

### *References:*

- Bandler, R., and Grinder, J., **Reframing**, New York, Real People Press, 1982.
- Bennis, W., Paarikh, J., and Lessem, R., **Beyond Leadership**, Cambridge, Blackwell Publishers, p. 369, 1994.
- Covey, Stephen R., **Seven Habits of Highly Effective People**, New York, Simon and Schuster, p. 136, 1991.
- De Bono, Edward, **Lateral Thinking: A Textbook of Creativity**, London, Penguin Books, 1977.
- Hamel, G., and Prahalad, C. K., "The Core Competence of the Corporation", **Harvard Business Review**, May-June, pp. 79-91, 1990.
- Hiltrop, J., "Preparing People for the Future: The Next Agenda for HRM", **European Management Journal**, Vol. 16, No. 1, pp. 70-78, 1998.
- Holt, David H., **Management: Principles & Practices**, London, Prentice Hall, 1987.
- Hunger, D., and Wheelen, T., **Essentials of Strategic Management**, New York, Addison Wesley Longman, pp. 34-41, 1996.
- Katz, R. L., "Skills of an Effective Administrator", **Harvard Business Review**, Sep-Oct, p.90, 1974.
- Losey, M. R., "Mastering the Competencies of HR Management", **Human Resource Management**, Vol.38, No2, Summer, pp. 99-102, 1999.
- McClelland, D., "Testing for Competence rather than Intelligence", **American Psychologist**, 28, pp. 1-14, 1973.
- Mankidy, J., **Developing Competencies for Innovative Human Resources Management**. Paper presented at the Annual HR Conference, Colombo. pp. 4-7, 2000.
- Metha, R., **The Science of Meditation**, Delhi, Motilal Banarsidass Publishers, p. 31, 1978.
- Miracle, R., "Everything You Wanted to Know about Competency Modeling", **Training and Development**, pp. 73-77, 1997.
- Nanayakkara, G., **Development of Management Studies in Modern Sri Lanka**, Colombo, PIM Publication, 1998.
- Ruona, W. E. A., Lynham, S. A., and Chermack, T. J., "Insights on emerging Trends and the Future of HRD", **Advances in Developing Human Resources**, Vol 5, No. 3, pp. 272 -282, 2003.
- Thompson, T., (1999) in Joyce P., and Woods, A., (2001), **Strategic Management**, London, Kogan Page, p. 45.
- Ulrich, D., "A New Mandate for HR", **Harvard Business Review**, Jan-Feb. pp 124-133, 1998.
- Wakhulu, Arun, **Managing from the Heart**, New Delhi, Response Books, 1999.
- Winterton, J., and R., Winterton, **Developing Managerial Competence**, London, Routeledge, 1999.
- Yeung, A., Brockbank, W., and Ulrich, D., "Lower Cost, Higher Value: Human Resource Function in Transformation", **Human Resource Planning**, Vol. 17, No. 3, p.13, 1994.