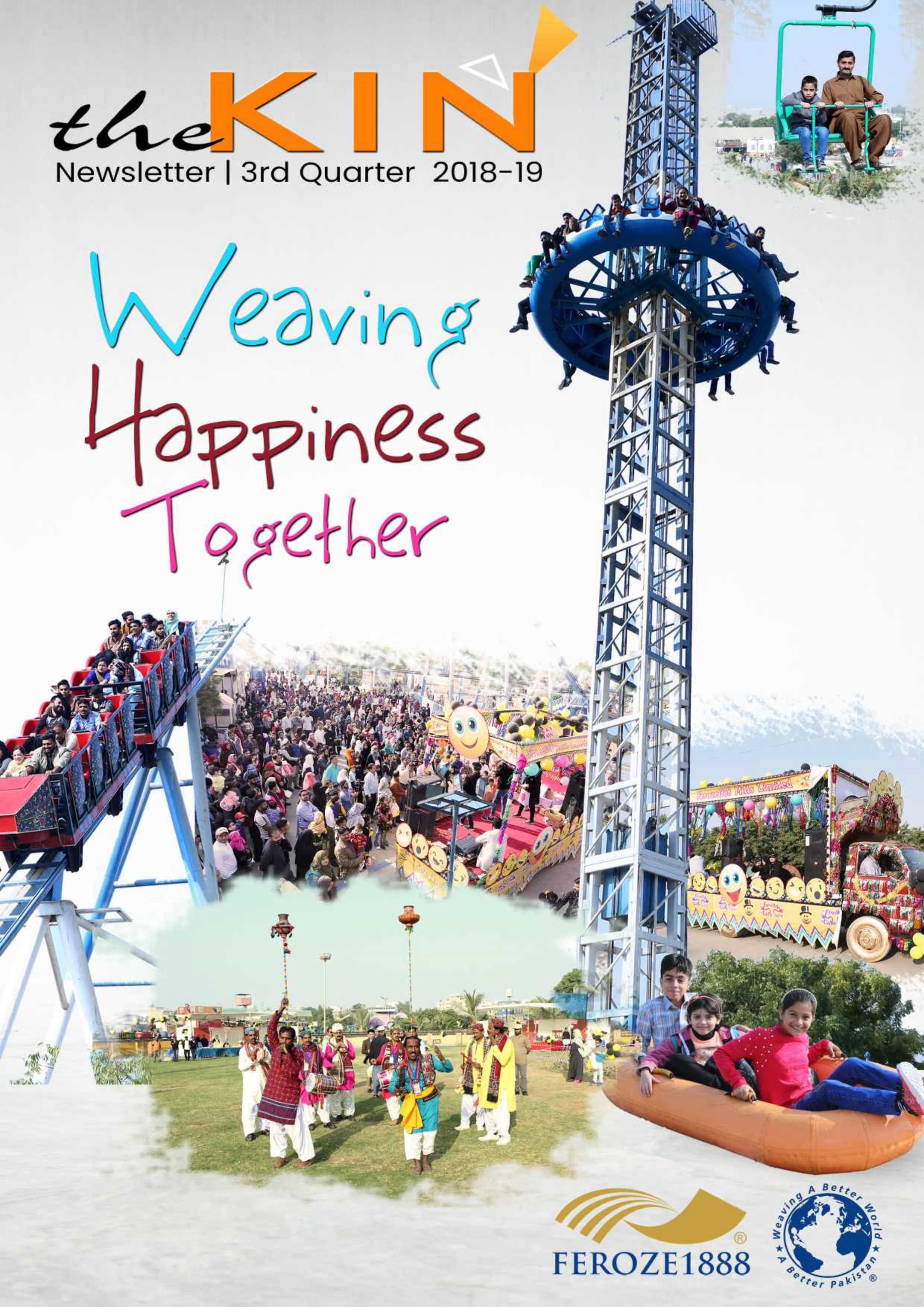


Weaving
Happiness
Together



CEO's Message

Assalam-O-Alaikum

Since the beginning, we are struggling for pursuit of happiness. All the hard work at the end of the day comes to an end when we try and answer ourselves whether we are happy or not and ask us what it is that makes us happy. Unfortunately, since quite some time we have started associating our happiness with worldly gains. A promotion gives us more happiness than how we excel in our current role, salary in 6 digits is more comforting than any other achievement we make, success credit gives us a high compared to sharing the success. There is nothing wrong with the above sources of happiness. However, focusing on personal happiness only and linking the material gains with happiness can turn out to be distasteful in the long run.

We must all re-define what makes us happy. Being grateful for whatever we have been blessed with is the standard, unshakeable and consistent source of happiness – even under all odd circumstances. Moreover, multiply the happiness by sharing it with others. Either be a source of inspiration for others, lift them up, guide them genuinely, share your blessings with them, invite them over at lunch or dinner – there can be millions of things we can do to make ourselves happy and others too.

Let's take a pledge to weave & share happy moments for our own self and for others too.

Regards

Rehan Rahman
Chief Executive Officer

Learning & Development

By: L&D Team

Blend it like Feroze

Feroze1888 has cracked the formula of Winning team that great teamwork doesn't depend on smart people so much as the right people, the right leader and the right techniques. With the concept of refueling the engine, teams are undertaken the series of "Blend it Like Feroze" session so the spirit of Together we Achieve, Together we Prosper can be relived.



Interpersonal Relationship Management

As candies only bring sweetness in taste same as Interpersonal Relations teams bring magical results in team bonding. We believe in strong and healthy minds and do every effort to make it possible for our employees. In the same context, series of sessions on Stress Management are conducted by Ms Aliya Iqbal (DGM-CHR).



Problem Solving

Feroze1888 Mills polishes the gene of "Critical thinking" by training its employees on "Problem Solving". Mr. Usman Qureshi (Manager- Weaving) provided a framework for getting teams to attack true problems with two basic questions; first is what the problem is? And second is there any better version of solving it? Participants were given roadmaps, tools and techniques to deal their overwhelming problems on day-to-day basis.



Emotional Intelligence:

In organizations the real competition is to create the positive vibes for the teams. With this intend making organization a comfortable place by dealing emotions of its people rightly; trainings on "Emotional Intelligence" are conducted by Ms.Aliya Iqbal (DGM-CHR). Participants are trained on managing their own emotional and others so our workplace could be made as better as soothing, exciting as having coffee at Starbucks.

Cost of Quality:

Feroze1888 believes in the philosophy of continuous learning and in keeping up this spirit, a three-day training workshop titled 'Cost of Quality' was organized through Institute of Business Administration and was conducted by Dr. Rameez Khalid, who is an assistant professor at IBA and holds PhD from Toulouse, France. The objective of this workshop was to enable the participants from Feroze1888 Mills Limited better comprehend generally the quality management principles and specifically the philosophy of 'cost of quality' and if measured then what are its pros and cons in relevance to productivity.

Personal Effectiveness

In the fast-paced and constantly evolving world of business, having personnel who are flexible, adaptable and can access the right skills on demand do worth its weight in gold. Feroze1888 Mills help its extended family member in their personal development and series of session on "Personal Effectiveness" are arranged by Ms.Quratulain (Manager CHR).



Girls with Dream Build a Visionary Tomorrow

Feroze1888 Mills believes in gender equity and harnesses the power of leadership to embolden women to achieve their full potential. With belief of playing an important role in building up progressive mindsets, Ms Quratulain (Manager CHR) conducted a session "Girls with Dreams Build a Visionary Tomorrow" at NEDUET. Interactive session helped girls sowing the seeds of courage and motivation in their minds with the idea of lifting up society by lifting up themselves.



Chemical Management Program

A half-day session was conducted by QMS department at location C-3 on Jan'16th to provide introduction/awareness on Overall Chemical Management, Safe handling of chemicals, Guidelines of GHS/hazards symbols and importance of MSDS.



Situational Leadership:

To create a melodious tune only orchestra is not enough; but a pleasant music is the result of right alignment of every single node each time. Same it happens when it comes to Leadership. Right styles of leadership at the right time are indeed the keys of treasure. Training on "Situational Leadership" is conducted by Ms.Quratulain (Manager CHR) with the idea of equipping the managers with the right tools of leadership to lead the team with excellence.



Finding the Right Fit

An effective recruitment process is not about ensuring a candidate simply ticks a few boxes and meets rigid criteria. It's not like buying a piece of furniture, where the measurements need to match the space we have. Right Fit describes more than finding desired qualification and skill. To build up this competitive excellence, a session "Finding the Right Fit" is conducted by Ms.Aliya Iqbal (DGM-CHR)



Coping with Stress

Feroze1888 Mills believes in strong and healthy minds and does every effort to make it possible for its employees. In the same context, series of sessions on Stress Management are conducted by Ms Aliya Iqbal (DGM-CHR).



Town Hall Meeting

By: Ms. Rabia Sultana Manager (CHR)

Feroze1888 Mills is strongly committed to promote a Collaborative Work Culture. We are renowned for our values and practices as a progressive organization in the textile sector. Carrying the same vision in 2019, we took a new initiative to translate our values into a meaningful employee experience by conducting TOWN HALL MEETINGS in its multiple SBUs.

The aim of these Town Hall Meetings was to encourage the two-way dialogue of Department Head with their teams, so that every team member feels connected to the Organization's mission, and believe they have a voice within the company. This initiative provided an opportunity to gather all employees on platform and welcome their views to inculcate the desired team culture.

The response to these all-hand meetings was truly overwhelming, more than our expectations. We experienced the real feel of rejoice and motivation in every team member and encouraged us to take more initiatives towards transparency and open communication to connect our employees stronger than ever before.

Tea Talk

By: Muzzammil Ali Arbab (Executive - CHR)

Members of any team are the key source behind the success of any project – no matter how lavish the resources or the upbeat technology is used by any organization, without the harmony amongst the team members there will be no symphony. To enhance the interaction of members within their teams and further strengthening their collaborative working Team CHR executed the idea of an organized, yet an informal, “TEA Talk” session wherein team members of similar department are invited to spend quality time with each other over a cup of tea. Initial Tea Talk sessions proved to be successful & appreciated by the departments - members shared and cheered their individual and team achievements, discussed over the ideas and issues in a cordial and relaxed environment. We will continue with the Tea Talk session and wish more strength and bonding to all our teams.



16th Employee

Oct-Dec 2018

of the Quarter

By: Reward Management Team

“The difference between ordinary and extraordinary is that little extra”, and through Employee of the quarter, we acknowledge the efforts of our extended family members who add on that little extra into their working inspiring others to follow.





Leisure & Fitness By: The KIN Team

Healthy guts and wits are quintessential for every one of us – healthy mind and body adds quality and life to whatever we do hence making it worthy to live for. We create every opportunity for our extended family members to attain a mix of work, leisure and fitness thus recreational and fitness facility is provided at every location, and recently our Shaharah-e-Faisal and Hub locations joined the bandwagon too as they inaugurated the recreational and fitness facility on 5th Jan & 6th March 2019, respectively. Stay Fit you all out there.

Sports Events

By: Recreational Team



Female Bowling

Held on 23rd January at Arena our female counterparts proved their sporty mettle and nailed the game. Although the competition was tough but we did get the winner and runner up in the end namely Ms. Rahila Muslim (FM) & Ms. Warda Khan. (CHR). Congratulation Ladies.

Cricket Tournament

Cricket fervor never go out of the season and so does the enthusiasm of our teams who play exceptionally well in the Knockout series, a regular feature of our Sports Week. The 08 teams came together and putted up excellent matches with great hits, and misses too, as each team did their best to set up tough scores for their counter teams. We appreciate the participation and efforts of each and every member and anticipate that the team work prevailed in all what we do.



Badminton Tournament

Played on 10th Feb'19 at Sindh Sports Board Complex, Badminton Tournament was well played by the teams - the understanding between the partners, sync in moves and bucking up each other proved that Team Work is what makes the dream work. Thumbs up to all who participated and Congratulations to the Winners & Runner Ups.



Combined Marriages Ceremony

By: Feroze Social Responsibility Squad



Feroze1888 Mills holds the prosperity of its extended family members as first priority and believes that not only our employees but their household members are also an integral part of this family. Uplifting this spirit of prosperity, Feroze1888 Mills organized a combined marriage ceremony for the female workers and workers' daughters.

Just as every fiber matters for making the fabric world class every employee happens to be the pride of Feroze1888 Mills, that is what makes us stand out and stand tall. The company continuously aspires and strives with a firm believe that such initiatives enable the workers to live a comfortable and more satisfactory life which in turn contributes to their efficiency on job enabling them to be more productive.

We are committed for the well-being our employees, not only professionally but on personal level as well, so that we can happily work together to continue our mission of providing unmatched services to our customers and stakeholders.



Overall it was an event my family enjoyed from start till end. I love to appreciate the efforts made by every member of Family Gala Team who made the whole event such fun and most delightful for us and our families. The impact of such event lasts forever and always being remembered. It does prove that Feroze1888 value and respect its extended family and is much inclined towards weaving happiness together.

Muhammad Usama Siddiqui
(Company Secretary) - SF Office

I loved the event - the gathering, decoration, food, noise, fun ... I really enjoyed all the things happened that night. AGT provided us the opportunity to meet and greet our seniors and juniors at the same time and have chit-chat with them on lighter and more relaxed notes.

Saif Uddin (QMS- S.E.O) - C3

It was an immense pleasure to get the LSA this year as I completed 25 years of services with Feroze1888. I would like to thank the management and all my colleagues: your support and encouragement enabled my journey so far. I feel blessed to be a part of this esteemed and progressive organization, to be a part of the extended family.

Tariq Mahmood | DGM |
SCA- SF Office

Thanks to Allah & lots of gratitude for the Management who recognized my long association with the organization. LSA motivated me further - I am more passionate towards my work and will do the best of my capacity in pursuing excellence

Muhammad Azhar | S.E.O |
F & AI Hub (LSA Holder)

It was my first experience & it was a remarkable event beyond my assumptions, really. My best wishes for all the upcoming events and I anticipate more progress, growth and prosperity to the organization.

Syed Ali Asghar-D&P
Senior Manager) - H-23

Our People Our Prosperity

Sharing of thoughts on Family Gala & Annual Get Together

Feroze1888's team did an outstanding job & made the Annual Get Together so spectacular & a memorable event. Every detail from start to finish was taken care of with utmost attention. My appreciation and accolades for the whole team and the Management who arranged the AGT with such enthusiasm, energy and keen attention

Osama Anwar Jilani
S&P E.O-II - C3

Would like to congratulate Feroze1888 for successfully arranging such an amazing event; AGT was a wonderful experience for me specially meeting with the CEO and everyone else. I think this type of events bring employees and the management closer and associate everyone as one extended family.

M. Ahmed Iqbal | E.O.III
MCS | H-23

Thanks to all those who arranged the great events: Family Gala and AGT - both were a source of entertainment especially Family Gala which was great fun for families, especially for children. AGT proved to be a source of motivation as we all blended well like Feroze.

Muhammad Nadeem
Manager | Spinning-Hub

My family eagerly awaits this event every year, and like every year, it was well worth waiting for - Thoroughly enjoyable and fun time for kids and families. Great Job Done Team Feroze!

Irfan-ur-Rehman | Senior Manager |
Spinning - Hub

The event was great and well organized; I and my family, especially my kids, enjoyed a lot and we were very happy.

Saqib Mustafa Abbasi
(I.T - S.E.O) - C3

Spot the Difference

There are fifteen 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
latest by 10th April 2019.*



Meet With **KIN** Team Members



subhan NADEEM



rida ALI



hifza KHAN



salman KHAN



mohammad HASSAN



rahila MUSLIM

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 or you may drop your suggestions in the boxes placed at your location.



STAY IN TOUCH
For sharing your entries & quiz's replies
the.kin@feroze1888.com