

HR GAZETTE

The HR Voice 1

Abudawood Highlights 2

Moving people, moving
business 3

Teamwork leads to
dream work 4

What is inside

What are other people
up to 5

Welcome on board!

- Sibtain Ghulam Ali – Senior Officer Admin, HO
- Sonia Tahir – HR Officer, HO
- Muzammil Malik – Section Supervisor, RYK
- Summaya Bilal – Section Supervisor - Wella, KHI
- Salman Zahid – Section Supervisor, KHI
- Muhammad Waseem – Supplier Supervisor, ISB
- Ahmad Bilal Mir – Section Supervisor, SARGODHA
- Babar Ali Chishty – Supplier Supervisor, HYD

Farewell!

- Arif Ali Khan – Branch CSL Manager, BHAWALPUR
- Pirzada Tashfeen Moazzam – Unit Manager, LHR
- Tooba Sohail Kazmi – Assistant Manager Category, HO
- Ashar Salim – Management Trainee, LHR

Vacancies



Section Supervisor – SIALKOT
Regional Hub Accountant – KHI
Section Supervisor – RWP
Section Manager – HYD
Unit Manager – LHR
Supplier Officer – GUJRAT & ISB
Sales Representative – GUJRANWALA
Sales Consultant (Wella) – KHI

Referral Rewards

10 awards given last month!

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

Congratulations!



Shoaib Khan HR Executive, was gifted with a baby daughter named Anabya

Munyba Khan was blessed with baby daughter Ayleen

Shahid Nadeem, Regional Manager CSL, had a baby daughter named Anabya

God Bless the new parents!



Abudawood Highlights

Culture Awareness Sessions

We at Abudawood Pakistan take immense pride in our culture and believe that the outstanding success that we have experienced can be significantly attributed to this factor. Alhamdulillah, ADP has always taken pride in offering its employees a friendly and conducive work environment which is free from organizational politics. Fairness and Equal treatment for all and the right to raise concerns openly are the highlights of our healthy culture which has greatly contributed to increased levels of employee satisfaction and commitment towards the organization.

To pursue awareness and inculcate this ideology within the organization, HR organized sessions by the Country Manager that were held Pan Pakistan. The sessions were aimed at highlighting the significance and importance of sustaining our culture and what needs to be done. The sessions turned out to be very interactive and provided employees a great platform to seek clarities on issues directly with the Country Manager.



Talent Quest Program

Career development and progression of employees is key to every organization's success and holds great value for us at ADP. Keeping the strategy alive and building on it, HR initiated a program called **"Talen Quest"** to identify the talent within the supervisory cadre. Prior to the sessions, HR had conducted its internal profiling on every participant with respect to his/her performance and progression within the Company. During the sessions, participants from every location and department were encouraged to share their perspectives on opportunities and improvement areas at Abudawood.

The sessions were appreciated and valued by the supervisory staff, who for the first time, were given a forum to have a one on one direct interaction with the Country Manager and HR.

Moving people, moving business



Hashim Iftikhar...
...Had to say this about himself

Setting goals

- I set aims based on market insights and work towards achieving them for optimal results.
- I ensure increasing bill productivity, offering a high Golden Store Discount, and conducting Volume-based sales.

Business as usual

- I believe clear and transparent intentions will always lead to progress.
- I have learnt and benefitted from the experiences and learnings of my co-workers who have also been top performers.

Motivation

- I can't stress enough how much fun it has been to work with my FLM. He believes in "learning from me" not merely obtaining on-field "reports from me"
- The freedom to operate my territory has been very encouraging and resulted in improved performance

For those of you who don't know Hashim Iftikhar...

Hometown: Lahore

Present location: Raiwand

Manager: Syed Muhammad Ahmed Sajjad

Been with Abudawood since: 6 years 2 months

Favorite personality: Khubab Ur Rehman (Head of CS&L) because there is always something to be learnt from him

Favorite food: Mutton Salan or Gobi gosht cooked by my mother or wife. Both have their charm! I also enjoy cooking and cook on weekends.

Advice: Don't ever give up in life under any circumstance. Allah has plans and rewards those who struggle in the way of success



Hashim Iftikhar
Lahore



Arslan Danial
Gujrat



Mesum Zaidi
Karachi



Teamwork leads to dream work

Gujrat

What Arsalan Ali Qadir (Unit Manager Designate, CBD) had to say about his team...

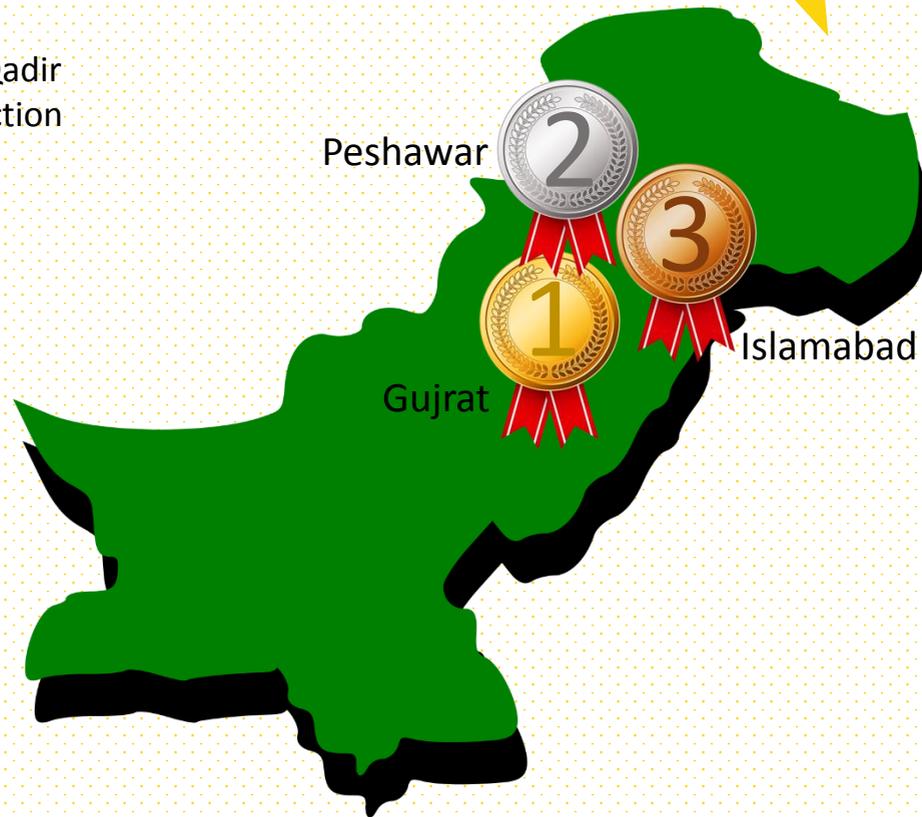
Top performing Unit of the month

Gujrat Team

- Lead by Unit Manager Arsalan Ali Qadir
- Arsalan's team comprises of 3 Section Heads and 28 SRs

Team Attributes

- "I am a member of a team, and I rely on the team, I defer to it and sacrifice for it, because the team, not the individual, is the ultimate champion"
- Usman, Amjad & Shakaib together make up Team Gujrat which believes in open discussions, collective efforts towards achieving goals, celebrating success, consistency, healthy competition and passion for growth

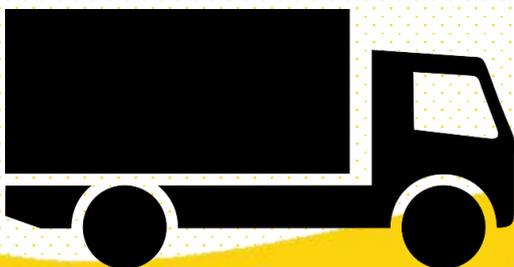


Team Achievements

- Closed the last month with 141 IYA
- Shakaib's Section secured the highest growth in the Gujrat Unit with 197 IYA and Usman's Section contributed 171 IYA
- Under the leadership of Usman Umer, his SR Arslan Daniyal achieved the highest IYA Pan Pakistan among SRs

Fun Facts about Gujrat

- The famous folk lore *Sohni Mahiwal* originated in Gujrat in the 18th century
- Gujrat is famous for its clay, quality pottery, agriculture and furniture manufacturing.
- Gujrat is a land of great people with literary taste, producing writers and poets
- The literacy rate is 74.7% in Gujrat



What are other people up to

Younis Qambrani

Coach for Pakistan's First All Girls Coaching Camp



"I have been training my daughters to box since they could put on a pair of gloves."

Source: <http://nytlive.nytimes.com/>

In a neighborhood known for two things: gang violence and sports stars, this individual provides hope to young women for a chance to have a future outside of the four walls of a house. Younis Qambrani is coach to Pakistan's first **All Girls Boxing Coaching Camp** set up in liaison with the Sindh Boxing Association (SBA).

The Camp was born when a 16-year-old girl from Lyari, named Khadijah, approached the 2013 Sindh boxing champion and also resident of Lyari, Nadir Kachi, and asked him to train her since there were no camps available for women on a district or provincial level. Nadir took Khadijah to his coach, Younis Qambrani, who already provided training to his young girls and included Khadijah in those sessions willingly. A few days later, another girl showed up asking for training. Word spread and before he knew it, Qambrani had 13 girls in his home, all wanting to become boxers. At that point, the coach knew he had to find a space and an official program for these determined women.

Belonging to a family of prominent gold medalists in the sport, Qambrani turned to his brother, Hussain Qambrani, President of The Pak Shaheen Boxing Club, and was able to procure Rs. 150,000 in seed money for a 10-day camp to train these girls officially. The location of the camp was nothing to boast about. It was a small space in an under construction building but it provided an ideal location for one reason – the girls remained unexposed.

While Younis fuels their passion, he is also responsible for the criticism and backlash that can be levelled on taking up such a contentious project. Because women are marginalized in our society, there are many cynics who tend to get stuck on the smaller things: a man coaching young girls, or what the girls wear to the sessions. In doing so, they lose sight of the big picture, i.e. what women are capable of. To drive the point home, on the inauguration of the camp, the girls were asked to wear hijab owing to the presence of the media. Nonetheless, Younis is a great advocate for these young women and is working with SBA to set up a sister program in another neighborhood in North Karachi so they can compete and improve. Even though it is a long journey, we are already proud of Younis Qambrani and the girls for showing such dedication in the face of resistance.

"Vision without power does bring moral elevation but cannot give a lasting culture."

- Mohammad Allama Iqbal

