the **SUNDAY TIMES** EMPLOYMENTTME

OPPORTUNITIES KNOCK MAKING

LADY ASSISTANT MANAGER

🗲 Marketing Product Development

This is a position for a young lady with a winner-instinct

She should have an outgoing personality with a customer friendly style and communication skills.

Experience in Sales & Marketing and an excellent command of the English language is a must.

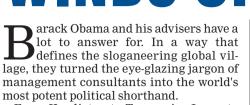
The ideal candidate would be a suitably qualified, self-motivated, ambitious and result oriented personality, with a flair for team work and within the age group of 24 - 35 years.

Salary and perks negotiable.



200, Sir James Peiris Mawatha, Colombo 02. Tel: 2 448844 Fax : 2 44 88 58

Email : kenttrophies@gmail.com



From Kurdistan to Tasmania, Japan to Iran, London to Sydney and an alarming number of places in between, "change" is the preferred political buzzword. Trying to find the similarities between Yukio Hatoyama, Mahmoud Ahmadinejad, David Cameron, Nuri al-Maliki, Will Hodgman, Nick Clegg and Barry O'Farrell would test most people.

Yet each uses the promise of change: from the slavish, "Yes, we can change it", and banal, "Real change", to the action words, "Vote for change" and our very own "Start the change", from touchy feely, "Change that works for you", to the order, "Change". It is hard to imagine that a single word has so captured and defined a mood since the French Revolution and its alluring trio - liberte, egalite, fraternite.

For much of the first year of his presidency, the promise Obama would deliver "change we can believe in" was looking dangerously like something that would galvanise another gen-

eration of cynical disengagement. Then within a week he delivered healthcare reforms, freed up \$75 billion to increase access to

tertiary education and found a way to with the agree Russians and reduce the number nuclear weapons threatening the planet. Not a bad week at the office. But every sinew of



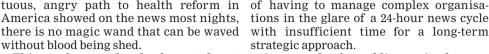
stretched by the reality of how they were won - the result of hard, complex, numbercrunching work inspired by heart-breaking stories, but fraught with compromise, fear, uncertainty and ugly recriminations.

Yet ultimately faith in that exceptionalist American sentiment, "we don't fear the future ... we shape it", prevailed. As the President said in his first speech after the healthcare legislation won the votes it needed to become law, "This legislation will not fix everything that ails our healthcare system. But it moves us decisively in the right direction. This is what change looks like.'

Obama is such a skilful politician he always knew that changing anything as complex as the American health system would require painstaking, incremental work on wicked problems. Making it happen required political leadership coupled with strategic policy development and ability to deliver.

The NSW Liberal leader, Barry O'Farrell, is promising a "radical change of attitude that flicks the switch from stagnation to action". It is hard to disagree with the sentiof ment, but making it happen, cutting through the vested interests, will demand deep knowledge, steady leadership and a public service able to do the hard, detailed work of strategy and implementation.

The reality is that change that lasts Obama's reforms is builds on what has gone before. As the tor-



YOUR

DOOR

ON

WINDS OF CHANGE RUN INTO REALITY

This preference for fundamental, yet Canberra this week.

It is a comprehensive and careful docu-

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Few of the big reforms that changed the country were the work of politicians alone -Medicare, HECS, tariff cuts and financial deregulation, the GST, privatisation, superannuation guarantee and Job Network are the product of collaboration

management - tempered with the compromises of political reality. It aims to strengthen the capacity of the public service for frank and fearless advice, while focusing much more on the needs of citizens.

Because political news has generally been reduced to a gladiatorial contest between government and opposition, with colour provided by independents and minor parties, it is easy to forget how much the quality of life in Australia has been shaped by the collaboration, and at times robust contest, between elected politicians and public servants.

Few of the big reforms that changed the country were the work of politicians alone - Medicare, HECS, tariff cuts and financial that can only be provided by a highly deregulation, the GST, privatisation, superannuation guarantee and Job Network are the product of collaboration.

In its 109-year history the relationship between the Australian public service and politicians has varied depending on personalities and prevailing ideologies. Over this time our version of the Westminster tion, population growth and ageing - are as system has also changed. Ministers are great as any in peacetime, and require increasingly held responsible for operational as well as political decisions.

This can provoke tension between them and their advisers and departments, and adds another element to a department secretary's job description - "shock absorber". the public service is likely to attract more Decades ago mandarins ruled and politicians came and went, then the balance changed and the policy process was opened help make change a meaningful reality, but to more perspectives, before being replaced with market logic that mostly made the public in public service a dirty word.

tuous, angry path to health reform in of having to manage complex organisawith insufficient time for a long-term strategic approach.

Sunday January 2, 2011

As a result, the public service became incremental, change is captured in the intensely risk averse, keen to appease interblueprint to reform the Australian public est groups and the shrill demands of neverservice, Ahead of the Game, released in ending politics. Expertise was stripped out of many departments, there was little cross agency collaboration and pay and condiment, the product of detailed knowledge of tions varied greatly. It was scarcely surthe history and theory of effective public prising when an international survey ranked Australia poorly for strategic policy capacity in 2007.

The business of government is the largest enterprise in the country, and the biggest lever of change in our lives. Every day the human services departments alone receive 220,000 phone calls, undertake 361,000 face-to-face meetings and conduct 70,000 online transactions. Every day.

These points of connection are set to expand exponentially in the new web 2.0 era, marked by more participation and access to information, and much higher expectations. Preparing for the impact will require great agility and openness to innovation

As the global financial crisis showed, the need for effective regulation, strategic policy, swift and decisive action is something



skilled public service. The fact Australia navigated this crisis so well is a tribute to the quality of this expertise.

Yet over the next decade, nearly half the country's public servants will be eligible to retire, so this is time for renewal. The looming challenges - climate change, globalisastrategic, persuasive and deft public servants.

If the blueprint succeeds in minimising risk aversion and building capacity, while connecting more effectively with citizens, of the best and brightest. In the spirit of the age they are likely to be people keen to without standing for election.

Julianne Schultz is the editor of Griffith REVIEW

MAINTENANCE MANAGER

A community hall situated in Colombo 3 requires the services of a Maintenance Manager.

Role/Responsibilities to include but not limited:

The Maintenance Manager will be responsible for leading and directing all maintenance activities to ensure the smooth function of the hall, while reducing operating expenses; overseeing implementation of the hall's maintenance programme, including preventative and corrective maintenance, overseeing continuous improvement initiatives to reduce maintenance costs.

Experience:

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5 years of managerial maintenance and/or engineering experience which includes maintenance of Central Air Conditioner Systems and Elevators.

Required Education Qualifications: Bachelor's Degree in Engineering or NDT qualified.

Additional Qualifications:

Strong team building, interpersonal and communication skills that are needed to motivate, empower, train, direct, lead, evaluate and coach a diverse group of team members to reach maximum potential.

Ability to manage a continuous operation (24/7).

Willing to work extra hours on demand.

Please send in application to reach the following within 10 days of the advertisement;

> The Secretary, Memon Association of Sri Lanka, 320/1, Galle Road, Colombo 3. Email: memon@sltnet.lk





Source: The Sydney Morning Herald

Personal development: Why work?

How many people do you know who are happy with their jobs? Perhaps you are one who is working just to survive and make ends meet, deriving little satisfaction from your employment. Those who find fulfillment, joy and contentment in their work do exist, but they are not the majority. One thing is sure: to be fulfilling and ultimately satisfying, work needs a long-range goal and an overall opportunity for personal development. The many books, articles and



reports that address the state of various national workforces testify to the fact that something is fundamentally wrong with the modern approach to working life. Note this comment from an anonymous essay on the Internet: "Work' as we know it tends to make us unhappy

because we do so much of it, because it is so repetitive, because we don't get to choose what we do, and because what we are doing is often not in the best interest of our fellow human beings." Many of us could echo that observation.

Of course, a number of factors contribute to the sense of well-being we can draw from our employment Similarly there are specific causes for the dissatisfaction that workers experience. Identifying them may provide some helpful insight.

Goodbye job security, hello flexibility

Few people I meet in Sydney seem to have full-time jobs of the old-fashioned nine-to-five kind. Those I meet - doctors, graphic designers, teachers, journalists, sales assistants often seem to be part-time, casual, freelance, self-employed, or on contract.

All the combinations of how to click into the work world are played out here. It's a place of flux and motion, one which styles itself as a global city and has more of a global way of doing things - fast, loose and transitory - than other Australian cities. Many people appear as if poised for flight - they'll do one thing for a while, then they'll do something else, somewhere else. It is part of the Sydney character to have half an ear cocked, half a bag packed, ready for the next.

I meet a freelance animator in her thirties who says: "I've always been able to get work", before she acknowledges that there has always been money for projects in the 10 years she has been working. I meet a subcontracting clown doctor in a labour

hire web, hired on a dailv rate



by a multinational that makes chocolates and donates her services to the Children's Hospital at Randwick.

And over dinner, she and a freelance graphic designer, both women in their forties, talk about their jobs in the way they may have talked about men. How it's good for now, but it's also insecure. What about when they are old and grey? Or when times turn bad? Who will look after them?

The clown doctor's part-time work intrudes into the rest of her life. "There's emails every day so you have to follow up - it seeps in. There are a lot of part-time employees and you get emails from them at 10pm and you think why are they [at work] so late?

> The designer misses superannuation, but the only jobs she has been offered have been casual or contract work that doesn't include super. She is on the second tier of the workforce

Blueprint for success

Having a strong foundation enables you to build a thriving, profitable life and business. A simple method to create this foundation is with Discovery, Vision, Planning and Benchmarking, the four cornerstones of your life as well as your

business Discovery is defined as examining where are you now and where are you going

It helps to look at everything as if you were a beginner. Always know why you are in the business of your choice. If your strategy is not clear, you won't recognize the destination when you get there. This is the time to bring in your outside Vision Team. Vision is who you are about and what your life is about.

This is where you determine values you need to experience on a continuing basis. Vision is also where you become the expert in your field and decide the purpose of your business. Remember, the smaller the niche, the larger the reward. Abandon any preconceived beliefs you have about this or any other business. They can restrict your thinking. Live out of this new vision, not your past comfort.

Planning creates the strategies that help you arrive at your destination.

A simple system is to - Show Up, Be on Time, Keep Your Word and Tell The Truth. It's like riding on that

train, sometimes there are hills to climb; sometimes there are curves and other times you're flying rapidly down the mountain to your destination. In any instance, you must remain focused on what you want and where you are going.

Benchmarking helps you stay on track.

Once focused, you set up a system for accountability, self-management and self-renewal. You can create goals or optimum wants that may be on the outer edge of possibilities or a goal that is far bigger than you think is attainable. Going into new territory can unlock your potential and increase your development. When goals or optimum results are achieved, you can acknowledge success and learn to be satisfied. Again, put it in writing; the goals, the results and the acknowledgement.

Rules require exceptions, so even if you follow the above and create a strong foundation, you must be prepared for chaos. Chaos can aid in your personal and business development if you have eliminated all toxic people or commitments from your life.

Chaos can then become the opportunity to progress rapidly into new territory. You can be the architect of your own life.

Build a strong foundation and you can always remodel.- sideroad.com



SALES MANAGER WE ARE A WELL ESTABLISHED GROUP OF COMPANIES DEALING

WITH WORLD RENOWNED ELECTRONIC & HOUSEHOLD APPLIANCES. WE ARE THE SOLE AUTHORIZED AGENTS FOR PHILIPS DOMESTIC APPLIANCES.

OUR GROUP IS LOOKING FOR A YOUNG, ENERGETIC, RESULTS ORIENTED SALES MANAGER. AGE SHOULD BE BELOW 40 YEARS. MUST BE FLUENT IN ENGLISH. SHOULD BE ABLE TO HANDLE ALL WORK INDEPENDENTLY.

MUST HAVE THOROUGH KNOWLEDGE IN EXPANSION OF OWN BRANCHES IN ALL KEY PROVINCES OF SRILANKA. PREFERENCE WILL BE GIVEN TO THOSE WHO HAVE EXPERIENCE IN SIMILAR CAPACITY. TO BE BASED IN COLOMBO OR KANDY. COMPANY FRINGE BENEFITS, SALES INCENTIVES & INCLUDING A COMPANY MAINTAINED VEHICLE ARE AVAILABLE FOR THE RIGHT CANDIDATE.

APPLY WITH COMPLETE BIO-DATA WITH NAMES OF TWO NON-RELATED REFEREES WITH IN 10 DAYS TO



THE MANAGING DIRECTOR, **DINAPALA GROUP,** NO.14, ANAGARIKA DHARMAPALA MW, KANDY

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