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# SECTOR PERFORMERS OF THE YEAR 2015

**Mr. A. Norman Sabga LLD (Hon.) UWI**  
*Group Chairman and Chief Executive*

***“Nothing Truly Great is ever accomplished without Great Effort.”***

On behalf of the Board of Directors, Executives, Management and Staff of the ANSA McAL Group of Companies, I wish to congratulate our Sector Performer Winners and nominees for 2015.

In this special edition of the Corporate Broadcast, you will get to know a bit about our winners:

- Clarence Ramkhalawan – Automotive Sector
- Elmond Sharry – Beverage Sector Performer
- Ramesh Ramcharitar – Distribution Sector
- Padma Ramesh – Financial Services Sector
- Leon Ajodha – Manufacturing Sector
- Wayne Brathwaite – Media Sector
- Claudia Charles – Retail Sector
- Daniel (Danny) Paredes – Services Sector and
- Rahim Mohammed – Corporate Services Sector

Success is gained in the pursuit of Excellence.

We are appreciative of the part you have played and continue to play in maintaining our performance standards and commitment to Excellence. We know that achievement and success are not by accident, as success comes after spending hours of hard work and giving one hundred percent of time and effort.

Without question, people who pursue Excellence in their own arena, become leaders in their field. The will to win, the desire to succeed, the urge to reach your full potential, are drivers towards personal Excellence.

Congratulations on this wonderful occasion and may the brilliant glow of your achievement light the way to even greater success.

Best Wishes,

**A. NORMAN SABGA LLD (Hon.) UWI**  
**GROUP CHAIRMAN AND CHIEF EXECUTIVE**







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## SECTOR PERFORMER 2015 AWARDS LUNCHEON - 10th FLOOR, TATIL BUILDING







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## SECTOR PERFORMER 2015 AWARDS LUNCHEON - 10th FLOOR, TATIL BUILDING







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# CLARENCE RAMKHALAWAN

## SECTOR PERFORMER 2015 - AUTOMOTIVE

**POSITION: HSSE MANAGER  
COMPANY: ANSA AUTOMOTIVE**

As the HSSE Manager, Clarence Ramkhalawan makes it his priority to get involved in every area of ANSA Automotive to drive company success. He is always on point to provide assistance where needed to ensure goals are met and that industry best practices are adhered to.

Clarence was a key player in the opening of the ANSA Motors Chaguanas facilities, at times working 48 hours non-stop just to ensure that project deadlines were met. He continues to take the lead in enforcement of all company policies and procedures, not limiting himself to just HSE.

Since joining the ANSA McAL Group in 2012, Clarence continues to embody the ANSA core values: Employee Centered: Customer Excellence: Creativity and Innovation: Social Responsibility and Respect and Trust. He dutifully ensures that these values are upheld by his colleagues.

Engaging, inspirational and a team player, Clarence is certainly an ANSA McAL Champion.





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## AUTOMOTIVE SECTOR PERFORMER 2015

# Q&A *with Mr. Jerome Borde - Automotive Sector Head*

**(Q) HOW LONG HAVE YOU KNOWN CLARENCE AND WHAT DID IT TAKE FOR HIM TO BE SELECTED AUTOMOTIVE SECTOR PERFORMER FOR 2015?**

*(A) Only two years but immediately he got right into gear. He hit the ground running and volunteered to take on the largest project of the year. He worked relentlessly for 7 days a week for 12 months straight. Without any doubt he absolutely delivered! Talk about a call to action.*

**(Q) WHAT CHARACTERISTICS MAKE UP A CHAMPION PERFORMER?**

*(A) Passion, commitment, selflessness.*

**(Q) WHAT DO YOU LOOK FOR WHEN HIRING SOMEONE IN THE AUTOMOTIVE SECTOR?**

*(A) Above all, Attitude is everything.*


**(Q) IF YOU HAD TO GIVE CLARENCE A DREAM CAR WHICH ONE WOULD IT BE? :)**

*(A) Ford Mustang. It can take on all challengers.*



## SECTOR PERFORMER 2015 - BEVERAGE

**POSITION: BOTTLING HALL SUPERVISOR**  
**COMPANY: CARIB BREWERY (ST. KITTS AND NEVIS) LTD**



Elmond Sharry joined Carib Brewery, St. Kitts in 1985 as a Bottling Line Operator, then as a Filler and Labeler Operator. Over time he was promoted to Bottling Line Maintenance Mechanic and then to Bottling Hall Supervisor in 2004.

Throughout the years, Elmond has shown the ability to adapt to the changing technology at Carib from a highly manual operation, to a situation where the processes and machinery are highly automated and mainly controlled by Programmable Logic Controller. Under his supervision, the Bottling Line and the Brewery in St Kitts, set an outstanding production record of just under 1,000,000 cases, while also breaking monthly production records in 2014.

In 2015, he again rose to the occasion when the Brewery was called on to produce additional product for the Trinidad & Tobago market. He rallied his team, and together with them produced the record volumes required for the Christmas season. His work ethics, organisational capabilities and exceptional leadership and teamwork skills lead to record breaking profits in 2015.

An outstanding performer and model employee, Elmond has propelled Carib Brewery (St Kitts & Nevis) to reach new heights of production performance. He is a disciplined team player who is not afraid to take ownership and drive new processes.





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## BEVERAGE SECTOR PERFORMER 2015

# Q&A

with Mr. Mark Wilkin – Managing Director – Carib Brewery (St. Kitts & Nevis) Ltd

**(Q) HOW LONG HAVE YOU KNOWN ELMOND AND HOW DIFFICULT A PROCESS WAS IT IN CHOOSING HIM AS THE BEVERAGE SECTOR PERFORMER 2015, GIVEN THE TALENT POOL IN YOUR OFFICE?**

*(A) I have known Elmond since 2003 when I joined the Brewery. It was a very easy process, as Elmond managed the department- the Bottling Hall, that was very instrumental in ensuring the Brewery produced the best results in its history. The Bottling Hall worked 24 hours for the first time ever for about 2 months to produce product to be shipped to Trinidad and Tobago.*

**(Q) WHAT MAKES HIM SO SUCCESSFUL IN HIS JOB?**

Elmond-

- Is committed to the task of managing the Bottling Hall
- Leads by example
- Takes all duties seriously and maintains high standards
- Also highly respected by all staff
- Has a can do disposition
- Knows his job well
- Is a team player who communicates well and listens
- Does not shy away from a new challenge
- Always up to date with all paper work and postings in AX
- Is cooperative and effectively delegates tasks and
- Always has a pleasant disposition

**(Q) WHAT QUALITIES DO YOU LOOK FOR WHEN CHOOSING SOMEONE TO WORK AT CARIB BREWERY (ST KITTS AND NEVIS) LTD?**

*(A) A team player who is committed to meeting the company's goals and objectives by working with all staff while willing to learn new things.*

**(Q) IF ELMOND HAD TO DRINK A BEVERAGE OF YOUR CHOICE WHAT WOULD IT BE? :)**

*(A) Carib of course!*





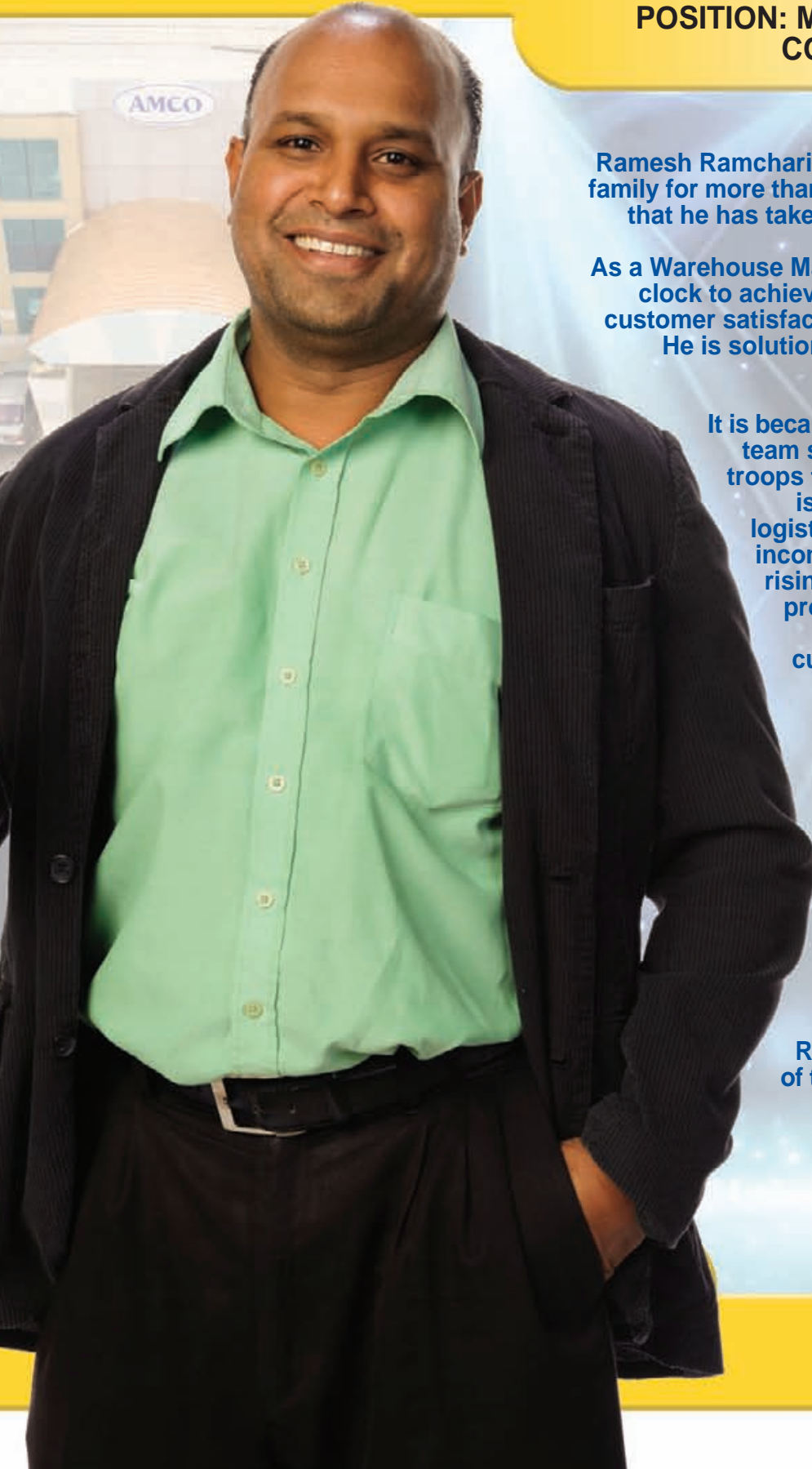


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# RAMESH RAMCHARITAR

## SECTOR PERFORMER 2015 - DISTRIBUTION

**POSITION: MANAGER WAREHOUSING  
COMPANY: AMCO**



Ramesh Ramcharitar has been a member of the AMCO family for more than 17 years and loves his job so much that he has taken only one personal day since 2008!

As a Warehouse Manager, he willingly works round the clock to achieve the company's objectives of 100% customer satisfaction and total operational efficiency. He is solutions oriented, flexible and encourages his team to think creatively.

It is because of his 'never say die' attitude and team spirit that Ramesh is able to rally the troops to overcome the trials of operational issues in a fast paced warehouse and logistics environment. He skilfully directs incoming containers and avoids potential rising demurrage to ensure that AMCO's profitability is unaffected. He is always willing to go that extra mile to meet customer demands at short notice and ensure full customer satisfaction.

Ramesh is a loyal, passionate, caring, systematic, hardworking, firm and fair individual, who is able to motivate staff in a unionized environment. These are the managerial qualities that pave the way for good union/company relationships, which is exemplified by no union grievances over the past two years at AMCO.

A model ANSA McAL employee, Ramesh lives and breathes the maxim of the Group – The Best Place to Be, the Best Place to Invest, the Place for Performers.



Aistons Marketing Company Ltd





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## DISTRIBUTION SECTOR PERFORMER 2015

# Q&A

with Mr. Jose Nivet - Sector Head - Distribution

**(Q) HOW LONG HAVE YOU KNOWN RAMESH AND WHEN DID YOU REALIZE THAT HE HAD THE CHARACTERISTICS OF AN EXCEPTIONAL EMPLOYEE?**

*(A) I have known Ramesh for the last 21 years.*

*Ramesh started as the Company Warehouse Attendant in 1995. From inception he always demonstrated a willingness to assist and quickly became the “go to” person in his department. He is very reliable and can be counted on to do what is required to get the job done. This quality was sustained throughout his employment and resulted in him being promoted to Forklift Driver, Assistant Warehouse Manager and subsequently to his current position as Warehouse Manager.*

**(Q) WHAT ARE SOME OF HIS BEST QUALITIES AND WHY DO YOU THINK HE IS SO SUCCESSFUL IN HIS JOB?**

*(A) Ramesh continuously displays a strong commitment to his responsibilities. He is innovative and is always seeking ways and making suggestions on how things can be done more efficiently. He pays attention to detail and ensures there are minimal disruptions to the running of the Warehouse.*

**(Q) WHAT ADVICE WOULD YOU GIVE TO A NEW RECRUIT JOINING THE DISTRIBUTION SECTOR?**

*(A) Be an innovator and don't accept the status quo.*

*Show interest in the job.*

*Be willing to assist and work with others which will help in building leadership qualities.*

**(Q) IF YOU HAD TO LOAN THIS CHAMPION TO ANOTHER SECTOR WHICH ONE MIGHT IT BE? :)**

*(A) Carib Brewery Limited.*





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# PADMA RAMESH

## SECTOR PERFORMER 2015 - FINANCIAL SERVICES

**POSITION: MANAGER, ACCIDENT & HEALTH  
COMPANY: TATIL GENERAL**



Padma Ramesh has been with TATIL General for over six years, and certainly knows how to create and deliver the extraordinary. Despite systems limitations, she implemented the structure of Direct Credits for corporate clients to ensure her team met all service level agreements with brokers and clients.

She was also the front-runner in the application of a 'systems work around' that required the development and use of tablets by her staff. This initiative enabled clients who called to have a 24 hour, 365 days of the year, "Medical Concierge Service", so that they could confirm balances on medical limits and have options for medical care institutions.

With a tenacious spirit, persistency and care, Padma has deepened TATIL's broker relationships and partnerships with credit unions and professional entities.

Padma is an inspiration to all and motivates her team of seventeen employees to accept the significant growth in business and to effectively service corporate clients and their employees. It is because of her efforts to do more in her field of work, the TATIL brand and that of the Group continues to soar.







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## FINANCIAL SERVICES SECTOR PERFORMER 2015

# Q&A *with Mr. Musa Ibrahim, Managing Director - TATIL General*

### (Q) HOW LONG HAVE YOU KNOWN PADMA AND WHAT MAKES HER A CHAMPION PERFORMER?

*I have known Padma Since 2010. I actually interviewed her and recommended her for hire. From the start, I was immediately challenged to find a job suitable for her given the extent of her experience and the fact that it was non-insurance related.*

*In her first job, she was initially tested in a special project in the Administration department, to automate the Company's stationery stock. This is stationery for 100 agents, 250 staff, and 60,000 clients.*

*After successfully completing this in record time, she was appointed as Assistant Manager of the Accident & Health (A&H) Department. After a few months, the position of Manager became available.*

### WHAT MAKES HER A CHAMPION?

- Padma and I both knew she did not have the experience to "easily" run the A&H department. With little training and zero handover, I told her to "start swimming, and I will ensure you would not drown.....she smiled."
- After some years of losing business and inheriting a contracting topline, within one year, the departments revenue hemorrhage had stopped, claims settlement became predictable. Client servicing levels improved.
- We began retaining more business, Brokers recognized the improved performance and our relationships with Brokers began to develop.
- We started to see the returns from our efforts to network and build relationships with Brokers and Producers.
- Although our systems were basically manual, Padma was able to prove to Brokers why TATIL was the preferred insurer. She negotiated hard with them, and offered guarantees and committed to SLA's. Padma and her team were able to maintain their commitment and build our brand.
- In 2015, A&H was the fastest growing line of business in TATIL, and the year we had record growth in Corporate business (Group business).
- Looking back 5 years, the A&H department has grown top line by +70%, and increased profitability by 120%.

### (Q) DO YOU THINK PEER RECOGNITION MAKES A TEAM STRONGER?

*(A) Yes I do. This is part of a winning formula, which includes a shared vision, and strategies, and always knowing how we are performing vs our goals and objectives. Rewarding and recognizing individuals for excellence lifts the level of performance of the team.*

### (Q) WHAT TYPE OF PERSON DOES IT TAKE TO WORK IN THE FINANCIAL SERVICES SECTOR OR THE INSURANCE FIELD?

*(A) Key characteristics of an individual will include integrity, trustworthiness, discipline, accuracy, being time conscious and a passion in serving clients.*

### (Q) IF YOU HAD A PRIZE TRIP TO OFFER PADMA WHERE DO YOU THINK SHE IS MOST LIKELY TO GO? :)

*(A) Either visiting her children who are studying in the USA or her parents who live in India.*





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# LEON AJODHA

## SECTOR PERFORMER 2015 - MANUFACTURING

**POSITION: HSSE MANAGER  
COMPANY: ANSA COATINGS LTD**

Leon Ajodha started his career at ANSA Coatings Ltd (ACL) as the HSSE Superintendent in 2012 and was promoted to HSSE Manager in 2016. He is a certified trainer in Occupational Health, Safety and General Industry with accreditation from the US Department of Labour.

Through his expertise and management, ACL was able to win the Group "HSE Award" for 2015, excelling in Health, Safety and the Environment performance. ACL also had a record 792 days without any Lost Time Injury (LTI) due to his astute supervision.

The improvement in safety culture has been attributed to his diligence in educating and overseeing supervisors and support staff on safe work practices and encouraging employees to identify, report and provide solutions to work hazards.

Described as an enabler, Leon has extended his expertise to other areas in the Group. He is one of the members responsible for the formation, development and roll-out of the Group's Incident Command System (ICS) and also provides HSSE support to Sissons Paints (Grenada) Ltd.

As a colleague and friend, Leon has proven time again that he is a true humanitarian by caring for and supporting members of staff with health challenges. He makes himself available to take them to the nearest health facility, even following up with visits to their home afterwards.

A true team player, Leon is an avid sportsman, having represented ACL in football, basketball and cricket. He is certainly a winner in the ANSA McAL Group.







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**MANUFACTURING  
SECTOR PERFORMER 2015**

**Q&A** with Mr. Andy Mahadeo, Sector Head - Manufacturing

**(Q) WHAT MAKES LEON A CHAMPION PERFORMER IN THE MANUFACTURING SECTOR?**

*(A) Leon embodies the ANSA McAL Leadership Purpose. Through his leadership, he was able to inspire the organization to achieve extraordinary results in Health and Safety for 2015, winning the Chairman's award for the Best HSE Performance.*

**(Q) DO YOU THINK ONE PERSON'S JOB IS MORE IMPORTANT THAN THE OTHER?**

*(A) No. While different employees perform different functions, we are all part of one value chain that stretches from our Suppliers to our Customers.*

*Each link in that chain serves a purpose and each contributes to the overall effectiveness of the organization and our success.*

**(Q) WHAT ADVICE WOULD YOU OFFER TO A NEW EMPLOYEE WORKING IN THE MANUFACTURING SECTOR OF ANSA McAL?**

*(A) Success is not just about hard work, it is about creating value for the organization. Invest the time to really learn about the business and look for ways to make a positive difference.*

**(Q) IF YOU HAD AN OPTION OF GIVING LEON A CAR AS PART OF HIS PRIZE, WHAT DO YOU THINK HE IS LIKELY TO DRIVE? :)**

*(A) Leon is a performer, not too flashy but thoroughly dependable and low maintenance. Sounds like a Honda...*



## SECTOR PERFORMER 2015 - MEDIA

**POSITION: PRINT SUPERINTENDENT**  
**COMPANY: GUARDIAN MEDIA LTD (GML)**



Wayne Brathwaite joined Guardian Media Ltd (GML), then known as Trinidad Publishing Company in 1982, as a Trainee Process Technician in the Production Department.

Due to his excellent performance and leadership qualities he was promoted several times to various positions including Supervisor and Senior Supervisor and now holds the post of Print Superintendent at GML.

Wayne was a driver in reducing overtime costs in 2015 and also reduced the amount of spoilage on the printing press, resulting in additional savings to the company. He also led a team building exercise in an effort to better understand his team's potential and encourage accountability.

Wayne is a dedicated father and family man and has become a well-respected member of the GML community. He is a natural leader with focus on teamwork, efficiency and productivity at all times.







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## MEDIA SECTOR PERFORMER 2015

# Q&A *with Mr. Lucio Mesquita - Managing Director - Guardian Media Ltd.*

**(Q) AS THE NEW MD OF GML YOU ARE NOW GETTING TO KNOW YOUR EMPLOYEES. HOWEVER, WHAT ABOUT WAYNE MADE HIM THE MEDIA SECTOR PERFORMER FOR 2015?**

*(A) From the moment I arrived at Guardian Media I took a particular interest in the press area. This is a vital part of our operation sometimes not as well as understood, as it is also the most industrial element of what we do. The press process is fascinating but also very complex and I am impressed by how Wayne, over the years, has been working on improvements to the operations and staff development.*

**(Q) DO YOU THINK IT'S IMPORTANT TO RECOGNIZE AND REWARD EMPLOYEES?**

*(A) Absolutely. We all know how good it feels when our efforts are recognized. It's important we do that as much as possible – through daily acknowledgement of a job well done, to major moments like the selection of a Sector Performer.*

**(Q) WORKING IN A MEDIA ENVIRONMENT IS CHALLENGING AND UNIQUE AND CERTAINLY NOT 'GLAMOROUS' AS PEOPLE THINK, SO WHAT QUALITIES DO YOU LOOK FOR IN A NEW RECRUIT AND WHAT PIECE OF ADVICE WOULD YOU GIVE TO HIM/HER?**

*(A) Indeed, never be fooled by the glamorous Hollywood treatment to the profession! I think the key qualities for someone to do well in the media sector are the same for any other sector, in that you must be always curious to know and learn and you must persevere, especially when things aren't working as planned. My piece of advice is that someone in the media sector should never stop being as curious and questioning as a 12 year old.*

**(Q) IF WAYNE HAD TO TEMPORARILY MOVE FROM THE PRODUCTION DEPARTMENT, WHERE OR WHAT AREA IN GML DO YOU THINK HE MAY TRY A THING OR TWO? :)**

*(A) Interesting question... I think Wayne could do well anywhere in Guardian Media given his commitment and interest in learning more to do better.*



## SECTOR PERFORMER 2015 - RETAIL SERVICES

**POSITION: PURCHASING MANAGER**  
**COMPANY: STANDARD DISTRIBUTORS LTD (SDL)**



Claudia is a two time winner of the Sector Performer Award, having won the award for the Manufacturing Sector in 2011! She then moved to Standard Distributors Ltd (SDL) in 2014, with ten years in the Group under her belt and the skills required to purchase merchandise, and the items required to fuel a production line.

With her fortitude, generous spirit and thoughtfulness, she built a competent team of buyers around her, who are all in control of their various portfolios which are expertly managed. Her marketing prowess were also highlighted as she devised a plan to guide buying, ensuring that the 'big sellers' were always on display and more importantly, available for purchase.

Claudia deftness in purchasing meant that SDL had 'no stock outs'. Freight costs have been negotiated downward and shipments enter the compound in a staggered manner to ensure no demurrage.  
What a planner!

She has a solid understanding of what it takes to lead her team and due to her understanding of the products and suppliers, she has built genuine relationships with them.

A go-getter, Claudia is known to get off a plane from a 5 day purchasing trip to immediately entering an SDL warehouse sale and, without catching a breath, work the floor to the satisfaction of customers.  
Claudia is a leader, not by talk, but by action.

ANSA McAL is proud to have her on our team.







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**SECTOR PERFORMER 2015 - RETAIL SECTOR  
PERFORMANCE WINNER**

**Q&A** with Adam Sabga – Managing Director, Standard Distributors Ltd.

**(Q) HOW LONG HAVE YOU KNOWN CLAUDIA AND HOW LONG DID IT TAKE YOU TO REALIZE THAT YOU HAD AN EXCEPTIONAL EMPLOYEE ON YOUR HANDS?**

*(A) Claudia joined the SDL team in 2014. I actually met her at the award ceremony when she was presented with sector performer for Manufacturing in 2011. I was looking for a Purchasing Manager and Roger Roach from ANSA Coatings Ltd called to advise that Claudia was in the market for a new challenge. I interviewed her, and she joined the team shortly after.*

*At first Claudia was reserved. I was initially concerned because she lacked confidence in the role. However I allowed her to settle and find her “legs”. Soon thereafter Claudia got “comfortable”.*

*Within her first 6 months, Claudia was fully submerged into the world of furniture electronics and appliances, rationalized our stock and buying plan and built close relationships with all of our suppliers. I knew then that she was the right fit for us.*

**(Q) WHAT DO YOU LOOK FOR IN AN EMPLOYEE WHEN HIRING?**

*(A) I look for values. I can work with anyone and teach them a new skill, but it is the individual’s values and way of thinking that would decide if they would best be suited for the role.*

*Some people can interview very well, but only time would tell if that person has the tenacity, dedication, honesty and mind set to drive extraordinary results.*

**(Q) WHAT ARE SOME OF HER BEST QUALITIES AND WHY DO YOU THINK SHE IS SO SUCCESSFUL IN HER JOB?**

*(A) Claudia is not afraid to challenge herself. She is a genuine leader and has managed to build a great and solid team around her. She is not afraid to roll up her sleeves and lead from in front.*

*She genuinely cares about the company’s success and that in itself is a quality any MD would want from one of his managers.*

**(Q) GIVEN THAT SHE IS A TWO TIME SECTOR CHAMPION (MANUFACTURING AND NOW RETAIL), DO YOU PLAN ON GIVING HER A DAY OFF OR PERHAPS TWO? :)**

*(A) Claudia is one of the few people, that even if I give her a day off, she would be at her desk bright and early the next day. Claudia is someone who doesn’t quit until it is done, and done well.*

*She owns the challenges and obstacles of her role and department, and a day off would only delay her quest to conquer them. That being said, I’ll happily oblige because it is more than deserved.*





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# DANIEL (DANNY) PAREDES

## SECTOR PERFORMER 2015 - SERVICES

**POSITION: WAREHOUSE SUPERVISOR**  
**COMPANY: ANSA McAL (US) INC.**

Daniel has been the Warehouse Supervisor at ANSA McAL (US) Inc. since 2014 managing the 10,408 square foot warehouse in Miami.

He runs a tight ship and continues to exceed expectations in the challenging day to day operations of the warehouse environment.

In 2015, with gusto and determination, Danny together with one employee loaded approximately 207 containers, averaging 12 containers per month, whilst also receiving cargo during the course of the business day.

A people's person, Danny is a dedicated and loyal team player who connects with all members of the ANSA McAL (US) family including truckers and couriers who visit the warehouse daily. He leads by example and is the ultimate professional when working with his counterparts and external customers, setting high standards for himself and instilling them in others.

Never one to rest on his laurels, Danny is always willing to learn new tasks and humble enough to ask and engage those around him.

The ANSA McAL Group is certainly a winner in having him in our family!



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ANSA McAL (US) Inc





## SERVICE SECTOR PERFORMER 2015

# Q&A *with Ian Galt, Sector Head - Services*

**(Q) HOW LONG HAVE YOU KNOWN DANNY AND WHAT ABOUT HIM MADE YOU SIT UP AND TAKE NOTICE?**

*(A) Not long. I met Danny weeks ago given the transfer of ANSA US into my Sector. What made me sit up and take notice was walking in to "his" Warehouse, and seeing what he was doing and how well he was doing it. After this, when I met and engaged with him, it was clear in my mind that Danny is a Leader. He is well spoken and clearly a loyal and dedicated Team player.*

**(Q) WHAT TO YOU ARE THE MAJOR CHARACTERISTICS OF A HIGH PERFORMER?**

*(A) Someone who goes beyond the call of duty. Someone who is not in a job purely for personal gain, but who is there for the balanced gain of Company, Team and Self.*

*A person who leads by example and finally, a person who does not believe that to be a Leader, you must be in a senior role or job.*

*Leadership is a quality, not a job title.*

**(Q) WHAT DID YOU THINK OF THE SECTOR PERFORMER EVENT FOR CHAMPIONS HELD IN HONOUR OF THE WINNERS? DO YOU THINK IT'S IMPORTANT TO REWARD AND RECOGNIZE EMPLOYEES?**

*(A) I thought it was an excellent Event and it is so good to see that our most senior Executives give it the time and importance it deserves.*

*Events like this are a must if we truly believe that our most important asset are our people.*

**(Q) DO YOU THINK DANNY MIGHT WANT TO DO A STINT IN TRINIDAD? :)**

*(A) I'm not sure. I did not ask him but there is certainly no harm, as long as it has the support of his President.*

*Danny has a young family, (two young daughters), so it's difficult to know how practical a move it would be for him.*

*I know he fell in love with Trinidad as a place, and said he would be back. You never know.*

*I can tell you this, if my Sector can do half of what he has done, we'd save millions of dollars in Warehouse efficiency.*





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# RAHIM MOHAMMED

## SECTOR PERFORMER 2015 - CORPORATE SERVICES

**POSITION: SECTOR HR MANAGER-BEVERAGE**  
**COMPANY: ANSA McAL HEAD OFFICE**



Rahim made great strides in 2015 in creating and delivering the extraordinary and certainly lives up to his name as “Mr Reliable”.

Having moved from Automotive to the Beverage HR team in 2014, he took up the challenge and spearheaded the Beverage P90X project redesign as a company wide-process.

Rahim has made significant inroads in driving the Beverage Sector’s HSSE requirements and the Industrial Relations agenda. Recently, he led a team that negotiated and signed the collective bargaining agreement at Grenada Breweries Ltd (GBL) before the expiry date, which was a milestone for the company.

As a respected leader and motivator, he was able to pull his team together across the Sector and transform them into an extremely high-functioning team.

Rahim gets the job done and can be seen putting in the extra hours walking the floor with his staff, addressing employee concerns and adding to the morale of the staff.

Disciplined, an exemplar and mentor, Rahim Mohammed is certainly the real deal.





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## CORPORATE SECTOR PERFORMER 2015

# Q&A with Ms. Teresa White, Sector Head – Media and Group HR Director

**(Q) HOW LONG HAVE YOU KNOWN RAHIM AND WHEN DID YOU REALIZE THAT HE HAD CHARACTERISTICS OF A TRUE CHAMPION?**

*(A) I have known Rahim since he joined the Group in August 02nd, 2012. He quickly demonstrated his intelligence, efficiency & thoroughness - in fact, before the end of his first month.*

**(Q) WHAT PIECE OF ADVICE WOULD YOU GIVE TO AN EMPLOYEE WHO MAY FEEL THAT HE/SHE IS NOT BEING NOTICED FOR THEIR WORK OR WHO WANTS TO SEE INSTANT REWARDS?**

*(A) In giving such advice, the first thing that I do is to put myself in the shoes of the employee who makes such a request. When doing that, I will immediately be aware that the person may feel frustrated or even disenfranchised. The easy thing to do at that point is to feel sorry for yourself and this can lead to negative reactions, such as disengagement or feelings of resentment. Once you find yourself operating with these emotions, it is inescapable that your performance will be compromised. You will not think as sharply, you will not authentically personify the leader you wish to be & you will not be inspirational.*

*So, you then have to be very conscious in taking control of the one thing that you can control - yourself. You get up, dust yourself off & challenge yourself to see if the reason that you are not being recognized is actually something that you are doing or not doing. At this point, you need to confront the truth about yourself: the good, the bad & the ugly. I always find that it helps to bounce my thoughts off of a person who I know is on my side, but who will tell me the truth - even when (especially when) it is uncomfortable. I am blessed to have had a mother who would point out things that I would have preferred to gloss over. I lost her earlier this year, but I also have a thoughtful, intelligent husband who is committed to my success & he often gently points out where I can step up. Also, I am seeing the emergence of two teenaged daughters who seem to have no compunction in pointing out hard truths about myself, so it's all good.*

**(Q) WHY DO YOU THINK IT'S IMPORTANT TO RECOGNIZE AND REWARD EXCEPTIONAL EMPLOYEES?**

*(A) Leadership rests on a few key pillars & one of them is accountability. Accountability is as much about celebrating excellence as it is about correcting delivery shortfalls. Besides the sheer pleasure & satisfaction that celebrating success engenders, it is the right, equitable & ethical thing to do. The first wrong thing that aggrieves any child is if something is unfair. It is unfair to rest on the labours of others without putting any of your skin in the game. It is equally unfair to not give credit where credit is due.*

**(Q) TELL US SOMETHING ABOUT RAHIM THAT MOST PEOPLE DON'T KNOW BUT WHICH YOU CAN SHARE? :)**

*(A) Most people know that Rahim is a deeply devout & spiritual person. He was born into a traditional Muslim family & is now a Christian. Most of us in Trinidad would not find that surprising as we see that the various religions are merely paths to the same God. Though some paths may be more suitable to our personal stories, we believe that they are all going in broadly the same direction & certainly to the same destination.*

*But what most people don't know about Rahim is that he has been a strong supporter of the Beverage Sector's marketing efforts LONG BEFORE he joined the sector. When he was the Automotive Sector HR Manager, he spent a great deal of time in Barbados with the HR managers from the other sectors & Head Office. He along with his good friend in IR, Kashta Ome, & the Bajan driver assigned to the team, Patrick, were the big organizers of the Stag-sponsored Q in the Community lime - wherever it happened to be in the country. If you are interested, Mr Ome has video footage on his phone of some of Rahim's impressive dance moves. Let me put it this way - he still gets pekong up to this day.*



# See yourself here?

*Well here's how you could be the winner of the 2016 Award for your Sector!*



**ansa mcal**  
GROUP OF COMPANIES



We will be taking nominations for the 2016 winners early next year! So start thinking about the way that you can demonstrate the following criteria this year.

**ALL OUR WINNERS HAVE SUCCEEDED BY:**

- **Creating and Delivering the Extraordinary**  
– Deliver strong results but also work towards creating improved ways of working in a sustainable way.
- **Building Esteem, Inspiring and Enabling**  
– They would emerge as a natural leader among your peers, or reports and even manages to encourage teamwork, productivity, and the commitment and dedication of others. They would enable others around you to also be more productive.
- **Thought leaders and exemplars**  
As a thought leader, they are the “go-to” person in your field of work. They not only have innovative ideas, but are able to turn those ideas into reality with measurable success. They demonstrate positive organizational citizenship behaviours, and are always willing to assist others. They also defend organisational policies & procedures, and actively recommend & identify ways of improving organisational processes to maximise efficiency.

Good luck to you all!

*We know you are out there!  
So let's go!  
Contact your HR Lead for further information.*