

Why it’s important to finish strong?

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It’s the last quarter and automatically the momentum of the business shifts to ensure that the last quarter is the best performing quarter in terms of business. As much as it’s important from a business perspective to have the best performance, even from a personal front it’s important that you target to perform at your best in the last quarter to ‘Finish Strong’.

Imagine you are running 4 laps race; you’ve been in the lead around for the 3 laps that you’ve ran so far. Being in the lead for the first 3 laps surely gives you an edge to finish at the top however it doesn’t guarantee that you would finish on top. So here are a few pointers that would ensure your ‘Finish Strong’.

DON’T BECOME COMPLACENT

I am sure all of us remember the Hare and Tortoise story. So just like the hare in the story who got complacent and over-confident about his lead / achievement before finishing the race lead to him losing the race to the tortoise. Each one of us will feel that I have done enough hardwork throughout the year to perform well and think that the last 3 quarter performances is good enough and one can afford to become complacent or take things lightly. This would often result in getting defocused and thereby a dip in the performance. Once you’ve set a performance benchmark, it’s important to maintain it and not let the performance go below that. During appraisals and promotions we often talk to managers about ‘Recency Effect’ which should not be considered. However, in reality the most recent performances often creates the lens through which the manager evaluates the performance. So



■ Push yourself to do something different GETTY IMAGES/ISTOCKPHOTO

instead of depending on the manager to have the right lens to evaluate the performance, it’s always advisable to ensure that the existing performance standards are met or best taken to a higher level in the last phase. So, in the last phase to finish strong; set higher goals for yourself, in fact higher than what you had in the last 3 quarters and put whole-hearted efforts to achieve them. So instead of going easy on self, push yourself to take your performance to a different level.

EVALUATE YOUR POSITION

Evaluate your position in these three ways:
a. Lead Position
b. Follower Position
c. Bottom Position
a. Lead Position: If in a lead position, do everything to ensure you maintain it till finish. Continue doing things that have kept you in the lead. Stay focused on your activities and ensure you maintain the momentum of your work. It’s important that this is maintained so that all the hardwork done in the last 3 quarters is not diluted or lost because of losing out on the lead in the last phase
b. Follower Position: If in a fol-

lower position, you need to clearly chalk out a plan of what will take you to the lead position. What goals and targets would you need to set for self to achieve it? Be prepared to push yourself to go the extra mile to achieve the lead position.

Also push yourself from doing something different to achieve a different result. While the objective will be to reach the lead position, the additional and different efforts shall surely be noticed and recognised by the manager and others around. This would also have an impact in showcasing your efforts to ‘Finish Strong’.

c. Bottom Position: In this position, it’s all about aligning with expectations that your manager expects. You definitely need to live-up to the expectations and perform the set of activities as needed by your manager. Irrespective of the reasons and situations of the past, it’s important that you align your activities with the manager expectation and showcase that you are living them to the fullest. The degree on non-adherence or non – performance on them is negligible and you have to ensure that you do not disappoint your manager on the same.

If you are able to successfully live upto the expectations by the end of the year, you need to have a pragmatic approach for performance consideration. Be realistic to evaluate that last phase performance is not the entire years performance and surely it should display belief and confidence about the skills you possess.

REMEMBER, TO FINISH FIRST, YOU FIRST NEED TO FINISH

Finishing First before Finishing First / Strong will remain as the most important element in all situations. Thus it’s important that your focus, efforts and energy are preserved to ensure that you finish first and not exhaust or burn yourself out before you finish. Because irrespective of the position you’ve held throughout, if you don’t finish it will hold no value. While it’s important that you give your best, you don’t want to exert yourself for not being ready for next year. Remember your next race, begins as soon as this ends. So it’s important to maintain yourself and keep yourself going. It’s important that you align with your manager and set his expectations right so that he/she wears the right lens to evaluate your working and performance in the final phase. So don’t misunderstand this as becoming complacent or asking manager to be ok with non-performance; this would be all about maintaining your position and finishing strong.

Like it’s said, both the ‘Start’ and ‘Finish’ are important aspects. As an individual it’s our responsibility to ‘Finish Strong’ of what we started a year ago. All efforts, hardwork and perseverance needs to get it’s due credit and thus stay focused to ‘Finish Strong’.

The author is Head HR, Motilal Oswal Financial Services Ltd

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The downloaded application form along with the enclosures must reach to the Office of Registrar (Recruitment and Assessment Cell), Holkar House, BHU, Varanasi - on or before **04.03.2019 upto 5.00 p.m.**
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A Ph.D. degree with first class in B.E. / B.Tech. & M.E. / M.Tech. in the appropriate branch of Engineering & Technology / M.Sc. (in the relevant field) / M.A. (in the relevant field) / MBA
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First class in their Masters Degree with Ph.D. and considerable teaching / research / industry experience with NET/SLET qualification.
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Media & Communication – B.Sc. in Visual Communication / Diploma in Film Technology with industry experience specialized in Audio, Video, Post Production and PA system is required.
English - A degree in English Literature with computer knowledge in operating the language softwares and understanding of Cambridge online exams. Minimum 2 years of experience in reputed organization. Age up to 35 years can apply.
- 4.Network Engineer**
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- 5.HoD (Media & Communication)**
A Ph.D. degree with first class in B.Sc. / B.A. & M.Sc. / M.A. in Visual Communication / Mass Communication with minimum of 12 years of experience in teaching / industry / research as evidenced by research papers in reputed journals / patents / consultancy.
- 6.HoD (Music)**
Candidates 8th grade qualified in any one of the instruments like Piano / Violin / Drum. 8th grade in Theory of music or Vocal from Trinity School of Music or Royal School of Music is an added advantage. Experience in performing and conducting choir is preferred.
- 7.Director (International Affairs)**
Senior academicians or one experienced in Industry and International Marketing experienced in establishing new projects, collaborative academic efforts, research linkages, semester abroad programs, dual degree programs, international internships with institutions of high repute.
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Senior professional with proven track record of 15 years of experience with industry oriented Academic strategies, collaborations and extensive networks across Industries and emerging markets.
- 9.Director (Incubation and Entrepreneurship)**
Senior professional who can lead end to end management of a high-impact, inspirational platform of the Incubation and Entrepreneurship program. Proven expertise and competencies in and around technology, startups, financial inclusion, entrepreneurship, venture capital is required. Expertise in handling Incubation Centers, Identifying, raising and managing Government funds is required.
- 10.Director (Branding and Promotion)**
Senior tech-person having rich experience in content development and communication systems and skills to promote the institution through advertising, print and social media.
- 11.Head HR**
Senior HR professional having experience in maintaining and enhancing the organization’s human resources through planning, implementing and evaluating employee performances, costing and relations.
- 12.Assistant Manager HR**
MBA (HR) from reputed institute with minimum 5 years of relevant experience. Strong planning & organizing skills and ability of multi tasking is required.
- 13.Admissions Executive**
Any PG degree (preference will be given to candidates with MBA – Marketing). Experience in academic promotions and marketing is desirable.
- 14.Designer**
Senior Ad-professional with considerable experience in any National agency capable of handling social media, content, promotions, internal and external communications, designing brochures etc. Proficiency in Adobe design softwares is required.
- 15.Office Assistant**
Any degree, preferably MBA with computer knowledge in MS Office. He should be familiar with drafting letters, preparing minutes, record notes of the meetings. Age up to 35 years can apply. Proficiency in Tamil and English is required. Knowledge in additional language is an advantage.
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Three purely temporary and contractual position of Project Assistants under the ongoing externally funded & time bounded project is being filled up at CSIR-NPL. The detailed advertisement along with educational qualifications etc., is available on NPL website: www.nplindia.org
Eligible candidates may register themselves along with downloaded application form duly filled for “**Walk-in Interview**” on **26.02.2019** between **9.00 to 10.00 AM** (Candidate will not be entertained after 10.00 AM under any circumstances) in the laboratory.
davg 36209/11/0030/1819

अखिल भारतीय आयुर्विज्ञान संस्थान, रायपुर (छ.ग.)
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Advt. No. Admin/Rec./JR/Dent./2019/AIIMS/RPR/805 **Dated 11.02.2019**
RECRUITMENT NOTICE
AIIMS, Raipur invites online applications from Indian Nationals for recruitment of **03 posts (UR-01, OBC-01, SC-01) of Junior Residents in the Department of Dentistry under Govt. of India Residency Scheme in the pay of Rs. 56100/- (Level-10, Cell No. 01 As per 7th CPC) per month plus usual allowances including NPA.**
The online registration of application will be available on the website of AIIMS, Raipur, www.aiimsraipur.edu.in from **15.02.2019 (10:00 AM) to 01.03.2019 (5:00 PM)**.
For eligibility criteria, terms & conditions, please visit our website www.aiimsraipur.edu.in. All the notifications, amendments, corrigendum etc. related to this advertisement, if any, will be published only on the website of AIIMS, Raipur. For updates please visit website of AIIMS, Raipur regularly.
Director
AIIMS, Raipur

Office of Mission Director, National Health Mission, Uttarakhand
Uttarakhand Health & Family Welfare Society, DoMHHFW, Uttarakhand Govt.
Danda Lakhond, Sahasradhara Road, Dehradun - 248001
Email – info.nhmuk@gmail.com / Phone / Fax - 0135-2608646
E-TENDER NOTICE
<https://uktenders.gov.in>
1. Purpose of RFP Hiring of Service Provider Firm to provide Manpower on rate contract basis as per the requirement of National Health Mission, Uttarakhand* (For State Level Vacancies)
2. Tender No and Date of Issue 6703 /HR/NHMUK/18-19/253 Dated- 11/02/2019
3. Earnest Money Deposit Rs. 1,00,000/- (Rupees One Lakh only)
4. Tender Fee Rs. 1,000/- (Rupees One Thousand only)
5. Pre Bid Meeting On 18/02/2019 at 03:00 PM (in case any holiday falls on this day, then meeting will be held on the next working day)
6. Last Date for Submission By 02:00 PM on 27/02/2019
7. Bid Validity 180 days from the date of submission of the bid
8. Address for Submission of bid Mission Director, National Health Mission- Uttarakhand, Health Directorate, Danda Lakhond, Sahasradhara Road, Dehradun – 248001
9. Date of Opening of Technical bid On the last day of submission of bid at 03:00 PM
10. Date of Opening of Financial bid To be notified at a later date after the Technical Bid Evaluation is completed. As per procurement rules of Govt. of Uttarakhand, shortlisted Bidder shall be notified in writing or through e-mail.
11. Date and Time of availability of Tender documents (RFP) on website On 12/02/2019 at 04:00 PM
12. Contact for any queries mdnhmuk@gmail.com
All related corrigendum/ addendum will be uploaded on website [www.uktenders.gov.in](https://uktenders.gov.in) only. Note: Original DD of EMD and Tender Fee to be submitted by the bidder by Hand or before last date of submission of bid.
Mission Director, National Health Mission, Uttarakhand

PROCLAMATION REQUIRING THE APPEARANCE OF A PERSON ACCUSED
(See Section 82 Cr.P.C.)
Where as complaint has been made before me that **Vikash @ Nakul @ P.K., S/o Sh. Vijender Singh R/o H. No. 374, Electric Pole No. 12, V.P.O. Bakkarwaia, New Delhi** is involved in case FIR No. 251/15 u/s **452/440/506/34 IPC & 25/27 Arms Act. has been registered at P.S. Jaffarpur Kalan despite issuance NBW against them** has committed (or is suspected to have committed) and it has been returned to a warrant of arrest there upon issued that the said **Vikash @ Nakul @ P.K.** cannot be found and where as it has been shown to my satisfaction that the said **Vikash @ Nakul @ P.K.** has absconded (or is concealing himself to avoid the service of the said warrant).
Proclamation is hereby made that the said accused **FIR No. 251/15 u/s 452/440/506/34 IPC & 25/27 Arms Act. Delhi has been registered at P.S. Jaffarpur Kalan, Delhi** is required to appear before this court to answer the said complaint on or before 12.03. 2019.
By Order
Mr. Deepak Kumar
Metropolitan Magistrate, Dwarka Court
Room No. 14, New Delhi
DP/925/DW/19

Chief Engineer, Uttarakhand Rural Roads Development Agency
First Floor, Directorate of Panchayati Raj, Opp-IT Park, Sahasradhara Road, Dehradun
Ph : 0135-2608125, Fax : 2608126, Email : ut-urdaa@pmgys.nic.in, urdaa@yahoo.com
संख्या : 7160 / पी३ -23(0) / ITNO / राडाआरआरआरआरआर / 18 दिनांक : 08.02.2019
NOTICE INVITING TENDER
INVITING EXPRESSION OF INTEREST AND FINANCIAL PROPOSAL FOR CONSULTANCY SERVICES FOR COLLECTION, PREPARATION AND PROVIDING GIS DATA FOR ROAD NETWORK AND ALLIED FEATURES OF UTTARAKHAND FOR
IMPLEMENTATION OF NATIONAL LEVEL GEOGRAPHIC INFORMATION SYSTEM (GIS) FOR PMGSY II DRPP UNDER PRADHAN MANTRI GRAM SADAK YOJANA (PMGSY)
The Chief Engineer URDA Uttarakhand invites Technical and Financial Proposal from eligible Consultants for Engagement as Consultants for collection, preparation and providing GIS data for road network and allied features of Uttarakhand required for implementation of National level Geographic information System (GIS) FOR PMGSY II DRPP Project - II, Pradhan Mantri Gram Sadak Yojana (PMGSY) (scheme-II). Details of Bid may be downloaded from website: <http://pmgystendersuk.gov.in> w.e.f. 11.02.2019.
Last date for online submission of Bid is **05.03.2019, 1500 hrs** local time.
All other details including any date extension, clarification, amendments, etc. will be uploaded only on the website and will not be published in newspapers. Hence, interested firms should regularly visit the website, mentioned above to keep them abreast with the latest developments.
Undersigned reserves the right to cancel any or all the bids without assigning any reasons thereof.
Chief Engineer

Forensic Science Laboratory
Govt. of National Capital Territory of Delhi
Sector 14, Rohini, Delhi-110085
Tel: 011-27555811, Fax: 011-27555890
No. F. 3(130)/FSL/DVRExaminerTool/16-17
E-TENDER NOTICE
Forensic Science Laboratory, Govt. of NCT of Delhi invites ON LINE E-TENDERS under two bid system (Technical and Price Bid) from reputed authorized agencies for following tenders:

S. No.	e-Published Date	Bid Submission Closing Date	Title and Ref.No./Tender ID
1.	15-Jan-2019 05:30 PM	18-Feb-2019 12:00 PM	[PROCUREMENT OF 07 (Seven) Forensic Duplicator and Imager] (F3(126)/FSL/Duplicator and Imager/16-17)[2019_FSL_165931_1]
2.	23-Jan-2019 05:15 PM	20-Feb-2019 12:00 PM	[PROCUREMENT OF 05 (Five) Oxygen Forensic Detective Kit] [No. F3(124)/FSL/Detective Kit/16-17] [2019_FSL_166615_1]
3.	18-Jan-2019 02:40 PM	18-Feb-2019 12:00 PM	[PROCUREMENT OF 01 (ONE) GC-FID-TCD INSTRUMENT] No. F3 (144)/FSL/ CHEM. DIV./PROCUREMENT/2016-17 [2019_FSL_166175_1]
4.	16-Jan-2019 12:30 PM	18-Feb-2019 12:00 PM	[PROCUREMENT OF 01 (One) UV-VIS-NIR Spectrophotometer] [F3(210)/FSL/UV/Visible/2017-18] [2019_FSL_165952_1]
5.	25-Jan-2019 05:50 PM	22-Feb-2019 12:00 PM	[PROCUREMENT OF 05 (Five) Mobile Phone Data Extraction Tool Kit (XRY compiler Mobile Forensic Solution)] [No. F3(127)/FSL/XRY/16-17] [2019_FSL_166830_1]
6.	15-Jan-2019 05:00 PM	18-Feb-2019 12:00 PM	[PROCUREMENT OF (06) Six DVR Examiner Tool/2017-18] [2019_FSL_165904_1]

Further details/terms and condition, please visit the e-tender procurement website: <http://govtprocurement.delhi.gov.in>
DIP/Shabdarth/2927/18-19 (Sri Narain) HOO:FSL