



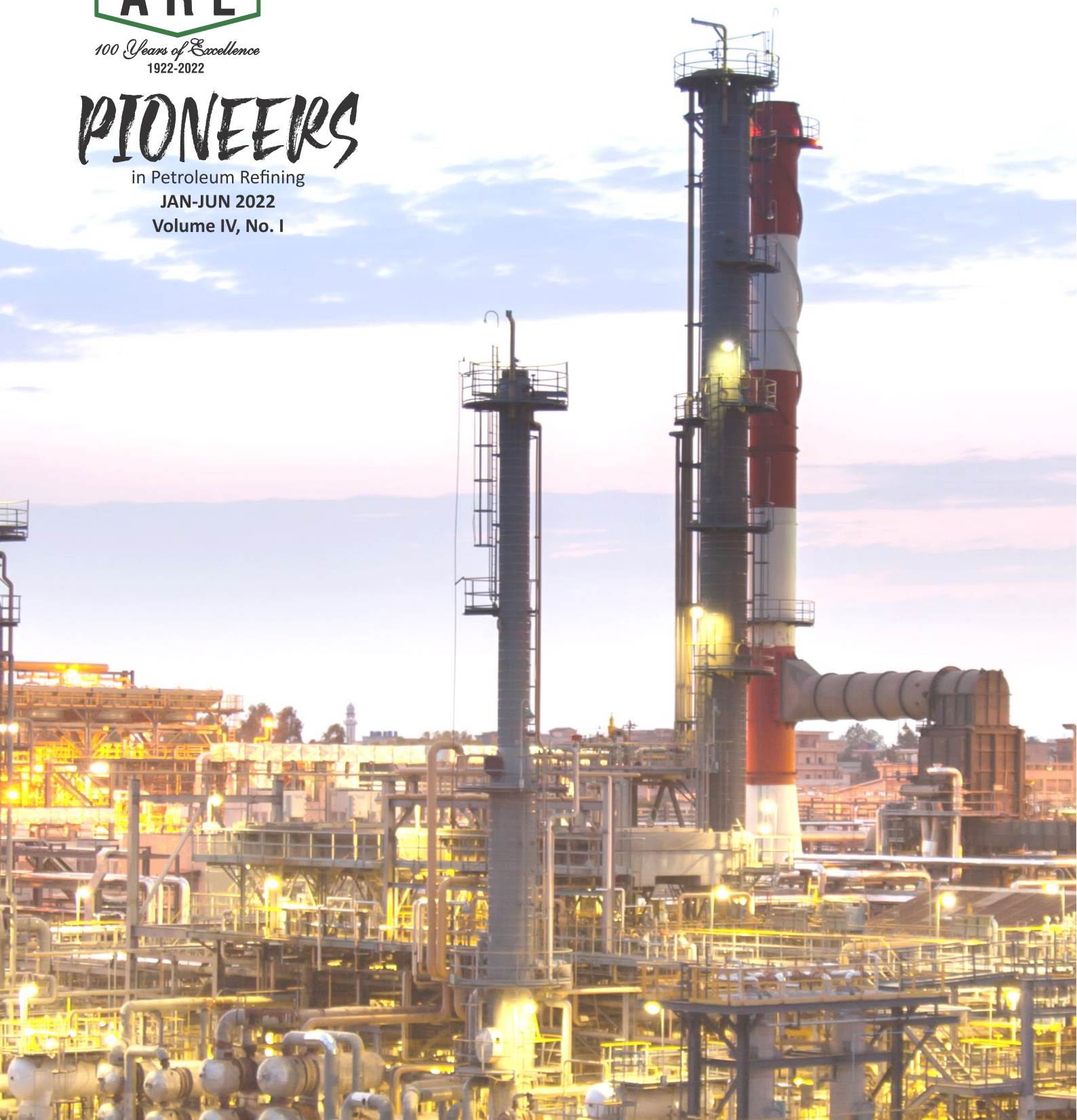
100 Years of Excellence
1922-2022

PIONEERS

in Petroleum Refining

JAN-JUN 2022

Volume IV, No. I



CONTENTS

01

COMPANY EVENTS

07

TRAINING & DEVELOPMENT

08

SOCIAL RESPONSIVENESS

10

EMPLOYEES AFFAIRS

13

CREATIVITY CORNER

A PAGE FROM HISTORY



This Tree was Planted in Residence of Group Chief Executive, Attock Group,
to Mark Opening of Refinery on 11th Feb, 1922

PATRON IN CHIEF



*M. Adil Khattak
CEO (ARL)*

PATRON



*Sardar Lall Khan
HOD (HR&A)*

EDITOR



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Senior Officer (Personnel)*



*Muhammad Ahmed
Senior Officer (HR&A)*

EDITOR'S NOTE

Dear Readers!

Attock Refinery Limited (ARL) is commemorating 100 years of its commencement this year. ARL has reached this milestone of excellence after successfully navigating through many hurdles and challenges with the experience and knowledge encompassing a century.

In this issue, spotlight has been cast on different events and activities in ARL coupled as company events, social responsiveness, achievements and employees affairs. The contribution of employees labels as creativity corner.

You are welcome to share valuable feedback at newsletter@arl.com.pk

Happy viewing..!

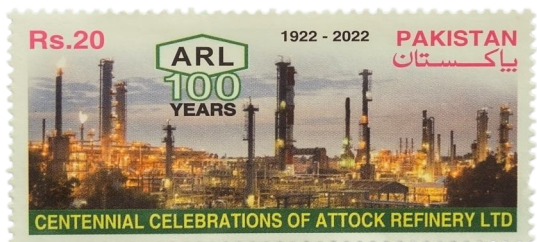
ARL CENTENNIAL CELEBRATION

Attock Refinery Limited (ARL) commemorated its 100 years anniversary on 11th February, 2022 in a solemn ceremony at the Company's General Office, Morgah Rawalpindi. Mr. Shuaib A. Malik, Group Chief Executive, Attock Group and Chairman ARL graced the occasion as the Chief Guest.

The Chief Guest in his address congratulated ARL management and workers on centenary celebration. He said that ARL has reached this milestone after successfully navigating through many hurdles and challenges over 100 years. He further said that Morgah Refinery has unique distinction of first and only refinery of northern region of Pakistan and it has played a pivotal role in war and peace. In his closing remarks, he reiterated his best wishes for ARL management and employees and prayed for success of ARL in its future endeavours.

Earlier to this, Mr. M. Adil Khattak, Chief Executive Officer ARL, in his opening address, shared exemplary bonding of employees with ARL with some employees now serving in ARL as 4th Generation. He also highlighted rich history of ARL evolution, growth and expansion since its inception on 11th February, 1922 and how it has now grown into a modern state-of-the-art refinery with a nameplate capacity of 53,400 barrels per day. He further said that ARL is planning for carrying out projects of Continuous Catalyst Regeneration Unit (CCR) and revamp of the DHDS unit to increase production of petrol and meet Euro-V products' specifications. He expressed his gratitude and pride in 100 years of glorious past of ARL which have been achieved with outstanding human resource working relentlessly and with dedication in pursuit of excellence. In the end, he thanked the Chief Guest for his continuous support and presence at this event.

Mr. Hameed Khan Jadoon, President Refinery CBA also expressed sentiments of workers and extended their everlasting support for progress and success of the Refinery. The ceremony ended with cake-cutting by the oldest 97 years old ex-employee of ARL as token of recognizing long association of employees with the organization.



Pakistan Postal Services issued a commemorative postage stamp of Rs. 20 on this occasion.



MAN OF THE QUARTER (MOQ) AWARDS

4th MoQ (2021) & 1st MoQ (2022) awards distribution ceremony was held at ARL Diner on June 02, 2022. The awards were distributed in the following categories:

Award Type	No. of Recipients
Performance	36
Safety	8

In 4th Quarter 2021, Quarterly Safe Man-Hours trophy was won by ARL Diner and In 1st Quarter 2022, Quarterly Safe Man-Hours trophy was won by Materials Management section.

4th QUARTER (2021)

PERFORMANCE AWARDS



AHMAD RAZA
OPERATIONS



ILYAS KHOKHAR
OPERATIONS



MUHAMMAD RAMZAN
OPERATIONS



BHOLA KHAN
OPERATIONS



SHAHID AHMAD
MAINTENANCE



MUHAMMAD SAEED KHAN
MAINTENANCE



SHAHBAZ SIDDIQUE KHAN
MAINTENANCE



WAQAR MUSHTAQ
MAINTENANCE



MUHAMMAD JAVED
HR & ADMIN



MUHAMMAD BANARAS
HR & ADMIN



ASAD MAHMOOD
HSEQ



ZAFAR MEHMOOD
HSEQ



MUHAMMAD JAVED
C & MM



MUHAMMAD IMRAN
FINANCE



KHURRAM SHAHZAD
AHL



IMRAN KHAN
OPERATIONS



NAZAKAT HUSSAIN
HR & ADMIN



PARVEEN BIBI
HR & ADMIN

SAFETY AWARDS



MUHAMMAD NASEER
OPERATIONS



AURANGZEB
OPERATIONS



MUHAMMAD RAMZAN
MAINTENANCE



QADEER AHMED AWAN
MAINTENANCE

1st QUARTER (2022)

PERFORMANCE AWARDS

AHMAD RAZA
OPERATIONSARSHAD ALI
OPERATIONSASAD MAHMOOD
OPERATIONSREHMAT HUSSAIN
OPERATIONSMUHAMMAD HAFEEZ
MAINTENANCEMANZOOR HUSSAIN
MAINTENANCESAYMUEL YAQUB GILL
MAINTENANCESHAN BASHIR
MAINTENANCENAVEED QAMAR
HR & ADMINKHALIQUE AHMED
HR & ADMINMUHAMMAD TOUQEEER
HSEQASAD MEHMOOD
HSEQMUHAMMAD IRFAN
C&MMMUHAMMAD SARFARAZ
BR & ASUNNY JAMES
AHLQAYYUM KHAN
HR & ADMINMUHAMMAD IMRAN
HR & ADMINLIAQAT MASIH
HR & ADMIN

SAFETY AWARDS

GHULAM MUSTAFA
MAINTENANCEILYAS KHOKHAR
OPERATIONSIMRAN KHAN
OPERATIONSMUHAMMAD RIZWAN QURESHI
MAINTENANCE*Wisdom Corner*

MORGAH CLUB FLOWER SHOW

73rd annual flower show was organized by Morgah Club on April 01, 2022. Senior management employees of Attock Group of companies residing in Bungalows of ARL colony participated in the lawn competition. Different competitions were arranged for families of members of Morgah Club. Chief Executive Officer of ARL, Mr. M. Adil Khattak was the chief guest. He appreciated efforts of the participants & gardeners and distributed prizes among the winners.

1st position holders of different categories for Lawns of Bungalows and offices are as follows:

Sr.#	Category	Winners
1	Extra Large Bungalow	Mr. Shuaib A. Malik
2	Large Bungalow	Mr. Iftikhar Yousaf
3	Medium Bungalow	Mr. Abdul Rahim
4	Small Bungalow	Mr. Tahir Aziz
5	Large Office	ARL General Office
6	Small Office	Attock Institute of Horticulture (AIH)
7	Large Parks	Morgah Biodiversity Park
8	Small Parks	Miller Park
9	Road Sides	Refinery Chowk to Barrier No. 3



A view of lawn of ARL General Office



HOD (HR & A) and Incharge (Horticulture) receiving first prize from Chief Guest in Large Office Lawn category

ELLIOTT CLUB FLOWER SHOW

17th Annual flower show was organized by Elliott Club on March 30, 2022. Quarter lawns and vegetable gardens of Non-Management Staff and Junior Management Staff were presented for competition. 1st position holders of two categories for gardens of JMS and NMS are as follows:

Category	Winner
JMS Garden	Mr. M. Asim
NMS Garden	Mr. Rafaqat Ali

JUNIOR MANAGEMENT STAFF ANNUAL DINNER

ARL arranged annual dinner for its Junior Management Staff (JMS) on May 13, 2022. A large number of JMS along with their spouses attended the dinner. Top management of the Company also graced the event with their presence.



SAFETY WEEK CELEBRATION

The International Labor Organization (ILO) marks the World Day for Safety and Health at Work on 28th of April every year to promote the prevention of occupational accidents and diseases. In this context, ARL celebrated safety week from April 25-29, 2022.

In the opening ceremony, Mr. M. Adil Khattak, CEO (ARL) emphasized the need of employee's engagement in promotion and improvement of safety culture. Different programs, talks and presentations were arranged in light of this year's ILO theme "Let's Act together to build a positive safety and health culture".

Besides, suggestions from employees regarding continual Occupational Health & Safety were highly encouraged during this activity. A highly interactive and informative session on first aid, in collaboration with government agency "I I 22", was also conducted during the week.



ANNUAL TREE PLANTATION CAMPAIGN

ARL plants 10,000 to 12,000 plants every year. In order to encourage tree plantation among community, Horticulture section launched spring season Tree Plantation Campaign in collaboration with Islamabad Gardening Club and Environmental Protection Department (EPA) Rawalpindi at Morgah Biodiversity Park and established a MIYAWAKI FOREST comprising 2,000 indigenous tree species on March 12, 2022. During spring season more than 6,500 tree saplings are planted at different locations including Morgah Biodiversity Park, ARL Vegetable Farm, Fruit orchards, Shahpur farm, Cricket ground, Inside Refinery and residential areas.



ATTOCK SAHARA FOUNDATION MEENA BAZAAR

Attock Sahara Foundation (ASF) organized its annual Meena Bazaar in ARL Cricket Ground on March 26, 2022. The purpose of ASF Meena Bazaar was to raise funds for the poor segment of local community and to provide a healthy recreational activity for neighboring communities.

Different NGOs, Banks, Companies and Artisans set up their stalls. Food, handicraft and garments stalls remained the source of attraction for families visiting the Meena Bazaar. ASF Skill Development Centre also displayed its hand-made products on its stall.



BALLOTING FOR UMRAH & HAJJ NOMINATIONS

Umrah & Hajj balloting was held at Elliott Club on May 09, 2022, Syed Asad Abbas, Head (F & CA) was the chief guest on the occasion who congratulated the Umrah & Hajj nominees. The following employees were declared successful as a result of draw:-

Sr #	Name	Designation	Department
UMRAH			
1	Mr. Abdul Rauf	Head Supervisor- I	C & MM
2	Mr. Muhamad Azim	Mechanic Senior- III	Maintenance
3	Mr. Ehsan	Fitter Senior-III	Maintenance
4	Mr. Muhammad Munir	POIC SR	Operations
5	Mr. Muhammad Younas	Head Supervisor-I	F & CA
6	Mr. Muhammad Siddique	POIC SR	Operations
7	Mr. Safeer Ali	Painter Sign Senior-IV	HR & Admin
8	Mr. Safdar Mehmood	Head Supervisor-I	Operations
9	Mr. Nazir Akhtar	Oil Movement operative Senior -II	Operations
10	Mr. Shahid Ahmed	Foreman Maintenance Senior-I	Maintenance
HAJJ			
1	Mr. Wasif Majeed	Driver Motor Senior- II	Maintenance
2	Mr. Mukhtar Hussain	Head Supervisor	Maintenance
3	Mr. Muhammad Ramzan	Driver Motor Senior- II	Maintenance
4	Mr. Muhammad Zahoor	Electrician Senior- IV	Maintenance
5	Mr. Shahid Iqbal	Supervisor Senior	C & MM
6	Mr. Muhammad javed	Head Supervisor	C & MM
7	Mr. Amjad Javaid	Lab. Technician Senior	HSEQ
8	Mr. Muhammad Islam	Plant Attendant Senior- III	HSEQ

HAJJ FAREWELL PARTY- 2022

Hajj farewell party was held on June 06, 2022 at Elliott Club. Mr. Salman Tariq, Head (Maintenance) was the Chief Guest on the occasion. The function was attended by Departmental Heads and CBA members. Hajj pilgrims were garlanded and presented gifts by the Chief Guest.

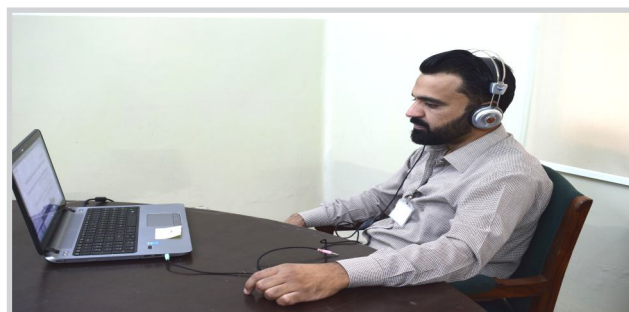


JAPAN COOPERATION CENTER PETROLEUM (JCCP) ONLINE TRAINING COURSES

JCCP offered online training courses to its member organizations to ensure continuity of learning opportunity for the participants. Four management staff members were selected from ARL for different courses by JCCP.

These management staff members successfully attended their respective training as per below details:

Sr. #	Employee's Name	Training Title	Duration
1.	Mr. Omar Bin Zia	Refinery and Technology Management - for next technologies executives	Feb 07 - Feb 17, 2022
2.	Mr. Ahmed Mohsin	Maintenance Management for Static equipment	Feb 07 - Feb 18, 2022
3.	Mr. Nouman Ahmed	Petroleum Marketing and Trading (Including LNG)	May 16 - May 26, 2022
4.	Mr. Atal Khan	Instrumentation and Control in Refineries	May 16 - June 02, 2022



All the training participants highly appreciated the efforts made by JCCP team for disseminating virtual training in the best possible manner.

ARMY OFFICERS TRAINING – 2022

ARL in coordination with Army Service Corps School (ASC), Nowshera arranged 4 weeks Petroleum Processing training for 12th batch of 20 officers from April 04, 2022 to April 29, 2022.

ARL team delivered lectures & presentation in the areas of Refinery Operations, Security, Product Loss Investigation, Product Storages Standards/Codes Health Safety & Quality Control practices to give them holistic understanding of the Refinery operations. Field visits and testing at Quality Control Laboratory were also arranged for officers during this training.



EDUCATIONAL VISITS AT ARL:

The following educational visits were arranged at ARL:

- Three groups of students from School of Chemical & Materials Engineering (SCME) NUST Islamabad, visited ARL on March 15, 16 & 17, 2022 respectively. They were given onsite briefing about the Refinery Operations and processes of different units. The visitors highly appreciated the arrangements & learning environment at ARL.



- A group of 45 students of B.Sc. Chemical Engineering from NFC Institute of Engineering & Fertilizer Research Faisalabad, visited ARL on March 29, 2022. The faculty and students were given detailed orientation about the Refinery operations along with the Refinery visit.



- A group of 40 students from International Islamic University Islamabad visited ARL on May 12, 2022. The students were given detailed briefing about Maintenance activities. In the end, field visit of the Refinery was also arranged for the students to get exposure of plant maintenance at ARL.



- A group of 18 students from Institute of Cost and Management Accountants (ICMA) Islamabad, visited ARL on May 24, 2022. The participants were briefed about supply chain process of ARL by Operations and Commercial team members followed by Q&A session. Besides, field trip was also arranged for them to understand Refinery operations.



INDUSTRIAL VISIT AT ARL:

- A delegation from Karachi Nuclear Power Generating Station (KNPGS) comprising 19 staff members visited ARL on February 24, 2022. The delegates were briefed about operations of ARL's Captive Power Plant to enhance their technical insight followed by Q&A session. A field visit of Power Plant was also arranged for the delegates.



EDUCATIONAL VISITS AT MORGAH BIODIVERSITY PARK (MBP)

The following educational visits were arranged at Morgah Biodiversity Park:

- The faculty and Students of Islamic International University Islamabad School visited Morgah Biodiversity Park on February 08, 2022. The student visited different areas of the park and enjoyed the green environment of MBP.
- The Students along with faculty of National Defense University Islamabad visited Morgah Biodiversity Park on May 16, 2022. They visited different areas of the park and learned about the Biodiversity Conservation practices.



TRAININGS AT ATTOCK INSTITUTE OF HORTICULTURE (AIH)

Attock Institute of Horticulture conducted the following free training sessions:

- Three weeks training session from March 08, 2022 to March 29, 2022 on Post Plantation care of winter flowers for gardeners of Attock group of companies.
- One day training on Precautionary measures for safe working for ARL gardeners.
- Five students of Arid Agriculture University, Rawalpindi, also completed internship from AIH.



A View of Attock Institute of Horticulture (AIH) Lawn

WELCOMES.....

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Nadeem Amjad Farooq	Junior Officer	HR&A	JANUARY 01,2022
Mr. Muhammad Khalil	Junior Officer	HR&A	JANUARY 01,2022
Mr. Muhammad Akram	Security Guard	HR&A	JANUARY 13,2022
Mr. Muhammad Younas	Security Guard	HR&A	JANUARY 13,2022
Mr. Sardar Wali	Security Guard	HR&A	JANUARY 13,2022
Mr. Asmat Ullah	Security Guard	HR&A	JANUARY 13,2022
Mr. Ghulam Kausar	Security Guard	HR&A	JANUARY 13,2022
Mr. Najam Ul Saqib	Lab Chemist	Operations	FEBRUARY 04,2022
Mr. Muhammad Ejaz	Executive	Operations	FEBRUARY 07,2022
Mr. Muhammad Haseeb	Senior Officer	Operations	MARCH 07,2022
Mr. Muhammad Usman	Senior Officer	Operations	MARCH 08,2022
Mr. Mohtashim Hussain Khan	Engineer	Operations	APRIL 01,2022
Mr. Usman Ahmad	Senior Officer	Operations	APRIL 01,2022
Mr. Ehtisham Ameer	Senior Officer	Operations	APRIL 01,2022
Mr. Abdul Mutaal	Senior Officer	Operations	APRIL 01,2022
Mr. Usman Ahmad	Senior Officer	Operations	APRIL 01,2022
Mr. Mirza Aftab Ahmed	Senior Officer	Operations	APRIL 01,2022
Mr. Umair Ali	Senior Officer	Operations	APRIL 01,2022
Mr. Muhammad Saad Saeed	Senior Officer	Operations	APRIL 01,2022
Mr. Athar Abbas	Senior Officer	Operations	APRIL 01,2022
Mr. Ishfaq	Senior Officer	Operations	APRIL 01,2022
Mr. Muhammad Awais	Senior Officer	Operations	APRIL 01,2022
Mr. Hamayun Shahbaz Khan	Senior Officer	Operations	APRIL 01,2022
Mr. Shahid Mahmood	Senior Officer	Operations	APRIL 01,2022
Mr. Talha Rasool	Senior Officer	Operations	APRIL 01,2022
Mr. Muhammad Hamza Khursheed	Senior Officer	Operations	APRIL 01,2022
Mr. Arham Rehman	Senior Officer	Operations	APRIL 01,2022
Mr. Daniyal Rafique	Senior Officer	Operations	APRIL 01,2022
Mr. Ahtisham Farooq	Senior Officer	Operations	APRIL 01,2022

WELCOMES.....

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Mubashar Parvaiz	Engineer	Maintenance	APRIL 01,2022
Mr. Zeeshan Arshad	Senior Officer	Maintenance	APRIL 01,2022
Mr. Atiq Ur Rehman	Senior Officer	Maintenance	APRIL 01,2022
Mr. Muhammad Adnan	Senior Officer	Maintenance	APRIL 01,2022
Mr. Zulqurnain Murtaza	Senior Officer	Maintenance	APRIL 01,2022
Mr. Muhammad Awais	Senior Officer	Maintenance	APRIL 01,2022
Mr. Humza Khan	Engineer	Maintenance	APRIL 01,2022
Mr. Syed Farhan Zaidi	Senior Officer	Maintenance	APRIL 01,2022
Mr. Ahmed Nadeem	Senior Officer	Maintenance	APRIL 01,2022
Mr. Umair Safdar	Senior Officer	Maintenance	APRIL 01,2022
Mr. Muhammad Naeem	Senior Officer	Maintenance	APRIL 01,2022
Mr. Muhammad Usman	Senior Officer	Maintenance	APRIL 01,2022
Mr. Said Rehman	Senior Officer	Maintenance	APRIL 01,2022
Mr. Daniyal Abid	Senior Officer	Maintenance	APRIL 01,2022
Mr. Hamza Khan	Senior Officer	Maintenance	APRIL 01,2022
Mr. Umair Ali	Senior Officer	Maintenance	APRIL 01,2022
Mr. Raheel Zafar	Senior Officer	Maintenance	APRIL 01,2022
Mr. Wasif Ejaz	Senior Officer	Maintenance	APRIL 01,2022
Mr. Izaz Hussain	Senior Officer	HSEQ	APRIL 01,2022
Mr. Fatehyab Haider	Senior Officer	HSEQ	APRIL 01,2022
Mr. Farhan Masood	Engineer	Operations	APRIL 05,2022
Mr. Khawar Hameed Khan	Engineer	Operations	APRIL 05,2022
Mr. Shahbaz Asif	Engineer	HSEQ	APRIL 05,2022
Mr. Wajid Iqbal	Supervisor	HR&A	APRIL 21,2022
Mr. Muhammad Imran	Security Guard	HR&A	APRIL 21,2022
Mr. Zafar Iqbal Zaidi	Security Guard	HR&A	APRIL 21,2022
Mr. Sher Dil Khan	Security Guard	HR&A	APRIL 21,2022
Mr. Muhammad Anwar	Security Guard	HR&A	APRIL 21,2022
Mr. Muhammad Imran	Security Guard	HR&A	APRIL 21,2022
Mr. Shumail Zaheer	Executive	Finance & CA	MAY 19,2022
Mr. Faizan Hassan Javed	Executive	Finance & CA	MAY 19,2022
Mr. Muhammad Nawaz	Security Guard	HR&A	JUNE 01,2022

GOOD BYES.....

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	LEAVING DATE
Mr. Muhammad Zakarya	Security Guard	HR&A	JANUARY 15,2022
Mr. Khurram Shyzad	Engineer	Operations	JANUARY 25,2022
Mr. Usama Nazir	Security Guard	HR&A	JANUARY 26,2022
Mr. Adil Waqar	Security Guard	HR&A	JANUARY 30,2022
Mr. Farhad Ali	Senior Officer	Maintenance	FEBRUARY 03,2022
Mr. Bilal Sajid	Security Guard	HR&A	FEBRUARY 04,2022
Mr. Faizan Ahmad	Senior Officer	Maintenance	FEBRUARY 21,2022
Mr. Syed Ali Raza	Senior Officer	HSEQ	FEBRUARY 22,2022
Mr. Furqan Ahmed	Field Operator	Operations	MARCH 01,2022
Mr. Usama Zafar	Field Operator	Operations	MARCH 01,2022
Mr. Ali Hamza Kiani	Security Guard	HR&A	MARCH 02,2022
Mr. Hafiz Muhammad Rizwan	Senior Officer	Maintenance	MARCH 09,2022
Mr. Waqas Ali	Senior Officer	Maintenance	MARCH 16,2022
Mr. Ali Raza	Field Operator	Operations	MARCH 24,2022
Mr. Haseeb Ahmad	Field Operator	Operations	MARCH 25,2022
Mr. Asim Maroof	Field Operator	Operations	MARCH 26,2022
Mr. Naseer Ahmed	Field Operator	Operations	MARCH 28,2022
Mr. Muhammad Anees	Field Operator	Operations	MARCH 29,2022
Mr. Inaam Ullah Khan	Engineer	Operations	MARCH 29,2022
Mr. Muhammad Shahzad	Senior Officer	Maintenance	MARCH 31,2022
Mr. Muhammad Abdullah	Operator	Operations	MARCH 31,2022
Mr. Maqsood Ahmad Abid	Executive	Maintenance	APRIL 02,2022
Mr. Atif Malik	Senior Officer	Maintenance	APRIL 07,2022
Mr. Hammad Ahmad Khan	Senior Officer	C&MM	APRIL 16,2022
Mr. Naheed Akhtar	Security Guard	HR&A	APRIL 21,2022
Mr. Abdul Majeed	Security Guard	HR&A	APRIL 21,2022
Mr. Jawad Hussain	Senior Officer	Maintenance	APRIL 22,2022
Mr. Muhammad Shahid Shafi	Senior Officer	Maintenance	APRIL 30,2022
Mr. Muhammad Naeem	Security Guard	HR&A	APRIL 30,2022
Mr. Subhan Ullah	Field Operator	Operations	MAY 06,2022
Mr. Muhammad Usama Zafar	Field Operator	Operations	MAY 07,2022
Mr. Zohaibu Rahman	Field Operator	Operations	MAY 10,2022
Mr. Hamza Babar	Senior Officer	Operations	MAY 10,2022
Mr. Shahid Saeed	Field Operator	Operations	MAY 13,2022
Mr. Ayaz Ahmed	Boardman	Operations	MAY 18,2022
Mr. Usman Javaid	Senior Officer	Maintenance	MAY 27,2022
Mr. Hafiz Muhammad Asif	Senior Officer	Maintenance	MAY 30,2022
Mr. Muhammad Harris	Field Operator	Operations	JUNE 10,2022
Mr. Khalid Nawaz	Field Operator	Operations	JUNE 10,2022
Mr. Muhammad Imran Farooq	Field Operator	Operations	JUNE 13,2022
Mr. Faisal Shahzad	Executive	Finance & CA	JUNE 27,2022

HOW EFFECTIVE LEADERSHIP CAN DEVELOP LEARNING CULTURE & TEAM BUILDING



A team is commonly described as a group of people working together toward a common goal. A team is different from a group in many aspects, but the most notable difference is:

“A team shares a common goal and mission, but each member of a group works towards their individual goals.”

A learning culture refers to an environment where people are encouraged to learn new skills, gain more knowledge, and be innovative. If there is a culture of learning in any workplace, then the whole team will continuously progress and develop over time. On the other hand, in the absence of a learning culture, the team members' skillsets will be stagnated and they will lose their motivation and productivity.

Sometimes, team members with uncertainties such as fear of failure, feeling of insecurity on their current position, or worry about losing their jobs or even get punished; can transform to any team into a loose group of individuals with separate goals and ambitions.

Creating a learning culture and tolerance for failure in any purpose-driven team are vital aspects of generating an innovative and psychologically safe work environment. Very few professionals are self-born leaders, but by developing their people skills and building awareness around their shortcomings, blind spots, and self-management, anyone can grow to a great leader.

Listed below are some ways an effective leadership can develop a learning culture:

1. Provide Learning Opportunities

Team members might want to learn new skills, but they do not have the opportunity to do so. Team leadership need to ensure that they are providing the team with suitable opportunities to improve on their current skillsets. Virtual learning is an excellent way for it and is extremely effective and relatively easy to provide.

2. Make Learning Rewarding

One of the reasons that the team leaders might be having trouble developing a learning culture in the team is that the team members have no incentive to learn. As a team leader, it is the need to make learning something rewarding so that team members are enticed and motivated to develop

their knowledge and skills. If your employees view learning as unrewarding and something that will get in the way of their work, they will not contribute to establishing a learning culture. As a team leader, do not stifle the voices of the team members. Instead, let them speak up and challenge authority even if it results in some discord, because innovation is born in such situations.

3. Make Failure Acceptable

If people are too afraid to make mistakes, they will be most likely failed in the long run or be left behind or be in their comfort zones. A good team leader understands that failures are just as important as successes. For the development of a learning culture in a team, the team leader needs to make failures acceptable and share constructive ways for team to learn from their mistakes with going forward. If team members are too afraid of failure, they will not leave their comfort zone and learn. However, if team leaders approach failures and mistakes in a constructive way and show their team members that, sometimes, failing is okay because it means they are learning, then they will be more willing to try. This acceptance of failure will lead to employees going out of their comfort zone and exploring the ideas they previously would have avoided. If the team members go out of their comfort zone in the pursuit of new ideas, it can result in either success or failure, but it can also result in innovation. It is need of the hour to promote the view of seeing failure as positive and a learning process so that a learning culture can be developed.

4. Utilize Digital Tools

The utilization of digital tools is crucial for the development of a learning culture nowadays. Digital tools have become a part of our everyday lives. They provide ease and flexibility as well as a multitude of platforms where anybody can learn. So, make sure to have the latest digital tools available for every team member and have measures in place to ensure everyone can use them effectively.

By following these ideas, a productive and successful learning culture can be developed in the workplace. In any healthy, purpose-driven team, the learning process is a natural part of daily life, and team members should share their failures and celebrate their victories together.

AMERICAN PETROLEUM INSTITUTE (API)



Introduction:

If you are new to oil industry, it would not take too long before you start hearing the name “API”. So what actually API is?

API stands for “American Petroleum Institute”, the largest US trade association of oil and natural gas industry. It has nearly 600 members.

Evolution:

In 1911, a giant oil company “Standard Oil” (controlling almost all oil production, processing, marketing and transportation of United States at that time) was dissolved by US Supreme Court into 34 smaller companies on charges of being an illegal monopoly and in violation of Sherman Antitrust Act, 1890. The newly formed companies worked together with US Congress in World War-I to ensure that vital petroleum supplies were rapidly and efficiently deployed to the US armed forces. After the war, momentum began to build to form a national association that could represent the entire industry in the postwar years. Subsequently, the American Petroleum Institute was established on March 20, 1919.

API Mission:

API's mission is to promote safety across the industry globally and to influence public policy in support of a strong, viable U.S. oil and natural gas industry.

Significant Aspects:

Most significant aspect of API has been the development and maintaining of petroleum, natural gas, petrochemical equipment & operating standards. These standards represent the industry's collective wisdom on everything from drill bits to environmental protection. At present, API maintains more than 800 standards and recommended practices.

Other Contributions:

Apart from it, API also carries out the following works;

- Conducts or sponsors research ranging from economic analyses to toxicological testing.
- Collect, maintain and publish statistics and data on all aspects of US energy industry operations.
- Verifies that manufacturers are operating in compliance with industry practices under API Monogram program.
- Provides quality, environmental, and occupational health and safety management systems certification through APIQR.
- Certifies inspectors of industry equipment through Individual Certification Programs.
- Provides knowledgeable and experienced witnesses to observe critical material and equipment testing and verification.
- Provides third-party certification for a variety of oil and gas industry training courses through API's Training Provider Certification Program.
- Provides a way for service station owners to make sure their contractors have been trained to industry safety standards.
- Provides a voluntary licensing and certification program that authorizes engine oil marketers to meet specified requirements to use the API Engine Oil Quality Marks through API's Engine Oil Licensing and Certification System (EOLCS).
- Organizes seminars, workshops, conferences and symposia on public policy issues.

Considering such a huge influence on oil industry, you would probably continue to hear the term “API” as long as you remain connected to oil industry in any manner.

THE BIG IDEA OF COMPOUND EFFECT



Darren Hardy is an American writer and notable speaker. He derived a formula of success and mentioned in his book, "The Compound Effect". The components of Darren's formula

are as follows:

Decisions or choices + Actions or behaviors + repeated actions + Time = Success

Darren's formula is also called the Compound Effect. It is the principle of reaping huge rewards from a series of small, smart choices, made consistently, over a long period of time. A brief description of each component of compound effect is given below:-

Decisions/Choices:

There is a saying, **"the success is a product of the many good decisions you have made while failure is the product of the many good decisions you failed to make"**. For improving your life, there must be an improvement in your decision making. A good decision is borne out of conscious and critical thinking.

Actions/Behaviors:

After making that choice of reading a book weekly, losing some kg, hitting the gym, saving some money, etc., your choices are nothing but empty thoughts until it is brought alive by your actions. Your behavior towards that choice you have made is what matters in compound effect. The folk that decided to read four books per month has only decided to do it until he starts reading those books. If you decided to lose some weight, your decision remains invalid until you begin to do the necessary things that would help you lose weight like dieting, exercising, etc. That's action.

Repeated Action/Habits:

With time, after your actions become repeated, it forms into a habit. For instance, when you start saving, your mind has to be very deliberate to save daily. Once you can subject yourself to save daily, you would become so used to it that it might even become an involuntary action. For the compound effect to work, you need to keep doing that thing that would bring about a change. You must be able to create routines that would be habits beneficial to achieving your goals. By routine, it is mean something you do each day without a miss, such that it becomes as constant a brushing your teeth.

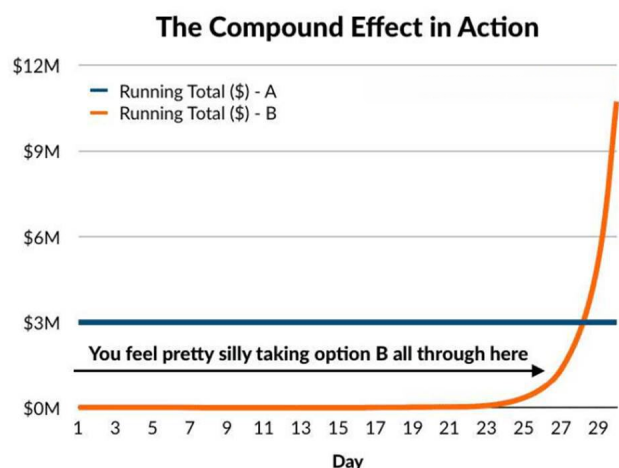
Hence, an unconscious action.

Patience in Compound Effect:

Change is a hard enough challenge without trying to paddle upstream. That's why, one of the most important steps you can take to jumpstart your success is to consciously tailor the information, associations and environment that you swim in.

Patience is the ability to wait for so long for something desirable and to achieve the results of Compound Effect; you must be very patient. The one cent-daily-man did not get his money to transform in a day; rather, it took him a while. This implies that most of the actions you take would not effect change immediately. For instance, if you decide to lose a hundred calories daily, you won't see the effect of the 100 calories lost. Instead, you would get to see the difference much later. You also cannot decide to build your muscles today and immediately see results. It takes time to see the result of discipline. With the compound effect the little step is the joy whether it is towards your health, finance, relationship, etc.

It can be better elaborated with a scenario. For example, would you rather have (A) \$3 million upfront or (B) one penny that doubles in value every day for 31 days? To maximise your gains, the correct answer is (B). But it doesn't happen quickly. After 19 days you'd still only have \$5,243 and you might feel pretty foolish next to a friend who chose option (A). It's not until day 29 that the compounding gains of option (B) net you \$3 million and by day 30 your patience would have tripled option (A)'s total takings. It happens due to power of the Compound Effect



OCCUPATIONAL BURNOUT: A DILEMMA



Occupational burnout is a growing concern for both individuals and organizations. The World Health Organization (WHO) defines professional burnout as:

It is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions namely:

1) feelings of energy depletion or exhaustion 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job 3) and reduced professional efficacy.

The past decade has seen an increase in research on burnout at work. A Harvard Business School report estimates that burnout at work costs the United States up to \$190 billion per year in health care costs and also causes at least 120,000 deaths in the U.S. each year.

People are more concerned about occupational burnout in this era. Research shows that Google searches related to burnout increased 2500% since 2015.

Millennials are experiencing high level of burnout as compared to previous generations and are less tolerant about it. According to a recent Deloitte survey, 84 percent of millennials said they had experienced "burnout" in their current job and nearly 50 percent said they had quit a job because of burnout.

Hence, when it comes to occupational burnout, always remember this: Burnout is not just in somebody's head.

There are two kinds of factors which causes occupational burnout; internal or personal factors and external or environmental factors. Though, these factors are multifaceted and often bidirectional: there are also many overlapping signs and symptoms between them.

Internal factors of occupational burnout are the results of our attitudes, thought patterns and beliefs which appear in the form of perfectionism, poor self-care, procrastination, self-criticism, and lack of work-life boundaries.

A study on external and environmental factors of occupational burnout by the Gallup organization found that the most common causes of burnout are excessive workload, unfair treatment at work, an unclear communication from managers, unreasonable deadlines, a lack of support, and not enough time for "deep work".

An author, Cal Newport, coined the term deep work to describe extremely difficult but also very satisfying form of work where we focus strongly on one thing in a deep way for a prolonged period of time. It is definitely the opposite of "busy work." A constant stream of tedious busy work can lead to burnout for some people, whereas less frequent but more intense bursts of highly demanding but focused creative deep work are more likely to keep us resilient and effective over the long term.

Occupational burnout is distinctive in every person but it can manifests itself in the form of uncooperative behavior, making careless blunders, overspending, increased skepticism and laziness, absenteeism, decrease in goals and commitments etc.

Employers can reduce occupational burnout in employees by empowering the employees, increasing their psychological wellbeing, allowing regular physical and mental workday breaks, appreciating and rewarding their contributions, and permitting good work-life boundaries. On the other hand, employees can also deal themselves with occupational burnout by clarifying personal values, establishing a mindfulness practice, avoiding self-criticism, committing self-care, and setting work-life boundaries.



