

STATE BANK OF INDIA OFFICERS' ASSOCIATION



(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

1, STRAND ROAD, KOLKATA-700 001.

Phone: 2213-0663, 2213-0154, 2213-0665 (after 5.30 P.M.), Fax : (033) 2210-1684

e-mail: sbioabengalcircle@gmail.com
www.sbioabengalcircle.com

IP No. 500077

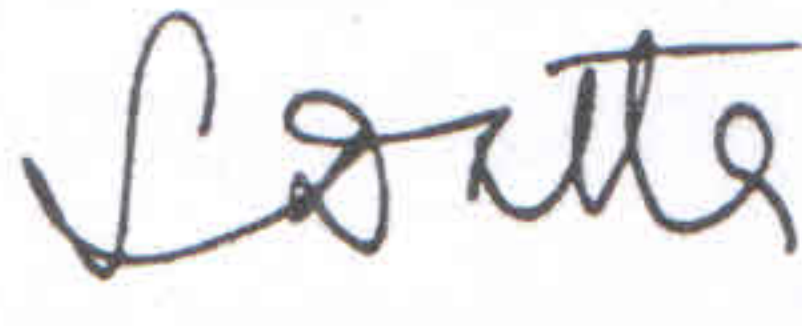
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To All Member (Please Circulate)

We reproduce hereunder the Circular No. 116 dated 06.10.2015 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,


Soumya Datta
(General Secretary)

TO ALL OUR AFFILIATES / MEMBERS :

RELATIONSHIP DEVELOPMENT PROGRAMME FOR REGIONAL SECRETARIES OF SBIOA (BENGAL CIRCLE) AT KOLKATA ON 26TH & 27TH SEPTEMBER, 2015

The first ever Relationship Development Programme for Regional Secretaries was organized by SBIOA (Bengal Circle) at Kolkatta on 26th & 27th September, 2015. The programme commenced at 9.30 am sharp on 26.09.2015. The Circle President Com. Gautam Debnath welcomed the participants stressing on the importance of the Regional Committees and Unit Committees in the different strata of our Association.

2. Com.Y.Sudarshan, General Secretary, AISBOF and President, AIBOC in his keynote address requested that all Regional Secretaries should have a working knowledge of Disciplinary and HR matters as these were the two areas which directly impinged on the interests of the members. He advised that constant communication with membership was a must for a successful leader. Attending to phone calls was a prime example. He was happy and praised about the concept and the programme and showered encomiums on the Circle Association for their unique endeavour.

3. Com. A.Sridhar, Former DGS, SBIOA, Chennai Circle was the coordinator of the entire programme. Com. Sridhar is a very accomplished speaker and has not only conceptualised and implemented many such motivational, leadership and relationship building programmes but also has authored books on these subjects. The programme was conceptualised by Com. Sridhar as a **Relationship Development Programme**. There were 28 participants in all. The Chief Regional Secretaries and other Central Committee Members were nominated as observers. The participants were given two very useful handbooks {on (i)History of the Trade Union Movement/Federation and role of Unit Secretaries, Regional Secretaries and CRSs and (ii)HR and other Matters} in advance to afford them an insight of the roles they were expected to play.

Soumya Datta
General Secretary
Mobile : 9830044737

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4. All participants were asked to speak in public for five minutes on a topic and in a language of their choice. This was done in batches of seven and continued through both the days under the watchful eyes of Com. Sridhar, Com. S. Mukherjee, Ex DGS of Bengal Circle Association and Com. Ranjan Pal, Ex Chief Regional Secretary (CRS) of Bidhannagar Module, Bengal Circle. The participants were judged on the basis of content, delivery and style. In general the quality of speaking was commendable and was lauded by Com. Sridhar also.
5. Post lunch on the first day, Dr. Satyaki Roy graced the programme as guest speaker. He currently is working as Associate Professor at the Institute for Studies in Industrial Development (ISID), New Delhi. His current areas of interest include global production network, its implications on the process of industrialization in developing countries and the emerging nature of global hegemony in the context of globalization. He spoke with elan and ease on effects of capitalism and its increasingly global character. He said that undue low wages was a dampener over demand for commodities in the market and is detrimental to capitalists as well. He referred to a study by the CII which enlisted infrastructure as the numero uno constraining factor in setting up of industries in India. Labour problems ranked a lowly ninth in the list of important constraining factors in that study. Yet the Central Government is always harping on curbing trade union rights in the garb of labour reforms. Prof. Roy requested the labour unions of the organised sector to help their less unfortunate counterparts in the un-organised sector which comprised 93% of the total labour strength in our country. Prof. Roy was of the considered opinion that no effective resistance can be built up against the neo-liberal reforms of the Government without the whole-hearted participation of the un-organised sector.
6. Com. Sridhar then spoke of Team Building and leadership lessons with anecdotes from the animal kingdom to make matters lucid and interesting. These were interactive sessions and the participants got extremely involved.
7. The next day, i.e. on the 27th September 2015, the morning session took off with the two CRSs present, in charge of Corporate and Howrah Module respectively, delivering a speech each. After a bout of public speaking by the participants, Com. S. Mukherjee, Ex-DGS, delivered a lecture on Trade Union activities and the role of the Association.
8. All present in the programme were elated at the presence of the President of the AISBOF and the General Secretary of the Chennai Circle Association Com. D. T. Franco Rajendra Dev amongst them. Com. Franco was extremely appreciative of the programme and eulogised the militant comrades of Bengal Circle. Com. Franco spoke of the challenges confronting all of us and also outlined the steps to combat those challenges. The ideas emanating from 'Indradhanush', 'GyanSangam' etc. had the sole aim of privatisation of the Banking industry. He said industry level resistance had to be built up to combat this menace and that we should be ready to take to the streets if need be. It was a proud moment for all the comrades of Bengal Circle when the web-site of the Circle Association was relaunched in its new avatar by Com. Franco. The web address of the new portal on the Internet is 'sbioabengalcircle.com'.
9. Post lunch on the second day Comrade Sridhar dwelt on Relationship Management. He stressed on how the priorities in our relationships change with time. He also spoke on the 'responsibility of dissent' and how it was vital for the well-being of an organisation. There was an interactive session with the participants fielding questions which answered mainly by the co-ordinator and the President of our Federation. This immensely successful programme was rounded off by a vote of thanks proposed by Com. Sabyasachi Mukherjee, the CRS of the Corporate Module.
10. Com. Soumya Datta, General Secretary, SBIOA (Bengal Circle) conveyed his gratitude to each and every person who contributed in transforming this dream of the Circle Association into a reality and requested the participants and observers to hold such programmes even at the Regional level. The programme was then concluded by the Circle President, Com. Gautam Debnath.
11. We congratulate and compliment Com. Gautam Debnath and Com. Soumya Datta, President and General Secretary of SBIOA (Bengal Circle) and other office bearers for conducting such a wonderful programme.

With greetings,

Yours faithfully,

Sd/-

(Y.SUDARSHAN)
GENERAL SECRETARY

Soumya Datta
General Secretary
Mobile : 9830044737