



FEB 2026

MOS DIGEST 2025

We Build Your Dream Around You



ISSUE 04



Published by
MOS Students' Circle
Department of Management and Organization studies
Faculty of Management and Finance
University of Colombo
Sri Lanka



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EDITORIAL TEAM



Chief editor - L .S Edirisinghe



Editor - H. W. M. D. Manike



Editor - V.G.S.Githmika

INTRODUCTION TO THE DEPARTMENT OF MANAGEMENT AND ORGANIZATION STUDIES

The Department of Management and Organization Studies (MOS) at the Faculty of Management & Finance, University of Colombo offers the Bachelor of Business Administration (BBA) (Honours) degree programme designed to equip students with deep knowledge, practical skills and the professional attitude required to succeed in diverse business environments, whether as future managers, innovators or entrepreneurs.

The curriculum is intentionally broad and flexible, allowing students to explore various areas of management without being confined to one specific field. This not only prepares undergraduates with a well-rounded understanding of modern organisational practices, but also encourages them to tailor their learning to their own career aspirations and interests. To build practical exposure, critical thinking and professional readiness, the department organises a range of activities such as residential workshops, outbound training, factory visits, guest lectures and professional development seminars all involving active participation from both students and academic staff. The department's flagship events include the Business Idea Competition (BIC) which is an annual platform that encourages students to generate, develop and present innovative business concepts evaluated by industry professionals and experts. The MOS Review is a research oriented bi annual publication that offers students and staff a collaborative space to share research ideas and insights.

In addition to the undergraduate programme, the department offers a suite of diploma courses for lifelong learning and specialised skill development. These include the Diploma in Entrepreneurship and Business Management (DEBM), Higher Diploma in Entrepreneurship and Small Business Management (HDESBM) and the Postgraduate Diploma in Entrepreneurship and Business Management (PGDEBM). These are all designed to support entrepreneurial skill building and business leadership across different stages of career growth.

Through academic excellence and practical exposure, the Department of Management and Organization Studies remains committed to nurturing future leaders who are not only academically competent but also ready to contribute meaningfully to the local and global business community.

SPECIAL FEATURES OF THE DEGREE OFFERED BY THE DEPARTMENT OF MANAGEMENT AND ORGANIZATION STUDIES

The BBA (Honours) degree programme offered by the Department of Management and Organization Studies is designed to develop strong analytical, managerial and professional competencies, enabling students to confidently address contemporary challenges in organisational and business contexts. A key strength of the programme is the recognition it has gained from leading professional bodies. The department has secured exemptions from CA Sri Lanka, CIPM, CIMA Sri Lanka, CMA Sri Lanka and SLIM, providing students with a strong advantage in pursuing professional qualifications. The department is also in the process of obtaining further exemptions from ACCA and CIM, enhancing the programme's professional relevance.

Another distinctive feature is the Industrial Training Hub, established in 2023, which ensures that 100% of students secure internship opportunities in reputed organisations. Through this initiative, students gain valuable industry exposure, supported by organised industry visits that bridge academic learning with real-world business practices. Together, these features ensure that the MOS degree programme offers not only academic excellence, but also meaningful professional and practical exposure for future managers and leaders.

MESSAGE FROM HEAD OF THE DEPARTMENT



It gives me immense pleasure to share this message in the MOS Digest 2025, a publication that thoughtfully captures the journey, achievements, and vibrant spirit of the Department of Management and Organization Studies over the last year. As a department within the Faculty of Management & Finance, University of Colombo, we remain committed to delivering a BBA degree programme that combines academic rigor with practical relevance. The events and initiatives documented in this Digest clearly demonstrate our continuous effort to bridge classroom learning with real-world exposure.

From our flagship Business Idea Competition (BIC) 2025, which nurtured entrepreneurial thinking and innovation, to Young Entrepreneurs' Day that inspired students through industry leaders, we have consistently created platforms that challenge our undergraduates to think critically, act creatively, and lead responsibly.

MOS Day: Futureza 2.0 stood as a celebration of learning, creativity, and collaboration, showcasing not only academic excellence but also the cultural and artistic talents of our students. Our industrial visits to organizations such as Toyota Lanka, Sunquick Lanka, and Nature's Beauty Creations provided invaluable exposure to operational excellence, sustainability practices, and strategic management in action. Guest sessions on CV crafting, stress management, corporate sustainability, and the future of business through Data and AI ensured that our students remain future-ready in an evolving global landscape.

Equally commendable are the socially responsible initiatives led by our students, including Knowledge Bridge and Rethink Waste. These projects reflect the department's core philosophy that management education must extend beyond profit and performance to include compassion, sustainability, and ethical responsibility. The MOS Review continues to strengthen our research culture by encouraging scholarly thinking and academic writing among undergraduates. Meanwhile, the dedication of the MOS Circle has been instrumental in executing numerous impactful initiatives throughout the year.

I extend my sincere appreciation to our academic staff for their unwavering guidance, to our industry partners for their collaboration, and most importantly to our students for their enthusiasm, leadership, and commitment. This Digest is not merely a record of events; it is a reflection of a community that learns together, grows together, and aspires together.

As we look ahead, may we continue to uphold excellence, foster innovation, and nurture leaders who are academically competent, ethically grounded, and socially responsible. I congratulate the entire MOS team for a successful year and wish you continued growth and achievement in the years to come.

Professor Sashika Manoratne

**MOS CIRCLE - THE STUDENT ASSOCIATION OF THE DEPARTMENT OF
MANAGEMENT AND ORGANIZATION STUDIES**

The MOS Circle of the Department of Management and Organization Studies, Faculty of Management and Finance is more than just a student organization; it's a community where creativity, leadership and collaboration come alive. Through the Circle, undergraduates get the chance to step beyond the classroom, plan exciting events, manage projects and work closely with peers, learning skills that textbooks alone can't teach.

Over the year, the Circle has brought to life MOS Day, Futurenza 2.0, competitions, sustainability initiatives and community support projects, giving students a platform to make a real difference while discovering their own potential.

A special thank you to the President Chathumini Gunarathna, whose unwavering guidance, encouragement and support have been the driving force behind every initiative. Her leadership inspired us all to dream bigger, work harder and create meaningful experiences to the entire MOS family.

We also wish to recognize and appreciate the dedicated efforts of the MOS Circle executive committee.

The Secretary, Onali Nethma, for her dedication and continuous support, as well as for motivating fellow students to actively participate in every initiative, ensuring that everyone is engaged and aligned.

The Vice President Apeksha Premarathna for her support in internal coordination, assisting in maintaining smooth communication and collaboration within the students.

The Chief Editor, Lihansa Edirisinghe, along with her two co-editors for devoting their valuable time for drafting and overseeing all editorial work of the MOS Circle, ensuring the quality and consistency of all published content, from media materials to official publications.

The Treasurer, Prabhashi Fernando, for her responsible management of the MOS Circle's finances, ensuring transparency and accountability, a role that carries significant responsibility. Without her commitment, many initiatives would have remained ideas on paper rather than being brought into reality.

The Event Organizer, Thenushi Pushpalal, meticulously planned and coordinated all events conducted by the MOS Circle, ensuring the successful execution of each one. Her diligence and enthusiasm are truly commendable.

The Media Editor, M. I. M. Muad, is appreciated for his consistent efforts in creating digital media content for every MOS Circle event, including event promotions, birthday posts, and other necessary media designs, contributing to the circle's active and engaging online presence.



From left to right

V.G.S.Githmika ,W.A.T.P Pushpalal,H. W. M. D. Manike,M. I. M. Muad.L S Edirisinghe,C.P Gunarathne,
Onali Nethma, Apeksha Premarathna

MESSAGE FROM THE PRESIDENT - MOS CIRCLE

It is with great pleasure that we present the MOS Digest on behalf of the MOS Students' Circle, reflecting the journey and achievements of the Department of Management and Organization Studies throughout the year.

This year was both challenging and insightful for all of us. As a department, we achieved far more than we ever imagined. We were able to organize numerous activities including site visits, guest sessions, impactful projects, competitions, and the highlight of the year, MOS Day-Futurenza 2.0, all of which are detailed in this magazine.

One of the biggest challenges I faced during this journey was bringing everyone together to work towards one common goal. By the end of the year, I realized that each of us has our own skills, strengths, and even drawbacks.

As individuals, we are never perfect. However, what I believe is that teamwork is the only way we can be perfect, by bringing out the best in us and create something truly remarkable. This realization inspired the tagline of Futurenza 2.0: "A Celebration of Learning, Creativity, and Collaboration." We learn through our mistakes, we create through ideas, and both learning and creativity become meaningful only through collaboration. I not only coined this phrase but also witnessed it come to life through our collective hard work.

I would like to extend my sincere gratitude to our Head of Department, Professor Sashika Manoratne, for continuously trusting, supporting, and guiding us in almost everything we accomplished this year. She was not only an academic leader but also a motherly presence behind our successes. I am equally grateful to our panel of lecturers whose constant encouragement and guidance helped us overcome every challenge without giving up.

My heartfelt appreciation also goes to all MOS Circle members, committee members, and students who worked together tirelessly to make this year's events a success. These experiences taught us resilience, leadership, teamwork, and prepared us to face future challenges with professionalism and confidence.

I hope that future batches, as they look back at these milestones, will continue this spirit, achieve even greater heights, and carry the legacy of our department forward.

Chathumini Gunarathna



ABOUT THE MOS DIGEST

Since its very first issue back in 2022, MOS Digest has grown into more than just a magazine, it has become the heartbeat of the Department of Management & Organization Studies and the MOS Students' Circle. What started as an ambitious idea by the MOS Student community has blossomed into a cherished annual tradition that captures the achievements, events, initiatives, and inspiring journeys of our department and its people.

With the release of this 4th edition, we are proud to continue a legacy that celebrates excellence in academics, leadership, creativity, and community engagement. From its humble beginnings to the vibrant publication you read today, each issue has told a compelling story, featuring insightful discussions with corporate leaders, reflections from MOS alumni who have excelled with first-class honours, highlights from our annual MOS Day, guest sessions, industry visits, student initiatives, creative contributions, and more.

Of course, our journey would not have been possible without the dedication of the past Editors and MOS Students' Circle committees who laid the foundation for this publication. Their passion, creativity, and hard work have guided us, provided direction, and set a high standard that we are honored to uphold.

As we present the 4th MOS Digest, we thank everyone who contributed, from contributors and interviewees, collaborators, and readers. This magazine is not just a reflection of what we have done; it's a celebration of what we believe in - growth, storytelling, community, and the MOS spirit.

Here's to the stories that inspire us, the achievements that define us and the future that awaits us.

Welcome to MOS Digest : where MOS's journey unfolds, one edition at a time.

MESSAGE FROM THE CHIEF EDITOR -MOS CIRCLE

Taking on the role of Chief Editor of the MOS Students' Circle for 2025 is something I never saw as just a title. It has been a journey of learning, self-discovery and growth, sometimes challenging, often rewarding and always meaningful. There's a quote by Rainer Maria Rilke that I often reflect on "Live your questions now and perhaps you will live along some distant day into your answers." This year has truly been about learning through experience and embracing every step of the process.

The MOS Digest 2025 is a reflection of the year we lived, the ideas we explored, the initiatives we carried out and the memories we created as a department. It brings together the efforts and commitment of students who worked behind the scenes to ensure that every page tells a story worth reading. This magazine is not about perfection; it is about authenticity, teamwork and growth.

Stepping into this role with limited editorial experience was both intimidating and exciting. Along the way, I learned that leadership is less about knowing everything and more about listening, trusting your team and growing together. I am deeply grateful to our Head of Department Professor Sashika Manoratne and all our respected lecturers for their constant guidance and encouragement. I also extend my sincere appreciation to the previous MOS Students' Circle for building a strong foundation that allowed us to continue this journey with confidence.

Most importantly, this magazine is the result of collective effort. It exists because of a team that showed up, supported one another and believed in the value of what we were creating. I am incredibly proud of everyone who contributed their time, ideas and energy to make MOS Digest 2025 a reality.

I warmly invite you to explore these pages and be a part of our journey. As we move forward, we embrace this year with hope and excitement, growing together through many more editions to come.

Lihansa Edirisinghe



NEW OUTLOOK OF THE DEPARTMENT

Through the collective effort of both academic and non-academic staff, the department gained a fresh new outlook creating a more pleasant and productive environment for all in 2025.



MOS REVIEW

The MOS Review is a bi-annual magazine published by the Department of Management and Organization Studies, University of Colombo, showcasing the research and scholarly work of students with the guidance and support of the department's academic staff. Initially being a platform providing access to the MOS department's students and staff members to publish their scholarly work, MOS Review has now broadened its scope by opening up to the Faculty of Management and Finance since late 2025.

The MOS Review continues to serve as a bridge between classroom learning and real-world research, nurturing a generation of students equipped with analytical skills, intellectual curiosity and the confidence to contribute meaningfully to the fields of management and organizational studies and beyond.



MOS DAY 2025

Among the many initiatives organized by the department, MOS Day remains the most anticipated and celebrated event among MOS students. The Department Day for 2025, titled “Futurenza 2.0,” was successfully organized by the MOS Students’ Circle, marking yet another milestone in the department’s continued commitment to student engagement and excellence. The event was held under the theme “A Celebration of Learning, Creativity and Collaboration” on the 19th of September 2025 at the faculty premises.

In keeping with long standing tradition, the event commenced with the lighting of the traditional oil lamp, symbolizing knowledge, wisdom and new beginnings. This was followed by a graceful traditional welcome dance, which set a culturally rich and auspicious tone for the day. The gathering was formally opened with the Welcome Speech, after which a departmental video was screened, highlighting the journey and achievements of the Department of Management and Organization Studies.

Futurenza 2.0 was graced by the presence of several distinguished guests, adding prestige and significance to the occasion. The Vice Chancellor of the University of Colombo attended as the Chief Guest, alongside the Dean of the Faculty of Management and Finance, the Head of the Department of Management and Organization Studies, Professor Sashika Monaratne, other Heads of Departments, and members of the academic staff. The success of the event was further supported by the generous sponsorship of Clean Poly Packaging (Pvt) Ltd. The department extends its sincere appreciation to the Guest of Honour, Mr. Manjula Rajapaksha, Managing Director of Clean Poly Packaging (Pvt) Ltd., for his valuable contribution towards the success of the event.

A key highlight of Futurenza 2.0 was the Business Idea Competition (BIC) Grand Finale 2025, which provided a dynamic platform for undergraduates to present innovative and socially impactful business concepts. Five finalist teams namely CASIA SPECIAL, ECONOVA, MODEST LANKA, GIFT TRAVEL, and CO STUDY SPACE competed before a distinguished panel of judges. The competition combined professional evaluation with active audience participation, creating an engaging and vibrant atmosphere. Cash prizes were awarded to the winning teams in recognition of their creativity, innovation, and entrepreneurial potential.

The event was further enriched by a variety of cultural performances, including captivating dance items and a Poetry Recitation segment presented by the winners of the poetry competition in Sinhala, English, and Tamil. The Awards Ceremony recognized the winners of both the Business Idea Competition and the Poetry Competition, while all finalists were appreciated for their enthusiasm, creativity, and dedication.

In conclusion, Futurenza 2.0 was more than a departmental celebration; it served as a meaningful platform for MOS students to showcase their talents, exchange ideas and draw inspiration for future endeavours. The event reaffirmed the department’s commitment to academic excellence, creativity and collaboration, leaving lasting memories for the entire MOS family.



BUSINESS IDEA COMPETITION (BIC 2025)

The Department of Management and Organization Studies (MOS), University of Colombo, successfully organized the Business Idea Competition (BIC) 2025, a flagship initiative aimed at nurturing entrepreneurial thinking and innovation among undergraduate students. The competition provided a dynamic platform for students to showcase their creativity, problem solving skills and practical application of academic knowledge to real world business challenges.

The main objectives of the competition were to encourage an entrepreneurial mindset, promote innovative business ideas, enhance practical knowledge in business planning and develop essential skills such as critical thinking, teamwork and presentation abilities. Additionally, the competition aimed to identify and recognize outstanding business ideas with the potential for future development.

The competition was conducted in multiple stages to ensure a fair and systematic evaluation. It began with a call for business ideas, where students submitted their proposals individually or as teams. All submissions underwent an initial screening by a panel of academic staff, who assessed the originality, feasibility and relevance of each idea. Shortlisted participants then proceeded to the 1st presentation round, where they presented their business concepts and each idea was evaluated and shortlisted to the grand finale presentations. At the grand finale, 5 finalists presented their ideas before a distinguished panel of judges. The evaluation focused on clarity of the idea, innovation, market potential and implementation strategy.

After a thorough assessment, the winners of the BIC 2025 Grand Finale were announced, with Modest Lanka securing 1st place, CASIA Special taking 2nd place and Gift Travel earning 3rd place.

The winners received cash prizes and certificates, recognizing their creativity and entrepreneurial potential. The competition not only rewarded outstanding ideas but also motivated all participants to continue developing their business concepts. The BIC 2025 once again demonstrated MOS's commitment to fostering entrepreneurship and practical learning among its students. By providing such platforms, the department continues to inspire the next generation of innovative leaders ready to make a meaningful impact in the business world.





**SHARING THE EXPERIENCES OF AN ALUMNA OF THE DEPARTMENT OF
MANAGEMENT AND ORGANIZATION STUDIES**



Ms. Rumesi Gunawardana

Assistant Lecturer
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BBA (Col, Sri Lanka - 2020: 2024), Reading for MBA (Col, Sri Lanka -
2025: 2027), MAAT,
MaTE (Col), ICASL (CBA)

To begin with, could you briefly introduce yourself and share how your journey has evolved since you first stepped into the University of Colombo as an undergraduate?

I am Rumesi Gunawardana, currently serving as a Temporary Assistant Lecturer in the Department of Management and Organization Studies at the University of Colombo. My journey is defined by a strong commitment to academic excellence and a desire to bridge the gap between professional practice and scholarly research.

I entered the University of Colombo in 2020 after securing four 'A' passes for my Advanced Levels. From the outset, my goal was to maximize the opportunities provided by the Faculty of Management and Finance. This led me to specialize in Management and Organization Studies, a field where I found my passion for understanding institutional dynamics and innovation.

Alongside my undergraduate studies, I was determined to gain practical experience in the corporate sector to complement my academic learning. Since I am pursuing the Chartered Accountancy (CASL) qualification, I began my career at one of the 'Big Four' audit firms. This experience was instrumental in developing my analytical skills and professional discipline, allowing me to understand the complexities of the corporate world from an audit perspective.

Despite my success in the corporate sector, my passion for academia remained my primary focus. I was honored to graduate in 2024 with a Bachelor of Business Administration (Honors), achieving a first-class degree.

Transitioning from a student to a faculty member in 2024 has been a significant milestone for me. Today, as an Assistant Lecturer, I aim to use my blend of professional audit experience and academic rigor to inspire my students and contribute to the research excellence of the Department of Management and Organization Studies.

Why did you choose the Department of Management and Organization Studies (MOS) for your academic and professional journey?

Choosing the Department of Management and Organization Studies was a strategic and pivotal decision in my life. While I had the academic results to qualify for any department within the faculty, I was specifically drawn to MOS because of its unique position as a discipline that offers both breadth and depth in understanding how organizations function.

At the time of selection, I was already pursuing my CA exams. Having a strong foundation in accounting and finance through my professional studies, I sought a specialization that would broaden my horizons rather than narrow them. MOS stood out because it provided a comprehensive understanding of management, strategy, and organizational behavior, which I felt was the perfect complement to my technical audit background.

The department is known for its supportive culture and the exposure it provides to diverse management disciplines. My conviction was so strong that when submitting my preferences, MOS was my only real consideration. Looking back, achieving a first-class degree confirmed that this was the right environment for me. It provided the intellectual flexibility I needed to grow as a researcher and an academic, and I can confidently say it was the best academic decision I have made to shape my career.

MOS Department has played a significant role in your journey. What aspects of the department, both as a student and now as a lecturer do you value the most? And now that you're part of the academic staff what has been your most fulfilling experience working with students?

As a student, what I valued most was the department's intellectually stimulating environment and the mentorship provided by the faculty members. Even as I balanced a rigorous professional career in a 'Big Four' audit firm alongside my degree, the department offered the academic flexibility and guidance I needed to excel. The lecturers encouraged us to think beyond textbooks, helping me bridge the gap between complex management theories and the real-world scenarios I was witnessing in the corporate sector. This support was instrumental in helping me maintain my academic focus and eventually graduate with a First Class.

Now, as an Assistant Lecturer, I value the opportunity to contribute to the very activities that shaped me. I have been actively involved in coordinating Industry Visits, the Business Idea Competition, and MOS Day. One of the most fulfilling aspects of my role has been serving as a visiting lecturer for external programs, such as the Diploma in Entrepreneurship and Small Business Management (DEBM), as well as teaching for the Faculty of Arts.

Interacting with such a diverse range of internal and external students has been incredibly rewarding. It has not only enhanced my communication and leadership skills but has also allowed me to witness firsthand the entrepreneurial spirit of our students. Additionally, contributing to the 'MOS Review' and various research publications has allowed me to grow professionally as a scholar. The most fulfilling part is seeing students grasp complex concepts and apply them to real-world business ideas, knowing that I am playing a role in their development just as my lecturers did for me.

How would you like to contribute to the future development of the MOS Department?

I look forward to contributing to the MOS Department by strengthening the link between academic theory and the evolving needs of the local business community. My focus is on three specific areas: student mentorship, research support, and enhancing our department's outreach.

Secondly, I want to support the department's research work. I plan to work with senior lecturers on research projects that focus on management in Sri Lanka. I also want to help with the 'MOS Review' and other publications to keep our department's academic standards high.

Finally, I am eager to take a lead role in our extracurricular activities, such as MOS Day and the Business Idea Competition. I believe these events are crucial for building a strong community spirit and providing students with a platform to showcase their creativity. By continuously improving these programs, I want to ensure that the MOS department remains a vibrant, supportive, and forward-thinking environment for every student who walks through our doors.

There's a common misconception among students that the MOS Department lacks value compared to other specializations, often influenced by herd mentality rather than real-world insight. As someone who has experienced both academic and industry settings, how would you respond to this perception? What advice would you give to current and future students when considering the MOS Department as their specialization?

Choosing the MOS department was, without a doubt, one of the best decisions I have ever made, and my journey is proof that the 'herd mentality' regarding its value is a misconception. There is an idea that the most high-achieving students don't choose MOS, but as someone who graduated with a 3.95 GPA and secured a position at a 'Big Four' audit firm while specializing here, I can confidently say that MOS provides an elite platform for those willing to work for it.

The real value of MOS lies in its versatility. It doesn't just teach you a technical skill; it teaches you how to manage, lead, and innovate skills that are in high demand across every industry. My experience in both the corporate and academic sectors has shown me that the broad knowledge and analytical skills I gained here are exactly what paved the way for a bright future.

My advice to current and future students is simple: do not follow the crowd; follow the value. Seize every opportunity offered by the department, focus on building your professional network, and develop your leadership skills. With the right mindset and dedication, you can carve out a successful career path in any field you choose. Today, I work in my favorite workplace because of the foundation I built in this department. I hope future students recognize that MOS is not just a specialization, but a powerful steppingstone to achieving their highest dreams.

Many students today face uncertainty about career paths. What advice would you give to students trying to balance academic success with real-world career planning?

My biggest piece of advice is to view academic success and career planning not as two separate paths, but as two sides of the same coin. Your time at university is the best period to build a strong theoretical foundation while simultaneously exploring where your passions lie in the real world.

To balance these effectively, I recommend that students start looking for practical exposure early, whether through internships, professional exams, or even by participating in department activities like the Business Idea Competition. My own experience working at a Big Four audit firm during my undergraduate years was challenging, but it taught me time management and professional discipline that I could never have learned solely in a classroom.

Academic success is essential it is the evidence of your commitment and intellectual capacity, but career planning is what gives that success direction. Don't be afraid to step out of your comfort zone. Engage with your lecturers, talk to industry professionals, and stay curious. If you can pair a high GPA with a clear understanding of industry trends and a network of connections, you won't just be looking for a job when you graduate, you will be ready to lead. Success comes to those who are prepared, so use these four years to build a profile that is both academically sound and professionally ready.

If you could describe your journey through MOS in three words, what would they be and why?

If I had to summarize my MOS journey in three words, they would be - Resilience, Versatility, and Fulfillment.

Resilience, because my undergraduate years especially during the pandemic required a deep sense of perseverance to maintain academic excellence against all odds. Versatility, because the MOS department allowed me to blend a rigorous academic path with professional audit experience at a Big Four firm, showing me that this field prepares you for any challenge. Finally, Fulfillment, because returning as a lecturer to guide the next generation is the most rewarding completion of my journey so far. It's not just about a degree, it's about the person you become along the way.



**EVENTS
ORGANIZED BY
THE
DEPARTMENT**

WELCOME DAY 2025

The Department of Management and Organizational Studies (MOS) kicked off the 2025 academic year with a unique and unforgettable event on February 28th. Unlike other departments, MOS Welcome Day was a special treat for third-year students, as they were invited to spend the day at the picturesque Aqua Pearl Resort, surrounded by nature and a lively atmosphere. This event, organized by the faculty's lecturers and fourth-year students, was designed not only to introduce the newcomers to the department but also to encourage team spirit and create lasting memories.

The day began with a soothing welcome drink, setting the tone for a relaxed yet exciting day ahead. Following this, the third-year students were given a warm formal introduction to the Department of Management and Organizational Studies. The head of the department, Professor Sashika Manoratne, extended a heartfelt welcome to all the new students, followed by other faculty members who shared their enthusiasm for the upcoming year.

After the introduction, the students were treated to an impromptu cultural display, with third-year students performing a mix of dancing and musical acts. The performances were full of energy and creativity, adding an extra layer of excitement to the event and showcasing the artistic talents of the students.

In a moment of transition and leadership, the new MOS Circle was appointed during the event. The newly appointed members of the Circle had the honour of presenting souvenirs to the former members, recognizing their dedication and contributions to the department.

The day continued with a series of fun games organized by the fourth-year students. The games included a balloon dance, a letter counting challenge and the crowd-favorite Pattara Manamaali—a hilarious and light-hearted game in which groups of students acted out the roles of brides and grooms. The acting performances were met with cheers and laughter, and the performances were rated by the faculty members, adding a competitive yet fun twist to the event.

As the fun and games came to an end, the participants were treated to a delicious lunch, followed by a lively DJ session. The dance floor opened up and students of all years danced to their heart's content, celebrating the start of the academic year and the new friendships forged throughout the day.

To cap off this perfect day, the students enjoyed iced coffee and cake, providing a sweet and refreshing treat before heading back to campus. By 4 PM, the group returned to campus, filled with joy and excitement after a day full of bonding and fun. The MOS Welcome Day at Aqua Pearl Resort was not just a celebration but a great way for the third-year students to become more acquainted with the department, meet new friends and enjoy a day of relaxation and entertainment.



NEW YEAR TEA TABLE

The annual Awurudu Tea Table, organized by the MOS Circle, brought students and lecturers together in a vibrant celebration of Sri Lankan New Year traditions. The event showcased a beautifully arranged selection of traditional sweetmeats, generously brought from students' homes to share with the university community.

The celebration commenced with a warm welcoming speech by Chathumini Gunarathna, the President of the MOS Circle. In her address, she highlighted the importance of preserving cultural practices, adding that the tea table not only celebrates tradition but also strengthens bonds among students and staff.

The Head of Department, Prof. Sashika Manoratne and the Dean of the Faculty, Prof. H. M. Nihal Hennayake, also shared their thoughts. Both expressed their delight in seeing the younger generation embrace and honour Sri Lankan culture. They commended the initiative and noted how meaningful it was to witness students taking an active role in reviving timeless customs.

The event served as a reminder that even in a rapidly modernizing world, traditions continue to hold a cherished place within the university community. The Awurudu Tea Table not only celebrated cultural heritage but also brought a sense of unity and gratitude.





YOUNG ENTREPRENEURS DAY

On April 3rd, 2025, the Department of Management and Organization Studies proudly hosted Young Entrepreneurs' Day 2025 at the Jayarathna Hall, East Wing, Faculty of Management & Finance, University of Colombo. The event served as a dynamic platform for aspiring student entrepreneurs to learn, connect and showcase their innovative ideas under the inspiring theme "Breaking Barriers: Young Entrepreneurs Shaping the Future."

The event commenced with the National Anthem and the traditional Oil Lamp lighting ceremony, graced by distinguished guests including Senior Professor (Chair) H.D. Karunaratne - Vice-Chancellor of the University of Colombo, Professor Nihal Hennayake - Dean of the Faculty of Management & Finance, Professor K.A.S.P. Kaluarchchi - Acting Head of the Department of MOS and other esteemed academics and industry leaders.

A series of insightful speeches by pioneering entrepreneurs followed, each sharing their unique journeys, struggles and successes.

- Mr. Dulanjana Vithanage, Managing Director of Jack Fruit Ceylon (Pvt) Ltd, discussed how undergraduates can discover viable business opportunities.
- Dr. Tharindu Lakmal Pushpakumara, Managing Director of Ayulanka, spoke on the product development journey from idea to market with examples from cassava-based food and kithul chocolates.
- Mr. Dinesh Bandara, founder of Ceylon Vanilla Export (Pvt) Ltd and MD of Ceylon Spice Cultivators, elaborated on finding international markets for agri-based products.
- Ms. Niroshini P. Rathninda, Founder & CEO of Lady Green, shared her inspiring story of transitioning from a nurse to an entrepreneur uplifting rural communities through her work.

In between the speeches, the audience was treated to a special musical performance by the third-year MOS students, adding color and rhythm to the day's atmosphere.

A key highlight of the day was the Student Product Showcase, which gave undergraduates the stage to present their entrepreneurial innovations. Products featured ranged from:

- Cinnamagic Tea Bags by Akila Chathuranga
- Baby Cloth Swings by A.H. Zainab
- Herbal Hair Oils by S.M.P.K. Senevirathne
- Decorated Mirrors by A.G. Dilshani Sewmini Theresa
- Beauty & Wellness Products by M.W.M. Rashad

Each participant demonstrated creativity, resourcefulness and an understanding of real market needs, earning well deserved recognition through Certificates of Appreciation. The event concluded with a heartfelt Vote of Thanks delivered by Bhagya Kavindi, a final year student, who acknowledged the efforts of the organizers, speakers, and student participants.

Young Entrepreneurs' Day 2025 not only celebrated the spirit of entrepreneurship but also served as an inspiring platform that encouraged students to take bold steps toward their dreams. The event successfully bridged academic learning with entrepreneurial action, proving once again that with the right mindset, young minds can truly shape the future.





INDUSTRIAL VISITS

SUNQUICK LANKA

An insightful educational visit to Sunquick Sri Lanka was organized with a focus on exploring real-world applications of Supply Chain Management. This visit provided participating undergraduates with an exceptional opportunity to gain practical knowledge that complemented their academic learning.

The team at Sunquick Lanka warmly welcomed the students and shared in depth knowledge on both the theoretical and operational sides of supply chain management. Their openness and eagerness to answer questions created a truly engaging learning environment.

A special appreciation goes to Senior Lecturer Ms. Chethanee Digoarachchi, who facilitated this visit, for her dedication to integrating hands-on learning into the academic experience. The session served as a strong reminder of the value of blending classroom theory with industry exposure, reinforcing essential skills for future ready graduates.



TOYOTA LANKA

On 30th April 2025, the students visited the Toyota Lanka Mahagedara branch in Wattala for an enriching industry exposure session. The visit began with a warm welcome in the conference room, where students received a comprehensive overview of Toyota's history and its strategic response to challenges such as the COVID-19 pandemic and economic fluctuations.

Students were then introduced to the management department, observing organizational structures and functions, followed by a guided factory tour. Equipped with safety helmets and attire, participants gained practical insights into operational procedures and workplace environments at one of Sri Lanka's leading automotive companies.

The visit concluded with an engaging discussion with top management, where students had the opportunity to ask questions and deepen their understanding of Toyota Lanka's strategic approaches and business operations. The visit proved to be an invaluable learning experience, offering students hands on exposure to the functioning of a global automotive organization.





NATURE’S BEAUTY CREATIONS LTD (NBC)

On 14th August 2025, the students visited Nature’s Beauty Creations Ltd (NBC) in Horana, Sri Lanka’s largest and most awarded herbal cosmetics manufacturer. The visit began with a warm welcome and an informative presentation introducing the company’s origins, achievements and production philosophy.

The students were taken on a guided tour of the production line, observing every stage of product formulation, testing and packaging. A visit to the medicinal plant cultivation area offered further insight into NBC’s commitment to natural and sustainable practices. The visit concluded with a delicious lunch and a generous gift pack of NBC products.

Overall, the visit provided with a comprehensive understanding of herbal cosmetic manufacturing, sustainable operations and quality management, leaving a lasting impression and valuable learning experience beyond the classroom.





A DISCUSSION WITH A CORPORATE FIGURE



Mr. Nalaka Gunawardana
Director/General Manager
Natures Beauty Creations Ltd.

Can you briefly introduce yourself and your role at Nature’s Beauty Creations?

I am Nalaka Gunawardana, and I currently serve as the Director/General Manager of Nature’s Beauty Creations Ltd. My educational background is in physical sciences, where I studied Chemistry and Mathematics at the University of Peradeniya.

At present, I oversee most of the key functions of the organization, including finance, human resources, procurement, operations, production, R&D, QA, and special projects. While I am not directly involved in sales and distribution now, I previously handled those areas as well. I am not directly involved in marketing, but I still provide my views and strategic input when needed.

As the General Manager, my responsibility is to ensure the smooth functioning of all departments and guide the organization’s overall direction

Can you walk us through your career path?

I joined the organization in August 2000, at a time when it was more or less an SME with fewer than 50 employees. When I first joined, I started a new project to introduce a cosmetic range to the company. This involved developing herbal cosmetic products and I personally carried out all the research and development work. At that time, the parent company, Multichem International Ltd, was already known for products such as Dash car care and household detergent products. Within a very short period, I developed 20 odd herbal cosmetic products and we successfully launched the range in 2001.

Although my main interest was research and development, I always believed in not stagnating. Whatever challenges or roles the organization required me to take on, I adapted. I believe adaptability is the key factor in career growth. Instead of focusing only on one's specialty, it is important to develop other skills based on organizational needs, whether technical or managerial.

While working full-time, I also pursued my Master's degree in Analytical Chemistry at the University of Peradeniya. It was a very hectic time, as I worked five days a week and attended classes on weekends, leaving very little time to relax. After completing my Master's, I was appointed as Production Manager. I moved directly from a management trainee role to Production Manager at a relatively young age. It was not easy, especially in a small organization, but I accepted the challenge. Gradually, I took on greater responsibilities and eventually became Director/General Manager, before the age of 40.

What are some key challenges you have faced as GM and how did you overcome them?

Coming from a science background, my strengths were mainly in research and development and quality assurance. Areas such as finance, human resources and even production were initially unfamiliar to me. As I moved into managerial roles, I had to learn these disciplines from scratch. Some subjects were naturally more difficult or less interesting, but I realized that to survive and succeed, you must learn them regardless of personal preference.

Another major challenge was growing together with a young organization in a rapidly changing environment. The growth and dynamics were very intense and sometimes difficult to manage. Over the years, we experienced major technological shifts from mechanical systems to digital technology, IT advancements and now the AI era. Each phase brought new challenges.

Managing people was also challenging, especially since I had little early experience in handling large teams. Even after studying management concepts through my MBA at the University of Colombo, I found that theory cannot always be applied directly in practice. For example, after visiting Japan, I tried implementing concepts like 5S and Kaizen. However, I realized that our local culture and employee mindset were different, so these systems could not be adopted exactly as they were. They had to be customized and introduced in ways that suited our people. I believe customization and creative thinking are extremely important when applying management practices.

Over the years, I have also noticed that employee attitudes and expectations continuously change. The young workforce we had in 2000 was very different from today's employees. Every generation requires a different management approach, making leadership a constant learning process. Overall, I believe every day brings new challenges and there are no fixed or ready-made solutions. The key is to adapt continuously, customize approaches, develop the right skills and have the courage to face problems and find practical solutions. Adaptability is essential for survival and long-term success.

NBC is well known for its strong commitment to environmental sustainability. What does sustainability mean to you personally and as GM?

As a professional, I am also a researcher and I have been involved in sustainability-related research. In general, sustainability is about balancing three key elements: the economy, the environment and social aspects. However, sustainability is not something that can be achieved within a day, a month, or even a year. It is a continuous, long-term process that requires consistent effort.

When discussing sustainability in the context of a corporate or organizational setting, I believe the most important factor is the economy. This does not mean compromising the environmental or social aspects, but the reality is that whether it is an SME or a large corporation, the organization must survive economically first. Without economic stability, the organization cannot exist and if it does not exist, there is nothing to support the environment or society. Therefore, survival depends on economic strength and that forms the foundation for all other sustainability efforts.

At the same time, sustainability is closely linked with innovation. Without innovation, there is no sustainability. For example, if we consider the fuel efficiency of a diesel engine, it is typically not more than 50%. Even improving that efficiency by 10% through new catalysts or chemical reactions would be a significant achievement. Such improvements directly contribute to sustainability because fossil fuels are environmentally harmful. Therefore, innovation plays a crucial role in reducing environmental impact and improving resource efficiency.

Sustainability also depends heavily on social and regional contexts what is considered sustainable in one country or organization may not be sustainable in another. For instance, in our facility in Sri Lanka, we have plenty of water available to wash plates in the lunchroom. In a place like Dubai, water is scarce, so they may use paper plates instead. In our case, using paper would not be sustainable, but in their case, it might be. This shows that sustainability cannot be defined in one fixed or universal way. It must adapt to the environment, culture and available resources.

From my perspective, while all three elements - economy, environment and society are important, economic stability is the starting point. Without it, there is no entity to practice sustainability. At the same time, innovation and resilience are essential foundations that support long-term sustainability. Ultimately, sustainability differs from organization to organization, country to country and even from person to person, depending on beliefs, needs and circumstances. Therefore, it must always be approached with flexibility, customization and continuous improvement rather than a single standard solution.

Can you talk about recent sustainability achievements such as awards, environmental projects and certifications?

Yes, we have achieved several recognitions and certifications related to sustainability, environmental management, and social responsibility over the years. We were winners of the National Green Award, which is a significant environmental recognition in Sri Lanka. I recall that we won this award in 2013 and 2014. Once an organization wins this award, it is not eligible to apply again for the next three consecutive award competitions, which reflects its credibility and standard of recognition.

In addition, we received the Gold Award at the Sri Lankan Corporate Health and Productivity Awards in 2019. This award acknowledges organizations that promote employee well-being, health, and productivity, which also contributes to the social dimension of sustainability.

Furthermore, we won the Presidential Environmental Awards - Gold Award for the Personal Care and Pharmaceutical category in 2021/22. This is considered the highest environmental award in Sri Lanka, offered at the national level, and it is one of our most notable achievements in sustainability.

Apart from awards, our facility is also backed by several important international certifications. We are certified for ISO 9001 - Quality Management Systems, ISO 14001 - Environmental Management Systems, ISO 22716 - Cosmetic Good Manufacturing Practices (GMP), and the NATRUE standard for certain products. Further, EU Organic Certifications for one of our organic certified agricultural lands and for other agricultural lands we obtain in Sri Lanka Good Agriculture Practices certification.

Nature's Beauty Creations is a leading name in herbal and natural cosmetics. How do you guide the company to stay innovative and competitive?

The herbal cosmetic market is growing very rapidly, and there are many opportunities for companies to thrive. At the same time, it is also highly competitive and constantly evolving, with trends coming and going quickly. Therefore, staying innovative and responsive to market changes is essential. For example, some products like facial washes continue to grow steadily and have become common, mass-market items. However, newer trends now focus on high-performance products with active ingredients such as niacinamide and retinol. These are often introduced as essences and serums that provide quicker results. However, such products are also more complex and concentrated and can sometimes cause irritation or allergies if not properly formulated.

Because of this, before entering such segments, we conduct thorough research on product stability, safety and customer protection. We identified this opportunity early and launched our Vitamin C Serum, which quickly gained market acceptance. Initially, sales were small, but now they have grown into thousands of units. We are also expanding further into this segment by introducing additional serums with active ingredients such as niacinamide and retinol. We are planning to launch three new serums in February.

To support innovation, we have strong laboratory facilities and a research culture within the company. We have more than 20 researchers, along with external experts, who work on developing and testing new products. We also explore innovative ideas for foreign markets because modern trends are leaning more towards them. As an example, pillow sprays for relaxation and sleep. However, we focus only on genuine, proven innovation. If we make a claim about a product, we ensure that the quality and results are actually there. We do not engage in superficial or misleading innovations.

What are the biggest sustainability challenges facing the natural cosmetics industry today and how is NBC addressing them?

One of the biggest challenges in the herbal cosmetic market is the presence of untested and unregistered products. Many of these products make attractive claims but may be unsafe, sometimes even harmful to consumers. Despite this, they often offer high retailer margins, which encourages retailers to sell them over safer, properly manufactured products.

As a manufacturer that follows ethical practices and fair pricing, we cannot provide such high margins. Therefore, instead of competing in that way, we focus on educational advertising to help customers understand which products are safe and which are not.

Unethical and misleading advertising is another challenge, as regulations in the local market are not always properly enforced. Customers may be influenced by false claims and only later experience negative effects such as allergies.

Regulatory gaps are also a major issue. Even though we export the same products to international markets, Sri Lanka lacks streamlined regulatory systems. As a responsible company, we voluntarily follow international standards, especially European regulations, even when they are not locally required. Product registration and certification processes also take a long time, which delays exports and increases lead times.

Additionally, there is limited government support for local industries. Multinational companies often have stronger advantages, while local manufacturers face higher taxes, tariffs and registration costs. Registering products overseas requires large payments in dollars or euros, which increases costs and affects competitiveness.

To address these challenges, we focus on responsible practices, compliance, consumer education and maintaining high standards rather than taking shortcuts.

Looking forward to what new sustainability targets or innovations is NBC planning?

Our sustainability strategy is built around several key pillars, including biodiversity conservation, carbon neutrality, responsible operations, circular economy practices, and education and awareness. Biodiversity conservation is a major focus. We maintain a medicinal plant garden with more than 600 plant species, including some rare varieties. Our premises also support rich flora and fauna, including birds, butterflies, dragonflies and other wildlife.

Another priority is carbon neutrality. Although we are not yet fully measuring our carbon footprint, we plan to do so. When selecting equipment, we consider environmental performance. For example, we use advanced Japanese boiler technology that produces emissions well below environmental authority standards. We also ensure 100% proper maintenance of equipment to minimize environmental and social risks.

We practice sustainable water management through rainwater harvesting to a network of ponds around our premises. Treated wastewater from production, other uses, and rainfall is reused for gardening, ensuring that no water is wasted.

In terms of waste management, we focus on circular economy practices. For example, we use recyclable PE labels. Even the difficult-to-recycle backing paper is processed by a social enterprise that converts it into recycled paper bags and gift boxes, which we then purchased from them for a premium price.

This supports both environmental sustainability and social enterprises. Education and awareness are also important. We regularly conduct programs for school children, university students, and other interested groups, demonstrating how to build sustainable businesses. We have also published a research-based book on medicinal plants to share knowledge.

Under our ethical and responsible beauty pillar, we do not conduct animal testing. Instead, we use ethical human patch testing with consent, conducted through certified laboratories in the United States. We also avoid plastic microbeads in scrubs and minimize plastic usage in our premises, including not serving plastic water bottles. We also engage schools through initiatives such as butterfly gardens, where students learn about host plants and biodiversity. Overall, these pillars guide our future sustainability efforts and ensure that we continuously innovate while protecting the environment and society.

For students passionate about sustainability, what career paths or opportunities should they explore?

There are many avenues' students can explore in the field of sustainability. One prominent role is that of a sustainability executive. Earlier, organizations had designations such as ISO chemists, but today these roles have evolved into sustainability executives who measure sustainability performance, report on environmental and social impact, propose improvements, and frequently visit operational sites. In manufacturing organizations, they oversee the entire process from production to sales and distribution and even gather information from the customer end to assess the full lifecycle impact of products.

Another important and growing area is sustainable supply chain management and procurement. Students can focus on learning how sustainability can be incorporated into sourcing and purchasing decisions, especially through ethical sourcing practices. For instance, when procuring raw materials such as olive oil, purchasing directly from the manufacturer is often more sustainable than buying through multiple intermediaries, as it reduces carbon emissions, prevents stagnation during transport, minimizes adulteration and ensures better quality. Although such methods may require bulk purchases and may not always suit small buyers, they remain environmentally and socially responsible options.

Students may also explore emerging fields such as circular economy practices, renewable energy, resource management, sustainability marketing and even sustainability consulting. Since sustainability is evolving daily and is integrated into functions like finance, banking, research, supermarkets and general business operations, it has become part and parcel of every organization. Therefore, having an understanding of sustainability is increasingly essential for future executives and management trainees.

What skills do you believe are essential for undergraduates entering today's job market, especially in industries like beauty, FMCG or sustainability?

Employers primarily look for two key qualities in graduates: technical awareness and human capability and both are equally important. From a technical perspective, students should develop sustainability literacy and understand core concepts such as carbon footprints, waste reduction, ethical sourcing and sustainable supply chains. Awareness of global frameworks like the Sustainable Development Goals (SDGs), along with an understanding of the environmental, social, and economic (ESG) dimensions of sustainability, is also necessary.

Beyond basic knowledge, students must be able to apply these concepts practically within industry settings. This includes analyzing sustainability issues, reading and interpreting sustainability reports, understanding environmental data, presenting findings to management, and conducting audits or assessments. Analytical thinking plays a significant role in ensuring that sustainability practices are not only theoretical but also actionable.

At the same time, broader thinking abilities are crucial. Students should develop systems thinking and learn to view organizations holistically rather than focusing on isolated functions. Having a “helicopter view” of the entire business allows them to understand how sustainability connects with every department. Soft skills are equally essential, including strong communication, innovation, creativity, and the ability to think outside the box. Even small but effective ideas can create meaningful change, so adaptability and problem-solving are highly valued.

What advice do you have for young people who want to make a positive impact through their careers?

Young people should focus on being adaptable and flexible in their careers rather than limiting themselves to a single specialization or personal preference. It is important not to confine oneself only to what one studied or initially likes, but instead to learn how to create passion and interest in whichever domain one works in. Career growth often requires stepping outside comfort zones and adjusting to industry demands. For example, there are professionals who began with science backgrounds and later moved into procurement, finance, or accounting roles, eventually becoming managers or CFOs. Such transitions show that success depends more on adaptability than on sticking strictly to one field.

Students should also understand the realities of the corporate world and avoid rejecting opportunities simply because they seem unfamiliar. Developing a creative and holistic mindset is critical, especially in sustainability, where understanding the entire business operation is necessary. Although advancements in AI and automation may replace many technical or operational tasks, sustainability still requires human judgment, integration across functions, and innovative thinking, which cannot easily be automated.

Finally, an important recommendation is not to focus only on already sustainable organizations. Instead, joining organizations that are not yet sustainable and working to implement improvements can provide greater learning opportunities and faster growth. By driving change, highlighting impact and contributing meaningfully, young professionals can develop both their careers and the organizations they serve.

GUEST SESSIONS

CV CRAFTING BY MR. ANISTO LEO

A valuable guest session on CV writing was held on March 24, 2025, at the FMF East Wing Building (1.4 Hall), led by Mr. Aniston Leo, Consultant - HR at Virtusa.

The workshop offered insightful guidance on crafting impactful CVs and optimizing LinkedIn profiles to enhance professional visibility and career opportunities. With expert advice from Mr. Leo, students gained practical knowledge and tips on standing out in today's competitive job market.

This interactive session was a part of the department's ongoing efforts to support students in their career readiness journey.



STRESS MANAGEMENT AND BEING HEALTHY BY DR. SUDESH SENARATHNA

Held on April 7, 2025, at Hall 1.4 of the East Wing Building, the guest session on “Stress Management and Being Healthy” by Dr. Sudesh Senarathna offered a refreshing and eye-opening take on mental wellness. As an Ayurveda medical doctor, entrepreneur, and industry expert, Dr. Senarathna shared practical wisdom that resonated deeply with the audience.

He redefined the common perception of stress, reminding that not all stress is harmful. Introducing the concept of eustress positive stress, he explained how a certain level of stress can motivate us and push us toward our goals. However, he also emphasized the importance of recognizing when stress becomes overwhelming and turns into negative forms such as anxiety or depression.



The session was rich with actionable advice, including breathing techniques to manage stress more effectively techniques many participants have already started incorporating into their routines. Another unique highlight was his perspective on Ayurvedic wellness, particularly the value of reputed spas like Spa Ceylon in promoting relaxation and mental clarity. Interestingly, attendees also learned that “SPA” stands for Sanus Per Aquam, meaning “health through water.”

More than just informative, this session served as a gentle reminder to prioritize mental well-being just as much as physical health. It was a much-needed pause in our fast-paced lives and a valuable guide toward a healthier, more balanced future.



THE FUTURE OF BUSINESS: DATA AND AI BY MR. NALINDA KULATHUNGA AND MR. SAM THRIMAVITHANA

On April 8th, 2025, the Department of Management and Organization Studies proudly hosted a thought-provoking guest session titled "The Future of Business: Data and AI," held at the Prof. Jayarathna Conference Hall, Faculty of Management & Finance, University of Colombo.

This dynamic session featured two distinguished speakers: Mr. Nalinda Kulathunga, a Data Scientist and Computational Physicist, who offered deep insights into the role of Big Data Analytics in Managing Businesses and Mr. Sam Thrimavithana, Founder of Sponge Global and Chairman of the ICT Skills Council, who shed light on the transformative impact of Artificial Intelligence in Management.

Participants had the opportunity to explore how cutting-edge technologies are revolutionizing the business landscape. The session emphasized the importance of staying updated on data-driven decision-making, AI integration and digital strategy in today's fast-paced world.





CORPORATE SUSTAINABILITY GUEST SESSION BY MISS. CHAMODHI HETTIARACHCHI

The Department hosted an engaging and insightful session on Corporate Sustainability, led by Miss. Chamodhi Hettiarachchi, an HR professional with expertise in environmental and organizational management. Drawing from both global trends and practical workplace experiences, she highlighted the urgent need for sustainable practices in today's corporate world, shedding light on pressing challenges such as biodiversity loss and climate change.

Students gained an in-depth understanding of the three pillars of corporate sustainability: social responsibility, including fair labour practices, employee wellbeing and ethical conduct; environmental responsibility, such as carbon reduction, effective waste management and biodiversity protection; and economic responsibility, which focuses on ethical governance, circular economy principles and long-term organizational resilience. She further demonstrated how sustainability creates tangible business advantages, including innovation, stronger brand loyalty, regulatory compliance and improved talent retention.

Reflecting on the session, many students recognized its broader relevance beyond theory. "The session served as a timely reminder that sustainability is no longer a choice but a responsibility for modern organizations. It showed us how balancing social, environmental and economic priorities is essential for long-term success and stakeholder trust." This emphasized the importance of embedding sustainability into core business strategies rather than treating it as an afterthought.

Participants also appreciated how the discussion connected global challenges to their own roles as future professionals. "Learning about the three pillars helped us understand that even small, conscious decisions in our personal and professional lives can collectively create meaningful impact." This reflection highlighted the power of individual accountability in driving larger organizational change.

Moreover, the session inspired students to view sustainability as an opportunity rather than a constraint. "Sustainability is not just about protecting the environment; it is about innovation, resilience and building organizations that thrive responsibly in the long run." Such insights reinforced the importance of adopting a forward-thinking and ethical mindset as future business leaders.

Overall, the session encouraged students to take actionable steps from energy conservation to mindful consumption demonstrating that small, consistent efforts contribute to building a greener, more resilient future for both organizations and society.



STUDENT REFLECTIONS

NATURE'S SECRET VISIT

Visiting the Nature's Secrets factory was a valuable experience to me. I learned how herbal cosmetics are made using natural ingredients like aloe vera, green tea & another. I saw that production process was clean, well-organized & followed high quality safety standards.

I learned how natural resources can be used sustainably. They are maintaining beautiful garden. They have grown medicine plants, fruits & lots of important plants. They also can-do improvements for the future like use more ecofriendly packaging, expand herbal farming to support more local farmers & introduce educational programs to build awareness on natural beauty.

Finally, Nature's Secrets business shows how business should grow their business sustainably while protecting natural resources & environment.

-Anonymous

Nature's beauty creation is a well reputed cosmetics company in Sri Lanka. They offer a range of beauty products that's manufactured using natural ingredients. We gained an interesting experience from the field visit to Nature's Beauty Creations Ltd. After the visit to the company, they organized the presentation of their company's story.

It included their historical background and of the beauty products manufacturing process. And how they flow by step by step in the process. They also give shared knowledge with us about their sustainability activities, production process, medicinal plant garden, waste management process, employee oriented and staff handling process, their recycling process as well as how they manage eco-friendly activities and packaging manufacturing, and how they contribute to environment for less harmful for the people, all parts of the environment.

And finally, we can concluded that Nature's Beauty Creations Ltd. is a sustainability-oriented company and they also maintain triple bottom line (TBL) components for their successful future growth.

-Anonymous

NATURE'S SECRET VISIT

Our visit to Nature's Beauty Creations Ltd was truly an insightful and joyful experience. From the moment we entered the factory premises, it never felt like a factory at all. We were surrounded by greenery and walked along a path beautifully covered in green moss, with little streams of water flowing on both sides. In the literal sense of the word, it was like a nature's secret. At that moment, I realized this visit was going to be different and it truly was.

What inspired me most was their sustainability at the core. The way they have adopted the 4R system in every aspect of the organization amazed me. From monitoring employee food waste daily, separating waste at the point of generation for reuse, recovering waste by upcycling it into better products, to recycling wastewater through their treatment plant to water the gardens, everything was profound. Their rainwater harvesting ponds surrounding the gardens reminded me of King Parakramabahu's famous quote:

“අහසෙන් වැටෙන එක දිය බිඳකුදු ජරයෝජනයට නොගෙන මුහුදට යාමට නොදන්න”

Beyond systems, it was the little things that left a big impact. I was pleasantly surprised to see the General Manager standing in the lunch queue along with employees, showing humility and inclusivity at its best. These are the little things that create powerful impacts.

We also had the chance to visit their medicinal garden, full of rare medicinal plants, some we had never heard of, and others we had only read about in books.

It was truly a mind-blowing site visit. As students who dream of becoming part of such organizations, or even starting companies like this one day, we are truly grateful for such experiences.

-Chathumini Gunarathna

TOYOTA LANKA VISIT

“Only ship that doesn’t sink is leadership.”

These words hit me the moment I heard them during our unforgettable company visit to Toyota Lanka a place where leadership is not about hierarchy, but about standing tall through every storm.

From the very start, we were taken by surprise, the CEO and Managing Director, Mano San- Manohara Atukorala ACA, MBA himself came to greet us at the entrance, setting a tone of humility and openness that echoed throughout the entire organization. The hospitality was unmatched, what truly set this visit apart was the session with Demetrious Perera (Demi San), the Chief Human Resource Officer. His presentation wasn’t just about operations or company history it was a mirror into our own journeys, a moment of pause and reflection.

When he said, "If you are not solving all of your problems, your competitor will," it reminded me of the importance of being proactive not just in business, but in life. His words on crisis, “A crisis is a place to get up from the deep sleep you were in, to change yourself,” revealed how Toyota Lanka transformed challenges like COVID-19, the fuel crisis, and the Aragalaya into opportunities for innovation and rebirth.

Through the lens of "Genchi Genbutsu - Gemba Circle", we learned how finding the root cause, by going to the source, drives real solutions. It’s a mindset that fosters clarity, not just in work but in decision-making. And our 'Gemba Walk' was truly exciting and insightful.

“Do common things uncommonly” was another powerful takeaway, proof that excellence isn’t always about grand gestures, but about doing the small things with relentless purpose.

The work culture we witnessed was inspiring, an environment where boundaries fade, where Kaizen (continuous improvement) thrives, and where every employee contributes meaningfully to the Toyota Production System. It wasn’t just a company visit; it was a wake-up call to the kind of leader I aspire to be.

Thank you, Toyota Lanka Mahagedara, for the lessons, the inspiration, and the memories. And thank you to everyone who made this possible

-Chathumini Gunarathna

GUEST SESSION ON SUSTAINABILITY

As a part of our learning content for environmental management, we had a guest session on sustainability conducted by Ms. Chamodhi Hettiarachchi. The session mainly focused on the concepts of sustainability and how we can implement sustainability practices within ourselves individually and as well as groups. As a business student who is also interested in psychology, I am particularly interested in not only in how sustainability can be implemented as business strategies but also how decision making, individual behaviour, culture and social dynamics play a role.

One of the key ideas I thought was fascinating was “exponential growth” as highlighted by Ms. Chamodhi. I found it particularly fascinating because it showed how an individual act or a very small action can sum up to a massive impact. This made me think about our own lives where a collection of very small, minute actions result in something exceptional. I thought to myself how everything we have achieved so far from passing exams to getting selected to the university was a result of many very small activities we do every day and so this concept sounded very real and very relevant for me.

Being able to relate it to my personal life made me realize the importance of it to sustainability as this concept felt very much real. It motivated me to try to do better for the environment and try to think about how I can contribute to sustainability through my own everyday actions. Something as little as reducing food wastage would make a very big impact and so it motivated me to look at sustainability through a whole new perspective, since we are always in the have the perception that we need to do something on a large scale in order for it to have an impact, but this view completely changed it.

I also enjoyed how the facilitator showed passion about her subject area and her genuine concern for the environment. It made me stop for a moment to think about what the environment meant for me. It made me reflect for a moment, how we are only concerned about the environment when it comes to learning about sustainability and other related subjects but never truly take a moment to think about how much of a role it plays in our lives. This made me motivated to be more environmentally conscious and to have more regard and respect for the nature.

Lastly, the session concluded with us having to share how we will try to contribute to sustainability in our own ways. This was particularly interesting because it made us reflect on our own lives and also gave a sense of accountability since we were asked to share it with our peers. I shared that I would try to reduce over consumption and make changes to my overall lifestyle which I believe is the most practical for me. Overall this session was a thought-provoking and educational session which I believe gave me a new perspective to look at sustainability and how I can contribute to it as an individual.

-Onali Nethma

GUEST SESSION ON SUSTAINABILITY

The guest session conducted by Ms. Chamodhi Hettiarachchi, an enthusiastic HR professional dedicated to talent while championing green initiatives and sustainable practices was interesting. She emphasized that sustainability is not just a concept but a responsibility of ensuring intergenerational equity, practicing resource management and maintaining ecological balance so that future generations can also thrive.

The session highlighted the global challenges we face today, such as natural disasters, deforestation, air pollution and water pollution which make the call for sustainability more urgent than ever. What impressed me most was how sustainability was linked to the triple bottom line showing that true development balances economic growth with social responsibility and environmental care.

Reflecting on the session, I recognize some positives on my side. I already value the importance of long-term thinking and the need to balance between human progress and environmental protection. And also be aware of sustainable practices and support eco friendly initiatives whenever I can. In addition, I learned important insights from her to control emotions and hot-tempered behaviors through connecting to environment & animals. She shared some attractive stories and simple tips to interact us with her.

At the same time, I realize there are areas that need to be improved. Sharing individual-level actions alongside corporate stories might have helped us see how we, as undergraduates, can contribute to sustainability personally.

Overall the session gave me valuable insights and strengthened my motivation to contribute towards sustainability. It also reminded me that while knowledge is essential, combining it with practical engagement can make learning experience even more impactful.

Finally, I noticed only one that to be improved. While the content was rich and valuable, better time management would have allowed for deeper discussions and more student interaction, which could have made the learning experience even more engaging.

Finally, I would like to sincerely thank our course facilitator, Ms. Shashika Manorathne for organizing this valuable guest session. Her effort in creating such learning opportunities enabled us to gain new perspectives and strengthen our understanding of the Environmental Management subject and also both personal & professional contexts.

-Manike H.M.M.D.

GUEST SESSION ON SUSTAINABILITY

As a student, this session on corporate sustainability was very eye-opening and meaningful to me. I learned that sustainability is not only about protecting the environment, but also about balancing social, environmental and economic responsibilities. Before this session, I mostly thought sustainability was just about going green, but now I understood it is much broader and connected to fairness, community wellbeing, ethical business and future generations.

The Brundtland commission's definition of sustainability really made me reflect on how today's actions can affect the lives of people in the future. I realized the importance of inter generational equity and how resource management is critical for both humans and nature. The discussion on the UN sustainable Development Goals (SDGs) also helped me see how global challenges like poverty, inequality and climate change are connected, and how every sector has a role to play.

What I found especially interesting was the idea that sustainability can actually give businesses a competitive advantage. I used to think it was only a cost or responsibility, but now I see how it can create innovation, trust and long-term success.

The most important personal lesson I take away is that every small action counts. Even as a student, I can reduce waste, save energy, and be more mindful of the resources I use. This session encouraged me to think about how I can carry these practices into my future career and how I can contribute to a more sustainable society.

Overall, this session gave me new knowledge, but more importantly, it changed the way I think about my own role in sustainability. I feel motivated to be more responsible and to integrate sustainability into both my personal life and future professional life.

-W.A.D.J. Malindi

GUEST SESSION ON SUSTAINABILITY

තිරසාර භාවය යනු ඉදිරි පරම්පරාවන්ගේ අවශ්‍යතාවන් සපුරා ගැනීමේ හැකියාවට හානි නොකර අපගේ වර්තමාන අවශ්‍යතා සපුරාලීමයි. අප අතින් සිදුවන කුඩා අතපසුවීම් අපි නොසිතා කරන දේවල් තිරසාර භාවයට සැලකිය යුතු ලෙස බලපෑ හැකි බව මම මෙම සැසිය තුළින් ඉගෙන ගතිමි. උදාහරණයක් ලෙස අප වතුර කරාමයකින් වතුර ගැනීමට යාමේදී අප පිටුපසින් තවත් කෙනෙකු වතුර ගැනීමට සිටියහොත් අප බොහෝ විට කරාමය වසන්නේ නැත. එවිට අපගේ යන්නේ අපට ප්රයෝජනය සඳහා තිබෙන සියයට එකක් වන ඉතාමත් සීමිත ජල ප්රමාණයයි. ඒ නිසා අපි එසේ කිරීමෙන් මෙම සීමිත ජල සම්පත අපිට ආරක්ෂා කර ගත හැකිය.

ප්ලාස්ටික් පොලිතින් වැනි අපද්රවිය පරිසරයට එකතුවීම මගින් පරිසරය දූෂණය වී ජීවත්වීමට නොසිදු තත්වයක් ඇතිවිය හැකිය. මෙම සැසිය මගින් එසේ නොවීමට අපි කළ යුතු ආකාරයේ පිළිබඳව දැනුවත්භාවයක් ලබා ගැනීමට අපට හැකි විය. උදාහරණයක් ලෙස අප භාවිතා කරන පොලිසියෙන් කුඩා කොටස්වලට වෙන් නොකර ඒවා බැහැර කිරීම මගින් නැවත ඒවා ප්රතිශක්තිකරණය කිරීම කිරීමට නොහැකි විය හැක. ඒ ගැන සැලකිලිමත් වීම මගින් මේවා පරිසරයට එකතු වී පරිසරය දූෂණය වීම ඉඩක් නොදිය හැකිය.

මෙම සැසිය අතරතුරදී සාකච්ඡා කරන ලද පුනර්ජනනීය බලශක්ති විද්‍යාපාති හා තිරසාර කෘෂි කාර්මික පිළිවෙත් වැනි තිරසර භාවය සඳහා නව ප්රවේශයන් පිළිබඳ අපි දැනුවත් තාවයක් ලබා ගතිමු.
-නිර්නාමික

OTHER INITIATIVES

KNOWLEDGE BRIDGE

In the wake of the extreme weather caused by Cyclone Ditwah in late November, many A/L Commerce students in Sri Lanka faced the challenge of losing their study materials. Responding to this urgent need, the MOS Students' Circle took the initiative to launch "Knowledge Bridge - Commerce Study Support Initiative."

This digital learning project aimed to rebuild access to education by creating a subject wise collection of A/L Commerce notes and past papers. Undergraduate students were invited to contribute by sharing their lesson notes in PDF format, ensuring that each document was clearly labelled with the lesson name or past paper year. This effort enabled students who lost their materials to continue their studies in such difficult times.

The initiative received overwhelming support from almost all of the undergraduates of the faculty. With a shared Google Drive as the central repository, Knowledge Bridge became a practical, accessible resource for students affected by the floods.

This project showed how student led efforts can make a real difference, demonstrating compassion, social responsibility and the power of collaboration in times of crisis.

KNOWLEDGE BRIDGE
COMMERCE STUDY SUPPORT INITIATIVE

A digital learning initiative to support A/L Commerce students affected by the recent floods.

WE NEED YOUR SUPPORT!
SHARE YOUR A/L COMMERCE NOTES (PDF) TO HELP STUDENTS WHO LOST THEIR MATERIALS IN THE FLOODS.

HOW TO UPLOAD?

- 1 CONVERT YOUR NOTES TO PDF
- 2 NAME THE FILE CORRECTLY
- 3 OPEN THE GOOGLE DRIVE LINK
- 4 UPLOAD TO THE CORRECT SUBJECT FOLDER

MORE INSTRUCTIONS IN THE CAPTION BELOW

WHAT TO UPLOAD?
A/L COMMERCE NOTES
ONE LESSON PER PDF

ONE LESSON YOU UPLOAD WILL HELP THOUSANDS OF STUDENTS IN NEED!

AN INITIATIVE BY:
MOS STUDENTS' CIRCLE
DEPARTMENT OF MANAGEMENT AND ORGANIZATION STUDIES
FACULTY OF MANAGEMENT AND FINANCE
UNIVERSITY OF COLOMBO

RETHINK WASTE

The MOS Students' Circle launched Rethink Waste, a student-led sustainability initiative aimed at reducing everyday food and water wastage within the faculty. The project encourages undergraduates to become more mindful of their daily consumption habits, demonstrating that even small, conscious actions can collectively create a meaningful environmental impact. Awareness posters strategically placed in common areas such as canteens and washrooms serve as gentle reminders to rethink resource usage and adopt sustainable practices.

Beyond raising awareness, Rethink Waste nurtures a sense of responsibility, sustainability and ethical citizenship among students. By promoting conscious consumption, the initiative aspires to promote a more sustainable faculty culture, where change begins with individuals and everyday actions contribute to a greener, more responsible community.



SPECIAL ACHIEVEMENTS

As part of the Entrepreneurial Business Project (EBP) students of the department transformed classroom learning into a real-world venture: a line of eco-friendly candles that combine sustainability, aesthetics and functionality. Using upcycled coconut shells as biodegradable containers and plant-based mosquito-repellent ingredients, the candles offer a safe alternative to chemical repellents while showcasing Sri Lankan fragrances like cinnamon, citronella, and jasmine.

The standout Duo Defence candle provides both fragrance and mosquito protection, capturing attention during the demonstration. Competing with other departments, the team proudly won 1st Runners-Up for Best Demonstration, reflecting creativity, entrepreneurial skills and sustainable thinking.





POETRY COMPETITION

As part of Futurenza 2.0, the department hosted an exciting Poetry Competition for all undergraduates of the Faculty of Management and Finance. The contest, spanning three languages, provided a platform for students to showcase their literary talent, creativity and expressive skills.

This year, the competition was particularly exciting, with 1st, 2nd, and 3rd place winners in each language, creating nine truly outstanding poets. Their work stood out not just for skill, but for passion, imagination, and the ability to move an audience.

During MOS Day 2025, the winners were honoured with certificates, basking in the well-deserved recognition for their talent and hard work. The event wasn't just about winning it was a chance for students to connect, inspire and be inspired, showing how poetry can bring people together and give voice to their ideas and emotions.



AWARD WINNING POEMS

The Paradox of Life

Isn't solitude paradoxical,
As it nourishes the soul
Yet, leaves a deep empty void?
Isn't love paradoxical,
As it makes you swallow the pain,
To avoid others from tasting it?
Isn't growth paradoxical,
As it helps you succeed,
Yet, leaves a price for you to pay?
Isn't happiness paradoxical,
As it makes your heart glimmer,
Yet, leaves you feeling nostalgic.
Isn't nostalgia paradoxical,
As it fills you with happiness,
Yet, leaves you longing, just to go back in time?
Isn't kindness paradoxical,
As it heals a part of you,
Yet reminds you of your own wounds?
Isn't strength paradoxical,
As it helps you strive,
Yet, leaves you weary?
Isn't time paradoxical,
As it moves forward,
Leaving an ocean of memories
To only look back and reflect on?
Aren't endings paradoxical,
As it gives rise to new beginnings,
Just as the moon unveils when the sun sets?
Isn't life itself paradoxical,
As it's beautiful it's own way,
Even with the paradoxical nature
Of the deep truths of life?

-P.S.C.E. Perera

AWARD WINNING POEMS

ගෙන්දගම් පොළොව

පහල ඔයේ මිතුරන් හා දියබුම් කෙළි
 වෙල් දෙණාවල දුවලා පැනලා නටලා හිටපු
 මඳ සුළඟේ තාල තබා වස්දඬු වැයු
 මට තවමත් සිහිවෙයි ඔබේ තුරුල්ලේ උන්න

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කුරුල්ලන්ගේ කිව්බිවිය උදේට
 ගහකොළ නෑ ඉතින් කොහෙද හමන සුළං
 මහා විහාරයේ සණ්ඨා හඬ නෑ දුරට
 පුංචි පැලේ මා නැතිවම ඔබ කොහොම

නෑසෙන්නේ
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 හිඳින්නේ

මන්දාරමේ අදුරට කවි
 වැහිබිරුමේ හඬ අමුතුම ගිහි රැල්ලක්
 දිය සේරුමේ පිරි සිතුවම් සඳ ඇල්ලක්
 ගමේ ඉදිදි අම්මේ හඬ මැතිරිල්ලක්

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දවසින් දවස පිය නැග්ගේ ඉගෙනුමේ
 ජීවිතයේ ගොඩගැහෙනා කඩඉම් හරි
 එකින් එකට ජය ලබද්දී පැතුමන් මහ
 ලගින් හිටියේ ඔබ පමණයි අම්මේ මගේ

හිනිපෙනට
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අහස උසට වැට බැඳගත් සුපිරි ගෙවල්
 වැට කොළ නැති මගේ පැල්පතේ ලෝකය මට
 ගහක කොලක හුලං රොදක් විදින්න ඉඩ
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මං හැරවුම් පසුකරදා සිදා දියට
 උපාධියක් සිරස දරා ඔබ සතුටු
 රැයක් දවාලක් නැතිවම මා මේ
 අම්මේ ඔබේ හීන ඇතුලේ සක්විති මම

එන්නේ
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හිතේ තියෙන හීන කඳු එකින් එක
 කොලොම් පුරේ ගල්වෙව්ව හීන මට
 ගමේ ඉඳන් ඔබ අමතන හඬ කනට
 විඩාව නැති වුණා අම්මේ ඔබේ අම්ල

ගලපනකොට
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 ඇහෙනකොට
 ආදරයට

AWARD WINNING POEMS

கல்வி

கல்வி என்பது வெறும் எழுத்தும் எண்ணும் அல்ல,
அது உயிரின் நரம்புகளில் ஓடும் நதி.

அறியாமையின் இருளில் தடுமாறும் மனதுக்கு,
அது விடியலின் முதல் ஒளியாகிறது.

பிறந்தவனின் அடையாளத்தை மாற்றும் சக்தி அது;
கை வேலையை வாய் வேலை ஆக்கும் அற்புதம் அது.

மண்ணில் விழும் விதையைப் போல,
மனம் ஒன்றில் விழுந்தால் கல்வி—
அது மரமாக வளர்ந்து தலைமுறைகளைத் தழுவும்.

செல்வம் சிதறும், ஆட்சி கலைக்கும்,
ஆனால் கல்வி மட்டும் காலத்தைக் கடந்து
மனிதனை நிலைநிறுத்தும் குரல்.

கல்வி கற்றவனின் பார்வை விரியும்;
அவன் மட்டும் அல்ல,
அவனைச் சுற்றிய உலகமே உயர்ந்திடும்.

அதனால் கல்வி — ஒரு பாதை மட்டும் அல்ல,
ஒரு பயணம்;
ஒரு தனிநபரின் செல்வாக்கு மட்டும் அல்ல,
முழு சமூகத்தின் சுவாசம்.

- Rizniya Ameen

INTRODUCING THE MOS STUDENTS' CIRCLE 2026/27

The MOS Students' Circle proudly unveils its newly appointed Executive Board and Committee Members for the year 2026/27. Led by the President and supported by the Secretary, Junior Treasurer and the committed Organizing, Media and Editorial Committees, the new board aims to create impactful initiatives, strengthen student engagement and uphold the proud legacy of the MOS community.

ORGANIZING COMMITTEE

Upali Wijayawardhana (Head)

Boja Samarajali

Nishini Perera

Gihani Senaviratne

JUNIOR TREASURER

Kavindya Perera

SECRETARY

Mandara Wickramarachchi

MEDIA COMMITTEE

Rehani Jayathilake

Iresha Sewwandi

EDITORIAL COMMITTEE

Shani Sewwandi

Dineesha Madubhashini (Chief Editor)

Kavindya Dilrukshi

PRESIDENT

Dilka Ranasinghe

