



Tips of the MONTH

The greatest gifts you can give your children are the roots of responsibility and the wings of independence.

Denis Waitley

"A LIFE SPENT MAKING MISTAKES IS NOT ONLY MORE HONORABLE BUT MORE USEFUL THAN A LIFE SPENT DOING NOTHING."

GEORGE BERNARD SHAW

Courage

is rightly esteemed the first of human qualities because it is the quality which guarantees all others.

WINSTON CHURCHILL

The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack of will.

(Vince Lombardi)



9 Steps for Establishing Your Employee Engagement Plan

By: Malcolm Rowlings

You've got the best employees on the planet, right? They work hard and are experts in their fields. But, somewhere there is a disconnect. The culture of your organization is not everything it could be, not everything you would like. Is there a way to ensure that your employees hold to the same values you do throughout your department, or the organization? How can you empower your employees, and foster trust, growth, and loyalty? Here are nine ways to fully engage your employees.

Inspiration From the Top

The most important thing that a leader can do to improve employee engagement is to lead by example. Employees must see the owners and executives demonstrating behaviors set forth in the company's values. They are far more likely to emulate the respected leaders of the organization than live by a disregarded handbook. Managers and business owners should take advantage of collaboration tools such as HR Software when communicating with employees. Opening up communication channels helps employees to feel more valued and inspires better communication from the bottom up.

Transparency

Transparency among the firm's leadership directly correlates with employee satisfaction. Employees gain a deeper sense of investment when they are trusted with sensitive and private information. This fosters loyalty and engagement. Transparency helps alleviate the "us vs. them" philosophy and encourages trust between management and employees.

Shared Purpose and Vision

Employee empowerment and engagement go hand in hand. When employees know the role they play in the big picture, they are far more likely to make a significant contribution within a team, or their own projects. Allow your employees to share in the vision of the organization.

Set Goals

Attainable goals can help even disconnected employees feel valued and invested in the firm's success. Set goals for the organization and share them with your staff. Then, trust your employees to write their own goals. Giving your people the power to decide how their contributions can help meet the company's goals will connect their work to results, providing them with something tangible they can see.

Hire For Attitude

Education and experience don't equal top performance. Experts will get it wrong eventually and the most skilled employee will fail at some point. But, attitude and personality can make up for other weaknesses. Skills can be learned, attitude cannot. Hire and promote based on attitude.

Engage From the Start

New employees begin with excitement, enthusiasm, and interest, so take advantage of the momentum by assisting them in getting to

know their co-workers, pairing them with a mentor, and putting them straight to work on a project. By making an amazing first impression, they will be drawn to the culture and will stay excited about coming to work.

Create Friendships

When employees like each other, they are more willing to be engaged and collaborate on projects, as well as provide constructive feedback. When they have close bonds and developed friendships with their coworkers and teammates, they are more apt to interact both in and outside of the office.

A Simple "Thank You"

It's so easy, but too often goes unsaid. A simple thank you from management and among co-workers might be the fastest way to build trust, rebuild suffering relationships, and energize the office. Employees who feel appreciated and supported are 67% more likely to be engaged and remain loyal to the company.

Volunteer Together

Companies strong in philanthropy and social responsibility see a direct relationship between doing good and increased employee engagement. Working together to help others shows that the organization isn't all about money, but about being a positive influence in the world. Employees can feel good about that.

At the end of the day, better employee engagement not only benefits the employee, but can help positively affect an organization's bottom line.

Go SWOT Yourself: Taking an Objective Look at Your Leadership Style

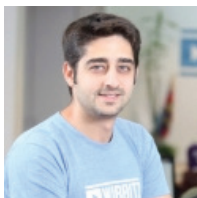
We're living in an age that celebrates technological innovation, and entrepreneurs are at the heart of it. The leaders of Silicon Valley have star power that rivals -- and in some cases, even outshines -- that of their companies. Just look at Bill Gates, Mark Zuckerberg and Jeff Bezos. They are all stars, even without their respective companies.

But many aspiring tech entrepreneurs get caught up managing their own companies and lose sight of one key fact -- their most important venture is themselves. While growing the brand and objectives of the business is critical, developing your own profile and skill set as a leader is equally important.

If you've ever tried to write your own biography, then you know it's incredibly difficult to objectively identify your own characteristics. Anyone who has taken a business class (or is a fan of HBO's Silicon Valley) is familiar with the idea of SWOT analysis--, a tool used to evaluate the business potential of a new venture through strengths, weaknesses, opportunities and threats. But while we use SWOT for business initiatives, few consider using it on themselves. SWOT analyses strip away preconceived notions and can provide useful metrics for evaluating your own performance. Attaining this well-rounded view of yourself and your skills will better position you to be a more effective leader.



Go SWOT Yourself: Taking an Objective Look at Your Leadership Style



Zohar Dayan

Contributor
Co-Founder & CEO of Wibbitz
June 16, 2016



Strengths.

Just as CEOs must identify the value of their company and explain it to the larger public, tech entrepreneurs must know what strengths they bring to their industry as a whole. Strengths define our future paths, and knowing where your positive attributes lie highlights the areas of business where you'll be poised for success. Look at Jobs. He was a design genius and made visually stunning products the hallmark of his leadership at Apple and Pixar. His attention to detail and persistent iteration helped form his legacy, and in turn, has improved standards for the broader tech industry. Or take me for example. I've always been extremely persistent and goal-oriented. Growing up in Israel, I went through standard assessments prior to enlisting in the Army. A perfect score on the health check up was required to get into the most elite units, but strangely enough my grade was dinged because of the shape of my feet. Determined to be accepted into a top unit, I wrote to the Army and successfully convinced them why I earned a perfect grade. As a result, I landed a coveted spot in the IDF as a paratrooper. This experience as a young adult revealed to me early on that my persistence could lead to great achievements. Identifying tenacity as a personal strength defined my career and helped me discover that my greatest potential to excel would be in founding a company.

While your strength might not be a fastidious eye for design or dogged determination, it's likely something equally as important to your success as a manager. Take time to think back on moments of success in your life, put on your ego-centric hat, and figure out exactly how you got there. Those traits are likely what will also drive your success as an entrepreneurial leader.

Weaknesses.

Don't get too big of a head just yet. It's equally important to take an honest and objective look at your weaknesses. This exercise isn't about putting yourself down, but identifying areas for improvement where you can either focus on growth or find complementary team members to collaborate with. Zuckerberg is an incredibly visionary thinker when it comes to the future of human communication and connection, but he needs Sandberg by his side to manage the operational future of Facebook. This doesn't make Zuckerberg any less of a leader -- it makes him an even better one.

Ironically, my greatest weakness lies within this very notion of relying on my peers. As a perfectionist, I often struggle with trusting others to complete tasks at my high standards. Identifying this has allowed me not only to build a talented team of people I trust, but to give them space to do their jobs. As a manager, it can be difficult to let go, but an organization can only succeed by working together toward one common goal.

Identifying weaknesses requires some tough self-love. Think of moments you've experienced challenges or moments of great stress, and identify where you could have done better. While there may have been external issues out of your hands, it's possible that you lacked a particular skill to succeed in the situation. By identifying those weaknesses early on, you can proactively address them or seek support from others, ultimately making you a better leader.

Opportunities.

Whereas the S and W of the matrix require internal reflection, opportunities don't always come from within. Oftentimes it takes an outside injection of innovation to mix up your perspective and have the greatest impact.

As the founder and CEO of a growing startup, mountains of everyday stress make it difficult to get out of my head and focus on anything unrelated to my business. Physical activity has become an important way to clear my mind, refresh, and invest my energy in something other than my day-to-day. Joining a pickup basketball league here in New York City has helped me realize the value of getting outside of myself and has made me a more well-rounded leader. We have a team of unique and innovative people from a variety of industries, and I've been lucky to learn from their different perspectives. On the court, as in business, teamwork is essential. Playing with a new team has uncovered opportunities to grow in both my personal and professional life.

Opportunity is the external influence that can come from almost anywhere -- your family, a book that you're reading or your hobbies. Inspiration is more likely to strike when you take a step back, so it's important to get outside of the office and discover what the world around you has to offer.

Threats.

Threats can come from external elements beyond our control, like starting a company only to have a recession hit or having a personal tragedy dry up your resources. Threats can also manifest more commonly in the form of a competitor that constantly keeps you on your toes. Once you get beyond the fact that they are called threats, they can be some of the best learning experiences you'll ever have as a manager. The factors that threaten you may actually be your best resources for inspiration and can encourage you to push the limits of success.

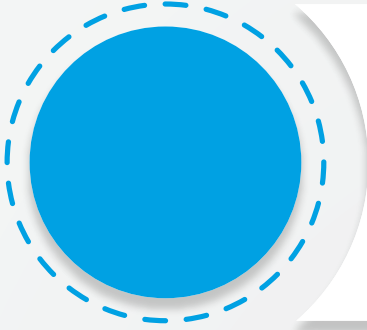
The most important lesson I've gained from times of stress is the value of mindfulness and calmness.

You will undoubtedly face countless setbacks as a manager, but by leaning into your vision with a clear head and direction for your team, they'll be possible to overcome. Trusting in this process allows for something that all entrepreneurs are looking for -- a structured way to creatively think about improvement.

One of the core reasons Silicon Valley has seen such incredible growth is the fact that its leaders are not tethered to one company or project. Instead, they maintain continuity between their projects through a particularly successful management style. Elon Musk, for example, started out in fintech with PayPal, and is now revolutionizing travel with Tesla and SpaceX.

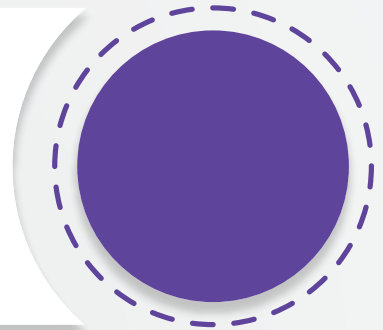
The role of tech founder/CEO is increasingly greater than just leading one successful company. It's about being a visionary that extends past immediate projects to look for future innovations. Companies can come and go, but great leadership is everlasting. Leveraging a SWOT analysis of your own management style could be the key to make that move from good to great.

News from Printex



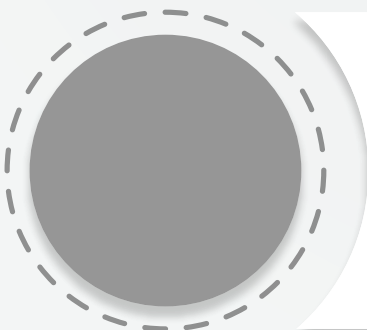
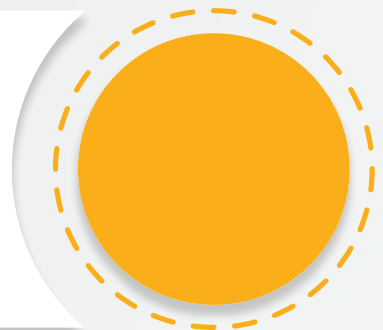
Our CEO- Mr. Mustafa Kamal & CFO – Mr. Zafar Iqbal met Mr. Raghav Rao & Mr. Lasantha Peiris from Fujifilm Sericol in Dubai for discussing the future strategy for the Pakistan and Introducing New Product range from Sericol.

Fujifilm Sericol Introduces New Improved Version of Pioneer Ultra YC Series (PVC Free Plastics) with no tack, extra softness and Pot life of more than 2 years. This new series will be available in Printex Stocks during the next month.



Mr. Josep Gallardo & Mr. Gomez Ignasi from Cresa visited Pakistan from 14th June till 21st June. During their visit , they introduce new products of Printing , Finishing and coating to Pakistan Market and also did valuable visits to some of our Valuable customers.

Cresa introduces the Long Chain Synthetic Thickener "CRESACLEAR CONC." With the recommended dosage of 12-15 grams per kgs. It has an excellent anti flushing , good salt resistance properties.



Mr. Vitor Simao from Sroque is arriving to Pakistan on the 27th June for a short visit of 2 days.



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