

the SUNDAY TIMES

EMPLOYMENT TIMES

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

The Culture Audit: Building the successful Company Culture

A company's culture can help ensure the success of its business objectives. However, company culture is about more than having free Coca Cola in the fridge and allowing employees to take their dogs to the office. Culture is how employees describe

where they work, understand the business, and see themselves as part of the organization. Building a strong company culture will not itself guarantee business success, but culture is a key determinant in attracting talent—and it is that talent that carry a company forward.

A "culture audit" can help assess the culture that currently exists in a company. It also offers insights into the means to strengthen it. This process is more commonly referred to as an "employee survey," - it helps companies learn what reason d'être keeps employees at the

company.

An effective corporate culture audit describes the overall working environment, identifies the unwritten "norms" and rules governing employee interactions and workplace practices, determines possible barriers to effective work practices and communication, and makes recommendations for addressing identified problems. Not only will it help retain top performers, it provides a blueprint of what attributes to look for in applicants.

Sample questions might be:

- Are you being compensated fairly?
- Are your benefits comparable to those of the company's competitors?
- Does the company value your work?
- Are you getting the training you need?



- Does open communication exist in the company?
- Do you feel challenged?
- Do your values match those of the company?

You might notice that a culture audit asks questions typically asked during an exit interview! Why wait to ask these important questions after the company has

already lost its investment in an employee. Audits uncover potential friction points as well as sources of synergy, and generate possibilities for internal process improvements within the organization. By uncovering trouble spots in advance, the audit encourages fun and creative ways for improving the already-existing culture.

Such creativity can be as boundless. Growth oriented companies are notorious for coming up with notably unusual ways to improve the work environment—off-site retreats, impromptu recognition programs, and the creative use of office space are all examples of how companies implement creative ideas to build their culture. These are just a few of the ideas often generated from the insights gleaned in a culture audit.

Trinet.com

Corporate Communications

We are Sri Lanka's pioneer corporate and media communications agency. Over the past 19 years we have helped some of the country's most successful companies build corporate and brand image through professionally executed media communications campaigns. Our clients include international and local companies in diverse sectors such as aviation, apparel, banking, fashion retail, insurance, financial services, manufacturing, pharmaceuticals, FMCG and healthcare.

We are looking for smart young people with impeccable English, an interest in the business sector and a flair for business writing to join our Media Division. The growth of our client base has also opened up positions in our Operations Division.

Communications Executives / Business Writers

The ideal candidates would be flawless in their spoken English and have a demonstrable flair for writing. The work would entail interacting closely with corporate managements to develop media communications strategies, produce press releases, organize news conferences and develop other corporate communications tools. A good pass at the GCE (A/L) is the minimum requirement, and experience in journalism or copywriting would be a distinct advantage. Candidates who are also fluent in Sinhala and/or Tamil would be preferred.

School leavers with excellent English skills may also apply for positions as Trainee Communications Executives.

Media/Clerical Assistants

Should be bilingual and possess good word processing skills. Minimum educational qualification would be GCE (A/L). Good writing skills in Sinhala and/or Tamil would be an advantage.

All candidates will be required to undergo a written test at the time of the interview.

Applications with bio-data, names and contact details of two non-related referees, and telephone number of applicant should reach the undersigned within 10 days of this advertisement. Please indicate the post applied for on the envelope. Emailed applications will also be accepted.

The Personnel Manager
VYA Public Relations (Pvt) Ltd.
3A De Vos Avenue, Colombo 4
Email: hr.vyapr@gmail.com

**FREEDOM TO INNOVATE,
OPPORTUNITY TO PROSPER.**

Since 1948, we at Hemas have continuously enriched the lives of Sri Lankans through our business in FMCG, healthcare, leisure, transportation and power generation. Our FMCG portfolio includes an array of personal care, home care and food brands which have won the hearts and minds of the local consumers. Our leading brands have been awarded super brand status, in addition to winning numerous awards including the 'Brand of the Year' and 'Best Local

Brands' at SLIM Brand Excellence Awards for 3 consecutive years. In addition, our state-of-the-art manufacturing facility in Dankotuwa has been the recipient of numerous industry awards; certifying that we are at the pinnacle of industry manufacturing standards. Our brand new innovations centre not only provides facilities for 20 in-house scientists but also for Sri Lankan academics to conduct research.

The ongoing expansion of our business activities has created an opening for the following position:

Senior Manager Finance – Management Accounting

The position will directly report to the Director Finance and will be responsible for providing proactive and timely management information for decision making. Responsibilities will include financial planning, budgeting, costing and monitoring the overall performance, analysis of financial data & performance efficiency measures to support key business decisions. Also the responsibilities will include working with sector management team for new business development initiatives and add value to feasibility analysis of new projects. As such the candidate should possess a in depth understanding in all areas of sales, marketing, manufacturing operations, planning and Commercial etc. The Management Accountant will also provide expertise to Improve the efficiency of current management information system and develop new management information systems for emerging business needs, application of modern management accounting concepts and techniques in practice.

The candidates for above position should be fully qualified Accountants from a recognized accounting body (ICA/CIMA/ACCA) with minimum of 5 years post qualifying experience in a reputed manufacturing company preferably in FMCG industry. Strong analytical skills coupled with the ability to work with managers of different disciplines are pre-requisites for this position. Experience in working with SAP/R3 would be a definite advantage. He/she should be an outgoing personality and must be around 35 years of age.

An attractive remuneration package, a pleasant working environment, excellent opportunities for career development are on offer for the right candidate.

Please send your complete CV and contact details of two non-related referees within 7 days of this advertisement to:

Head of Human Resources

Hemas Consumer Brands

36, Bristol Street, Colombo 1.

E-mail: careers.consumer@hemas.com

Online applications preferred on www.topjobs.lk/hemas

HEMAS
Enriching Lives
www.hemas.com

Hemas Holdings PLC is a leading public quoted company in Sri Lanka with interests in FMCG, Healthcare, Transportation, Leisure and Power Generation.

**MANAGER - PURCHASING**

We are a 100% export oriented Company manufacturing cleaning equipment and ancillary products.

We are looking for an individual with a high level of drive and enthusiasm to take on the job of procurement or raw materials and accessories, to be based at our factory in Ingiriya.

The ideal candidate should be:

- ☐ Professional qualified in the relevant field or a degree holder
- ☐ Below 40 years of age
- ☐ Computer literate
- ☐ Excellent in both written and spoken English
- ☐ With a minimum of three years experience in procurement and supply chain Management at Executive level

Send your CV within 14 days of this advertisement with names and addresses of two non related referees to:

**The Managing Director
Beira Group
Level 3 "Parkway" building
No.48, Park Street, Colombo 2**



We are a "WRAP" certified multinational manufacturing organization operating in the Export processing Zone, Katunayake for over 20 years and engaged in the production of high quality hosiery and socks items to a discerning and competitive European Market.

HEAD OF KNITTING DEPARTMENT

The prospective candidate should meet the following requirements.

- Successfully completed education as textile engineer or production engineer.
- Professional experience with fine-kit products.
- Experience with "Lonati" machines
- Ability to work independent and autonomous.
- Assertiveness.
- Personnel Management experience.
- Flexibility and resilience.
- Communication skills in English and Sinhala.

Personal Profile:

Suitable candidate should possess a successful track record of at least 5 years in heading a Knitting Department in a reputed Organization.

Age between 35-45 years. Key to success in this role will be the ability to build strong and effective working relationships with the team to ensure that the output meets quality, quantity, cost, time and delivery.

Our offer:

A commercially attractive and negotiable salary package with lucrative fringe benefits, well-above market standards.

If you wish to express your interest for the above, please forward your complete resume with contact details of 2 non-related referees to reach us within 10 days of this advertisement, addressed to

Manager – Human Resources & Administration
ISABELLA (PVT) LIMITED

Ring Road 03, Phase 02, EPZ, Katunayake. Fax : 0112258422