

# NESMA INSIDER

Bringing our Nesma community closer through shared communications • Issue No. 58: October 2018



## TEAMWORK AT NESMA



### FEATURED



### GROUP NEWS



### FROM THE COMMUNITY



#### ABOUT NESMA INSIDER

Nesma Insider is part of Nesma's commitment to the integration of the Nesma Group of companies with news, announcements, stories, articles and more. The newsletter encompasses all the countries in which Nesma operates: Saudi Arabia, Egypt, Turkey, the United Arab Emirates, and beyond.

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## FEATURED ARTICLE

# Teamwork at Nesma

Harmony, partnership, and unity are all synonyms of the word “teamwork” which is the process of working collaboratively as a group in order to achieve a specific goal. Great team members must possess a set of skills including communication skills, support skills, problem-solving skills, listening and feedback skills in addition to conflict management skills.

This issue of the Nesma Insider highlights Nesma’s successful teamwork stories with the aim to inspire Nesma employees to create a work environment that values an effective collaboration among all Nesma teams.



*“Teamwork is the fuel that allows common people to attain uncommon results.”*

— Andrew Carnegie

## Teams Within a Team

**Nesma & Partners’ Steel Fabrication Shop**, located in Dhahran, was established more than 25 years ago and has supported many mega-projects through building, assembly and installation of all types of metal fabrication. The workshop has grown from a fabrication capacity of less than ten tons of structural steel to 400-500 tons per month.

On projects with short deadlines such as the Camel Heritage Project, production must be continuous and in multiple shifts. Typically work is assigned to more than one foreman. Each foreman has his own team of fabricators, fitters, welders, machinists, and laborers. Samples are created and approved followed by full-fledged fabrication to project specifications. The workshop manager coordinates and tracks each project through to successful completion.

Mohammed Abdul Waheed, Fab Shop Manager, explains “The combination of commitment, reliability and efficiency of our personnel combined with excellent teamwork has been the key to our success.” He added, “When everyone plays a role in a team, the end goal becomes easier to reach and allows us to achieve safety, health and production objectives.”





## Set Aside Differences and Focus on a Goal

Earlier this year, **Nesma Holding and FCC Aqualia of Spain** participated together in bidding on several mega-projects related to the National Transformation Program serving the 2030



**Vision. Nesma's team included Nesma Holding, Nesma & Partners, Nesma Water & Energy, FCC Aqualia and FCC Construction.**

"As these were mega-size projects, most teams had more than 30 people," said Mohammed Abbas, Technical Affairs Director, Nesma Water & Energy. He continued, "However, for the Jeddah Airport-2 STP Project (JA-2), Nesma and Aqualia were the only partners and our team was reduced by nearly half. To efficiently distribute work and communicate, a number of

committees were formed such as legal, financial, technical, engineering, procurement & construction (EPC), operation & maintenance (O&M), tax and general bidding."

Teamwork was not limited to both companies but extended to external parties such as advisors and financial institutions. The biggest challenge was to work in unison from multiple locations while keeping critical deadlines.

"Each committee leader had to ensure their part was delivered correctly and on time and could only be achieved when all team members put aside differences to focus on achieving a single goal," noted Abbas.

## Adapt to New Skills and Roles

**Nesma Embroidery** is a nonprofit project to create jobs for women in villages by satisfying local demand for quality sewing and embroidery products.

"To be effective, work is divided according to priority and quantity. Staff are assigned to a daily production line quota, support the customer, and follow-up packing and delivery," explained Hani Alamoudi, Operations Manager, Nesma Embroidery.

A recent project created enormous pressure and posed a challenge to the company. An order was placed from a local restaurant for the total of 2,600 pcs. containing shirts, pants, caps and uniforms which had to be completed from sewing or embroidery in 35 working days.

Suha Baabdullah, Design Supervisor, said "Under normal conditions this work would take up to 60 working days. To meet this critical timeline, the whole team had to learn new skills. Each person had to be able to shift between different roles to keep production moving and on time."



## Small Goals to Meet Large Objectives

### Nesma Recycling Company

(NRC) began production in January 2018 at a new metals factory producing alloy raw materials that are used in the auto and other various industries worldwide. It is an addition to the company's existing paper and plastic factories.

The original plan to build the new factory was estimated at three years. However, by utilizing teamwork and setting goals throughout the company to include every employee, that three-year milestone was effectively reduced to 18 months.



"Every person across all departments put in extraordinary effort toward the company goal. Working together, we achieved a significant time reduction," explained Basharat Ali Tanwar, CEO, Nesma Recycling.

"One of the major priorities was to be compliant with Presidency of Meteorology and Environment (PME) standards," said Majed Yahya M. Asiri, Head of Operational Support and



Regulatory Affairs, Nesma Recycling. "In order to comply, we tackled the issue by creating a team to arrange a state-of-the-art air pollution control system. Employees across the company worked together with specialized technicians from India and Germany to successfully plan, create and install the system," Asiri continued.

## Collaborate Using Technology

The Structural Engineering department of **KAAR project, Nesma & Partners**, is responsible for reviewing design and shop drawings related to the project. The drawings show more detail than construction documents and emphasize a particular installation to be done. The review process is needed to ensure the work is qualified for client approval while remaining within budget, quality and standards.

Work at the KAAR project has created more than 30,000 design and shop drawings; this large number of documents created an even bigger need for organization.

Mohamad Farhat, Engineering Manager at the KAAR Project said "We had to be proactive since finding specific drawings had become extremely difficult. Because there was no way to track or archive documents, it began affecting the



subcontractor, engineering team, and site team." He added, "Working together we came up with a way for technology to help."

Collaboratively, the team formed a solution which they called [Nesma Shopdrawing System \(NSS\)](#). They developed a transmittal format with references for design, project area, drawing category and revision number to be used for official submissions between all parties with a single Google email address. Adding Google drive to organize files and give member access allowed for tracking, archiving and linking the drawings with the correct projects.





National  
Transformation  
Program 2020  
برنامج التحول  
الوطني 2020

نسما للاتصالات والتقنية  
NESMA TELECOM & TECHNOLOGY



### NT&T Awarded Digital Infrastructure Project

Nesma Telecom & Technology (NT&T) has been awarded a build, own and transfer (BOT) project that supports the Ministry of Communication and Information Technology (MCIT) to accelerate digital infrastructure throughout the Kingdom.

The National Broadband (NBB) project is part of the Saudi national transformation program 2020, which aims to deliver fiber optic home services to more than two million households in Saudi Arabia.

NT&T will be responsible for the establishment of an office for supporting the civil works for the digital infrastructure. The office will be the official NBB communication and resolution center for Saudi telephone companies, municipalities and government agencies.



### NT&T Presents at GITEX

The Information Services Division of Nesma Telecom & Technology presented how modern business applications are built rapidly with minimum coding, quick setup and deployment using a Low-Code platform to increase overall business agility.

The NT&T team demonstrated a cloud solution based on K2 platform WorkPlus that provides an integrated self-service workplace and a real-time connection between employees, departments, and managers to creatively encourage and align workforce initiatives with business initiatives.



### NTC Signs Agreement with ISHRAQ Association

Nesma Training Center signed a cooperation agreement with The Saudi Association for Hyperactivity and Attention Disorder (ISHRAQ). NTC will host events related to the disorder, targeting physicians, health care professionals, affected parents, public intellectuals and specialists. In addition to support and focus through health education services.

## GROUP NEWS



### Nesma & Partners Presents First HR Forum

Nesma & Partners HR team gathered at Nesma Village Compound to attend the company's first HR Forum, titled "Insightful HR".

The Forum was presented by Nesma & Partners' HR Consultant, Mohammed Kadri, and the event agenda covered topics regarding compliance, career development, digitization and E-learning. The event closed with panel discussions regarding implementation of HR processes at site locations.

### Mawaddah to Implement Kaizen Philosophy

Mawaddah is in the process of performing workshops with "Four Principles", a company that helps implement the Japanese philosophy of Kaizen. Kaizen is an industrial mindset that was first pioneered by Toyota with a concentrated focus on a "lean management system" and continuous improvement of operation by removing waste in processes, communication, logistics, finance, purchasing, even time taken to process a task from start to finish.

Karim Al-Sharif, CEO of Mawaddah International Group, said: "We work to deliver reliable valuable service to our guests during their stay at the holy sites. This project represents an important step toward our vision to offer pilgrims of the holy sites a memorable religious experience through exceptional hospitality."



### Mawaddah in Algerian Expo

Mawaddah participated in the Umrah and Tourism Exhibition held in Algeria.



## GROUP NEWS



### Nesma Hosts Pearl Initiative Event

Nesma Holding recently hosted business students from Effat University for a workshop titled "Integrity Best Practice: A Case Study." The presentation was delivered by Rana Zumai, Corporate Communications Executive Manager, as part of Nesma's commitment to support Pearl Initiative business pledges and help students to learn what "integrity" means at Nesma.



### Nesma Art Gallery Hosts Elementary School

Nesma Art Gallery hosted the students of the 60th Middle School in Jeddah for girls. The students were given an opportunity to learn more about services and gallery activities. The group also viewed and discussed the exhibition on display.



### Namma Cargo Receives Appreciation from Huawei

Huawei's Warehouse Management System team awarded Namma Cargo with a certificate in appreciation of Namma's warehouse services to Huawei during the past 12 years.

## GROUP ACTIVITIES



### KAAR Project Indoor Tournament

The 3rd Annual KAAR Project Tournament Opening Program, took place at KAAR Project. The tournament includes such indoor sports as billiards and table tennis.

### Nesma Catering in the 7th SAGCO Basketball Tournament

Winning the “Best Uniform Award,” Nesma Catering went on to claim the first win at the opening day of the tournament against the host team, SAGCO B, with a final score of 94 – 63. The team is formed by employees from different divisions of Nesma Trading as well as other companies under the Nesma Group. The tournament will continue until December.



#### What's Happening?

Share your company's upcoming community activities and team and club info with us. [Send in your information.](#) Do you have an idea for a team, club or activity that you'd like to start at Nesma? We'd love to hear about it and see if we can support it. [Tell us more here.](#)

### Nesma Travel Supports Filipino Community Event



Nesma Travel & Tourism supported a musical concert titled “Sound Collision and Soul Fusion Band.” The company offered a complimentary round-trip ticket from Dammam to Manila by Gulf Air as a contest prize award. Around 200 people from the Filipino community participated in the event.

### After Hours: Aircraft Paper Modeling

Jay-Ar Sayson, Quality Specialist, Nesma Airlines, started his hobby in paper-modeling in 2011 and currently has around 30 different aircraft. Each one is handmade and crafted from almost exclusively paper. Sayson is an aeronautical engineer and aviation is his passion. He recently showed two Nesma Airlines models in the Nesma Employee Exhibition at the Nesma Art Gallery.



To learn more about paper modeling, contact Jay-Ar Sayson at [j.sayson@nesmaairlines.sa](mailto:j.sayson@nesmaairlines.sa)



# From the Community



## Congratulations!

### Newborns



A new baby girl for **Sajadh Hussain**, Senior Safety Supervisor, Nesma & Partners.



A new baby boy for **Ziad Chahine**, Camp Supervisor, Nesma & Partners.



A new baby girl for **Rana Shaffat Rasool**, Cost Control Unit Head, Nesma Trading.



A new baby girl for **Abdullah Al Shahrani**, Electrical Engineer, Nesma Trading.

### Employees of the Month



**Ahmed Samy**, IT Section Head, Nesma Egypt.



**Farhad Khan**, Assistant Document Controller, Nesma & Partners.

**Ahmad Almakawi**, Site Engineer, Nesma & Partners.

**Thomas Kuruvilla**, Quantity Surveyor, Nesma & Partners.

**Radha Al Dhamen**, General Foreman, Nesma & Partners.

**Mohammad Hoda**, Steel Fabricator, Nesma & Partners.

**Jugun Kumar Sah**, Scaffolder, Nesma & Partners.

**Krishna Magar**, Assistant Carpenter, Nesma & Partners.



**Pazhaniraj**, Senior Storekeeper, Nesma & Partners.



**Maksud Alam**, Senior Timekeeper, Nesma & Partners.



**Fazlu Sabdul Molla**, Leadman Plumbing, Nesma & Partners.



**Antonio Francisco**, Electrician, Nesma & Partners.



**Gabriel Daou**, Site Engineer, Nesma & Partners.



**Rahmathullah Nagoor Ismail**, SCC Officer, Nesma & Partners.



**Mohammed Jaber M. Al Salmani**, Chef, Nesma Catering.

**Ernesto Racuelo**, General Foreman Plumbing, Nesma & Partners.

**Kausar Adil**, Leadman Pipefitter, Nesma & Partners.

**Norman Salinas**, Pipefitter, Nesma & Partners.

### Certificates



**Ahmed Mousa Elfarra**, Senior Structural Engineer, Nesma & Partners achieved a Master

certificate in Construction Engineering & Management from King Fahd University of Petroleum & Minerals.



**Chacko Varghese**, Safety Manager, Nesma & Partners, achieved Graduate Membership (Grad

IOSH) in the Institution of Occupational Safety and Health, UK.

**Shatha Abdullah Abdulwahab**, Accountant, Nesma Concrete Solutions, received her first-class honours Bachelor's degree in Accounting, from the University of Business and Technology.

**Marwan Youssef Nassereddine**, Project Manager, Nesma Trading, received an appreciation certificate from Aramco.

**Donald Veloso**, QC Plumbing Inspector, Nesma & Partners, passed the SPLE Master Plumbers Licensure Examination.

## FROM THE COMMUNITY

### Promotions

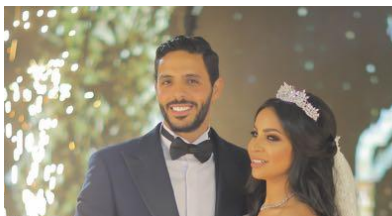


**Abdullah Al Ahmadi**, Operations Manager, Mawaddah, was promoted to Branch Manager.

### Marriages



Marriage of **Syed Hassan Kashif**, Procurement Coordinator, Nesma Catering.



Marriage of **Shady Hatem**, Marketing Manager, Nesma Airlines.

### Farewell



Farewell to **Johnson George**, Executive Secretary, Nesma & Partners, who has been part of Nesma family for 30 years.



Farewell to **Stanislaus Monthu Menezes**, Freight Forwarding Manager, Namma Cargo, who has been part of Nesma family for 28 years.

### Welcome to Nesma



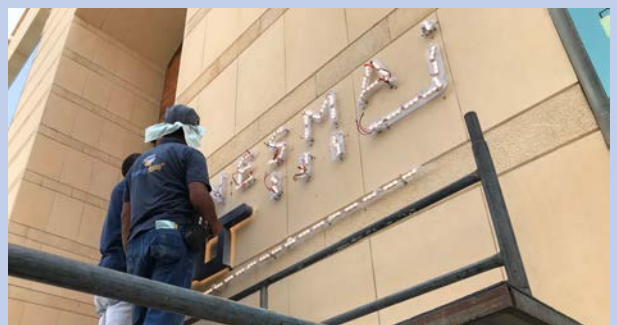
Welcome to **Abdullah Hamdi Alsulami**, Director for the Communications & Energy Solutions department (CES), Nesma Telecom & Technology.

Eng. Abdullah holds a Master degree of business Administration from University of Business and Technology (UBT) and a Bachelor degree of science in Electrical Engineering from King Fahd University of Petroleum and Minerals (KFUPM). He has more than (12) years of experience with his last position, before joining the Nesma family, as the General Manger (GM), for Al-Arrab Contracting CO. LTD Power & Water Division.

## Around & About Nesma



A Kickoff meeting for Nesma Tata's project with Aramco.



Nesma Holding recently updated signage.



## FROM THE COMMUNITY

Across Nesma, employees recently celebrated the national day of Saudi Arabia



Nesma & Partners - KAHD Project



Nesma & Partners - KAAR Project



Nesma & Partners - PC-IWWP Project, Ras Al Khair



Nesma & Partners - SANG Hospital, Jeddah



Nesma & Partners - SANG Hospital, Qassim



Nesma & Partner and Nesma Trading



Nesma & Partners - Dahran Main Camp

Employees recently celebrated the national day of Nigeria at Nesma & Partners - KAAR Project

