

Amecor Newsletter

11 July 2013

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Introduction

Dear valued Group Members,

2013 appears to be gliding past at a rate of knots. The expression "time flies when you're having fun" has certainly played a role in our monthly performance, and enhanced the pace at which the months go by. As a result, the marketing and communications department have taken the decision to issue our newsletter on a quarterly basis, as opposed to the monthly issue. Time is needed to accumulate enough information for newsworthy circulation. We encourage that all news be sent to our department as it arises, and reaffirm our passion for sharing your stories.

Message from the CEO

There is no doubt in my mind that having a 'workforce first' approach will provide Amecor with an edge over our competitors.

Financial performance, target achievement, and market share growth are essential for business sustainability, but never at the expense of our employee morale or satisfaction. A competent and motivated workforce is a strategic imperative for our business success.

Right now, our immediate challenge is to harness the incredible opportunities that exist in the synergies between the various companies that collectively make up the Amecor Group. The opportunities won't convert into benefits for us on their own. They need to be identified and driven not only by managers, but by every employee who sees such opportunity.

Achieving success requires that every employee in the various subsidiary companies be motivated and competent to do what we're employed to do. We all want to be proud of who we are, of what we do, and who we represent without which would be akin to running the Comrades marathon with an injured leg!

It is for this reason that we in the Amecor Group, will focus our leadership attention on our workforce as a strategic priority going forward, recognising employees as our most important asset and ensuring that we all:

*"Our people, our most
important asset."
- Dereck Alexander*

"Display a positive attitude, encourage teamwork and set an example."

– Dereck Alexander



Lovemore Msekiwa achieved a performance score of 156.59% for the month of May 2013



Bonolo Nthutang achieved a performance score of 155.73% for the month of June 2013.

Message from the CEO continued...

- Understand the vision and goals of the company and how we contribute to its success.
- Understand what is expected of us in our particular role, and that we possess the skills required to achieve the expectations of our managers.
- Participate in regular personal performance discussions and are treated fairly and consistently.
- Feel part of the wider team and work with positive colleagues in an encouraging environment.

Whilst we lay and build on foundations to ensure such a working environment, I call on all colleagues, including senior managers, middle managers, supervisors, team leaders and team members to 'walk the talk'. Inspire your colleagues through your own actions, display a positive attitude, encourage teamwork and set an example. Discourage negative behaviour.

Likewise, you will no doubt agree, improper behaviour has no place in our organisational culture and will be dealt with irrespective of at what level it exists in the organisation. Dishonesty, theft, racial discrimination or abusive behaviour will not be tolerated, as we are committed to a working environment which consistently brings the best out in all of us.

As I have said in the past, without you and your colleagues, our business is a shell. It needs that human spirit, and the will to succeed which comes from competent, motivated people. Let's create this environment together and share in the success!

Dereck Alexander – Chief Executive Officer

Employee News

FSK – FSK would like to thank Lovemore Msekiwa and Bonolo Nthutang, who achieved the top performer positions in the months May and June respectively. Lovemore yielded an impressive score of 156.59% in May, with Bonolo following at a score of 155.73% in the month of June. Congratulations to you both. Amecor sincerely appreciates your commitment to work, and acknowledges your invaluable roles within our organisation.

Secequip – Nomfundo Buthelezi has been highly commended by management at the Secequip KZN branch.

"Nomfundo is an outstanding employee. She is most reliable, great with clients, a team player, a hard worker, and always willing to go the extra mile for me and for our clients. Nomfundo is actively involved in her church and offers aid by feeding the poorest of the poor in her community." – Pat Potgieter.

Nomfundo, you are an outstanding individual, and a prime example of the type of employee Amecor wishes to grow and see succeed.

Employee news continued...

Secequip (cont.) – Other noteworthy mentions from within Secequip include the long term service award(s) declared in the month of July.

Secequip would like to thank Thokoyani Khumalo for his five years of loyal service. Thokoyani is the driver for Secequip's Corporate Warehouse, and plays a significant role upholding the Group's reputation of reliable and efficient service. Thank you Thokoyani, we wish to have you with us for many more years to come.



Thokoyani Khumalo completed his 5 years of loyal service in July 2013.

News from the HR desk

So often we experience uncomfortable levels of stress or anxiety in our work and personal lives because we don't seem to get around to doing something or completing something we have started.....know the feeling?

It's such a debilitating and exhausting experience which we all experience at some point.

I recently read an article in a magazine which I found relevant.

The article is about procrastination and the salient points are:

Put simply, procrastination is the act of replacing high priority actions with tasks of a lower priority. Rather doing something that you enjoy doing and putting off the important (but less enjoyable) stuff until later. Putting off for to-morrow, what should be done to-day!

Ironically, we tend to procrastinate in order to make our lives easier, yet the effect is the opposite. We delay or miss deadlines inevitably raising personal stress and anxiety. The problem is that the stress doesn't go away. You constantly remind yourself of the unfinished item over and over again, each time feeling worse about yourself! The pleasure of postponement is quickly caught up by the anxiety that follows.

Don't believe that 'procrastinators' are lazy, inefficient or unintelligent people, they are more than often hardworking, capable, smart people.

The sad part about this behaviour is that once it finds a way in, it creeps into one's lifestyle with unpleasant consequences for the individual as well as those around him/her.

Procrastination thinking style

- ★ I can't succeed at this task it's difficult...
- ★ I have to do well; I must get this right...
- ★ Work is a grind...
- ★ Oh no this project is too big...
- ★ I have too much to do...
- ★ I have no time to play...
- ★ If I do too well, will I get more work...
- ★ I work better at the last minute....

News from the HR desk

Why do people procrastinate?

- *Perfectionism*: The belief that something needs to be done perfectly results in nothing getting done at all.
- *Fear of failure*: Fear that something we need to work on will not turn out well and will result in criticism. Related to being afraid of making the wrong decision....so we delay or don't make a decision at all rather than stand accountable in the event it is wrong.
- *Fear of success*: Procrastination shields us from higher expectations and greater responsibility.
- *Belief that great work is produced under pressure*: the worst of the reasons as it feeds on procrastination and generally is not true.

Productive thinking style

- ★ I can succeed at this task if I...
- ★ I will do the best I can by...
- ★ Work can be enjoyable and fun if I...
- ★ I will find the best place to start and...
- ★ I will prioritise my ...
- ★ I will take 30 min to do...
- ★ If I do well I will get acknowledgement...
- ★ I will plan so I have enough time to....

How do we deal with procrastination?

- *Recognise that you do it and understand why*: Changing your way of thinking requires you to understand why you are doing it.
- *Acknowledge when you catch yourself doing it* and put a stop to it immediately. Take a step back and commit to ending it immediately by changing to productive ways of thinking as follows;

In conclusion, the author writes;

"Once we realise that procrastination does not work because avoidance is not going to erase our anxieties, we are half way there. Once we can acknowledge it and master the 'now principle', the art of doing it now, we are 100% there.

Like so many things in life it is about personal mastery of self, controlling our thought processes through mind management. When we shift our thoughts, we shift our actions. Procrastination is less about time management than mind management!"

...so true.

Should you feel the anxiety or stress of not getting there, consider this article and try the productive thinking style.....it should help!

Chris Bell – Group HR Manager

Past events

Amecor and subsidiaries, FSK, AIS, and PDS, successfully exhibited Group products at the annual security conference, IFSEC, on the 18th – 20th July. The Exhibition was an effective platform for Amecor to demonstrate our growth in product ranges and market coverage. A substantial impact was made on new and prospective clients, who had much positive feedback to give the Group.

A special thank you to Charmainne Bierman who spent countless hours working on the stand and ensuring the exhibition ran smoothly. Your innovative approach to branding our Group is greatly acknowledged.

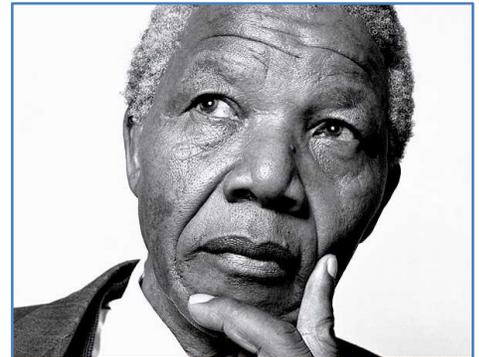


IFSEC Security Exhibition 18 – 20 June 2013

Mandela day

On the 18 July 2013 all of South Africa will be celebrating our Nations great leader, Nelson Mandela. Amecor would like to encourage all subsidiaries and employees to take part in this event by contributing to a community uplifting initiative.

Please send your pictures, and communicate your stories, to our communications department. Amecor wishes to lead by example and share the Group's Mandela honouring endeavors on our website and facebook pages.



Celebrate our Nations leader – Mr Nelson Mandela

Staff competition

A special thank you to all members of staff who participated in last month's staff competition. Congratulations to **Natasha van Niekerk**, of Secequip's Cape Town branch, for submitting the correct answer! Your answer was successfully entered into the draw and announced by Amecor C.E.O. Dereck Alexander. We hope you enjoy your hamper!

JULY 2013 Question:

★ **What industry sector is Amecor listed in on the Johannesburg Stock Exchange?**

- Answers may be submitted in either written or email format.
- Answers may be submitted at reception or to sarah@amecor.com.
- Winner to be announced in our next issue.

Good Luck!