



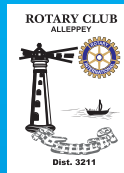
Royalweeks



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

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Make in India is all about increasing Indian manufacturing and the ones who would actually make this happen are shop floor technicians, engineers, designers, programme managers, etc.

One of the key emerging trends is increased focus on improving skills of employees. The trend to coach and mentor junior employees and guide them to improve their skill sets would play a significant role in improving skill sets in the coming times.

Skilled workers are required in design and engineering, project planning, execution, erection, commissioning, operations and maintenance, transmission and distribution, trading and regulatory, renewable energy and manufacturing. Talent in many of these areas is still untapped. For the engineering and manufacturing sector, as in any other type of jobs, besides technical skills, the management is keenly looking forward to a distinct kind of skill in its potential employees. Whatsoever role you may look forward in an organisation, possessing strong soft skills can put you steps ahead in the competition and make you the true professional.

I hope you found the tips on adjusting into the big world helped. Continuing

and assuming you are successful here is this week's thought how important is soft skills in the big world.

How Important Are Soft Skills?

In today's world, clearing a job interview requires much more than academic qualifications and an impressive resume. Many a times we come across people who fail to make to the top in spite of possessing the best of technical knowledge. What do they lack? Soft skills, of course.

Broadly speaking, soft skills are a set of personality traits that help a person to interact effectively with colleagues, superiors and professional dedication for completing a task without taking any work pressure. These include self-awareness, facility with language, sense of

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Peace is not the absence of conflict; it is the ability to handle conflict by peaceful means. *Ronald Reagan*

Conflict grows out of ignorance and suspicion.

Whenever you are in conflict with someone, there is one factor that can make the difference between damaging the relationship and deepening it. That factor is attitude.

No one has ever made himself great by showing how small someone else is.



RI-President



K.R. Ravindran

President



Adv. V. Deepak

District Governor



C. Luke

Assistant Governor



Prof. S.Gopinathan Nair

responsibility, team-playing abilities, flexibility, friendliness, and many more. Soft skills complement hard skills, and in a world where the premium is placed on interactivity and communication, can be an invaluable asset for an individual. In other words it refers virtually the way one carry themselves in the professional world.

All those who have attended grooming classes or read articles on personality development must have recognized the tremendous emphasis placed on individual's outward appearance. This, of course, is done to create a favourable first impression, which in many cases, also becomes the last. In an interview, you have a fixed quota of time to impress your interviewer, and it is necessary for you to come up with your best in such a situation. People who can communicate effectively, flinch less under pressure, possess good diplomatic skills and sound convincing in their responses are likely to sail through an interview, even with lesser qualification than some of their competitors who are devoid of these soft skills. Are soft skills hard to acquire? Not really. Developing soft skills is an art, and with practice, one can really improve. One may not find it easy to change the way one thinks, but can definitely strive to project a better self before the world. An honest introspection can go a long way in helping you to understand your weaker points. If you have difficulties speaking to others, practice talking in front of a mirror. A direct look in the eye, a firm handshake accompanied by a gentle smile can work wonders in making a positive first impression. Dressing appropriately for an occasion, maintaining personal hygiene are some of the basic steps you can take in order to improve your soft skills.

The most important soft skills:

Communication: Communication skills are always top of the essential skills in any job. People with strong communication skills can build long term relationships. They are also good listeners.

Making decisions: This skill is valued by all employers. Being able to make the decision is the key to life. Sometimes the actual decision may not even matter, the fact is that you have made one and moved on.

Self-Motivation: People who are self-motivated get on by themselves. They do not need supervision and are good to work with and their attitude is positive. It also helps to work on your personal resilience and adaptability to change.

Leadership: This set of skills is the least we expect anyone to develop themselves. Attend various training programmes and read a lot on how to develop this skill.

Team-working: Again various training programmes are available. But we should possess good communication and listening skills and ability to build a rapport. A Positive attitude is a must for this skill.

Creativity and Problem solving: This skill is highly valued since they are hard to find. Many think and believe that creative thinkers are born with this skill. Maybe, but one can develop them if you work to do so and with the right attitude.

Time management and ability to work under pressure: Many say that these two skills often go hand in hand, is more an attitude than skill. These also can be developed and honed. Highly valued by employers, this skill is very useful in organising a family or a team and making sure that the job gets done.

Soft skills, of course, mean a lot more than just outward appearance. The ability to remain firm under pressure, dealing diplomatically in tense situations, making instant decisions, being a team player, and exhibiting an eagerness to be on a continual learning curve are some of the more important aspects that employers look for while recruiting a person. With proper soft skills, a person may be able to convey all these in the short span of an interview. This substantiates its necessity, and its prime importance to someone who aspires to climb to the top of the success ladder.

Rtn. PHF S Sasidharan

Club Business

Minutes of the meeting held on 2nd March 2016

The meeting was called to order by the President Rtn. Adv. V Deepak. Rtn. Ajithkumar R N invoked the blessing of Almighty. One minute Silence was observed as mark of respect to P K Krishnaswamy, past member and father of Rtn. Vinod Balaji. In Presidential address Rtn. Adv. Deepak expressed his gratitude to the members for making Vocational Service Excellence Award meeting a grand success, he said awardees were very deserving and where from humble backgrounds which added more meaning to the Awards. He informed the members that on 9th March a Zonal Seminar is being hosted by our club on "Peace and Conflict" Rtn. Manoj John from RC Chengannur will be the main speaker. President shared his views on the recent National Budget and he expressed his happiness that Kerala has been allocated a huge sum of 14232 crore for catering different needs.

Rtn. Kumaraswami Pillai said he felt it's a good budget which gives more emphasis on Agriculture and Infrastructure, its right time for focus upon infra as it has been in poor state for past 67 years. Regarding Fuel Policy he informed about new deal which India has struck with UAE which allows them to store their oil produce in India and out of which 2/3rd will be for domestic consumption. Overall it's a "Pro Development" Budget. Rtn. George Thomas said tax on PF withdrawal is not impressive as working class relies heavily on PF for inevitable expenses, the stock market rise and INR appreciation shows budget is on right direction. Rtn. Jacob Neroth invited members to attend a Budget Analysis by Venugopal C Govind organized by AMA on 5th March, he also informed that oil prices are still high reason can be India has existing contracts with countries where price of barrel is high compared to current price.

Rtn. Sajan Nair said tax exemption for startups can be considered as a very significant proposal, and he considers tax on PF and increasing Service charge are a cause of concern, over all a balanced budget. Rtn. N A M Kunju opined that budget is good but it will take time to yield results. Secretary Rtn. Krishnan Venugopal read out anniversaries for the coming week. He thanked Rotarians for expressing their views on Budget and also thanked Host. Rtn. Shan T P for hosting the day. Then the meeting was adjourned by the President.

Rtn. Krishnan Venugopal

Rotary Club of Alleppey welcome all Rotarians of Zone 20 for the zonal seminar on Peace and Conflict Resolution 09.03.2016

CONFLICT

- HAPPENS ALL THE TIME
- IS PART OF EVERYDAY LIFE
- OCCURS ACROSS ALL AGE GROUPS
- CAN HAPPEN TO ANYONE
- CAN BE PERSONAL OR GLOBAL
- HAS MANY DIFFERENT CAUSES
- CAN ESCALATE IF NOT RESOLVED
- IS NOT ALWAYS NEGATIVE
- CAN BE SOLVED IN DIFFERENT WAYS

WHAT DOES CONFLICT MEAN TO YOU?

Peace and conflict studies is a social science that identifies and analyses violent and nonviolent behaviours as well as structural mechanisms including social conflicts with a view towards understanding these processes which leads to a more desirable human condition. You like the conflicts you are in. For example your teenager yells at you, your spouse is giving you silent treatment, your co-worker is making your life difficult, your boss is a jerk, and you like troubles people are creating for you. Who in their right mind will like this? No one.

So while you do not like the suffering, you like the innocence you find in suffering. In a perverse way you come to prize the suffering, the problems others are creating around you and the conflicts you remain embroiled in. This mistreatment by others justifies one's hypercritical view of them. When you choose to see people as objects, you perceive them poorly. This invites them to respond poorly to you. These you count as your justification for mistreatment, which then you end up valuing problems more than solutions and conflicts

more than peace.

Until everyone see their conflict partners as people or human beings with hopes, dreams, cares, fears as real as their own, they need justification more than resolution. They are both unwilling and unable to find creative, mutually beneficial possibilities. Until they get in their right minds, these people find too much advantage in problems to be able to find lasting solutions. When you discover the nature and anatomy of peace, you will be able to end the wars and problems that divided each other. The question for each of us is whether we can do the same. Our co-workers, family, and neighbours –can we see them as human beings or people or do we see them as objects. This is the heart of the matter. This is the question that determines the length, breadth and intensity of every conflict. Once understood, there will be lasting peace and trust and conflicts resolved.

HOW TO RESOLVE CONFLICT

COMMUNICATION

- Listen without interrupting.
- Show understanding of the problem.
- Present your point of view.
- Explain how you feel.

NEGOTIATION

- Brainstorm possible solutions.
- Accept the need for compromise.
- Choose the fairest solution.
- Implement your plan.

CONSOLIDATION

- Evaluate your plan.
- Communicate your feelings.

Those who make peaceful revolution impossible, make violent revolution inevitable.

John F. Kennedy

What is PEACE?

Peace is a state of harmony characterized by the lack of violence, conflict behaviors and the freedom from fear of violence. Commonly understood as the absence of hostility, peace also suggests the existence of healthy or newly healed interpersonal or international relationships, prosperity in matters of social or economic welfare, the establishment of equality, and a working political order that serves the true interests of all.



Peace and Conflict Prevention/Resolution Statement of Purpose and Goals

TRF enables Rotarians to promote the practice of peace and conflict prevention/ resolution by:

1. Training leaders, including potential youth leaders, to prevent and mediate conflict;
2. Supporting peace-building in communities and regions affected by conflict;
3. Supporting studies for career-minded professionals related to peace and conflict prevention/resolution.

Rtn. PHF S Sasidharan

09/03/2016 Zonal Seminar "Peace and Conflict Management" Host Rtns. George Samuel and Kumaraswami Pillai.

Calender of event: June 19, 2016 Awards Night, Trivandrum Club, Trivandrum

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