

Mr. Jayewardene, charismatic visionary entrepreneur hailing from down south has established Lumbini tea factory in 1984 and despite all the odds he has developed it to become a forefront tea factory in Sri Lanka which fetches highest price range merely because of its quality which never compromised. Nevertheless, his effort to up bring the Lumbinito this stage he has decided to transfer the batten to the second generation smoothly which took almost a decade where he groomed his son to take the reins. Even today he stands behind them and involved with the factory where he plays a shadow role. With the new young leadership Lumbini has taken another turn with his novel management practices and dedication to take the brand global.

“Once I have taken the control I have increase the human resource and welfare budget with a considerable amount and this has led to the increase of the productivity. While doing all these changes I have never up-side down my father’s management systems, but I have changed them the way I wanted gradually” Stated Chaminda during the interview.

Turnaround of the company has happened in 2003 when they decided to participate in a Tea competition held in USA and won four awards and it has become a catalyst for the morale boosting and to decide to go beyond boundaries.

While pumping innovation in to the product and process he has open the doors to open innovation practices where in enabled flow the external knowledge gains from stakeholders as well as out flow from the organisations. Lumbini’s innovation has been multi-pronged. In the area of product development, for instance, finding new products and existing product enhancements in terms of the tastes and aroma is a key area. In terms of market innovation is often about finding solutions to meet imagined or real consumer needs and looking for new markets or expanding the existing market has been forefront.

“We have given the freedom to do our experiments and come up with novel ideas to improve the products and processes of tea making. This kind of practices I have never come across any factory in Sri Lanka”, On of his employees expressed his view on the innovations.

Chaminda’s leadership & change management practices with strong human resource focus coupled with social responsibility effort bonded to its core business and employees paved way to make a delighting environment for the staff and the coworkers. Also long term rewarding and