



# PIONEERS

in Petroleum Refining

Oct – Dec, 2019

Volume 1, No. II



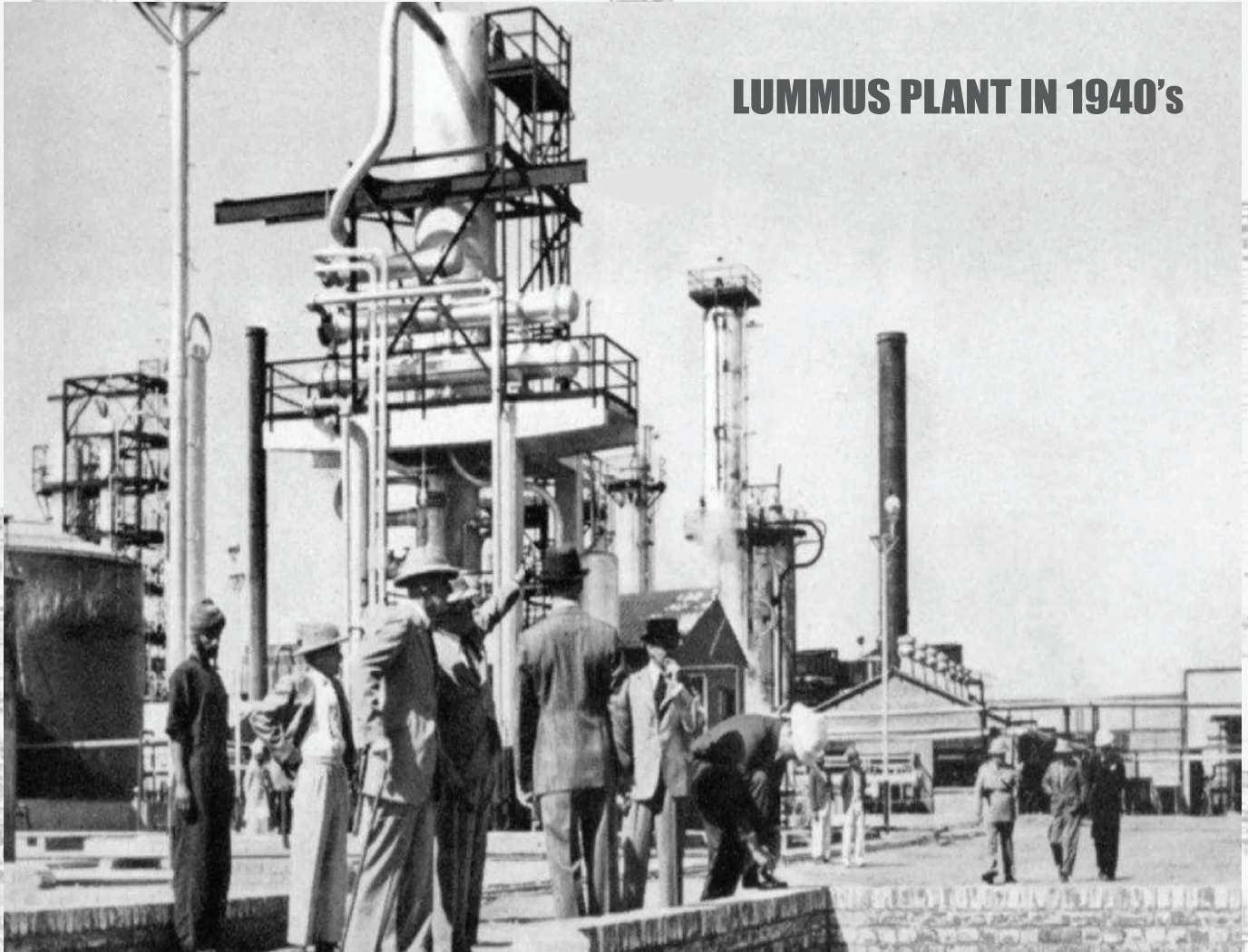
## HIGHLIGHTS





# A PAGE FROM HISTORY

**LUMMUS PLANT IN 1940's**





## **PATRON IN CHIEF**



M. Adil Khattak  
CEO (ARL)

## **PATRON**



Javed Iqbal Malik  
HOD (HR&A)

## **EDITOR**



Sajid Hussain  
Incharge (Training & Development)

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Incharge  
(Utility Ops.)



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Incharge  
(Fixed Assets & Ins.)



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Executive  
(Public Relations)



Jabbar Zaib  
Senior Officer  
(Human Resources)

## **EDITOR'S NOTE**

**Dear Readers!**

Let me first of all appreciate the response we have received on the last issue of PIONEERS. Vigorous efforts have been made this time as well to publish an interesting and informative Newsletter.

Company events, social responsiveness, future projects, achievements and spotlight on our employee's affairs & their contributions have been covered in the issue.

The contributions from our colleagues are really commendable and more volunteers are invited to make PIONEERS a resounding success.

You are welcome to share valuable feedback at [newsletter@arl.com.pk](mailto:newsletter@arl.com.pk)

**Happy viewing..!**



# COMPANY EVENTS

## ENERGY WEEK CELEBRATION

Attock Refinery Limited (ARL) implemented ISO 50001 Energy Management Standard in 2011 and has been organizing Energy Week since 2013. This year the week was celebrated from October 21 to 25 in line with World Energy Day held on 22<sup>nd</sup> October to enhance awareness of global energy issues. Some useful energy conservation ideas were also brought out by the employees.

We believe that sustainable business growth is possible only when we also take care of global concerns, especially the impact of climate change on our environment.



## BALLOTING FOR HAJJ & UMRAH NOMINATIONS

The balloting for Hajj & Umrah nominations amongst Non Management Staff (NMS) was held at ARL Diner on October 31, 2019. The following employees were declared successful as a result of balloting:

### HAJJ NOMINEES



MUHAMMAD JAVED  
HR & ADMIN



MUHAMMAD SHERAZ  
OPERATIONS



SHAHID IQBAL  
MAINTENANCE



SAKHAWAT ALI  
MAINTENANCE

### UMRAH NOMINEES



HAMEED KHAN  
MAINTENANCE



M. AFZAAL RAJA  
OPERATIONS



M. YOUNAS KHAN  
MAINTENANCE



ABDUL QAYYUM KHAN  
MAINTENANCE



MUHAMMAD HAFEEZ  
HR & ADMIN



## BALLOTING FOR NON MUSLIMS NMS

The balloting for visiting holy places amongst Non Muslim NMS was held at Elliot Club on December 2, 2019. Mr. Johnson (HSEQ Department) was declared successful as a result of balloting and he received a cheque of Rs.200,000/- for visiting holy places within Pakistan.



## MAN OF THE QUARTER (MoQ) AWARDS

3<sup>rd</sup> MoQ (2019) the awards ceremony was held at ARL Diner on October 31, 2019. The awards were distributed in following categories:

<u>Types of Awards</u>	<u>No. of Recipients</u>
Performance	18
Safety	04
Housekeeping	04

In 3<sup>rd</sup> Quarter-2019, Quarterly Safe Man-Hours Trophy was won by Materials Management Section.

## PERFORMANCE AWARDS



MUHAMMAD MUNIR  
OPERATIONS



JAVED MASIH  
OPERATIONS



ZULFIQAR TEHSEEN  
OPERATIONS



HABIB UR REHMAN  
OPERATIONS



MALIK HANIF KHAN  
MAINTENANCE



MUNEER KHAN  
MAINTENANCE



JAN MUHAMMAD  
MAINTENANCE



SHAHBAZ KHAN  
MAINTENANCE



MUHAMMAD HAFEEZ  
HR & ADMIN



NOUMAN FAROOQ  
HR & ADMIN



PERVAIZ KHAN  
HSEQ



ASIF RAMZAN  
HSEQ



MUHAMMAD IFTIKHAR  
C & MM



AMJAD ALI  
F & CA



ASAD MEHMOOD  
AHL



SARFARAZ KHAN  
MAINTENANCE



NADEEM IQBAL  
HR & ADMIN



NASIR SHOUKAT  
HR & ADMIN

## SAFETY AWARDS



ARSHAD ALI  
OPERATIONS



MUBARIK HUSSAIN SHAH  
OPERATIONS



SAJID HUSSAIN  
MAINTENANCE



ASLAM MASIH  
HSEQ



## SUNDAY BRUNCH AT MORGAH CLUB

Sunday Brunch was held on November 17, 2019 at Morgah Club. Members and their families whole heartedly attended this function. The event was tastefully organized at the club poolside lawns.



## 6<sup>TH</sup> HEALTH, SAFETY & ENVIRONMENT (HSE) CONFERENCE

The 6<sup>th</sup> HSE Conference was organized by ARL on December 19, 2019 at Morgah Club and professionals from over thirty organizations participated in this one day conference. Mr. Ejaz Hussain Randhawa, DGM (Operations), welcomed the participants and highlighted the significance of HSE in today's business environment and the importance of sharing best business practices in this realm. He also reiterated that such knowledge sharing events are in line with our core values and commitment for wholesome development of Human Capital in all fields.

A total of eight papers were presented on Emerging OHS Challenges & Opportunities, Failure to Achievement; A Success Story, Occupational Health Emergencies – How to Cope, PHA – Risk Assessment and Risk Mitigation, PSM System Implementation in Cement Project, Environmental Sustainability, Life Cycle Assessment of GHG and Optimization of Carbon Footprints of ARL and Improving the Safety Performance through Revamped Safety Indicators.





# FUTURE PROJECTS

## BOTTOM OF BARREL UPGRADATION

To cater for the diminishing Furnace Fuel Oil (FFO) demand, a configuration study for upgradation of FFO to more valuable products (top and middle distillates) has been initiated.

The study, which is being carried out by M/s Honeywell UOP, includes evaluation of various FFO upgradation technologies (including Residue Fluid Catalytic Cracker (RFCC) and Hydrocracker) and suggesting the most viable option for ARL. The study is expected to be completed in January 2020.

## CCR PLATFORMER UNIT

To enhance the Premium Motor Gasoline (PMG) production and Octane, and minimize Naphtha Export, ARL plans to install a new Continuous Catalytic Reforming (CCR) Unit, and revamp its existing Fixed Bed Catalytic Reformer and Isomerization Units (collectively called CCR Complex). For this purpose Basic Engineering by the Licensor M/s Honeywell UOP is in progress and is expected to be completed in January 2020.

ARL team attended various review meetings for design basis, Process Flow Diagram (PFD), Piping & Instrumentation Diagram (P&ID) and Safety Integrity Level (SIL), which were conducted in UOP offices in United Kingdom and United States of America.



### MEN ARE FOUR

*"He who knows not, and knows not that he knows not, is a fool; **Shun him.**  
He who knows not, and knows that he knows not, is a student; **Teach him.**  
He who knows, and knows not that he knows, is asleep; **Wake him.**  
He who knows, and knows that he knows, is Wise; **Follow him.**"*

(Proverb)



# ACHIEVEMENTS

## ATTOCK INSTITUTE OF HORTICULTURE (AIH)

ARL in collaboration with The Attock Oil Company Limited has established AIH for the promotion of art and practice of horticulture in general and to impart knowledge and training to gardeners and horticultural professionals in particular.

The objective of AIH is to achieve excellence in the domains of Horticulture including Floriculture and Landscaping on non-profit basis, to train Human Resource by building their capacity in the field of horticulture and enable them to seek employment through awarding certificates/ diplomas.

AIH operates under the ambit of Attock Sahara Foundation (ASF) registered as a Non-Profit Organization (NPO) and acts as center for training of horticulture and awareness about utilization of modern technologies in this field. Various training programs are being offered with affiliation of relevant organizations including Universities, Floriculture Department Punjab and Technical Education & Vocational Training Authority (TEVTA).



All trainings in the facility are being conducted by qualified instructors through a fine mix of theoretical class room training and practical field work. In this context, scope of trainings includes the following;

### **a. Long-term Professional Course**

- One year Diplomas in Horticulture & Landscaping

### **b. Short-term Professional Courses (3-6 Months)**

- Horticulture
- Tunnel Farming
- Floriculture
- Kitchen Gardening

### **c. Hobby Courses (1-3 Days)**

- Kitchen Gardening
- Roof & Terrace Gardening
- Environmental Horticulture
- Urban Landscaping
- Seasonal Flowers & Fresh Flower Arrangements
- Water Conservation
- Solid Waste Management

ARL is uniquely equipped to take on this noble cause in a cost effective manner and providing existing in-house office space, land and related facilities including equipment, laboratory and workshops free of cost as part of its Corporate Social Responsibility (CSR). Similarly, the donation of Rs. Ten Million by The Attock Oil Company Limited and revenue generated from provision of services will help to run AIH in sustainable way.

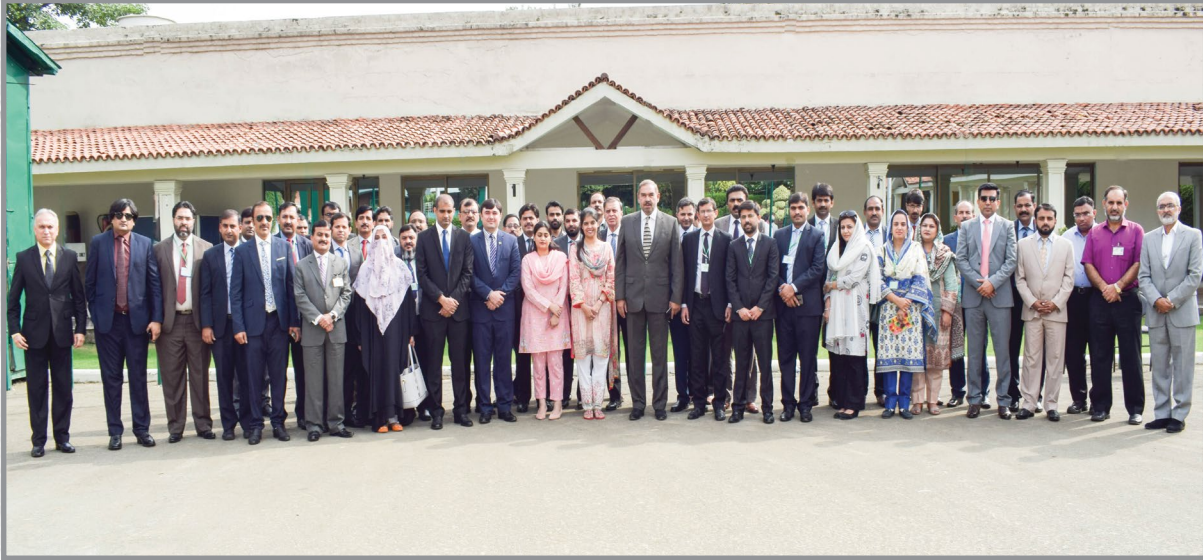
In future, for expansion the scope of training at AIH, collaboration with Departments of Wildlife, Live-stock, Fisheries and Agriculture will be enhanced.



# SOCIAL RESPONSIVENESS

## PSMG COURSE PARTICIPANTS VISIT

A delegation from Punjab Institute of Management and Professional Development Department (PIMPD) Lahore comprising participants of 26<sup>th</sup> Public Sector Management Governance (PSMG) course visited ARL on October 02, 2019. They were briefed about crude oil refining process and financial management practices of the Company. They also visited inside refinery to practically observe the refinery operations.



## FREE MEDICAL CAMP

Attock Hospital Limited (AHL) with support from ARL and ASF held its annual Free Medical Camp on October 9, 2019. Deputy Commissioner Rawalpindi graced the occasion by his presence.

The free Medical Camp included medical checkups, specialist consultations, lab tests and medicines, while X-Ray and Ultrasound facilities were provided at discounted rates. Pink Ribbon and Dengue awareness sessions were also part of the Camp. The annual event was whole heartedly participated by locals of Kotha Kalan, Morgah and surrounding communities.





## ISLAMABAD GARDENING CLUB VISIT TO MORGAH BIODIVERSITY PARK(MBP)

The members of Islamabad gardening club visited MBP on October 26, 2019. The members were briefed about Park's theme and its development along with a field demonstration session about pruning of grapes and apricot. They also visited different areas of park followed by a presentation about cultivation and care of winter annual flowers. The visitors highly appreciated ARL's efforts for caring environment.



## ASIAN INSTITUTE OF TECHNOLOGY (AIT) VISIT TO MBP

A delegation of AIT visited MBP on November 23, 2019. They were briefed about MBP including its history, objectives and components. Every member of the delegation also planted a pine tree to contribute towards green environment.





## PETROLEUM PROCESSING COURSE FOR ASC SCHOOL

ARL in coordination with Army Service Corps (ASC) School, Nowshera arranged 4 weeks Petroleum Processing Training Course for 24 officers of Armed forces from November 11 to December 6, 2019 at its Management Development Center.

ARL team delivered lectures & presentations in the areas of Refinery Operations, Maintenance, Procurement Controls, Health Safety & Quality Control practices to give them holistic understanding of the Refinery. Field visits and practical testing at Quality Control Laboratory were also arranged for officers during the training.



## NMS RETIREES FAREWELL PARTY

The farewell party was held at ARL Diner on December 31, 2019. CEO ARL was the chief guest at the occasion. Senior Management, CBA representatives and a large number of NMS were also present.

CEO in his address highly commended the dedication and contribution of the retirees and expressed warm wishes for their future wellbeing.





**REST IN PEACE....**

Following employee left us for his final abode



**Mr. Iftikhar Tabassum (Late)**

Plant Attendant Senior - II  
died on December 25, 2019

**GOODBYES....**

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	LEAVING DATE
Mr. Muhammad Naeem	Senior Officer	Maintenance	October 1, 2019
Rao Muhammad Jalal Khan	Boardman	Operations	October 8, 2019
Mr. Shoaib Nisar	Quality Control Inspector	Engineering	October 15, 2019
Mr. Muhammad Shokat Hussain	Boardman	Operations	October 15, 2019
Mr. Faisal Aslam	Field Operator	Operations	October 17, 2019
Mr. Zain Ul Abidin	Field Operator	Operations	October 18, 2019
Mr. Muhammad Mansoor Bilal	Senior Officer	Maintenance	November 17, 2019
Mr. Adnan Naeem	Senior Officer	Maintenance	November 21, 2019
Mr. Zeeshan Ahmad	Boardman	Operations	December 3, 2019
Mr. Zakir Ullah	Field Operator	Operations	December 4, 2019
Mr. Aqeel Ahmed	Security Guard	HR & Admin	December 23, 2019
Malik Muhammad Khalil	Senior Executive	HR & Admin	December 31, 2019
Mr. Mahsam Ali	Senior Officer	Maintenance	December 31, 2019
Mr. Nazar Hussain	Head Supervisor - I	C & MM	December 31, 2019
Mr. Abdul Qayyum	Head Supervisor - I	F & CA	December 31, 2019
Mr. Amjad Ali	Head Supervisor - I	F & CA	December 31, 2019
Mr. Muhammad Aslam	Lab. Technician Senior - I	HSEQ	December 31, 2019
Mr. Ghulam Murtaza	F.S. Mate Senior - III	HSEQ	December 31, 2019
Mr. Arshad Mahmood	Driver Motor Senior - II	HR & Admin	December 31, 2019
Mr. Safdar Hussain	Driver Motor Senior - II	HR & Admin	December 31, 2019
Mr. Hukam Dad	Driver Motor Senior - II	HR & Admin	December 31, 2019
Mr. Muhammad Hanif	Head Supervisor	HR & Admin	December 31, 2019
Mr. Muhammad Safdar	Head Supervisor	HR & Admin	December 31, 2019
Mr. Manzoor Hussain	Supervisor Services Senior- I	HR & Admin	December 31, 2019
Mr. Mushtaq Ahmad Awan	Fitter Senior - II	Maintenance	December 31, 2019



**GOODBYES.....**

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	LEAVING DATE
Mr. Muneer Khan	Fitter Senior - III	Maintenance	December 31, 2019
Mr. Fateh Khan	Fitter Senior - II	Maintenance	December 31, 2019
Qazi Akhtar Hussain	Fitter Senior - III	Maintenance	December 31, 2019
Mr. Zafar Mahmood	Electrician Senior - II	Maintenance	December 31, 2019
Mr. Rafaqat Ali Shah	Plant Operator Senior- I	Operations	December 31, 2019
Mr. Ejaz Ahmed	Plant Operator Incharge	Operations	December 31, 2019
Mr. Muhammad Safdar	Plant Operator Incharge	Operations	December 31, 2019
Mr. Muhammad Aslam	Plant Attendant Senior - II	Operations	December 31, 2019
Mr. Muhammad Irfan	Plant Attendant Senior - II	Operations	December 31, 2019
Mr. Abid Hussain	Plant Attendant Senior - II	Operations	December 31, 2019
Mr. Abdul Rahim	Oil Movement Operative Sr.II	Operations	December 31, 2019
Mr. Abdul Razzaq	Plant Operator Incharge	Operations	December 31, 2019
Mr. Abid Hussain	Supervisor Senior	P & D	December 31, 2019
Mr. Amjad Hussain	Carpenter Senior	HR & Admin	December 31, 2019
Mr. Saad Hussain	Security Guard	HR & Admin	December 31, 2019
Mr. Muhammad Idrees	Head Supervisor	AHL	December 31, 2019
Mr. Zafar Iqbal	Fitter Senior - III	Maintenance	December 31, 2019
Mr. Arshad Mahmood	Foreman Maintenance Sr. - I	Maintenance	December 31, 2019
Mr. Muhammad Hanif	Fitter Senior - II	Maintenance	December 31, 2019

**WELCOMES.....**

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Muhammad Haroon Ishaq	Senior Officer	C&MM	October 2, 2019
Mr. Irfan Udin	Executive	F&CA	October 2, 2019
Mr. Muhammad Shafiq	Engineer	Operations	October 7, 2019
Mr. Zia Shahid	Engineer	Operations	October 7, 2019
Mr. Shafqat Nawab	Senior Officer	HSEQ	October 8, 2019
Mr. Usama Javaid	Senior Officer	HSEQ	October 8, 2019
Mr. Hammad Ahmad Khan	Senior Officer	C&MM	October 14, 2019



# CREATIVITY CORNER

## SKILLS OF THE FUTURE: 10 SKILLS TO THRIVE IN FOURTH INDUSTRIAL REVOLUTION



The first industrial revolution happened with the discovery of the steam engine and the burning of fossil fuel to power factories that replaced manual labor.

The second industrial revolution was an expansion of the first when Henry Ford applied the manufacturing techniques of the previous revolution to pioneer mass production and the moving assembly line.

The third industrial revolution or the digital age built on the invention of World Wide Web and sought to connect the world through innovations in information technology.

The prevailing fourth industrial revolution focuses on innovations that harness the potential of emerging technologies such as artificial intelligence, nanotechnology, renewable energy, quantum computing etc. which will eventually increase job automation.

Business experts however agree that human beings will never be made completely obsolete. Rather there are certain skills that will grow in importance as technology becomes more entrenched in our everyday lives.

**Top 10 skills & 4<sup>th</sup> Industrial Revolution:** World Economic Forum (WEF) conducted a detailed study worldwide in 2016 to address the aforementioned challenge of future skills requirements and published a report “The Future of Jobs” elaborated the top 10 skills demanded in 2020.

The dataset that forms the basis of the report was the result of an extensive survey of Chief Human Resources Officers and other Senior Strategy Executives from a total of 371 leading global employers, representing more than 13 million employees across 9 broad industry sectors in 15 major developed and emerging economies and regional economic areas. The report's objective was to predict how technological advancement will transform labor markets. According to WEF report, the

top 10 skills required to address the challenges of fourth industrial revolution are mentioned & defined below:

### 1. Complex problem-solving

Developed capacities used to solve novel, ill-defined problems in complex, real-world settings.

### 2. Critical thinking

Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

### 3. Creativity

Employees on the job try out their own ideas.

### 4. People management

Motivating, developing, and directing people as they work, identifying the best people for the job.

### 5. Coordinating with others

Adjusting actions in relation to others' actions.

### 6. Emotional intelligence

Being aware of others' reactions and understanding why they react as they do.

### 7. Judgment and decision-making

Considering the relative costs and benefits of potential actions to choose the most appropriate one.

### 8. Service orientation

Actively looking for ways to help people.

### 9. Negotiation skills

Bringing others together and trying to reconcile differences.

### 10. Cognitive flexibility

The ability to generate or use different sets of rules for combining or grouping things in different ways.

The interesting fact is that out of these 10 skills, 5 skills viz People management, Coordinating with others, Emotional intelligence, Service orientation, Negotiation skills have direct association with the faculty of Human Relations. It is also quite obvious as we have been less taught, engaged and experienced in social skills during this era of rapid technological development. Hence, the need to learn these human skills has increased tremendously for all professionals.



## DRINKING WATER TREATMENT



Drinking water, also known as potable water, is water that is safe to drink or to use for food preparation. The World Health Organization considers access to safe drinking-water a basic human right. Parameters for drinking water quality typically fall within three categories:

- Physical
- Chemical
- Microbiological

Physical and chemical parameters include heavy metals; trace organic compounds, Total Suspended Solids (TSS) and turbidity.

Microbiological parameters include Coliform bacteria, E. coli and specific pathogenic species of bacteria (such as cholera-causing *Vibrio cholerae*), viruses, and protozoan parasites.

Most water requires some treatment before use; even water from deep wells or springs. The extent of treatment depends on the source of the water. Appropriate technology options in water treatment include both community-scale and household-scale point-of-use designs. In emergency situations when conventional treatment systems have been compromised, waterborne pathogens

may be killed or inactivated by boiling. Other techniques, such as filtration, chemical disinfection and exposure to ultraviolet radiation (including solar UV) have been found to significantly reduce levels of water-borne disease among users.

Another type of water treatment is called desalination and is used mainly in dry areas with access to large bodies of saltwater. Customized Reverse Osmosis (RO) plants are designed for desalination as per requirements.

At ARL, we have a complete drinking water treatment plant, from where water is supplied to the refinery staff, colony and community in public headers. Drinking water is supplied for six consecutive hours daily during night/early morning. The treatment process comprises removal of suspended particles using alum (for coagulation) and sand bed (for filtration). Further, disinfection is carried out using Chlorine in Hypochlorite form. Chlorination is a world-wide accepted and adopted method for disinfection and removal of all types of microbiological contaminations in water. Since the drinking water reservoir is replenished on daily basis round the year, freshly treated drinking water is available daily to the users.



### AL Quran

*"And have you seen the water that you drink? Is it you who brought it down from the clouds, or is it we who bring it down? If we willed, we could make it bitter, so why are you not grateful"*

*(Chapter 56 | Verses 68-70)*



## SAFE DISPOSAL OF DMDS CONTAMINATED DRUMS



Di-Methyl Di-Sulfide (DMDS) is a commonly used chemical for sulfiding of hydro treating catalyst. It is a light yellow liquid with pungent smell like rotten rats and it is unbearable to breathe for even short periods of time. Due to its toxic nature, it should be handled carefully.

In refinery, closed injection system is used for injection of DMDS in hydro treating catalyst feed. However, safe disposal of contaminated empty drum is a big challenge in refinery, where DMDS injection is carried out on regular basis.

Different disposal techniques for contaminated DMDS drums are suggested like burying or incinerating the drums. But these techniques involve exposure of staff to the dangerous chemical and indirect contamination of environment.

ARL being socially responsible organization takes care of its employees, community and the environment. There reached a stage when dozens of contaminated empty DMDS drums were piled up and its disposal became a challenge. The management formed a team of engineers and chemist, which was given the task to clean the drums in safest manner, minimizing the risk of human exposure, protecting environment and avoiding the risk of fire.

In order to treat residual DMDS in used drums, following options were explored:

- DMDS is a neutral compound: It cannot have vigorous reaction with acid, surfactants and basic solutions at ambient temperature and pressure. Therefore, chemical reaction to decompose DMDS was dropped.
- DMDS can be converted to Thiosulfinate using Fenton's chemistry. However, it will be of no major benefit because thiosulfates have similar characteristics as DMDS itself. Moreover thiosulfates have anti-microbial characteristics so discharge of any stream containing oxidized DMDS into oily

effluent is not possible because it will destroy the useful bacteria at Effluent Treatment Plant of ARL. This option was discarded.

- If the arrangement for incinerating the drum is made, it will release SO<sub>2</sub> in the environment. Additionally, there would be human involvement for handling of drums. This idea was also rejected.
- Burying the drums will result in soil contamination and occupation of useful area of plantation.

Following procedure was adopted:

1. Ensure that empty DMDS drum have minimum left over material.
2. Ensure that empty drum have properly fixed lids.
3. Drums shall be shifted to crude metering station in vertical position with lid side up.
4. Use earthing clamp with drum to avoid the static charge.
5. Consider the wind direction at the time of cleaning activity.
6. Use gas mask cartridge with face shield before rinsing the drum with three (3) liters of crude. Rubber gloves for protection of hands.
7. Drain the crude from the drum into the crude pit.
8. Crude pit is pumped into sour crude.
9. Drums are washed with steam to remove residual odor. Lids are placed after drums cool down to ambient temperature.
10. Drums are either cut into pieces or used for limited applications like waste bins etc.

Crude oil is a mixture of naturally occurring hydrocarbons both light and heavy. Different types of molecules present in crude oil readily dissolve DMDS molecules and suppress the tendency of its volatility. Rinsing of DMDS contaminated drum with crude restrains the smell of DMDS. Persons handling this activity remain comfortable. This is one of the safest methods adopted at ARL for handling empty drums of DMDS.



## BOOK REVIEW: THE 8 TRAITS SUCCESSFUL PEOPLE HAVE IN COMMON BY RICHARD ST. JOHN



### How did he write Book?

Richard St. John, marketer and success analyst dedicated several years to researching the nuts and bolts of achievement. It all started with one big question: What leads to success?

He himself narrated his story of this landmark work in his TED talk in this way:

I was on my way to the TED conference in California, and in the seat next to me was a teenage girl, and she came from a really poor family, but she wanted to get somewhere in life. And as I tapped away on my computer, she kept asking me questions, and then out of the blue, she asked, 'Are you successful?' ...and at the time I didn't have a good answer.

So I said to the girl, 'Well, I guess I have had some success.'

And then she said, 'Okay, so are you a millionaire?'

Now, I didn't know what to say, because when I grew up, it was bad manners to talk about money. But I figured I'd better be honest, and I said, 'Yeah. I'm a millionaire. But I don't know how it happened. I never went after the money, and it's not that important to me.'

She said, 'Maybe not to you, but it is to me. I don't want to be poor all my life. I want to get somewhere, but it's never going to happen.'

I said, 'Well, why not?'

She said, 'Well, you know, I'm not very smart. I'm not doing great in school.'

I said, 'So what? I'm not smart. I barely passed high school. I had absolutely nothing going for me. I was never voted most popular or most likely to succeed. I started a whole new category — most likely to fail. But in the end, I did okay. So if I can do it, you can do it.'

And then she asked me the big question: 'Okay, so what really leads to success?'

I said, 'Jeez, sorry. I don't know. I guess somehow I did it. I don't know how I did it.'

### Journey started:

This conversation triggered Mr. John to investigate and pinpoint the factors that contribute to life success. His research spanned seven years and involved 500 interviews with TED attendees and collected thousands of other success stories.

He wanted to find the common factors for success in all fields, so he interviewed people in careers ranging from A to Z.

After seven years of extensive work, he discovered the 8 traits successful people have in common, or the 8 to be great. The author has explained these 8 traits of successful people in his book:

1. **Passion** – Do what you love, not what's financially lucrative. If you're passionate, the money will follow.

2. **Hard work** – Put in the effort to succeed. Instead of workaholics, be "workafrolics." To succeed, passionate about your job and love what you do and work very hard at it.

3. **Focus** – Don't dabble in different interests or shift your priorities. Select the one thing that matters most to you and stay centered on your objective.

4. **Push** – Push yourself, even if you're shy or have self-doubts. Successful people experience insecurity, too. Yet they push through it.

5. **Ideas** – Generating a bright idea will bring you success. As with proficiency, there's no magic formula for creativity. The simple components of the creative process are "listen, observe, be curious, ask questions, problem solve and make connections."

6. **Improve** – To succeed, you must excel at what you do. No magic formula exists for becoming proficient. Instead, you must "practice, practice, practice."

7. **Desire to serve** – instead of focusing on your own needs, concentrate on providing something of value to others because success isn't just about me, me, me. Cultivate a service mentality.

8. **Persistence** – Pick yourself up after each failure and try again. Success requires diligence. Thus, you must persist even when you confront obstacles, such as "criticism, rejection," obnoxious people and "pressure."

According to writer, the eight traits are really the heart of success, the foundation, and then on top we build the specific skills that we need for our particular field or career. Technical skills, analytical skills, — lots of other skills depending on field in question.





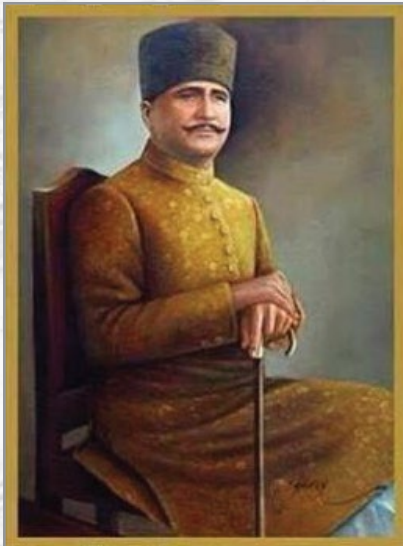
﴿غزل﴾

اُس آئینے میں میرا آج عکس ڈول گیا  
تو میرے اشکوں میں، اس کا بھی نقش ڈول گیا  
جو مجھ کو دور سے اکثر سنائی دیتا تھا  
میں سن کے بھی نہیں سمجھا، کچھ ایسا بول گیا  
اے زندگی کی صراحی، تجھے پیوں کیسے؟  
وہ شہد بانٹنے والا ہی زہر گھول گیا  
ستم گروں، میں وفاؤں کو ڈھونڈنے والو  
نظر میں رکھنا، ستم گر، جو باب کھول گیا  
جگر بھی زخمی ہے، روح بھی، نظر بھی اور میں بھی  
وہ گلبدن مجھے کانٹوں میں ایسا رول گیا

﴿غزل﴾

رنگ لائے گی یہ ملاقات بہر حال  
پہلے سے نہیں ہیں حالات بہر حال  
دینے سبھی کو پڑتے ہیں  
بغیر سوالات، جوابات بہر حال  
کوئی یقین کرے نا کرے، ہوتے ہیں  
جادو، معجزے، کرامات بہر حال  
جستجو و لگن سچی ہو تو  
اُٹھ جاتے ہیں حجابات بہر حال  
آخرت ہی نہیں دنیا میں بھی  
چکانے پڑتے ہیں حسابات بہر حال

## عشق کی انتہا



کسی نے علامہ اقبال سے پوچھا۔۔۔ ”عقل کی انتہا کیا ہے۔۔۔؟“

جواب ملا۔۔۔ ”حیرت“۔۔۔

پھر پوچھا گیا۔۔۔ ”حیرت کی انتہا۔۔۔؟“

جواب ملا۔۔۔ ”عشق“۔۔۔

”عشق کی انتہا کیا ہے۔۔۔؟“

فرمایا۔۔۔ ”عشق لا انتہا ہے۔۔۔ اس کی کوئی انتہا نہیں۔۔۔“

سوال کرنے والے نے کہا۔۔۔ ”لیکن آپ نے تو لکھا ہے۔۔۔“ تیرے عشق کی انتہا چاہتا ہوں۔۔۔

آپ نے مسکرا کر کہا۔۔۔

”دوسرے مصرعے میں اپنی غلطی کا اعتراف بھی کیا ہے کہ۔۔۔“

”میری سادگی دیکھ کیا چاہتا ہوں۔۔۔“





﴿غزل﴾

حالات سے تنگ ہیں سخن بیچتے ہیں  
ہاتھوں سے سچا چمن بیچتے ہیں

کوئی حکمرانِ وقت کو جا کے بتلائے  
تیرے شہر کے قاضی کفن بیچتے ہیں

قیامت سے پہلے قیامت نہیں تو کیا ہے  
پیٹ کیلئے جہاں میں لوگ بدن بیچتے ہیں

مرنا بھی چاہوں تو مر نہیں سکتا ہاشم  
میرے شہر کے لوگ مدفن بیچتے ہیں

﴿غزل﴾

معمر کہ خیر و شر، چار سو جاری ہے  
تو اک مُشتِ خاک، وہ ابلیس ناری ہے

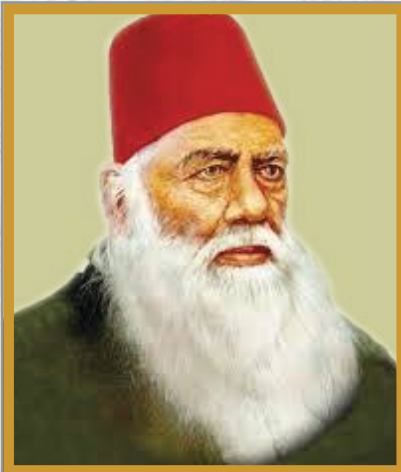
لا کے ماسوا کی، بوتک کو ہوا کر دے  
پھر تو دیکھ ذرا، تیری ضرب کتنی کاری ہے

جدھر دیکھو یہاں، ابن الوقتوں کا ڈیرا ہے  
انسانوں کی منڈی میں، یہ فصل ہماری ہے

خليفة کائنات تھا جو، مسجودِ ملائک تھا جو  
وہ انسان کہاں کھو گیا، خلق حیران ساری ہے

افکارِ مغرب پہ اتنا، فریفتہ نہ ہو ساجد  
ظاہر و لربا انکا، باطن میں عیاری ہے

علم کا مقصد



”علم ایسی چیز ہے جو صداقت سکھانے، اخلاق درست کرنے، زندگی کی راہ بتانے،  
ابنائے جنس کے ساتھ بسر کرنے، اپنے اور دوسروں کے حق پہچاننے میں کارآمد ہے۔  
یہ تمام باتیں انسانیت کی ہیں، مگر بغیر علم کے نہیں آتی ہیں۔ بہ حیثیت انسان ہونے  
کے ہمارا فرض ہے کہ اپنے تئیں انسان بنائیں نہ کہ مثل حیوان اپنی زندگی بسر کریں۔“  
(سر سید احمد خان)



