The term “team building” has become a buzzword in recent years, and has many connotations. In terms of corporate development, team-building exercises are important not only for the immediate experience of the activities performed by the team, but also for the group skills, communication and bonding that result. The activity is merely the means to the end: a high-impact learning experience. Team-building programmes provide realistic experiences that empower individuals to contribute to common goals. The success of most organisations depends on the ability of individuals to build effective teams.

The main goal of RCM’s team-building day at the Kila Eco Park was to improve productivity and motivation amongst the participants. Judging by the comments above by enthusiastic staff it was a resounding success.

“The Kila Eco Park Team Building day was fantastic. Everyone had a great time. Everyone has learnt the importance of working as a team. The strength of the team is each individual member. The strength of each member is the team.”
Parmesh Kumar – Regional Manager

“The training has developed relationships & trust amongst team members to achieve results and has also built self-confidence.”
Mohammed Mobin – RCM Lautoka Manager
The RC Manubhai Group of Companies inarguable “Gala Awards Night” was held last year to honour individuals who have provided long and dedicated service to the group and those who have been exemplary in the performance of their duties. Quality staff are the backbone of any organization so RC Manubhai felt it high time to recognize and celebrate their invaluable contribution to all the companies within the group.

Group Managing Director Dinesh Patel said it is the combination of all 710 staff members performing at their best that makes an organization such as ours the success it is. “There is no substitute for hard work and I wish to assure each one of you that as long as you stay dedicated and honest in your work, your jobs are secure and we will remain committed to looking after your welfare,” said Mr Patel.

EMPLoyEE’S EffoRT REAPs REwARd

RC Manubhai’s longest serving employee, Kanda Samy, was awarded the Platinum Award for his success and growth in the company by the PM at the Gala Awards Night. Kanda Samy has worked for the company for over 48 years and he certainly deserved a good round of applause for his long service and dedication toward the RCM Group.

Group Managing Director Mr Dinesh Patel congratulated Mr Samy for his loyalty and service to the company as he has contributed to commercial success for the Patel family.

Looking Forward

As we embark on a new and exciting year in 2016 I am looking forward to the new challenges it will bring. To keep you, our valued staff, up-to-date on future developments and current happenings within the Group we are proud to launch our new staff newsletter, Insight. We sincerely hope that it lives up to its name and provides you with an insight into where we wish to be as a company this next time. We look forward to your valued contribution in both our vision for 2016 and your new newsletter.

Proud PAST

Celebrating where you came from is an integral part of any person’s, or company’s, future direction and it is with that in mind we will be celebrating our first 50 years of trading in July this year.

We will be detailing plans for those celebrations in the next issue of Insight as we get closer to the event.

Gala Awards Night Huge Success

Above: Platinum Award (India tour package worth $10000) presented to Kanda Samy by Hon Prime Minister Josua Voreqe Bainimarama

Managing Director Dinesh Patel - Insight

Meet the Directors

Jiten Patel
The New Year will bring its own mix of successes and challenges, but our direction is clear and we know what we must do - continue to focus closely on what we can control. Our long-term value will come through and be reflected in our stock price over time if we do that.

Hiten Patel
Current circumstances are all quite challenging to work in. But no matter what the circumstances, we must not lose sight of our priority: to be strong and financially sustainable, customer focussed companies. Good luck to everyone for this new year.

Bhavesh Kumar
It’s important for us to use our time wisely and move forward as decisively and swiftly as we can in 2016. That will only be possible with your continued dedication and teamwork. Primarily in your own business and across the whole group.

Ashok Patel
The year ahead will bring its own challenges but I’m sure by working together, keeping focussed on our priorities and putting our customers first, we can realise our ambitions. I have made these my priorities and will count on you to do the same.

Rajesh Patel
Three things to remember this new year: First, maintain a strong sense of professional ethics without fail. Second, make time for creative work. Finally, communicate with everyone, this will help all of us recognise and fulfil our roles.
Early ‘Christmas Treat’ for elderly

It was an early Christmas for residents of a senior citizens home in Suva when Permanent Secretary for Women, Children and Poverty Alleviation, Dr Josefa Koroivueta and Ashwin Prasad of RC Manubhai Ltd joined residents of the Samabula Senior Citizens Home last December. The home was filled with excitement, laughter and joy as the senior citizens tucked into the Christmas lunch.

RELIEF FOR CYCLONE PAM VICTIMS - VANUATU

RC Manubhai Group stepped up and donated essential relief items to victims of cyclone Pam in Vanuatu last year. The items included Jerry Cans and Water buckets which were air freighted to Vila via a Fiji Airways chartered flight.

Company Director Mr Bhavesh Kumar stated “our group exports a significant amount of goods to Vanuatu so it’s only appropriate that we provide our assistance during times of hardship.”

When Altaf Hassan was treated with wrong medication his health deteriorated severely. A high cost of remedial treatment was required which was prohibitive for Altaf so RCM Director Jiten Patel arranged for a Doctor together with the fees for his treatment.

He has given his heartfelt appreciation to the director and the company for supporting him so generously in time of need.

When Fizaz Khan’s intestines were damaged during an operation in Fiji the Company picked up the bill for the treatment plus accommodation for his, his father’s and his wife’s, trip to India to rectify the problems.

Fizaz has said that he really appreciates the support that the company has shown towards him and his family.

In a time of reflection and sharing it is important to honour and remember those that gave us the most important gifts of all - life itself and the knowledge required for its journey...

It was in this spirit that sweets and firecrackers were given by RC Manubhai for an Old People’s Home Diwali Party.

When the call came for the need of some remedial work to the old folks home in Samabula the RCM Suva social committee determined to answer the call. Paint and materials were organized along with around twenty staff drawn from every department in the local branch to sand, scrape, and paint the aging home for the aged followed by a luncheon for the residents to celebrate their newly renovated premises.
OHS
FIRE WARDENS

The effectiveness of fire wardens in implementing the emergency plan will depend largely on the training they receive. It is likely they will respond effectively to a fire emergency if they have received adequate training, or had the benefit of regular testing of emergency procedures, including evacuation drills.

Consumer Council Christmas Training

Christmas shopping is a major part of the festive season and people go on a last minute shopping spree without being properly informed and sometimes end up making wrong choices.

To address this issue the Consumer Council spoke to RC Manubhai staff who are “on the ground” speaking to consumers and have a hands on experience dealing with consumer queries.

The intention was to equip staff to adequately answer customer queries to avoid any later issues.

Photos of the workshop were placed on their website and social media pages informing the public that the RC Manubhai team is equipped with the relevant information to assist consumers.

RC Manubhai and South Pacific Business Development (SPBD) have signed an agreement to help women with small businesses upgrade their homes. The joint venture allows women who are members of SPBD to purchase items from RC Manubhai through the loan scheme provided by SPBD.

“Creating Opportunities”

“Our intention is to make sure every citizen takes the advantage of this opportunity of an upgrade and a complete housing loan,” outlined SPBD President, Mr Gregory Casagrande.

Loame Dugu of Toga Rewa, a recipient of the project received a cheque to purchase items worth up to $1100 to upgrade her home. “This loan will help me upgrade our bathroom and toilet at home. I sell food packs and flowers in Nausori and with this loan scheme, I will be paying $48 weekly repayment,” she said.

Mr Casagrande, said the partnership will help SPBD to further provide important materials for rural women to help them further build their businesses and to further improve their homes. “Since coming to Fiji, we have provided unsecured financing to women micro entrepreneurs in Viti Levu, Vanua Levu, Taveuni and Ovalau amounting to over $16 million,” he said.

“This has been to help women start and grow small cogenerated businesses.”

ISO 9001 CERTIFICATION ACHIEVED

All three manufacturing operations of RC Manubhai Group are now ISO 9001 Certified. They include Manubhai Industries Ltd, CRP Industries Ltd and Roofing and Profiles (Fiji) Ltd.

Mr Carter said there had been a considerable effort in establishing the system processes and in documenting and standardizing the production processes in the factory. Mr Patel responded that the ISO Certification was indeed a feather in the cap for the Group and a great achievement for Fiji’s manufacturing sector and the country as a whole.

“Our manufacturing operations are fully focused towards quality standards that result in an increase in our market share, access to new markets, enhanced customer service and environmental benefits,” Mr Patel said.

From Left: SPBD President Gregory Casagrande, loan recipient Loame Dugu and RC Manubhai Director Ashok Patel
As a leading hardware company, RC Manubhai strives to be constantly on par with industry demands. RC Manubhai Group of Companies Director, Rajesh Patel, made these comments as the company hosted the Bosch Trade Night at the Tanoa Skylodge Hotel in Nadi recently.

The event boasted the showcase of the latest innovative BOSCH products from Europe. “We have to make sure that we are on the same page with the suppliers from overseas and with clients back home,” Mr Patel said.

“On display is the very latest technology that transforms the way tradesman and contractors do things - better and more efficient. This approach will raise the standard of the industry.”

BOSCH Brand measuring tools manager, Norayr Dabagyan, said their company is always working on the cutting edge in creating new and innovative technology to make tradesman’s job easier and safer.

RC Manubhai General Manager Operations, Narend Vikash, said: “The construction industry is booming in this country as we speak.”

Coupled with the growth in the DIY (Do it yourself) segment of the market. “The purpose of this evening is to showcase the new German Technology to our clients and major contractors in the Western Division,” he added.

“These products are innovative, great value and boast the very latest industry salient features.”

The BOSCH products are exclusively available at RC Manubhai nationwide.

Stress in the workplace today is a major consideration for employers and anything that can be introduced to alleviate this is a potential benefit to both employers and the employees. Less stressful employees will be more productive and are less likely to need time off through illness. Less stressful employees are likely to have happier home lives and this in turn leads to increased productivity.

Yoga is not only an activity you should put in your life, but one that employers should actively encourage, either by establishing classes, or even allotting time in the work day for training sessions.

Presence is important in business to command respect; in yoga it’s about connecting yourself with the present moment - being in tune with your surroundings.

Finally, yoga can ease pain. Practising postures (or asanas) and meditation reduces back and neck pain or more serious conditions including arthritis or multiple sclerosis.

Our Training Department scheduled an Art of Living Training session to get Improved interpersonal relations. The objectives of this course was to create: More ease, joy and harmony in personal and work relationships; A deeper sense of community; Increase awareness of both self and surroundings; Improve patience; Increase confidence and self-esteem; Improve inspirational Leadership; Promote teamwork & effective communication; Foster Creativity & Innovation.
RCM Group Staff Display Diwali Spirit

Above L-R: Rishal Chand - Glass & Mirror Lautoka, Ajax Lautoka Rangoli, Glass & Mirror Suva Rangoli, Tavua Branch Rangoli, Reshmi Kumari - RCM Suva

Below L-R: Sanjeeta Kumar - RCM Lautoka, Nafeez Baksh - RCM Ba, Vanesha Prasad - CRP

GIMME MORE!

This is your new newsletter so we invite you to participate in its content - if you want more of something then give us a heads up on what you want and we’ll do our best to accommodate you.

Tell us about issues you face, upcoming events in your life, share your photos and stories with us and the rest of the RC Manubhai family!

The things that are important to you are important to us so let’s make this a newsletter we all look forward to receiving. Send your contributions and ideas to: Shivangini (hrsv@rcmanubhai.com.fj)

NEW ARRIVALS

Shreyashna Aanya Lal
DOB: 7th April 2015
Daughter of Avinesh Kumar Lal

Ahana Amaira Ahmed
DOB: 7th Mar 2015
Daughter of Shristy Ahmed

Ahana Parisha Prasad
DOB: 21 June 2015
Daughter of Deepak Prasad

Pranav Dutt Sharma
DOB: 20.11.15
Son of Prem Dutt

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DOB: 20.11.15
Son of Prem Dutt

STAFF WEDDINGS

Samuel Bali & Janice Janita
Date: 25th July 2015

Ashnil Dass & Triptity Dass
Date: 29 November 2015

Salveen & Swastika
Date: 31st October 2015