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Fredrick Castro is known to me for more than 30 years.

He started practicing as a lawyer in the Labour Courts and the Industrial Tribunal of Chennai. His area of practice relates to appearing for trade unions.

During his 20 years stint as an advocate, he was the office bearer and advisor to many trade unions who benefited considerably from his expertise.

He had the unique capacity of being very articulate , precise and crisp in making submissions. There were many cases where he opposed me while I was appearing for the management and, quite frankly, that he was appearing against me made me double my preparations.

Not only was he well prepared but he was very tactful as well. And coupled with his sense of humour he was able to convey his points clearly and precisely in a captivating manner.

Needless to say, most of our encounters in court ended in his favour.

In the legal profession, I think, he established himself as a person of considerable intelligence and integrity.

He left practice , which I think was a great loss to the labour Bar and became a member of the HR fraternity in the year 2001 . With his HR & IR knowledge gained over 20 years and having been on the union end and management end as well, he has an edge over other consultants in the IR arena.

I am glad to know that he has started his own consultancy in the name of Beacon HR & IR consultants.

I wish him all success in the coming years and I know he will do well


SANJAY MOHAN

From: kurian eapen [mailto:kurianeapen07@gmail.com]

Sent: Wednesday, May 31, 2023 5:17 PM

To: chief@hrirconsultancybeacon.com

Cc: Kurianeapeno7@gmail.com

Subject: Re: A tribute to Mr. Fredrick Castro

Introduction:

In our professional lives, we encounter numerous bosses, each leaving a distinct impact on our journey. It is an honour and Privilege to pay tribute to a remarkable individual, a former boss who embodied the very essence of warmth, compassion, and excellence in workplace. This tribute serves as a testament to his outstanding man management skills, operational prowess, and his adeptness in handling human resources and industrial relations. Let me celebrate the legacy of a boss who not only excelled professionally but also left an indelible mark on our hearts.

Warmth that Transcends Boundaries:

My esteemed boss had a unique ability to create an inclusive and welcoming work environment. His warmth and approachability made every team member feel valued and respected. Whether it was through a simple smile, a genuine inquiry about our well-being, or an encouraging word during challenging times, his presence radiated a sense of comfort and belonging. He effortlessly fostered a sense of camaraderie among colleagues, instilling a shared purpose and creating a tight-knit community.

Compassion that Nurtured Growth:

One of the hallmarks of an exceptional leader is their genuine care for the personal and professional development of their team members. My former boss exemplified this trait effortlessly. He took the time to understand each individual's aspirations, strengths, and challenges, providing guidance and support along the way. His empathetic nature enabled the team to provide constructive feedback, nurturing our growth and inspiring us to reach new heights. His door was always open for discussions, mentoring sessions, and to lend a listening ear, ensuring that we felt valued and supported.

Excellence in Work and Operations:

My boss's commitment to excellence was unparalleled. He possessed an exceptional understanding of the intricacies of our work, setting high standards and leading by example. His attention to detail, strategic thinking, and ability to foresee potential obstacles helped streamline operations and ensure the efficient execution of tasks. His drive for excellence permeated the team, motivating us to deliver our best work and continuously improve our skills.

Mastering Man Management:

Man management skills are crucial for any leader, and our boss excelled in this domain. He possessed an innate ability to bring out the best in each team member, recognizing their strengths, and leveraging them effectively. Through his fair and transparent approach, he built trust, encouraged collaboration, and facilitated open communication. My boss skilfully delegated responsibilities, empowering us to take ownership of our work while providing guidance when needed. His leadership style fostered a positive work culture, where individual contributions were valued and teamwork thrived.

Expertise in HR & Industrial Relations:

In the complex realm of human resources and industrial relations, my boss exhibited remarkable proficiency. He navigated intricate employment issues with tact, ensuring a harmonious and productive work environment. His knowledge of labor laws, coupled with his exceptional negotiation skills, enabled him to strike a delicate balance between employee welfare and organizational goals. My boss championed fair and ethical practices, ensuring that our workplace remained a safe and inclusive space for all.

Conclusion:

As I reflect upon the tenure of my former boss, it is clear that their warm demeanour, compassion, exceptional work skills, and prowess in man management, operations, and HR & industrial relations were instrumental in shaping our professional lives. His legacy continues to inspire us, guiding our own leadership journeys. Today, I reflect the lasting impact and contribution, expressing my gratitude for the invaluable lessons he imparted. May his example continue to inspire leaders and foster workplaces that thrive on compassion, excellence, and the unwavering pursuit of a shared vision.

Kurian Eapen - Regional Manager – Operations & Hub Quality Lead - G4S Secure Solutions - Period (2009 to 2018)