

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 teach, 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 creating and maintaining 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.



Partner of the DB Schenker Network

Delivering solutions.



VACANCIES @ SG LOGISTICS (PVT) LTD

DB Schenker is represented in Sri Lanka by SG Logistics (Pvt) Ltd. SGL in collaboration with DB Schenker has a worldwide network of offices, exclusive agents and highly specialized Fashion retail business. DB Schenker is one of the leading international providers of intergrated logistics services. The company provides support to industry and trade in land operations, in worldwide air and sea freight, and in all the associated logistics services.

Assistant Manager Sales

Result oriented individual with the ability to meet set targets by generating new business and identify new market opportunities. Minimum 6-7 Years' experience within the trade. The other prerequisites - computer literacy, excellent communication & interpersonal skills, and should be a team player ,a Degree in Marketing or equivalent professional qualification will be an added advantage.

Senior Executive Sales

Result oriented individual with the ability in meeting set targets by generating new business with minimum 5 Years freight sales Experience. Should be a team player. Full/Part qualification in marketing (CIM).

Applicants should forward their resume with names and addresses of two non-related referees within 10 days of advertisement to:
HR Division | SG Logistics (Pvt) Ltd | L 30 West Tower | World Trade Center | Colombo 00100
 or email : careers@sglogistics.lk
 (Application submitted via email preferred . Will correspond only with the applicants short listed for interviews)

Modern Hospital Offers Career Prospects



Singhe Hospitals (Pvt) Limited, a B0I approved state-of-the-art Hospital situated in Ratnapura, invites applications from dynamic, enthusiastic and self-driven individuals for the following positions;

SINGHE HOSPITALS
 Quality Healthcare



GENERAL MANAGER

Job Profile

The selected candidate would be required to oversee day to day operations and strategy for the hospital; ensure continuous delivery of first class patient care; indentify service improvement opportunities; support the development of staff members while monitoring them through key performance indicators and ensuring resources within the hospital are used to maximum effect.

Suitable candidates will be required to possess key competencies in Organization, Leadership, Interpersonal skills, Communication, Finance, Human Resources, Quality Assurance, Financial awareness and be Computer literate.

Requirements

- A minimum of 3 years previous management experience in health-care sector or any other field.
- A University Degree in Bsc Physical Science, Applied Science, Management or equivalent.
- A Pleasing personality.
- Aged below 50 years.

In return you will receive a highly negotiable salary plus an extensive benefits package. Applicants will be short listed and selection will be based on the performance at the interview.

CHIEF ACCOUNTANT

Job Profile

The selected candidate will be a member of the Senior Management Team reporting to the General Manager and will be responsible for all aspects of finance, including Preparation of business plans with annual budget and monthly accounts; Introduction & implementation of financial & operational management information system; optimizing the effective use of working capital and liaising with financial institutions, auditors and other external institutions.

Requirements

- Qualified in ICAL/CIMA/ACCA.
- A minimum of 02 years work experience in the field of finance.
- Excellent oral & written communication skills.
- IT skills with the ability to work in an IT environment.
- Strong analytical skills.
- Aged below 45 years.

HR EXECUTIVE (Male)

Job Profile

The selected candidate will be required to manage all aspects of Human Resource Management.

Requirements

- HRM Degree/IPM qualification.
- More than 02 years in the field of HRM.
- Knowledge in computer application and IT systems.
- Good communication skills.
- Strong leadership qualities & international skills.
- Aged below 45 years.

SECRETARY (Male/Female)

Applicants should be fluent in English as well as computer literate. A minimum of 05 years experience is essential.

Candidates should be preferably aged below 40 years.

Retired qualified applicants would also be considered.

TRAINEE NURSE (Male)

The selected candidate will be required to have passed the GCE O/L examination including English & Science along with a minimum of two subjects in GCE A/L.

Applicants should possess an adequate knowledge of English, good manner and good PR skills and be aged below 25 years.

The successful candidates would be rewarded with an excellent remuneration package.

Applications including full bio data together with testimonials of educational and past work experience should be sent under registered cover to reach our head office at the following address on or before 25th June 2011.

The Managing Director
Singhe Hospitals (Pvt) Limited
 No. 46, Sri Khemananda Mawatha, Muwagama, Ratnapura.



UNIVERSITY OF MORATUWA, SRI LANKA INVITATION FOR APPLICATIONS/NOMINATIONS - POST OF VICE-CHANCELLOR

The Council of the University of Moratuwa acting in terms of Section 34 of the Universities Act No.16 of 1978 and subsequent amendments, invites applications from, or nominations of persons for the position of the Vice-Chancellor of the University.

Under the provisions of the Universities Act No.16 of 1978, the Vice-Chancellor is a full time Officer of the University. He shall be the Principal Executive Officer, the Principal Academic Officer and the Accounting Officer of the University. He shall be an ex-officio member and Chairman of both the Council and the Senate.

The Vice-Chancellor shall, unless he vacates office earlier or is removed from office in terms of the Universities Act No. 16 of 1978 as amended, hold office for a term of three years or until he completes his sixty fifth year whichever event occurs earlier.

The Vice-Chancellor will be responsible for providing academic leadership, formulating conducting and introducing management policies and implementing the decisions of the Council, the general administration of the University and should, therefore, uphold the principles of academic excellence, transparency, accountability, democratic management and effective non partisan leadership.

The successful candidate should possess a record of high academic achievement including a strong research profile, proven leadership qualities and interpersonal skills to interact objectively with diverse interest groups, a clear understanding of policy issues and a commitment to the effective implementation of decisions. He should also possess a deep understanding of the ethos and mission of a University including commitment to the community (Prospective Applicants/Nominators are invited to visit the University web site <http://www.mrt.ac.lk> for details).

The Vice-Chancellor is eligible to receive the highest academic salary scale, an entertainment allowance of 10% of the salary and other allowances applicable to the post.

The following documents should accompany applications/nominations and applicant/nominee may be required to present formally or informally his/her vision for the University to the University Council.

1. A complete Curriculum Vitae of Applicant/Nominee including date of birth.
2. A personal statement of vision for the University indicating what the candidate expect to achieve if appointed.
3. A letter of consent from the nominee in case of a nomination.
4. A letter from the employer indicating whether applicant/nominee could be released in the event of his/her appointment to the post, in case of an applicant/nominee serving in Public Service, Corporation, Statutory Bodies and Higher Educational Institutions other than the University of Moratuwa.

Applications and nominations should be addressed to the Registrar, University of Moratuwa, Katubedda, Moratuwa and sent under registered cover or hand delivered to reach him on or before 3.00 p.m. on 08.07.2011.

As per the decision of the University Council the identification and ranking of the three eligible candidates, from among the applicants/nominees, to be forwarded to the University Grants Commission, for consideration for appointment, as per the related procedure would be done by the University Council as prescribed in the relevant UGC Circular.

The envelope containing the application/nomination material must be marked "Office of the Vice-Chancellor" on its top left hand corner.

**Registrar and Secretary to the Council
 University of Moratuwa.
 10-05-2011.**