



CNCI NEWS BULLETIN

The Ceylon National Chamber of Industries

Apt. No.20, First Floor, Galle Face Court -2 , Colombo 03, Sri Lanka

Phone: 00 9411 2452181 / 2339200/2331444 Fax: 00 9411 2331443

Email : cnci@slt.lk

Web: www.cnci.biz

INSIDE THIS ISSUE:

PAGE 01: CNCI Seasonal Greetings

PAGE 02: 7 Powerful steps Every Leader can take

PAGE 03/05 : 12 Tips for Increasing Productivity

PAGE 04: Economic Performance

PAGE 06: CNCI Member of the Month: CIC Holdings PLC

PAGE 07 : Member's Success Stories: 4Ever rolls out Herbal Shampoo

PAGE 09 : EDUCATIONAL PROGRAMMES/ SEMINAR / EXHIBITIONS

2015

OFFICE BEARERS OF CNCI

Mr. Gamini Gunasekera - Chairman

Mr. Preethi Jayawardena - Immediate Past Chairman

Mr. Tissa Seneviratne - Deputy Chairman

Mr. Raja Hewabowala - Senior Vice Chairman

Mr. Ruwan Edirisinghe - Vice Chairman

Mr. Canisius Fernando - Vice Chairman

Mr. Sarath Perera - Vice Chairman

Mr.R.H. Moses - Hony. Treasurer

Mr. Abeyratne Mutugala - Secretary General

NEW YEAR MESSAGE FROM THE CHAIRMAN OF THE CEYLON NATIONAL CHAMBER OF INDUSTRIES CNCI



Mr. Gamini Gunasekera

Being the Chairman of the CNCI, I wish to extend my Best Wishes and Seasonal Greetings to the members of the Management Committee, Executive Council, All Members and the Staff Members of the CNCI and, through them; to their families for a Happy, Peaceful and Prosperous New Year that makes your dreams come true and brings you success throughout. During the year 2014 we have achieved our goals as expected and all such achievements were possible because of the commitment and contribution of our office Bearers, Executive Council, all our members concerned and the staff. In this instance, I also wish to place on record of my sincere thanks to the CNCI Management Committee, Executive Council, all members concerned and the staff for all your generosity, well wishes and dedication.

I wish you all A VERY HAPPY NEW YEAR WITH SUCCESS IN ALL YOUR FUTURE ENDEAVOURS!

**GAMINI GUNASEKERA
CHAIRMAN - CNCI**

7 Powerful Steps Every leader can take

⇒ **Redefine work.**

You often hear people say, “I’m going to work,” as if work was a destination. One way of obtaining higher performance from people is to move from viewing work as a place to instead viewing it as results that need to be accomplished, and for which someone is responsible. The Best Buy organization has found that productivity increases by approximately 35% when you take this approach of holding people accountable for outcomes, not merely to be “at work” for a certain number of hours.

⇒ **Make the targets highly visible and clear.**

Nothing confuses people more and reduces productivity to a greater degree than murkiness about the objectives being sought. The simple process of reminding everyone of the target and asking team members to describe to each other their interpretation of the big goal is extremely powerful.

⇒ **Emphasize continuous improvement.**

Everyone in the organization needs to know the organization aspires to continuously improve and to reach ever higher levels of performance. Adopt new technologies that enhance productivity, such as videoconferencing that dramatically cut travel budgets and allow key people to utilize time more effectively.

⇒ **Convey infectious enthusiasm about your projects.**

Emotions are highly contagious. A leader’s upbeat enthusiasm for a project causes others to put forth extra effort in its behalf. If the leader’s goal is to increase discretionary effort, then the organization needs to feel enthusiasm emanating from their leaders.

⇒ **Treat colleagues at work with great respect.**

The leader who poses important questions to subordinates and who listens to the answers will obtain higher levels of productivity than one who doesn’t. The leader who invariably seeks a subordinate’s opinion before expressing his or her own is far more likely to have high productivity from that individual.

⇒ **Express appreciation and provide recognition.**

These simple acts take small bits of time, yet pay huge dividends. Frequent expressions of sincere appreciation from a leader create a positive work environment and have been shown to have a direct link to greater productivity.

⇒ **Take an active role in the development of subordinates.**

Carving out time for ongoing coaching is highly correlated with the highest levels of employee productivity.

Source : www.ceo.com/leadership

12 Tips for Increasing Productivity

Productivity is the combination of intelligent planning and focused efforts. Staying productive at work or at home can be a challenge. Every time the work day ends, odds are that you are not satisfied with what you have accomplished.

◆ Seek help / Delegate tasks accordingly

Everybody needs help and should never take on large tasks alone. Two of the biggest barriers for getting help are trust and introversion. In order to get help from others, you need to trust your colleagues in helping you complete work. If you tell your colleague what the deadline is for the project, then they will likely take it very seriously. Make sure to give your colleague all of the resources that he or she needs such as relevant documents or spreadsheets in order to reach the best deliverable. People are not going to volunteer in helping out so you have to feel comfortable about asking for help. If you are too introverted to ask for help, then you will most likely be doing tasks on your own. You may also end up becoming somebody else's work-horse because you are too shy to speak up.

◆ Do not get sucked into unnecessary meetings

Time is the most important currency in your life. While it may be tempting to meet with as many people for the benefit of networking, the time you get at your desk is extremely valuable. Knowing what meetings to refuse is very important. If your manager wants to have a one-on-one meeting, then it is obviously very important. However, attending a meeting about whether to use a Times New Roman or Georgia font at the weekly newsletter design subcommittee get-together may not be worth your time. In my line of work, I get requests for meetings all the time. This is why I have started to designate two days out of the week for meetings and the rest of the time to focus on my core tasks.

According to Schaffer Consulting managing partner Ron Ashkenas, the pharmaceutical company GlaxoSmithKline realized that so much of their time was being wasted on unnecessary meetings. People were spending just as much time in meetings as they were on actual drug development. This is why the company adapted a "fit for purpose" meeting process where only the people that are directly involved in a phase of the project would attend the meetings. Parties that are interested in what happened during the meeting would receive notes with the most important details.

Contd /5

BANK OF CEYLON
SRI LANKA'S No.1 BANK

AWARDED
**ASIA'S BEST
BRAND**



ECONOMIC PERFORMANCE

ECONOMIC INDICATORS - LATEST AVAILABLE

Category	September 2014 US \$ Mn	September 2013 US \$ Mn	Growth (%) US \$ Mn
Exports	903.3	899.0	0.5
Industrial Products	667.9	646.3	3.4
Imports	1667.5	1486.3	12.2
Deficit in Trade A/C	(-764.1)	(-587.3)	30.1
Workers' Remittances	575.0	557.8(b)	3.1
Earnings from Tourism	152.5	121.6	22.2

EXCHANGE RATES - 2015.01.12

Daily Exchange Rates

Currency	Buying Rate (Rs.)	Selling Rate (Rs.)
Dollar (USA)	131.2100	134.0300
Pound (UK)	198.3700	204.0300
Euro (EU)	154.6600	159.7400
Franc (Switzerland)	128.6700	133.2800
Dollar (Canada)	110.0400	113.7100
Dollar (Australia)	106.9400	111.1600
Dollar (Singapore)	97.9400	101.1100
Yen (Japan)	1.1030	1.1390

CEYLINGO

 ON THE SPOT
 ලෝකෙටම එකයි!

◆ Create to-do lists

Contd / 3

In your life, there are tasks that are simple and ones that are complex. My preference is to go after the easy ones first and then tackle the complicated ones after. To stay on top of tasks, I create to-do lists and track them using Google Tasks. Since Google Tasks sync with Gmail, Google Calendar, and the Google mobile app, it makes it easier to refer to them while on-the-go. If some of the tasks are larger, then break them into multiple smaller tasks. For example, if you need to put together a white paper, you should make it a point to complete 2-3 pages per day rather than trying to put together one large document on the day before it is due. Putting a timer on these tasks is worth considering so that you do not lose focus on other items on your to-do list. Sometimes I focus too much on one task while another one gets neglected. Before I know it, the deadline for the other task arrives and I am not ready for it. One of the most satisfying aspects of creating a to-do list is crossing off things when they are done. It gives you a sense of accomplishment and gives you a visualization of progress. When going through an annual review, the tasks that you have crossed off can be a great talking point for what you have accomplished.

◆ Take breaks

Recently scientists at the Pennington Biomedical Research Center in Louisiana reviewed the lifestyle of 17,000 men and women over the duration of 13 years. The scientists found that 54% of those people are likely to die of heart attacks! The reason was because those people were sitting for most of the day. The enzyme, lipoprotein lipase (LPL), breaks down fat in the bloodstream and turns it into energy. When people are sitting, it is likely that LPL levels drop according to Marc Hamilton, a professor of biomedical sciences at the University of Missouri. This causes fat cells to build up. If you spend more than 8-10 hours at a desk and without moving around much, then you will notice that you have less energy. Productivity is not measured by the number of hours you sit at a desk. It is measured by how much you get done without sacrificing your health. One of the major reasons for obesity in the last 20 years is because of decreased levels of daily physical activities. Take a break and go for a daily walk.

◆ Weed out distractions

I know a few people that have a Facebook, Twitter, LinkedIn, YouTube, Instagram, Hootsuite, Tumblr, Four-square, Shutterfly, Pinterest, Google Chat, Reddit, and StumbleUpon account. When they are not using these social media tools, they may be checking their e-mail on their smartphones or reading random facts on Wikipedia every 5 minutes. Disconnect!

Contd / 8



CNCI MEMBER OF THE MONTH



CIC Holdings PLC



CIC Holdings PLC is one of Sri Lanka's leading blue chip conglomerates, with extensive operations across a gamut of industries including agriculture, healthcare, industrial materials and consumer products.

Incorporated in 1964 as Chemical Industries Limited, CIC has withstood the test of time and has evolved into one of Sri Lanka's most admired and respected conglomerates and was re launched In January 2011 as CIC Holdings PLC under the slogan 'Nurturing Life' to more effectively communicate the company's dedication to enhancing the quality of people's lives through its varied businesses.

The company started its journey by manufacturing agricultural pipes and marketing a range of locally produced paints. Thereafter CIC Holdings emerged as a leader in the agricultural industry, producing paddy, fruits, vegetables, eggs, milk products, poultry, animal feed, fertilizer and crop protection solutions to meet the growing needs of the nation. CIC Holdings then further diversified and the company's business portfolio extended into the areas of herbal products, healthcare products, consumer products, personal care products, adhesives, packaging and industrial raw materials. CIC continuously realigns and repositions itself to explore new growth opportunities both local and globally. The company has now tapped many global markets and is exporting agricultural produce such as rice and banana to markets around the world.

CIC Holdings continuously strives to be an innovative Group of Companies that creates value by effectively fulfilling market needs. The company is dedicated to implementing accountability, customer satisfaction, good governance, integrity, mutual respect, an open-door policy, protection of the environment, quality and sustainability across all its businesses. The company's eight core values form its philosophy which is the cornerstone upon which it stands and operates.

In order to stay true to its core values, CIC Holdings has strengthened its human resources, health and safety policies and spearheaded the protection of the environment throughout its operations. The company has also built long standing relationships with its suppliers and regularly conducts supplier audits to ensure that suppliers adhere to the same core values that CIC follows. CIC is also dedicated to enriching the lives of surrounding communities and has developed a corporate giving programme which focuses on supporting the education of students and professionals in the areas of agriculture and the sciences.



Independent Television Network

Your Family Channel



MEMBER'S SUCCESS STORIES

4Ever rolls out herbal Shampoo



local beauty brand with global traction 4Ever, glows once again with their latest addition to the already established range of beauty care products. The Hibiscus Conditioning Shampoo and Lunuwila Anti Dandruff Shampoo are specially formulated with solutions to daily hair care issues that the modern consumer experiences. This award winning enterprise has created a niche of its own with their all natural range of skin care and skin beautifying products for the face and body. The winning business philosophy has now been extended to the hair care range

which includes non-alcoholic hair gels and the latest herbal shampoos.

The Hibiscus Conditioning Shampoo contains extracts of hibiscus and the goodness of argon oil, for dry, damaged and unmanageable hair. This is specially suited for hair damaged due to the use of chemicals or color and helps add moisture that softens, untangles and strengthens hair to bring about a natural glow.



National Savings Bank
One and only Bank in Sri Lanka with

100%
| Government Guarantee |
on your
Deposits and Interest

For details call: 011 2379379 | AAA

www.nsb.lk

NSB

PLC

People's Leasing & Finance PLC

In the U.S., over 12.2 billion collective hours are being spent browsing on a social network every day. This is costing the U.S. economy around \$650 billion per year based on each social media user costing a company roughly \$4,452 per year, according to data compiled by LearnStuff.com. In the same study, it was revealed that distractions are not just affecting adults working at companies. The average college student is spending around 3 hours per day on social networks while spending only 2 hours per day studying. If you find that you are really falling behind on your work, then you should consider uninstalling the Facebook and Twitter app from your smartphone. Some of my friends that have a major exam coming up deactivated their account on Facebook as a reminder that social networking is not their biggest priority right now.

◆ **Set ambitious, yet realistic goals**

Les Brown, a motivational speaker and radio DJ, once said “Shoot for the moon. Even if you miss, you’ll land among the stars.” If you can cross everything off of your to-do list in one day, you need to create more ambitious goals. Some goals should take as long as 1 week, 30 days, 60 days, or 90 days. People that set higher goals have a tendency to be more satisfied than those with lower expectations, according to research published in the Journal of Consumer Research. One of the major reasons why people fail a goals is because they did not set a deadline. Goals have to be very specific and they should be written down. It is good to get feedback about the goals in order to refine them. Goals should be personal and professional. Spending time balancing your budget can be a personal goal and putting together process flow charts to make certain recurring tasks easier at work is a professional goal.

◆ **Designate times to handle e-mail**

◆ **Reward yourself for motivation**

◆ **Constantly ask yourself if you what are doing presently is productive**

◆ **Spend a few minutes preparing for the next day**

◆ **Sleep early and get up early**

Source : www.forbes.com / Increasing productivity -

EDUCATIONAL PROGRAMS/SEMINARS/EXHIBITIONS

International Exhibitions

◆ Through CNCI

- ◆ **Assam International Trade & Industrial Fair 2015 - 19th February to 25th February 2015 - At Court field, JDSA field Stadium**
- ◆ **Chemical Meet 2014 - 11th Jan to 13th January - At Gandinagar - India**
- ◆ **Reverse Buyer - Seller Meet - 9th January to 11th January 2015**
- ◆ **Fruit Logistica 2015 - 4th February to 6th February 2015 - At Fair Team Messe - Berlin**
- ◆ **Kolkata Jewellery & Gem Fair- 10th January to 11th January 2015 - At Milan Mela Exhibition Complex - India**
- ◆ **5th International Fisheries Symposium - 24th February to 25th February 2015- Pakistan**

Local Exhibitions

- ◆ **“Construct Exhibition 2015”** is being organized from 28,29,30th August 2015 at The Bandaranaike Memorial International Conference Hall (BMICH), Colombo.
- ◆ **“National HealthCare Exhibition 2015 ”** is being organized from 6,7,8th March 2015 at The Bandaranaike Memorial International Conference Hall (BMICH), Colombo
- ◆ **“Colombo International Yarn & Fabric Show ”** is being organized from 12 to 15th March 2015 at Sri Lanka Exhibition & Convention Centre (SLECC), Colombo.
- ◆ **“DYE + CHEM SRILANKA 2015”** is being organized from 12 to 15th March 2015 at Sri Lanka Exhibition & Convention Centre (SLECC), Colombo.
- ◆ **“Textech International Expo 2015 ”** is being organized from 12 to 15th March 2015 at Sri Lanka Exhibition & Convention Centre (SLECC), Colombo.

Daily News

உதவி

தமிழ்