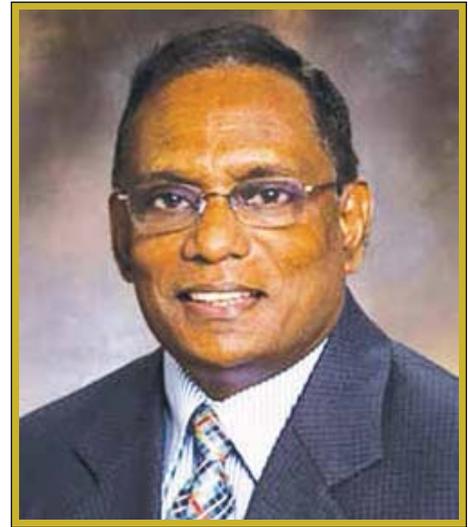


A K L Jayawardana

Dr. A.K.L Jayawardana is an Adjunct Fellow/lecturer in Management in the Research School of Management at the Australian National University. He is also a Senior Consultant at the Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka, and served as an Executive Director of the Asian Cotton Mills Ltd. He has over 25 years of industry experience.



PIM Adding Value to Managers

The greatest contribution of the PIM to organizations is building value in managers. The PIM in the last thirty years has built up managers with a vision, passion and drive for growth who could meet any challenges across the world. The best way to illustrate this would be taking my own development as a manager and to a scholar in the last 3 decades, all based on the foundation laid at the

PIM. In 1989 as I joined the PIM , MBA programme , as a senior manager of a leading manufacturing organizations, I had technical skills gained from my first degree in Bachelor of Textiles (B. TECH) in India, but was hardly exposed to the field of management . As I took over from Indian management, my task was to build an organizations managed by Sri Lankans. MBA at the PIM

added value and helped me in taking the company to one of the best managed Textiles Mills in Sri Lanka, only company to feature in the South Indian Textile Survey conducted by the South Indian Textile Research Association (SITRA) .

Dr. Lanquist, a visiting professor who were taking sessions at the PIM during my MBA, once visited the



company to see the development of Self-Managed Teams (SMT) and remarked “this will stun the world you are doing a remarkable task “. We became the first company to initiate SMTs in the textile industry, widely recognised by the Textile Institute, UK, in its annual conference in Hong Kong in 1992. At the conference the effort of building self-managed teams in the textile industry was recognized as the first such attempt in the world. This effort featured in Taipi, Japan. Singapore and India as a pioneering effort in developing SMTs in textile industry. In an environment mainly dominated by Indian textiles firms in Sri Lanka in 1980s, my company stood as the only Sri Lankan Textile Mill managed by Sri Lankans in Sri Lanka.

Company was the only Sri Lankan Company to be among the first 25 in the South Indian Textile Survey in 1992, among 236 Textile mills across India. I led from the front, thanks to

the competencies gained through my MBA, and the leadership given by the faculty of the PIM. I reached the helm as a working Director of the company in 1994.

The faculty of the PIM encourages managers to engage in research. The PIM led the field of management research in the last two decades. The first to have its own Journal of Management, which has now reached to a level where a publication in the Journal is recognized by the University of New South Wales for entry to its Doctoral program. I was able to build on the research skills developed at the PIM, to get my Doctorate from University of Canberra and take to the academic field in Australia. The greatest honour to the PIM, that I would make is my ability to work over 9 years as a lecturer in Management in the Australian National University (ANU), number 1 university in Australia, ranked within first 25 in QS ranking throughout

in the last decade. It was a challenging task of teaching to students from different countries, get engaged in research work, leading to publications in ranked Journals such as International Journal of Human Resource Management; Journal of Management Education; The Economic and Labour Relations Review and South Asian Journal of Management. My contribution to the ANU in education and research was recognized, twice by being nominated to teaching excellence award and finally by the award of the Adjunct Fellow in 2014. The value created by the PIM in developing me to a position from a raw graduate to a company Director, and then to an academic who had the opportunity to work in the best university in Australia, can be best summarized by the quote from late Dr. Lakshman Kadirgamar, “cake was baked in Sri Lanka, only the icing was added abroad”.

