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Must want to do everything, be able to do everything and work on their own.

Must have good Sinhala and English.

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INTERESTED?

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- Physics & Chemistry - A/L
- Science - O/L

❖ Graduate / Trained Teachers } with relevant
❖ Retired government Teachers } Qualifications

❖ Proficiency in English is essential.

❖ Previous experience in International Schools is an advantage.

Apply before 31st March 2011 to:
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Amal International School
152, Dharmarama Road, Off Havelock Road, Colombo 06.
(www.amalinternationalschool.com)

VACANCY

For a warden (Female) at a children's home in Uswetakeiyawa. Should be fluent in English and preferably a Christian.

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Contact:

0712273900

Goodbye job security, hello flexibility

Few people I meet in Sydney seem to have full-time jobs of the old-fashioned nine-to-five kind. Those I meet - doctors, graphic designers, teachers, journalists, sales assistants - often seem to be part-time, casual, freelance, self-employed, or on contract.

All the combinations of how to click into the work world are played out here. It's a place of flux and motion, one which styles itself as a global city and has more of a global way of doing things - fast, loose and transitory - than other Australian cities.

Many people appear as if poised for flight - they'll do one thing for a while, then they'll do something else, somewhere else. It is part of the Sydney character to have half an ear cocked, half a bag packed, ready for the next.

I meet a freelance animator in her thirties who says: "I've always been able to get work", before she acknowledges that there has always been money for projects in the 10 years she has been working.

I meet a subcontracting clown doctor in a labour-hire web, hired on a daily rate by a multinational that makes chocolates and donates her services to the Children's Hospital at Randwick.

And over dinner, she and a freelance graphic designer, both women in their forties, talk about their jobs in the way they may have talked about men. How it's good for now, but it's also insecure. What about when they are old and grey? Or when times turn bad? Who will look after them?

The clown doctor's part-time work intrudes into the rest of her life. "There's emails every day so you have to follow up - it seeps in. There are a lot of part-time employees and you get emails from them at 10pm and you think why are they [at work] so late?"

The designer misses superannuation, but the only jobs she has been offered have been casual or contract-work that doesn't include super. She is on the second tier of the workforce. "If I enjoyed the job and someone offered me full-time I would jump at it. Companies want short-term contractors."

Workers are not expected to stay long with one company any more, and find it easy to leave because they feel no ties or loyalty. Who is creating this restlessness: them or us?

Charles Brass, a former HR manager at Ford, saw first-hand the weakening of the manufacturing industry and changes to the industrial landscape. Now he counsels workers looking for a change through his company, the Future of Work Foundation.



"One of the dilemmas of the modern world is that there are not enough jobs," Brass told me. "In the 1950s and 1960s the expectation was a promised path. It was secure, it was stable, it was permanent and it was pretty well guaranteed. Now work is much more contingent: circumstances dictate.

"Some circumstances are determined by individuals, so you now have young people saying, 'Stuff you, I don't want to work for you', and you now have employers saying, 'Stuff you, I don't want you to work for me'."

"The good thing is people can now construct lives. You are not locked into something just serving out time because it's all you have. The downside clearly is people find it more and more difficult to economically survive because they can't attach themselves to work in a way that attracts lenders of money - and even renting - because they don't look stable enough."

When Brass worked in human resources, if he saw a résumé listing more than three employers, the candidate was unstable. "Now if you see a résumé with fewer than seven they are too boring. It's changed very quickly. Around two-thirds of people are in what we used to call full-time work - still overwhelmingly the majority, but as a percentage it's decreasing."

This system, with its piecemeal approach to work, makes many workers vulnerable in a downturn, and those in the second tier are particularly so.

Work in the new economy is about the individual, not the collective. We have spent the past 15 years absorbing the reality of less reliable, less secure, more random, more haphazard, more contingent work. This decade, for the first time, enterprise workers outnumber the old-style trade union members.

Who's to say we would rise up in support of our fellow workers? The restlessness has changed us - we are a bit more hardened now. The Age



ENGLISH INSTRUCTORS (MALE) AS COMMISSIONED OFFICERS IN THE VOLUNTEER NAVAL FORCE

MINIMUM QUALIFICATIONS

Sub Lieutenant

- I. A degree with 02 years experience in teaching English.
or
- II. Teachers with specialist English trained teachers certificate
or
- III. National Diploma in Teaching English (with minimum of 02 years duration of institutional training) with 02 years experience in teaching English at a recognized institute.

MINIMUM ELIGIBILITY

1. A citizen of Sri Lanka
2. Age as at Closing Date - Below 50 years
3. Height - 5' 5"
4. Weight - 52Kg
5. Chest - 32"
6. Visual Acuity - 6/6
7. Vision Colour Standard - II

NOTE

1. Physical standards may be waived at the discretion of the Commander of the Navy.
2. Age limit may be waived for personnel already employed in service or government organizations.
3. Working experience stipulated in above posts may be waived for applicants having similar or equivalent experience

MONTHLY SALARY (APPROXIMATELY) - Rs 42000.00

OTHER ALLOWANCES AND FACILITIES

1. Meals
2. Medical
3. Traveling
4. Accommodation
5. Uniform

SPECIMEN APPLICATION :

1. Full name
2. Postal address and Telephone numbers
3. Date of birth
4. Age as at closing date
5. Height, chest and weight
6. Marital status
7. Electorate and number
8. National Identity card number
9. Nearest Police Station
10. Schools attended
11. Sport achievements
12. Educational, professional qualifications
13. Work experience
14. Extra curricular activities
15. Previous employment if any and reason for termination
16. Present employment with address of employer
17. Previous service in Armed Forces if any

I hereby certify that the details furnished above are true and correct.

Date _____ Signature of Applicant _____

Application should be sent by registered post together with certified copies of :

1. Birth Certificate
2. Educational Certificates
3. School Leaving Certificate
4. Grama Niladhari Certificate
5. Certificates of Extra Curricular Activities
6. Certificates of Professional Qualifications
7. Sport Certificates
8. Certificates of Experience
9. Two Character Certificates obtained within 06 months prior to the closing date

Closing Date : 04th April 2011



SRI LANKA NAVY

Application to be addressed to
Senior Staff Officer (Recruitment)
Navy Headquarters P:O Box 593 Colombo.
Tel. No 0114632222
web : www.navy.lk

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 *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.

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



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?

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