

MAIN AUR MERA KAPCO JOURNAL

میں اور میرا کیپکو جرنل



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Our Stories with a New Perspective

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Annual Dinner 2019

At KAPCO Annual Dinner is a greatly anticipated event as it provides opportunities to reconnect with friends, network with colleagues and enjoy a fine dinner with much celebration.

Annual Dinner 2019 was held on **December 5, 2019**. **Mr. Aftab Mahmood Butt (CEO)** and **Mr. Khalid Pervaiz Bajwa (General Manager Engineering)** graced the occasion with their presence and were greeted enthusiastically by everyone.

The evening was indeed a pleasant affair. A great environment and delicious food enlightened everyone and made for a memorable event.





Highlights

Training and Development

➤ ISO 19011: 2018 Guidelines for Auditing Management Systems

ISO 19011:2018 training session was organized for the officers from November 20-21, 2019. Dr. Kamran Moosa and Mr. Naeem Shehzad from PIQC were the training facilitators. The training provided valuable information on how to improve an audit program systematically.





Steve Jobs: Technology Alone Is Not Enough

In 1986, shortly after he was forced out of Apple, Steve Jobs bought a small computer manufacturer named (drumroll) Pixar.

In 2000, he relocated the company to an abandoned Del Monte canning factory. The original plan called for three buildings, with separate offices for computer scientists, animators, and the Pixar executives. Jobs immediately scrapped it. Instead of three buildings, there was going to be a single vast space, with an atrium at its center.

“The philosophy behind this design is that it’s good to put the most important function at the heart of the building. Well, what’s our most important function? It’s the interaction of our employees. That’s why Steve put a big empty space there. He wanted to create an open area for people to always be talking to each other.” – Ed Catmull, the president of Pixar.

But for Jobs, it was not just about creating a space: he needed to make people go there. The primary challenge for Pixar, as he saw it, was getting its different cultures to work together and collaborate.

John Lasseter, the chief creative officer at Pixar, describes the equation this way: “Technology inspires art, and art challenges the technology.”

Jobs saw the separated offices as a design problem. He began with shifting the mailboxes to the atrium. He then moved the meeting rooms, the cafeteria, the coffee bar, and the gift shop to the center of the building.

Brad Bird, the director of “The Incredibles” and “Ratatouille,” said, “The atrium initially might seem like a waste of space. But Steve realized that when people run into each other when they make eye contact, things happen.”

Even if it came at the expense of convenience, the emphasis on consilience has always been a defining trait of Steve Jobs. Jobs insisted that the best creations occurred when people from disparate fields were connected, especially in an age of intellectual fragmentation.

The Latin crest of Pixar University says it all: **Alienus Non-Diutius**. Alone no longer.

Values in Action

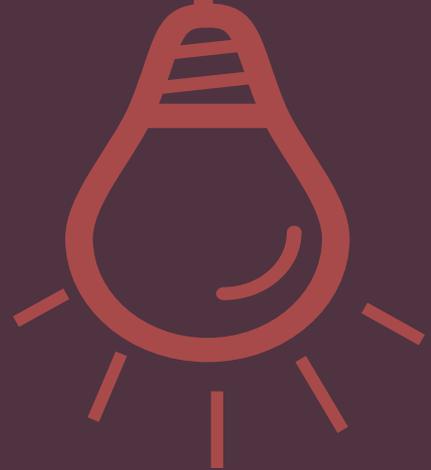
Reading encourages continuous learning. Since constant learning elevates an individual as a professional and a person, it opens opportunities to transform continuously for the better.

OD section has always strived to promote a culture of reading in KAPCO. We wouldn't be wrong saying that KAPCO has now institutionalized reading habits hence making reading an essential part of our employees DNA. In KAPCO not to read, is not to fit with the organizational culture.

We believe that reading engagements like Aurora of Wisdom truly matter because of the immediate magic and joy that comes from reading for pleasure and the long-term learning and life benefits this can bring.

OD team invited Shift A and Shift C for the "Aurora of Wisdom" sessions. A healthy discussion took place at CTR where the entire process underpinned the cultivation of ideas served to develop people, provide a strategic voice throughout the organization and contributed to the development of a learning culture.

Further, to promote a culture of learning, a book was given away through a ballot conducted among the participants of each session at the end of the session. Mr. Naveed Akhtar (Process Engineer Shift A) and Mr. Asghar Ali (Engineer-I Boiler Operations) turned out to be the lucky readers to receive them from Mr. Waheed Sohail (Senior Manager Operations)



Leaders Read

3 Simple Habits to Improve Your Critical Thinking

by
Helen Lee Bouygues

Business leaders simply do not rely on reasoning through pressing issues, taking time to evaluate a topic from all sides. The good news is that critical thinking is a learned skill. To help people get better at it, the author pulled together three simple things that you can do to improve your critical thinking skills:

1. Question assumptions

It is particularly helpful when the stakes are too high.

2. Reason through logic

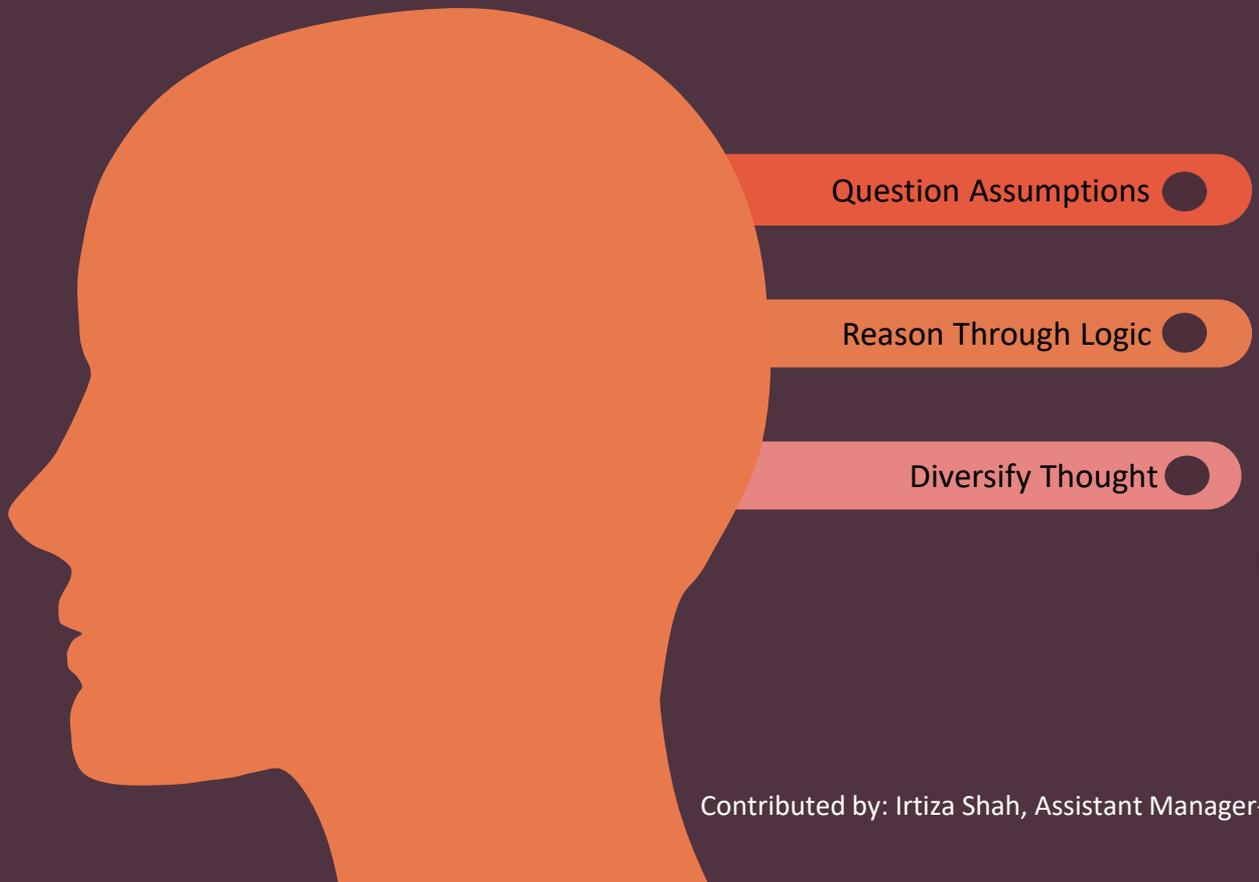
Pay close attention to the “chain” of logic constructed by a particular argument.

Ask yourself: Is the argument supported at every point by evidence? Do all the pieces of evidence build on each other to produce a sound conclusion?

3. Diversify thought

It’s crucial to get outside your personal bubble. You can start small. If you are working in the accounting department, make friends with people in marketing. If you always go to lunch with senior staff, go to a ball game with your junior colleagues. Training yourself this way will help you escape your usual thinking and gain richer insights.

Sometimes small, sometimes large — in a company’s successes, the most important business victories are achieved through thinking smart.



Capitalize Your Disability

Success consists of overcoming difficulties. All men and women who have made a success of anything have done so far by overcoming difficulties. Where there are no difficulties to be overcome, anybody can get the thing done, and doing so cannot be called success.

There was a time when laying a telegraph line from New York to Boston presented many difficulties. Then there was a time when doing that was easy, but laying the Atlantic cable was a great achievement, because of the difficulties which had to be overcome. Later on marine cable laying became a routine business, but radio across the ocean presented problems which for a time were insuperable. Then those difficulties were overcome too. There are no personal problems that cannot be overcome by quiet, persistent, spiritual treatment, and the appropriate wise activity.

If you have a personal disability that seems to keep you from success, do not accept it as such, but capitalize it and use it as an instrument for your success.

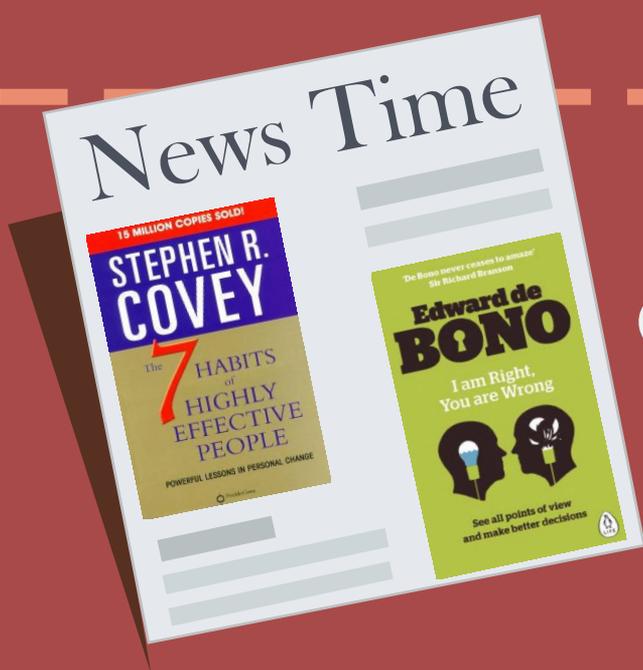
H.G. Wells had to give up a dull, underpaid job because of ill health, so he stayed at home and wrote successful books and became a world-known author instead. Theodore Roosevelt was a sickly child and was told he would have to be careful, retired life. He was short-sighted and nervous little boy. Instead of accepting these suggestions, however, he worked hard to develop his body, and became, as we know, a strong, husky, open-air man and big game hunter.

The owner of a fashionable dress business in London was the wife of a struggling clerk. He was stricken with tuberculosis. She had never been to business and had no training of any kind, and found herself having to support a husband and two children. She started with nothing but good taste in clothes and a belief in prayer, and is a wealthy and successful woman today. She says, "I thought I would like to sell the kind of clothes I had never been able to afford."

Whatever you think your disability is, capitalize it. Your particular problem will always seem to be especially difficult, but spiritual treatment and courageous determination can overcome anything.

Problems are sign-posts on the road to God.





I Am Right You Are Wrong
by
Edward de Bono

This book is a must read for every thinking person. It is an essential read to discover how 'naturally narrow' our thinking tends to be, and how the real effort in productive and successful thinking can be made and how to do it. If you are striving hard to change yourself from being constantly argumentative to constantly resolving argument, and stop placing so much importance on ceaselessly being right this book will surely be of great help for you.

The 7 Habits of Highly Effective People
by
Stephen R. Covey

This book explains 7 principles that make a person more effective personally and professionally. Covey shows how a principle-centered, character-based life helps you build the healthy relationships that are key to an effective life. This classic is well worth reading for its perspective and practical advice. If you're looking for a book that will help you harness that little spark inside of you that's saying, "You can be better" than this book is it.

Books You Will Love

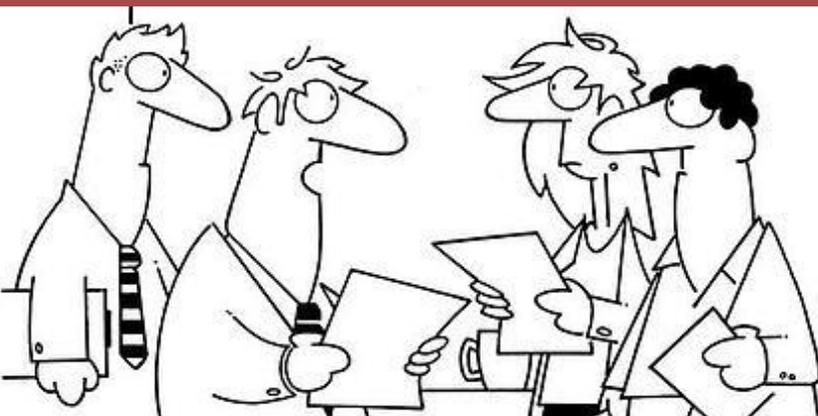
Workplace Humor



"If you wait long enough, difficult people either quit, retire or die. That's my management style."



"Your medical screening report says your sugar and blood tests are normal; hence, you are being fired as the results prove that you are not working hard enough."



"If we want to succeed as a team, we need to put aside our own selfish, individual interests and start doing things my way."

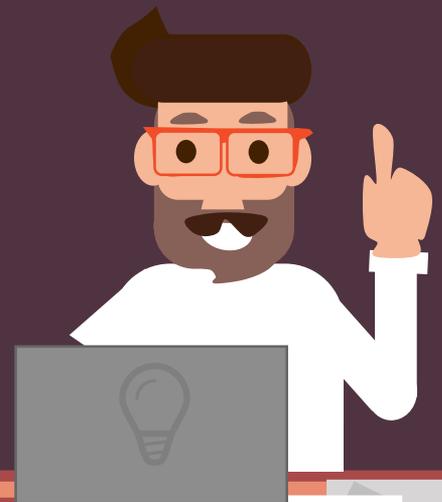
Technical Support Hotline



"Your operating system was installed on April 25th, which makes your computer a Taurus. As a Pisces, you're bound to have conflicts."



"Suspending your keyboard from the ceiling forces you to sit up straight, thus reducing fatigue."



KNOW YOUR RIGHTS



Constitution of Pakistan, 1973 - Article 19 Freedom of speech, etc.

Every citizen shall have the right to freedom of speech and expression, and there shall be freedom of the press, subject to any reasonable restrictions imposed by law in the interest of the glory of Islam or the integrity, security or defense of Pakistan or any part thereof, friendly relations with foreign States, public order, decency or morality, or in relation to contempt of court [commission of] or incitement to an offence.

Words of Wisdom

“Things may come to those who wait, but only things left by those who hustle.”

-Abraham Lincoln

Contributed by: Zahid Ali Tareen (OD Coordinator)



ایک سبق آموز تحریر

کبھی آپ نے کسی انگلش فلم میں ایسا سین دیکھا ہے جس میں ایکٹریٹھ روم میں ٹوتھ برش کر رہا ہے؟ آپ نے نوٹ کیا ہوگا کہ دانتوں میں برش کرتے وقت واش بیسن کا پانی بند ہوتا ہے جبکہ دانت صاف کرنے کیلئے اس کے پاس ایک چھوٹا سا گلاس رکھا ہوگا جس میں وہ پانی بھر کر کلی کرتا ہے۔ اسی طرح جب پچن میں برتن دھوئے جاتے ہیں تو سنک کا ڈریج فلو بند کر کے اس میں پانی بھر لیا جاتا ہے، پھر اس پانی میں برتن دھوئے جاتے ہیں۔ یہ پریکٹس تقریباً تمام مغربی ممالک میں یکساں پائی جاتی ہے۔ چاہے کوئی امیر ہو یا غریب، وہ پانی ضائع نہیں کرتا۔

دوسری طرف پاکستان میں جب ہم دانتوں میں برش کر رہے ہوتے ہیں تو اس دوران واش بیسن کا ناکا مکمل کھلا ہوتا ہے اور پانی سیدھا نالی میں جا رہا ہوتا ہے۔۔۔ برتن دھوتے وقت بھی یہی کچھ کیا جاتا ہے، ناکا پورا کھلا ہوتا ہے اور پانی مسلسل نالی میں جا رہا ہوتا ہے۔۔۔ اور تو اور، وضو جیسا ہم ترین رکن ادا کرتے وقت بھی ہم کئی گیلن پانی نالی میں بہا دیتے ہیں۔ چونکہ پاکستان میں عام طور پانی انتہائی ارزاں چیز سمجھی جاتی ہے، اسلئے ہم دل کھول کر اسے ضائع کرتے ہیں، باوجود اس کے کہ ہمارے پاس نہ تو مغربی ممالک جتنے وسائل ہیں اور نہ ہی پانی کے بحران سے نمٹنے کی صلاحیت۔

اس رویے کی کیا وجوہات ہیں؟ تعلیم کی کمی کو ہم مورد الزام نہیں ٹھہرا سکتے کیونکہ یہ رویہ آپ کو ڈاکٹرز، انجینئرز اور ایم اے پاس لوگوں کے ہاں بھی ملے گا۔ دین سے دوری بھی نہیں کہہ سکتے کیونکہ سب سے زیادہ پانی کا ضیاع مساجد میں ہی ہوتا ہے۔ اسے ہم مجموعی معاشرتی جہالت کہیں یا ضد، جو ہمیں اپنی سالہا سال پرانی روش ترک کرنے سے روکے رکھتی ہے۔ ہمیں لگتا ہے کہ ہمیں اپنی کوئی خراب عادت اس لئے نہیں بدلنی چاہیئے کیونکہ دوسروں نے نہیں بدلی۔

اردو مزاح

مشاق احمد یوسفی

میں فرش پر بیٹھ کر اردو لکھتا ہوں، کرسی اور میز پر بیٹھ جاؤ تو ایک جملہ اردو کا نہیں لکھ سکتا لیکن اگر فرش پر بیٹھ جاؤ تو ایک جملہ انگریزی کا نہیں لکھ سکتا بلکہ انگریزی میں تو یہ ہے کہ جب تک ٹائی باندھ کر میز کرسی پر نہ بیٹھوں تو انگریزی گرائمر قابو میں نہیں آتی۔

ابن انشاء

سب سے ٹھوس دلیل اب تک لاٹھی ہی ثابت ہوئی ہے، بھینسوں کے لئے بھی انسانوں کے لئے بھی۔

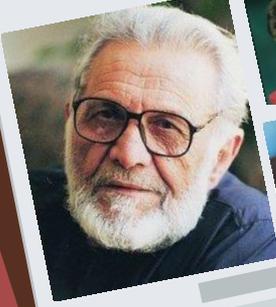
ابن انشاء

مردِ دانشمند سے وہی کام لیجیے جو میں لیتا تھا (اور لقمان اپنے ہم عصروں سے لیتا تھا) وہ یہ کہ ہر معاملے میں ان کا مشورہ لیجیے اور اس مشورے کے برعکس کام کیجیے، انشاء اللہ کبھی آپ صراطِ مستقیم سے ادھر ادھر نہ ہوں گے۔

مشاق احمد یوسفی

مرزا (مرزا غالب) کہتے ہیں کہ سچ بول کر ذلیل و خوار ہونے کی بہ نسبت جھوٹ بول کر ذلیل و خوار ہونا بہتر ہے۔ آدمی کو کم از کم صبر تو آجاتا ہے کہ کس بات کی سزا مل رہی ہے۔

سنہری باتیں



مستنصر حسین تارڑ

صرف تنہائی میں انسان مکمل ہوتا ہے۔ محفلوں میں۔ ہجوم دوستاں میں۔ چاہنے والوں کی مجلس میں۔ شام شہریاراں میں۔ انسان بولتا چلا جاتا ہے۔ اپنے آپ کو دوسروں سے برتر ثابت کرنے کے لیے بولتا چلا جاتا ہے۔ اور کچھ حاصل نہیں کرتا۔ سیکھنے اور حاصل کرنے کے لئے خاموش رہنا۔ تمہارا ہنا ضروری ہے۔

بانو قدسیہ

ہمیشہ برائی سے نفرت کرنا، برائی کرنے والے سے نفرت مت کرنا، ورنہ آپ میں وہ برائی پیدا ہو جائے گی اور آپ پر توجہ کا دروازہ بند ہو جائے گا۔

اشفاق احمد

یہ ٹھیک ہے کہ تم ایک گلاب نہیں بن سکتے مگر اس کا مطلب نہیں کہ تم کاٹا بن جاؤ یہاں ایک راز کی بات ہے اور وہ میں تمہیں بتا ہی دیتا ہوں کہ جو شخص کاٹا نہیں بنتا وہ بلا آخر گلاب بن ہی جاتا ہے۔



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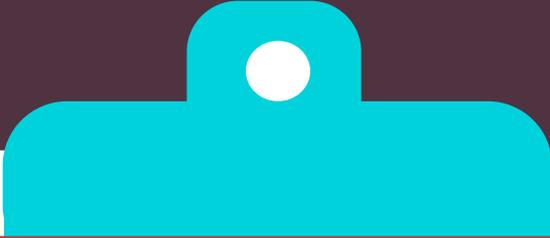


English Quotation and “Capitalize Your Disability” by:
Zahid Ali Tareen, OD Coordinator

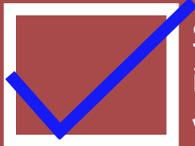


Know Your Rights and 3 Simple Habits to Improve Your Critical Thinking by:
Irtiza Shah, Assistant Manager-I (Legal)

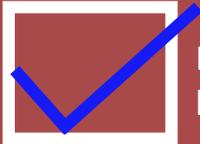




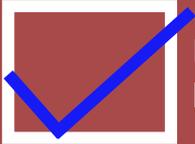
How to Participate



Share any of your individual or team achievements, informative articles, excerpt from a book or any other thing you feel worthwhile for sharing.



E-mail your contributions to farhan.khan@kapco.com.pk before **March 20, 2020**.

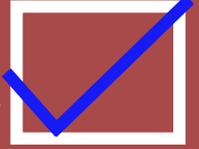


If you want to share something but are in doubt, please don't hesitate to contact your OD team.

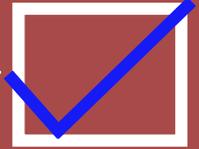


جرنل میں شمولیت اختیار کرنے کا طریقہ

اپنی انفرادی یا اجتماعی کامیابیوں، معلوماتی مضامین، کسی کتاب کے اقتباس یا کسی اور چیز کا انتخاب کریں جن کو آپ شیئر کرنے کے قابل محسوس کرتے ہیں۔



2020 سے پہلے جمع کرائیں۔
farhan.khan@kapco.com.pk پر اپنی تحریر یا انتخاب کو 20 مارچ



اگر آپ کچھ شیئر کرنا چاہتے ہیں لیکن فیصلہ نہیں کر پارہے تو اپنی OD ٹیم سے رابطہ کرنے میں ہچکچاہٹ محسوس نہ کریں۔

