

## OPENING OF QINGDAO MIXC PARKSON



Lion-Parkson Foundation Trustees & Shortlisted Scholarship Applicants

- ▶ Group Chairman's Visit To Parkson Indonesia
- ▶ Centro Department Store Receives Golden "Service Quality Award"
- ▶ LionPeople - Group HR Information System (HRIS)
- ▶ Study Visit to Secom HQ, Japan



# OPENING OF QINGDA



# PARKSON INDONESIA



- ▶ Ms Mavis Seow (left) presenting Centro Educare Berbagi Buku programme contribution to Ibu Dwi Andayani (right).
- ▶ Cik Mavis Seow (kiri) menyampaikan sumbangan program Centro Educare Berbagi Buku kepada Ibu Dwi Andayani (kanan).



# MIXC PARKSON

**Q**ingdao MixC Parkson, the second Parkson store in Qingdao in Shandong Province, China was opened on 29 May 2015.

Located at the busy Shan Dong Road in Shinan District which is Qingdao's centre of commerce, finance, culture

and tourism, the store has a total retail area of 31,924 square metres. It is spread over 3 floors and carries a wide range of local and international brands ranging from fashion, shoes, beauty and fragrance, jewellery and accessories to household and others to delight its shoppers.

## PEMBUKAAN PARKSON MIXC QINGDAO

**P**arkson Qingdao MixC, gedung Parkson kedua di Qingdao di Wilayah Shandong, China telah dibuka pada 29 Mei 2015.

Terletak di Jalan Shan Dong yang sibuk di Daerah Shinan yang merupakan pusat perdagangan, kewangan,

kebudayaan dan pelancongan di Qingdao, gedung ini mempunyai 3 tingkat ruang niaga seluas 31,924 meter persegi. Ia menawarkan pelbagai jenama tempatan dan antarabangsa untuk fesyen, kasut, produk kecantikan dan wangian, barang kemas dan aksesori serta barangan rumah untuk memenuhi permintaan pembeli.

## 青岛万象城百盛开幕

青岛万象城百盛于2015年5月29日开幕。这是百盛在中国山东省青岛市第二家商店。

坐落于繁忙的市南区山东路，是青岛的商贸、金融、文化和旅游中心。该商店总面积为31,924平方米，共3层楼，提供时装、鞋子、美容品与香水、首饰和配饰以及家居用品多元化本地以及国际品牌，以满足消费者的需求。

# RAMADAN KAREEM @ PARKSON ST MORITZ

In conjunction with the holy month of Ramadan, Parkson Indonesia invited the reading community, Yayasan 1001 Buku, journalists and bloggers to break fast at its flagship store, Parkson St Moritz on 24 June 2015. Parkson also showcased its line of Muslim-themed fashion collection for the entire family to look good during Hari Raya. Popular singer, Lala Karmela enlivened the event with a few songs.

General Manager – Merchandising, Ms Mavis Seow on behalf of Centro Educare Berbagi Buku programme presented a mock cheque to the Chairman of Yayasan 1001 Buku, Ibu Dwi Andayani for their efforts in instilling the reading interest amongst children. Parkson Centro Card was introduced to the journalists who were given complimentary gold card membership.



► Guests at the break fast event.  
► Tetamu di majlis berbuka puasa.

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## EDITOR'S MESSAGE

Parkson opened a new store in Qingdao, China on 29 May 2015, bringing the number of stores in China to 60, and the total number of Parkson stores in Malaysia, China, Vietnam, Indonesia and Myanmar to 125 stores.

Our Lion-Parkson Foundation will once again be awarding scholarships to bright young Malaysians pursuing tertiary education in the local universities. The applicants who were shortlisted for the final round interview for the scholarships were invited to a briefing session to help them prepare for the interview and entry into university.

With the emphasis on nurturing young minds and developing human capital for our companies, the Group is embarking on LionPeople - Group HR Information System project. This will assist in our Human Capital Management (HCM) and facilitate the delivery of our HCM objectives and aspirations across Lion HQ and the operating companies. Do read about this exciting new initiative in the interview with Group HR Director, Mr Suresh Menon in this issue.

Our operating companies conduct regular training for their staff to promote continuous learning, skills enrichment, and safety and health awareness. This helps to provide a conducive and safe environment for our staff. Other activities such as games and get-togethers are also organized for the staff to interact and socialize. This helps to maintain a healthy balance between work and play which is essential for our staff and companies to do well.

## UTUSAN PENGARANG

Parkson membuka stor baru di Qingdao, China pada 29 Mei 2015, menjadikan bilangan stor di China berjumlah 60 buah manakala keseluruhan store Parkson di Malaysia, China, Vietnam, Indonesia dan Myanmar berjumlah 125 buah.

Yayasan Lion-Parkson Foundation sekali lagi akan menganugerahkan biasiswa kepada kepada belia Malaysia yang pintar mengikuti pengajian tinggi di universiti-universiti tempatan. Calon-calon telah disenarai pendek untuk temuduga pusingan akhir bagi biasiswa telah dijemput untuk menghadiri sesi taklimat sebagai persediaan untuk temuduga dan kemasukan ke universiti.

Dengan penekanan kepada usaha memupuk minda golongan muda dan membangunkan modal insan bagi syarikat kita, Kumpulan telah memulakan LionPeople - Projek Sistem Maklumat Sumber Manusia Kumpulan. Ini akan membantu Pengurusan Modal Insan (HCM) dan memudahkan penyampaian objektif HCM serta aspirasi secara menyeluruh di Ibupejabat dan syarikat-syarikat operasi. Sila baca mengenai inisiatif baru yang menarik ini menerusi wawancara dengan Pengarah Sumber Manusia Kumpulan, Encik Suresh Menon dalam isu ini.

Syarikat-syarikat operasi kita menganjurkan pelbagai sesi latihan untuk warga kerja mereka dalam usaha menggalakkan pembelajaran berterusan, memperkasakan kemahiran, dan meningkatkan kesedaran mengenai keselamatan dan kesihatan di tempat kerja. Ini dapat membantu menyediakan persekitaran yang kondusif dan selamat bagi semua warga kerja kita. Aktiviti-aktiviti lain seperti sukan dan perjumpaan turut dianjurkan untuk warga kerja berinteraksi dan bersosial. Ini membantu mengekalkan keseimbangan yang sihat antara bekerja dan bersosial yang pastinya bermanfaat kepada kedua-dua syarikat dan warga kerjanya.



# GROUP CHAIRMAN'S VISIT TO PARKSON INDONESIA



- (Left) Tan Sri William Cheng sharing his vision with Parkson Indonesia management team (right).
- (Kiri) Tan Sri William Cheng berkongsi vision beliau dengan pasukan pengurusan Parkson Indonesia (kanan).

In his recent visit to Parkson Indonesia, Group Chairman, Tan Sri William Cheng shared the future direction of Parkson Retail Asia and his vision for Parkson Group to be a strong retail player in Asia, with the management of Parkson Indonesia and Centro Department Stores. He also visited Centro Margo City Depok and Parkson St Moritz.



- Taking the opportunity for a photo session with Tan Sri William Cheng.
- Mengambil kesempatan untuk bergambar bersama Tan Sri William Cheng.



## CENTRO RECEIVES GOLDEN "SERVICE QUALITY AWARD"

For the second consecutive year, Centro Department Store was awarded the Golden "Service Quality Award" for department store category, by two well-known organizations, Carre-Center for Customer Satisfaction and Loyalty (or Carre CCSL) and Service Excellence magazine.

Store Operation Manager, Ibu Sani Novianti (right) received the award from Editor in Chief - Service Excellence magazine, Ibu Yuliana Agung (left).

## HI-REV AT METALTECH FAIR

Lion Petroleum Products Sdn Bhd (LPP) participated in the annual Metaltech Fair at Putra World Trade Centre from 20 - 23 May 2015, showcasing Hi-Rev's lubricant line for machine tools and metal works, and for passenger cars and motorcycles.

LPP's technical team attended to the many enquiries from visitors and potential distributors, and briefed on Hi-Rev's technological innovation and continued advancement for its premium range of industrial lubricant products.



- Hi-Rev booth showcasing its lubricant line (right photo).
- Booth Hi-Rev mempamerkan rangkaian minyak pelincirnya (gambar kanan).

## FINE CASUAL DINING @ FRANCO

Charming Parisian charisma and dainty Japanese grace; Franco is a fusion of these two amazing cultures. Franco aims to change the notion of fine dining by serving gourmet fare in a casual and relaxed environment. In Malaysia, the Franco brand is being developed by AUM Hospitality (AUMH), our 60% owned subsidiary.

The *Matcha Souffle*, one of the best sellers at Franco is a cross-over between the palates of France and Japan. A light and fluffy texture with a twist, with top grade Matcha powder added into this classic French soufflé to give it a distinct Japanese characteristic. Other favourites are the French Toast drizzled with golden maple syrup and topped

with whipped cream, *Spaghetti Yumeina*, bathed in shoyu and Franco's signature broth, and *Matcha Parfait*, oozing with Matcha and overflowing with Matcha jelly, rice crispies and drizzled with Okinawa Brown Sugar syrup for an enticing, guilt free dessert.

There are many other dishes that will keep you wanting for more. Visit Franco outlets which are located at:

- IOI City Mall, Putrajaya.
- 1 Utama
- Publika Shopping Gallery
- Parkson Maju Junction
- The Curve
- Pavilion
- Mid Valley Megamall
- FRANCO PETITE @ Paradigm Mall



► Matcha Souffle.



► Spaghetti Yumeina.



► Matcha Parfait.

## AMSTEEL KLANG'S DIARY CONTRIBUTION TO KLANG RESIDENTS ASSOCIATION



For the 9<sup>th</sup> consecutive year, Lion-Parkson Foundation contributed to Taman Klang Residents Association's Annual Education Program. Amsteel Mills, representing the Foundation, attended the presentation ceremony where 32 primary students and 18 secondary students who obtained good results received awards.



- Amsteel Senior General Manager, Mr Benny Chen (2<sup>nd</sup> from left) presenting the Foundation's cheque to Deputy President & Head of Education Committee of Klang Residents Association, Mr Yee Chooi Lim, with General Manager – Human Resource, Ms Kwa Seok Leng (extreme left) and Senior Manager – Material Control, Mr Loo Chay Boon (extreme right).
- Pengurus Besar Kanan Amsteel, Encik Benny Chen (2 dari kiri) menyerahkan cek Sumbangan Yayasan Lion-Parkson kepada Timbalan Presiden & Ketua Jawatankuasa Pendidikan, Persatuan Penduduk Klang, Encik Yee Chooi Lim bersama Pengurus Besar - Sumber Manusia, Cik Kwa Seok Leng (kiri sekali) dan Pengurus kanan - Kawalan Bahan, Encik Loo Chay Boon (kanan sekali).



# AMSTEEL KLANG'S DIARY

## AID FOR STAFF'S FAMILY



Amsteel extended a helping hand to the family of the late Auxiliary Police, Corporal Khusrin bin Samingan (inset) who passed away on 1 June 2015.

► Assistant Manager - Security Department, Mr Gajandra (2<sup>nd</sup> from left) presenting the collection from the management and staff to Corporal Khusrin's widow Puan Marzlin Yaacob, with Sergeant Major Morthy and Manager - Safety, Health & Environment, Mohd Nizam Esa (3<sup>rd</sup> and 4<sup>th</sup> from left respectively).

► Penolong Pengurus - Jabatan Keselamatan, Encik Gajandra (2 dari kiri) menyampaikan sumbangan daripada pihak pengurusan dan kakitangan kepada balu Koperat Khusrin, Puan Marzlin Yaacob bersama Sarjan Major Morthy dan Pengurus Keselamatan, Kesihatan & Persekitaran, Mohd Nizam Esa (masing-masing 3 dan 4 dari kiri).

## TRAINING ON MANAGING CHEMICAL SPILLAGE

Amsteel Mills Klang organised a training session on managing an emergency in the event of any chemical spillage. The participants were exposed to the principles of handling chemical spillage control, followed by a practical session to gauge their understanding and knowledge.



## FUN TRIP TO HOT SPRINGS

144 people comprising members of the Steel Division Sports and Recreation Club and their families had a splashing time during the outing to Felda Residence Hot Springs in Sungkai Perak on 17 May 2015.

Ferried in 4 buses, the outing certainly helped to foster closer relations amongst the members from the various steel companies and their families.



► Club members and their families enjoying themselves at the pools.

► Ahli-ahli kelab dan keluarga mereka bersuka ria di kolam.



# ACTIVITIES @ ANTARA STEEL MILLS

## SUPERVISORY DEVELOPMENT PROGRAM

Antara Steel organized a two-day training on "Supervisory Development Program" for 23 supervisors and executives. The participants enjoyed the training conducted by Ms Irene Choong from CeDR Corporate Consulting as it was very interactive with case studies.



- ▶ Group photo with trainer, Ms Irene Choong (front row 2<sup>nd</sup> from right).
- ▶ Bergambar kenangan dengan jurulatih, Cik Irene Choong (baris hadapan, 2 dari kanan).



- ▶ Chicken Dance led by Electrical Supervisor - Rolling Mill, Encik Hadis Banawan.
- ▶ "Chicken Dance" diketuai oleh Penyelia Elektrikal - Rolling Mill, Encik Hadis Banawan.



- ▶ Group discussion on case study.
- ▶ Perbincangan kajian kes secara berkumpulan.

## TRAINING

### CCM OJT PROGRAM

15 Continuous Caster Machine (CCM) personnel from Operations and Maintenance attended a training on Cut-to-Length System from 9 to 12 June 2015. The 4-day training was conducted by two specialists, Mr Song Xuegang and Mr Liwen Liu from Shanghai XinZhong Metallurgical Equipment.



- ▶ The session with Mr Song Xuegang.
- ▶ Sesi latihan bersama Encik Song Xuegang.

### CRANE COMPETENCY TRAINING

The Safety, Health & Environment Department organized a practical training session for new contract workers to ensure their competency in handling the overhead crane. Encik Suparman Singari (left photo below) from Rolling Mill Mechanical Department conducted the training for 8 contract workers from LTF Contractor.



## IHYA RAMADAN



- ▶ Ustaz Ellyeen Amineen (left photo, right) giving the talk with General Manager, Encik Rahmat Ibrahim (left photo) and staff listening attentively.
- ▶ Ustaz Ellyeen Amineen (gambar kiri, kanan) memberi ceramah dengan Pengurus Besar, Encik Rahmat Ibrahim (gambar kiri) dan kakitangan tekun mendengar.

More than 100 staff and their family members attended "Ihya Ramadan" talk organised by Badan Kebajikan Islam Antara on 12 June 2015. The talk by Ustaz Ellyeen Amineen, a lecturer at Universiti Teknologi Malaysia was held to welcome the holy month of Ramadan which fell on 18 June 2015.

Everyone enjoyed the special Nasi Beriyani Daging which was served at the end of the programme.



# MEGASTEEL'S DIARY

## NETBALL TOURNAMENT

Lion Steel Complex Sports & Recreation Club in Banting organized an Inter-Department Netball tournament on 29 May 2015. The winners were :



CHAMPION :  
HUMAN RESOURCE DEPARTMENT



1<sup>ST</sup> RUNNER UP :  
ACCOUNTS, TREASURY & LION DRI



2<sup>ND</sup> RUNNER UP :  
ACCOUNTS, TREASURY, IT & PURCHASING

## PROPERTY & COMMUNITY DEVELOPMENT

## DIVISION

**GRAND 40'** **THE VANTAGE**  
**PREMIUMLINK**

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- \*2- For selected intermediate, endlot, corner & special corner units only, please refer to us.
- \*3- Based on selected standard unit RM1.59 mil & inclusive of package promotion.

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**PREMIUMLINK**  
SIGNATURE SERIES **4**  
**The Vantage Show Home**  
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N3.069585, E101.797383





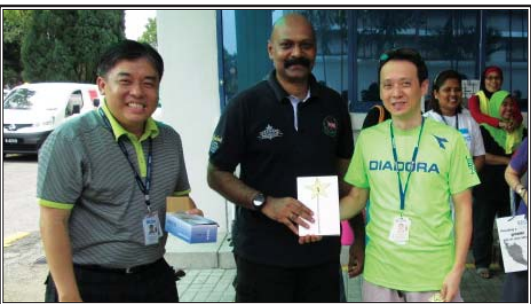
# SECOM HOUSEKEEPING

Secom (staff joined hands in a housekeeping campaign to create a more conducive environment for everyone at its Headoffice in Shah Alam on 9 May 2015.

Before rolling up their sleeves, everyone enjoyed the breakfast served and participated in the morning exercise. Mr Paul A/L Soosai from Operations Department took home the lucky draw grand prize of an iPad Mini 3.



- All ready to go!
- Semua bersedia!



- Lucky draw grand prize winner, Mr Paul Soosai with General Manager, Mr Lee Keang Hong (left) and Director/Advisor, Mr Kenji Ishida (right).
- Pemenang hadiah utama cabutan bertuah Encik Paul Soosai dengan Pengurus Besar, Encik Lee Keang Hong (kiri) dan Pengarah/Penasihat, Encik Kenji Ishida (kanan).



- Many hands make the tasks easier and merrier.
- Bekerja sama meringankan kerja dan lebih mesra.



## AID FOR NEPALESE STAFF

The massive 7.8 magnitude earthquake which struck Nepal recently has taken the lives of more than 8,000 people and devastated its cities and rural areas with many left homeless. The families of 58 of Secom's Nepalese staff have been made homeless with two staff having lost their loved ones in the tragedy. Secom provided financial aid to the affected staff with employees passing the hat around to assist their colleagues too.

## TRAINING FOR SECURITY GUARDS

**17** Nepalese guards from 12 assignments underwent a mock training on 29 May 2015 which included pre-test, property inspection, check procedures, CPR and fire drill, patrolling, report writing/verbal, physical test and roll call competition.

The training was organised to refresh their knowledge on the responsibilities and functions of a Security Guard and to enhance their understanding on the company's business operations.





# BRIEFING FOR SCHOLARSHIP APPLICANTS

Lion-Parkson Foundation (LPF) organised a briefing session for the shortlisted applicants for its scholarship awards on 26 May 2015. The session began with the Group's corporate video presentation followed by a briefing on LPF's activities and the scholars programme by CeDR Corporate Consultancy Senior Manager, Ms Penny Chong.

The highlight was the panel discussion with LPF Chairman, Puan Sri Chelsia Cheng; Lion Group Director and LPF

Trustee, Mr CS Tang and LPF Trustee, Dr Chua Siew Kiat who shared their experience and imparted invaluable advice to the students. They then proceeded to Puan Sri Chelsia's calligraphy centre, Xian's Place to view the Han Dynasty wooden scroll calligraphy project that was completed by Puan Sri Chelsia and her coursemates.

2012 LPF scholar, Lineker Balandis Anak Kalang who has graduated and is currently HR Executive at the Headoffice shared his internship and work experience with the applicants.



- A group photo of the applicants and Trustees; Puan Sri Chelsia Cheng (seated, centre) flanked by Mr CS Tang (right) and Dr Chua Siew Kiat (left) with the Han Dynasty wooden scroll calligraphy project behind.
- Gambar berkumpul calon-calon biasiswa bersama para Pemegang Amanah, Puan Sri Chelsia Cheng (duduk, tengah) diiringi oleh Encik CS Tang (kanan) dan Dr Chua Siew Kiat (kiri) berlatarkan projek skrol kayu Dinasti Han.



- Interactive sessions with the applicants by Ms Penny Chong (left) and Mr Lineker Balandis (right).
- Taklimat yang interaktif oleh Cik Penny Chong (kiri) dan Encik Lineker Balandis (kanan).

## DIRECTORS' TRAINING

On 17 June 2015, the directors of the Group's public listed companies and staff attended a talk on Asean Economic Community (AEC) by Messes Tay & Partner.

Encik Mohd Khairil Ezane spoke on AEC single market and production base concept, and the general features of the various agreements i.e. ASEAN Trades in Goods Agreement (ATIGA), ASEAN Comprehensive Investment Agreement (ACIA) and Mutual Recognition Arrangements (MRA), while Ms Lim Bee Yi briefed everyone on Protection of Intellectual Property in view of the AEC single market.



- (Top photo) Directors and staff listening to the presentations by Encik Mohd Khairil Ezane (inset, left) and Ms Lim Bee Yi (right).
- (Gambar atas) Para Pengarah dan kakitangan mendengar taklimat oleh Encik Mohd Khairil Ezane (gambar kecil, kiri) dan Cik Lim Bee Yi (kanan).





# STUDY VISIT TO SECOM HQ IN JAPAN

Three Secom (Malaysia) Sdn Bhd staff; General Manager, Mr Lee Keang Hong; Senior Manager - Finance and Admin, Ms Tan Wee Gaik and HR Manager, Puan Marlia Ramli went on a three-day study visit to Secom Headquarters in Japan from 25 to 27 May 2015. Group Executive Director, Tan Sri Albert Cheng who is also Secom Malaysia's Chairman joined the trio for part of the visit. They were accompanied by Secom Director/Advisor, Mr Kenji Ishida, who had put in much effort to organise and make the trip a truly memorable one.

"Our first stop was the MIRAI showroom where we were greeted with a big 'Welcome' sign and had a hands-on experience of the Image Recognition Technology developed by Secom Japan. We toured the three zones for briefing on Secom Group, its products and services and the backbone infrastructure and cutting-edge technologies in sustaining Secom Group's services where we experienced the impressive "Walkthrough Face Recognition System" before entering Zone 1. We also experienced the future of Secom, small size autonomous flying surveillance robot and remote medical system.



► From left: Tan Sri Albert Cheng and Mr Lee Keang Hong at the MIRAI showroom.

► Dari kiri: Tan Sri Albert Cheng dan Encik Lee Keang Hong di bilik pameran Mirai.

Next, we were taken to a major SG (Security Guard) assignment post at Ebisu Garden Palace and were impressed with the comprehensive control centre monitoring set-up. The post was well kept with the workstations and overall housekeeping in tip top condition. There are 20 security guards monitoring the township which consists of big commercial buildings and residential condos.

We visited the R&D Centre at Mitaka where new ideas are developed and materialised as prototypes. It has a very comprehensive testing room with facilities to develop new products such as alarm panel, sensor, CCTV, access control and more. They shared with us a newly launched unit as well as their approach in reducing false alarms by using double mirror PIS sensor which has been improvised by changing its colour from white to grey.

At IS Lab in SC Centre at Mitaka, we witnessed the development of new technologies in line with Secom's future vision as presented at MIRAI showroom which will come into reality at the Tokyo Olympics in 2020. The researchers demonstrated the image processing systems and how they are able to analyse location and motion of human beings in restricted areas, and estimate potential safety risks by processing image data captured by dedicated CCTV systems. They also showed us the usage of a drone for wider and more effective monitoring and to get an intruder out of a protected area. This technology is very useful to provide faster response service to locations where Response Officers or Security Guards have difficulty in reaching.



► (From left/Dari kiri) Puan Marlia Ramli; Ms Tan Wee Gaik; Mr Lee Keang Hong; Deputy GM, International Department, Secom Japan, Mr Naoto Honda; Tan Sri Albert Cheng; Mr Kenji Ishida; GM Sales International Department, Secom Japan, Mr Sadahiro Sato and GM HR and General Admin Department, Secom Indonesia, Mr Emanuel Mustika.

We then stopped by Coco Secom Operation Centre and viewed the interesting display of products provided by Secom for the Japanese market. A GPS tracking device with 3G mobile connection is provided to a subscriber and the device is able to identify the location of the target for example elderly people, small children, cars, motorcycles etc in the hands of a Coco Secom Operator or the subscriber via the Internet.

The visit to CMS Branch at Secom Station Seijyo opened our eyes to the facilities and housekeeping. Here, the false alarm rate is 15.1% and the response is by motorbike as the district is relatively small and mostly residential area. We were showed the filing system for customers' files which are kept in a very orderly manner and for files which have been removed, a red paper is placed to indicate that a file has been taken out. The confidentiality of customers' information is preserved by not disclosing their names, and other personal details including the floor plan. The response time is very fast. While one Response Officer prepares the necessary equipment such as helmet, bullet proof vest etc, the other gets the customer file and keys ready in order to shorten the response time.

Our visit to HD Centre Tama, a training facility was another eye-opener as we were able to see the comprehensive staff training facilities. It included a very efficient and

► Continue on page 12





► Photo session with the International Division.  
 ► Sesi bergambar dengan Bahagian Antarabangsa.

practical fire fighter's set of training which includes air conditioner and piping system. They were very proud to share with us that even the Fire Fighter Agencies are using their facility to train their people. The centre has 9 dedicated trainers, and conducts 300 training sessions involving 6,500 employees a year. The centre is equipped with accommodation facilities such as bedroom, washing machine, vending machine, rest area, smoking area, shower room etc.

Secom brand awareness is very well established and we are proud to see Secom logos everywhere in Japan. Currently, Secom has more than 2 million customers and it is expanding its operations to ensure that Secom always remains number one in Japan. There are many areas that we at Secom Malaysia can emulate and improvise especially in housekeeping and to be number one in Malaysia."

## COMMUNICO

# LION PEOPLE

## – GROUP HR INFORMATION SYSTEM (HRIS) PROJECT

LionPeople is an essential tool which will help us better manage our key HR processes via a common Global HR platform. The majority of our Operating Companies in Malaysia and overseas will eventually adopt LionPeople as a common HRIS portal.

To give us an overview of the impending change, we spoke to *Mr Suresh Menon, Director - Group Human Resource and LionPeople Project Sponsor.*

***As Director - Group Human Resource, how do you perceive the importance of Human Capital Management (HCM) to the Group?***

The way we do business in a globalised and seamless world is changing rapidly, accelerated by innovation and technology. The development of internet, e-commerce and smart-phone technology has blown apart our traditional ways of doing business and how we manage our People. HCM is about managing the Group's most important asset - Its People.

The Group's HCM practices therefore must keep abreast with the changes occurring within and outside the Group. Looking ahead, the Group's HCM focus remains in talent



► (Left to right) Mr Suresh Menon talking to HR Manager - Lion Tin Sdn Bhd, Encik Shahrul Azmani Jaafar and Senior Manager - CeDR, Ms Penny Chong on LionPeople.  
 ► (Kiri ke kanan) Encik Suresh Menon berbincang dengan Pengurus Sumbar Manusia - Lion Tin Sdn Bhd, Encik Shahrul Azmani Jaafar dan Pengurus Kanan - CeDR, Cik Penny Chong mengenai LionPeople.

management, leadership development and equipping our employees with the right behavioural competencies (or soft skills) to be highly effective as individuals and in teams. We will also strengthen our performance and reward processes. All our HCM practices including transactional processes will be continuously reviewed and enhanced to attract, retain, motivate and engage our talented employees.

► Continue on page 13



# LION PEOPLE

## – GROUP HR INFORMATION SYSTEM (HRIS) PROJECT

### *What is LionPeople?*



LionPeople is an “IT technology enabler” that will facilitate the delivery of our HCM objectives and aspirations. LionPeople will be implemented as a common Group HRIS/Platform powered by Oracle PeopleSoft Human Capital Management solution, a world-renowned IT Solution Provider headquartered in California, USA.

LionPeople will be deployed across Lion Group Head Office (HO) and Operating Companies and will cover both Strategic and Operational HCM processes and requirements.

Phase 1 of the project will be to roll out LionPeople for businesses and operations in Malaysia including Group HO and Special Grades employees. Phase 2 will cover China and Phase 3 will address the rest of the countries outside Malaysia and China.

We are targeting Phase 1 roll-out/implementation for Malaysia around mid-2016. I must also add that a common payroll platform will be implemented for Malaysia and China.

### *What are your key aspirations behind the plan to implement LionPeople?*

As mentioned earlier, technology touches every aspect of running our business including HCM. We need to put the latest technology in the hands of our leaders and employees so that our HCM practices can be world-class.

At our current state, we are running multiple legacy HR and payroll systems at individual Operating Companies. Such disparate landscape is a major road-block for consolidation, HR governance & compliance, efficient HR service delivery and agility to respond to the rapidly changing business requirements. We need excellent HR analytics capability to make quick and effective decisions regarding our people assets.

LionPeople will support the centralisation of administrative/transactional functions and thereby enable HR to focus on strategic activities such as talent management, succession planning, strategic recruitment, learning and competency development. LionPeople’s

advanced Employee and Manager Self Service functionality will give our employees and managers a greater sense of ownership in the management of employees’ development and careers. Access to LionPeople will be on 24/7 basis from any part of the world including from mobile devices. Transactional tasks such as application of leave, submission of claims and updating personal information in LionPeople will be simplified and intuitive.

LionPeople is a major technology enabler to support HR transformational initiatives anchored under our 5 HR Pillars i. e. Rewards, Talent Development, Capability Building, HR Operational Excellence and Employee Engagement.

### *Looking at the diversity of the Group’s businesses, do you foresee any challenges in terms of implementing LionPeople and how do you plan to mitigate them?*

In the last few months, we accomplished an extremely intensive business process re-engineering and policy review and alignment exercise (referred to as “Global Template Blue-Printing”) to simplify and standardise our People processes across Operating Companies in Malaysia. LionPeople will serve as a baseline for the Group whilst we continue to further modernise our HCM processes beyond the project.

While the diversity of the Group is a formidable challenge (and an opportunity), I am glad to report that LionPeople Project and work teams (Subject Matter Leads, Process Champions & team members) from different industries and Operating Companies have come together to deliver tremendous results and value to the Group. I am really encouraged to see the commitment, enthusiasm and drive of our HR folks to deliver this massive task on top of their day job and operational challenges. All these efforts have gone a long way to break down the HR silos which have existed in the past.

The Lion People Project Steering Committee comprising representatives from various businesses and functions and chaired by Tan Sri Albert Cheng have an oversight of the LionPeople Project and are updated on the Project’s progress on a quarterly basis.

### *Finally, any parting words that you would like to convey to our readers?*

Whether you are at the Head Office or in Operating Companies, expect to hear more about LionPeople in due course via various channels. I hope you are as excited as we are in the HR Function as we move forward to the implementation of LionPeople. Stay tuned!!!



# the GREAT Lion Brain Tease





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## CeDR ACTIVITIES

### Meet The Lion Circle (MTLC) Visit To Megasteel, Banting



Arrival at Wisma Lion



Putting on safety apparel for the plant visit



Briefing on the layout of the Complex



A view of the smelting process from the safety room



The participants being treated to high tea



### Snapshots of various training conducted by CeDR



Dan Fong Shin leading the 'PSMB Train the Trainer' class at Ambank Group



Honeywell employees at CeDR for the Dynamic Presentation Skills training



Employees of Pantai Hospital going through Effective English Communications programme



Northport employees going through the 'PSMB Train the Trainer' programme

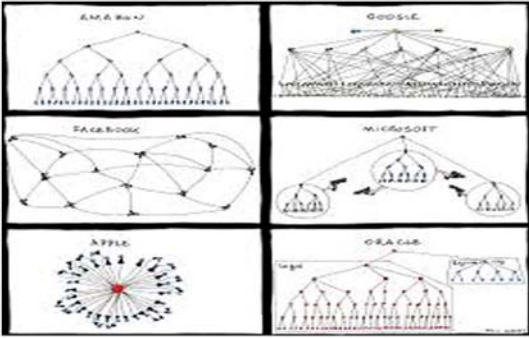




# THE CASE OF POLITICS AND TEAMS




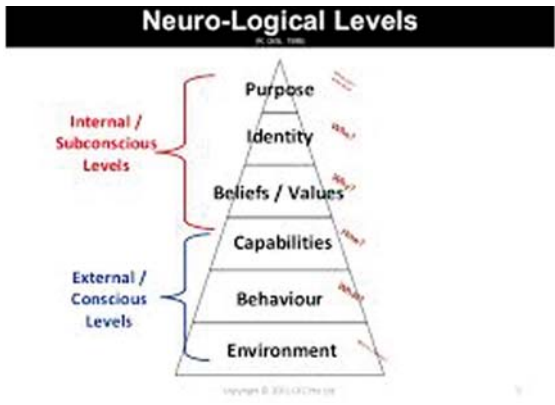
“Office politics” are the strategies that people play to gain advantage, personally or for a cause they support. The term often has a negative connotation, in that it refers to strategies people use to seek advantage at the expense of others or the greater good. In this context, it often adversely affects the working environment and relationships within it. Good “office politics”, on the other hand, help you fairly promote yourself and your cause, and is more often called networking and stakeholder management.

## Making Politics Work For You

You need to develop strategies to deal with the political behaviour that is going on around you. The best way to do this is to be a good observer and then use the information you gather to build yourself a strong network to operate in. Here are some tips:

TIP	DEBRIEF
<p><b>Re-Map the Organization Chart</b></p> 	<p>Office Politics often circumvent the formal organization chart. Sit back and watch for a while and then re-map the organization chart in terms of political power.</p> <ul style="list-style-type: none"> <li>• Who are the real influencers?</li> <li>• Who has authority but doesn't exercise it?</li> <li>• Who is respected?</li> <li>• Who champions or mentors others?</li> <li>• Who is “the brains behind the organization”?</li> </ul>
<p><b>Understand the Informal Network</b></p> 	<p>Once you know who's who in the organization, you have a good idea of where the power and influence lay. Now you have to understand the social networks.</p> <ul style="list-style-type: none"> <li>• Who gets along with whom?</li> <li>• Are there groups or cliques that have formed?</li> <li>• Who is involved in interpersonal conflict?</li> <li>• Who has the most trouble getting along with others?</li> <li>• What is the basis for the interrelationship?</li> <li>• Friendship, respect, manipulation?</li> <li>• How does the influence flow between the parties?</li> </ul>
<p><b>Build Relationships</b></p> 	<p>You have done your homework and now understand the underlying office structure, now it's time to:</p> <ul style="list-style-type: none"> <li>• Get to know politically powerful people in the organization, and have relationships with peers, bosses, executives.</li> <li>• Start to build relationships with those who have the informal power.</li> <li>• Build your relationships on trust and respect – avoid empty flattery.</li> <li>• Be friendly with everyone but don't align yourself with one group or another.</li> <li>• Be a part of multiple networks – this way you can keep your finger on the pulse of the organization.</li> </ul>



TIP	DEBRIEF
<p><b>Listen Carefully</b></p> 	<ul style="list-style-type: none"> <li>• When you spend more time listening, you are less likely to say something that will come back to bite you later. Also, people like people who listen to them.</li> </ul>
<p><b>Make the Most of Your Network</b></p> 	<p>Learn to use them to stay clear of negative politicking, and also to promote yourself and your team positively.</p> <p>Communicate your own and your team's abilities and successes to the right people, and you do this through positive political action. Use your network to:</p> <ul style="list-style-type: none"> <li>• Gain access to information.</li> <li>• Build visibility of your achievements.</li> <li>• Improve difficult relationships.</li> <li>• Attract opportunities where you can to shine.</li> <li>• Seek out ways to make yourself, your team and your boss look good.</li> </ul>
<p><b>Neutralize Negative Play</b></p> 	<p>The expression, "Keep your friends close and your enemies closer" applies perfectly to office politics.</p> <ul style="list-style-type: none"> <li>• Get to know these people better and be courteous to them, but always be very careful what you say to them.</li> <li>• Understand what motivates these people and what their goals are, and so learn how to avoid or counter the impact of their negative politicking.</li> <li>• Be aware that these people typically don't think much of their talents (that's why they rely on aggressive politicking to get ahead).</li> </ul>
<p><b>Govern Your Own Behaviour</b></p> 	<p>There are general standards to observe that will stop negative politics from spreading:</p> <ul style="list-style-type: none"> <li>• Don't pass on gossip, questionable judgments, spread rumours – when you hear something, consider how much credibility it has.</li> <li>• Maintain your integrity at all times – always remain professional, and always remember the organization's interests.</li> <li>• Be positive – avoid whining and complaining.</li> <li>• Be confident and assertive but not aggressive.</li> <li>• When voicing objections or criticism, make sure you take an organizational perspective, not a personal one.</li> <li>• Don't rely on confidentiality – assume things will be disclosed and so decide what you should reveal accordingly.</li> </ul>

Be a model of integrity to your team, and discourage politics within it.

Adapted from the article found at this website

[http://www.mindtools.com/pages/article/newCDV\\_85.htm](http://www.mindtools.com/pages/article/newCDV_85.htm)

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