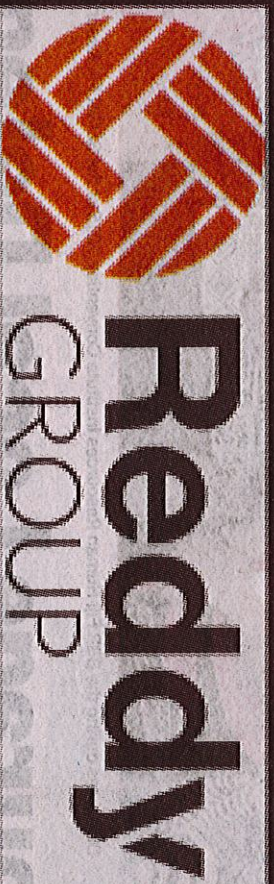




Family Company Awarded Silver Medal



Reddy Group chairman Y.P. Reddy (left), with the group directors.



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Reddy Group maintains 'people focused' philosophy

The Reddy Group was awarded Silver Medal for Organisation with Outstanding Human Resource Practice by the BSP Fiji Human Resource Institute.

The family operated company has over the past five years worked hard to further develop the people focused philosophy through many different initiatives and activities.

"We are both humbled and extremely proud of being awarded this honour" said Rohit Reddy, managing director of the Reddy Group.

"We firmly believe a people focused company will always be more successful in the long term. Our success has always been hinged upon our people as a family operated company," Mr Reddy said.

Mr Reddy said training and developing staff has also been an area where the Group has spent considerable time and effort.

"We were one of the first companies within Fiji to embrace the Quality Circle philosophy. The concept of actively involving Our People in bringing greater efficiency and continual improvement came fairly naturally to us, conducting this in a formalised and consistent manner was the greater challenge."

"We are proud of the way in which our people embraced these concepts, and of the improvements they have been able to bring over the years to the way we work. The sense of pride and ownership the practices have brought to our business is invaluable," Mr Reddy said.

He said the Group has also developed many internal programmes for their staff, not just to develop their skills in their current roles, but to help those who wish to grow further and realise their full potential.

"We have significant resources available, especially for a company of our size. We invest equally in those who

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Rohit Reddy
 Reddy Group managing director

are front line interacting with our customers, and those who work in supporting roles, back of house if you will, in the organisation."

The Group even revisited the company's internal practices and standards, with a view to creating a workplace, and company philosophy that truly reflected who they are and who they aspire to be.

"While we had a Mission Statement and Company Values, these reflected more of a Corporate Office ethos, and did not adequately reflect the way Our People in the individual business units worked and interacted on a daily basis. The process used to develop the practices was wide-ranging and incredibly inclusive of the views and opinions of all of Our People, across all business units in all of the countries we operate within."

"Out of this process we grew a document we call The Tanaoa Way. It is the benchmark for everyone who works within the Reddy Group, across all levels of the company. It is a reflection of what is important to all of us, of how we all wish to be treated within our workplaces, and how we treat each other, our customers and the company itself," Mr Reddy said.