

ഈർജ്ജ സംരക്ഷണം ശീലമാക്കുക.
വൈകുന്നേരം 6 മുതൽ 10 വരെ വൈദ്യുതി
ഏറ്റവും കരുതലോടെ ഉപയോഗിക്കുക.

60th ANNUAL GENERAL BODY OF OUR ASSOCIATION HELD AT FINE ARTS

HALL, ERNAKULAM ON 19-5-2013.

Diamond Jubilee of KSEBEA's AGB was inaugurated by the Minister for Power and Transport Mr. Aryadan Muhammed. The meeting hosted a National Level Seminar on Grid Connectivity of Renewable Energy and Issues and Solutions. Er.R.Sreeraj, (Assistant Engineer, Electrical Section, Thengana) of Kottayam unit was selected for the Best Distribution AE Award 2012-13.

RETIREMENT

Er. Sasi C.K., AEE Electrical Subdivision Ramapuram and Er. Simon V. Philip AE 220 kV switching station New Pallom, retired on super annuation on 31/05/2013.

We wish these members a very happy and prosperous retired life.

UNIT OFFICE BEARERS FOR 2013 -14

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Members are requested to give articles to the Power Scene either to the Editor or the Area Representatives. Articles from family members are most welcome. Articles may also be mailed to ksebeakottayam@gmail.com

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K.S.E.B. ENGINEERS' ASSOCIATION, KOTTAYAM UNIT

Volume I

No. 7

Empowerment of Employees for Organisational Uplift and Performance

(Contd from May 2013 issue)

M. Anil

INGREDIENTS OF EFFECTIVE TEAMS.

1) Supportive Environment: Team work is most likely to develop when management build a supportive environment for it. Creating such an environment involves encouraging members to think like a team, providing adequate time for making and demonstrating faith in member's capacity to achieve. Supportive measures such as these help the group to take necessary first step towards team work. Since these first steps contribute to further cooperation, trust and compatibility ; supervisors need to develop an organisational culture that builds these conditions.

2) Skills & Role clarity: Team members must be reasonably qualified to perform their jobs and have the desire to cooperate. Members can work together as team only after all the members of the group know the values of the all others with whom they will be interacting. When this understanding exists, members can act immediately as a team without waiting for an order. Ie, teams respond voluntarily to the demands of the job and accomplish team goals. TEAM WORK depends upon the performance of every member.

3) Superordinate Goals: A major responsibility of managers is to try to keep the team members oriented towards their overall task. Sometimes, an organisation's policies, record keeping requirements and reward system may fragment individual efforts and discourage team work. In such cases, a super ordinate goal, which is higher than the goal of individuals; that integrates the

efforts of two or more persons, can be suggested. Super ordinate goals can be achieved if all the parties carry their weight. Such goals serve to focus attention, unify efforts and stimulate more cohesive teams. Several minor internal conflicts can be resolved, when recognising super ordinate goals.

4) **Team Rewards:** Another element that can stimulate team work is team rewards. They may be financial, or in the form of a recognition. Rewards are the most powerful, if they are VALUED by team members, perceived as possible to earn and administered contingent on the groups TASK PERFORMANCE

5) **Empowered Teams:** Motivation of members plays a powerful role in the success of the team. Team members will feel more motivated and empowered , when they,

- Share a sense of potency(have a "can-do" attitude)
- Experience meaningfulness(have a commitment to a worthwhile process)
- Are given autonomy(have freedom and discretion to control resources and make decisions)
- See this impact on results(can access, monitor and celebrate their contributions and results)

- The interactive combination of these four forces can produce dynamic team capable of providing outstanding job turnover and capable of delivering exemplary customer services aimed at achieving customer delight.

Process for superior team development

The elements that must be included in a strategy for building superior teams in an organisation as strategy for empowerment throughout an organisation are

- 1) Identify the opportunity for team development
- 2) Develop and communicate the meaning of the team.
- 3) Provide organisational support required for team development
- 4) Equip people with skills required for team development.

Each organisation typically has projects, committees and councils which could improve their performance if they know how to make the most use of their mental resources and developed into teams of empowered people. Teams can be formed between suppliers and customers(internal and external). Teams can be formed to address certain specific problems. Teams can be formed to improve a process or to take over the management of a process. Interface or cross functional teams can be formed to improve the cooperative performance of all kinds of work groups for example between research and design, between design and production, between production and marketing and between marketing and sales.

The meaning of TEAM: The common sense meaning of team is that it is a set of at least two people who are cooperatively engaged in the performance of some task or work. For team performance and development to be an effective strategy for empowerment and continuous improve-

ment people in an organisation require a more concrete idea of what they are trying to create.

Teams are usually multidisciplinary in nature and the contribution of the members add up or multiplies so that the conceived or perceived contribution of the team as a whole would be very high when compared to the individual contributions of the members comprising the team. Here, the team is said to be exercising SYNERGY, which is commonly known as "2+2=5" effect. Beyond communicating the meaning of "team", it would even be more meaningful to communicate the meaning of "superior team".

CHARACTERISTICS OF SUPERIOR TEAMS.

- 1) **Results:** Superior team achieve a special kind of results. They make the maximum use of the team's human resources, they deliver outputs of superior services and products regardless of shortfalls in re-

sources or untimely events; and they improve continuously most aspects of their performance including the satisfaction of their customers.

2) **Process:** Superior teams develop a set of informal processes which characterize the way they conduct their day to day business. These process are contacting and communicating; responding and adapting, influencing and improving; and appreciating and celebrating.

3) **Feelings:** Members of superior teams share the following kinds of common feelings: INCLUSION, COMMITMENT, LOYALTY, PRIDE and TRUST.

4) **Leadership:** Among the special roles that superior team leaders fulfil are INITIATOR OF TEAM DEVELOPMENT, MODEL OF A TEAM PLAYER AND COACH.

(to be contd in the next issue)

CONGRATULATIONS

KSEBEA Kottayam Unit Congratulates Er.R.Sreeraj, (Assistant Engineer, Electrical Section, Thengana) for winning the Best Distribution AE Award 2012-13 given by KSEBEA on 19-05-2013 at AGB 2013. Er Sreeraj was awarded, in recognition of his services rendered to the section after the post accident scenario at Electrical section Thengana. His remarkable involvement in garnering public support after accident (which led to amputation of limbs of the victim) won him this coveted award.

