

## Expanding beyond the Maltese shores

Fastpart Italia Srl will be the first automotive aftermarket retail outlet in Italy to be set up by Famalco Group together with Italian business partners.

Fastpart Italia is born out of discussions that Famalco Group directors, Hermann and Sandro Mallia held with Mr Pierre Fleck, CEO of Europart GmbH, in Hagen Germany, earlier this year. Currently, work is in progress to have the Catania outlet ready for the official opening in May 2014, with the second one planned for Verona by end 2015. Meanwhile, Fastpart Malta is planned to open its new premises adjacent to Fapi Motors in Mdina Road, Attard, during the first quarter of next year.

With a €460m turnover and 1800 employees, Europart is the leading European trading company for spare parts and accessories for all classes of commercial vehicles and buses.

The range is rounded off with spare parts for cars together with a wide range of consumables for everyday work in vehicle garages, haulier and industrial companies. In the 60 years since it was founded in 1948, Europart has grown into an internationally active trading company with branches and cooperation partners in almost 23 states in Europe as well as in Dubai.



## Developing homes by Fulani Properties

In a joint venture with Zahra Trading and Properties Ltd, the group's development division namely Fulani Properties has embarked on a thirty apartment development at Carob Street, Santa Venera.

The development comprises two basement level garages, semi-basement maisonettes, 3 bedroom apartments and overlying

penthouses. The very spacious and carefully designed apartments are on the market at very reasonable prices. The development is currently under construction and is envisaged to be completed by the end of this year. Fulani Properties is also responsible for the selling of these apartments and an encouraging number of promise sales have already been registered.



Keeping in Touch is the monthly newsletter of Famalco Group.

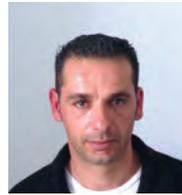
# Human Resources Notice Board

## Birthdays in April



Dunkic Francesca - 5th  
 Camenzuli John - 9th  
 Cauchi Jason - 10th  
 Iliiev Vlatko - 16th  
 Milanovic Dragan - 18th  
 Gauci Anabel - 23rd  
 Iliiev Vase - 25th  
 Buttigieg Kevin - 27th  
 Micallef Raymond - 28th  
 Dimech Alfred - 28th

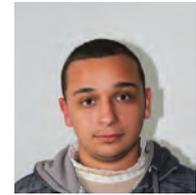
## Recruits in April



**Sciduna Joseph**  
Local Driver



**Buttigieg Kevin**  
Local Driver



**Ellul Gilbert**  
Local Driver



**Baldacchino Maria**  
Advertising Sales  
Associate – Vida (PT)



**Bugeja Julia**  
Shipping Clerk



**Borg Trevor**  
Excavator Operator

“QUOTE  
OF THE  
MONTH”

“The achievements of an organization are the results of the combined effort of each individual”

*Vince Lombardi*

## Peer relationships



### Barriers:

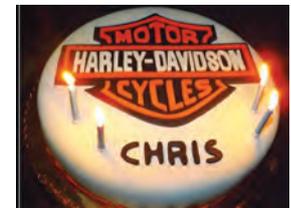
- Create an unhealthy competitive environment between colleagues;
- Focusing too much on individual targets rather than seeing the good of the group;
- Sharing sensitive information inappropriately.

### TIPS:

- Be an influencer. Colleagues generally do not have power over each other; therefore, influential and negotiations skills are important aspects one should work on;
- Pay attention to how your personal style is perceived. Positive impressions helps building a collaborative team building environment;
- Seek a co-operative approach, explain your thinking and invite them to explain theirs;
- Understand the difference between healthy and unhealthy competition. Working well with peers and sharing information supports an organisation success. Usually it's the least resource used in an organisation;
- When facing peer-to-peer conflicts confront the peer directly, politely and privately. Don't blame. Describe the situation, give him/her the chance to explain, ask questions and see if you can resolve the matter. It's better to solve the problem than win the argument.

## Birthday Celebration in H-D

**Chris Borg**, our very own Harley-Davidson motorbike surgeon, lately had another Bar and Shield to dissect. This time we bet it was much sweeter and less greasy. Fiancé Charlene together with family and friends organized a memorable 28th birthday-do for Chris crowned by a Harley-Davidson themed cake. Rumors have it that the cake has been devoured but the Bar and Shield was left intact. Happy belated wishes from all your friends and colleagues Chris!



## Attention all Employees – Formation of Social Committee

If you have a knack for coming up with creative ideas to foster team spirit after working hours, then you are invited to send your nomination to Louis on [louisazzopardi@famalco.net](mailto:louisazzopardi@famalco.net) or Melvin on [mpellicano@famalco.net](mailto:mpellicano@famalco.net) by 30th April 2014. From football to volleyball, from drinks to a fenkata, from karting to abseiling, let's get social.



## Congratulations

Congrats to **Kevin Abela** on being awarded a certificate in 'Introduction to Web Design'.

Congrats to **Rachel Baldacchino** for being certified 'Adobe Web Designer Associate'.



# Grafting process at Fra Brettel Vineyards

Fra Brettel Estates will shortly be commencing a grafting project to convert 4.5 of its 25.86 tumoli of vineyard from red grape varieties to selected white grape varieties. This decision emerges from a recent analysis carried out by Fra Brettel Estates on local wine consumer preferences, which shows an increasing market trend for white wines. A graft is a union between two vines, which involves bringing the parts of the two vines together such that they may join together to form one plant. Grafted vines grow faster than newly planted ones and begin to produce grapes after only 1-2 years. Several types of grafting techniques are available to vine growers. At Fra Brettel Estates the T-bud technique that is relatively new locally shall be utilized which involves the

insertion of a bud obtained from a selected vine variety into a pocket that is cut into the bark of the vine that is to be grafted. The bud is inserted into this pocket and then the two are tied together with grafting tape. This type of grafting is carried out in April-May when the vines are in flower.

The buds that are used in grafting are collected and stored in a refrigerated environment until grafting takes place. At Fra Brettel Estates, cuttings from Moscato bianco, Vermentino and Viognier bearing healthy buds, were collected in January. The cuttings were stored in bundles and wrapped in moist paper and are currently being stored in refrigerated conditions until they will be utilised for grafting.



# Coldwell Banker sales associates' training

During the past 2 months, all Coldwell Banker Property Sales Associates attended an eight-session training program conducted by Think Talent: namely Patrick Psaila – Psychologist & Training Consultant, and Beverly Cutajar – HR Training & Development. The training material took a holistic approach about the world of sales within the real estate sector. The modules were structured using the IMPRESS framework, customer service effectiveness, the psychological factor when buying and selling property, and organisational skills. The format of the

sessions varied from formal training content covering various training concepts; and interactive sessions, giving the opportunity to discuss, create typical scenarios encountered on the job and learning application.

- Introduction and Initial Impact
- Maximising Your Effectiveness
- Probing the Needs and Wants
- Recommending the Best Options
- Entice the client to buy
- Seal the Deal
- Stay in Touch

We believe that investing in the human capital is a crucial contributor for the success of the Group, and frequent activities are organised to sustain our growth. Every employee is encouraged to participate actively by discussing potential opportunities with his/her manager or the Human Resources Department.



CORPORATE SOCIAL RESPONSIBILITY

## ‘Majjalata’ with a purpose

Last Sunday 9th March, our very own Francesca Dunkic together with Ms. Mariella Magri and Mr. Sandro Bugeja generously organized a ‘Majjalata’ in aid of the kids of the crèche of the Ursuline Sisters. Amongst those who attended were also members of the Harley Owners Group Malta Chapter. Whilst attendees enjoyed suckling pig and a variety of side salads, they managed to collect a lump sum of €2,000, much to the appreciation of the sisters at St. Rita Home, Tarxien. A very well done goes to the organizers for such a kind gesture!



# From the Famalco Family...

## QUELIN TABONE

Age: 22

I joined Famalco Group back in 2009.

My first job was working as a sales person in a confectionery run by my mum.

My dream job is to be Angelina Jolie's chauffeur.

The best part of my job is when the roads are traffic free, which is close to never! (Being my job is that of delivery man).

The worst part of my job is when I think I'm done for the day and something comes up!

My most memorable experience is when I bought my first car, at the age of 15.

My Dream car is the Nissan GTR Skyline.

My favourite actress is Angelina Jolie.

My favourite film is Blow.

My favourite foods are Spare ribs & Spaghetti Vongole.

My favourite cartoon character is Tom of Tom & Jerry.

In my free time I enjoy car riding and clubbing!

I love cooking different varieties of pasta.

I am happy when I am about to leave on holiday or when my parents go abroad and leave the house to myself!

I wish I was going to Tomorrowland! (Party mecca).



**THE  
ILLUMINATIONS  
OF THE  
MONTH!**

Where was the American Declaration of Independence signed?

*At the bottom.*

Explain the phrase 'free press'.

*When your mum irons trousers for you.*

## Mobile shoot Competition

Catch your friends in a funny moment and send us the photo :)

Send your photos to:  
[kevin@focusedknowledge.com.mt](mailto:kevin@focusedknowledge.com.mt)  
by April 25th for a chance to win!

Last month's winner was Maris Spagnol, who took this award winning posture of our friend Antoine.

