

# THE CANARA BANK OFFICERS' ASSOCIATION (Regd.)



Registered under Trade Unions Act, 1926 at Mumbai.  
(Affiliated to AIBOC & AINROF)

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## A PEEP IN TO THE PAST -1

Dear Friends

I was the RS of the CBOA in Chennai and carrying out the Liaison job when one of the most handsome GM of our Bank Mr FERNANDES was heading the circle.

During the liaison, one day he suggested me to identify most difficult branches of the circle where business is not picking up.

I asked him whether he wanted to transfer anybody identified as non performer to teach them a lesson.

He told me to wait.

During those days, RO Trichy was with us which includes branches near Jeyankondam and also few difficult branches around Theerthamalai in Dharmapuri district.

A list was prepared consisting difficult branches and now I asked him “ WHY? ”

He told me, “ I am going to transfer good, performing and enthusiastic managers & officers with some concessions that they will be getting choice places on completion TWO years instead of three years and they will be getting full OPAS marks ”

He further told that this exercise will ensure that THE BAD BRANCHES WILL HAVE TURNAROUND AND THE SO CALLED NON PERFORMERS WILL GET SOME TRAINING IN BIG BRANCHES UNDER SENIOR HEADS.

He justified both and the non performing branches and the non performing persons were given a chance to undergo a change.

It worked out successfully.

Recently, I read a EMPLOYEES FIRST written by Mr VINEET NAYAR.

The crux was that every organisation has both PERFORMERS AND NON PERFORMERS.

Administrators can follow the PERFORMERS to become SUCCESSFUL

Or

Tracking the NON PERFORMERS to become FAILURES.

Choice is ours.

But our GM practiced long back.

Proud of him.

Let's concentrate on the PERFORMERS TO PERFORM.

Good day.

Manimaran G V  
General Secretary