

In a Balcony on the 10th Floor

With a view of Malta's magnificent Grand Harbour and its surroundings there lies an MY13 Softail Deluxe. In this exclusive setting, Famalco Group's Director Hermann Mallia met with its unique new owner, His Eminence Dov Beer Riger HaCohen, the Admor of Malta.

Having a chat with the Admor is always an experience, a truly affable man with a wealth of knowledge. On his choice why Harley-Davidson he simply says they are the best, world leaders. He enjoys sitting down on his sofa with his friends, smoking a fine cigar and admire the craftsmanship of his Harley-Davidson. Our staff from sister company Fahrenheit Freight Forwarders Ltd. Local Distribution Unit had delivered the bike to its unusual place



which was further complicated with the impossibility of utilising a crane or a lifter. The story is not ending here as the Admor is a frequent visitor to the Harley-Davidson Malta showroom, intent of customising his bike and taking care of it in the best way possible, always asking for expert advice while keeping on the lookout on what other Harley-Davidson bikes might be added to his collection.

New Cheaper and Efficient Logistics from UK to Malta by Fahrenheit Freight Forwarders



During September, Fahrenheit Freight Forwarders Co. Ltd. (Fahrenheit) announced Simarco Worldwide Logistics as their new agents for the collection and consolidation of groupage cargoes from UK to Malta. Simarco organises daily collections from all over the UK with a maximum transit time to Witham of 3 days. Fahrenheit's trailers load from Simarco's terminal on Thursday evening, with an expected arrival in Malta the following Monday.

Established in 1997, Simarco offers a collection and delivery service throughout mainland UK via their own fleet ranging from small

vans to 44 ton artics, and a network of 95 depots throughout the UK, handling over 10,000 pallets per night! Simarco also operates a very flexible Warehouse Management System (WMS) with scheduled reports, email alerts, SMS texting and online access to client's stock on 24/7 basis. Some of Simarco's renowned clients include Villeroy & Boch, Harrods, Adidas and Hard Rock Café who have just named Simarco as Retail Partner of the Year among all of their retail and logistics suppliers. Boasting world leading brands who use their services, both Simarco and Fahrenheit are braced for further growth and synergies.

Keeping in Touch is the monthly newsletter of Famalco Group.



HR UPDATES

Birthdays in November



- Bajada Isaac - 2nd
- Spagnol Paulette - 3rd
- Xuereb Paul - 7th
- Sammut Victor - 8th
- Zammit John - 10th
- Abela Kevin - 14th
- Mangion George - 17th
- Klindo Dragan - 18th
- Xuereb Aidan - 22nd
- Ambrogio Noel - 23rd
- Camilleri Kurt - 25th
- Leckey Dustin Peter - 26th
- Vella Chantelle - 29th

Drive for Results

BARRIERS:

- You don't push yourself consistently to achieve the objectives set;
- Wasting time and resources on non-essential things;
- Lack of organisation, commitment and overcoming resistance

TIPS:

Set your priorities

What are the most important tasks to achieve your goals? Dedicate the right time for the most important priorities. Don't get diverted by other things which are not related to the goal.

Set goals

People are more effective when clear objectives are set and agreed by everyone. Measure your performance regularly by setting checkpoints. Ask and provide feedback to others.

Strengthen your relationships

Influential skills, understanding, and proper communication are key characteristics to reach your goals when other people are involved. Work on cooperation by explaining your thinking and invite them to explain theirs. Focus on common goals and priorities. Seek criticism of your ideas.

Take calculated risks

Sometimes to achieve your goals involves taking chances and trying new initiatives. This may lead to mistakes but also better results. Consider failures as learning opportunities. Start small so you can recover quicker. Again, ask for feedback to show that you're open for continuous improvement.

Take immediate action

It is suggested to do 10% of each task immediately after it is assigned so you can better evaluate the time required to perform it. Divide the assignment into smaller tasks so you can assess your progress more easily. Spare some extra time in case of need.

“ QUOTE OF THE MONTH ”

I've always believed that if you put in the work, the results will come

Michael Jordan

Recruits in October 2013



Charles Cesare
Handyman Part-Time



Anthony Bonnici
Handyman



Christopher Camilleri
Quality & HSE Manager



Janice Gauci
Shipping & Documentation Clerk



Melissa Micallef
Accounts Clerk



Stacey Spiteri
Commercial & Bus. Dev. Executive



Tickets for Famalco employees

On Friday 22nd November, Famalco Group employees are invited to a Friday night packed with laughter for this year's edition of Bla Kondixin. Tickets will be offered on a first come first served basis against a donation of €5 per ticket (normal price €25). The Directors will top-up the sum with the full value of each ticket, and the amount collected will be donated to charity. Offer is valid only for Famalco Group employees and tickets cannot be transferred to family or friends. So why not conclude a stressful week with this event which promises to be great fun? Hurry-up, only 20 tickets are available. You can book your ticket from the HR or Hermann's office. Shows start at 20:00hrs. Stenna minn kollox!

Latest First Aid Equipment at Famalco Group

Heart failure is one of the main causes of lack of oxygen in the human brain leading to irreversible brain damage and death. The probability that a person in situation of cardiac arrest survives, will decrease by 7 percent per minute unless being treated by defibrillation.

Famalco Group has recently purchased an AED (Automated External Defibrillator) which is a portable electronic device that can treat heart failure through defibrillation (delivery of a therapeutic dose of electrical energy to the heart). Its simple audio commands will lead any

first aider (CPR knowledge is required to operate an AED) through all steps required for possible resuscitation.

Accidents can range from a simple graze to life threatening situations and often occur without warning. No one can predict when, where or who will need medical assistance, however by learning some basic first aid skills coupled with the proper equipment, one can be the difference between a life lost and a life saved. If you are interested in First Aid skills please contact Louis Azzopardi at the HR department.



Podium for Maltese KTM riders in Ragusa

During the last weekend of September Andrew Cassar and Nicolai Abela rode their KTMs to second and third place finishes respectively in the 450cc class in the 3rd Enduro event of the Interprovincial Championship in Ragusa, Sicily organised by the Italian Federation of Motorcycling (FMI). Saturday was dedicated to practicing and getting acquainted to the landscape and terrain of the race track. During the race on Sunday, Cassar and Abela had to ride for 5 hours through steep narrow paths, rocky surfaces and other natural obstacles which was more Regional Championship standard than Interprovincial, while taking care of the pit-stop bike maintenance themselves.



Improving Quality, Environment and Health & Safety

Famalco Group is strongly committed towards continuous improvement in the field of Quality, Environment and Health & Safety (QEHS). Apart from a healthy and safe workplace, quality assurance helps to guarantee the consistency levels of the goods or services that are supplied and to ensure that both manufacturers and customers are satisfied in the process.

To this end, the Directors have entasked Chris Camilleri with the Group's Quality Assurance – Environment, Health and Safety matters.

This new role will pledge the Group to continuously develop and comply with the ISO 9001 – Quality Management Systems, ISO 14001 – Environmental Management Systems and the OHSAS 18001 standards – Occupational Health and Safety Management Systems. Throughout the coming weeks, we will be conducting site inspections to (a) identify hazards, (b) decide who might be harmed and how, (c) evaluate the risks and (d) decide whether existing precautions are adequate or what should be done. We will also identify and rectify any shortcomings and processes within the Group to assure quality. If you have any concerns with respect to QEHS please do come forward and share your ideas!

A Sweet Fat Boy



The art of customising a bike and Harley-Davidson are synonymous. We have heard a lot of times that there is not a Harley exactly the same as the other but this time the skills and workmanship of ITS lecturer Andrew Farrugia took the meaning of art and customisation to another level – a full scale Fat Boy made entirely out of chocolate. Farrugia is not new to this challenge, having already etched his name in the Guinness World Records in 2012 for producing a 34.05m long train made of chocolate presented during the Brussels Chocolate Week.

The pure Belgian chocolate Fat Boy measures 2.45m and took some 90hrs to complete with some minor assistance from ITS students. Andrew paid meticulous attention to detail and painstakingly handcrafting all the pieces together in a constant temperature between 22 and 25 degrees Celsius. The amount of chocolate consumed is considerable with the seat alone taking some 70 solid pieces.

I Want to Ride My Bicycle



To the majority of us, except his close colleagues, the name George Mangion does not ring any bell. However 41 year old George has been working with Fahrenheit Freight Forwarders Co. Ltd. for the last 2 years as overseas driver, having plied this trade since the late 90s, almost 15 years ago.

Whenever he is not behind the wheel, George does not waste any time to plan his weekly ride on two wheels, his new found hobby of 6 months. George and Riccardo, Fahrenheit's agent in Genova and George's partner in crime, exploit the mountainous terrain that characterises Northern Italy to the full. "Every Sunday we seek a different and challenging experience", explains George. "I started cycling earlier this year for health reasons as I spend most of the time seated driving my truck". He enthusiastically explains that mountain biking is more



challenging than normal road cycling but the most interesting part is visiting nice places with breathtaking sceneries experienced only from the mountains' high altitudes.



The now weekly routine Sunday ride lasts approximately 5 hours covering between 40 and 50km, with an hour-long break sandwiched in between to catch some breath of the freshest air while enjoying the views and immortalising everything on camera. Seen here are George and Riccardo during their recent ride to Colle di Tenda which is a high mountain pass in the Alps, on the border between France and Italy.

COMPETITION

WIN



Although we all form part of the Famalco Group, how much do we know about our organisation? Our target is to use the competition as a tool to learn more about us including the Group in general, the subsidiary companies and the brands we are entrusted with. Let's see how much you know. Answer the following three questions...

1 The company's name FACEWORKS is an acronym, What does it stand for?
A: For Asfaltar, Construction, Excavation Works **B:** For Asfaltar, Concrete, Excavation Works **C:** For Asfaltar, Cabling, Excavation Works

2 What was the total headcount of the Group as at 30th September?
A: 131 employees **B:** 126 employees **C:** 139 employees

3 Who has the longest employment seniority within the Group?
A: Anthony Fenech **B:** Mario Abdilla **C:** Tony Zerafa

Last month's winner was **Noel Ambrogio**, with the correct answers -
 1) Family Mallia Company - 2) Milwaukee - 3) Mattighofen

Send your replies to:
kevin@focusedknowledge.com.mt
 by November 25th for a chance to win!