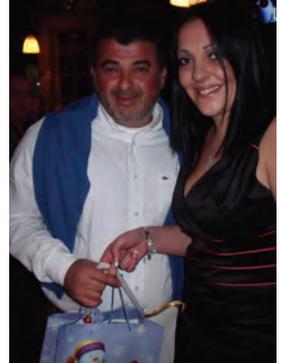


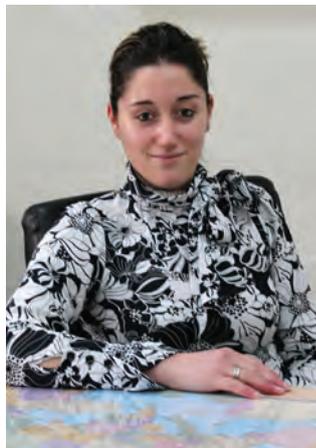
Famalco holds Staff Xmas Party



This year's staff dinner was held on Friday 20th December at the Buffalo Bill Steak House followed by an after-party at Level 22. The event was very well attended and staff enjoyed it. Well done for the organisation.

Fahrenheit's New General Manager

We are pleased to announce the appointment of Elaine Galea as General Manager of Fahrenheit Freight Forwarders Co. Ltd. Elaine joined the company in August 2005 within the Finance Department. During these eight and a half years, her career development improved progressively by taking incremental responsibilities including managerial positions. In addition, during this tenure she focused her specialisation in the shipping business sector. Elaine holds a Bachelor of Commerce in Accounts and Economics, and a Bachelor of Commerce (Hons.) in Economics.



Congratulations to Elaine for the well-deserved promotion whilst wishing her all the best in this new challenging role.

Harley-Davidson Dealers Meeting

Fapi Motors Ltd, authorised dealers of Harley-Davidson in Malta, participated in the Annual Regional Dealers' Meeting. During the meeting the dealers of were given an overview of the performance in 2013, which was quite impressive when compared to other regions.



MALTA

Gaetano Di Piazza, Country Manager, re-iterated his own and his team's commitment to support all the dealers in the network in the best possible way to achieve the business goals to bring success and growth. With the launch of the MY14.5 models in March and the all new Street 750, 2014 will be a ride in full throttle for H-D Malta together with the growing Maltese Harley-Davidson community.

Keeping in Touch is the monthly newsletter of Famalco Group.



Human Resources' Notice Board

Birthdays in January

Dabic Goran - 6th
 Fava Ryan - 6th
 Gatt Reuben - 10th
 Azzopardi Louis - 14th
 Carabott Jennifer - 18th
 Farrugia Emanuel - 20th
 Farrugia Alexander - 22nd
 Muscat Christian - 27th
 Fenech Anthony - 30th
 Mallia Etienne - 30th



Recruits in December 2013



Jemal Ahmed Nur
Ahmed Mohamed
 Warehouse Labourer



Manuel Vella
 Local Driver

“QUOTE
 OF THE
 MONTH”

“A good decision is based on knowledge and not on numbers”
Plato

Decision Quality

BARRIERS:

- May rely too much on self – doesn't ask for feedback;
- Impatience: jumping to conclusions;
- Doesn't take the time to understand the actual problem before deciding.

TIPS:

- **Attitude:** be clear and honest; ask yourself if your biases are affecting your decision;
- **Define the problem** - figure out the cause. Think out loud with others and see how they view the problem;
- **Discipline yourself**, ask what questions need to be answered – past solutions does not necessarily mean a current solution;
- **Look for alternative solutions** – research shows that generally the 2nd or 3rd idea are the highest-quality decisions;
- **Sleep on it if necessary** – take your time and do something completely different, and get back to the decision later. The brain works on things even when you're not thinking about them.

PERFORMANCE MANAGEMENT PROGRAM

Thanks to all those who have submitted their proposed objectives for next year. More information will follow in the coming weeks.

If you haven't yet submitted your goals, we encourage you to spare some time and write down your objectives for 2014.

Specific; **M**easurable; **A**ttainable; **R**esults Oriented; **T**ime Bound

Safety Tips



FAMALCO GROUP

Forklift Safe Drive



Keep it slow, it's not a race!



Do not travel or turn with a raised load, the forklift could tip over.



Face your load uphill.

* The opposite way is applied if the forklift is **EMPTY**



Going downhill ? Travel in reverse.

* The opposite way is applied if the forklift is **EMPTY**



Be careful of rear end swing.

Avoid rapid sideways movement

Health and Safety tips: If you have any health and safety questions, please contact **Christopher Camilleri** on 2339 2202 or ccamilleri@famalco.net

Coldwell Banker Malta has exceeded the targets set for 2013 by Famalco Group directors and management.

The Group's real estate franchise agency, Coldwell Banker Malta, has exceeded the targets set by the management for the year 2013.

The Directors would like to congratulate all the agents who helped in reaching the said targets, with the help of Coldwell Banker Malta General Manager, Aidan Xuereb.

The fact that these results were achieved, notwithstanding the unavoidable upheaval brought about by the general election held in March 2013, is further testament to the effort and commitment put in by all involved. It is with this in mind together with other factors like the removal of stamp duty for

first-time buyers that management is looking forward to 2014 with renewed optimism and setting higher targets. Such targets will be achieved through stronger commitment and renewed determination. Management is committed to support its agents who have enrolled in a sales training programme at the beginning of next year. An incentive package will be put in place so as to attract new property listings and increased sales.

For the year 2014, even higher targets have been set. While acknowledging the fact that these targets will only be achievable through stronger commitment and renewed determination, Coldwell Banker Malta is committed to assist its agents

throughout the year. All agents will be participating in a sales training course at the beginning of next year and an incentives campaign will also be embarked upon so as to attract new sales and property listings. We are committed to continue on the path of steady growth and transform Coldwell Banker Malta into one of the most successful real estate agency in Malta.



Harley-Davidson Malta Uniforms

Harley-Davidson Malta is slowly building up on its first year of operation with the first batch of official licensed uniforms for its sales representatives. In line with the company's commitment on quality, featuring the black and orange of Harley-Davidson, H-D Malta and Fapi Motors logos, these uniforms provide a professional image in conformity with Harley-Davidson's Corporate Identity guidelines.



Fighting for the Honours

Pieta' Hotspurs and Zebbug Rangers, two football clubs sponsored by Famalco Group, are currently challenging for top spot in the BOV Division 1 football league. The teams of Pieta' and Zebbug are currently first and second respectively with only a point separating them and five points clear of third placed Lija. The first two places will secure promotion to the Premier League and although still in winter, the heat is on for the coveted first place.





From the clarinet to photography, design, a football match and a girlfriend



Joining the ranks of Famalco Group as recently as last summer, surely Chris Debono wastes no time after he leaves the office.

Chris has all the ingredients of a heartthrob with a charming personality, honesty and brains, ready to lend a helping hand in any situation. He has just graduated in construction engineering offering a vast range of skills to the Property and Project Management Office at Famalco Group.

Chris has a passion for photography, a pastime which he is still coming to grips with. In order to improve his technique, with great devotion and dedication, Chris enjoys visiting and capturing memorable sights. He also plies his photographic skills during small occasions such as cultural events, church activities and family gatherings.

Furthermore, Chris enjoys having a good competitive football match with friends every week which helps in keeping relationships with former schoolmates and other childhood friends.

Fulfilling one of his dreams, Chris has just started learning the clarinet with the ultimate dream of accompanying a real life band playing renowned music themes from the movies. Who knows maybe next time we will hear him playing in an official soundtrack with the likes of James Horner, Ennio Morricone and Mark Zimmer.

In the meantime Chris, don't forget your girlfriend !

Guess Who Competition?

Can you guess who the child in the photo is?

Would you like to **WIN** an exclusive Corvette t-shirt?

Send your replies to:
kevin@focusedknowledge.com.mt
by January 20th for a chance to win!

