



FICCI E-NEWS

VOL. 6 | AUGUST 2021

"BE SEEN & BE HEARD"

DIRECTOR'S MESSAGE:

by Naresh Mirani, VP Events

COVID-19 has greatly impacted the way we do face to face interactions and events have taken place. The past few months have been challenging for us, and we are all trying to adapt to the new circumstances and difficulties in our businesses and homes.

At the FICCI, we are responding by making changes in our events in order to ensure the safety of all members. With the help of technology, we have been able to continue interacting and sharing best practices from our members by our learning events which have now all been via Zoom.

Through this, our members have been able to attend various events such as the ASEAN Healthcare Expo and Home Furnishing Expo in February that have helped in strengthening our bonds with our international partners, FICCI India and CII.

Locally, the FICCI also came up with a joint webinar with the India Business Forum (IBF) on the Perspective of Doing Business in the Philippines: A way forward for domestic and foreign investors



which was held early on this year.

Also, we have made use of 'Telegram' by creating chats on keeping the community updated on the developments of the vaccines and the resources. A special partnership was done for immediate virtual doctor access for FICCI members with Keepwell Telehealth locally, and Apollo Hospitals in Delhi.

We have also continually participated with other chambers and organizations both in the country, such as GoNegosyo, AC health, CMI and also the French Chamber of Commerce in the Philippines for the innovative gustatory experience.

Moreover, this year the chamber will be celebrating its 70th anniversary. As such, we are planning an event that everyone will be sure to enjoy right from the comfort of their own homes.

We continue to go forward to carry out the vision of our chamber even without physical meetings for the time being. All of us in the board are committed to bring the unique virtual meeting space experience to you all by offering new solutions to bring our members closer during this time.

EDITORIAL TEAM:

Mike Advani; Editor-in-Chief | Sharon Vaswani, O.D.; Associate Editor | Ella Gan & Zarah Corrales; Editorial Assistants | Lito Cinco; Editorial Consultant & Content Writer

#GetVaxed2GetBack!

Lead Story by Sharon Vaswani, O.D.



Year 2020 ended with a glimmer of hope with the creation and approval of the COVID-19 vaccines. The FICCI has worked hard together with Go Negosyo's "Dose of Hope" program in bringing together the private sector, our government and AstraZeneca to get our doses to our member companies.

Although the vaccine roll out began in Q3 of this year, the preparations of this began much earlier with the chamber assembling the orders as early as November of 2020. There were many components that went into this program, from the transport, storage, and logistics infrastructure; capacity in health facilities; sufficient medical personnel and safety monitoring to name a few. Where Zuellig Pharma provided the vaccine delivery, logistics and allocations for Wave 1 and 2 companies, the organizational IT and logistic capacities were provided by AC Health and CMI, the chosen HSP partners.



Though this vaccination campaign experienced labor pains of its own, with the methods of booking being very thorough however the initial phase had clearly been rapid and effective as shared by David Daclinson, the Company Nurse of Collabera. He shared about how he believed that being vaccinated adds a layer of protection for our employees so that we can continue our business.

He also talked about how he was able to help convince other employees to get on board by proper health teaching & proper communication with everyone in the team. A significant component, which Maycel Suase, the Company Nurse of Sprint International Inc and HR assistant agrees with. She also mentioned that the organizers were also very accommodating and approachable when it came to some concerns that she needed to clarify.



Efforts were also made to address vaccine hesitancy and raise vaccine uptake per company. The FICCI launched the My Choice, Your Choice, OUR choice campaign which was a social media campaign to help encourage more members of the workforce get vaccinated. We are very much pleased with the results as several companies have reported over 81% of their workforce being vaccinated.

Overall it can be said that the FICCI launched well-tailored efforts to encourage the employees of its member companies to sign up for vaccinations and was successfully able to roll out for the first wave of companies despite the lockdown restrictions imposed in the month of August. As Vaccines help save lives, the FICCI team reiterates its call to all of us to #GetVaxed2GetBack

LOOKING BACK

- On August 4, 2021, a GMM was organized with guest speaker Mr. David Leechiu. He shared key information regarding the changes in the property market as a result of the pandemic and useful real estate investment strategies in the new-normal.
- On August 28, 2021 an exotic virtual dinner called *Namastay at Home* featured delightful Indian cuisine paired with French wines. This was organized in cooperation with the French Chamber of Commerce, Philippines and was truly a memorable experience as the tasting was done via Zoom.

LOOKING FORWARD

- In pursuit of continuing to share to members information regarding investment options, the chamber will be organizing a session next month with the aim of discussing ways to manage change and volatility in one's investment portfolio through diversification into alternative asset classes.
- For the upcoming celebration of 70 years of the chamber, all members are invited to contribute by participating through LEGACY AT 70.



NOW YOU KNOW MENTOR OR TORMENTOR

By LITO CINCO:

These are difficult times for management due to the world wide pandemic, and responding to changes, mostly processes, is critical.

However should companies only look at changing how things are done and revise their S.O.P.'s, or is it also timely to look at the way we lead our employees?

Are we mentors or tormentors?



I have been in the corporate world for 4 decades, as a line manager, a management consultant, trainer, and a team building/leadership/values formation facilitator for both the youth and employees, a mentor a lot of times, a tormentor sometimes.

And over the years, listening to bosses and employees, I have learned a lot about leadership from both sides, desired leadership traits and leadership functions, though in their eyes, these things overlap and they do.

Let us start with most common observations.

- Desired Leadership Traits
1. Open minded/Responsive to changes
 2. Decisive/ Takes responsibility
 3. Honest
 4. Fair
 5. Listens/Communicates
 6. Empathizes
 7. Hard working
 8. Leads by example
 9. Visionary
 10. Uses I, not We / Develops teamwork
 11. Inspires / Motivates people
 12. Develops/Mentors people
 13. Compassionate/ Understanding
 14. Confident
 15. Smart/Knowledgeable

Actually the list is longer, but then even with these alone, it is already hard for a leader to possess all these traits, yes we have our strengths but they go with our weaknesses.

Ironically too, even as employees desire these traits for their supervisors and managers, they are the same traits that supervisors and managers look for in their employees.

Now let us go to common and expected functions of leaders which the employees assume their supervisors and managers know and are carrying out in their jobs, though the reality is it does not happen all the time. Then we ask ourselves, where did we go wrong?

So let us go over the list below.

Leadership Functions

1. To decide
2. To plan
3. To train
4. To monitor
5. To evaluate
6. To organize
7. To discipline.

And it is in no. 7 that employees look at supervisors and managers as tormentors, or maybe, when they are also strict in monitoring and evaluating people.

What is critical is the understanding part from both sides and what may help is knowing that the desired leadership traits are based on attitude while the leadership functions are skills.

Attitude is something that cannot be imposed or learned, it is the individual who makes that decision for himself, this is where values-formation comes in as we try to influence our people in their decision.

A skill is something that can be learned through continuous training and repetition.

Now have we learned something?

MEMBER SPOTLIGHT: Nanik Chotrani



UNIQUE INTERNATIONAL | SHIFTING WITH THE TIMES

By LITO CINCO:

A company that dares to do other things and shift directions as the times continuously change will certainly survive.

And Unique International has to be in that category as it has made serious direction changes in the course of its business history.

What started as a garment based business in the 80's by the family patriarch Hiranand Chotrani, and gas since then joined by son Nanik in managing the growing business, the company saw the need to shift gears on time with the decline of the local garments business because of higher costs in the 90's, 1997 to be exact.

The industry we were in had a lot of challenges, there were too many players, rising costs, and it was a struggle to expand, business went from OK to mediocre," related Nanik.

That was when the idea of opening up a one stop shop in the water refilling business came up for the family, a good business decision it turned out to be.

"Out of nowhere, it was my dad's idea to import water dispensers back in 1997... This was at the time when the water refilling stations got introduced to the Philippine market."



"Anything you see in a water station like water dispensers, filters, reverse osmosis membranes, UV Sets, pipes and fittings, bottles and others, we supplied them, my dad saw the opportunity and we created and expanded our own market. But we still started humble, a rented office space with a few employees, then from operating in the NCR area, we slowly expanded nationwide, Cebu, Baguio, and other key cities," added Nanik.

One thing going for them is the fact that water is essential to everyday living even during this pandemic, we are working with our engineers and designers as we see an upswing in the business, and as our Corporate Responsibility Program (CSR), we are working with Local Government Units (LGU's) for possible donation of water treatment systems in areas where there is no source of clean water, my father has been very active on this side." Nanik added.

But for Unique International, shifting directions did not stop with the water treatment business, in 2004, the company went into real estate covering residential, commercial, office space and warehouse, even as the owners accept that in this industry, profits are not seen immediately.



"We have been quietly expanding this side of the business, and even during these hard times where we experienced a downtrend in commercial space, though we had anchor clients who remained open, the residential segment has been steady," said Nanik.

For all its success even during difficult times, the owners credit their employees as their best assets with their work efforts and loyalty, fact is, the company even invested in additional employees instead of reducing its manpower count.

"Our family is thankful to all our employees, without them, we would not be where we are right now," concluded Nanik.



AND THEY SAID...

- Keep up the good work! 🙌
- Ravi Samtani
 - Kudos and thank you 🙌
 - Chairman Rex Daryanani
 - Congrats to the board! 🙌
 - Ravi Daryanani
 - Wonderful Director VP Dr Sharon!
 - Congratulations to Pres Mike & the entire board!
 - Past President Ramesh Dargani

AUGUST BIRTHDAY CELEBRANTS:

- 4 - Mr. Manish Mahtani - VP for Domestic Affairs, Trade & Retail
- 4 - Bheru Abichandani - Honorary Member
- 6 - Dilip Mansukhani - New India Department Store
- 6 - Minda Carlos - Statebank of India
- 9 - Mr. Mahindra Sujanani - VP for Pharmaceuticals
- 9 - Sanjeeb Gopaldas - Shalimar Sports International
- 12 - Kunal Kapoor - Land Registration System
- 17 - Sanjay Chulani - Orogem Jewellers Inc.
- 19 - Prakash Dayaram - Visita International Inc.
- 23 - Lal Keswani - Alpina Heights Properties Corp.
- 24 - Ms. Ella Gan - Executive Director
- 25 - Mr. Govind Daswani - VP for Strategy & Learning
- 28 - Arlyn Songco - Makati Medical Center
- 31 - Sanjay Budhrani - Powertrip Inc.

We welcome your suggestions for FICCI E-NEWS, just as we welcome informative articles you may want to contribute.

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