



**Feroze1888 Mills Limited**  
Manufacturers & Exporters of Specialized Yarn & Textile Terry Products

# *the* **K I N**

Newsletter | April-June 2018



*Weaving A Better World: A Better Pakistan™*





**Dear Extended Family Members**

**Assalam-o-Alekum**

All the praises for Allah SWT who blessed us, once again, to observe the blessings of Ramadan, and to cherish the blissful **Eid Ul Fitr.**

The Eid celebrations are over and we are almost back to our routine. As we move forward in our lives getting overly occupied in our chores and errands, let us all make the conscious efforts to live up to the spirit of Ramadan: Patience and Compassion.

I wish and pray that may we all have the purity of heart to be free of resentments, to forgive and forget, may we understand and respect the difference of our personalities and opinions, treasure our relationships and mend the fences; for the happiness lies in Togetherness.

Regards

**REHAN RAHMAN**  
Chief Executive Officer



# Lead with Pride

By: The KIN Team

A leader is a personality that can persuade others towards righteousness, guide and avert from unsuitable, provides a vision and the patronage towards goal achievement.

At Feroze1888, we believe every individual is a leader and every leader is a driving force towards positivity and change. We believe in developing our teams to the extent that every individual stands behind as a front-runner and take pride in his work – aligning with our belief, we facilitated our extended family members with in-house sessions of Lead with Pride: Crafting Supervisory Skills, Interpersonal Relationship Management and Leadership Foundation conducted by Ms. Aliya Iqbal and Mr. Azeem Azhar, respectively.

Although participants of both the sessions were of different cadres, the main emphasize was on developing own self and comprehending their team's strengths towards building effective teams, ultimately paving the process of prosperity for all.





# Institute LIAISON

By: The KIN Team



Institute liaison is one of the essentials that connects corporate sector with today's youth. This, not only allows us to have a pool of potential candidates but also open doors to fresh ideas for continuous improvements and new way of thinking. Continuing the legacy of Feroze1888, HR (Central) team planned various activities to create a bond between corporate and institutes.

## Textile Colloquium Pakistan:

HR team along with some technical expertise participated in Textile Colloquium Pakistan organized by Textile Institute of Pakistan on May 13th 2018. The Textile Colloquium was based on a conference conducted by industry and academia experts which focused on core issues and factors affecting growth of Textile sector. The conference was followed by a Job fair for students which enabled them to connect with companies, explore future opportunities and broaden their horizons with options of choosing the best employer. Feroze1888's stall not only displayed its products, but also conducted curriculum vitae screening and personality assessment along with initial interviews.

## Recruitment Drive:

A Recruitment drive was conducted at Asian Institute of Fashion Designing (AIFD) and Indus University, followed by sessions focused on industry insights, market trends and opportunities for today's youth. Students were able to grab hands on knowledge by our technical experts and they were also provided platform to showcase their credentials.

Youth these days does not only limit themselves to the books they also want insights about the industries and best practices around the world. We at Feroze1888 ensure that students should know on ground scenario of industry and build themselves accordingly to meet future challenges.





# Weaving a Better World Day

By: The WABW Team



Weaving A Better World Day 2018- Another year affirming our pledge to the wellbeing of 3Ps. This year we had captioned the day "Save Water – Save World"; all the activities held at our locations were based on this particular theme:

- ✦ Team members of Feroze1888 arranged an art competition at the vicinity of The Citizen Foundation School (TCF), an organization working on providing education for less-privileged children; painting materials, goodie bags along with sports items and towel sets were presented to all the children besides special gifts for the winners.
- ✦ Sessions for workers & non-management staff, Graffiti, models, sculpts of clay & activity for children at one of our location, all the happenings accentuated the importance & the means of saving water, urging all to play their role.

Beside these activities, following efficient systems are introduced & being implemented at our several locations which are resulting in conservation of Water:

- ✦ Replacement of old faucets with water conserving ones at drinking water facility, ablution areas & washrooms.
- ✦ Introducing 'one-piece ball valve lockouts' in bathing facility at our Hub location to control & resist the excessive flow of water.
- ✦ Manual apparel laundry at Hub employees' colony is replaced with water efficient washing machine.

With the very close margin location Hub and H-23 declared as Winner and Runner-up of the day, respectively. Congratulations teams.

Let's not end up here: save water – save world.



# ***Sustainability – Our Forte***

We are considerate to the environment we operate in....

We believe in sharing and caring for resources and means....

We are adaptable to the systems & techniques that may save and enhance efficiency of natural and shared resources....

Feroze 1 888 Mills is strong advocate of reducing the wastage of Water.

## ***Water Reclaim***

Effluent Treatment & Ultra Filtration Plants installed at our multiple locations to reclaim the used water from our facilities, ensuring to conserve the resources and minimize our water footprint on the environment.

## ***Condensate Water***

Steam Condensate is collected as product water and fed in boilers reducing our water requirement and saving energy for steam regeneration.

## ***Water Saving MCS Machines***

Latest MCS multipurpose machines are introduced which are more water efficient as compared to traditional washing machines.

*Save Water - Save World*



# Tough Times Don't Last - Tough Teams Do!!

Throughout the year Recreational Team members of Feroze1888 fulfill their responsibility of creating Wow events with utmost dedication and precision. Besides performing their official duties, which requires efficiency and thoughtful working, they manage their time to arrange the events for the extended family members & ensure that all pre & post requisites of the events are met with perfection besides smooth execution of event itself.

So is our Hard Ball Cricket Team: a well maintained, self-motivated, high-spirited team of players who participate in tournaments, arrange friendly matches throughout the year and keep up the pace of sporty spirit of Feroze1888 Mills in the local sports community.

To acknowledge the endeavors of our 'tough teams', Feroze1888 celebrated an evening with the team members at Arena on 10th May, 2018. Presence of the top management was indeed a factor of motivation & appreciation in itself for all the team members who were graciously rewarded with Cash, Shields & Gifts by the distinguished executives.

Bowling Tournament followed by a lavish dinner was thoroughly enjoyed by both the teams and they cheer the winning of Mr. Shahzad Sohail, DGM HR&A and runner up victory of Mr. Farhan Hashmi, Sr. Manager Printing.

Keep up the good work Teams!

## Recreational and Hard Ball Cricket Team Recognition

By: Recreational Team





# A Feather in the Cap

# PSL Addition Final

By: The KIN Team



Alhamdulillah - Hard Ball Cricket Team added one more feather in the already adorned cap of Feroze1888 Mills by being Winner of the PSL Additional Final played at the Dow University Ground on 1<sup>st</sup> May, 2018. The hard ball cricket team of Feroze1888 (Peshawar Zalmi) played against Banker Multan Sultan and gave them the target of 171 on loss of eight wickets, needless to say the target was not pulled off by the challengers. This tournament was considered as one of the most happening event of the year & we humbly take pride in our success.





# Futsal

## Tournament



By: Recreational Team



Futsal Tournament is a regular event at Feroze1888 – our extended family members enthusiastically look forward to participate in their favorite pastime & we ensure no despair to their enthusiasm. Our sporty teams from all locations participated in the futsal tournament played on 29th April'18 at Sixteen Star Football Ground, F.B.Area. From participation to applaud, neither the teams nor the crowd showed any less excitement at any point during the matches. The winner of Futsal Tournament was team F-125, F-342 & D-202 whereas team H-23 (B) grabbed the title of Runner-ups.





# RESCUERS ON THE GO - World Fire Fighters' Day

By: Major Shakeel Akhtar  
Sr. Manager-S&S

The blazing fire does not discriminate, it reduces everything to ashes. Fire incidents need to be tackled with braveries & nerves - effectually demonstrated by the Firefighters.

International Firefighters' Day (IFFD) is an opportunity to recognize, honor & gratify the services & sacrifices made by the firefighters who ensure utmost safety & security to the communities and environment despite risking their own.

Feroze1888 acknowledged the contribution of all the Firefighters as we celebrated the day on 4th May 2018 at all our locations – flaunting the pinned red & blue ribbons, a symbolic reference of fire and water. All the fire-fighting & rescue equipment were putted on display and fire drill was also conducted refreshing the mindfulness in case of fire emergency.

The firefighters in today's society serve through their sheer devotion & commitment; their only motivation is their intrinsic willingness to help in the most difficult times and we are truly appreciative of their spirit.





# BLOOD DONATION Camp

By: The KIN Team

At Feroze1888, we strongly believe in sharing the goodness and giving back to the environment we operate in; be it our operational strategies or our CSR activities, we always thrive for the Prosperity of all. Organizing Blood Donation camps at our different locations is yet another bit of our continuous efforts towards the well-being of our environment.

In the month of June'18 management of C-3 location make arrangements for the Blood Donation Camp in collaboration with the Indus Hospital. We appreciate the response of our extended family members who always come forward and contribute in this noble cause. The importance of healthy and sterile blood especially for the ones in dire need of same is very much evident to all of us and we take humble pride for contributing in saving precious lives.



# HAPPY READING

## Applying Emotional Intelligence at Work

Ever heard of Emotional Intelligence before? The concept itself, which refers to the ability of recognizing our own emotions and those of others, has been around since the 1920's but it wasn't until American psychologist David Goleman published his book "Emotional Intelligence" in 1995 that it became popular.

Why is Emotional Intelligence (EI) of any relevance to my job, you may ask? The answer is easy; it affects group dynamics, individual and group performance, creativity, communication, motivation, and last but not least, a higher EI level reduces anxiety and protects against stress. Do you need any more convincing?

A person's EI score depends on a series of abilities that can be grouped in the following 4 fundamental pillars:

1. *Self-Awareness (Know your emotions)*
2. *Self-Management (Manage your emotions & motivate yourself)*
3. *Social Awareness (Recognize & understand other people awareness)*
4. *Relationship Management (Manage Relationship –or managing others' emotions)*

So, which steps can we take towards becoming an Emotional Intelligence Superhero? Here are some tips.

### SELF-AWARENESS - "Know Thyself" – Socrates

- Throughout the day, take a pause to consciously identify how you feel and what is causing your emotions. Realize that emotions are transitory and it is best not to make decisions based on them
- Think about how your negative emotions (anger, frustration, indifference, fear) may affect yourself and your coworkers, and acknowledge the consequences of this behavior

### SELF-MANAGEMENT - "The first and best victory is to conquer self" – Plato

- Think of ways to control your emotions while at work, in order to avoid hasty reactions and inadequate responses
- When facing a difficult and emotionally charged situation, try to wait a bit before responding or making a decision

- Another key emotional tool is to accept that frustration and uncertainty are part of any work environment; if we confront these feelings with a positive attitude we'll increase our chances of finding helpful solutions for ourselves, our co-workers and our organization
- Identify what you like best from your job and find a way to spend more time dedicated to what motivates you the most and still dedicate yourself with full attention to those tasks you might not like so much.

### SOCIAL-AWARENESS - "You must be the change you wish to see in the world" – Mahatma Gandhi

- Try to put yourself in other people's shoes
- Practice active listening
- Last but not least, the Golden Rule: treat others the way you would like to be treated

### RELATIONSHIP-MANAGEMENT - "Make sure you are understood. Don't blame the other person for not understanding. Instead, look for ways to clarify or rephrase what you are trying to say so it can be understood."- Joel Garfinkle

- Foster your understanding of the person you're speaking to. We're all different, hence the way we communicate and interact with one person might not be effective with another. Adapt!
- Master the art of persuasion
- Learn to communicate effectively; listen with attention, make the right questions, be clear, be precise.

Developing these skills is a long term-process that we all can benefit from, both at a personal and working level; it isn't always easy but the results are well-worth the effort and time towards building an emotionally intelligence organization in the modern world!

Originally written by: Isabel P. Baumann

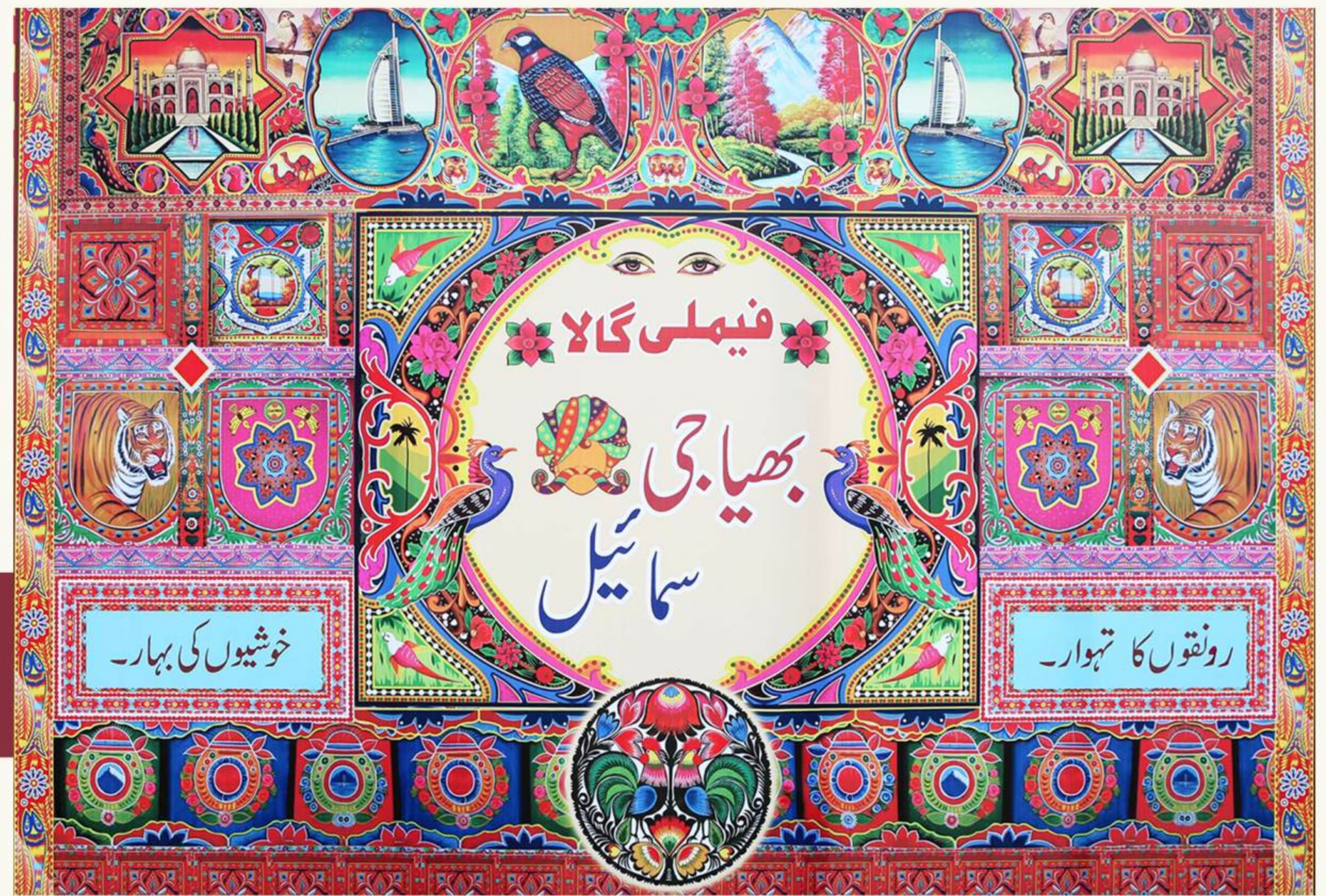
End of document ■



# Spot the Difference



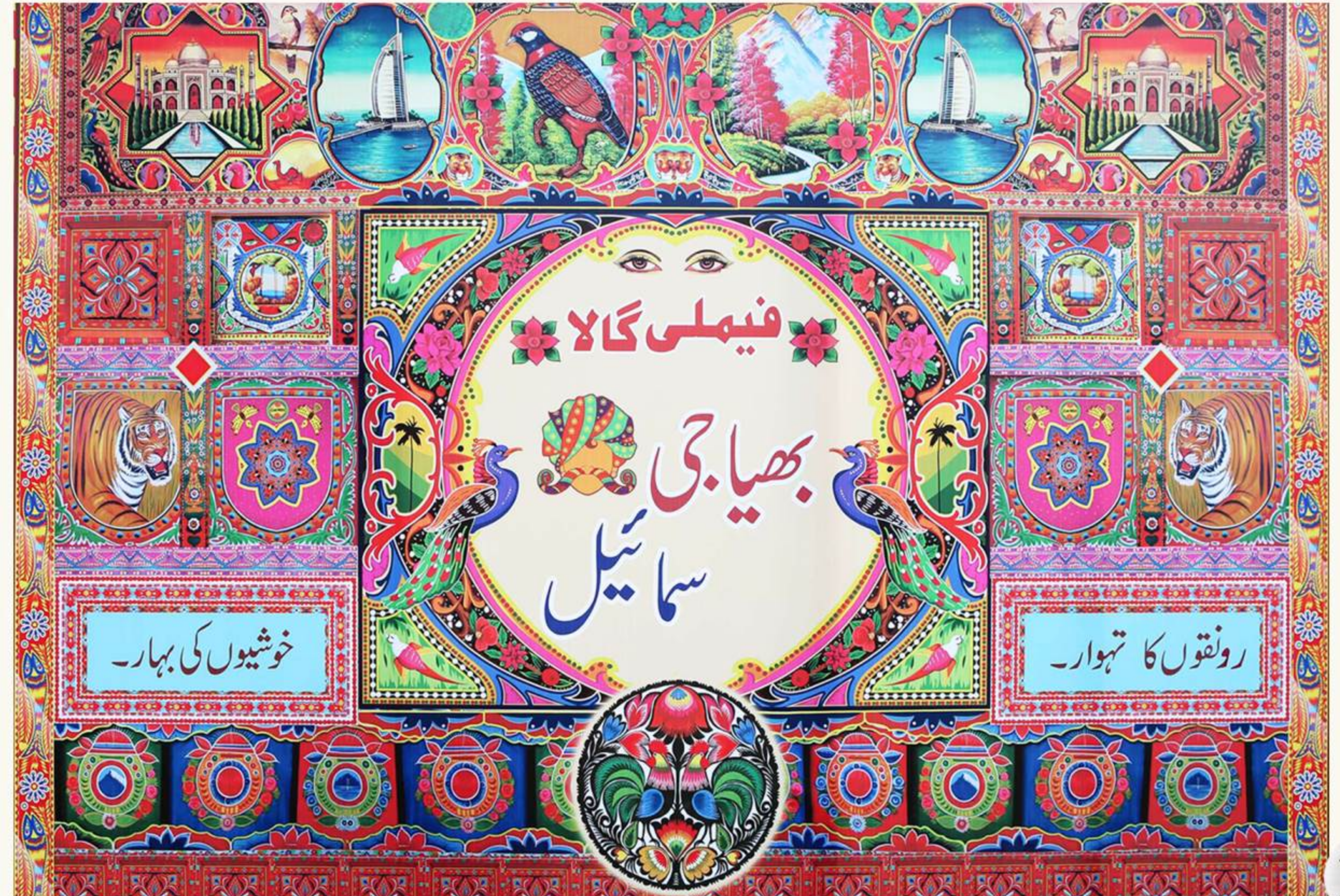
There are five differences between these two pics.  
Those who highlight all differences will be our winners.



## Remember:

- Only first 10 days' entries with All Correct Differences will be considered for the lucky draw.
- If more than one replies received from an individual then only first entry (if correct) will be considered.
- Write your name, department, grade and employee code in subject line and it is mandatory for all.

*Send your answers to [the.kin@feroze1888.com](mailto:the.kin@feroze1888.com)  
latest by 10th July 2018.*





# MEET WITH KIN TEAM MEMBERS



**subhan NADEEM**



**rida ALI**



**hifza KHAN**



**salman KHAN**



**mohammad  
HASSAN**



**rahila MUSLIM**



**asif ANSARI**

*We Know You Have IDEAS  
Why Not Share the Same???*

Do not miss the opportunity to contribute in the process of continuous improvement. Share your suggestions and ideas which could really make a difference!!

Your valued and valid suggestions could help improving the process, procedures & environment and together we can make our organization prosper with us. So, don't hesitate and write to us at: [suggestions@feroze1888.com](mailto:suggestions@feroze1888.com) or you may drop your suggestions in the boxes placed at your location.



**STAY IN TOUCH**

For sharing your enteries & quiz's replies  
[the.kin@feroze1888.com](mailto:the.kin@feroze1888.com)