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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 Colours of Benetton ad campaign back in the 1980s, celebrating young faces of every colour, 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 supplant 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.

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Career Development Centre - Optimal expertise and results in Australian Migration Consultancy

Australia's immigration policies underwent a sudden major change on 8th of May this year with the changes taking effect from 1st of July. With a new selection criteria being introduced the scenario created a set of restrictions that became hurdles to overcome on an unexpected level. Many were affected as the Australian Minister for Migration had ruled the applications prior to 1st September 2007 that did not come within the new scope be ceased and the monies refunded as they would no longer be considered for migration visas. Gladly only 3 applicants of CDC were affected by this ruling and two of them are now being reassessed for reapplication under the new scheme.

Skilled migration visa seekers now have to consider how they can best fit into the four schedules set by the Australian immigration authorities. These schedules list what occupations will be granted priority according to the new 'demand driven' basis of granting visas. There are now a new selection criteria and a new occupation list as well. For overseas hopefuls who are yet to lodge an application, schedules 3 and 4 would be the key lists of which the latter would present a longer list of occupations that could also include what territory governments could select to be part of the State Migration Plan (SMP). The Australian ministerial scrutiny now monitors skills which are relevant to Australia on a regional scale.

SMPs are eagerly awaited by many who would come under the occupations listed in schedule 3 but may not be able to secure sufficient points required to apply for a visa under subclass 175 under Skilled Independent visa. Through the surveys conducted by CDC it was revealed that applicants who are below 30 years whose occupations count with 60 points need to gain up to 120 points to qualify unless that are family sponsored under the Skilled Sponsored (SS-176) or Skilled Regional Sponsored (SRS-475) visa options. If not for such applicants if their occupations appear in the list of schedule 4 there would be a higher scope of obtaining visa. It should be pointed out that of the four schedules published 3 and 4 rank as of higher priority.

As for those whose occupations would appear on the new Skilled Occupation List (SOL) may begin their preparations with pre application skills being assessed for submissions. However this is not the case for those who have lodged their applications under the previous SOL but do not come under the new list. This position is rather difficult however the expertise of CDC can devise methods to successfully apply for a visa once the SMPs are available which of course will be after September 2010.

CDC feels it best to recommend for those who plan to lodge applica-

tions for a general skilled visa under the SRS visa subclass 176 or 475 to wait until the SMPs with the Minister's stamped with the approval is published. This would be in the best interest of the applicant for bettering their chances to obtain visas. To those who may seek CDC's assistance in the application process through its expert consultancy the most salient piece of advice that can be given is to not delay with progressing on the part of the applicant once a pathway has been finalized after skills assessments have been made through consultation. The problem being that policy changes from Australia's Department of Immigration and Citizenship (DIAC) may change policies without any prior notice and will hamper your chances of getting a visa.

How CDC strategized to overcome the hurdles that would have otherwise been stumbling blocks is owing to the caliber of experience bound expertise that can chart the best possible pathway for a hopeful applicant. As said before only 3 applicants were affected by the ceasing and capping policy that affected many Sri Lankans who were planning to get migration visas to Australia.

CDC managed to defend the majority of the pre 2007 September applicants on the basis of targeting professionals and occupations of demand by promoting the state sponsored visa. It was through diligent and constancy of attention given the applications making quick needed decisions in processing and diverting most of the Skilled Independent visa groups to STNI/SS state sponsored visa subclasses carrying approved state sponsorships during the time that DIAC gave priority to such applicants that CDC was able to brave bad weather and make a success story of it. Precision in initiative and timely decisions were the drivers that facilitated speedy visa grants to allow the pre 2007 September applicants. It was learnt that most other hopefuls who had gone through numerous agents had been disappointed and left in the lurch due to lack of attentiveness and thoroughness with the required measures to be taken on the part of the agent. Primacy for the client's success is what counts as the basis of operating at CDC which aims to provide the best possible services to its valued clientele.

With the interests of its valued clients always in focus CDC has ensured that it is ready to address even the most complex of questions and issues that arise in the process of visa applications for migration. CDC clients are ensured that they are in competent hands that can provide the best possible results with even post settlement assistance to give a more or less total solutions plan. The track record of CDC with its unmatched success in the field of migration consultancy speaks for



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its growing clientele who will not be misdirected due to complex policy changes which is sometimes the case with other agents. Some of the key identified question areas that arise due to the recent developments in immigration policies of Australia are provided here.

Q-1- You have obtained sponsorship from an Australian State Government under the pre-1st July 2010 regime, and you have lodged your skilled visa application before the skilled programme was temporarily suspended on the 8th of May, 2010.

If your occupation also appears on a State Migration Plan what will you have to do to ensure your visa application is processed under category 2 in the priority processing list that was published on the 19th of July, 2010?

Q-2- If "old style" sponsorship has been secured from a State or Territory Government and the visa application has not yet been lodged, will there be a cut off date after which a visa application supported by this sponsorship will not be capable of being submitted?

Q-3- If an application is submitted for a subclass 176 visa on the basis of family sponsorship and sponsorship under a State Migration Plan subsequently becomes possible, will it be possible for the application to get transition to a higher processing priori-

ty by securing State or Territory sponsorship?

Q-4- Similarly, can a subclass 175 visa application be processed as a State or Territory Sponsored subclass 176 if sponsorship is obtained after the visa application has been lodged with the Department of Immigration?

Q-5- What is the priority level of an Accountant who was not eligible for the CSL under the previous policy?

Q-6- If you are state nominated and your occupation is not listed on a State Migration Plan, what is the most appropriate priority tool you can use to enhance your processing priority?

Q-7- Where does the provisional subclass 475 visa fit into the new regime?

Q-8- What are the visa subclasses and type of applicants who can apply under schedule 3?

CDC invites any interested potential migrants to pay a visit to the office in order to clarify these matters and any others that tend to trouble hopeful applicants. After all the role of the agent is paramount in shaping a successful outcome and CDC provides exponential consultancy to make an applicant's ambitions of migrating a success. Transference of applicants from

one category to another from the old system to the new and how best to navigate one's application process in these times of transition can best be encountered through consultancy at CDC. CDC's wealth of expertise and reliability on up to date information can be sourced in many ways. Regular correspondence with DIAC and institutions from Assessing Authorities to State/regional authorities is one of the means by which CDC ensures to keep ahead of the game. The required IELTS scores and what has changed and what has remained the same are all up to date and assure accuracy when an application is lodged and thereafter processed with the commitment of CDC. Many precautionary measures have been taken on applications that have already been lodged with DIAC to assure a higher processing priority in accordance with new processing directions in force. With its eye constantly on the look for new SMPs that will open new pathways for more applicants CDC is on an ever growing pathway. Applicants who had been confused with the new GSM policy or ones who have failed due to negligence on the part of the applicant are most welcome to seek the advice of CDC to get back on track to the destination of success. The most valuable piece of advice that CDC can offer for a hopeful migrant is never waste time, and to make the most of every available opportunity for best possible results.

Apart from migration consultancy CDC also handles student visa applications to Canada, UK and New Zealand. And has now even tied up with several universities and colleges in Alberta and Ontario in Canada. One of the highlights of for an overseas student going to Canada is that the visa is sought targeting the 'resident stream' and will provide more opportunities. Further categories of migration include Business migration to New Zealand, and parental migration as well. CDC has achieved much over the last couple of years becoming an operator in India with its reach extending from Chennai to Bangalore where many Indian nationals have successfully migrated on skilled migration processes.

Although there may appear dark clouds that overcast the sky to which you seek to fly to one day, the dedication and commitment conscientiously given to its clients by CDC will ensure that obstacles will be overcome with a total solutions package to help realize dreams. CDC is a name that provides optimal expertise for optimum results.

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How to get the most out of your Database

Imagine how much simpler your life would be if you had all your business contacts together in one place. One click of your mouse would reveal how effective your latest marketing campaign has been. Know at a glance which of your products/services is the most profitable.

Your custom-designed database will put this information right at your fingertips. I'd like to share with you my tips for ensuring that your database gives you the business information you need, when you need it!

What is a database?

A database is a collection of information relating to a particular topic kept together in one place, for you to access whenever you need. You can use a database to simplify your:

MARKETING CAMPAIGN-- set up a database to plan your marketing campaign; track results of your marketing cam-



aign; or analyse trends in your marketing campaign.
CLIENT & CONTACT MAN-

AGEMENT-- set up a database to keep track of your clients and contacts; analyse your business-which products/services are the most profitable; or see which clients are buying which product/service.

FINANCIAL MANAGEMENT-- set up a database to keep track of your spending; manage your invoices to clients; or monitor overdue invoices.

MEMBERSHIP ORGANISATIONS-- set up a database to keep track of members; send out membership renewal letters; or monitor subscriptions.

Your list for database uses will likely be much longer--just brainstorm a list of all the places where consolidated information would make your life easier!

The secret's in the planning

You want to get the most out of your database, right? Then make sure to plan it right from the start.

Before you go running off to set up your database you need to ask yourself these important questions:

- ▶ What do you want to use your database for?
- ▶ What data do you want to keep track of?
- ▶ Who will be collecting the data?
- ▶ How much data is there to collect--50 records or 500 records?
- ▶ Who will be doing the updates?
- ▶ What reports do you want your database to generate?

You may find it easiest to map this out on a piece of paper first. Work out how your database is going to fit together. How will each category relate to the others?

Get the maximum use out of your database

By now, you've invested a lot of time in your database plans, design, and set-up. Don't miss this important step: getting the most out of your creation.

First, you'll want to make the database as easy to use as possible. Create one-click touches to produce the information you need. Set up shortcuts so you can create the most important reports quickly. And make sure you really consider the easiest way to enter new data.

By applying this advice in your own database, yours will be easy to use AND have the maximum use value to you.