purpose. It answers the questions "What's expected around here, what do we do, and why do we do it?" If the only answer that you have is "making money," be prepared for your people to ask for as much as they can get for doing as little as they can. On the other hand, if you've taken the time to establish a mission—and especially if you've taken the time to involve your people in the process—that larger sense of mission will help people focus on achieving their part of the mission.

2. Clear And Attainable Goals. People perform best when they have specific goals. Goals that are reachable yet that stretch them. Don't tell people what to do, or how to do it, but give them the map, the destination, and sometimes the general direction in which to start.

3. Frequent Objective Feedback. People learn quickly and work well when they are told how they're doing. Debrief and summarize every joint call you make. Don't assume that people know how they're doing or know what you think. Lead with positive information first, but always be honest, objective, and specific. Help your people learn from every selling experience.

4. Positive Rewards For Appropriate Or Approximate Performance. Selling is like playing tennis: Very few people get it right the first time. Sincere, positive reinforcement ("You did that really well." "You really understand this." "You're doing a great job.") helps people learn. Catch people doing something right, and tell them about it.



VACANCY

LIAISON OFFICER

Muslim charitable organization in Colombo requires energetic male, between 45-55 years. Must have reasonable computer skills, ability to work independently, monitor and prepare reports on educational projects, good communication and excellent teamwork skills. Previous exposure to educational background desirable. Colombo based resident is preferred. Officer hours 5.5 days a week, salary negotiable, closing date for applications will be 2 weeks from date of advertisement, send applications to:

P.O. Box No. 1086
Colombo

VACANCY

MANAGER - Accounts (female)

Should be a qualified member of one of the internationally recognized professional accounting bodies (CIMA, ACCA, ICASL, ect.) Should have at least 2 years work experience in a similar capacity with exposure in both financial and management accounting and be below 40 years along with excellent communication skills & basic computer knowledge.

RECEPTIONIST (female)

Should have completed GCE A/L Must possess strong verbal & written communication skills in English language & other languages also preferable. Minimum one year experience in the relevant field is required. Ability to use ms office packages & e-mail is preferred. Age below 25 receptionist/secretarial qualifications would be an added advantage. Preference will be given to those who are living in the Colombo suburb.

Post : 12, 46th Lane, Colombo 06.
Hotline : +94 77 774 3639
E-mail : jobsmindforce@gmail.com

The One that satisfies

'Human Resources' - the magic words are murmured by everyone in one context or the other. All businesses around the world are continuously looking for better ways to recruit smart brains. Much has been said and written about the factors behind the HR factors. Many companies are considering some innovative ways to impart skills, train, re-train and motivate employees as they are the key issues. Why then in a country like India, recruitment melas are looked at as prestigious events while turnovers are more for every quarter in companies engaged in IT /ITES, Construction, Engineering, Manufacturing and the like. 'The right man for the right job' may be the HR mantra. On the lines of this saying, candidates are interviewed; the good or better among the brain pool is offered the letter. All is good for the first few months



and slowly from somewhere a pungent smell of dissatisfaction spreads across the corporate floor. Where does the innings start? The functioning style of management, the way projects are planned, the impressive art of delegation of work, the manner in which constructive utility of manpower is exercised and the sense of job sat-

isfaction blended with job security are the dependable factors for a lasting cordial relationship with the employer. The distaste initially starts with absenteeism, staying away from work without permission and the final renunciation of the bondage with one's company results in an unhappy note. The recruitment team that

relaxed for a while suddenly gets into feverish action and the team members stop not till the goal is achieved. On an average, an employee with rich experience in India or abroad also shows low enthusiasm and the heat is on the down beat. As India

is emerging successful in the global arena, it has been an improvement on the economical status of an individual - billing wise or growth wise. Many strategies were evolved over a period of 8 - 10 years but it has been not easy to analyze the psychological changes and attitude of an employee on the long run. We could call this run to span a few months as is the trend. A serious look has to be given to leverage the human capital and support them more effectively. Bucket with a hole or filling the overhead tank with taps open is not a healthy trend. This effect will drastically

lead to saturation level of enthusiasm in Recruiters as well. How good is our Indian HR system? It is high time that the delivery model had a revamp.

Ninety percent of the HR activities end up in the routine chores of paper, interviews, reference checks, hiring, payroll and firing letters. As this swallows the maximum time, HR professionals have little or no time to concentrate on other strategies or find time to keep abreast of the latest trends in HR. Hence soon they get stamped as 'obsolete'. 'On-line integrated management' is a better remedy as it involves transparency, cost effective and paperless atmosphere. If this system which is in operation in some corporates is put to use in all the organizations in India, a quicker coordination would be achieved among employees, heads, departments and organizations.



SRI LANKA AIR FORCE



OFFICER CADET AND LADY OFFICER CADET VACANCIES

GENERAL DUTIES PILOT BRANCH (MALE)
TECHNICAL ENGINEERING BRANCH (MALE)
ELECTRONICS ENGINEERING BRANCH (MALE)
EQUIPMENT BRANCH (MALE AND FEMALE)
ADMINISTRATIVE BRANCH (MALE AND FEMALE)
ADMINISTRATIVE REGIMENT BRANCH (MALE AND FEMALE)
OPERATIONS AIR BRANCH (MALE)

Applications are invited for Officer Cadets and Lady Officer Cadets in the Regular Force of the Sri Lanka Air Force as follows

* BSc (Aviation Studies) Degree Entrant Qualifications (Accredited by the University of Kelaniya)

General Duties Pilot / Equipment / Administrative / Administrative Regiment and Operations Air Branches

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered) and ordinary passes in three subjects at the GCE A/L examination in the Physical / Bio Science / Commerce Stream (as applicable) in one sitting.

Technical Engineering and Electronics Engineering Branches

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered) and ordinary passes in three subjects at the GCE A/L examination in the Physical Science Stream in one sitting.

* Non Degree Entrant Qualifications

General Duties Pilot / Equipment / Administrative / Administrative Regiment and Operations Air Branches

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered).

OTHER REQUIREMENTS

Nationality : Must be a citizen of Sri Lanka
Civil Status : Candidates must be unmarried
Age : Not less than 18 years and not more than 22 years as at 01 October 2010
Height : Male - 5' 6" and above
 Female - 5' 4" and above
Weight : BMI Weight(Kg) < 25
 Height (m)
Chest : Minimum 32" (Male)
Vision Colour Standard : CP2
Visual Acuity : Left eye 6/6 and right eye 6/6 (Without spectacles)

* Attractive pay with benefits covering food, accommodation, transport, uniforms and medical.

SPECIMEN APPLICATION

- * Full name (As per National Identity Card)
 - * Branch applied
 - * Permanent address
 - * Present postal address
 - * Nearest Police Station to permanent address
 - * Date of birth
 - * Height
 - * Gender
 - * Telephone number
 - * School attended
 - * Educational qualifications (Ordinary & Advanced Level)
 - * Achievements in sports / extra curricular activities
 - * Details of previous service in the Armed Forces if any
 - * Other achievements of note
- * I hereby certify and declare that the details furnished above are true and correct to the best of my knowledge.

Date :
Signature of Applicant

* For further details see Government Gazette Number 1657 of 04 June 2010 and www.documents.gov.lk.

* The envelop should be marked APPLICATION FOR CADETSHIP / LADY CADETSHIP IN THE BRANCH on the top left corner. Applications should be forwarded under registered cover to reach CHIEF RECRUITING OFFICER, SRI LANKA AIR FORCE, EKALA, KOTUGODA on or before 1200 noon on 10 June 2010.

Web site: http://www.airforce.lk