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NEXT STEP

GOING INTERNATIONAL: CIE'S PLANS FOR BANGLADESH

In conversation with Guy Chapman, Deputy Director, International Network at Cambridge International Examinations

Tell us more about your visit to Bangladesh – what are the Outstanding Learner Awards?

My visit to Bangladesh was a very special one indeed! We celebrated the achievements of students from over 20 schools across the country who performed exceptionally well in their Cambridge examinations at a grand ceremony—Outstanding Cambridge Learner Awards.

The Outstanding Cambridge Learner Awards are a group of awards issued by Cambridge International Examinations. They recognise exceptional learner achievement in Cambridge examinations around the world. The primary purpose of these awards is to celebrate and recognise the success of high-performing Cambridge learners. All Cambridge International Examinations students are eligible for our prestigious 'Top in the World' award. In those countries where Cambridge examinations are taken by more students a wider range of awards are available, including 'Top in Country', 'Best Across' subjects such as Maths, Chemistry and Economics and 'High Achievement'.

What is the overall philosophy of Cambridge in its approach to education?

Our aim is support students' study through a syllabus that is international in outlook, but local in relevance and which gives them the skills they need to get in to university and get on in life beyond formal education.

What students must above all take with

them as they move on from school is fundamental understanding and skills, an informed curiosity and a lasting passion for learning. This approach guides all of our syllabus development.

Why are more schools choosing to offer international programmes for their students?

The desire to learn by looking beyond our own society is now more evident than ever, with millions of young people around the globe striving to maximise their potential through education with international characteristics.

For many, that involves gaining globally recognised qualifications, or spending time outside their home country for part of their education. The worldwide growth in international education in the first part of this century illustrates this.

What are your future plans (for Bangladesh and abroad)?

We will continue to focus on helping our schools worldwide to improve. This means continuing to revise our programmes to reflect developments in education, enhancing our professional development and developing new support services.

We are also becoming increasingly innovative in how we use technology. In October 2016 we will introduce on-screen Cambridge Secondary 1 Checkpoint tests in English and Science for lower secondary students. The on-screen tests will be available as alternatives to the paper-based versions, and schools can choose the format that best suits their needs.



The experience we gain with these on-screen tests, and above all the feedback we receive from our schools, will help us as we prepare for the arrival of optional on-screen tests for other Cambridge programmes. We are building a network of schools to run trials of on-screen tests before we roll them out to the wider school community.

We introduced Cambridge O Level Global Perspectives for first teaching in September 2015 and the first examination will be in June 2018. This is the newest addition to our Cambridge Global Perspectives suite of qualifications. This development will allow our Cambridge schools in Bangladesh to offer a skills-based programme that encourages stu-

dents to think critically and analytically about a range of global issues. It is based on the Cambridge approach to active learning. (NB. We won't know take-up in Bangladesh until schools make entries).

We are revising our International AS & A Level syllabuses in consultation with some of the world's leading universities – including the University of Cambridge, Harvard and MIT. This is part of our continuous review programme of Cambridge qualifications to keep them up-to-date.

They told us that what really helps students succeed at university is a firm grasp of the subject's key concepts. These are the ideas that help to develop a deep understanding of subjects, help students make links more easily between topics and enable them to solve problems or understand new aspects of their subject.

Our revised International AS & A Level syllabuses, and support materials, emphasise key concepts. They enable students to gain a greater depth as well as breadth of subject knowledge, an understanding of how subject content links to real-world research and development and a fluency when it comes to talking about their subject and how the different topics link together.

We are continuing to expand our regional teams around the world to bring us closer to schools and help us understand local needs. This expansion is driven by the increased demand for international curricula from parents and governments.

For the full interview, check out the Next Step web page

BSHRM-MetLife International Human Resources Conference today

BSHRM-MetLife International Human Resources Conference will be held today, Friday, March 11, 2016 at the Bangabandhu International Conference Centre in Sher-e-Bangla Nagar.

With around 2,000 members, BSHRM is the largest professional body in the country concerned with human resources. Nearly 1,000 human resource professionals from home and abroad will participate in this conference. The Daily Star is the strategic partner for the conference and MetLife is its title sponsor.

Group CPO of Aamra Companies receives Tech Leader award



Ajeyo Rohitashwo ~ Al Quazi, Group Chief People Officer, Aamra Companies was recently awarded the 4th Most Influential Global HR Tech Leader, by World HRD Congress on their 24th annual programme, jointly organised by Times Ascent & CHRO Asia.

The awardees were selected based on their previous and current career track records and their contribution towards the organisation, shaping the performance and work pattern using technology. Ajeyo, in his capacity, has developed and re-engineered process flows in three of the largest conglomerates in Bangladesh, with a visible positive impact on the bottom line.

11 STEPS TO BECOME MORE LIKEABLE

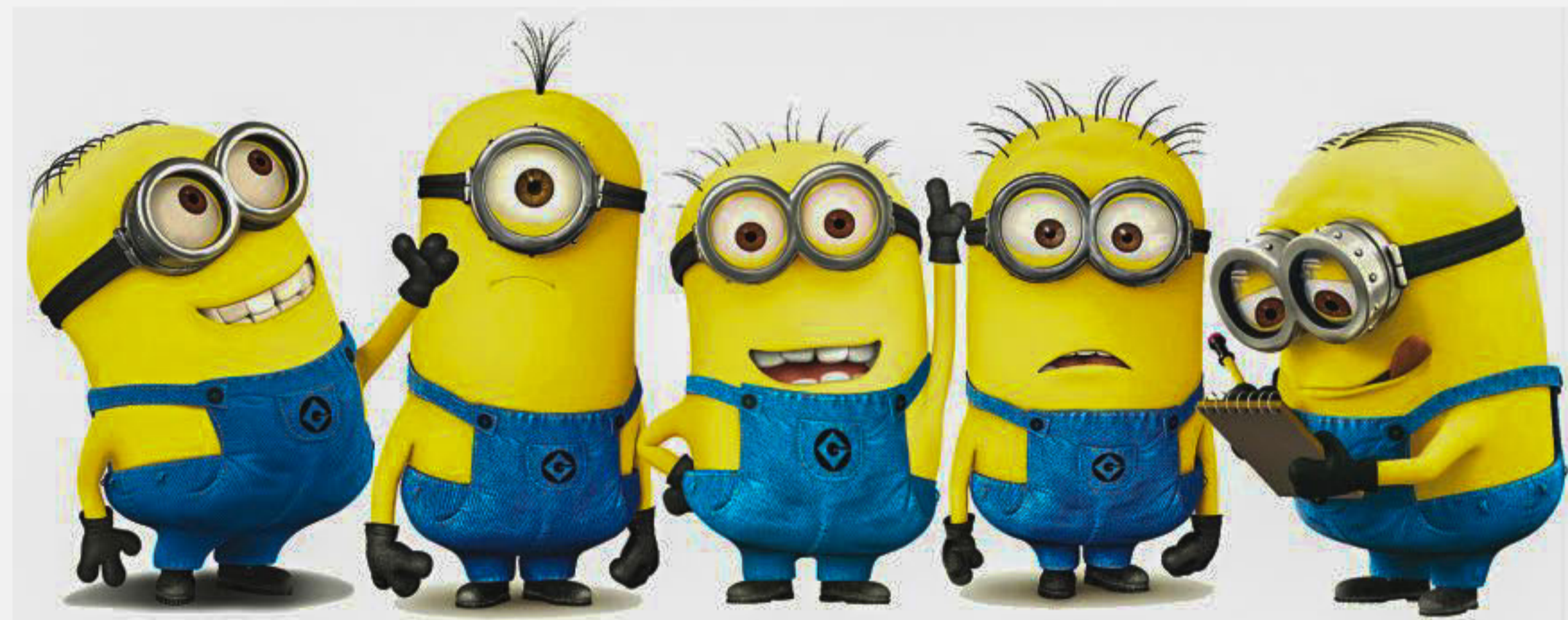
WHILE CHARISMA IS HARD TO QUANTIFY, YOU DON'T NEED TO BE BORN WITH IT. THE MUSE LAYS DOWN SOME OF THE MOST IMPORTANT THINGS LIKEABLE PEOPLE DO EVERY DAY.



Making a DIFFERENCE

Bangladesh is rapidly moving towards middle income status by 2021. Our businesses definitely offer immense opportunities for the growing economy and this diversity needs a stage for the stories untold. See Bangladesh make its mark on the global map as Making a Difference brings you our proudest success stories from across the country.

HOW TO EFFECTIVELY LEAD A GROUP



It can be universally accepted that we can't do everything by ourselves, so thank God for groups. Working in a group makes a task more attainable, but sometimes, without the right leadership, group work can be messy. This article is to show you how you can take over the role of a leader.

PLAN THE TASKS THAT NEED TO BE DONE

You have been given a big job. Try to break it down into smaller tasks and plan out in what order and how they are to be done. Research on the objective you set out to accomplish. Hold group meetings and discuss it with your teammates. Ask for everyone's opinions and viewpoints on the matter. Make a list of everything that needs to be completed. Organise everyone around a common goal.

DELEGATE, ASSIGN AND CHECK UP

Delegate each task to the best possible member for that task. Delegating reduces the workforce and improves the quality of the

work to be done. Make sure you make everyone feel involved and assign appropriate and important tasks to each and every member. People look at problems and manage tasks in a variety of ways. Give them the freedom to make their own decisions and contribute their opinions. Try to get a slacker working by assigning him a task that needs to be done before the others can get started. Make sure to keep an eye on the entire process and regularly check up on the progress of the team to ensure everything is running smoothly.

KEEP YOUR TEAM MOTIVATED

Know what drives and interests every individual member of your team and show them that you believe in them and the project. Keep inspiring them and motivating them. Respect your team members' abilities and utilise them. Make every member feel like an essential part. Celebrate every completed task and appreciate good work.

KEEP EVERYONE ON THE SAME PAGE

Ensure that everyone is up to speed on the progress of the project and are able to see for themselves its success. Keep everyone well informed of what is to be done, what has been done, and how well the project is coming up. Show them the whole picture for them to know how much of it is completed and for them feel a sense of pride in the work. This also helps build team dynamics and efficiency.

LEAD BY EXAMPLE

Do your own part. Do not be lazy and unorganised, make sure you give your best and your teammates will follow. Every group is different and needs its own brand of leadership. Don't try to exhibit total control. Listen to each and every member, think before making a move, and plan out and discuss decisions. And most importantly, trust your team and trust yourself.

RAHMA MIRZA