

Integrated Loss Prevention Audits

Gurmeet Singh

Loss is one of the biggest profit killers in business organizations. Reducing this loss has now become essential to guarantee profitability to various organizations. Numerous loss prevention companies have thus mushroomed over a period of time to capitalize on the sudden demand for loss prevention.

The Program

The audit teams deputed after an initial briefing by the senior management on the problem areas starts the loss mitigation process by familiarizing themselves with the organizational setup, its procedures and functions of the key personnel. The auditing activity then continues by touring the clients' facilities, to identify areas where there might be problems.

The audit team also evaluates the preceding 3-5 years of losses to determine the sources of leakages/shrinkages, cost drivers etc where required discrete investigations are undertaken by experienced field audit staff to collaborate the inputs collected by the technically qualified staff, so as to provide a comprehensive action plan in the form of a project report. The business/action plan which is split into preliminary and final reports focuses the attention of the senior management towards the loss making elements in the company. A power point presentation is always advocated to highlight relevant areas to the management on the loss making areas and their recommendations to overcome the same.

Development of Inventory Shrinkage control/LP Program

After completion of the inventory shrinkage analysis, a formal and well defined program to reduce/control losses is formulated. The program defines specific requirements to control/reduce internal thefts, external thefts and paper/system related issues within stores, distribution centre and home offices activities.

Once the formal shrinkage control/loss prevention program has been put in place an effective audit process is then designed or implemented to help ensure proper program compliance.

8 ways to relieve stress

Sonia Singh

1. Make sure you eat regular and healthful meals, several small meals may work best.
2. For a few minutes each day, sit quietly with your eyes closed.
3. Exercise regularly to increase the production of endorphins, brain chemicals that lift mood.
4. Listen to your favourite music, it too, increases endorphin levels.
5. Learn a relaxation technique, such as yoga, meditation, or deep-breathing exercises.
6. Make a things-to-do list for the day; arrange the items by importance. Do an item at a time; move undone ones to the next day's list.
7. Consider having a pet; stroking an animal can help you relax.
8. Share your problem with a family member, friend or counselor.

Finding your calling and living your passion!!!! The dream job

[sourced from Business "The ultimate Resource"]

Atulesh Kumar
GETTING STARTED

Do you wake up in the morning full of excitement and enthusiasm about your day? Or do you dread going to work? If your job is sapping the life out of you, then it is time to reassess your life and your work. If you feel like an old dream is stirring and just won't go away, then it is time to discover and pursue your calling. The following questions provide thoughts for reflection as you take the first steps in responding to your calling:

- ❖ What keeps you in your current job, even though you are unhappy?
- ❖ What skills and talents are unused?
- ❖ What dreams have you buried because they weren't 'practical'?
- ❖ What would a 'dream job' look like to you?
- ❖ What are you willing to sacrifice in order to have a dream job'?

FAQs

Isn't work supposed to be painful? Isn't that why they call it work?

No, work is not supposed to be painful. If you believe that, then you will settle for less and never be completely satisfied. Work is as natural to human beings as breath-ing. We feel bored, dissatisfied, and empty if we cannot contribute to the world in some meaningful way. Freud said that there are two important things in life: work and love.

I'm just getting started in my career. Don't I have to serve my time first before I can find work I really enjoy?

Certainly you shouldn't expect to jump into the job of your dreams straight out of university. 'Unless, of course, you started the company'. You do need to spend time in a new job learning the ropes and making connections. But don't ever think of it as 'Serving My Time'. This kind of thinking encourages staying in a job that may not really suit you. You should expect to be excited about going to work each day.

I'm getting near retirement. Isn't it a little late to be thinking about finding my calling?

Many people who are nearing retirement grew up in a culture where work was expected to be a drudge. You may have sacrificed your dreams for most of your life, but now is your chance to take the time to do something you really love. You might consider volunteer work, being a mentor to someone getting started, or finding a company that really appreciates the wisdom of older people.

MAKING IT HAPPEN Assessment

Begin by assessing your skills and talents. Make a list of all the things you have been good at in your life. On this same piece of paper, make three columns. The first one is labeled 'Current Job'. In this column put a tick next to all the skills and talents you are currently using. The second column is labeled 'Joy and Meaning'. Here put a tick next to any skill that brings you joy and a sense of mean-ing when you are using it. This includes skills that you may not currently be using in your job. The third column is labeled 'Dream Job'. In this column put a tick next to any skills that you would like to use in a 'Dream Job'. As you are doing this exercise, you may think of other skills and you can add them to the list. After completing the ticks, make some notes for your self about any thoughts and ideas that came up about what a dream job might be

Dream

Think about the dream you may have buried because it wasn't practical. Dreams can come true, but you have to be willing to believe in them. Read stories about people who have made their dreams come true. *Find Your Calling, Love Your*

Life is an excellent source of inspiration. The source of a 'Calling' often comes from difficult or painful experiences that we have experienced or overcome. It becomes our Calling, then, to help other people with similar difficulties.

Be of service

Focus on the principle of service. All vocational callings have a strong element of service in them. Whom do you serve? How can you use your gifts and talents to serve them? What issues in the community, in business, or in society do you care about? Have you ever wished you could make a difference? These are clues to your calling.

Do what brings you joy

In order to be of service to others, we first have to do what brings us joy. So do what pleases you, and you will probably find that you are acquiring knowledge and skills that will help you to be of service to others in the future. And sometimes it is enough just to know that if you do what brings you joy, even if it is not of service to anyone else the world is a better place. The world could certainly do with a little more joy.

Make it real

Make your dream real in some concrete way. Write down a description of your dream job. Write in your diary about what 'calls' to you. Tell other people about your dream job. You will find that as you get more and more detailed about what you are looking for, opportunities will 'coincidentally' appear. Make sure you are paying attention to these opportunities.

Talk to others

Don't be afraid to tell others about your calling. The more you tell others about your dreams, the more real they become, and the more likely you are to notice opportunities that will help you fulfill your dreams. Also, by telling others about the job you would love to have, you are increasing the chances of finding someone who has just the right piece of information, or just the right connection for you. **Learn to fly**

Remember the rule of the bumblebee. According to the laws of mathematics and aerodynamics, it is physically impossible for bumblebees to fly. Fortunately, no one ever explained that to a bumblebee. Keep in mind that the most successful business people and entrepreneurs were frequently told that what they wanted to do was 'impossible'.

Let go

In order to follow your calling, there are always neces-sary sacrifices that must be made. Before you make the move to another job or to starting you r own business, spend some time thinking about what are absolute ne-cessities in your life and work. Is it essential that you have high earnings, or are you willing to earn less money to do work that is more meaningful? Is it essential that you have a steady income, or are you excited about the risk and potential in working for a small start-up organization? Is it essential that you work with people, or are you content to work alone? What things are absolutely necessary to you in your work, and what can you let go of? Make a list of five things that are necessary and five things that you are willing to let go of.

Look in your own backyard

There's an old song that goes, 'If you can't be with the one you love, love the one you're with'. This can apply to your job too. Many people cannot easily leave their current working situation. The challenge, then, is how to see your current work as your calling. Once again, the principle of 'Service' can be very helpful. If you need to stay with your current job, write yourself a brief re-minder about how the work you do is of service to others, and keep it somewhere nearby.

COMMON MISTAKES

- ❖ Many people think that their dream job already exists, and that they just have to look around hard enough until they find it. The truth is that most people who have found their calling have actually created the work that they do. Do not go looking in the classified advertisements for the dream job. You must network, make connections, and tell other people about your dreams.
- ❖ When you begin to follow your calling, there will always be people who will tell you that you are impractical, unrealistic, idealistic, or selfish. It would be a mistake to listen to them. They are the people who want to tell the bumblebee that it can't fly. Remember that just because it's never been done before, it doesn't mean that you can't do it.
- ❖ Beware of a job that is too good to be true, especially if you are being asked to put in your own money, or to work for very low amounts at first. Can men understand the hunger that people have for a dream job, and they can play on that. If you are being offered a job that really seems to fit what you are looking for, make sure that you are going to be paid what you are worth.
- ❖ Sometimes people get too attached to their idea of what a 'perfect job' would look like. Beware of being too picky and of passing by opportunities that could turn out to be even better than the job you are looking for. Keep an open mind, but at the same time don't settle for some-thing that doesn't fit your values, or that doesn't really use your most important skills and talents.

The Best Sources of Help

Books:

Finney, Martha, and Deborah Dasch. *Find Your Calling, Love Your Life*. New York: Simon & Schuster, 1998.

Helliwell, Tanis. *Take Your Soul to Work*. Thronto: Random House of Canada, 1999.

Karl, Shannon, and Arthur Karl. *How to Get Your Dream Job using the internet*. Scottsdale, AZ: Coriolis Group, 1996.

Riccio, R. Vincent. *Attain Your Dream Job: A Self help Manual and Course for Optimal Career Design, Motivation and Lifestyle Improvement*. Los Angeles: SelfHelpBooks.com, 2000.

Williams, Nick. *The Work We Were Born to Do*. Shaftesbury: Element Books, 1999.

Websites:

Martha Finney's website, working from the Heartland: www.heartlandatwork.com Fast Company:

'Find Your Calling': www.fastcompany.com/feature/00_act_corcazzini.html

See also:

- ❖ Avoiding Your Worst career Nightmare (pp. 316-17)
- ❖ Taking Charge of Your Career (pp. 324-25)
- ❖ Urbane Renewal: Trusting your own Wisdom-A Competitive (And satisfying) Advantage (PP. 320-211)
- ❖ Creating and Balancing the Portfolio Career (pp. 804-05)
- ❖ Succeeding As a New Manager (pp. 414-15)
- ❖ Planning Your career (pp. 2075-77)

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Wood Cutter

Amit Kr. Shrivastava
If a female is reading this article then just realize the value of a man; and if its a male then feel proud after reading it!

"One day, while a woodcutter was cutting a branch of a tree above a river, his axe fell into the river. When he cried out, the Lord appeared and asked, "Why are you crying?" The woodcutter replied that his axe has fallen into water, and he needed the axe to make his living.

The Lord went down into the water and reappeared with a golden axe. "Is this your axe?" the Lord asked.

The woodcutter replied, "No."

The Lord again went down and came up with a silver Axe. "Is this your axe?" the Lord asked.

Again, the woodcutter replied, "No."

The Lord went down again and came up with an iron Axe. "Is this your axe?" the Lord asked.

The woodcutter replied, "Yes." The Lord was pleased with the man's honesty and gave him all three axes to keep, and the woodcutter went home happy. Some time later the woodcutter was walking with his wife along the riverbank, and his wife fell into the river. When he cried out, the Lord

again appeared and asked him, "Why are you crying?"

"Oh Lord, my wife has fallen into the water!"

The Lord went down into the water and came up with **AISHWARYA RAI** "Is this your wife?" the Lord asked.

"Yes," cried the woodcutter.

The Lord was furious. "You lied! That is an untruth!"

The woodcutter replied, "Oh, forgive me, my Lord. It is a misunderstanding. You see, if I had said 'no' to **AISHWARYA RAI**, You would have come up with **KATARINA KAIF**. Then if I said 'no' to her, you would have come up with my wife. Had I then said 'yes,' you would have given me all three. Lord, I am a poor man, and am not able to take care of all three wives, so THAT'S why I said yes to **AISHWARYA RAI**."

The moral of this story is: Whenever a man lies, it is for a good and honorable reason, and for the benefit of others.