

Abudawood Pakistan  
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# HR GAZETTE

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## Congratulations!

**Muhammad Bilal**, Supplier Officer based in Gujranwala has completed his Bachelor of Arts from Allama Iqbal open University Islamabad

**Syed Asad Abbas**, Sub D Supervisor Based in Dera Ismail Khan, has completed his MBA from The University of Science and Technology Bsannu

## Referral Rewards

**5** rewards given last month!

Send your referrals to HR to fill a vacancy and get a chance to win your reward

## Farewell!

- Adeel Farooqui – Unit Manager Sub D, SUKKUR
- Ghulam Nabi Korai – Section Manager, HYDERABAD
- Sabahat Ali – Section Manager, ISLAMABAD
- Nauman Tariq – Section Manager (Designate), FAISALABAD
- Fahd Naveed – Section Manager (Designate), ISLAMABAD
- Samina Imtiaz – Section Manager, ISLAMABAD
- Nabeeha Zubair – Section Manager, LAHORE
- Muhammad Iqrash Awan – AM Financial Analysis, HO
- Raja Simab Khan – Management Trainee, HO
- Shahid Ayub – Section Supervisor, QUETTA
- Raja Awais – Section Supervisor, GUJRAT
- Khalil Anjum – CSL Supervisor, GUJAR KHAN
- Altaf Qaiser – Section Supervisor Sub D, OKARA
- Hashim Chandio – Section Supervisor, NAWABSHAH

## Welcome on board!

- Sadia Abdul Khaliq – Brand Manager (Wella), HO
- Mohib ur Rehman – Section Manager Sub D, LAHORE
- Mazhar Ali Khan – Supplier Supervisor, LAHORE
- Hafiz Salman – WH Supervisor, SARGODHA
- Furqan Hameed Khoso – Section Supervisor, SUKKUR
- Atiq ur Rehman – Section Supervisor, MIR PUR AJK
- Ghazanfar Abbas Jafri – Section Supervisor, NAWABSHAH

### Management Trainees 2015-16

## Vacancies

- Unit Manager Sub D – SUKKUR
- Unit Manager – GUJRAT
- Section Manager – ISLAMABAD, HYDERABAD, FAISALABAD, QUETTA
- Section Manager SUB D – MULTAN
- Warehouse Supervisor – LAHORE
- Merchandising Supervisor – LAHORE
- Section Supervisor – GUJRAT, LAHORE, ABBOTTABAD, OKARA, GUJAR KHAN





## The Management Trainee Program 2015-16

Introducing to you the Management Trainee batch of 2015-16!

This talented group of MTs was selected after a rigorous recruitment and selection process which started in January of this year. Each candidate underwent two interviews with HR and the Lead team before interviewing with Country Manager, Nael Ahmed.

This year, a total of **400** students were evaluated out of which a pool of **15** bright students were selected. During their traineeship, MTs will be rotated in two different functions for two months each, under the guidance of ADP employees and buddies. The last eight months of traineeship will be in the function in which they plan to pursue a career.

During the challenging trainee program, MTs will get familiarized with the core areas of business by working on meaningful assignments and real-time projects. The aim is to make their tenure valuable and build their capability together.

*Wishing them all the best for the challenging yet fun filled learning that's coming their way!*



Adeel Ahmed - IBA



Abeera Baig - LSE



Balaach Brohi - KSBL



Alveena Ahmed - KSBL



Adeel Mansoor - IBA



Marium Anwar - IBA



Suleman Khalid - IBA



Maimoona Tariq - IoBM



Noman Arif Jafri - IBA



Zahra Nazli - LSE



Bilal Aslam - LSE



Rabiya Khalid - NUST



Muhammad Usman - LSE



Sheikh Aqeel Ahsan -NUST



Kumail Zaidi - LSE



## Annual IDPs

The IDP process for all IDP system users was in full swing during the month of May, carried out by Performance Management team ensuring coordination and overlooking the process so that it is closed in time and followed prudently. Liaison was ensured with IT to resolve glitches and support the team in following the timelines.

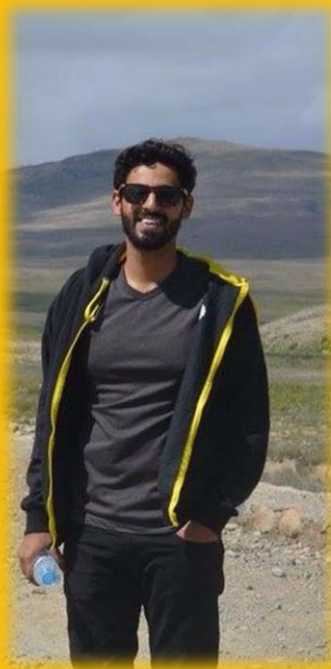
The process of IDPs for non-management staff was initiated in June and templates based on revised KPIs/competencies were shared with the field. The upcoming tasks include compilation of ratings for the entire Organization and presenting the data to the Country Manager.

## Bon Voyage

In order to encourage resource development, Abudawood is constantly investing in its employees. Thus when an opportunity arose in Bahrain to fill two vacancies, we looked no further than our own employees to take on this new role. The criteria for selection was based on performance and interviews with Jihad Abdel Karim.

After a rigorous interview and evaluation process, out of a total of 5 interviews conducted, 2 individuals were selected for the position : Fahd Naveed (Section Manager Designate – Islamabad) and Muhammad Nauman Tariq (Section Manager Designate – Faisalabad).

**We wish them both well in their new assignments and all the success in the future!**





# Abudawood Highlights



## Karachi : 1<sup>st</sup> Abudawood Premier League

After two weeks of action packed Cricket held in the first half of April, the 1<sup>st</sup> Abudawood Premier League Tournament was concluded with the scorecards boasting the accomplishments of one and all

Position	Team Name	Captain
1 <sup>st</sup> place	Karachi Zalmi	Ovais Latif
2 <sup>nd</sup> place	Ferrari ki Sawari	Taimoor Abdullah
3 <sup>rd</sup> place	The Infiltration	Muhammad Shahrukh
4 <sup>th</sup> place	FB Area Warriors	Khurram Sultan
5 <sup>th</sup> place	FB Area Fighters	Zohaib Mehfooz

Teams comprised a mix of management and non-management players and the result was two weekends packed with food, festivity, children cheering on their competing fathers, fierce competition, strong synergies and lots of memories and sportsmanship spirit.

Title	Name
Best Bowler	Muhammad Farhan
Best Batsman	Muhammad Iqbal Khan



It was a very well executed event and **Aizaz Ahmed** from Admin deserves special thanks for coordinating with precision and extending all possible support. A big thumbs up to all the Captains for engaging their teams, all Unit Managers for enabling their units and backing them up throughout. And finally, our District Manager, **Mohammad Taha** for initiating this wonderful idea and extending all the support for making it happen.

Contributed by : Salman Zahid

# Moving people, moving business

Our  
Top SR

## Mohammad Suleman had to say this about himself

### Setting goals

- Planning is extremely important to achieve goals, so I plan my store visits
- Top to toe I analyze my stores in the planning phase so I know what I have to do there and what I have to sell
- I always over set my target so that at the least I meet or over achieve the given target given by my FLM

### Business as usual

- The customer is always right. This must be very clear in order to go about business
- Must have a clear plan and strategy to battle and tackle competition in market
- The best way to overcome competition is to understand customer psyche. "If you can grab the customer psyche, the customer is yours"

### Motivation

- Self motivation is very important in order to perform. Nothing externally can move you unless you have inner motivation
- Achieving targets drives me and that's my motivation.

### For those of you who don't know Mohammad Suleman...

*Hometown:* Karachi, Garden Area

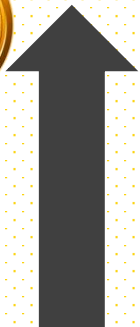
*Present location:* Karachi

*Reporting to:* Nusrah Kanwal

*Been with Abudawood since:* 3 years

*Favorite personality:* Father because he served as a Government Officer honestly, through hard work, and punctually. I have learnt from his experience and look up to him

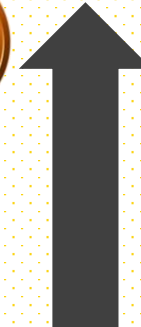
*Favorite food:* Nihari – Especially cooked by my mother!



**Mohammad Suleman**  
Karachi MM/HFS



**Ahsan Jamal**  
Faisalabad HFS



**Ali Mehmood**  
Lahore HFS

# Teamwork leads to dream work

Top performing Unit of the month

## Unit Manager:

S. Farrukh Abbas  
Zaidi

## TEAM KARACHI MM

## Section Managers:

Nusrah  
Haris  
Fatima

## Section Supervisors:

Shahrukh  
Zohaib  
Saad  
Danish

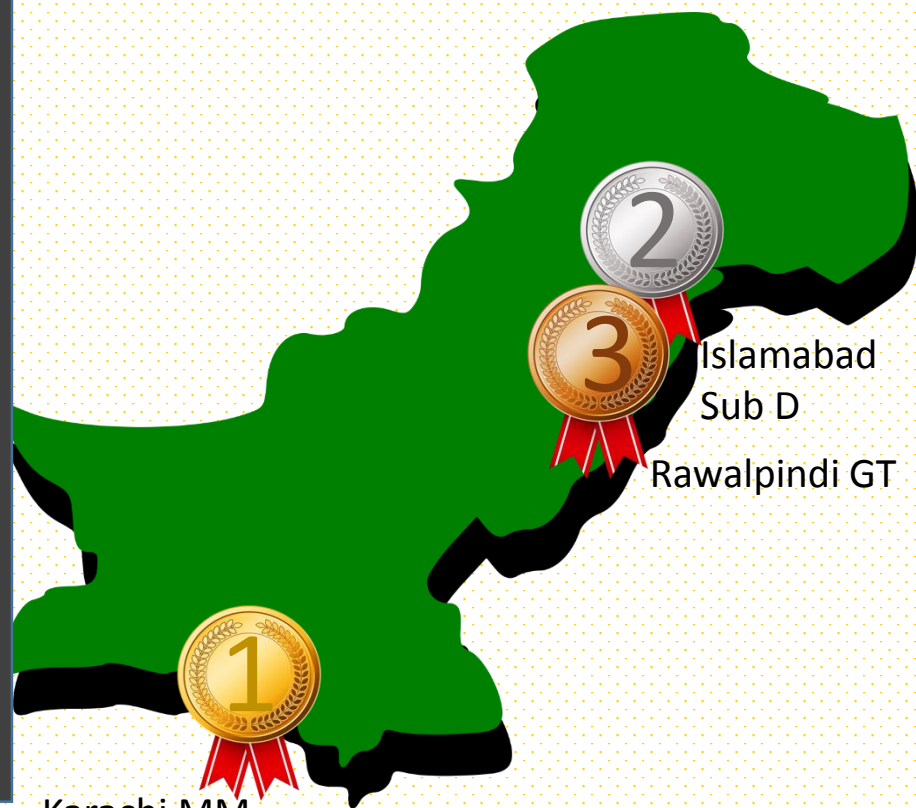
## Sales Representatives:

Suleman  
Mehmood  
Afzaal  
Tatheer  
Ashad  
Rizwan  
Raheel  
Shoaib

This is how Farrukh Abbas Zaidi describes his team:



March'16 IYA: 125%





# What are other people up to



## Mr. & Mrs. Muhammad Ahmed Qureshi Founders of Sirat ul Jannah



Source : <http://sirat-ul-jannah.org.pk>

Mr & Mrs Ahmed Qureshi are a model of dedication and commitment. Ghufraan Qureshi (as she is now known) was born in the UK to a prosperous British family. The course and purpose of her life changed in 1975 after a love marriage to religiously dedicated husband Muhammad Ahmed Qureshi who hailed from Faisalabad. Following their marriage, she was inspired by his teachings and subsequently started an in depth study of Islam and its teachings herself. She embraced Islam soon after and devoted herself to leading a meaningful life.

At the time of her marriage, Mrs. Qureshi worked at an orphanage in Britain. She resigned from her job in protest against non-provision of Halal food to Muslim orphans at the orphanage. She came to Pakistan in 1990 and along with her husband decided to set up an orphanage of her own. As a result, Sirat-ul Jannah was born. Today, the orphanage is home to orphan boys and girls, who are provided Islamic education whilst also being imparted modern knowledge in a clean and hygienic atmosphere.

The beginning of Sirat ul Jannah required a daunting sum of Rs. 200 million for the purchase of a 10 kanal land on Murree Road. Not knowing where the money would come from, they invested Muhammad Ahmed's savings from England which amounted to Rs. 5 million. He also invested a share from the sale of his ancestral land in Faisalabad. Humbled by the spirit of her son and British daughter-in-law, Ahmed's mother also gave her share for the project.

From that point on, there was no turning back for Mr & Mrs. Qureshi. Touched by their spirit, philanthropists made contributions and within 18 months a four-storied building was ready to be occupied in Murree. Today, Siart ul Jannah has orphanages in major cities across Pakistan.

Along with operating orphanages, Sirat-ul-Jannah is also involved in a number of other community welfare projects such as relief from natural disasters, monthly educational scholarships for orphans, arranging and sponsoring the marriages of orphan girls, offering stitching and sewing classes and free sewing machines, free ambulance service, scholarships to more than 200 widows on a monthly basis, provision of food in hospitals and jails - especially on the occasion of Eid, and arranging water coolers at bus stops and public places

“ Live everyday like its your last because someday you're going to be right!”  
- Muhammad Ali