

HR GAZETTE

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Welcome on board!

- Waqas Mehmood Qureshi – Supplier Supervisor, ISB
- Obaid Bin Javaid – CSL Supervisor, SHAIKHUPURA
- Syed Asim Minhaj – Senior Admin Officer (Fleet Management), HO
- Mohammad Haroon – Unit Manager Sub D, PESHAWAR

Farewell!

- Maleeha Athar Zubairi – Trade & Shopper Insights Manager
- Amir Ahsan – Head of CBD
- Waqar Ahmed – Section Supervisor, LALAMUSA
- Ahsan Ali Sheikh – Section Supervisor Sub D, MIRPUR KHAS
- Zaid Ahmed Siddiqui – Section Supervisor Wella, KHI

In brief

- Annual Tax certificates for all permanent ADP employees were prepared and dispatched to line managers to help employees file their annual tax returns with federal tax authorities. The certificates summarize employees annual taxable incomes and tax deducted in a fiscal.
- In coordination with our health insurance vendor, new health insurance cards for FY 2015-2016 were prepared and dispatched to all locations. The insurance cards facilitate our employees to avail credit medical facilities at insurance panel hospitals.
- In order to ensure that IDPs for the whole organization (Management and Non-management) are carried out smoothly, details of IDP requirements were shared with IT to develop a fully operational system.

Vacancies



Supplier Supervisor – FAISALABAD
Section Supervisor SubD – MIRPUR KHAS
CSL Supervisor – PIRMAHAL
Section Supervisor – OKARA



Congratulations!

Yasir Shahzad, Section Manager CBD, Faisalabad has completed his Masters in Business Studies from Virtual University.

Referral Rewards

4 awards given last month!

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



Abudawood Highlights: Facilitation School Launch Event



This September CLD has launched the very first Abudawood Way “**Facilitation School**” to develop internal facilitators based on the revolutionary concept of **Experiential Learning**. After due assessment, a talented pool of 15 participants successfully made it through the selection phase. The participants attended a three day learning event held at Karachi from 14th to 16th of September 2015. This was the very first time an international trainer, Mr. Mohammad Bahgat was roped in to conduct this Learning Event by CLD for this fiscal.



The presence of the Country Manager, Nael Ahmed and the Chief Learning Officer, Bahaa Hussain at the event left a positive impact, high levels of energy and commitment were observed by the participants throughout the 3 days of the event which were highly commended by Bahgat himself.

CLD would like to congratulate all 15 Facilitators and wish them all the best in spreading the learning culture across the organization by facilitating workshop-based learning events alongside CLD.

Moving people, moving business



Hafiz Arfan Butt...
...Had to say this about himself

Setting goals

- I set goals route-wise and customer-wise in order to manage daily objective
- My manager helps by sharing K-2 details, initiative trackers and doing route riding with me

Business as usual

- I focus strongly on calling initiatives and by increasing TDP. It helps me increase overall business
- I keep strong faith

Motivation

- My colleague and friend, Noman Ahmad, motivates me and guides me in the field
- My manager also motivates me so I can perform better than I do

For those of you who don't know Hafiz Arfan Butt...

Hometown: Lahore
Present location: Lahore
Manager: Muhammad Omer Mukhtar
Been with Abudawood since: 1 year 15 days
Favorite personality: Prophet Muhammad (P.B.U.H)
Favorite food: Daal Chaawal



Sheikh Khizer Kaleem
Islamabad



Majid Khan
Lahore



Hafiz Arfan Butt
Lahore



Teamwork leads to dream work



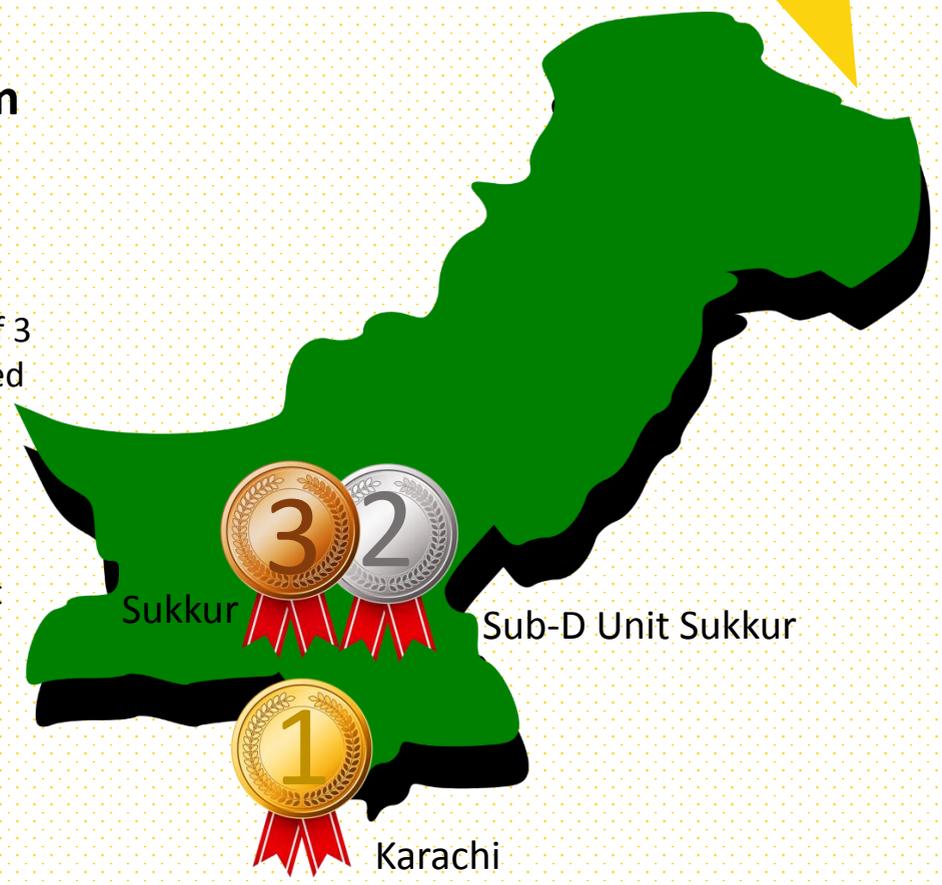
Minimarkets
What Bilal Hameed (District Manager – MM Designate) had to say about his team...

Karachi Minimarkets Team

- Lead by District Manager – MM Designate, Bilal “the *Shahbaz*” Hameed
- Bilal Hameed’s team comprises of 3 wise Unit Managers, 13 eagle-eyed Section Heads and 41 Trojan SRs

Team Attributes

- A whole lot of planning, pin-point focus, prompt actions, a dash of improvisation and of course... SHEER AWESOMENESS!



September Business Closing for Minimarkets				
Unit	Target	Achd	IVT	IYA
Karachi MM	58.62	58.33	100%	113%
Islamabad MM	44.46	40.71	92%	113%
Lahore MM	61.93	59.19	96%	119%
District	165.01	158.23	96%	115%



What are other people up to

Nargis Latif

Founder/CEO of Gul Bahao



Gul Bahao is engineering a technological revolution and cheap technologies through recycling garbage

Nargis Latif is the founder and CEO of Gul Bahao. She obtained a Master's in Botany and has dedicated her life to protecting the environment in Pakistan where the city of Karachi alone produces 10,000 tons of waste much of which is biodegradable but is burnt or sent to landfills. Nargis Latif's project Gul Bahao deals with two major problems for the modern world; reducing waste and an increasing need for housing. In the course of twenty years Nargis has managed to create awareness about recycling and the need for proper waste disposal. She was named an Ashoka Changemaker in 1997 and bestowed with the Azm-e-Alishan Award for her efforts.

What is Gul Bahao?

Gul Bahao is a project that works on industrial and municipal waste in order to bring forth a clean non-polluting environment as well as to make new discoveries for improving the economy and facilitating the underprivileged. In 2005, Gul Bahao offered pre-fabricated low-cost housing to the homeless in the far flung earthquake stricken areas, calling them '*Chandi Ghar*' made from dry raw material compressed into wooden frames that serve as alternate building material for movable homes. Furthermore, waste is used to make furniture, portable toilets and other amenities. Gul Bahao also has many other projects under its wing including providing safe drinking water and encouraging sustainable agricultural practices as well as a Garbage Gold bank, which encourages exchange of useful garbage for money/gold,.

The NGO faces difficulties in terms of funding and a clear recognition from the CDGK that struggles with the issue of safe disposal of waste. Such difficulties have only led to a stronger Nargis Latif who takes on society as a challenge to create awareness on recycling garbage.

Source: [www. http://gulbahao.org/](http://gulbahao.org/)

*“ Expect the best, prepare for the worst.
- Muhammad Ali Jinnah*

