

# Change strategy, bosses told

**COMPANIES ARE BEING encouraged to make a paradigm shift in their management style in order to meet expectations of the new generation of workers entering the work force.**

Founder and managing director of the HR consulting firm **Caribbean Catalyst Inc.**, Ros Jackson yesterday reminded companies they were in a new phase in which the young generation of workers was entering the work force with a different outlook. She suggested a change in strategy that would respond accordingly and ultimately contribute to future growth of the company.

Sharing the findings of a LITE (leadership to improve talent excellence) survey carried out by Caribbean Catalyst Inc., in which 20 companies participated, Jackson told those attending the breakfast meeting at Hilton

Barbados that her company had done a "lot of research around what is driving new, young talent to want to work with an organisation".

She explained the purpose was to explore "how are you purposefully and intentionally leading; to building a culture that takes you into the future ... and to really get companies to understand what their people think of them in these fundamental behavioural leadership change areas and what can they do to improve it?"

Five companies with the most



**MANAGING DIRECTOR OF CARIBBEAN CATALYST INC. Ros Jackson (third left) speaking with representatives of five outstanding companies which participated in the LITE survey. From left: Giles Carmichael, Ryan Brooker, Renee Coppin, Kwasi Lake and Paul Ashby, during yesterday's LITE breakfast meeting at Hilton Barbados.**

(Picture by Sandy Pitt.)

impressive survey responses, which were selected from among survey participants, were highlighted at yesterday's event. Jackson explained three of those companies were selected based on "their best practices" as revealed in the survey, while the other two were selected "on the basis of the significant progress they have made".

The five selected companies were SigniaGlobe Financial Group Inc.; Pirates Inn Barbados; JP Marshall Associates (Trinidad and Tobago); Chancery Chambers and Ready Mix

& Ready Block Barbados. Principals from these companies showcased their best practices in brief interviews with representatives of Caribbean Catalyst Inc.

Jackson shared that the survey found that "people want purpose in their work". She warned that "the job for life mentality does not exist" with the generation in question.

"We need to stop trying to hold on to people when they want to go somewhere else; or just throw more money at people, rather than treat

them properly," she said.

The survey also looked at values and Jackson advocated mutual respect and clear and purposeful communication with employees.

She also touted fairness in the treatment of employees. "We have to understand what people are bringing to the table and how we treat with them to get the best of them, and when we are treating people fairly, then we can hold them accountable and that accountability will lead us to better success," Jackson said. (GC)

## House Of Soca seeking legal advice

**THE C.O. WILLIAMS House Of Soca** is seeking legal advice following the release of the Courtesy Garage **Pic O De Crop** results early yesterday morning.

Tent manager Sharon Carew-White declined to provide details of the specific query only saying broadly it related to the results in which three calypsonians from the tent, namely **Billboard**, **Mr DeeJay** and **Sir Ruel**, were among the 17 advancing to the Finals slated for August 2.

"A letter with a comprehensive

appeal has been submitted to the National Cultural Foundation's arbiter yesterday afternoon in accordance with the NCF's competition rules," she confirmed in a brief comment.

She refused to be pressed into giving more details only repeating "we are seeking legal advice".

Some members of the tent were visibly upset and openly voiced their opinion on hearing the announcement which came just before 2 a.m. at the **Wilkey Gymnasium**, two hours after 21 calypsonians in the COB/Payce

Digital **All Stars Calypso Tent** faced the judges.

Six calypso tents pitched this year. **All Stars** has the most competitors with nine finalists while **Dé Barbados Public Workers Cooperative Credit Union Ltd Big Show** has four and **Carter's Shining Stars** has one. **Quon from House Of Soca** is the reserve.

Efforts to reach someone from the NCF to confirm if the letter was received by the arbiter were futile. (GBM)

## Notice for Application Naturalisation

Notice is hereby given that **Roberto Rodelas Pereyra of Cemarima, Lot # 7 3rd Avenue, Maxwell Coast Road, Christ Church**, is applying to the Minister for Naturalisation, and that any person who knows any reason why naturalisation should not be granted should send a written and signed statement of the facts to the **Chief Immigration Officer**.