

The Energy of Positive Change!

Message from the Editorial Board

Dear Readers,

We are back with another installment of the E-Letter which is a witness to all the fun we've had and the achievements we've garnered, amidst the mounting workload. Let's recollect some of the pleasant highlights of the month.

Safety First! Emergency Response & Evacuation April 12th 2017

The oil and gas industry is one of the most highly regulated industries in the world when it comes to safety. At MOL Pakistan, we believe that our work is never so urgent or important that we cannot take the time to do it safely and in an environmentally responsible manner. Particular emphasis is given to our Life Saving Rules that guide the behavior of employees working on global operations. In light of recent emergencies, the HSE department decided to carry out a series of inductions for each employee of the company in order to bring their attention to relevant health and safety issues, one by one. The Group E&P Head SD & HSE Mr. David Clegg strongly proposed the need to revise the roles of HSE/ERT leaders, Office Marshals, Floor Wardens and individuals on how to tackle emergencies, follow an evacuation plan, reach muster points and await further instructions.

Arranged by the HSE department and conducted by Mr. Saeed Pasha joining us from the field, the induction incorporated familiarizing participants with protocols of fire, earthquake and bomb blast, site evacuation procedure, fire precautions and location of firefighting equipment, accidents and near miss reporting. The video documentary played at the end of the session was a powerful tool in reiterating the concept before the session came to a close. It was indeed an eye opener for most!



MOL Pakistan's 1st Boot Camp April 13th-14th 2017

A variant of Experiential Learning, boot camps consists of physical team activities packed with fun and adventure, allowing individuals to chip away their outer stratum and discover their inner selves, realize their vision and unleash their hidden potentials.

Keeping unmatched benefits of boot camp in view, the HR Department organized MOL Pakistan's 1st Boot Camp captioned Tie-Up; Building ever-lasting bonds. The focus of this camp was on 'moving' from mere individuals to ardent teams and from states of detachments to establishing lifelong connections. It is one of those unique approaches to team building and cultivating lasting relationships through activities and adventures few have experienced before!

A high potential pool containing 34 participants from office and field, including 5 females, geared up for an overnight camp at Jabri, ready to unleash the leader within them. The day started with debriefs followed by a chain of adventures including hiking, caving, bonfire and outrageous games like rappelling and rung. "Games revolved around team building and leadership which gave me an opportunity to be Team Captain in Cricket", says Ovais Rashid (CS).

The teams were led by Kanwer A. Saeed, a one of a kind inspirational coach with an uncanny ability to guide participants into profound self-discovery giving them a sense of purpose so that they maximize their full potential.

Training outside work environment and change of scenery has definitely had a positive effect on all participants, thereby boosting employee engagement and yielding the best personal and professional output from each.



Lunch with MD/CEO Mr. Nagendra Giri

Everyone wants a work environment that is conducive to open communication. Ideally, organizations that allow employees to voice their concerns freely, see increased retention and stronger performances without worrying about potential ramifications. With that in hindsight, the MD/CEO MOL Pakistan, Mr. Nagendra Giri, initiated a series of luncheon group discussions at the office cafeteria. A diverse pool of employees is invited each day for a 'Lunch with the MD', an open discussion forum about MOL Pakistan's achievements, challenges and future, over a hearty meal. Such openness increases the odds that difficult issues will be raised and resolved, ensuring that the company will realize its full potential and optimize its resources.

Mr. Giri emphasized that he promises to bridge the communication gap at various hierarchical levels with the purpose of getting to know each other which in turn will assist in achieving our common goals and objectives more effectively and efficiently.

To foster open communication, Mr. Giri has launched a platform, a direct messaging opportunity, under the email: iamlistening@molpakistan.com, where everyone can share opinions, send comments and individual concerns on different work related subjects/issues.

