

Leading by example

As an executive, it's your responsibility to get the most out of your employees. Your leadership style will have a significant impact on their motivation to produce. Leading by example is one way to accomplish this, and it means more than simply walking the talk. It also includes such ideas as integrity, taking action, and following through. If, for example, you introduce a new set of workplace rules, not only do you need to follow them yourself, but also ensure that they are enforced. If not, you send a very clear message that you're not worth listening to.

Of course, you don't need to create a set of rigid rules to be an effective leader. In fact, the fewer you have, the more weight they will carry, and the more likely your employees will remember them. However, any type of rule, whether explicit or implied, can demonstrate your executive leadership style. Even a minor infraction on your part can lead your employees to seeking guidance elsewhere. In other words, as a leader, you need to be the best you can be at all times. When you do make a mistake, admit it rather than make excuses, and you



will gain the trust and respect of your team.

Leadership involves much more than laying down the law and expecting people to follow. While this approach may have worked in the past, it is not the way of today's workforce, and should you choose this route, you will likely lose good people. How then, do you lead effectively and by example?

Take the time to listen to your employees and get to know them. If you want your employees to trust and respect you, then extend these courtesies to your staff. The added benefit is that, in an executive position, you simply cannot know

everything that is going on throughout the company. Your employees, on the other hand, may have their fingers on the pulse of the business--or certain aspects of the business--that you should know about. Your staff will also (ideally) include a wide range of talents. This knowledge and talent combines to provide you with an effective business strategy if you let it. Listen to your employees, use their strengths, and observe the benefits.

Motivating Top Talent...

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■ Encourage year-long communication - Initial goals may be agreed but paid no further attention. Sending reminders to update goals is one way for HR to encourage a culture of frequent manager/employee communication.

■ Monitor compliance - Managers should monitor progress and completion of employee goals HR should review overall process and report to executives and department heads.

■ Measure twice, cut once - Goals should be a major component of a company's annual performance appraisal where employees are measured and held accountable.

IMMEDIATE VACANCIES

ISO 9001:2008 Certified Electrical Engineering Company has the following immediate requirement.

ELECTRICIANS - (Projects)

With experience **Basic salary - 14,000**
With Over Time Rs. 14,000 - 25,000

Drivers

With experience heavy vehicle licence

Apply with contact number,

Power Engineering Services (PVT) Ltd,
 28/A/6, New Kolonnawa Road, Rajagiriya.
 Tel : 2875100 Fax: 2875200
 e mail: power_eng@slt.net.lk

VACANCY

FLOWER DRUM GROUP

Male Office Executive

Aged between 25-30 years Applicant with "A" level pass only the successful applicant should be computer program literate.

Understanding of English Language is essential

work experience in computer programming and data entry will be an added advantage
 Excellent working conditions in the hospitality trade.

Apply within 7 days with CV

Managing Director
Flower Drum Ltd,
No.418 Pannipitiya Road,
Pelawatte, Battaramulla.
Sri Lanka.

Email: flowerdrumrestaurant@eol.lk

Immediate Vacancy

SALES REPRESENTATIVES

Mike Unipar Energy Systems (Pvt) Ltd, is a leading importer & distributor of a leading branded sealed Lead Acid Batteries in Sri Lanka. We are looking for self motivated & energetic candidates for the above position.

Essentials:-

- ▶▶ Males in the age 20 - 30 with GCE O/L
- ▶▶ Should be able to communicate in Tamil & Sinhala
- ▶▶ Possess a valid riding license
- ▶▶ Previous experience in sales & Marketing (specially in North & East) would be an advantage.

Remunerations:

Salary + Commission + Allowances

Your CV should be e-mailed to :

hr@mikeflora.com & copy to
mikeunipar@slt.net.lk

within 10 days of this advertisement

Mike Unipar Energy Systems (Pvt) Ltd,
#65/11, Orchid Plc, Off. Swarnadisi Plc,
Koswatta, Nawala, Rajagiriya

Vacancy - Contract Basis

LANKA ELECTRICITY COMPANY (PVT.) LIMITED

WALK-IN INTERVIEW

POST OF CIVIL ENGINEER

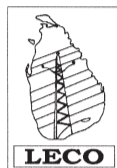
Lanka Electricity Company (Private) Limited is engaged in electricity distribution in areas from Negombo to Galle along the Western Sea Coast and serves nearly 450,000 customers through seven Branch Offices. The company is in the process of implementing an ADB Funded Project for the construction of five new 33kV/11kV Primary Substations.

We are looking for a dynamic person for the Post of Civil Engineer, who possesses the following qualifications.

Chartered Civil Engineer, who has minimum 2 years post Charter experience with 03 years experience in structural design of buildings and building construction. Working experience in World Bank/ADB funded construction projects will be an added qualification.

The employment will be on 02 years contract basis.

Please call over at the following address for an interview on **31.03.2011 from 9.30 a.m. to 3.00 p.m.** with complete Bio-Data with copies of certificates, names, addresses and contact telephone numbers of two non-related referees.



Head of Human Resources

Lanka Electricity Company (Private) Ltd.,

3rd Floor, 411, E.H. Cooray Building, Galle Road,
Colombo-03.

Acuity Partners (Pvt) Ltd. is a joint venture Investment Banking firm equally owned by two of Sri Lanka's leading Banks, DFCC Bank and HNB PLC. The Company is parent of the Acuity Group, which owns Acuity Stockbrokers (Pvt) Ltd., Acuity Securities Ltd. and Lanka Ventures PLC.

Leveraging on the capabilities of an expert team of professionals, Acuity Group's core strengths are in Fixed Income Securities, Stock Brokering, Corporate Finance Services, Venture Capital Financing, Financial Advisory, Margin Trading and Asset Management. The Acuity Group has been involved in several notable transactions, including some of the major Initial Public Offerings, Acquisitions, Capital Raisings and Restructurings.

As the Acuity Group expands its scope of services, the following vacancies have arisen at **Acuity Securities Limited** - a Central Bank appointed Primary Dealer for Government Securities, which is actively involved in proprietary trading and distribution of Treasury Bills, Bonds and Repurchase Agreements to high net worth individuals and institutional clients, both locally and overseas.

We seek team players who are high performers, capable of delivering in a challenging but rewarding environment.

High Yielding Opportunities

Assistant General Manager

The ideal candidate would possess relevant senior management experience in the financial services industry. He/ She will be tasked with overseeing the operational aspects of the organisation and will report directly to the CEO. Exposure to Marketing, Finance and dealing in Fixed Income Securities would be an advantage. The ideal candidate should have a Bachelor's Degree and/or a professional qualification such as CIMA/ACCA, and be around 35 years of age. He/ she must have demonstrated leadership skills, essentially be a team player and possess excellent interpersonal relationship skills.

Marketing Executives

The ideal candidates would be below 30 years of age and possess full or part qualification in CIM/SLIM, along with excellent oral and written communication skills. Prior exposure to the financial services sector will be an advantage. A high degree of computer literacy, coupled with the ability to work efficiently within a team-based environment, are requirements for success.

Selected candidates will be responsible for promoting our product portfolio to high net worth individuals and institutional investors, while building and maintaining profitable business relationships.

Remuneration for the above posts is negotiable and will be commensurate with qualifications and experience. Confidentiality is assured.

If you are confident that you have what it takes to succeed in either of the above positions, kindly forward your résumés by post or e-mail, along with the names and contact details of two non-related referees, to reach us within 7 days of this advertisement.

Manager - HR & Administration

Acuity Partners (Pvt) Ltd.,

No. 53, Dharmapala Mw, Colombo 03. | E-mail: careers@acuity.lk

ACUITY
 A joint venture of DFCC Bank and HNB