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INSIDE MICROTECH

PLC Challenges & Prospects in Pakistan's Market

Fortune favors the brave

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ANNUAL SPORTS GALA 2017

Chairman's Message

The calendar year of 2016 started on a happy note for MTI. MicroTech Industries successfully deployed and handed over one of the largest smart metering deployments in South Asia in, August 2015. This project was based on an end-to-end turnkey GPRS enabled smart metering solution that was implemented in two utility companies (MEPCO & PESCO) to cater to the needs of residential, agricultural (tube-wells), small industrial and public sector consumers. Team MTI was all geared up and rearing to go, in order to take up the new challenges in the year 2016. All was going smoothly for a while, till MTI found itself caught in a price war. Prices of all the products were significantly slashed by its competitors, which resulted in a freeze on all orders placed by various DISCOS. The existing products, owing to the high cost of production lost its viability overnight. Quick and calculated action was required to remedy the situation.

The management decided on a two-pronged strategy to surmount this challenge. It was agreed that MTI would develop low-cost, high quality single and three phase meters. Secondly, the sales department would ensure a healthy flow of production orders. MTI team was tasked yet again to re-invent and react to the changing business dynamics to stay on top of its game.

A four-member task-force (CCC), spear-headed by Senior Manager Finance & Accounts and comprising of heads of R&D, Materials Management and Production departments was formed. They were given a specific, time-bound and realistic target, which was to develop an upgraded, low-cost, and technically superior product. The work started on a war-footing and CCC worked relentlessly to ensure that the required products were designed, developed, tested and approved by the relevant authorities with the given time period.

The R&D team was entrusted with the daunting task of developing state-of-the art, yet, cost-effective products. The battle-hardened team, having faced similar situations in the past was up to the task, and much to everyone's delight, the team pulled the rabbit out of the hat. In less than four months, R&D was able to develop R283-V2 Static Single Phase 2 Wire Energy Meter and the product was rolling on production line by mid-December. The R&D team, living up to its rich tradition of developing new and improved products, had designed and developed three new products, earlier that year, namely: R326-C3, Three phase whole current TOD/TOU Electronic Energy Meter, T421-DTGC4 Three phase LT CT operated TOD/TOU Smart Energy Meter and R421-C4U Static Three phase LT type CT operated (TOD/TOU) Electronic Energy Meter.

It was also during the deliberations on cost-reduction by the Task Force that they toyed with the idea of downstream supply chain integration. It was felt that MTI had both the required skill-set and expertise to manufacture a key component (meter casing), required for our products. They hurriedly, yet, diligently worked on the feasibility of setting up an in-house injection molding facility which could not only cater to MTI's requirements, but, could also generate revenues by selling the finished product to other businesses and individuals.

While all this was happening behind closed doors, the Sales team was asked to employ all their resources to ensure that MTI had enough orders to keep its production running. The Sales department took on this challenge head-on and left no stone unturned, to ensure that the flow of orders from the customers remains unabated till such time that the new product hits the market. We are grateful to their untiring efforts and out-of-the box thinking, ably supported by the Finance and Materials Management departments, MTI had a regular flow of orders that kept its production lines rolling.

Amidst this hectic and challenging period, team MTI added another feather in its cap. MTI was engaged in a Government of Punjab AMI project which required deployment of smart metering project for reconciliation of Government electricity billing in the province of Punjab.

The AMI project was aimed at reconciling the electricity billing done by the utilities of all the government workplaces, by deploying CT operated smart meter technology and Head-End System. MTI's solution includes a combination of field proven smart components, including 1) GPRS enabled LT

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Type smart energy meters; 2) A communication tool, i.e. MTI Smart Eye MDC and; 3) A web enabled user interface application, MTI Galaxy. For this project, MTI had to provide different services such as establishing a dedicated Network Operations Center and meter installation services all across Punjab. This project was to be completed by December 2016. It is heartening to note that MTI, once again, delivered what it promised, which has been its hallmark.

In the coming weeks and months, the Government of Punjab will be successfully utilizing this system to reconcile and compare the electricity billing of the provincial government connections, with that of bills served by the utilities, to reduce billing disputes.

Perseverance, it is often said, is the key to success, and last year proved the old saying to be true. Despite all the challenges MTI faced in the market, we managed to achieve an unprecedented growth in our production; an increase of 20% over the fiscal year. In December alone, we surpassed all production figures of the previous year and were able to produce nearly 70,000 units. This could not have been achieved without the support of our Material Planning department which ensured the availability of the inventory to keep up with the pace. Not only did the Materials planning department provided the much needed support to achieve production targets, the department brought down overall procurement costs by nearly 10% during the year.

Amidst an array of challenges, MTI remained focused on the way we manage our most valuable asset: our human resources. The foundation for a robust and proactive Human Resources Department was laid this year. The primary objective was to overhaul our existing HR Management System, initiate a gradual yet effective change-management system in line with the best-practices in the market. Key interventions were identified and prioritized and a well-paced implementation plan was put in place. We successfully designed, implemented and executed the first-ever pay-for-performance regime at MTI, which would go a long way in shaping our organizational culture. Key policies were evaluated and necessary changes were made. A training program for employees' soft-skills enhancement was also launched.

Let us all enter the New Year by keeping this spirit ignited in our hearts, with a resolve to transcend tougher challenges that lay ahead. Let the following points serve as our New Year's Resolutions:

a) We shall strive for constant improvement in our products, services and Project Management. (There is always room for improvement);

b) Ensure that each and every product is cost-effective and meets the highest international standards;

c) An improved composition and working of our Project Management Unit fully capable of catering to the market's requirements;

d) A visible and quantifiable improvement in Customer Services department's functionality and quality of its human resources by taking it to the next level.

e) The capacity of our manufacturing facility is enhanced as per plan and according to the budget.

f) On the Business Front: We would endeavor to remain a major player of the static meter market, and retain our leadership position in Smart Metering. We will continue to bring new and exciting products and solutions in the field of AMI and Smart Grid, In sha Allah!

I would finish it by saying that it is because of you, and my faith in your abilities, that I firmly believe that a bright future lies ahead of us. I wish a very happy new year to you and your families and may Allah (SWT) bless us with showers of mercy, blessings, forgiveness and success this year.

Thank you all!

PLC Challenges & Prospects in Pakistan's Market

The author is graduate in Electrical Engineering coupled with diverse experience in commercial & strategic management, presently working as Marketing Manager.

Overview – selection of communication technology

Being a corner stone for future smart grids, smart meters are being deployed all over the world. This intelligent technology is a combination of electronic meters and two way communication system for monitoring and control known as Advanced Metering Infrastructure (AMI) system. Many communication technologies can answer the technical requirements of smart-metering applications. The choice is usually a combination of several technologies derived from characteristics like urban vs. rural, ground topography, meters accessibility, coverage etc.

PLC as a communication technology

One of the major challenges faced by decision makers is to select the appropriate technology for communication. Here, Power Line Communication (PLC) is widely used technology that uses the existing power lines to transmit data signals. In a typical PLC network, smart meters are connected to the data concentrator through power lines and data is transferred to the data center via cellular network technologies.

PLC can be considered as a favorable technology due to the fact that the existing electricity network decreases the installation cost of the communications infrastructure but at the same time it requires a trained staff for network maintenance and field equipment safety leading to operational costs. It consists of many standards and technologies covering the spectrum of both Narrowband and Broadband Communications. The hostile nature of the power line also demands a robust modulation technique. These requirements are addressed by the development of high data rate narrowband solutions such as PRIME (PoweRline Intelligent Metering Evolution) and G3-PLC. These standards are bidirectional and use OFDM (Orthogonal Frequency Division Multiplexing) for a sustained resilience against attenuation and interference.

Although PLC provides a cost effective structure for communication, it is associated with a number of issues which need to be critically considered for the multi-faceted applications of smart grids. These include noise disturbances, electromagnetic compatibility issues as well as varying channel characteristics and models (topologies). Also, it is dependent on the grid architecture i-e number of meters by a transformer and can prove to be a very expensive solution in terms of concentrators and the bandwidth being too short for some applications.

Global trends

European market has major utilization of PLC in integration with cellular networks for certain areas mainly because of the strict regulations of RF spectrum in Europe which limit the access to frequencies used for RF based solutions. Secondly, The European architectural characteristics promote PLC being less favorable for wireless communications. However in the US, utilities have widely adopted RF Mesh solutions for a reason that the American electric grid characteristics i-e number of meters by transformers are much lower than in Europe which tend to make PLC too extensive with a technology that does not go through transformers.

Current market

For countries like Pakistan where most of the power lines are decades old with issues like arcing and loose joints causing line losses and poor communication capabilities, distribution network is not suitable for implementing PLC technology. It requires an extensive rollout cost to change the power lines with a planned layout to minimize the losses and improve efficiency. There is enough electromagnetic interference especially in narrowband PLC spectrum due to appliances installed in the current network. Also, it requires to install concentrators and filters for every group of 50-60 meters which eventually leads to a huge initial investment.

Secondly, PLC requires an effective network management for which utilities in Pakistan are not currently skilled for. Some initiatives are taken by global entities like Asian Development Bank, who is investing in Pakistan to improve grid infrastructure and introduce latest technology based AMI solutions in the major cities of the country.

Pakistan has one of the best cellular networks in the world with GSM/GPRS services comparatively cheaper and readily available in almost every part of the country. While comparing the amount of initial investment with other technologies, although there is a third party involvement in GSM based solutions, the initial investment is very less as compared to PLC. These third party managed networks are not only robust but also provide excessive redundancy while giving away a huge operational cost. In parallel, RF communication technology with all its potential solutions is facing constraints because of limited coverage issues. Considering the scenario and economic conditions of Pakistan, GSM based communication for AMI is most feasible and sparingly viable for the country. However, this in return requires assurance from cellular companies to continue providing long term services at economical tariffs to maintain the business sustainability.

Where there is a will.....

An unexpected turn of events took place in mid-2016 when MTI found itself caught in a price war with new players entering the Energy Metering market. Prices were slashed drastically causing chaos and confusion in the market. Most of the DISCOs placed a moratorium on all existing orders and future orders were put on hold. MTI management had to act quickly and come up with a solution that would safeguard its reputation as market leader and ensure organization's sustainability. MTI team responded to the changing market conditions in a calculated and focused manner. A task force (CCC) spearheaded by Rana Sohail, Senior Manager Finance, comprising of heads of R&D, Production and Materials Management was formed. During the course of their deliberations, the task force realized that in addition to developing new and cost-effective products, they need to explore internalizing production of a major component being purchased from the open market. The product selected for internalization purposes was plastic meter casing.

The team hurriedly but diligently worked on the feasibility of setting up an in-house injection molding facility which could cater for MTI's requirements, but could also generate revenues by selling the finished product to other businesses and individuals.

Post-approval the project was placed on a fast track. Administration department was assigned the daunting task of identifying and acquiring a suitable location close to MTI main operational set-up. On the other hand, Production department got busy with designing of the lay-out of the facility, preparation of BOM, and human resources planning. Having been given a stringent time-line, both Production and Administration were racing against time. Orders for machinery and equipment were fast tracked, and strenuous efforts were undertaken to acquire the desired facility. The hard work paid off and the process of acquisition of building, setting up of production lines according to the layout plan, procurement of machinery and other paraphernalia worked like a clock-work. In a matter of three months, the entire process was completed, thanks to the untiring efforts of all involved, especially Administration department who went out of their way to facilitate smooth execution of the entire project

Thanks to the untiring work of the team, especially Administration Department, everything worked like a clock-work. Machines arrived at the site in January 2017 and installation was completed by mid-January. The purpose built Injection Molding Unit consists of three machines with a production capacity of 5000 casings for single phase and three phase meters each. The unit started its trial run towards the end of January and its commercial operation commenced from 1st of February, 2017.

The success of this project is a testament of MTI team's professionalism, dedication, teamwork, and above all their ownership of the project. "Inside MicroTech" team, on behalf of the entire organization acknowledges the untiring efforts of each and every member of the team and wish to congratulate them for this remarkable effort!

The interviewer is a Human Resources professional and is presently working as Head of Human Resources.

Fortune favors the brave

My quest of exploring MicroTech Industries is akin to peeling an onion; you peel away one layer and you see a shiny layer and you think this is it, but then you peel another and yet a shinier one appears. Over the past year, I was amazed to meet employees working at MTI who have achieved so much through their dedication, hard work, tenacity and their commitment to excel. Having written about these wonder boys who work at MTI, I was a little worried that I would soon run out of 'success' stories and may have to settle for a more run-of-the mill interviews. However, when I met the nominee for this quarter's newsletter, I was in for a big surprise! I have heard of Qasim Iqbal, Electrician Supervisor, but never met him in person. I assumed Qasim to be a grey-haired electrical engineer with a tired look, like most supervisors I had come across during my association with different organizations.

Our meeting was scheduled at 2 p.m. There was a gentle knock on my door and a handsome, confident-looking young man entered my office and stretched his hand and introduced himself as Qasim, my mind drew a blank and with a confused look on my face all I could manage to say was 'yes', he smiled at me and said, 'Qasim Iqbal, Electrician Supervisor and I am here for the meeting". It took another moment or two for me to compose myself and guiltily I offered him a chair. We chatted for about half-an-hour and I could honestly say, that what I heard, cemented my faith in human spirit and resilience. Qasim epitomizes what Emily Dorian wrote in Quality of Witness: A Romanian Diary, "Strong people alone know how to organize their suffering so as to bear only the most necessary pain."

Qasim hails from a humble background. He dropped out of high school never to return. Dropping out of school turned out to be the best thing that could happen to him. An ordinary child transformed into a responsible adult overnight. The realization was gradual but clear; he needed to play a productive role to ensure his family's well-being. At a tender age he took an apprenticeship at an electrician's shop in Lahore Cantonment's Sadar Bazar. He fondly recalls how Mujtaba, owner of the shop, took him under his wings. He spent next years under Mujtaba's tutelage, learning the tricks of a, rather sticky, trade. Having spent five years with Mujtaba, and having to tend to ailing parents, Qasim decided to make it on his own. He asked his teacher's permission to go solo, Mujtaba had no objections. Qasim and his brother opened up a small shop in the same neighborhood. The start-up soon picked up pace and the brothers were making a handsome amount for the much needed support at home.

Qasim's skills, dedication to hard-work and above all his down-to-earth approach were discovered when, a person by the name of Muhammad Abid associated with MTI, acquired Qasim's services for a newly constructed mosque adjacent to Qasim's shop. Abid was impressed by his work, and asked Qasim if he wanted to

work for MTI. "I weighed the options and the idea of a fixed salary every month was enticing" he recalled. He formally joined MTI in 2009 and started working under supervision of Muhammad Abid and Ejaz, where he worked on various projects i.e. electrical repair and maintenance of the building, electrification of newly opened regional offices of MTI in Multan, Peshawar & Bahawalpur. The work also included Networking in those offices. His next assignment was to undertake complete electrical design, load calculation and wiring details, electrical DB's designing & termination of newly constructed basement at MTI's main premise.

Qasim is a living testament of Bobby Unser's quote: "Success is where preparation and opportunity meet". Initially, Qasim was deputed at one of MTI's site offices located at Ferozepur road. He had to travel 90 minutes (each side) on bicycle for three years to reach his office since it was located far away from his house. But he never flinched, complained or cowered and remained dedicated to his work. His consistency at work, passion for learning, and his desire to forge ahead in life earned him the trust of his immediate supervisors as well as that of the management.

Following the departures of his supervisors, Qasim was promoted as Electrician's Supervisor in 2013. He acknowledges that he faced a lot of challenges during his tenure at MTI, however he never shirked away from any task, however trivial it may be. His only resolve was to succeed at all cost so as to prove that he was worthy of the trust bestowed upon him. It is hard to imagine that in such an advanced technological environment that MTI operates in, the organization does not have a qualified engineer or even a diploma holder to oversee massive and complicated electrical systems at its factory and project sites. I have to admit that before I met Qasim, I frowned at the popular theme that "degree does not matter". But having met him, I believe that a 'degree' does not always matter, its one's passion, desire to excel and more importantly hands-on-experience that matters in the end.

Qasim may or may not regret his decision to drop out of school, but he has definitely overcame that deficit by self-learning and discipline. He is continuously making efforts to learn and acquire expertise in his profession and hence showing improvement in all areas of relevance. His work at MTI has received rave reviews from ISO auditors and other visiting authorities. Qasim's quality of work is duly acknowledged by MTI management and he

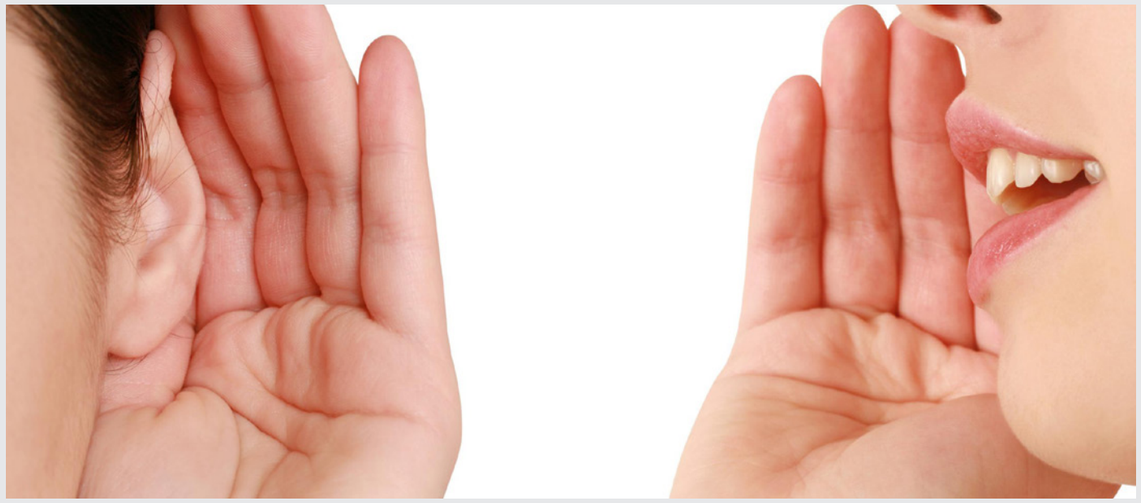
is considered to be one of the most trusted, dependable and willing worker at MTI.

He is a happily married man and his only aim in life is to be a good father, a provider and to educate his only daughter.

In the end, on behalf of MTI management I would like to thank Qasim for his invaluable contributions over the years towards achievement of organizational goals and wish him all the best in his future endeavors.

Productive Listening

by: Nadeem Akram



REMEMBER when we as little kids we would listen to something that we liked; any unpleasant statement and we would throw a tantrum until such time that the statement was modified to our liking. Well, we all grew up to be bad listeners!

In context of the workplace, listening holds a paramount importance. Instructions are passed on with an expectation that it will be complied with bringing the desired results. However, more often than not, things go wrong largely because of defective listening. It is therefore imperative for an organization to ensure that the people who work there realize the importance of effective listening and embark upon training programs that would help its workforce to work to improve their listening skills.

Poor listeners create confusion, misunderstanding, resentment and anger, whereas good listeners help in team building, respect, minimizing misunderstandings, and most importantly the job gets done right the first time, thus resulting in increased productivity.

Becoming a better listener requires determination to make the effort to understand the various components of listening and then conducting a self-audit in order to identify the weak links. The listening process has four major components: Sensing, Filtering, Understanding and Remembering.

SENSING: Nature has given us this great ability to receive stimuli through five senses: seeing, hearing, touching, smelling, and tasting. However, human brain is capable of rejecting any stimuli received through these senses.

In context of listening, a human brain can ignore the tick-tock of the clock while reading. The ticking sound of the clock has enough intensity to reach a human ear but it is blocked by the second major element of listening process, filtering

FILTERING: A human ear is capable of receiving thousands of stimuli at any given moment. For instance: the stereo in the car, honking of the passing cars, people chatting in the car, the engine's hum, the noise on the street, and so on and so forth.

However, human mind has learnt to select the stimuli that are important to one person and ignore the others. Some may choose to listen to the stereo and what is being said in the car and ignore the rest, while others will be more concerned about the honking by other cars.

The same filtration could occur while a person is listening to another. A person may choose to filter out important pieces of information.

UNDERSTANDING: The third component is understanding, which can be defined as comprehending and appraising what comes in through the five senses. It is the most important component of listening process because a person can sense and attend a message but if he or she is incapable of attributing meanings intended by the speaker, the process fails.

Many of us reading these lines have experienced this situation where we passed on an instruction and asked, "Do you understand?" only to find out later that it was done wrong. I think we all have. The listener in these cases where instructions were not followed failed to attribute the intended meanings of the speaker.

REMEMBERING: For most people, remembering is the most difficult part of listening. Remembering is like filtering, you remember what you choose to remember. For instance, you would come across a number of people in your life, but then you find yourself in a situation where you

know that you have met a person but cannot remember his or her name. It is simply because remembering is selective. The brain is programmed to erase out "spammed or corrupt" files from your memory.

The same principle applies in listening; your brain will only retain the segments of a message that are acceptable to you and the rest would end up in the trash bin.

Having highlighted the major components of listening let us now examine the problems associated with each individual component.

PROBLEMS IN SENSING:

- Physical impairment
- External noise

For argument's sake let us assume that we are talking about people with no physical impairment that leaves us with noise only. Any unwanted noise: a telephone ring, chatter of the people around, even the hum of the air-conditioner in the hall can impair a person's ability to sense an incoming message.

PROBLEMS WITH FILTERING: Problems associated with filtering or attending are far greater in number that of sensing. Five aspects of attention inhibit listening:

- Selective Attending: Accepting the stimuli we select to receive
- Poor Attending Habits: These may include fake attention or pretending to listen yet thinking about something else.

Avoiding difficult listening or difficult material that is presented and is not accepted.

The listener would miss out on important cues while registering only the facts.

- Listeners Attitude and Needs That Interfere: Listener's perception vis-a-vis their superiors, co-workers and subordinates determine their attending or filtering of a message. For instance, a subordinate who considers his superior inadequate will not listen to him or her carefully, just a like an employee who has been forced to attend a seminar by his or her company. A manager who considers it to be inappropriate to listen to his workers would pay little attention to what is being said to him or her. A worker, in disagreement with other's implementation method, is less likely to hear what his or her colleague has to offer.

The other two factors that can diminish a person's filtration process are: low intensity of the message and the message being too long.

PROBLEMS WITH UNDERSTANDING:

- DIFFERENT FIELD OF EXPERIENCE: An engineer would have a different meaning ascribed to the word 'delivery' compared to a purchase manager. Delivery for an engineer would mean delivery at site, whereas for the purchasing manager it would mean goods in transit.
- INABILITY TO EMPATHIZE: As illustrated in the example above people with varying experience have varying values. It is the inability of a person, purchasing manager in the example above, to relate his value system to that of the engineering manager and vice-versa.
- POOR USE OF FEEDBACK: When an instruction is passed on, each one of us assumes that the other person has understood the instruction and we never bother to ask if the recipient is comfortable with the instructions just passed on to him.

PROBLEMS WITH REMEMBERING:

A study suggests that you will forget 80 per cent of what you have listened in the past twenty-four hours. Social scientists have come up with various dos and don'ts about effective listening, but the bottom line is that you will become a better listener if you were to:

- Stop what you are doing. When someone walks up to you to say something, be ready to receive and if you are not ready then ask the person to come some other time.
- Watch for non-verbal communication. Such as tone, animation, facial expressions, etc.
- Ask short clarifying questions. Alright, what would you have done, what can be done; why is it so difficult to do it this way, etc.
- You must encourage the person to speak his or her mind
- Focus on solutions. Stay focused, ignore the personality and instead focus on solution.
- Don't get into power struggle. Don't pull rank on the other person.
- Don't argue. Listen first and argue later

Many organizations include listening training as part of their effort to improve communication.

"Previously published in Dawn Sunday Magazine"

In-house learning

In its quest to act as an agent of continuous transformation, shaping perceptions and a culture that will facilitate organization's capacity for change, Human Resources department, initiated second phase of its interventions. In the month of December, two workshops: **Effective Communication Skills and Basic MS Excel** were organized. The former was aimed at sensitizing employees with the importance of communication skills and the role it plays in organizational productivity, the latter was designed for beginners having little or no exposure of operating Microsoft Excel.








INSIDE
MICROTECH










Inter-departmental Badminton and Table Tennis tournament

An inter-departmental Badminton and Table Tennis tournament was held on 7th January, 2017, at Wapda Sports Complex. In addition to the competing teams and individuals, a number of employee attended the event. The event was full of excitement and fun, the competition was intense and players' performance was entertaining for the crowds. After a series of pool matches and finals for each event, the following players came out on top:

Table Tennis Singles	**Kashif Bhatti (Sales)**
Table Tennis Doubles	**Muhammad Furqan and Rana Tariq (Team Finance & Internal Audit)**
Badminton Singles	**Kashif Ali (Production)**
Badminton Doubles	**Kashif Ali and Saqib Raza (Team Production Department)**

Congratulation to all the winners and commiserations to the remaining participants for their fighting spirit.

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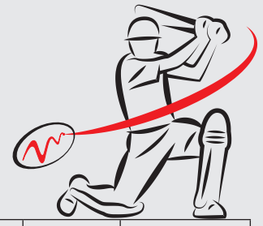
Youm-e-Pakistan Cricket Tournament



DATE	FROM	TO	TEAM 1	TEAM 2	ROUND	OVERS	OVER LIMITS
17-03-17	6:30 PM	7:30 PM	QUETTA	PESHAWER	Round-1	6	2+1+1+1+1
17-03-17	7:30 PM	8:30 PM	LAHORE	GILGIT	Round-1	6	2+1+1+1+1
17-03-17	8:30 PM	9:30 PM	QUETTA	KARACHI	Round-1	6	2+1+1+1+1
17-03-17	9:30 PM	10:30 PM	LAHORE	ISLAMABAD	Round-1	6	2+1+1+1+1
17-03-17	10:30 PM	11:30 PM	PESHAWER	KARACHI	Round-1	6	2+1+1+1+1
18-03-17	6:30 PM	7:30 PM	GILGIT	ISLAMABAD	Round-1	6	2+1+1+1+1
18-03-17	7:30 PM	8:30 PM	1st Group A	2nd Group B	Round-2	6	2+1+1+1+1
18-03-17	8:30 PM	9:30 PM	1st Group B	2nd Group A	Round-2	6	2+1+1+1+1
18-03-17	9:30 PM	10:30 PM	1st Group A	1st Group B	Round-2	6	2+1+1+1+1
18-03-17	10:30 PM	11:30 PM	2nd Group B	2nd Group A	Round-2	6	2+1+1+1+1
22-03-17	6:30 PM	7:30 PM	Wild Card Entry	4th in Round 2	Round-3	6	2+1+1+1+1
22-03-17	7:30 PM	8:45 PM	2nd Round 2	3rd round 2	S.Final 1	8	2+2+2+1+1
22-03-17	8:45 PM	10:00 PM	1st Round 2	Winner Round 3	S.Final 2	8	2+2+2+1+1
22-03-17	10:30 PM	12:00 PM	S.Final Winner	S.Final Winner		10	2+2+2+2+2

- All Internationl Rules will apply.
- Two Players can field outside inner circle for the first two over In Roun 1,2 & 3
- Two Players can field outside inner circle for the first three over In Semi-Finals and Final
- Player may be disqulified upon showing any kind of wild aggression or abusive language within the ground.
- Looser Teams of Round 1 will have a chance to reach to S.Finals in the last day. One of the looser team by winning on Toss can play with the Round-2 team having last position. All team members presense is mandatory to avail chance of Wild Card Entry.
- No player is allowed to come in the ground without Team Kit.
- Dinner and entertainment will be provided to all MTI staff and their friends and family
- Draws will be conducted on February 15, 2017

New Joiners of MicroTech Industries

Emp. Code: HR0006
Emp. Name: SYED ZUHAIR KHALID
Department: Manager HR
Department: HR

Emp. Code: PD0756
Emp. Name: AMIR IDREES
Department: Assembler
Department: Production

Emp. Code: AD0311
Emp. Name: ASAD JAN
Department: Driver
Department: Admin

Emp. Code: PD0754
Emp. Name: AUN ASHGAR
Department: Assembler
Department: Production

Emp. Code: PD0750
Emp. Name: ADEEB EHSAN
Department: Store keeper
Department: Injection Molding

Emp. Code: PD0765
Emp. Name: MUHAMMAD IQBAL
Department: Helper
Department: Production

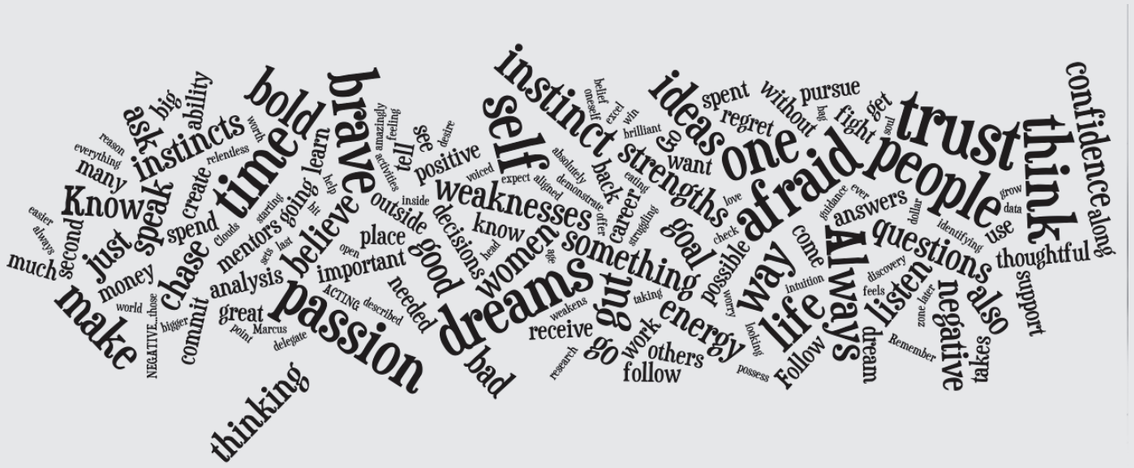
Emp. Code: PD0758
Emp. Name: IKRAM UL HAQ
Department: Assembler
Department: Production

Emp. Code: PD0767
Emp. Name: MUHAMMAD UMAIR
Department: Assembler
Department: Production

Emp. Code: PD0769
Emp. Name: FRAZ AHMED
Department: Assembler
Department: Production

Emp. Code: PD0770
Emp. Name: KHIZAR HAYAT
Department: Helper
Department: Production

Leadership Phrases



Being a leader today is not about having followers who are waiting to be told what to do and how to do it. Successful leadership is about engaging and empowering people to do what they are capable of doing, and building confidence and trust in your team.

Communication is key; written or spoken, your words carry tremendous weight. These 12 phrases are small but powerful. Use them daily and you can be sure your leadership is moving in the right direction.

1. "Please"

It may seem basic, but treating others with respect goes a long way. Especially in times of stress, it's easy to overlook a courtesy as simple as saying "please," but to the person on the other end it can make the difference between a barked order and a respectful request.

2. "Thank you"

Appreciation is both motivating and uplifting, and saying "thank you" is a simple, no-cost way to show appreciation. Taking care to recognize the contributions of others increases their confidence and your team's morale, and it sets a good example.

3. "Tell me more"

Successful leadership means being interested and inquisitive, always wanting to know more and seeking out the ideas and opinions of others.

4. "I'm proud of you"

The leaders we admire tend to be generous with praise. When you notice and acknowledge the hard work and achievements of your team, everyone wins.

5. "What do you think?"

As the old saying goes, listening is among the greatest of favors. When you sincerely ask people for their input, they feel valued and more committed. It also communicates that you're open to the ideas of others.

6. "It's your call"

When you empower others with decision making, you encourage them to build their own leadership and foster trust and independent thinking. Delegating decisions is the cure for micromanagement.

7. "You're doing great"

The best way to help people reach their full potential is by offering them encouragement. Treat people like they make a difference and they will.

8. "We're all in this together"

The best leaders are collaborators. They thrive on building teams and creating synergy; they know that it takes a community of dedicated, loyal people to cultivate winning results. Building collective pride and accountability keeps egos in check and gives better results.

9. "I trust you"

The best way to cultivate trust is by giving trust to others. If those around you feel confident that you trust them, they have the confidence to excel and are motivated to keep your opinion of them high.

10. "I'm sorry"

There is nothing that feels more humbling to a leader than saying "I'm sorry." But it's actually a sign of great strength and accountability, and wise to practice. Acknowledging your mistakes inspires people to do the same.

11. "I don't know"

Everybody has strengths and weaknesses, including leaders. When you admit the limitations of your knowledge, you model humility, candor, and confidence for your team. And when you seek out the answer, you model problem solving and open-minded inquiry.

12. "How can I serve you?"

If you really want your leadership to stand apart, this simple phrase can be a game changer. Servant leadership is the most powerful force you can bring to your team. If you're looking for ways you can help and serve others, the best way is to ask.

Happiness

By: Aninda Baruah

Conventional wisdom has always let the world to believe that success leads to happiness. Harvard professor and author Shawn Achor's extensive research and other findings in the field of positive psychology have shown that it's actually the other way round. It's happiness that leads to success.

Analysis published by Harvard Business Review and the University of Warwick shows statistical increases in professional output owing to happiness. As per Harvard, happiness has been found to raise sales by 37%, productivity by 31%, and accuracy on tasks by 19%, in addition to improving health and quality of life in myriad ways. If you think about it, it absolutely makes sense. Whenever we are happy and positive, we are more motivated, energetic and productive, less stressed and more loved by people around. It's tremendously powerful - this happiness and positivity. The dangerous thing is that negativity is equally powerful. It can do the exact opposite.

What intrigues me is that we don't need massive tragic events in our lives for us to be negative and unhappy. Trivial situations in our daily life, that should not matter to us at all, become sufficient reasons to fill up our mind with poisons - enough to lend some to needy reptiles, if required. The problem is that these trivial situations would occur all the time in our lives – which would mean that we may give in to negativity and unhappiness for as many times. In addition to pulling us down, such negativity brings along with it a serious collateral damage. It can make us extremely unpopular amongst friends and colleagues!

Based on my experience and conversations with other people, below are 7 negative traits that can silently but alarmingly eat into our daily happiness.

1.) Constantly comparing with others: This one easily takes the number 1 spot. Measuring our life with others' success will invariably result in an unhappy mind and heart. Facebook is a clear case in point. Research has shown that many Facebook users experience depression when they see other people going out on vacations, buying fancy cars etc. The thing is there will always be people who will do, have and achieve something more or different than us. So, rather than looking at others' plates focus on yours. There is enough food on it that needs to be relished. As long as you are running on your own track and achieving your objectives, you should be happy. My mother's lesson has always helped me in this regard –

"Whenever you feel unhappy and dissatisfied, look at the more unfortunate ones, you will start feeling grateful"

2.) Always taking things personally: The way black holes in space attract every particle towards them, the same way there are some people who, no matter what you say, will take each word of yours personally and get grumpy about it. Whatever you say, they will assume it to be targeted towards them or will take it offensively. In addition to not letting a person with such attitude live in peace, it also makes him/her extremely difficult to stay around with. Try to take things lightly. Give due consideration to the other person before quickly jumping into conclusions.

3.) Complaining: Some people gets overly grumpy and complaining when things are not perfect or have not turned out as per their desire. For example, the hotel did not turn out to be as great as it looked in the pictures or the weather during the outing was not as good as expected or the food was not up to the mark. In addition to spoiling their own mood, they also spoil the moods of other people around. Happiness is a state of mind. In whatever condition you are in try to make the best use of it to enjoy yourself because this time will never come back.

4.) Excessive attention-seeking: The need for attention is normal but people who excessively seeks to be a receiver of constant attention and importance will take the unhappy route as soon as the attention diminishes or diverts to someone else. The negative side-effect of this is that it can make people unnecessarily competitive and egoistic and in the process a pain to be around with. Try to be humble and kind towards others lest you find yourself on a fast-track route to losing friends.

5.) Self-pity: Some people are under the perpetual belief that they are always victims of bad luck; that nothing ever works out smoothly in their favour. Although at times it's normal to feel that way, getting ourselves ingrained in that attitude too frequently and for too long will render us always holding destiny or other people as being responsible for our plight and will stop us from taking things in our control and improving our situation. Instead, try to see why things are not working out and take corrective actions. Try to be grateful for the fact that even if things do not work out smoothly they do finally work out in some form or shape thereby keeping you on your track.

6.) Not living in the present: Fretting about the future and agonizing over our past will invariably result in a stressed body and mind. Learn from the past mistakes and plan, strategize & act in line with your future vision but don't let those two spoil your present. The equation is simple. If we don't enjoy the present, it will lead us to a negative state of mind. The negative mind, in turn, will not let us take the relevant actions today where our future is dependent upon. And by not taking actions in the present we end up destroying both our present and future.

7.) Looking for perfect conditions: Some people have the habit of delaying happiness in expectation of perfect conditions in the future. "I will go for vacation when I will have enough money to stay in the best hotels" or "I will invite friends only when my house looks perfect". By waiting for perfect conditions, we push away the opportunity for us to be happy today to an unknown date in the future which itself is completely unpredictable. The result is that positive energies that we could have experienced through those events, evades us. Settle for a cheaper hotel or a cheaper destination. Make the house clean enough for friends to come over. Enjoy the opportunity today itself even if things may not be perfect.

Make a conscious effort to steer away from these 7 traits. It will help you live a happy and peaceful life which will maximize the probability of your personal and professional success.

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