

Konnect

Volume IV

October 2018 - March 2019



“Coming together is a beginning. Keeping together is progress. Working together is success”

Henry Ford

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MEET THE TEAM

Dear All,
We feel pride in publishing the fourth edition of GTML's newsletter, Konnect. Through the newsletter, we plug you into the stories at Gadoon. This issue is more of a sneak peek of our events celebrated at Gadoon and several new initiatives taken by the Branding and Corporate Communication's team in collaboration with the Human Resource team. The edition also covers financial update regarding the Company's progress from the period from October 2018 to March 2019. For us, feedbacks of our employees are of extreme value due to which every quarter, a survey form is circulated so, in this volume, considering the feedback, the team has made efforts to keep the content abridged.

With every release, we give you insights of life journeys of our employees and some other renowned individuals that one may gain a valuable lesson from but this time, the team has only covered a journey of someone associated to us since decades.

This release will be covering events held during the period, the write-ups by the employees, IQ test section, Travel diary, and Employee skill corner.

On behalf of the management, I appreciate the efforts and contributions of people in the publication of this newsletter.



Muhammad Imran Moten

Editor in Chief

MEET THE TEAM

Hardships often prepare ordinary people for an extraordinary destiny. I believe that whatever trials come your way, helps to get you out of the comfort zone rut. The difficulties prepare you well and polish your abilities for life challenges ahead. No matter what the strains are, one has to keep struggling and must not let the fear of failure to take full control of the reins of life. Stressing out over not competing with trials would earn nothing but can be a recipe for the disaster. Instead, preserving and finding meaning in difficulties play a vital role in achieving the greatness of life by reaching the goals and bringing along strength and courage.



Syeda Rabab Fatima

Designer and Editor

FINANCIAL HIGHLIGHTS

(From the period covering July 2018 to March 2019)

The economy has initiated its way towards stability. During the period, the country witnessed an insignificant growth of 0.11% in exports mainly due to higher cost of raw material. However, reduction of 7.96% in import bills in USD term as compared to SPLY has supported the economy in reducing the current account deficit by 13.02%. Further, inflows from remittance have also increased by 8% in USD term.

There have been uncertainties during the period, mainly due to abrupt devaluation. The discount rates have also increased during the period which resulted in an increase in inflation.

After receipt of financial assistance from friendly countries, recent MOU's being signed for Foreign Direct Investments and the IMF bailout package in its final stages, it is expected that the economy now find its way towards gaining momentum.

If we look at the Company's performance during the period, turnover of Rs.22.3 billion against Rs.19.9 billion for the Same Period Last Year (SPLY) has been

recorded; there is an increase of 11.3% during this nine month when compared to SPLY. During the period gross profit margins have been increased from 6.80% to 7.65% from SPLY. The increase in contribution margin is mainly on account of better product mix, generation and utilization of energy mix at its optimum levels and increased sales price.

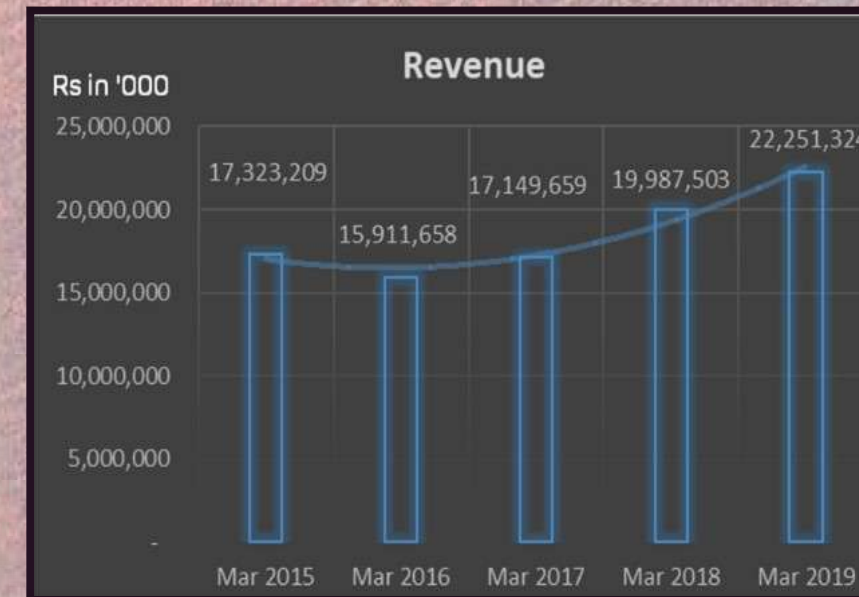
The abrupt devaluation and hike in interest rate by State Bank of Pakistan, from 7 % to 10.75% has effected the cost of sourcing for the Company. The finance cost has been increased to 3.48% of sales in comparison with 1.98% of SPLY. Despite of the fact, the management maintained efficient portfolio of funds along with minimum spreads, to keep the cost at the lowest possible rates.

Export sales have seen a decline of approximately 23.92% from SPLY mainly on account of trade war among world economies resulting fewer orders from China to which Pakistan's export of yarn is at higher percentage. However, during the current quarter, the situation is getting better which resulted in an increase

of 34.26% increase in export sales during third quarter, when compared with second quarter of this financial year.

However, Local sales have supported the Company's turnover on account of increased yarn prices and quantities, however, net turnover remained almost stagnant. With timely procurement of quality raw material coupled with Local Sales performance and contribution from strategic investments, Company has been able to post a bottom line of Rs. 565 million.

Below are key Graphs for your better understanding of Company's progress:





Future Outlook:

On account of concessional loans from friendly countries and better balance of trade in this period mainly on account of reduction in import bills, currency reserves have shown a better position as reserves as at period end were all time high since April 2018 and it is expected that reserves will increase further in the upcoming periods.

Further, the discussion on IMF bailout package at its last stages, it is expected that rupee will contain its stability and if there is no further increase in interest rates, it is expected that last quarter of this financial year will see a smooth way towards stable economy.

Furthermore, keeping in view the latest technologies, Company's management is committed to continue its investment in technologically advanced machineries to increase product efficiencies and effective utilization of power generation. In this respect, the CAPEX made during the period will come into operations during the last quarter and will start reaping positive cash flows from operations. This will not only increase Company's market share and profitability but also add further support in reducing its working capital requirements and ultimately the financial cost.

It is also believed that the government's initiative to support the textile industry with full commitments, including resolution of GIDC matter, timely release of tax and DLTL refunds will help in boosting country's export and textile sector in particular.

Chairman Mr. Muhammad Yunus Tabba is awarded with Sitara e Imtiaz in Awards Honoring Ceremony in Governor House, Karachi on Pakistan Day – 23rd March 2019



Sitara e Imtiaz





IQ TEST!

BRAIN TEST

Testing the Intelligence

This year, we have introduced the IQ Test section that contains a few brain teasers. This would allow our valued employees to have a refreshing break from work and have some time for workplace fun for creating a positive effect.

You can choose your answers by clicking on the google form link mentioned below:

<https://forms.gle/HXmHvXMKs8tJSSAJ9>

Respondents with maximum correct answers will be acknowledged in the next newsletter.

Tina, who is 16 years old, is 4 times as old as her brother. How old will she be when she is twice as old as he?:

1. 42
2. 23
3. 24
4. 32

If you rearrange the letters "ANRDIEMAN" you would have the name of a:

1. Novel
2. City
3. Country
4. Fruit

Which one of the numbers does not belong in the following series:
2-3-6-7-8-14-15-30

1. 8
2. 14
3. 15
4. 30

Virus is to Vaccine as Exam is to:

1. Trying
2. Passing
3. Studying
4. Attempting
5. Failing

Pick the number that is $\frac{1}{4}$ of $\frac{3}{5}$ of $\frac{1}{5}$ of 200

1. 14
2. 4
3. 5
4. 10
5. 15

James needs 13 bottles of water from the store. He can only carry 3 at a time. What's the minimum number of trips he needs to make the store?

1. 4
2. 4.5
3. 3
4. 5
5. 3.5



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ANNUAL DAY 2019

Employee recharging is essential for motivation, positive energy, and creativity. Considering this, Gadoon Textile Mills Limited took the initiative of celebrating Annual Day at Lucky One Mall. In this event, the employees were invited with their families to have an engaging yet an amusing day out. The employees mingled with each other, socialized in a casual way and had a great time on thrilling rides of Onederland. It is one of the best employee engagement initiatives that we have practiced this year for promoting employee happiness and productivity.



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EMPLOYEE TRAINING AND DEVELOPMENT



Learning is an on-going process that never enervates the mind.

Employee learning is carried out by effective training and development programs that help the companies retain productive employees and brings a boost to the profits. We take care of our workforce by investing in them so that they feel appreciated, engaged and motivated to achieve the company's vision.

The company takes pride in getting its training conducted by Emprise Solutions. The training sessions were designed for senior-level employees, mid-junior employees and Head of Departments.

The sessions were focused on improving skills such as attitude, teamwork, creative thinking, and decision making. The training also included aspects such as Key Performance Indicators, corporate culture, employee engagement, the importance of goals and following the vision.

It is proven that the best training and development program tends to change the way people see themselves. It is the essential need of every organization to keep its employees motivated. These sessions help empower employees that leads to the healthy corporate environment of the company.



*Tell me and I forget, teach me and I may remember,
involve me and I learn – Benjamin Franklin*

*Job training empowers people to realize their dreams
and improve their lives – Sylvia Methews Burwell*

TALENT HUNT PROGRAM

Talent Hunt Programs are a great way for applicants to meet with different employers all under one location. Employers meet, inform and interview hundreds of potential & energetic candidates, while job seekers get the great chance to ask questions, talk up their skills and make important connections with employers.

This year Gadoon Textile Mills Limited participated in different job fairs conducted in well-reputed institutes of Karachi such as Iqra University, Institute of Business Administration, Paf KIET, Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology (Szabist) and Bahria University. Visiting universities and interacting with different students was indeed an exceptional experience where our representatives conducted mini-interviews of candidates and provided valuable information about job openings and their hiring processes, job openings, MTO Programs, Internships and permanent roles for undergraduates, graduates, and postgraduates.

Recruitment fairs play a vital role for candidates in finding out about potential employers where they have opportunities to interact with a large number of company recruiters, mentors and potential employers. Gadoon carries out the external hiring in order to create a culture of innovation of the company.

We believe that the charm, enthusiasm and brimming ideas of the new talent would help them learn, grow and create future with us.

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International Women's Day 2019

The theme of International Women's Day 2019 was Balance for Better because a balanced world is a better world. We celebrated International Women's Day 2019 on 8th March with great zeal and enthusiasm. In order to honor the countless achievements, struggles, and sacrifices of women around the world, a seminar was arranged. In this seminar, an interactive dialogue session was conducted with the female staff. Influential women of Pakistan who changed the course of history were discussed as an inspiration. The women included: Fatima Jinnah – Mother of the Nation, Arfa Kareem – Youngest Microsoft Certified Professional, Jehan Ara – President of Largest Tech Association P@SHA, Samina Baig – First Pakistani Woman to Climb Seven Highest Peaks of Pakistan and Musarat Misbah – Founder of Depilex Smileagain Foundation (NGO).

The session concluded with an acknowledgment of the incredible strength of women. Flowers and gift baskets were distributed as the token of appreciation to the employees.

A woman is one who makes the world come alive and colorful. She is the pillar of strength to many around her. This women's day is to empower and value all those ladies who battle their various circumstances, the hurdles, the sacrifices and the compromises they make, wishing them an inner strength and a Happy Women's Day!



Women are the largest untapped reservoir of talent in the world – Hillary Rodham Clinton

Hajj Balloting

Hajj is an obligation of Islamic faith that every Muslim wish to undertake at least once in their lives. Hajj is a journey that starts off by seeking for His forgiveness and culminates with giving out forgiveness to others.

Keeping this in mind, Gadoon Textile Mills Limited took a step forward in the accomplishment of this core responsibility of the employees as the company highly regards its people as the valuable assets of the organization. Certain members of the workforce of Gadoon were selected through electronic balloting for this blessed journey, and thus, four fortunate employees were selected to perform Hajj this year. The selected people were overwhelmed by happiness and their loyalty to the company strengthened.

May Allah (SWT) accept their Hajj pilgrimage. Gadoon wishes them a safe, swift and blessed spiritual journey.



Emp ID	Employee Name	Age	Years	Designation	Department	Location	Mill Name
20348	ZARAT GUL	52	8	SUPERVISOR	LABORATORY	GADDOON AMAZI	MILL #1
13167	ABEN ULLAH KHAN	58	13	TEL. OPT	ADMIN	GADDOON AMAZI	MILL #5
1527	MUHAMMAD ZUBAIR	41	6	WATCH MAN	SECURITY (SHW)	KARACHI PROJECT	MILL # STAFF
5823	MUHAMMAD QAMAR SIDDIQUE	48	9	GRAY FABRIC Q.C	KNITTING	GADDOON KNITTING	MILL # STAFF

NEXT
MUHAMMAD QAMAR SIDDIQUE



ACCA Awards CFO of GTML

Gadoon Textile Mills Limited takes pride to announce that the CFO of the company, Mr. Imran Moten received a token of appreciation in the New Member Ceremony 2019, for delivering exceptional public value.

The Ceremony was conducted by ACCA Pakistan and was held at Movenpick Jotel, Karachi on 18th of February 2019.

Session Conducted by ACCA

ACCA Pakistan conducted a session of Ethics and Professional Skills Module at the Head Office of Gadoon Textile Mills.

The session included an introduction to of the modification in the pattern of ACCA syllabus and exam papers.

Corporate Social Responsibility

LRBT Donation Drive

You have not lived today until you have done something for someone who can never repay you. - John Bunyan

Donation is the means to support your own community and contribute towards saving the lives with every pint donated. Gadoon Textile Mills Limited sees vision in active charity and willing services. The company considers the giving process not as a duty but as a privilege. Following this, Gadoon Textile Mills Limited took a step forward in working for the well-being of the visually impaired poor people and donated an amount of Rs. 500,000 to LRBT.

LRBT is known as Layton Rahmatulla Benevolent Trust (LRBT) which is devoted to the prevention of curable blindness and impaired vision in people who live around the poverty line. The company plans to transform lives in the future by the help of its meaningful donations.

STS Donation Drive on International Day of Education

By Khushnuma Shiekh

The International Day of Education was celebrated globally on 24th January 2019. The day was celebrated with a focus on improving the universal quality of education. Various public and private sectors, governmental and non-governmental organizations observed the day internationally by promoting education as the fundamental right of a child.

Considering the current situation of Pakistan, On the occasion of "International Day of Education", Gadoon Textile Mills Limited donated 10 laptops and related accessories to Street To School-STS for the computer lab. The main objective of activity was to introduce many positive things in educational sector.

This initiative of GTML will raise awareness on the key role of quality and relevant education and will help the students of Street to School-STS to improve the skills to communicate, to become a productive member of a civilized society and learn how to meet challenges and overcome the obstacles. It will allow the students to expand their knowledge and understanding of society. It will also assist them to adjust in the advanced environment.

Education is the most empowering force in the world. It creates knowledge, builds confidence, and breaks down barriers to opportunity. For children, it is their key to open the door to a better life.



Journey at Gadoon - Mr. Viqar Khan

A dream doesn't become reality through magic; it takes sweat, determination, and hard work. Successful people make their dreams happen to them. They are not gifted, they just work hard and succeed on purpose. Gadoon is honored to have employees who dreamt big, stayed positive, worked hard and enjoyed the journey. As a result, today they have prominent positions in the company.

This time, in this section we are presenting the story of Mr. Viqar Khan, Director Administration, Gadoon Amazai, KPK. He has been a part of Gadoon Textile Mills Limited for more than 30 years so the team decided to bring his voyage of success in the limelight so that others can extract the wondrous lessons from his life.

Q. How do you define success?

Success can be defined as "continued struggle & hard work coupled with familiarity with the usage and custom of the surroundings". With my experiences, I believe that true success lies in living life based on your own purpose. A successful person does not only focus on his growth but also creates a positive impact on the lives of people by uplifting them and inspiring them to ponder and act in ways that they may not have considered before.

Q. How did you start off your journey at Gadoon?

Just after the completion of one of my projects with an



American Company 'General Electric', I got the opportunity to work with this reputed organization. On that time, I was residing at my native village when I received an offer from the management of Gadoon Textile Mills. The offer seemed quite reasonable to me and after recognizing it as the right stuff for my career, I accepted it. That's how my journey at Gadoon started.

Q. How did you start in the field of the administration? How was the experience in the start?

Though administration was my field and I possessed years of experience in this field but at that time the area of Swabi was not familiar with the industrial atmosphere. The area was rather totally dependent on agriculture. Therefore, adjusting to technical workers in such an atmosphere was not easy. The initial stages of my experience were quite difficult. I had expected many great things from myself before I could do

them, so I did them.

Q. What value has Gadoon added to your life?

Accepting GTML's job offer has been a blessing in disguise. The company believed in me and provided me with great growth opportunities along with a learning career path. Gadoon has always provided me with a greater level of satisfaction and a sense of control over my job by providing me with the responsibility to lead in my area of expertise.

Q. At any point in life, did you feel giving up?

Everyone struggles at some point in life. Everybody who strives to achieve something in life has to get out of its comfort zone and take up the challenges because growth doesn't lie in comfort. My journey also had some trails and complexities but I kept moving. I managed to compete with my struggles with the help of the company back up and support. Furthermore, I believe that God has blessed mankind with a power to make a difference so quitting is never an option.

Q. What motivated you in this journey?

I have always felt motivated at Gadoon because of exciting work, enhanced opportunities and reward and recognition of employees. Along with this, the factor that keeps me motivated is that the industries in the Swabi area are growing and flourishing.

Q. What are the principles that you follow at work?

I believe that every manager must set some benchmarks to

follow at work so that a more disciplined and professional environment can be created. The principles I believe are essential to be followed include professionalism, hard work & providing a secure & comfortable work environment to the employees.

Q. Would you credit your luck for it or the hard work?

With my years of service at Gadoon, I assume that the hard work and determination bring about great results but of course, my luck played a very important role throughout my voyage.

Q. How do you associate yourself with Yunus Brothers Group and who are your inspirations?

After spending almost 30 years of the golden period of my life with this esteemed organization and winning the trust of the management coupled with their encouraging behavior, I feel like one of the basic members of this Group. Our late Group Chairman Mr. Abdul Razzak Tabba was my inspiration.

Q. What message would you want to deliver to your subordinates?

If I sum up, I would like to advise my subordinates that the key to success is hard work, devotion, and honesty.

Strength and growth come only through continuous effort and struggle – Napoleon Hill

Once a Struggling Startup, now a Success Story

Mr. Monis Rehman



Anyone who has grown knows that growth doesn't lie in comfort.

Rehman is a venture capitalist and entrepreneurial enthusiast. He has hands on many different businesses. He is mainly known for being the founder and CEO of Rozee.pk which is a business-centered social network, intended to provide job opportunities to the people of Pakistan. Monis is also the co-founder of eDaycare.com. He also has experience of serving as the Director of KASHF Microfinance Bank Limited. He is known for holding several patents for his innovative work in Pakistan.

Background:

Monis is a tech-savvy person who belongs to the

education-oriented family. His father held a Ph.D. while the siblings were doctors. Monis picked a career that was different from the norms and went on to become a Computer Engineer. He was born with a mind to innovate and wanted to stand out from the crowd. He groomed himself while spending early years of his life in the U.S. During his college days, he successfully managed to get an internship in one of the leading tech company of the world, known as Intel. At Intel, he worked with the brightest minds, and the most cutting-edge technology available really polished his understanding of the field, and he went on to set up his own chip-manufacturing company in California.

The Business Comes to Pakistan:

When people dream of life in America, this man came to his homeland to pursue his dreams. In the U.S, he enjoyed fame and recognition, by being featured in various newspapers and magazines, including New York Times, CNN, InfoWorld, The Chicago Tribune, The San Francisco Chronicle, and Spider. Returning back to Pakistan was not a choice but a wise decision. The tech guru had already explored the Pakistani market in depth. He realized that human capital requires the biggest cost for running a company which is low in Pakistan in comparison to the market of U.S.

Monis, with high hopes, was determined to explore the opportunities of the ever-evolving and booming tech industry. As per his plans, he winded up everything from the U.S and came back to Pakistan. In 2003, he laid the foundation of Naseeb.com, one of the first dot.com startups that faced a massive growth. This was the first step when this man made his appearance as one of the most prominent entrepreneurs in Pakistan.

Rozee.pk Comes into Being:

This visionary man had ambitions to excel and to bring something that contributes towards a positive change in the lives of the people. He was motivated for an impact that he could make in the community. There was a major inflexion point in the way human society interacted with technology, and he was right in the heart of that. So he decided to make a web company.

Naseeb.com was started from a house but later on, it grew with the time. The owner had difficulty in hiring talent for its web company because posting ads were quite expensive that he couldn't afford. He then decided to make his own website for posting ads that took around two weeks to get functional, naming it Rozee.pk. But then other people jumped in and started posting their own ads and that thing just went viral! There was an enormous response. The number of people using it, posting jobs, and getting hired was massive. That was the turning point when Monis decided to turn Rozee.pk into his primary business since it

started doing even better than Naseeb.com.

The Journey was full of Trials:

Failures are the Pillars of Success. Monis tells that it was the journey that started with people laughing at us to the people laughing with us. It was not easy. It was the trial of complexities, difficulties, hardships, and obstructions. Initially, when the web company was launched, it faced severe backlash and push back. People were not ready to accept the idea of this website as in those times, companies used newspapers for displaying their ads. Since the general public viewed the Internet as a means of the chat room, the newly launched web company was not being valued. The CEO of Rozee.pk had to work really hard to bring about this cultural change and to give people a new thought.

After Rozee.pk became functional, the company tried to innovate by providing employers with some cool features in 2006. Since the business was growing and the competitors were working with full throttle, so Monis decided to stand out and gain a competitive advantage over the rivals by bringing innovation. An approximate period of 6 months along with a huge cost was taken in the making of the complex features but unfortunately, it didn't work at all. The company ended up learning valuable lessons from it.

Rozee.pk Earned Recognition:

The business was touching the skies. It was doing great and growing fast. Different companies were willing to invest in the web company and the company finally decided to take funding from some very well respected VCs in the Silicon Valley (Draper Fisher Jurvetson (DFJ) and E-Planet Capital, the same VC who invested in Skype, Hotmail, and Baidu).

The company started giving a cut-throat competition to Mustaqbil.com, Brightspire, Bayt, etc. when it started in 2007. Rozee.pk started from scratch and successfully managed in earning a competitive advantage. The web company has worked really hard in outranking its competitors with the help of its unique selling proposition. This website stands out amongst the rival's because it has got some great filters for employers to use for finding the most suited talent. Along with this, Rozee.pk comes with an added attribute of online evaluation test. This assists the employer to filter out the fake entries and look out for potential candidates. Most importantly, this website makes use of InstaMatch for filtering of Resumes.

Monis believes that the challenged company is facing is an overall jobs market size in Pakistan. Only a small percent of all the jobs in the country are advertised at all and the company is focused on welcoming the employers to post their ads so that they may find the candidate of their choice.

Monis wants to be an Inspiration for Youth:

Monis sends a message to the people stating 'Failures are a great way to learn. When you start a new experiment, you have to do it with a total acceptance of the fact that it might not work. All my successes, all my mistakes, they have made me who I am today. They have been very enriching experiences, and I don't think it's productive to have regrets'.

'As an entrepreneur, your goal is not to get funding. Your goal is to make a viable business that creates value' – Monis Rehman

Facts About Cotton You Didn't Know

- 1. Cotton has been around a very long time as its seeds were found in Peru back in 450 BC.**
- 2. Cotton is a sustainable fiber. It takes about five to six months for the plant to mature and the bolls to open for harvesting.**
- 3. Most of the cotton grown is a variety called upland cotton. The average fiber length can be as long as 1.3 inches.**
- 4. Cotton is stronger when it is wet unlike other cellulosic fibers (rayon, wood pulp).**
- 5. In order to produce fine yarn, the short fibers (comber noils) are combed out before spinning into yarn. The short fibers are removed, recycled and used for many products like cotton balls.**
- 6. Yarns are classified by number. The higher the yarn number the finer (thinner and softer) the yarn. So a 16/s yarn is twice the weight of a 32/s yarn.**
- 7. Egyptian, Pima and Sea Island cotton are the longest cotton fiber grown, reaching up to 1.7 inches and making up only a small part of the total cotton grown. Due to its length, the yarn can be spun finer (softer).**

5G Takes the Lead

By Saad Siddique



We have heard about 3G and 4G but now 5G is going to rule. 5G is the newest wireless networking technology that phones, smartwatches, cars, and other mobile devices will use in the coming years. 5G networks have the potential of peak download speed of 20 Gbps, with 10 Gbps being seen as typical. That's not just faster than current 4G networks, which currently top out at around 1 Gbps, but also faster than cable internet connections that deliver broadband to many people's homes. 5G offers network speeds that rival optical-fiber connections.

5G to make way in Pakistan in Coming Years:

5G might go live for consumers by 2020 given that the Pakistan Telecommunication Authority (PTA) is preparing for public 5G trials in 2019. This will definitely change the course of the lifestyle of the people and would add on to the dependency levels of people on wireless networking technology.

Traits of a Good Manager

By Ibrahim Bhaba

The team is comprised of individuals who work cohesively for achieving common objectives. The teams are made productive under the supervision of good managers.

Good managers make it a priority to meet with each individual within their team to discover strengths and find ways to work on weaknesses.

Key aspects of a good manager can be concluded in the below manner:

- **Leadership:** To be an effective manager, you need to be able to lead your employees in an efficient manner.
- **Experience:** If you don't have experience working in a professional environment and leading a team, it will be hard to step up as a manager.
- **Communication:** Being able to communicate with your team. This not only means communicating job responsibilities and expectations, it means listening to your team and working with them to produce results within their position.
- **Knowledge:** Necessary knowledge for the job along with team building skills.
- **Delegation:** Delegate projects and tasks, ask your

employees to help complete a task, allowing your employees to do what they were hired to do.

- **Respect for Employees:** Respect your employees, listen and communicate with them, and be a resource of knowledge and guidance to them.

- **Motivation:** Motivating the staff, making them feel like a team and eventually leading higher productivity.

In top management, these skills are essential to run an organization well and to achieve desired business objectives. The good managers that lead from the front makes great use of these characteristics.

A good manager can always be termed as a Leader who leads the staff towards collective goal achievements.

"A Leader is one who knows the way, goes the way, and shows the way."

Whereas, a bad manager can be termed as a Boss who leads the staff towards goal achievements but with no recognition for the tasks performed.

"A boss can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all the motivation."

Get Rid of Bad Work Habits

By Rabab Naqvi



Are you Stressing Out? You Need To Give Up on Your Bad Work Habits!

Every day, we wake up with hope and energy, regardless of how terrible the dreams are. But there come some days when the energy and positivity seem to drain out of the bodies making our workdays harder than they need to be. This effect is the prime result of the bad work habits that stress us out, holds us back and impact our productivity. Unmeasurable consequences of bad habits cannot be denied and thus, need to be prevented.

Good work habits help develop an internal toughness and a self-confident attitude that will sustain you through every diversity and temporary discouragement – Paul I. Flever

Let's dig in more into the habits we are guilty of:

1. Leaving The Work On The Next Day

Procrastination is a disaster that puts easy things into the list of harder things. Every one of us has this habit of aligning the task on the to-do list and then leaving it to be completed by the next day. This is only going to pile up things for the later days and increase the burden of work. In order to avoid panicking on deadlines and dreading about the excess of work, a schedule has to be maintained. The priorities need to be set up. Knocking down the work as soon as possible will eliminate the hassle.

2. Not Utilizing the Breaks and Skipping Meals

Amid the crisis of following strict deadlines, we torture ourselves by not appreciating the value of breaks in our lives. Sometimes we get so busy that we convince ourselves for not eating lunch or stepping outside for rejoicing in the fresh air.

Out of hectic schedules, sparing 15 minutes for healthy intakes won't affect our progress. Instead, it will boost energy levels. Let's stop ignoring the growls of the stomach and start scheduling breaks.

3. Unable to Get Out of Unproductive Rut

Break the unproductive cycles from the previous week by

allowing yourself to gain a new perspective.

Chaining ourselves to desks, daydreaming, staring at the screen and simply doing nothing is mere wastage of time that slows down the thinking process. With a wandering mind that sticks to all unnecessary thoughts, we find ourselves under an unproductive spell.

Unproductivity doesn't earn anything good hence, it has to be relieved. Brewing some coffee, a slight walk or having a brief conversation with the co-workers would work to benefit.

4. Avoiding Company Get-togethers

The company events provide us with an opportunity of relationship building and that's what we take for granted. Sometimes our priorities or the introvert nature hinders the way to these corporate meet-ups.

To be connected with the company values, employees need to participate more in company events. It will help in making a positive and rewarding company culture and would boost positivity, moods and energy levels.

5. Neglecting Health and Working while Being Sick

Fall in love with taking care of your body.

The first wealth is health. We do not need to prove by working tirelessly in miserable conditions. If there is health there is a success.

It is the foremost yet an essential duty to pamper ourselves in unwell conditions. Taking a break from work, resting for longer periods, consuming a healthy

diet and taking proper sleep must top the list.

Hoping together for healthy years of success ahead!

6. Not Learning New Things

Develop a passion for learning so that you may not cease to grow.

Learning is an on-going process that never enervates the mind. If we have a job that doesn't mean that the learning process has stopped. Our success lies in consistent learning. Following the latest trends in the industry, attending workshops, enrolling for relevant certification courses would lift up the game.

7. Regarding Workspace with Disgust

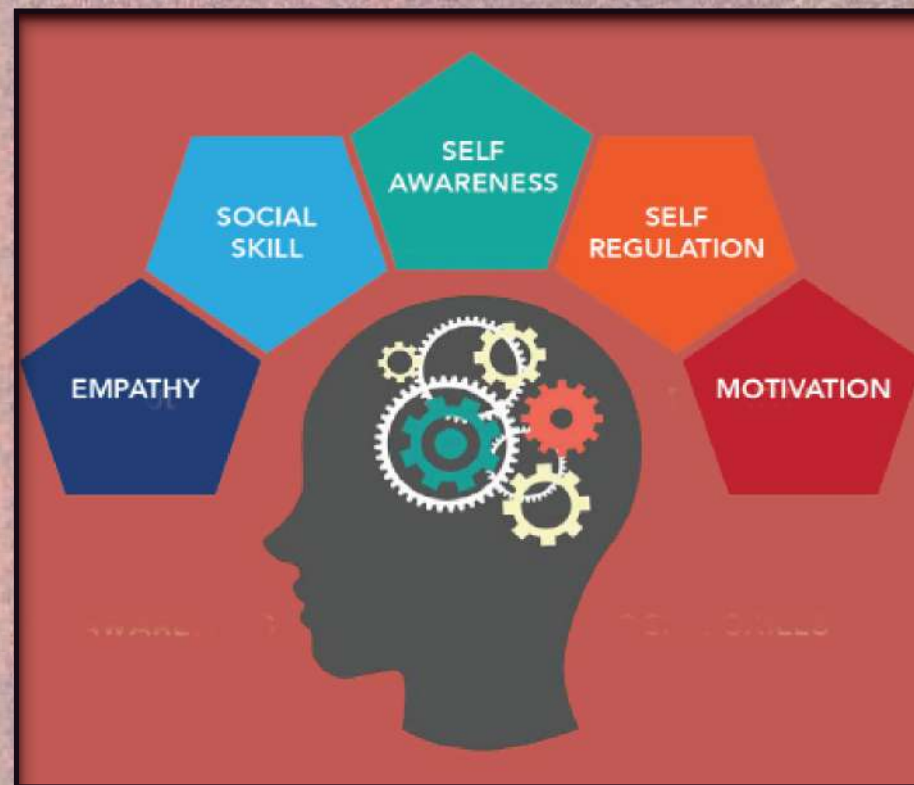
Well, that is not a rational choice. The way we organize our workspace defines the manner we attribute ourself to our jobs. According to researches, a decorative workspace improves productivity, energy levels, and creativity. For daily motivation, the work stations can further be decorated with a splash of colors for happy moods while the inspirational quotes would bring in thought-provoking ideas and would boost our morales.

The secret to permanently breaking any bad habit is to love something greater than the habit – Bryant McGill.

It's high time to pledge with ourselves to get rid of these pesky habits and to welcome cheerful yet successful work life.

Emotional Intelligence

By Sumayya Azmat



Emotional intelligence is more related to the present, in that it is used to identify and manage emotions in the moment. For its effectiveness, it has to start with yourself. You can't refine or enhance other people's well-being, advancement and sense of self without first understanding how you operate on an emotional level especially at workplace. The skills that distinguishes leaders is usually their level of emotional intelligence and it is those skills which help to develop a more effective workplace.

Your intellect may be confused, but your emotions will never lie to you. - Roger Ebert

At workplace, EI proves very beneficial in:

- Creating better image of self and others
- Augmenting cognitive process
- Decision making
- Developing better culture and bringing change
- Shifting to team based workplace

Emotional Intelligence refers to the ability of controlling your own emotions as well as the emotions of others and how to guide your thinking and behavior and influence that of others. It allows us to connect with others, understand ourselves better, and live a more authentic, healthy, and happy life.

Fostering a Winning Company Culture

By Sumayya Azmat

Culture starts by thinking different and thinking big at the top. Forming the right company culture must be a top priority of every industrialist and business leader. Putting people first as they make the business is the key to culture-driven businesses. Today's business intonation must be "Take care of your people and they will take care of your customers." Unfortunately, it's easier said than done.

At GTML, we are trying to foster an environment where we can give our employees priority to increase retention and to keep them motivated. For this purpose, we are following the simple few rules:

- Team members, not employees.
- Create an environment of trust.
- Set the right goals and constantly raise the bar.
- Focus on results and build accountability.

We also believe in employee engagement to keep the morals of our employees high. Several CSR and engagement activities have been conducted in this year to keep our employees motivated and increase the



satisfaction bar.

The important thing to remember is that culture isn't something that just happens. It takes work and active participation—from both employers and employees. When both band together in the interest of living your company's values, you're sure to end up with a winning work environment.

Handling Gossips at Workplace Realistically

By Ali Sikandar

*Great minds discuss ideas. Average minds discuss events.
Small minds discuss people - Eleanor Roosevelt*

Gossip in the workplace is one of the most common negative activities that can destroy the morale of a company and decrease the productivity of a business. Not only is it a waste of time and energy, it also hurts the business' reputation, people's feelings, and also the bottom line of the company. It's high time to realize that gossiping needs to be eliminated.

Here are ways to counter this negative activity at workplace:

1. Changing the Subject of the Conversation:

One of the element to avoid gossip is to learn how to divert the subject of your conversation. Decide not to join and just ask an unrelated question, such as "Did you watch the show? Yesterday's episode was amazing."

The one who asks the question will be in control of the conversation because people will have to answer you. Prepare yourself to change the subject the next time someone gossips with you.

2. Realize and Prioritize your Goals

Gossiping is a part of human nature, you cannot eradicate it completely but you can limit it down. Always keep your goals in your mind and remind yourself that gossiping has never been your cup of tea. Always remind yourself of the goals that you want to accomplish in your workday and stay focused.

3. Ignore the Gossipers:

Once you know the people who always love to talk bad about someone else, just ignore them. Avoid joining them in conversation and keep yourself busy. There are so much you can do about the situations you face, but there is a lot you can do about how you respond to them.

So the next time someone approaches and wants to gossip with you, just indulge yourself in work.

4. Walk Away:

Even if you do not contribute or join in, you are still going to be affected by the negative energy of gossips. Do not be the bystander, just excuse yourself and walk away.



5. Be a Role Model:

The best way to stop gossip in the workplace is not to get involved. Start with yourself and set an example. If you are the leader or the manager and want to eliminate gossiping, be a role model. Evaluate if you either gossip, complain or whine all the time.

When you set the example and tone in your workplace, people will notice and start to follow you because "You can't stop rumors if you are the one spreading them. You could be enjoying what you're doing at work, feel grateful for the paycheck, or appreciate the organization's values or benefits.

6. Encourage Positive Conversations:

Encourage a positive work environment where people share helpful stories about work and motivate each other to reach a common goal. This may be difficult to achieve, but it is something that every organization



aims to accomplish.

Deflecting or changing negative gossip into something positive and encouraging requires a lot of effort. Sometimes, people may not buy into your idea right away. Don't force them into agreeing with you – but do your part and let your positive energy affect them.

Raise your awareness and always keep an eye on yourself. When you find that either you or someone else is gossiping, try managing the situation by the help of above mentioned ways.

Maldives: Serene Beauty - A Jewel in the Indian Ocean

By Sumayya Azmat

Having widely travelled around the globe, I can say that the Maldives is one of the most beautiful places with sheer calmness and tranquility that I have visited. I would like to share some memorable experiences from this majestic Island, which you guys can benefit from whilst visiting this beautiful island country.

Travel month: June

Duration: 4 days

The Maldives is an archipelago of numerous coral islands grouped into 26 coral atolls in the Indian Ocean. From white sandy beaches to the crystal blue waters to a wide array of beautiful cuisine, the Maldives is everything that a person would want to relax and unwind.

Travel

The Maldives is located in the middle of the Indian Ocean, with the closest neighbor being Srilanka. The primary airport is Male International airport which connects Maldives to all major cities in the world. We landed on Male International airport and had to spend one night at a cozy yet comfortable hotel in Hulhumale until sunrise when we were taken by a cruise liner to our beach resort. Both, modes of transport will be included in your hotel package. The Maldives is also visa free for majority of the countries and visa is granted on arrival @ USD 20



per person.

Accommodation

The unique aspect about Maldives is that each resort is positioned on an individual island. Most of the resorts was a beautifully built haven for comfort, relaxation tranquil views. It included hotel rooms, beach villas and deluxe water villas. This depends upon your budget which ones you would like to choose, we were lucky enough to stay in the water villa during our course of the stay. The water villas are situated on the stilts and extending over the turquoise waters of the lagoon, providing a direct access into the ocean.

Things to do

All activities revolve around the Island. Depending upon your tastes, you can also relax by the pool side, the resorts

usually have three or four sets of pools and separate pools for kids for ease and safety. We had a massive sports park at the resort including facilities for tennis, squash, badminton, snooker and basketball.

For scuba divers and snorkeling lovers, this place is an absolute treat. Maldives is all about relaxation and you should take advantage of the incredible Spa's the resorts have on site. These include massages as well as other relaxation therapies which will revitalize you surely.

Food

One factor that we absolutely loved about our stay was the wide variety of cuisines that the resort provided us on a daily basis. Depending upon which package you choose, normally all resorts would include half-board (breakfast or lunch or dinner) or Full-board (including all three meals). It is advisable to take Half-board as this will save you some bucks. The cuisine varied from Italian, French, African, and Indian. Seafood is a specialty of the Maldives and you can



literally order any type of sea food you desire (Red snapper, Lobster, oysters Crabs, King Prawns and Grouper), to be ready in minutes for you.

Budget

Maldives is typically quite a pricey destination as compared to others so it is important that you choose the right kind of resort/room type before you book.

Weather

The weather is quite hot during all year round. When we went in June, it was 30 degrees in the day time and around 25 26 degrees at night time.

Currency

USD is the main source of currency used at the resorts, however you can use the local Maldivian Ruffiah in the city of Male but I would advise to keep USD with you. I hope you have found this useful. So start saving for one of the best travel experience in pearl of Indian Ocean.



Some Interesting facts about Maldives:

1. Maldives is the flattest country in the world.
2. Maldives has the highest GDP per capital in South East Asia where 60% of Maldivian GDP comes from tourism.
3. Literacy rate in the Maldives is one of the highest in the world – 98%. The textbooks in schools are both in Dhivehi (local language) and English, so the majority of the locals speak at least basic English.
4. It is also one of the most disparate countries in the world having 1 190 islands.
5. There are 3 undersea restaurants in the Maldives at the moment – Ithaa Undersea Restaurant, Kuredu Resort and

Hurawalhi Island Resort

6. Maldives has the world's largest population of manta rays.
7. Maldives' population is 100% Islamic – the only other country in the world that has the same stats is Saudi Arabia
8. Every resort is basically its own private island – there are no islands at the moment with 2 different resorts on it.
9. If you want to dive in the Maldives, but you do not hold a diving certificate, you still can do it, but at maximum 12 meters deep. Just ask at your local diving school!

Nimra Zahid - The Cake Maker

Nimra Zahid, Assistant Manager Finance at Gadoon Textile Mills never cease to surprise us by her exceptional baking skills. She owns [Scissors and Spoon](#) that works for making wonderful celebration cakes. The only limit is the imagination of the buyer so whatever the idea or suggestion is there, Nimra will bring out the best from it. Embellishing the scene of the company events with her uniquely designed cakes has also been her pride.

Whenever you have a sweet tooth, deep craving or there is a birthday around the corner so you can look on to Scissors and Spoon for delicious cakes. She envisions the passion of baking as her part-time hobby because she finds baking intensely satisfying.

Either it is classic flavors of vanilla, coffee, malt, Nutella, Cadbury, fresh fruits or the signature chocolate fudge cakes, the sweet goodness and aroma of the baking pies is difficult to resist. Freshly cooked moist cakes with a complete burst of flavors melt in the mouth and every last bite of the cake is savored. Professionally decorated cakes are the beauty of [Scissors and Spoon](#) that help buyers rejoice their most special occasions.

Any event without a cake gives a feeling of emptiness so make time to celebrate your accomplishments with Nimra's handcrafted cakes.



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Fax : (+92-21) 34382436 , 34536229
bccd@gadoontextile.com
www.gadoontextile.com**