

## Creating an environment for innovation in the office

The environment of the office coupled with other crucial factors acts as a determining factor in the overall thinking process and eventual reactions of your workforce at any specified time. The overall environment plays a fundamental role in shaping the outcomes of events and can result in desirable circumstances or deviations from the goals if not paid appropriate attention.

A normal working individual spends at least eight to ten hours a day in the office, not including the travel time. They pass the rest of the time engaged in the other daily chores of life. If you add onto this the travel time, accounting for the increasing traffic in cities, and the time spent in dressing for the office or preparing for the next day, the time dedicated toward the office could increase to twelve to fifteen hours a day. Now consider a situation wherein you are spending

the chunk of your day at a place you don't enjoy. The environment is stuffed and managing office politics is more crucial than any other part of the day's work. Such occurrences only have a negative impact and do not leave a place for a positive attitude towards the regular day to day work.

All organizations irrespective of size or nature of work performed face this problem in different forms. The environment tends to demoralize even the most creative workers. High performers subside without any impelling force to gear up and strive towards new avenues. The only option that remains is looking for a new job.

This challenge has been continually haunting Human Resource managers, who, considering the stiff competition, are always facing enormous problems in hiring the right candidate.

Complemented to this are the huge training costs. What is the right solution?

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The solution is to create an environment inducing work and prompting rapid innovations. An environment that allows people to experiment and effectively utilizes the requisite space and resources is the perfect remedy.

Employees must be internally motivated to research and perform the required extra duties in addition to their daily work requirements. Some methods to achieve such an open environment are listed below. Create an effective communication chan-

nel. Make sure that you as a boss are accessible. The channel should be two ways.

Create an effective reward system. The worthy must be honored.

Do not be afraid of experiments. They are the road to innovations.

Promote a horizontal structure to the greatest extent possible instead of various layers.

Impart individuality. Recognition is an effective motivation tool.

### Organize cultural activities.

Eliminate unhealthy competition among the team members or employees in the same department.

Various organizations are taking extreme steps like promoting relationships in the work place and creating small team open office configuration. However, the exact requirements can be decided only upon understanding the work environment and existing culture.



## There is no such thing as failure

There is no such thing as failure - only feedback - we can learn from our failures. Do not let apparent failures beat you up, learn from them. As humans, we tend to be harder on ourselves than others are. A small child learning to walk never fails to get up and try and try and try until success is achieved. It is the same in life; every failure is a step closer to success.

Emotions are notoriously fickle: to let your emotions be your rule of success or failure is asking for trouble. Do not listen to your heart this is dangerous; you need to have advisors who are able to help direct you. No one succeeds alone always there is a strong team behind any success.

Your inner circle: Many successful men and women throughout history and up to the present day have a trusted an inner-circle of friends and advisors. Choose this inner-circle with great care and wisdom.

Choice: It is all down to choice. That is your attitude toward failure and success. Many of those who succeed have a track record littered with what we would call failures. They chose to learn from these and move toward their goal. The last of the human freedoms is to choose your attitude in whatever circumstance you may find yourself.

Ensnare or pursuit? The more you aim for something the more likely you are to miss it. Put quite simply success must happen. This is why the successful entrepreneur makes it look easy - they just let it happen. Do not care for success so much as following your principles, working toward the future and eventually success will be their with you - precisely because you forgot to aim for it.

Get rich quick schemes: is not a recipe for success. These schemes usually do not deliver what they promise; at best they are a lie. To get rich slowly slowly is a much more stable road to tread.

Meaning in life is important. So how do we find meaning? See the article on "So how do we find meaning?"

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## Vacancies

We have the following vacancies for immediate recruitment

**FACTORY ACCOUNTANT**  
(minimum AAT with 2 years experience)

**SHOP MANAGER**  
(Sales experience)

**CASHIER**  
(Al .with work experience)

 **Kandygs Handlooms (Exports) Ltd.**  
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Tel: 2850929, 2848629  
Email: kandy@sitnet.lk

## Vacancies @ TECH ZONE

We are a leading supplier of IT Products in Sri Lanka and the following vacancies exist in our establishment.

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Fluent in English and knowledge in Human Resources Management.  
Age below : 30 Years

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Age between: 20 - 35 years

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## VACANCY ANNOUNCEMENT

### Associate Director

Regional Centre for Strategic Studies (RCSS) invites applications for the position of Associate Director to be appointed from October 1, 2010. The RCSS is a non-governmental regional organization for collaborative research and networking on strategic and international issues pertaining to South Asia.

This is a senior executive position demanding high degree of motivation towards fulfillment of the objectives of the Centre. The incumbent should be capable of providing institutional and intellectual leadership and implementing on-going projects of the Centre.

The ideal candidate should have the following requirements: 35-60 years of age; minimum of Master's Degree in the field of International Relations or in the social sciences; proven research and writing experience; administrative experience and organizational skills; excellent communication skills in English and basic computer literacy.

The position is open to Sri Lankan nationals only. **Salary and benefits are highly competitive.** Appointment is for two years, renewable by one additional year. Eligible candidates are invited to apply with complete CV; details of experience & expertise; sample (s) of publications in English, if available; and two professional references. **The application deadline is August 15, 2010.** Only short-listed candidates will be contacted for interview. Applications must be addressed to:

Executive Director  
Regional Centre for Strategic Studies  
68/1, Sarasavi Lane (off Castle Street)  
Colombo 08  
Tel: 2690913-4; Fax: 2690769; e-mail: rcss@rcss.org

**Hemas Pharmaceuticals (Pvt) Ltd** is a key subsidiary of **Hemas Holdings PLC**; one of the largest Conglomerates in Sri Lanka. Company reports an annual turnover of Rs. 5 Bn and employs over 500 staff, and we being the market leader and the largest Distributor in the Island for many years, and represent over 25 prestigious multinational pharmaceutical manufacturing Companies and also import and market a range of pharmaceutical products. We have one of the finest distribution systems in the country and use IT extensively. Expansion and diversification of our Agency operations and the OTC business has resulted in an opening for an experienced Medical Official to coordinate with MOH (Ministry of Health) and other relevant State and Private Institutions, other Ministries, and foreign Principals; in brief, a dynamic and result oriented personality who could support the interfacing of Company with the Government and Regulatory authorities.

## HEAD OF REGULATORY COMPLIANCE & INSTITUTIONAL RELATIONS

### JOB FUNCTION

The person we are looking for should understand and provide constructive inputs and advice to the Management on periodical changes in the Regulatory environment and its potential impact on the business while ensuring the Company complies with all applicable Laws and Regulations in the country and the Government health policy thus further strengthening compliance. Primarily the candidate selected to the position will represent the Company at various medical forums related to Regulatory & Policy making and take initiative to lead in expediting product registrations and advice Management on the quality of the products of overseas suppliers and their manufacturing capabilities.

### JOB REQUIREMENTS

**Qualified medical practitioner with MBBS and preferably with a postgraduate Degree in Pharmacology**, and possess 05 years hands-on experience in handling Medical Administration relating to procurement of medicines and medical equipment and Regulatory and Compliance requirements governing supply of same. Should possess ability to display an understanding of Company strategy and the emerging business environment and the industry; locally and globally. Negotiation skills and ability to deal harmoniously with external stakeholders is essential towards success in the job role.

Reporting directly to the Managing Director and a very senior management position, or may even function in the capacity of a Consultant that will carry an attractive remuneration package that is on offer for the right candidate. Please email your resume to [careers@hemas.com](mailto:careers@hemas.com) or send it to the postal address shown below within 10 days of this advertisement, or may call on +94 77 7711671 for further information;

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