



- **Would nominate 25 excellent officials!**
- **There is no such thing as positive thinking!**
- **There is a sample with officials who do not have new ideas!**
- **Only 4% experience job satisfaction in Sri Lanka**

organizations too are on this Cultural wavelength. This is not something new but has been in existence for a long time. But what created this human oriented factor was the

modern leadership training. I can go on and on with regard to this, but the bottom line is and the final answer is Modern Leadership Education.

■ **Is Sri Lanka's Public Sector Culture seeking out this modern Education?**

This is a matter of Relativity, which is found in leadership but cannot be taken lightly as Sri Lanka's simple

picture. This is a core issue we impart to our participants. This is not a simple task but a massive one. You know there is a practice in US marine soldiers, the large number of stranger group is gathering together and learning to take a risk and even give lives, in very short time of period, this is actually amazing. Because they are looking at developing a culture. Inspiring working culture is a big particle discussion!

■ **We know and we have seen, in the world interaction and active participation of the audience is more. Is this evident in Sri Lanka too?**

Although I dislike discussing certain issues in public, I'll relate this recent incident as an answer to clarify the above? We have conducted many

thinking, where personal awareness should be targeted to about 64%, a person's expectations and hope, about 67%, basic skills about 65%, efficiency of planning about 70%, aligning ourselves to our vision about 64% could be developed. Also, about 80% increase should occur via creating a new face to the organization. The development of an establishment could increased to around 59%. In many parts of the world the ratio is around 40% or less in value of other any subjects.

■ **In that case, within the new leadership education segment, to create a corporate culture, a new breed of professionals are needed.**

Yes, we have under observation many institutions, and enjoy a good rapport with many state institutions. Within our leadership discussions,

personality is Mr. Rohana Abeyratne, Post Master General. There is none who can read a person better than he. In fact very often he spends out of his personal finances for the development of the mind. He loves to accept challenges. Another person right on top of the Corporate Ladder in the Commissioner General of Inland Revenue Ms. Kalyani Dahanayake. An achiever who likes to initiate changes, works harder than most people, is result oriented, far sighted in her approach to life and enthusiastic about mind development. Another shining star is NAITA Director General Ms. Pradeepa Udakara who is adept at taking crucial decisions unerringly. She urges people to change with the times. Every year we would disclose 25 names of outstanding personalities, to give them pride and

encouragement and for others to see them as examples and try to emulate them. This is good for the next batch that follows. Mention must be made of the following persons

"TRAINER IN THE DECADE"

a discussion with MIRROR

(By Dimuth Samarajeewa)

leader was considered as the Controller. But this is entirely wrong. The wastage of public sector is equal 1.7% of Lanka's GDP. An Executive is involved in conflict management at least 3.6 hours per week. Some spend 12 hours, but at present there is no such thing as conflict, only situations exist. This is the weakness found in decision making and not taking necessary decisions at the appropriate time and weak thinking. We evaluated the performance of mid level executives of 27 public sector organization. 79% of those mid executives were in our sample are did not come up with any new ideas or suggestions in last 3 years. Only 4% showed job satisfaction. Why is this? Maybe lack of corporate culture. Some things are integrated in our education system and cannot be revealed. In certain institutes, capable officers have made positive changes for the better but the moment they depart the system collapses. Did you know that a certain state training Institute also has copied one of my training model subjugating my rights illegally. This is the sad situation today. Good ideas emanate only from within reputed cultural entities.

■ **From where does culture emanate? What is culture?**

It's a Group of people with a common set of values and believes. The common bond binding this body is good behavior and discipline. Our main goal is to see the bigger

workshops for personals in the Postal Department in the north and east and other districts. The Post master General himself participated in the final workshop, which was for Head Office Personnel. After its conclusion, a lady participant said she had attended many such workshops before including the so called 'A' grade level workshops. In fact she named 3 names of some popular trainers. After the final program the psychology mind-bender of this institute gave her and her son, a stimulant in liquid form to drink and to continue drinking for one year. She stated that after attending our workshop she gained exceptional insight and knowledge, which she considers the best Experience she has ever had. She also emphasized that up to now, all the training she had in the past was only a myth, when compared to our modern training program. You can confirm this incident with the Post Master General, who was the person very keen make benefit of the state sector employees.

He was the most distinguished and eminent P.M.G. in the history of the postal department. What I must emphasize here is that if you teach the people the correct way of doing anything, they will never desert you. Sometimes, the fault lies not with the audience but with the trainer himself.

■ **What is the biggest difference you can make to an organization to benefit from this Modern Leadership Education?**

First, to achieve any goal we should program our mind to a new way of

the non-productive areas will be revealed. We cannot avoid that. Employees who shirk their duties will be disclosed. We have serious discussions with regard to genuine hardworking employees. We intend to safeguard them and evaluate their true worth, as we need their expertise in the future.

■ **Who are the specialists in today's state sector? Can you name them?**

Yes, there's a quite a few outstanding personalities in the state sector. Yesterday I got some positive feedback on treasury secretary Dr. Samarathunge. But I cannot verify anything until I meet him in persons. I hear that he is open to new and innovative ideas. I can positively give a direct answer regarding agriculture Secretary Mr. B. Wijeratne who is a Role model in the public sector. Does a great service in the field of Human Development with a modern mind-set. Gentleman with a positive attitude, who is such a workaholic that if allowed he would recreate the entire '77 Golden Era of Agriculture. Media Secretary Mr. Karunarathne Paranavitharana, With a wealth of experience behind him, he is a pinnacle in society, capable of handling any workload. He was even a personal friend from our student days. Ms. Jayanthi Wijetunge who is the Western Province Chief Secretary, stands head and shoulders above her fellow workers, due to her ability to make quick and correct decisions. On the mind development side too, she makes a great effort to train others to develop their mental faculties. Another outstanding

who fits our profile of outstanding persons namely, Mr. Hemasiri Fernando, Dr. Sayuru Samarasundara and Mr. Chandrasiri (Director General -Maga Naguma). There are another few. We would announced end of the year

■ **On some conceptual Issues you have a different mind set, Why do you treat Positive Thinking as something of no importance or nothing?**

The people who participate in our programs will reply to this. They have learned the actual motivational subject which is really practical. We did not say that there is nothing called Positive Thinking. In a biological sense nothing remains the same. In the Human Brain there is a chemical reaction which is subject to fluctuation with different feeling from time to time. Today Science has proved this beyond doubt. For the past 33 years this subject has been taught and discussed. But where is the relative result? For the past 18 years out of those who participated in our programs, within 2 years we were able to increase the percentage of employee happiness to 67%. We train them in the correct method. If you see in a recent researches or surveys some state institutions come to us for the 3rd or 4th time. In some instances, the employees of these institutions have applied to be trained by us again by handing applications to the heads of these institutions. If you have a vision to represent a human without any pre-conditions, some day that person will return the favour. That's it.

Dinesh Vihagun Fernando can be considered the Most Effected Leadership Trainer in the country who has 12 years of experience in training and development as an organizational change leadership specialist. His leadership and organizational vision is his forte. His views and modern practical methods to change the existing work force behavioral patterns are very commendable. Last year he came across another amazing achievement as the trainer who gathers largest number of public sector Executives to train in just 12 months, during his tenure as the Managing Director and C.E.O. of his elite HIGH BRAND TEAM. He studied International Business at the Cardiff University in Great Britain, where he obtained his MBA. During the past 2 years the number of persons trained by him was in excess of 15,000, which was possible due to his tie-up with the Mirror Modern Educational Project. He is the TRAINER IN THE DECADE

■ **By including the word "Modern" to education, you have subjected the concept of Modern Leadership Education to an open discussion. Is such a discussion necessary?**

The following example has been used by me before to clarify the above. The American South West Airline started as a normal Airline initially. When the head of this Company was asked about the worst nightmare he would wish to avoid befalling his Airline, he replied " the day he would lose the culture they have built up". He also emphasized that profit was not his main concern but the human factor, that's mean the culture. Even if the worlds most reputed Airlines suddenly faced a downward trend, he was confident South West would never face such a scenario. This was due to the efficiency of the workforce and the structure of the Airline. In 10 minutes both passengers and baggage can be offloaded and then reloaded and the plane takes off. South West is the only Airline in existence capable of such a feat. Air France and 12 other Airlines tried to copy that system but failed, because they overlooked the human factor. This involves major restructuring especially the human mindset. The worlds major state and private