

The Energy of Positive Change!

Dear readers

Welcome to spring! The March 2019 issue of the E-letter is before you. We bring to you all the happenings of the mad month of March, enjoy!

▶ WOMEN'S DAY CELEBRATIONS

As the Quaid rightly said, "No nation can rise to the height of glory unless its women are side by side with the men". We definitely cannot leave behind half of our nation...

International Women's Day is a day of recognition and celebration of women around the globe. This day highlights and recognises the value of contribution of women, to individual communities and to the world. To celebrate this balance for better strength, determination and selfless spirit of women, MOL Pakistan's HR team invited all the female staff to celebrate International Women's Day on March 8th, 2019.

The event commenced with an HSE moment delivered by Ms. Rida Fatima – SD & HSE, followed by a welcome note by Mr. Ali Yasin – HR, where he appreciated the female staff for their hard work and professional conduct. MOL Pakistan DMD/CFO, Mr. Andras Madi, shared his thoughts on the occasion where he talked about the positive influence of his wife and daughters in his life. He underlined the significance of gender equality and expressed his interest to expand upon succession planning for women who seek a progressive career path in the company.

Later, all the ladies were presented with a beautiful bouquet of flowers by Mr. Madi, which was followed by a cake cutting ceremony where everyone indulged in a slice of delicious red velvet cake ordered especially for the occasion. There were a spate of fun-filled, team building activities organized for all the attendees, which were a great source of fun and laughter for all, marking an exciting end to the activities.



This was followed by a Q & A session, and Mr. Madi answered questions regarding equal acceptance of competitive succession, as well as equal provision of mentorship and training opportunities for women coming from both technical and non-technical backgrounds.

▶ WALK TO THE TOP!



"Human beings have an innate inner drive to be autonomous, self-determined, and connected to one another. And when that drive is liberated, people achieve more and live richer lives." – Daniel H. Pink.

Team building is an ideal way to bring your staff together, to genuinely grow as a team and build stronger relationships. A closer-knit team, the better the output and performance - keeping this concept in mind, MOL Pakistan arranged for a team building hiking activity behind the hills of the CPF-GPF on the 17th of March 2019, and staff from all departments were invited to participate.

Since it is difficult for the staff based at the field to incorporate outdoor activities into their schedules due to their hectic shift hours, this hiking exercise aimed to bring everyone together, generate an energized team spirit and encourage health and fitness into one's routine.

Close to 30 employees volunteered to participate in the hiking activity where a bus was arranged to drive them to the bottom of the hillside where the moderately strenuous hiking trail started. Everyone was instructed to equip themselves

adequately for the trip to avoid any mishaps. Enthusiastic to walk to the top, the hikers followed a rambling trail through the rock-strewn mountain and arrived at the top of the hillside feeling accomplished. Refreshments were served while everyone indulged in taking photographs of the serene greenery and the astonishing view of the installation from the hill top. Colleagues were, indeed, seen to be more talkative and energized than usual. This team building activity proved to be an effective method of taking the staff out of their comfort zone, rely on each other to solve obstacles and challenges outside the workplace, together as a stronger team.

▶ READY? SET! COMMUNICATE!!!



A dynamic business environment demands complete command over essential communication skills. Yes, it was that time of the year when CORA Communications & External Relations annually holds an in-house event called "Ready? Set! Communicate!!!" involving all departments across the MOL Pakistan Branch Office in effective communication via fun-filled activities and creative thinking! The activities consisted of exciting challenges designed to gauge the participant's skills such as time management, team working abilities, communication skills, confidence and critical thinking, all mixed with a hint of slight humour.

"Ready? Set! Communicate!!!" comprised of four stages, the first stage was open for all employees at the Branch Office, where everyone was given five minutes to answer twenty (20)

multiple choice questions pertaining to the country's current affairs, sports, general knowledge about the company, and the oil & gas sector. The Top 30 participants scoring the highest, proceeded to the 2nd stage which comprised of a time constrained critical reasoning test.

The Top 10 participants, showing aptitude for answering complex questions, were shortlisted for the next stage called "The Blind Artist". Here, the participants were asked to demonstrate artistic abilities by replicating an image, blindfolded; a fun challenge it was indeed. The final, top 6 candidates who had drawn closest to the image were invited to the 4th and final stage called "Royal Rumble". Participants, in this stage, were tested on their proficiency to critically analyse and propose effective solutions for a given situational crisis. They were also provided with the option to nominate two supporters to assist them in the final stage of the competition.

Fun gifts and goodies were distributed to all participating candidates throughout the event. The winners of the final stage swiped the judges off their feet with their exceptional performance and competitive flair. The 1st position was secured by Shehryar Ali from Procurement, 2nd position was taken by Asad Ibrahim from Finance and 3rd position by Rai Hamood from Exploration.

We hope that this competition has enabled all to connect better with those around us and nurtured a work culture that encourages respect, trust, problem solving abilities and creative ideas. A special mention and commendation for the Interns at CORA Communications & External Relations who outperformed themselves in successfully planning and implementing this activity.

▶ WELCOME TO MOL PAKISTAN

We are pleased to welcome Mr. Muhammad Omer Khan who has joined MOL Pakistan as "Transformation Office Chief" in the Transformation Office - MD Secretariat. Omer holds a degree in Applied Accounting, a Project Management Professional certification and an ACCA certification. He has 11+ years of professional experience, including 6 years in MOL Pakistan and 2.5 years at MOL Group HQ. We welcome Omer back to MOL Pakistan and wish him success for his new role.

