

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

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 every-



one 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.



Our client is a respected, innovative & a well known Public Quoted Company engaged in providing multi dimensional operations in Sri Lanka having its Head Office situated within central commercial area with branch offices strategically placed across the country.

Currently they are seeking outstanding, result oriented and energetic individuals with a high level of drive, commitment, competence, integrity, focus and adaptability to take over the below positions.

General Manager - Workshop Operations

This position relates to the automobile operations of the client entity having its workshop complex with the state-of-the-art technology and processes, which is 30 minutes away from Colombo.

Ideal candidate should possess;

- B.Sc. Engineering (Mechanical/Electrical/Production) Degree;
- Minimum of 5 years senior managerial experience with a strong edge of leadership in managing high performing teams of technical background;
- Passion for automobiles, a vision for growth & the drive to go the extra mile in meeting high targets;

Candidates should also possess:

- Strong marketing and customer centered approach; forceful business focus in strategic planning, implementation, monitoring and in achieving results together with entrepreneurial skills;
- Excellent communication, leadership and team building skills, strategic partnering with all related stakeholders and ability to handle stress with good business sense;
- Preferably between 35 – 45 years of age;

The successful candidate would be provided with a competitive remuneration package on par with the industry standards and other fringe benefits.

Applications with a detailed Curriculum Vitae and telephone contact details of two non-related referees, quoting the relevant Reference No. ES02/11323 on both cover letter and envelope, or subject of the e-mail, should be forwarded to reach the following address within 10 days.

KPMG Executive Search (Private) Limited,
32A, Sir Mohamed Macan Markar Mawatha, Colombo 03.
E-mail: esearch@kpmg.com
Website: www.lk.kpmg.com/html/esearch.html
Telephone no: 011-5426134

All applications will be treated with the strictest confidentiality. We will correspond only with applicants short-listed for interviews

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Deputy General Manager - Marine Operations

This position relates to the Marine Operations and the related industries of the client entity. The Ideal candidate should be a Marketer with strong marine experience and entrepreneurship

Ideal candidate should possess;

- Degree/professional qualification in Marine discipline;
- Minimum 5 years experience in marine industry related to Yacht/Work boats, Passenger Ships, Ferries, Vessels, Patrol Crafts, Corvettes, Fishing Boats, Frigates, Auxiliary Vessels and even small fishing crafts;
- Well versed with marine terminologies including Vessel nomenclature;
- Technically competent in providing solutions to the business opportunities in the marine and related industries with the products and services available;
- Knowledge in Process refrigeration/Industrial refrigeration would be a definite advantage;
- Willingness to travel around the island especially in the coastal areas of the country;

Reaching your full potential: Overcoming fear

Each of us has untapped potential. When this potential is embraced and used, it can have a powerful impact on our lives.

Think about a 2%, 5%, 10% shift in how we are living our lives at home, school, work and play. Small shifts and changes can powerfully impact our lives. But what gets in our way? What obstacles must we overcome? One obstacle for people is fear, and fear can be limiting at best and paralyzing at worst.

My family and I went camping over the spring break holidays. We camped at a beautiful State Park - Falls Creek Falls - in Tennessee. It is a wonderful place to visit and explore with breathtaking views, hiking trails, and waterfalls.

Some of the hiking trails have suspension bridges connecting the trails over vast gorges, some bridges being more than 100 ft. high. Like the one in the Indiana Jones movie. As my wife, two boys and I approached a very long bridge suspended at least 100 ft. high, my oldest son quickly took off across the bridge and yelled for the rest of us to join him.

As I approached the bridge, while he was crossing, I yelled out to him the typical parent concerns - Be careful! Hang onto the rail! Walk slow! If the bridge breaks... What was I thinking? What was I feeling?

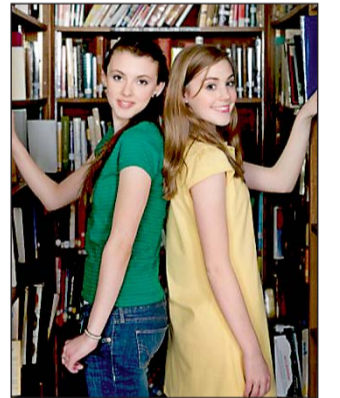
I became acutely aware of an enormous amount of fear for him, and fear in me while I was crossing this high bridge. When he got to the other side, he turned, waved and yelled, "Come On Dad!" I walked slowly across the bridge noticing an incredible amount of fear and runaway thinking happening with me, which had me considering not going forward. My son was on the other side and I had a choice, to let the fear stop me or not.

As I walked across the bridge the fear increased profoundly inside of me until I got to the other side. Once I was over the bridge, my son and I high-fived and walked back across the bridge. As we walked back across I experienced no fear. What happened to the fear?

That experience highlighted this point to me. That there are times

in our lives when we want to do something - be a better student, be a better parent, improve our personal or work lives, improve ourselves athletically - but fear can creep up inside of us and we become unsure of ourselves. Unsure if we can achieve - "getting to the other side". Most of the fear that stops us from achieving what we want or need to do to improve our lives, is nothing more than self limiting beliefs.

If we will just take the risk, take the appropriate steps and embrace our fear(s) we can meet our goals. sideroad.com



CAREER OPPORTUNITIES

Harrisons Shipping (Private) Limited, is an operating company of The Capital Maharaja Organization Limited which provides domestic and global logistic solutions to the import and export trade and has the ability to handle all aspects of a customers logistic needs. To further strengthen the "Shipping Team" we have immediate opportunities for

Manager - Wharf

- Minimum 10 years experience in a managerial capacity handling the Wharf functions of a large organisation with high volume of Imports & Exports.
- Well conversant with Customs, BOI, Import & Export Control and Exchange Control regulations and cargo clearance procedures.
- Well versed in Harmonized System Code Classifications.
- Self motivated with strong organizational skills in order to meet deadlines.

Marketing Executive

- Minimum 03 years experience in marketing Freight Forwarding services.
- Professional qualifications in marketing will be a distinct advantage.
- Should be target oriented and willing to take up challenges.
- Good public relation skills with ability to convince people.
- Age below 30 years.

The ideal candidates should be dynamic and enthusiastic individuals with a positive attitude and a passion for meeting new challenges with courage and determination. Fluency in English and Sinhala is a must. Knowledge of Tamil would be an added advantage.

Please submit your resume together with contact details of two non-related referees within 7 days to:

Group Human Resources Manager
The Capital Maharaja Organisation Limited
No. 140, Dawson Street,
Colombo 02

Email: career_hrd@maharaja.lk
Web: www.capitalmaharaja.com



The Courage to be Different