

MAY ISSUE

# US.LK

MONTHLY GROUP DIGEST

CHANGES TO  
US.LK

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SPECIAL  
STAFF OFFERS



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Founder's Message

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2021 සිංහල දෙමළ අලුත් අවුරුද්ද අපි සැමරුව ආකාරය.

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Providing Service Solutions across the island with 200+ employees on board

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## EDITOR'S MESSAGE

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A Bright and Prosperous Singhala & Tamil New Year to all!!!

Trust you all enjoyed the celebrations with your loved ones.

Our group celebrated New Year too. Catch the celebrations of each organization below.

I would like to thank the US.LK team who joined us on a 2day workshop to drive the magazine to greater heights. I am pleased to inform you that the US.LK newsletter will be having some positive changes in the next few months.

Read more about it on page 04.

Amila Gunawardana



## MESSAGE FROM THE FOUNDER

The Covid-19 situation in Sri Lanka has evolved further to a possible third wave over the last few days. Besides the immediate and intense health concerns, there is a great sense of uneasiness everywhere.

Amidst all the chaos, do not forget to;

**S**et your goal

**U**nderstand the obstacles

**C**reate a positive mindset

**C**lear your mind of self-doubt

**E**mbrace the challenge

**S**tay focused

**S**how the world you can do it!

At a time like this, I would like to thank you for your commitment to endure the crisis and to prepare our organization to cope with this situation. I assure we will push through these tough times together with grace and positivity. On behalf of our entire team, please do look after yourselves and your families.

Stay safe!

Manjula Kulatunga

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# RE-BRANDING OF US.LK

US.LK MAGAZINE

## GREETINGS FROM THE US.LK TEAM!

After much discussions and planning, we as the US.LK team are pleased to inform you there will be some exciting new changes to US.LK NEWSLETTER coming up!

The first major change is that US.LK will be rebranding to 'us.lk'. This change will allow the creation of a more interactive newsletter for all of you! Additionally, it will include monthly spotlights, so make sure your game is on fire!

There will also be spotlights for a 'Family Corner' where family members and children will be highlighted for the amazing things we do every day! Special offers for staff and much more will be featured.....

The other major change is how stories will be submitted. To submit stories, please email the story and a picture to [contact@us.lk](mailto:contact@us.lk). This email will be the main point of contact for all things in the newsletter. These are big changes coming up, and while efforts are being made to make sure everything transfers smoothly. Please feel free to email [contact@us.lk](mailto:contact@us.lk) with any issues, especially if you are not receiving the newsletter.

There have been some good questions asked about the new format.



Below are some Q&A to clarify for everyone.

**Q:** When should we start submitting stories to the email?

**A:** You can start submitting stories to the email now. Stories will be reviewed some will be held to go into a future issue the new newsletter.

**Q:** What is the deadline for submissions to be included in the coming issue?

**A:** All information must be submitted by the **23rd of every month.**

**Q:** What size should the photos be?

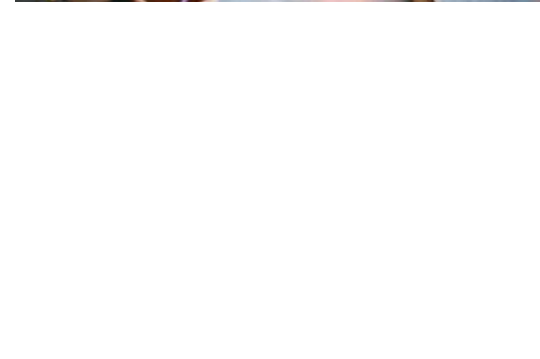
**A:** The size of the photos can be adjusted, so what is important is the quality of the picture submitted. Make sure to include high quality images with your news submissions.

If you have additional questions about the upcoming changes, please send them to [contact@us.lk](mailto:contact@us.lk)

We will be back in touch with you!







“

EITHER YOU  
RUN THE DAY  
OR  
THE DAY  
RUNS YOU.

– JIM ROHN

”

# වෙසක් පහන් කූඩ තරඟය 2021

2021 වෙසක් උත්සවය මැයි මස 26 වෙනි දිනට යෙදී ඇති අතර, වෙසක් උත්සවය සැමරීම සඳහා US.LK හි "අපි" වෙසක් පහන් කූඩ තරඟයක් සූදානම් කර තිබෙනවා. ඔබ ආයතනය නියෝජනය කරමින් ඔබේ මෙම තරඟයට අපේ සමග එකතු වන්න.

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# WHILE IN BUSINESS...

## MOST COMMON PROBLEMS IN ORGANIZATIONS

Creating a great business is always a challenge, the five most common problems an organization experiences are outlined as follows:

### 1. *Absence of Clear Direction*

Lack of direction is one of the most common organizational problems that many face and there are two root causes:

- The Leaders rarely discuss or give clear direction or strategy for the future and fails to communicate the message clearly.
- There are too many activities to execute, and the organization lacks the alignment needed to gain the traction to shape the future of the organization.

### 2. *Difficulty blending multiple personalities into a consistent and unified team*

This can be an enormous challenge, as people's personalities vary widely and are of different backgrounds, opinions, views and experiences which can cause challenge. This creates unique set of potential issues as well as opportunities.

A diverse team leader can produce amazing results, if they can get people to align and support common objectives, take on the demands of customers, and meet the threat of competitors.

The Organization must have a team that is both in the business and on the business.

### 3. *Failure to Develop Key Competencies and Behaviors*

Even though there are many hard-working people despite their experience in the industry, technical talent, and the subject-matter many leaders bring to the table, still organizations don't meet their goals.

Leading and managing an organization is a complex task that requires a unique mix of skills. Leaders have to utilize their natural strengths, whilst relentlessly searching for ways to patch their own performance gaps and improve their behavior. Without continuous improvement, an organization's capabilities will be severely limited resulting in over utilizing all the energy and employee engagement out of the organization. Leaders need to be constantly aware of and work on their personal opportunities for improvement.



# Ctd...

## *4. Poor Communication and Feedback*

There are two extremes in this area:

1. People do everything in their power to avoid confronting others and holding them accountable
2. Or they relish any opportunity to chew people out, belittle them, and crush their spirits.

This is a most common and destructive pitfall, with honest, constructive, and open dialogue about the team member's practices, styles, skills, behaviors.


Many teams try enduring the bully. People often fear revenge they open-up. Leaders cannot execute on their strategies or effectively launch new process or services when people fail to communicate with constructive openness.

## *5. Lack of Awareness*

Building a solid organization takes hard work, awareness of culture and environment. Most executives are very busy people as many things strive for their attention. Unfortunately, while they are occupied in operational distractions, many managers take their eye off the teamwork ball.

Consequently, communication suffers, and leaders get preoccupied and fail to recognize people, celebrate progress, build talent, invest time reviewing processes and practice better ways of working. People then become disengaged, feel marginalized and lose focus and commitment.





“A GOAL  
IS A DREAM  
WITH  
A DEADLINE.”

WORDS BY NAPOLEON HILL



# NEWSLETTER TEAM OUTING

A Special Team Building program was organized from 25th - 26th April at Che Adventure Park. The main purpose of this program was to encourage our team members to identify hidden talent which will support, engage and collaborate within the entire group. This will help to capture innovative ideas with inclusion of all employees to the US.LK News Letter.





# TARGET ACHIEVERS FOR MARCH - CLG

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*"Your Attitude Not Your Aptitude Will Determine Your Altitude." – Zig Ziglar*



# TARGET ACHIEVERS FOR MARCH - CLG

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*"Your Attitude Not Your Aptitude Will Determine Your Altitude." – Zig Ziglar*



# CONGRATULATIONS TEAM UPFIELD!





# TARGET ACHIEVERS APRIL- CLG SERVICES

ANURASIRI, JAYASHAN, AJITH, GUNATHILAKA, PRASANNA, SANJEEWA



SAMINTHA, NIMAL, MITHRASENA, THUSHANTH, DINESH KUMAR

*"Your Attitude Not Your Aptitude Will Determine Your Altitude." – Zig Ziglar*





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**ARE YOU READY  
TO STRIKE FEAR  
INTO THE WORLD?**



## **ATN GOES ISLANDWIDE WITH AIRTEL!**

We're proud to partner with one of the largest mobile network operators in Sri Lanka - Bharti Airtel Lanka!

Australian Talent Network will provide service solutions across the island with 200+ employees!



# OUR TEAM



**Annya Gunasekara**  
Designer & Content  
Writer



**Salvius Wodson**  
Ceilao Logistics Group



**Achala Abayawickrama**  
Civicon Engineering



**Deirdre Mendis**  
Australian Migration  
Consultants



**Kasun Jayasinghe**  
Thomas Peer Solutions



**Surangi Fernando**  
Ceilao Logistics Group



**Dineshika Lakmali**  
Ceilao Logistics Group



**Suni Bastians**  
Australian Strategic  
Partnerships



**Maheka Rabel**  
Australian Talent  
Network



**Kaushalya Rajapakse**  
Airtel Operations



**Supun Dewapriya**  
Ceilao Logistics Group



**Shalani Sandaruwani**  
CLG Services

Ceilao Logistics Group

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Ceilao E-Sports

[www.ceilaoesports.com](http://www.ceilaoesports.com)



CONTACT@US.LK



[WWW.US.LK](http://WWW.US.LK)



+94 77 372 1001 / +94 77 045 2345

