

There are many different power bases that a leader can develop and use.

These include problematic ones such as the power of position, the power to give rewards, the power to punish and the power to control information. While these types of power do have some strength, they put the person being led in an unhealthy position of weakness, and can leave leaders using these power bases looking autocratic and out of touch.

More than this, society has changed hugely over the last 50 years. Citizens are individually more powerful, and employees are more able to shift jobs. Few of us enjoy having power exerted over us, and many will do what they can to undermine people who use these sorts of power.

However there are three types of positive power that effective leaders use: charismatic power; expert power and referent power.

This article teaches you how to build expert power.

Expert power is essential because as a leader, your team looks to you for direction and guidance. Team members need to believe in your ability to set a worthwhile direction, give sound guidance and co-ordinate a good result.

If your team perceives you as a true expert, they will be much more receptive when you try to exercise influence tactics such as rational persuasion and inspirational appeal.

What's more, if members of your team see you as an

Leading from the front

expert, you will find it much easier to guide them in such a way as to create high motivation:

If team members respect your expertise, they'll know that you can show them how to work effectively;

If members of your team trust your judgment, they'll trust you to guide their good efforts in such a way that you'll make the most of their hard work; and

If they can see your expertise, team members are more likely to believe that you have the wisdom to direct their efforts towards a goal that is genuinely worthwhile.

Taken together, if your team sees you as an expert, you will find it much easier to motivate team members to perform at their best.

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(Registration No. G1 41)

SEWALANKA Foundation is a Sri Lankan Development Organisation, operating in 22 districts. We are looking for competent candidate to join SEWALANKA Team to serve in the following capacity.

COORDINATOR

FOR A MUSIC COOPERATION PROGRAMME

Location: Based in Colombo with frequent travel to all parts of the country.

Requirements:

- A Bachelors or a Masters degree in Arts in the field of Music, Dance and Drama or related field experience in working with a similar programme for at least 2 years
- Excellent verbal and written communication skills in English and Sinhala / Tamil

Key Duties:

- Correspondence with the relevant donors of the programme
- Develop and maintain strong working relationships with the relevant stakeholders
- Organize workshops, concerts, training programs and other events according to the annual plan
- Ensure that all events are documented and prepare reports.
- Support program budgeting and support to ensure that financial procedures are followed.

Please send your resumes to the following address within 7 working days

Director – Human Resources,
Sewalanka Foundation,
No 432A, Colombo Road, Boralesgmuwa
Or e-mail to wathsala@sewalanka.org



Yoshida Shokanji International School

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Fluency in English is essential.

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Salary Negotiable.
Apply or e-mail with Bio data before 13th May 2011

Principal
Yoshida Shokanji International School,
Takiko Yoshida Mawatha, Sapugaskanda.

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Preferred method for sending your applications is via e-mail to: careers@techoneglobal.com in Microsoft Word format.
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If you value team work, integrity and commitment and if you are energetic, dynamic, interested in growing personally and professionally through a career in IT, then let us hear from you.

SALES SPECIALISTS

- Below 24 years of age with a passion for sales and marketing.
- Results oriented and self-motivated individuals with an outgoing personality and a positive attitude.
- Good verbal and written communication skills and computer literacy.
- Willing to commit themselves on a continuous learning process to keep pace with the constantly changing technologies in the IT Industry.

We offer a great working environment, an attractive and competitive package, a clear career growth path and company provided line of business learning programs and higher education support.

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Colombo



OMEGA LINE LTD.

SANDALANKAWA

Sirio Ltd.

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Benji Ltd.

BINGIRIYA

Alpha Apparels Ltd.

POLGAHAWELA

We are BOI approved, related Companies producing Lingerie & Swimwear for a franchised network of over 2700 up-market shops in Europe and USA. Our state-of-the-art production facilities located in Badalgama, Bingiriya, Polgahawela and Sandalankawa, employs over 8000 youth and has secured many prestigious awards for outstanding performance in manufacturing for export as well as international recognition for high quality products. In view of the expansion of our current operations and future projected requirements, we invite young persons with integrity and enthusiasm to make-up the teams in our enterprises.

MANAGER – HUMAN RESOURCES

A challenge to a HRM professional to nurture a large number of highly skilled and well educated young men and women within an unique work environment. He/She should possess excellent interpersonal skills along with experience in the Social Dialogue process or mediation or counselling. Proven skills in maintenance of high standards of discipline at work, ability to set up operation of employee services and control of outsourced employee facilities would be essential key performance requirements. Applicants should have a HRM Degree/Diploma from a recognized University/Institution with minimum of five (5) years "hands on experience" in a similar capacity; preferably in a manufacturing organization. For this vital position in the Company we require a mature person with impeccable reference.

ASSISTANT ENGINEER – MAINTENANCE

An excellent opportunity for a graduate in Engineering with knowledge; to set up and maintain 'state-of-the-art' production facilities from the "blue print" stage onwards. Co-ordination of outsourced construction work, maintenance of automated manufacturing 'high-tec' electronic equipment as well as effective preventive maintenance of buildings, plant & machinery along with the implementation of OSH standards would be essential key performance requirements. Applicants should possess a Degree or Diploma (NDT) in Engineering from a recognized University/Institution with minimum of three (3) years work experience; preferably in manufacturing Garments.

PRODUCTION PLANNING CO-ORDINATORS

Applicants must have a Degree in Engineering or Business Management from a recognized University. A part or full qualification in CIMA or CIM with minimum two (2) years of work experience in Apparel manufacturing would be a distinct advantage. Selected applicants will be required to coordinate all production related activities using ERP systems and advanced planning tools such as 'FASTREACT'; along with the responsibility for seamless planning in a challenging work environment.

WORK STUDY ASSISTANTS

Applicants should possess the SLITA / CITI Diploma or a similar qualification from a recognized University/Institution. Selected applicants will be trained and required to implement effective time & method study techniques in to the manufacturing process. They will be required to demonstrate their ability to improvise "on the run" and innovate whilst at work. Knowledge and experience acquired in Garment manufacturing would be advantageous.

FINANCE ANALYSTS

Applicants should possess a Degree in Accountancy, Business Administration or Commerce from a recognized University. Professional members or passed finalists of ICASL /CIMA /ACCA with related work experience gained in a reputed audit or commercial organization would have a distinct advantage.

ACCOUNTS ASSISTANTS

Applicants should possess a Degree in Accountancy, Business Administration or Commerce from a recognized University. Part qualification in ICASL /CIMA /ACCA with related work experience would be a distinct advantage.

HUMAN RESOURCE ASSISTANTS

An exciting opportunity for young entrants, keen to acquire work experience in Human Resource Management. Selected applicants will be required to demonstrate their people skills. Relevant experience gained in a manufacturing organization would be an advantage. Applicants should possess the IPM /NIBM foundation level certificate in HRM.

NURSE/FIRST AID ASSISTANTS

Applicants should be pleasant young ladies who possess a qualifying certificate from a recognized Institute with relevant experience of minimum two (2) years. They must have the required competence to assist the Company Medical Officers.

RECEPTIONIST/ ADMINISTRATION ASSISTANTS

We require charming young ladies who possess the confidence to liaise with our International clients as well as attend to front office work including the operation of telephone systems. Fluency in English is an essential requirement.

Ability to communicate effectively in English and computer literacy is an essential requirement in all positions as the selected applicants have to work in a multi-national environment.

Excellent career development opportunities in a pleasant work environment along with an attractive remuneration package in keeping with qualifications and experience awaits selected applicants.

Please send in your CV stating names of two non-related referees within ten days of this advertisement.

Indicate the post applied; on the top left hand corner of the envelope addressed to:

Director – Human Resources
OMEGA LINE LIMITED
Sandalankawa