



Welcome:

- * Ingrid Juliet Castellino-Executive Assistant
- * Rabiya Bakht- Senior Admin Officer
- * Suleman Arshad Pall- Unit Manager, Sargodha
- * Pirzada Tashfeen- Unit Manager, Gujranwala
- * Syed Waqar Hussain- Section Manager, Pindi
- * Farhan Sarwar- CS&L Supervisor, Pir Mahal
- * Shahzada Waqas- Supplier Supervisor, Lahore
- * Sajid Iqbal- Warehouse Supervisor, Karachi

Farewell:

No regrettable farewells this month! :)

Key Vacancies:

- * Accounting Supervisor-Karachi
- * Supplier Supervisor-Karachi
- * Warehouse Supervisor-Okara
- * CS&L Officer- DIK
- * Unit Manager- Lahore

Send your referrals to HR to assist in filling these vacancies and winning referral reward

No. of referral rewards given last month=9

SNEAK PEAK INTO THE LAST MONTH

Abudawood Pakistan Celebrates The Spirit of Winning

Annual Offsite Event at Shogran



A whole year of hard work, great numbers and an even better team. The efforts could not have been better paid off. 4 days of celebrations, fun, frolic, performance recognition, team work, meaningful presentations and discussions on working for a busier, more challenging yet rewarding year. The Annual Offsite held between 23-27 August 2013 and arranged by the Corporate Learning and Development Department (CLD) encompassed everything leading to an exhilarating experience for everyone invited. It is said that a team is not just a group of individuals who work at the same location or have the same logo on their business card. A real team is made up of people who may be unequal in experience, talent, or education, but are equal in their commitment to achieve the goals and good of the organization, each other and their customers. Abudawood Pakistan is one such organization in which the spirit of true team work can be seen realized.

"May your adventures bring you closer together, even as they take you far away from home."

Trenton Lee Stewart, The Mysterious Benedict Society and the Perilous Journey

THANK A COLLEAGUE



"I appreciate, congratulate and am thankful to entire Hyderabad CBD team on winning "Ariel Zor Ka Choka" initiative in Karachi district with Rs.20,000 prize consecutive 2nd month in a row by their winning passion, strong planning, execution and dedication. Especially I appreciate and am thankful to Muhammad Asif SR who led this initiative in supervision of Muhammad Hamid SS and showed his leadership skills through good coordination, guidance and follow-up of his colleagues"

Mehtab Khan
Unit Manager
Hyderabad

Health Tip of the Month



EXERCISE REGULARLY

Apart from the obvious health benefits of a regular daily exercise routine, there are several side benefits to improving workplace health that include easing stress and anxiety, lifting your overall mood, sharpening brainpower, improving self-esteem and boosting energy levels.

Read of the Month, "Guilty as Charged– A Critical Management Mistake"

"I don't have time for you today. I'm under heaps of deadline pressure to complete a big tender response". These words were recently spoken to a salesperson in front of me by his Sales Manager, whom I shall call Fred. Being confronted with this wee conversation I began to wonder if such a comment was a possible symptom of a bigger problem. Was Fred always like this? Does he often get so bogged down and stressed with mountainous tasks that he doesn't spend precious little time with his staff?

It didn't take me long to confirm my suspicions were correct.

Hands up those of you who have the same challenge as Fred! How many of you have lamented- "By the time I show someone else how to do it, I could have done it myself"? It's true that the demands on our time and personal resources to complete urgent tasks, is an on-going challenge for most us. However, if we fail to manage this situation we are making one of the oldest mistakes – we are 'Managing' and not 'Leading'. A vital attribute of an effective, successful and ultimately profitable 'leader' is that he or she develops the team and the individuals.

So how might Fred have achieved the task whilst developing his team and individuals at the same time, showing true leadership? Could he have done what experienced leaders do – form a project team to respond to the tender? If he did this, he would have involved his staff and developed them as a team whilst building the skill base of individuals at the same time.

Fred would have made his life easier in the long term in so many ways.

- No longer would tasks be overly dependent on him.
- His staff has become empowered to respond to tenders as a result of his leadership.
- Delegation, succession planning, happier staff (being asked to participate in special projects), and even risk management are all addressed as a result of moving beyond 'Manager' into a 'Leadership' role.

The world's best sales managers possess four vital attributes: Leadership capability, Self-awareness, Management capability, and Strategic capability.

Source: Business Blogs

GROUNDS COVERED

* INTERNSHIP PROGRAM SUCCESSFULLY CLOSED

The interns had joined on the 1st of July with their aligned projects. Their internship period at ADP successfully closed on August 15th. They presented the work done on their projects to their FLMs, Functional Heads and the CM that was highly applauded. The recommendations made by the interns will become a part of the work undertaken to achieve business goals for this year.

* SMARTS LOCKING ON THE NEW PORTAL

After completion of the IDP process, performance management team initiated the process to lock SMARTS in August. Major tasks included coordinating and looking over the process to ensure that it is understood, closed in time and followed prudently. Liaison was ensured with IT to resolve glitches and support the team in following the timelines.

ON THE LIGHTER SIDE...

