

CHAMPION OF WORKPLACE PRODUCTIVITY

He was 18 years of age when he sacrificed his tertiary studies and sought employment to ensure his two younger siblings complete their education. Without proper tertiary qualification, challenges at work steadily crept in. Further unwanted pressure was mounted as this young man was branded a jinx - one who would never complete his tertiary studies, travel overseas nor broaden his employment scope.

Driven by sheer passion and determination to prove his critics wrong, the aspiring young man set goals in life and worked towards achieving them. Over a span of a decade, the youngster decided to change his fate and returned to pursue his tertiary studies. Since then, he has not only travelled to all four continents of the world and 18 countries but embraced the walk to fame into becoming the top at his game.

Peter Naveen Lakshmaiya, 43, proved all wrong who had once called him jinx. Despite the hardships, Naveen managed to complete tertiary education, not only locally but overseas too. For a person who loves to be challenged and challenges others, Naveen is today the General Manager Human Resources at the Fiji Electricity Authority.

Born and bred in Sugar City Lautoka, Naveen has proved age plays no significant role in achieving the best in career. He has accomplished management career reflecting 24 years' experience in operational leadership, human resources management, quality management, and organizational



Peter Naveen Lakshmaiya (right) receives Outstanding Quality Circle's Facilitator Award in 2005.

development in highly centralized and decentralized organizations with extensive experience and consummate achievements building multiple best-in-class organizations.

Naveen has achieved milestone through academia for he has presented papers on Quality Management, Innovation and Human Resource Management nationally and in countries such as India, Egypt, China, Iran, Japan and Thailand.

He was facilitated with a special plaque at NTPC's Fiji Business Excellence Awards Night in 2012 for 10 continuous years of service in the FBEA program.

Naveen was also the winner of the Pride of HR Profession Award at the World HRD Congress in Mumbai, India in 2010, the winner of the People Management Award at the IFTDO Conference in London, United Kingdom in 2010, the winner of the Performance Management Award at the IFTDO Conference, Warsaw, Poland in 2011 and the

first local Human Resources Gold Practitioner Award 2011 at the Inaugural Fiji Human Resources Institute Convention Awards.

For a climb which he conquered alone, Naveen dedicates his success to his parents, family and friends. "Parents play an important role and both my mum and dad continue to play a very pivotal role in my success. It has been their vision to see me successful given the sacrifice in the 80's and 90's," Naveen says.

"I am aware how it feels when you dream and wish it to be real, yet it seems fading away; I am aware either you get your family going and place bread and butter or park your education; I am aware needing to fetch fees before entering the classroom; I am aware the road ahead will be difficult, however, there will come a day that will be brighter than the darker days. All one needs to do is to remain focused," he says.

“Education is the key to a country’s development and growth. Therefore, if you don’t grow then nobody around you will grow. You must have a vision. You need to accept all the criticism that comes your way, this should be your stepping strength and never see things negatively.”

Naveen believes it is equally important to be surrounded by right personnel and to have a mentor like the former Director TPAF and now Fiji’s High Commissioner to India, His Excellency Mr Yogesh Karan, who took him through the quality phase of life. Naveen states he built his entire career under Mr Karan’s guidance since 2000.

Naveen has created an economic transformation through productivity. He dedicates his success to his previous and current four Executive Heads for being his pillar of strength. “It has been the people of these organizations I have associated with in the last two decade and half that has led me to understand business better and made me a better leader.”

Naveen has continuously given back to the nation through his contribution towards national and international development. He is a Certified Professional Member of the Australian Human Resources Institute, a member of Fiji Human Resources Institute, Team Leader of the Fiji Business Excellence Awards Evaluator Program (NTPC), an Advisory Board member of the National Occupational & Health, Advisory Board (NOHSAB) Ministry of Employment, Productivity and Industrial Relations, and currently sits on the Advisory Board of NTPC as a member.

His advice to younger alumni is to dream, yet more importantly to keep evaluating the dream. “Keep smiling even in the very difficult times; have a shoulder to cry on, one who is an inspiration and a motivator to help break-free the jinx within.”



Peter Naveen Lakshmaiya

**CLASS OF
2001**

Training and Productivity Authority of Fiji

Qualifications

- Certified Safety Auditor Occupational Health and Safety - TPAF and National Safety Council of Australia, 2001
- Advance Diploma in Quality Management for Business Excellence Management - TPAF and SAI Global Assurance, 2002
- Graduate Certificate in Human Resources Management - University of Sunshine Coast, Australia, 2003
- Certificate IV in Business Excellence Management - TPAF and SAI Global Assurance, 2003
- Registered Training Officer - NTPC, 2008