

Team 2015-2016

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Secretary

Krishnan Venugopal

Bulletin Editor

S Sasidharan

The four Way Test

- ☀️ Is it the truth?
- ☀️ Is it fair to all concerned?
- ☀️ Will it build Goodwill and better friendship?
- ☀️ Will it be beneficial to all concerned?

Family Gallery



I believe we should all pay our tax with a smile. I tried - but they wanted cash.
A child's greatest period of growth is the month after you've purchased new school uniforms.
Don't marry the person you want to live with, marry the one you cannot live without, but whatever you do, you'll regret it later.
You can't buy love, but you pay heavily for it.
Bad officials are elected by good citizens who do not vote.
Laziness is nothing more than the habit of resting before you get tired.
Marriage is give and take. You'd better give it to her or she'll take it anyway.
My wife and I always compromise. I admit I'm wrong and she agrees with me.

Happy Birthday

Jula G. Zacharia	12.01.2016
Mohammed Saheer	12.01.2016
Vidhu Unnithan	14.01.2016
Shyam Kumar	18.01.2016
Gowri Sankar Unnikrishnan	19.01.2016

Wedding Anniversary

John Thayyil	18.01.2016
S. Murukan	25.01.2016
Anoop Sivakumar	20.01.2016
Lause Antony	20.01.2016
Sivakumar	22.01.2016
Ajith Vani	22.01.2016

Contributions, suggestions can be sent to the editor: alleppeyrotaryclub@gmail.com

Royalweeks



ROTARY CLUB OF ALLEPPEY DISTRICT 3211
CHARTERED AS 7339TH CLUB ON 25.07.1949
We meet on Wednesdays at 7.00pm
at Revi Karunakaran Rotary Hall, Alleppey
Vol : 67 | Issue 3462 Since 1 August 1949 | No. 28 (2015-16)



The Peter Principle

Have you heard of Peter Principle? It is the selection of a candidate for a position based on the candidate's performance in their current role, rather than on abilities relevant to the intended role. This is been in existence for over forty five years when it was first introduced by Dr. Laurence J Peter an American Psychologist. Thus, employees only stop being promoted once they can no longer perform effectively, and managers rise to the level of their incompetence. This simply means anything that works will be used progressively more challenging application until it fails. Employees rise to their level of incompetence and stay there. Over a period of time, every position in the ladder will be filled by someone who is not competent enough to carry out his or her new duties. Have you all associated with this syndrome or a victim of this or at the receiving end because of this? I am sure all of us will have noticed this in someone or within themselves during their working life. Many an employee never realises that they have reached the level of incompetence. They keep themselves busy, never loose expectation of further promotion and so remain happy and healthy. In an organisation ladder every employee tends to rise to his level of incompetence. Work gets

accomplished by those who have not yet reached their level of incompetence. Impressing others will become such a preoccupation that the image and trappings of success are more valued than success itself.

There is often a sense of death when it comes to this. It is considered inevitable. The situation is not altogether gloomy. In some forward thinking companies in India and abroad, most of them in the technical and manufacturing sector, solid steps are being taken to avoid this syndrome. To keep a miss-fit person in a job they cannot perform is not being kind, it is being cruel. But it should not be the reason to let go of the person – the proper course of action is to offer the chance for them to return to their old job or an equivalent. After all they were promoted for their

Continued..

RI-President



K.R. Ravindran

President



Adv. V. Deepak

District Governor



C. Luke

Assistant Governor



Prof. S.Gopinathan Nair

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good work in their previous assignment. These companies have the roles etched and differentiated clearly. They are the technical architect role and the people manager role. Self check is most important. These companies allow a high performing employee working on the technical side, the option of remaining in the technical side.

This syndrome strikes often because organisations do not take its challenge seriously. Taking this head on requires sustained effort and initiative. When someone is being considered for a promotion and a responsible position, the top management should have this employee's entire professional journey mapped and traced from the time he or she started their career. How they coped with change and rose to fresh challenges in the past could be an indicator of they would cope with the challenges for the new role. The top management should have the ability to identify genuine levels and requirements of job performance and attributes. Place people in jobs they can do and for which they are best suited. Super in-competence or super competence may be offensive to the organisation. Accomplishment is inversely proportional to its height. This leads to a tendency for the most powerful person in the organisational ladder to spend all their time performing trivial tasks.

The top management should engage in meaningful conversations with the employee and carry out certain assessments. This could include an aspiration assessment also. May be it is possible that he or she does not really aspire for the position. If they really want this position, it has to be ascertained if they have the skills and attitude that are required for the same. Psychometric assessment and other tools can help draw a picture of where the candidate stands. Based on this necessary skills and a training pattern could be designed for them to qualify for the new role. We can also try out the employee marked for a higher position for a certain period in that role and then decide whether to move or not. If you have an overwhelming evidence that having an employee continue in their current position is in their and company's best interests and individual career path can be drawn for them. Such paths will include different levels of complexities within the current position. Thus the new challenges would keep them happy in their old position and they could be rewarded in ways other than a promotion. Success is a journey, not a destination.

Rtn. PHF S Sasidharan

RI News

RI President's Message - January 2016

There is a story told in my Hindu tradition of two sages, Shaunaka and Abhipratari. They were worshippers of Prana, the wind god. One day, the two men were about to sit down to lunch when a poor student knocked on their door, asking for food.

"No, boy, do not bother us at this hour," was the reply. The student was surprised but very hungry, so he persisted.

"Tell me, honored sirs, which deity do you worship?"

"Prana, the wind god," they answered impatiently.

"Do you not know that the world begins and ends with wind, and that wind pervades the entire universe?"

The two sages were by now very irritated by their impertinent guest. "Of course we know it!" they replied.

"Well, then," continued the student, "if Prana pervades the universe, then he pervades me also, since I am but part of the universe. He is also in this hungry body, which stands before you begging for a bite to eat! And so in denying food to me, you deny it to the very deity whom you say you serve."

The sages realized the student spoke the truth and invited him to enter and share their meal. For they understood, at that moment, that by opening the door to one who sought their help, they were not only serving that individual – but reaching toward a larger goal.

Our experience of Rotary is, for the most part, based in our own communities. We meet every week in our clubs, in the same places, with the same familiar friends. While almost all of us are involved in some way or other in international service, the Rotary we see and share from day to day feels very local. It can be easy to lose sight of the larger picture – of what our service truly means.

Every impact you have as a Rotarian, individually and through your club, is multiplied by the power of our numbers. When you feed one person who is hungry, when you educate one person who is illiterate, when you protect one child from disease, the impact may seem small. It is anything but. For it is only through the power of numbers, through the power of our individual actions and gifts, that we can have the impact we seek: to truly Be a Gift to the World.

K R Ravindran RI President 2015 - 16

Three month calendar of events

January, 20, 2016

District Governor's visit to the club
at Revi Karunakaran Rotary Hall, Alleppey

February 06,07, 2016

District Conference
Winsdor Castle Convention Centre, Kottayam

June 19, 2016

Awards Night
Trivandrum Club, Trivandrum



Club Business

A big thanks from Rtn. George Thomas (President Elect for the year 2016-17)

I feel honored and humbled for having been elected as the president of our club for the year 2016-17. I take this opportunity to express my sincere thanks from the bottom of my heart for your kind gesture. At the outset, I bow my head with utmost humility in front of all veteran past presidents and other honorable members of our club. I may also place my respectable homage to the departed souls of late Rtn. Gopakumar and Rtn. George Varghese who left us for heavenly abode. I assure you all, that I shall perform the duties assigned to the president to the best of my ability so as to rise to your expectations and at the same time I seek your whole hearted co-operation and support for the smooth functioning of our club. I know that the President ship of any club for that matter is not a bed of roses and at the same time it's neither a bed of thrones too. Nevertheless with the blessings of the Rotary fraternity in general and the members of the ROTARY CLUB OF ALLEPPEY in particular, we can make Rotary year 2016-17 as bright as yester years.

A Big thanks to one and all once again.

Rtn. George Thomas

Minutes of the meeting held on 2nd January 2016, Family Dinner

Meeting started with Sergeant-at-Arms leading the Ceremonial Procession, Sergeant - At – Arms adorned President with Collar. The meeting was called to order by the President Rtn. Adv. V Deepak. Rtn George Zachariah George invoked the blessing of Almighty. Rtn. Moncy Varghese welcomed the gathering and a bouquet was presented to Chief Guest Rev. Fr. Thomas Maliakkal Executive Director Sahrudaya Hospital. Following Rotary Anns sung Carols which elevated the spirit of day. In Presidential address Adv. Deepak wished everyone season's greetings; he mentioned X'mas propagates life's rhythm and melody. He explained the concept behind X'mas and urged let the spirit of X'mas help everyone overcome from committing sins. Presence of Mr. Miachel Mathai, President of YMCA was acknowledged. Rtn. Antony Malayil introduced chief guest, with a brief bio data which covered his childhood, education and previous responsible posts he has held. Rev. Fr. Thomas Maliakkal in his address his gratitude for inviting him for such a noble function, He said a person gets closer to god when he incorporates "Karuna, Dhaya and Nanma" in his life. He quoted couple of real life incidents which he has gone through in the past which are eye openers for many of us. He asked the parents to raise their kids as God Fearing. Then Rev. Fr. Thomas Malikkal discharged the traditional custom of cutting the cake. Following Annett's dressed in Santa costume performed and distributed sweets and Gifts. Felicitations were offered by Rtn. Babumon Chairman FIRE, GGR Rtn. S Murugan, Rtn. Shaji Antony President RC Alleppey Coir City. Annett Greeshma then entertained everyone with a beautiful song. President Rtn. Adv. V Deepak then presented a memento to Chief Guest Rev. Fr. Thomas Maliakkal, and distributed gifts to Ann's and Annett's. Secretary Rtn. Krishnan Venugopal in vote of thanks extended a heartfelt thanks to Rev. Fr. Thomas Maliakkal, also thanked all Rotary family members and Invited Guests for attending meeting. He concluded with a special thanks to MC's Rtn. George Z George and Annett Greeshma and also Ann's and Annett's for their entertainments. He extended sincere thanks to hosts Rtns. Moncy Varghese, Antony Malayil, John V George, John Mathew, Tomi Pulikattil, Aju Jacob Mathew, Cherrian, Adv. Babu Joseph, Cijo Alex and George Zachariah George. Then the meeting was adjourned by the President.

Rtn. Krishnan Venugopal

Tea Host for Regular Meeting on 13.01.2016, Rtn. Mohammed Sali

Christmas & New Year Dinner Meeting 2016



For Private Circulation only.

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Printed by Koral Graphics, Alappuzha

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