

EMPLOYMENT TIMES

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Sunday December 26, 2010

Building a 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 carries 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 raison 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 to improve 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 which 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



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.

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.

Your inner circle: Many successful men and women through-

free-articles-zone.com



Brighten your office area with motivational posters

Doing the same work day in and day out can at times be boring and monotonous. People tend to lose interest in their work and feel demotivated. This is a serious concern in almost every work place. The Human Resource departments of organizations are consistently working towards enhancing the mood of the work place so that people feel more dedicated and enjoy working.

In order to make the place lively and relaxing, a lot of things are concerned. Some of them are the colour coordination of the office place, the lightings, view from the workstations and also posters. While other things are mandatory, Motivational posters are a unique option. They are able to entice positive energy in the work places with the encouraging messages that they display.

Motivational posters are not only encouraging but at times witty and comic too, this makes the reading of the posters light and enjoyable. Considering the heavy stress and pressure that employees undergo everyday, a slight joke or a light mood image can work a miracle in bringing the stress levels down immediately. It is definitely not an easy task, as the fight is quite obscuring. While the stress levels are high it is almost impossible to bring down the stress levels to such a minimum, and that is the reason why there is great demand for some excellently written motivational posters.

As a matter of fact, these motivational posters are required not only in office areas, but also in other high stress areas like, hospitals, nursing homes, and even in schools.

Purchasing motivational posters is now made quite simple with several online poster sites, that enable you to download and print various colour and black and white posters. These posters are available in great quality and vast variety. You can also order them and get them delivered to your workplaces in just a few days.

articledashboard.com

Project Engineer

The services of a suitably qualified and experienced Project Engineer is sought by a leading group of companies for construction of a Showroom and Office Complex in the Anuradhapura district.

Qualifications and Experience

- BSc. in Civil Engineering with 05 years experience
Or
- Diploma in Civil Engineering with 10 years experience

Contract Period

- One year (Renewable for future projects)

Please forward detailed CVs with contact details of two non-related referees within 10 days of this advertisement to:

The Advertiser,
P.O. Box. 716,
Colombo.

ASSOCIATED MOTORWAYS (PRIVATE) LIMITED



Vacancies



AMW the franchise holder in Sri Lanka for Piaggio three wheelers and four wheelers and Eicher Commercial vehicles is looking for dynamic, higher caliber, persons to fill following positions.

OPERATION ENGINEER / ASSISTANT OPERATION ENGINEER - PIAGGIO

Candidate needs to be between 25 to 35 years of age with BSc in Mechanical or Production engineering from recognized university with at least two 3 years experience in vehicle assembly or vehicle PDI or NDT / HNDE in Mechanical or Production discipline with minimum 5 years experience in vehicle assembly or vehicle PDI. Ideal candidates need to have operational experience in work study, workshop control, quality assurance, logistics and administration. Exposure to ISO 14000 will be an added qualification.

SALES ASSISTANTS - PIAGGIO

Ideal candidates need to be below 23 years of age with a minimum 2 years experience in the sales field. A recognized basic qualification in marketing and sales is preferred. Knowledge of automobile technology is advantageous and be willing to work outstations and need to have a valid driving license.

PROPAGANDISTS - PIAGGIO

The ideal candidates need to be below 25 years of age and should have passed G C E (A/L) examination and 2 years experience in similar capacity in a reputed company and need to have a valid driving license.

RECEPTIONIST - PIAGGIO

Candidates need to be below 30 years of age, passed GCE (A/L) examination with 2 years experience in a similar capacity in a reputed company.

SALES EXECUTIVES - EICHER

Ideal candidate needs to be below 30 years of age with a minimum 3 to 4 years experience in the sales field. A recognized basic qualification in marketing and sales is preferred. Past experience in the automobile trade and knowledge of automobile technology is advantageous. Candidates should have motorcycle-riding license and heavy vehicle driving license.

The selected candidates will be based in the sales region concerned and is required to work with Eicher local dealers, and will report directly to Sales Manager, Eicher in head office.

All Candidates need to be computer literate, have good communication skills interpersonal skills.

An attractive remuneration package is on offer for the selected candidate.

Detailed CV's with contact numbers of two non related referees should be sent by post or email within 7 days from this advertisement addressed to,



Human Resources Manager,
Associated Motorways (Private) Limited ,
185, Union Place, Colombo 02,
email : hr@amwld.com

A. Baur & Co. (Private) Ltd. is an equal opportunity company. Canvassing will be a disqualification.

A. Baur & Co. (Private) Ltd. is a long established diversified Trading and Manufacturing Company. We recognize that our employees are our most important resource. We are committed to their development and professional growth.

**BAURS IS
LOOKING
FOR (A) MULTY DUTY CLERKS
(B) DRIVER**

Requirements for Category A

- a. G.C.E. A/L, good working knowledge in English & Computer Literacy
- b. 01- 02 years experience in documentation in a manufacturing facility
- c. Age - below 30 years

Requirements for Category B

- a. G.C.E. O/L
- b. All class Driving License and 10 years experience in driving lorries
- c. Age - below 40 years

Salaries & benefits are negotiable for both positions

Please apply giving full details within 07 days of this advertisement together with contact telephone numbers of two non related referees to:

The Director-Human Resources, A. Baur & Co. (Private) Ltd., 5, Upper Chatham Street, Colombo 1

Agriculture healthcare exports optics specialty_chemicals tourism airlines

A leading NGO is looking for an Executive Director

The Family Planning Association of Sri Lanka (FPA Sri Lanka),a non-governmental organization (NGO) has been the pioneer in Family Planning, Sexual and Reproductive Health and Rights(SRHR)in Sri Lanka since 1953. The Association is proud to be one of the most expansive and well known NGOs in the country,linking up with all NGOs, governmental and private organizations that focus on family planning and sexual and reproductive health (SRH).

Our efforts are spearheaded by a network of volunteers and health functionaries spread across the country.

We are a member association of the global INGO, International Planned Parenthood Federation (IPPF),which is a leading advocate of SRHR in 170 countries. Our aspiration is to enhance components related to health and wellbeing and at the same time mold the quality of people's lives.

FPA Sri Lanka is looking for a dynamic person in the position as Executive Director. He/She should have the following capabilities.

- Leadership qualities and general management skills to mobilize and lead the FPA Sri Lanka staff with the support of the Senior Management Team, while effectively manage the organization to achieve its objectives and goals.
- Be the spokesperson for FPA Sri Lanka and create a positive image of FPA Sri Lanka among its stakeholders including the government, international donors, NGOs, IPPF and it's member associations and the general public..
- Create a friendly atmosphere for all stakeholders where ever FPA Sri Lanka has its presence.
- Prepare strategic plans, under the direction of the governance, and ensure FPA Sri Lanka's goals and objectives are achieved in a timely manner.

The applicant should have the following minimum requirements :

- Masters Degree in Management, Development Studies, Public Health, Social Science, Economics or any other relevant area.
- Total of 10 years experience in a managerial grade, out of which 8 years in a higher management level in the government/non-government or corporate sector.
- Proven track record of project management experience at senior level.
- Knowledge and experience in the field of sexual and reproductive health and rights will be an advantage.

If you have the vision, drive and passion to make a difference to the lives of people, please review the job profile on <http://www.fpasrilanka.org/careers.php> and submit your application with a hand written essay to fit an A4 page stating your ideas on the future strategies for FPA Sri Lanka with your complete contact details including e-mail and telephone before 10th January, 2011 to president@fpasrilanka.org or mail to:

STN 481, P.O.Box 644, Colombo.

FPA Sri Lanka is committed to equal opportunities and cultural diversity. Candidates from all sections are welcome to apply. Only short listed candidates will be contacted and they will need to be available for interviews between 14th to 17th January (inclusive).