When I took over the family business, it had already been a publicly traded com pany for 20 years. During one of the first annual meetings I attended, on shareholder stood up and advised r. that I should resign

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dence of emplovees at all levels by reaching out to them and establishing a rapport as well as understand the ecosystem.

Hands-on candidates with high action orientation tend to do better in a family business.

* Good people/

relationship skills: Candidates with excellent people/relationship skills tend to do well as it is very important that they be liked by people. Otherwise, there is a tendency for the candidate not to be accepted and supported. The ability to strike a rapport at all levels is a huge advantage as existing teams typically dislike change and often have a vested interest in the status quo. Therefore, the ability to strike the right chemistry first with the owners, and then the team below - is very critical.

* Ability to work hard and sincerely: As owners are generally very hard-working, they tend to lose confidence in a candidate wanting a good work-life balance. They like to see the same degree of passion and intensity in a candidate that they themselves exhibit. At the same time, they respect candidates who work with sincerity and feel a love and a sense of belonging to the organisation. They can discern very fast if the candidate

has a hidden agenda, which is not compatible with theirs.

* Respect for their values/ culture/ecosystem: Finally, it is very important that the candidate respects the values of the company. Generally, the ecosystem is simple, informal, straightforward, unstructured with high resultand bottom line-orientation. Decision-making fast, and promotions & rewards can be fast if the candidate is a performing one. Risktaking capacity is high, as can be financial rewards as there are a number of candidates whose remuneration package has more than doubled in 2-3 years, which does not generally happen in an MNC, with stocks as an additional gain. Therefore, if your DNA

is compatible with a fam owned business and y have the right competenci the rewards can be hu It is not for everyone, so be t ry. However, it is critical you to remember th it is most important to stri the right chemistry w the owners, which mea understanding their idiosy crasies and adapting to the and their mindset.

For the promoters of family-owned business, it very important to understal the candidate's DNA at whether that is compatible, recruiting the candidate b sed only on skills and comp tencies can lead to a mis-t ring, which is both painful a well as frightfully expensive

The writer is the MD Executive Access (Indi.

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Designed to work

Is your workplace high on aesthetics? Or does your workstation intimidate you? We throw light on the importance of a modern, well designed workspace

Anisha.Sahijwala@timesgroup.com

n a day and age when profession-als spend most of their time at Lwork, it is important for organisations to design their workplace to suit the needs of employees. Workplace interiors speak of the organisation. And with an increasing number of companies cost-cutting, this potential branding tool is being sidetracked. Abhinav Shetty, an interior designer explains. The designing of a workplace should be planned with the occupants in mind. Basic design elements include access to daylight, exterior views, and open design concepts that encourage multipurpose meeting areas. A well designed workplace can help make the most of available space, yet motivate employees to give their best. When a potential client walks into your space, they should immediately understand your business focus and philosophy." Here are tips that will help you design

your workplace:

Space counts Since professionals spend most of their time at work, it is important for them to enjoy their workspace. Most organisations, to save resources, tend to overuse the office place. "Every employee must be given their space. The space between my desk and the neighbouring desk is less than a foot. While we make sure we put in our best, we need our privacy, too. With so many employees made to work in a limited space, the office looks cluttered as well," says IT professional Sanaya Dhar.

Storage matters Every workstation in an office must have a dedicated storage unit. While most companies believe that documents can now be stored online, many

employees yet vouch for the importance of a dedicated storage unit. Explains Sumit Bhatia, a CA by profession, "Storage space is absolutely essential - irrespective of the work profile. Our company makes sure we make the best of technology as well as the infrastructure to keep our official documents secure. Apart from storing documents, these storage units are used to keep certain personal necessities handy."

"Storage space is important since it cuts the cost of leasing a space. Ample workstation storage also helps keep a tab on your work profile. A dedicated storage space also improves efficiency," shares Shetty.

Cabin cut

Thanks to innovative designs and revised HR policies, most companies today have done away with cabins. Except for senior management personnel, most offices now encourage open work stations to save space, and encourage interactivity. Elaborates Shetty, "With property prices increasing, providing cabins to most professionals is expensive. Multiple cabins require larger work space, extra expenses, made-to-order furniture, cost of installation of ventilation, electric, acoustic systems, etc. Besides these, open workstations encourage team building and employee- boss rapport"

Theme thought

Workplace interiors speak a lot about the organisation, the brands, its products and what its focus is. And the most recent trend is to have a themed workplace. For example, à website designing firm will have their office designed keeping their work profile and company product in mind.

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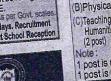
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Under Four Tier Flexible Faculty Structure (Ph.D. Completed)
Adjunct Assistant Professor of Practice on contract (Temporary)
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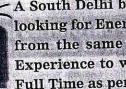
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The position requires extensive travelling, meeting and building relationships with key architects and handling customer interactions; Candidate should be well spoken, committed with pleasing personality and have minimum three years relevant experience in building material industry.

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Due to no response to E-NIT No.: 06/ PSDF/KMP/Kangan of 2016-17 dated: 23.09:2016, the last date for submission of e-bid and opening of Technommercial bids are hereby extended as under :-

Co	mmercial bids are hereby extended as und	04.01.2017 at 2.00 PM
1	Last date for submission of E-Bid Last date for submission of Hard Copies	06.01.2017 at 4.00 PM
2	Date popening of Techno-	09.01.2017 at 2.00 PM
3		ng eystem (High Mast) in B

Further quantity of item No. 09 i.e. lighting system (High Mast) in BOQ shall be treated as two no's in place of one no.

All other terms and condition shall remain the same as laid down in the N.I.T.

Y.P. Bhagat **Executive Engineer,** Sub Nodal Officer, for PSDF Kashmir Province.

DIPK No. 8938

WEST CENTRAL RAILWAY

E-TENDER NOTICE Date- 16.12.2016

Lt.no. BPL/H/9/BINA/CONT./2016-19 Chief Medical Superintendent, West Central Railway Bhopal on behalf of the President of India invites E-tenders, Completed E-tender documents will be received up to scheduled due date of 26-01-2017, 15:00 up to hours and shall be opened at CMS/WCR/BPL office on same date at 15,30 hours in presence of tenderer who choose to be present of scheduled date. Sr.No.1, Name of work: Daily Door to Door collection of the segregated Sr.No.1, Name of work: Daily Door to Door collection of the segregated garbage from the nearly 715 railway quarters of all types with surface Cleaning & Sweeping of the common open areas, Roads and Drains of the west Railway Colony and Hospital premises of the Sub Divisional Railway Hospital Bina with collection of garbage to the main dustbins of Colony/Hospital at Noted Places and then daily disposal of the collected garbage to the Trenching Ground Nominated by the Municipal Body of the Bina as per norms of MPPCB by Tractor Trolley. Estimate cost: ₹79,89,497.00, Earnest money: ₹1,59,790.00, Cost of tender document: ₹5,000/-, Perlod of work: 03 years/1095 Days, Minimum Eligibility Criteria:-A-The tenderer Should have physically completed in last three financial years (i.e. current year and three previous financial in last three financial years (i.e. current year and three previous financial years) at least one similar nature single work, minimum value of 35% of advertised tender value of work. B. Total contract amount received during the last three financial years and in the current financial year, should be a minimum of 150% of advertised tender value as per audited balance sheet duly certified by the Chartered Accountant. For the last financial year ended and /or the current financial year if audited balance sheet is not available, contractual amount received duly certified by the chartered accountant should be submitted as a proof of turnover. Alternatively at least payment certificates from Central Govt./State Govt./Central PSUs/and other Government agencies for minimum of 150% of advertised tender value may be submitted. Tender document will be issued by this office against remitting specified tender cost after producing necessary document till 01 day of opening to that tender. Tender document should be accompanied with earnest money submitted online in favor Sr. Division Finance Manager WCR/BPL tender document will be reserved with Chief Medical Superintendent Bhopal. All rights are reserved to CMS Bhopal WCR. All details available at the website Visit http://www.IREPS.gov.in (E-Tender) Details. CMS/WCR/BPL

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Office of the Special Commissioner (Estate/Welfare/Education), N.R.Square, Bengaluru-560002. Ph: 080-22975544/22112585

Dated:20-12-2016 No.AC/EST/EC/PR/07/2016-17

TENDER NOTIFICATION

(Through GoK e-Procurement Portal http://eproc.karnataka.gov.in Only Bruhat Bengaluru Mahanagara Palike (BBMP) is desirous for "SUPPLY INSTALLATION AND COMMISSIONING OF COMPUTERS, PRINTERS, UPS, SCANNERS AND OTHER **EQUIPMENTS FOR BBMP**

The tenders will be opened at the Special Commissioner (Estate/ Welfare/Education), BBMP Head Office, Bengaluru on 23-01-2017 at 15.00 hrs. in the event of the Specified Date of Tender Opening being declared a Holiday for the Employer, the Tenders will be opened at the Appointed Time and Location on the Next Working

- 1) Tender documents may be downloaded from Government of Day. Karnataka e-Procurement website https://eproc.karnataka.gov.in/ eportal/index.seam under login for consultants.
- 2) Tenders must be accompanied by earnest money deposit which will be paid online through e-Procurement portal.
- 3) Tenders must be electronically submitted (on-line through internet) within the date and time published in e-procurement portal.

Name of the work SI. in Rs. des and Commissioning of

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CO-TEACHER: Graduate with good communication skills, positive attitude and desirous to work with children.

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FRENCH TEACHER: Post Graduate/Graduate/Advance Diploma in French from a recognized institute.

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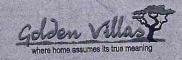
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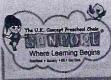
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Junior Officer (A&F)	1		35 years	3 years
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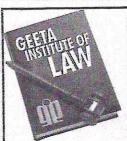
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