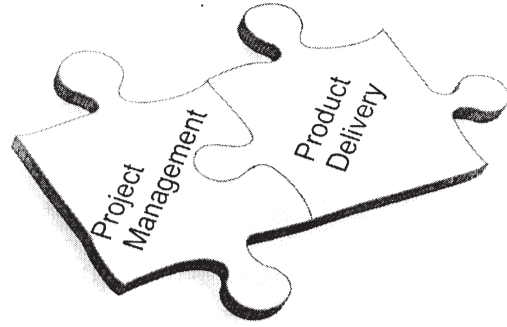


Chief Executive Officer

Our client is a rapidly growing Group with a strong presence in the POWER sector in Sri Lanka which has, over the past few years, expanded its activities to East Africa. With an investment base of over US\$ 100 million, the Group is seeking a dynamic professional who will spearhead its next stage of growth.



As the Chief Executive Officer, you would drive operational management of multi-million dollar infrastructure projects with continuous improvement to achieve commercial objectives. You will have full responsibility for the overall management and control of existing and future power projects of the Group.

The Job

- Ensure that the Group's existing power projects are operated efficiently,
- Obtain rights to and develop new power projects, primarily in East Africa and also in Sri Lanka,
- Identify sites, arrange feasibility studies, and negotiate and enter into suitable power purchase agreements for future power projects,
- Identify and take on EPC type power project work in East Africa or elsewhere for third parties,
- Implement a structured project management system to ensure that future Group projects are technically sound, within budget, and implemented on schedule.

The Qualifications & Experience

Professionally qualified with a minimum of 10 years' overall management experience out of which at least 5 years' should be in top management. The ideal candidate should possess a very strong, hands on project management background coupled with technical expertise in handling large engineering projects. Substantial infrastructure exposure and a good understating of finance is essential.

The Attributes

You will be 40-55 years of age and have led multi-disciplinary project teams on large national and international projects, demonstrating your excellent leadership and entrepreneurial skills. Strong interpersonal skills to deal at all levels of management, government officials, external authorities etc, local and overseas is essential. You will be required to travel frequently overseas. Above all, you will be able to manage complex business relationships that deliver results.

An attractive and negotiable remuneration package above current market rates with other fringe benefits, await the selected candidate .

**MSL Management
Systems (Pvt) Ltd.**

No: 08 Tickell Road, Colombo 08.
5 360616 @mslr@sltnet.lk
www.bposrilanka.com

Please forward your complete resume with contact details of two non-related referees to reach us within 10 days of this advertisement quoting MSL Ref No 6291 in your application and on the envelope.



Jetwing Travels
Sri Lanka

**WE TAKE PRIDE IN BEING ONE OF SRI LANKA'S LEADING DESTINATION MANAGEMENT COMPANIES PROVIDING OUR OWN BRAND OF LEGENDARY SERVICE.
WE ARE LOOKING FOR DYNAMIC PROFESSIONALS TO STRENGTHEN OUR SUPPORT SERVICES**

MANAGER IT

You should have the passion, commitment and competence to play a pivotal role in heading our IT department and be able and willing to give leadership to a skilled team of IT professionals.

You will be responsible for all IT related functions of the company and for providing strategic direction to the IT department. This includes formulation, execution and delivery of timely IT business plans to support and meet all operational requirements focusing on productivity and efficiency.

The person we are looking for, should

- Be strategically focused and an analytical thinker able to think out of the box
- Strong communication, problem solving skills and report writing abilities
- Introduce new IT business systems and streamline existing processes to ensure optimum operational efficiencies are gained
- Initiate continuous IT related improvement programs to maximize efficiency gains by automating processes where relevant
- Ability to initiate and conduct systems audits at the various business units

He/She should possess

- An IT related degree from a recognized university or equivalent qualification with at least 10 years post qualifying experience at a management level
- A deep understanding of the IT industry and comprehensive knowledge of IT business systems, networking, database management and oracle financials among other areas

FINANCIAL CONTROLLER

We are looking for someone who can be fiscally responsible, forward-thinking and grasp the intricacies of a unique service culture.

- He/She should have a complete oversight of the company's finances. Should know and understand what makes the company profitable and productive
- Should prepare reports on a regular basis including monthly financial statements, cost reports, budgeting and forecasting reports
- He/She should have excellent interpersonal skills and the ability to oversee the Finance team and be responsible for mentoring the team so they can be effective in their analysis and in their accounting duties and ensure the books are accurate
- Work requires professional written and verbal communication and interpersonal skills
- Ability to motivate teams to produce quality materials within tight timeframes and simultaneously manage several projects and participate in and facilitate group meetings

The person we are looking for should be,

- A fully qualified Chartered Accountant with five to ten years of experience at senior-level finance or accounting position. Work requires willingness to work a flexible schedule.
- Experienced in working in an automated environment and preparing consolidated Accounts

Remuneration will be commensurate with your qualifications and experience.

Please send in your resumes with names of two unrelated referees to,

HR Manager

Jetwing Travels (Pvt) Ltd

46/26, Navam Mawatha, Colombo 02, Sri Lanka.

Email: careers@jetwing.lk

Planning and control and setting objectives

Planning is about setting objectives and determining the most appropriate 'means' of achieving so called objectives.

Control is the process of checking whether the actions are performed in the way they were planned, and if not doing something about it.

Evaluating Business Objectives

It is important that any potential marketing opportunity or activity is evaluated against following criteria (5E Framework)

- Effectiveness : Is it the right thing to do achieve objectives?
- Efficiency : Does this maximize the resources and returns?
- Economy : Is it financially viable?
- Elegance : Is it right for the company?
- Ethicality : Is it socially responsible and within the business ethics?

Setting 'SMART' Objectives

- Specific
- Measurable
- Attainable
- Realistic/Relevant
- Time bound

BUDGETS

Budget is about financial expressions and it explains performance in financial terms.

Ex: revenue, expenditure, profits etc.

Budgets are essentially SMART objectives.

Budgets are calculated using many methods.

- Last year's performance
- Percentage of projected turnover for the year (% of sales)

The limits of spending on marketing events are



Ranjan Saheed

determined with regard to,

- Regular marketing spending : catalogue, sales force support, agency fee, PR
- One off or ad hoc activities : product/ service launches, exhibitions etc
- Contingencies or emergencies : Crisis handling

Budgeting Control Tasks

I. Estimate all costs involved in the proposed activity.

II. Compare the estimated total cost with expected returns, benefits and objectives.

III. Ensure the estimated cost is within the departmental expenditure budget.

IV. Monitor the performance against the budget and take corrective actions.

V. Compare actual costs against actual results.

PLANNING TECHNIQUES

There are two basic steps in work planning.

- Prioritizing
- Scheduling

Scheduling

Activity scheduling provides a list of activities in order in which they must be completed.

Times scheduling specif-

ic the time scale (start/end times or dates) for each activity in a task sequence or action plan.

Time schedules can be determined by forward scheduling and reverse scheduling.

Lists and checklists

Lists help identifying and remembering what needs to be done and allows you to monitor the progress.

Checklist allows for checking of events which needs to be performed. It may not reflect the order in which you actually perform the task.

Action Plan

Action plans set out a programme or action, time scheduling person (s) responsible for accomplishment.

Eg: Press Conference Action Plan

Charts

The types of charts allow the listing of activities and scheduling them over time. This also helps organizers identify how activities can be done at the same time and what needs to be completed before starting others.

MEASURING & EVALUATING RESULTS

Project need regular monitoring that ensure on time completion. Check lists are quite useful where each completed task can be ticked off out of the list.

Ranjan Saheed - CHARTERED MARKETER B.A (Hons) (SJ), Dip. M. (S.L), PGDM (UK), CIM (UK), MCIM, MSLIM

The Writer is a Chartered Marketer, Senior Management Consultant and Lecturer, Aquinas Faculty of Marketing and Management

Is management for me?

Examine the pros and cons of taking a management path in your career.

Are you wondering whether you want to be a manager, deciding if a management path is right for your career? Maybe the company has suggested a supervisory position for you. Maybe someone in your life is pushing you to "make more out of your life." Or are you trying to decide whether to get you Masters degree in your technical specialty or go for an MBA instead.

Whatever the reason you are considering a management career, this article will help you decide whether or not management is for you.

The upside of being a manager

There are many positives to being a manager. Managers generally are paid more than others in the company. They appear to have more power. And the power and pay differences tend to give the position more status or prestige.

Pay Certainly the top manager in a company, the Chief Executive Officer (CEO) is paid more than anyone else in the company.

Managers below the CEO are generally paid more than everyone in their group as well, but not always. I managed a group of scientists in which the very top scientists were paid more than I. Smart companies pay their people based on their value to the company, not on their title or position, and in that company, key scientists were more valuable than their manager.

Power Most people, including most managers, believe that managers have more power

than the people in their groups. While it's true that managers commonly have certain functional authority delegated to them, like setting work schedules for the group, true power cannot be delegated to you from above. You are only as powerful as you are capable of making your group more successful. And while your ability to lead the group greatly influences it, your power comes from the willingness of the people in your group to grant it to you.

Status/Prestige In our society, people value titles. A title of Senior Vice President, Worldwide Marketing sounds much more impressive than Research Chemist. However, the marketing person may work for a 3-person company and make \$30,000 per year while the chemist works for a major oil company, supervises 4 other chemists, and makes well over \$100,000 per year.

Sense of Personal Accomplishment If your goal is to be CEO of General Motors, you probably should start now on a management career. If you want to be President of the United States, a management track isn't required. Several recent Presidents have managed nothing but their campaigns. If you want to brag to your mother-in-law about what a success you are, and power, prestige, and money are important to your definition of success, management may be the way to go. If you measure success by friendships and how soundly you sleep at night, a management career can give you that, but so can many others.



Dealing with difficult employees

By F. John Reh,

All managers will have to deal with difficult employees during their careers. First, there will always be difficult employees. Second, it's your job as the manager to deal with them. If you don't deal the problem, it will only get worse.

Employees Like That?

Difficult employees are that way simply because it is a behavior that has worked for them in the past. They may not know any other behavior or they may choose this behavior when they think it will be most effective. You will be successful in dealing with difficult employees

only to the extent that you can make these undesirable behaviors no longer effective for them. In many ways, it's like dealing with children. If every time a child screams, its parents give it candy, what will the child do when it wants candy? It will scream, of course.

The same is true for the employee who "blows up" whenever another disagrees with him. When he does that people stop disagreeing with him and he thinks he has won.

How Can A Manager Deal With Difficult Employees

Evaluate It is important when dealing with difficult employees to act quickly. Often you will need to act almost immediately to neutralize a dangerous situation. However, it is always appropriate to think before you act. Clearly if an employee comes to work with a gun, you will need to act more quickly than when someone complains that another employee is always taking credit for her work. In either case, take the appropriate amount of time to evaluate the situation before you act. You don't want to make it worse.

