



CNCI NEWS BULLETIN

The Ceylon National Chamber of Industries

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CNCI Achiever Awards - 2015 Applications at Final Evaluation



The final evaluation of the Achiever applications were done in the month of August 2015 by a ten member panel chaired by Prof. Ananda Jayawardhana, Vice Chancellor of the University of Moratuwa

CNCI Achiever Awards evaluation is made on number of criteria encompassing Turnover, Value Addition, Productivity and Responsibility towards employees, Growth and Future, R&D, Quality Assurance, Environmental Responsibilities, Health and Safety and Social Responsibility.

CNCI in its quest to make the industries globally competitive considers this contest too as a tool. Thus every year new factors are brought in to the evaluation enhancing the benchmark levels.





Evaluation of winners were made at two stages. Firstly the entries were examined and evaluated in great detail by the well respected and sturdily independent judging Committee (Headed by Mr. Tissa Senaviratne, Deputy Chairman of CNCI). They took stringent measures to ensure highest standards of confidentiality, impartiality and balanced judgment. After the overall considerations of the larger picture of Net Turnover, Value Addition, Total Wages & Dividends to Shareholders, Net Profit before Tax (NPBT), Employment Generation, they applied a marking system to fine tune the winning order. The companies were evaluated on the following broad areas

- ◆ Net Sales Revenue
- ◆ Value Addition
- ◆ Productivity
- ◆ Employment Statistics
- ◆ Cost of Incentives to employees
- ◆ Statutory and other Responsibilities
- ◆ Corporate Plan
- ◆ Research and Development
- ◆ Quality Assurance and certification
- ◆ Environmental Responsibilities
- ◆ Social responsibilities
- ◆ Industrial and occupational health and safety

At the next stage, the External Panel of Judges comprising independent and eminent personalities in the Public and Private Sector, Chaired by Prof. Ananda Jayawardena Vice Chancellor, University of Moratuwa reviewed the short listed applicants at the final joint sessions with the Judging Committee and the winners were adjudged after careful consideration of various facts.

The Photographs depict how the evaluation by the final panel of judges was in progress.

Importance of Time Management at Work Place

We've all heard the saying "time is money", and that phrase is essentially true. Unfortunately, time doesn't always equal money though. Time is continually passing but that doesn't mean you are continually making money, this depends on how you manage your time and what you do with it. Here are 8 reasons time management is important.

◆ Time is limited

Everyone gets the same amount of time each day, and it's limited, therefore it's important to make the most of your time if you ever want to be more than average at the workplace.

◆ Accomplish more with less effort

By taking control of your time, you're able to stay focused on the task at hand. This leads to higher efficiency since you never lose momentum. Imagine running a mile where you stop every 5 seconds, this would cause you to become exhausted very quickly and take much longer to complete the run.

◆ Make better decisions

There are many choices in life and often-times we're faced with many choices to choose from at the same time. When you practice good time management, you have more time to breathe; this allows you to determine which choices are the best to make.

◆ Be more successful

Time management is the key to success; it allows you to take control of your life rather than follow the flow of others. You accomplish more, you make better decisions, and you work more efficiently; this leads to a more successful life.

◆ Learn more

When you control your time and work more efficiently, you're able to learn more and increase your experience faster. There's a reason some students graduate earlier than others, so imagine implementing time management throughout your entire career. You'll not only stand out from the rest, but you'll gain experience much faster and be able to move up in life a lot sooner.

◆ Reduce stress

One of the main causes of stress is due to people feeling rushed. The phrase "I have so much to do and so little time to do it" is generally spoken with frustration which leads to stress. With good time management, you know how much time you have, how long it will take to get your tasks done, you accomplish more, and have more free time. This gives you more breathing room, which reduces the feeling of being rushed, which in turn leads to less frustration and stress.

◆ Higher quality work

We all need some free time to relax and unwind but, unfortunately, many of us don't get much free time because we're too busy trying to keep up with our daily activities and work load. By implementing time management skills, you are able to get more done in a shorter period of time leading to more free time.

◆ Creates discipline

When you practise good time management in your life, you are less likely to procrastinate. Time management leads to higher productivity and leads to a disciplined life.



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Economic Performance

ECONOMIC INDICATORS - LATEST AVAILABLE

Category	June 2015 US \$ Mn	June 2014 US \$ Mn	Growth (%) US \$ Mn
Exports	944.1	985.7	(4.2)
Industrial Products	-	-	-
Imports	1833.3	1439.4	13.5
Deficit in Trade A/C	689.2	(453.7)	51.9
Workers' Remittances	629.6	585.1	7.6
Earnings from Tourism	183.8	164.2(b)	11.9

EXCHANGE RATES - 2015.08.31

Daily Exchange Rates		
Currency	Buying Rate (Rs.)	Selling Rate (Rs.)
Dollar (USA)	132.70	136.80
Pound (UK)	204.00	211.81
Euro (EU)	148.18	154.54
Franc (Switzerland)	137.21	143.43
Dollar (Canada)	99.50	103.87
Dollar (Australia)	93.74	98.45
Dollar (Singapore)	93.64	97.53
Yen (Japan)	1.0896	1.1357

Daily News

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Employee Recognition – How Important Is It?

Employees like to feel valued and appreciated for what they do. When employees commit to working for an organization, they like to feel like they are part of a team and family.

Often, they spend more time with coworkers than most other people in their lives.

Recognizing the contributions employees make to an organization helps solidify relationships, fosters employee engagement and loyalty to the organization.

We are all wired differently, and not every social style needs public recognition, but even the most introverted person appreciates recognition for a job well done.

We all have a basic need to feel valued and loved. I'm always amazed when I acknowledge someone's good performance or, recognize something they have done, at how they smile and seem to appreciate the feedback. Whether an employee is an introvert or an extrovert, it is important to recognize them for their hard work.

There are two types of recognition

Informal Recognition

You don't need to have an overly formal process, spontaneous recognition is also important and can send a strong message. The closer recognition comes to a task, the more the employee will associate that recognition with the desired behavior.

Spontaneous recognition can be as simple as walking by an employee, observing a desired behavior and commenting on how much you appreciate it. These informal moments are invaluable and can reinforce an employee's desire to do a good job.

Formal Recognition

Part of the challenge of recognizing employees, is making it a priority, stopping to think about it and doing it on a regular basis. Creating a structure for formal employee recognition is important and can help ensure employees get recognized.

This can be as simple as designating a certain month of the year as a month that employee contributions are recognized. Or, as structured as developing an employee-of-the-month program or employee-of-the-year dinner.

Contd..../ 07

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 ON THE SPOT
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MEMBER'S SUCCESS STORIES

Kelani Cables Receives Asia's Best Employer Brand Award 2015



Mr. Mahinda Saranapala, CEO, Kelani Cables PLC with the award. Mr. Gihan Vidanagama, HR manager of Kelani Cables, Chief Juror Dr. Saugata Mitka and Juror Dr. Sanjay Muthal also in the picture

Kelani Cables PLC the corporate giant in Sri Lanka became the first ever Sri Lankan manufacturing company to win 'Asia's Best Employer Brand award'. The award ceremony was held at Pan Pacific hotel in Singapore on August 12, 2015.

Kelani Cables PLC which is the number one brand in secure electrical and communication cables in Sri Lanka competed with 33 countries to clinch this prestigious award.

The annual award ceremony is hosted by Employer Brands Institute and World HRD Congress with

CHRO Asia as a strategic partner. Asia's Best Employer Brand award is endorsed by the Asian Federation of Business. The Award is considered the most recognized one amongst awards conferred to organizations that contribute towards strengthening Asia's economy.

An internationally recognized panel of judges constitute professionals from different parts in Asia scrutinize applicants with strict discipline to select a winners each year.

The eligibility criteria for the award are twofold. Either an Asian company can apply for the award individually or an independent panel of judges can evaluate a particular company's credentials to grant the award. Significance of Kelani Cables having been selected as the winner for this year's award is the award been conferred on a recommendation made by the independent panel of judges. They have carried out a nonbiased research on Kelani Cables PLC to select it as the winner for 2015.

Mr. Mahinda Saranapala, CEO, Kelani Cables PLC received the Asia's Best Employer Brand Award 2015 amidst a gathering of over 200 most senior personnel from Asian companies. The award was presented by Chief Juror Dr. Saugata Mitka and Juror Dr. Sanjay Muthal. The occasion was also graced by Mr. Gihan Vidanagama, Manager -HR of Kelani Cables PLC. Mr Saranapala was privileged to address the prestigious gathering. He delivered a profound speech on the theme; "480 employees," "480 hearts with one beat" which focused on HR policy of the company.

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Certain things that can be done to recognize employees?

Identify what is important to the employee

When doing employee recognition, it is important to find out what is important to the employee. It's amazing how we think we know what would be really cool for someone else and then come to find out it is not as cool as we thought.

Some employees may value a day off with family or a preferred parking space. Others may value a dinner gift certificate, a home improvement store gift card or a mall gift certificate. The ideas are endless but the key is to find out what is important to that employee and identify a recognition gift that they would value and appreciate.

Ways to recognize employees

There are lots of approaches to surprising and/or recognizing employees.

- ◆ public forums
- ◆ staff meetings
- ◆ annual employee dinners
- ◆ organization newsletters
- ◆ put a plaque on a wall
- ◆ surprising them at lunch
- ◆ meet them at their car at the end of the day
- ◆ a poster in the lobby
- ◆ a spot on the company website.

Get creative!

The ideas are endless and so is the potential for creativity. Use your imagination and draw on the ideas of co-workers and those who know the employee best.

There are also organizations that sell employee recognition gift catalogs. The gifts come in all kinds of shapes and sizes and can be customized at varying price levels for budgeting purposes. The beauty of these programs is the employee can pick out a gift they want! Let them order their gift, and when it arrives, present it to them with a thank you!

Regardless of the recognition model you come up with, if you tell your employees what is expected of them, give them the resources to do their job and recognize them for a job well done, you will be well on your way to providing a great place to work and an organization that employees want to be part of!

Source: <http://thethrivingsmallbusiness.com/>



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EDUCATIONAL PROGRAMS/SEMINARS/EXHIBITIONS

International Exhibitions

- ◆ **IFTF—International Floriculture & Horticulture Trade Fair.** 4 - 6 November 2015, Netherlands
- ◆ **Global Cleaner Production & Sustainable Consumption Conference.** 1 - 4 November 2015, Barcelona, Spain
- ◆ **ISES Solar World Congress 2015.** 8 - 12 November, Daegu, Korea
- ◆ **New Energy Vehicle Forum.** 22 - 23 September 2015, Shanghai, China

Local Exhibitions

- ◆ **“Construct Exhibition 2015”** is being organized from 28,29,30th August 2015 at The Bandaranaike Memorial International Conference Hall (BMICH), Colombo.
- ◆ **“Techno Exhibition”** 9-11 October 2015 The Bandaranaike Memorial International Conference Hall (BMICH), Colombo
- ◆ **“IFEAT Sri Lanka 2015”** September 27th to October 1st at the Cinnamon Grand Hotel, Colombo

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