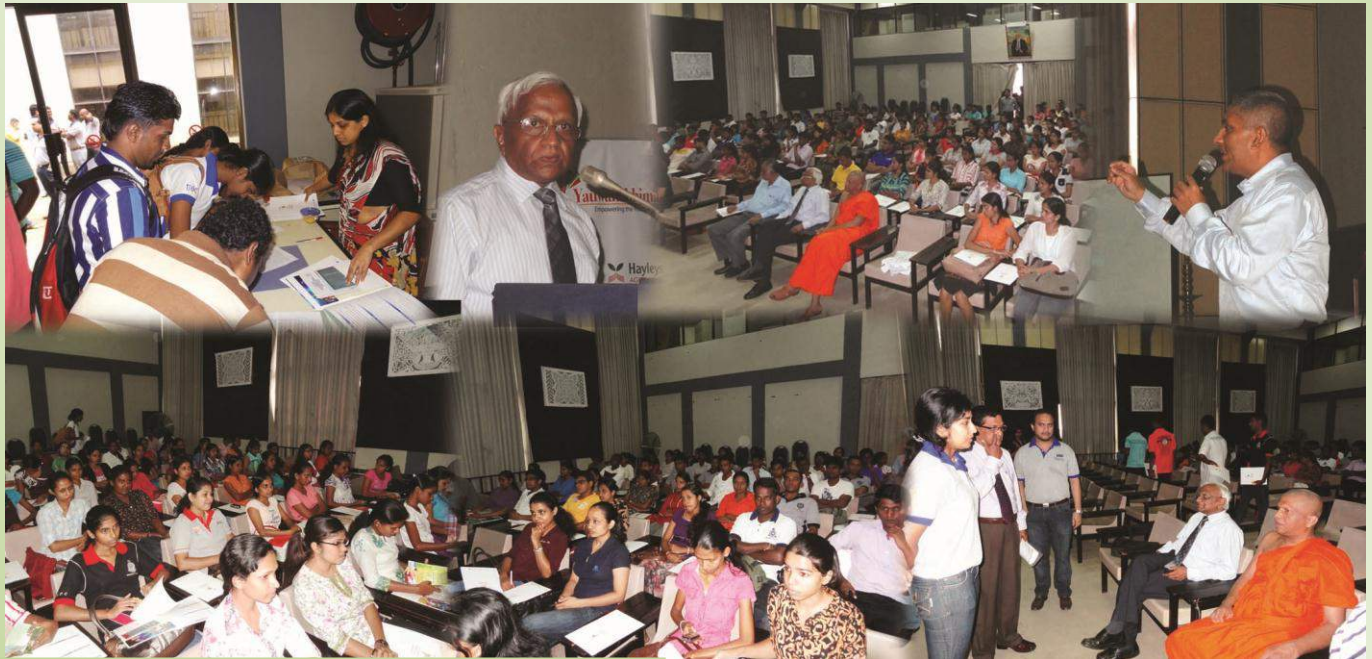


## Career Guidance Seminar – University of Colombo

“HNB Yauwanabhimana” sponsored a career guidance seminar at the University of Colombo. It was organized by the Executive Committee of the Alumni Association for the final and penultimate year undergraduates of the Faculties of Arts, Education, Management & Finance, Law and Sciences.

The seminar was held at the Prof. Samaranayake Auditorium in the University premises on 09<sup>th</sup> February from 9.00 am to 3.00 pm with the participation of 200 undergraduates. It provided insight in general to the challenges to be faced, soft skills and attitudes required, opportunities, avenues and benefits available from the private sector in particular the corporate and banking sector. Eminent speakers’ corporate personalities were present as speakers at the seminar. Mr. Ravi de Silva – Director, Delair Travels Pvt Ltd / Delship Services Pvt Ltd / Delmage Academy of Languages & Skills, Mrs. Padmini Samarasinghe – Former Financial Director of Browns Group and at present a corporate trainer in Professional Communication Skills, Mr. Chanakya Dissanayake - Director/Senior Vice President, Global Head of Strategic Initiatives, AMBA Research, Mr. Isuru Thilakawardena - Head of Human Resources at Commercial Bank of Ceylon Plc, Mr. George Jesuthasan - Founder / Director Micro Bytech International Pvt Ltd and Mr. Susantha Gunawardana – Assistant General Manager Training, Aitken Spence Hotel Management. A certificate of participation was awarded at the end of the event to all participants.

The participants were enlightened on the Educational Loan Scheme of HNB which offers competitive rate of interest for higher education, professional qualifications and career development.



“This is a great experience on the pathway of our university academic career. This is beyond the normal attitude empowering seminar. It brought a great help to make our own goal to a success. It was good career guidance to us with good attitude, positive thinking and full of mindfulness”.

“මෙම පුහුණු වැඩසටහන අපට ඉතාමත් වටිනා අත්දැකීමක් වූවා. ආරම්භ කිරීමට යන්නාවූ වෘත්තීය ජීවිතය සාර්ථක කරගැනීමට අවශ්‍ය අධිකාරමක් මෙයින් වැටුණි. වෘත්තීය සාර්ථකත්වය කරා ලඟා වූ ඉහල මට්ටම්වල සිටින අයගේ අත්දැකීම් බෙදාගැනීම මෙම වැඩසටහන පිටුවහලක් වූණි. මෙවැනි වැඩසටහන් ඉදිරි වැඩලෝකයට උචිත සාර්ථක සේවාදායකයන් බිහිකිරීමට ඉවහල් වෙයි.”

Statements from participants



## Improve Agri Finance Systems & Procedures of HNB

A team of Consultants from India is working in collaboration with the Development Banking Division to improve the Agri finance systems and procedures of HNB. Redesigning of the agri credit origination, development of an agri finance manual and market intelligence database are the deliverables from the consultation.

Initial visit by the consultants took place in September 2012 during which they collected information regarding the existing agri credit origination mechanism and engaged in a field visit to Tissamaharama. The second visit in February 2013 allowed the customization and fine tuning of the templates and drafts to suit the context of HNB.

The agri finance manual is expected to assist towards making delivery services more effective with greater focus on tailor-made solutions to suit the specific Development Banking needs of each of the core economic sectors. An agriculture database enables the Bank to assess the market needs with concerted focus on the primary and secondary development banking needs sector-wise, and this tool will enable the Bank to leverage its creativity towards tailor-made solutions. This will be a first in the history of Development Banking in Sri Lanka.



## Israel Learning's - Knowledge Dissemination Program

Subsequent to the Exposure Study Tour to Israel in the latter part of October 2012, a knowledge dissemination and awareness program was conducted to share the learning's of the study tour by the team of 05 senior level officials led by Deputy General Manager – Development Banking. The program held at the HNB Head Office Training Center with the patronage of Development Banking Division was attended by all agriculture officers attached to Development Banking Division.

The study tour covered various key aspects in agriculture related innovations and modern technology adapted by the Israel in boosting productivity. The program set platform to discuss and study the relevance and adaptability techniques used in Israel to suit the Sri Lankan context. A much valued session was conducted by Mr. R S Wijesekera, Director of Agriculture Department at Gannoruwa, Peradeniya, sharing his views, experiences and the possibility of implementing such techniques in Sri Lanka. The Development Banking Division is planning on the mechanism to share the knowledge gained among the farmers in different areas of the county in collaboration with the Department of Agriculture.



Reported by: Mr. Johnson Rayappan – Executive

## Empowering Youth of Pelmadulla

In continuing on with the second leg of empowering Youth in the area, an awareness and empowerment program was held at the Pelmadulla Youth Center on 23<sup>rd</sup> January 2013. It was organized by the HNB Pelmadulla Customer Center under the guidance of Development Banking Division and Regional Head of Uva Sabaragamuwa Region.

The program was attended by 70 talented and aspiring young individuals looking forward to starting a career. Value of savings, importance of saving with a bank, benefits to youth from 'HNB Yauwanabhimana' the dedicated youth account was discussed at the program. Session was conducted by the Mr. E A D Sanjeewa, Manager Pelmadulla with the assistance of the Staff.

**Reported by: HNB Pelmadulla**



## Annual Get-together

The 07<sup>th</sup> annual get-together of the Project GP Circle of the North Central Region (NCR) took place on 11<sup>th</sup> January 2013 at the Hotel Sanasuma, Kurunegala. The event is a brainchild of retired Mr. G R Weerasekera, Manager Development Banking NCR. 35 GP officers and project executives of the region were present at the event. It was an exciting event building on team spirit and unity among the GP staff resulting in a morale boost and productivity. The Deputy Regional Head (NCR), Senior Manager Development Banking and staff attended the event organized by the Project GP circle of NCR.

**Reported by: Project GP Circle of NCR**





## It really began in 1997.....

Having completed Advanced Level in 1995 in Commerce Stream, I was selected to the University for B-Com. Additionally; I carried the experience as a college Prefect cum platoon sergeant of the National Cadet Core. These paved way for my ambitions even though they were not interconnected, yet admired by me in an equal manner. One ambition was to join the Sri Lankan Army as a cadet officer and the other was to become a Banker at Hatton National Bank. My parents were banking with “The partner in progress” since my childhood and HNB indeed was my top most selection as well among other financial institutions. With the patient guidance of my parents, the future path I tread was selected and the rightful selection was to become a banker at HNB. Even though I have been involved in developing my leadership skills from school days, the turnaround really began in 1997.

I joined the Bank on the 14<sup>th</sup> July, 1997 as a Gami Pubuduwa Upadeshaka (GPU) also known as a Field Officer, in the largest batch of 56 in the history of the Bank. We were trained and educated by the Bank officials, simply to be leaders to the community and to be with the people irrespective of their social and economic status. As Field Officers, we would visit the villages and became the link between the Bank and the Community. We would assist the community to develop themselves not just economically but socially as well.

The satisfaction we earned being a Field Officer, witnessing the gradual development in terms of financial and social enrichment of the rural client financed and guided by us was immense. At the community, we were offered with the opportunity to deliver speeches to the public, which developed our public speaking skills in a tremendous way. We would instinctively provide solutions for the financial problems as well as personal problems making us better problem solvers in the competitive financial environment. The involvement of the GPU's in credit analysis for many a years' give them a competitive edge in quality portfolio management with an improved sense in identifying feasible lending opportunities. Having dealt with people from different walks of life, GPU's are molded out to be better man managers with developed HR management skills.

GPU's have to organize themselves to accommodate varying set of duties on the day-to-day work arena. Therefore, prioritizing work plays a major role to be able to effectively contribute and even organize events on behalf of the Bank. Thus, the scenario facilitates the self-organizing skill development and also encourages us to push ourselves to be methodical in approaching work. These are only a few qualities that a GPU gains from the Gami Pubuduwa Scheme but the list goes on.

In a nutshell, the Gami Pubuduwa Scheme and the transformation in serving as a GPU to a Banker is “A well-organized true leader, who can provide best solutions by keeping the mind and heart in the same platform and deliver wisdom to stakeholders”.

I take this opportunity to convey my sincerer gratitude to the management for identifying me for the promotion to the grade of Executive and hope this positive scenario will continue to identify better managers with better footing, nourished by Gami Pubuduwa concept.

**Samaka Fernando**  
**Executive – Wattala Branch**  
**(A Banker who grew with the Gami Pubuduwa Scheme)**

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