

# “The Power of Partnership”

'THE POWER OF PARTNERSHIP' - an interactive session with the various trade representatives was held jointly by India Gateway Terminal & Cochin Port trust on 4th and 5th May, 2006 at Alleppey and Quilon respectively.

The Meet focused on the significant changes that have taken place in the terminal operations & attitude over the past year at the Rajiv Gandhi Container Terminal. Quality changes that have been introduced in terms of infrastructure, work processes, equipment and manpower in an attempt to bring about a rewarding effect on trade and shipping was the focus of the session. Delegates, including Exporters,

Importers, Shipping Lines, Traders, Customs House Agents, and representatives of various trade bodies, had the benefit of participating in discussions regarding matters of mutual concern. The Meet addressed key issues on a



wide range of topics regarding the current operations as well as future prospects of the terminal.

Capt. Shubash Kumar Deputy Chairman, Cochin Port Trust; Mr. Kuncheria Traffic Manager Cochin Port Trust; Mr. Elvis D'Cruz Commercial Manager, India Gateway Terminal; Mr. Frank Carter Terminal Manager, India Gateway Terminal; & Mr. Sam Manipadam; Finance Manager; India Gateway Terminal, addressed the gathering.

-Elvis D'Cruz



# Who will develop me?

To think about a future scenario of terminal operation where cranes being operated without operators in cabin or prime movers running without drivers and being remote controlled through sensors or global positioning systems that too monitored by robots may look like a cartoon film using animation technique. Similar was the situation to imagine about a well automated office of today's standard till introduction of computers and other office automation products. In an environment where every officer was supported minimum by a stenographer and a peon no one would have thought of a changed scenario where officers make themselves their own letters using a desk top or lap top computer provided to them and making tea or coffee themselves using an electric kettle kept behind them or from a common tea vending machine.

Changes may come without notice. For those who respondent to the situation taking own initiative to equip themselves to adapt to the new technology, the changes will be to their advantages for growth and prosperity and for others a beginning of peril and an opportunity to took for voluntary retirement scheme.

Knowledge enhancement is not something to be wound up coinciding with final examinations. It is something to be made an on going process though out our life; at least

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till retirement. Otherwise a fresher joining with a lesser salary will be more knowledgeable and useful to the organization than the experienced employees drawing higher salaries. Suppose, you have a choice to buy a two wheeler with latest technology at a lesser price or maintain an expensive old one what you would prefer, so will be the preference of

your employers also given a choice. Therefore, it is safer to enhance our knowledge and skill and make ourselves worth our ever growing salary if we don't want our employers to dump us and induct some fresher our place.

We are lucky that we are in an organization which gives us a lot of opportunities for skills enhancement. Performance appraisals being conducted every year has an employee development plan also. What you need to do is simply dream your career ambition and identify a role model. Express your career aspiration to your Superior while discussing your performance appraisal and jointly work out a development plan. Some skills you will be able to learn through Company training programmes and also enhance your qualifications through distance learning programmes.

For example, an Electrician wants to become an Engineer and ultimately Maintenance Manager. He needs to enhance his management capabilities, learn multi skills and acquire higher engineering knowledge. In house training programmes will help to develop management capabilities and multi skilling and enrolling himself for a graduate level engineering course through distance learning system or for an evening part time engineering course can make him a qualified Engineer. With adequate will power and support from his superiors this electrician can translate his dream into a reality within a reasonable time span. If there is a will there is a way. For others there is a Voluntary Retirement Scheme.

-Jose Tharakan