

# THE FEDERATION OF BANK OF INDIA OFFICERS' ASSOCIATIONS

(REGD.No.7364)

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Dear Comrades,

## **HURTING NEVER LEADS TO SUCCESS** **COMMUNICATION SKILLS SHOULD BE THE DRIVING FORCE**

Good communication is a key to success of any institution and our Bank always had a culture of positive and effective communication to convey its policies, goals and requirements through Video Conferencing, formal/structured meetings, Circulars, Mails and other modes of Communications. Such communications were always informative, motivating, inspiring and productive. This culture combined with mutual trust and respect could see our bank overcoming many crisis in the past. While communicating with the work force down the line during crisis, our Top Management had a clear vision and well thought out road map for bringing a turn around.

However, we have noticed that this rich culture is lacking in recent times. While we are informed by our senior colleagues, GMs/Zonal Managers regarding the contents of recent Video Conferencing, where unparliamentary and derogatory language have become order of the day, position is no better down the line. It is highly demotivating and demoralizing for the Executives at the receiving end, who have grown with this bank and their contributions cannot be undermined. Our Organisation has conveyed its anguish and reservations against such a conduct in the past as well. We would do everything possible to protect the respect and dignity of our members (which comprise of officers from Scale-I to Scale-VII) at all fora. The entire banking industry is witness to the incidence of removal of irritants from the system of the bank by our Organisation with the help of our Top management.

Our NBG GMs and Zonal Managers who are subjected to embarrassment and harassment in the open meetings are also expected to work as shock absorbers and are requested to conduct themselves in orderly manner. It is desirable that the Business review meetings conducted by NBG General Managers and Zonal Managers should be used as tools for motivation rather than passing on the frustration thrust on them. There is need for all round review of the systems and atmosphere prevailing across the board. After all, it is the same work force which led the Bank to reach the top position among the peers.

Comrades, we all are aware of the critical condition of our mother institution and we have to show similar commitment of the past to bring back the lost glory of Bank of India. We have always been strongly sensitizing all about the need of the hour through meetings and various other communications. This bank belongs to us and we should take every possible step for improving its health. We appeal to all of you to work within the frame works /guidelines of the bank and walk an extra mile for our own survival. Let us have trust on our Organisation, its leadership and our own unity and strength.

We are confident that the entire dedicated workforce will ensure to bring our beloved Institution out from the red in this Financial Year only. We once again reassure you all that we will put rock like resistance to any step, action and move at any level working against the moral and dignity of our members.

We wish God Speed in all your efforts and endeavours.

Yours comradely,

(HARVINDER SINGH)  
**GENERAL SECRETARY**