



Towards *Self Actualization*
8 September 2018



Dear All,

Come join us for lunch with our Group CEO, Mr. Tariq Chauhan.

THEME
Self-Actualization

Mr. Tariq will be cooking up a storm in his kitchen and bringing food for one and all.

Date : Saturday, 8th September 2018

Time : 11.00am onwards

Venue: EFS Head Office, Dubai

For office staff of Abu Dhabi, Al Ain & Dubai only. Attendance Compulsory.



**What brings me
here to you ?**



**Understand your
Needs and
Aspirations(Dreams)**

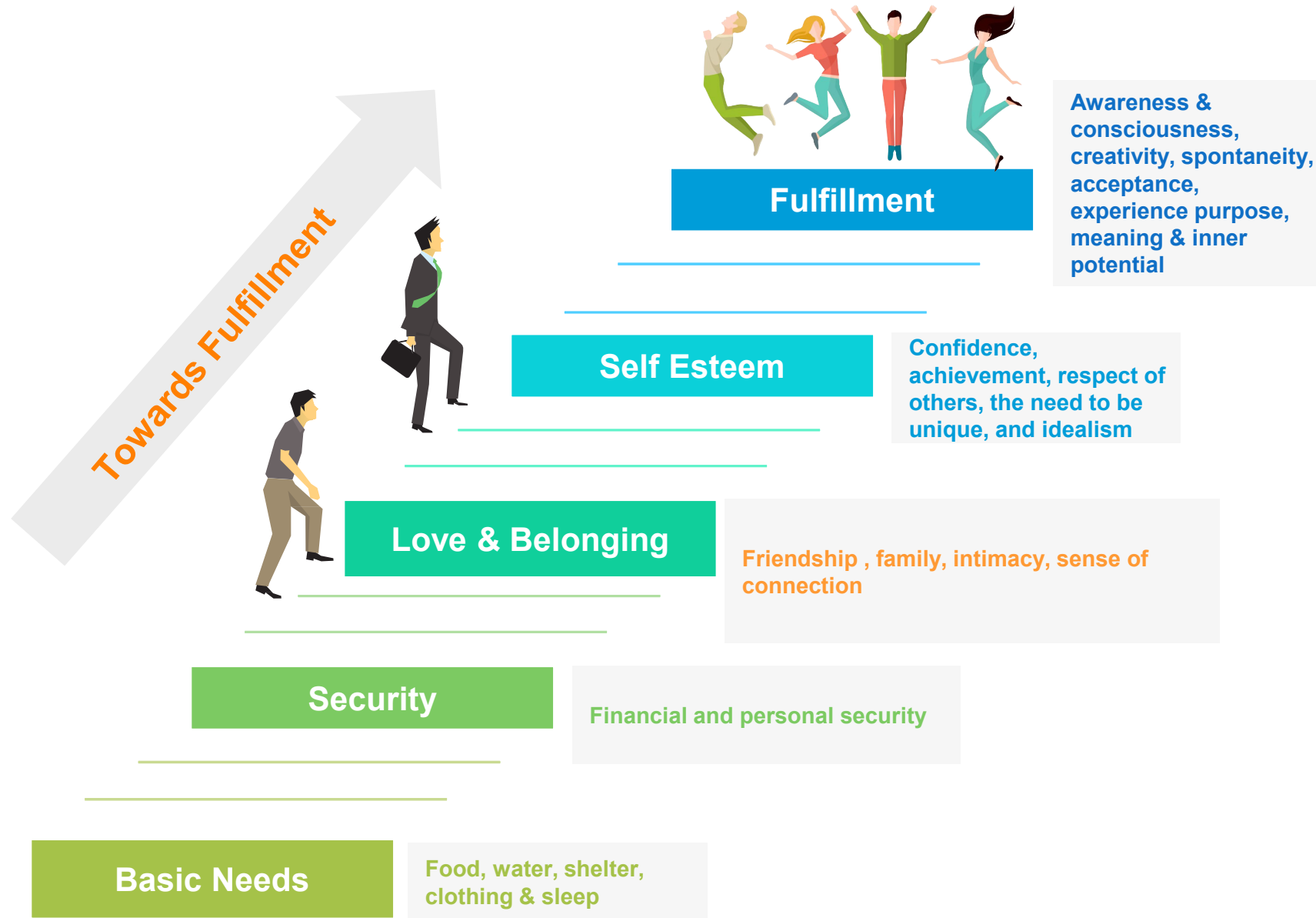


**How can I make
you happy to
meet your
Needs &
Aspirations?**

11 things leaders say and mean to drive engagement

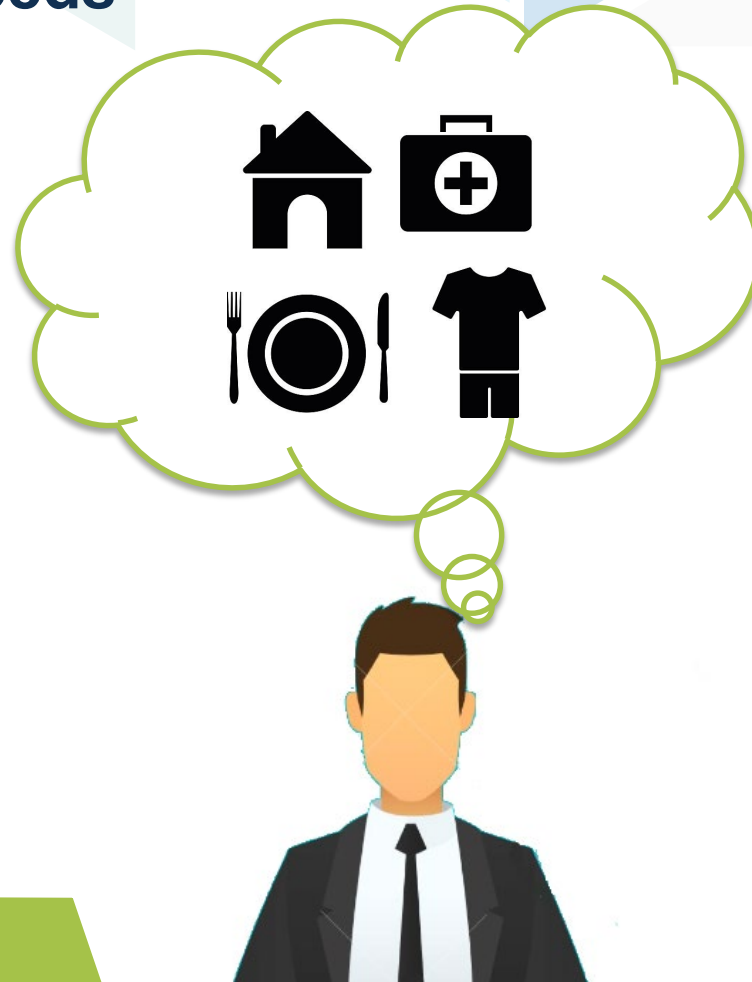


Maslow's Hierarchy of Needs



EFS VALUES

Honesty, Ethics, Teamwork, Transparency, Trust, Integrity, Mutual Respect, Enterprise Ownership, Accountability



- Food
- Water
- Shelter
- Clothing
- Sleep
- Financial security
- Personal security

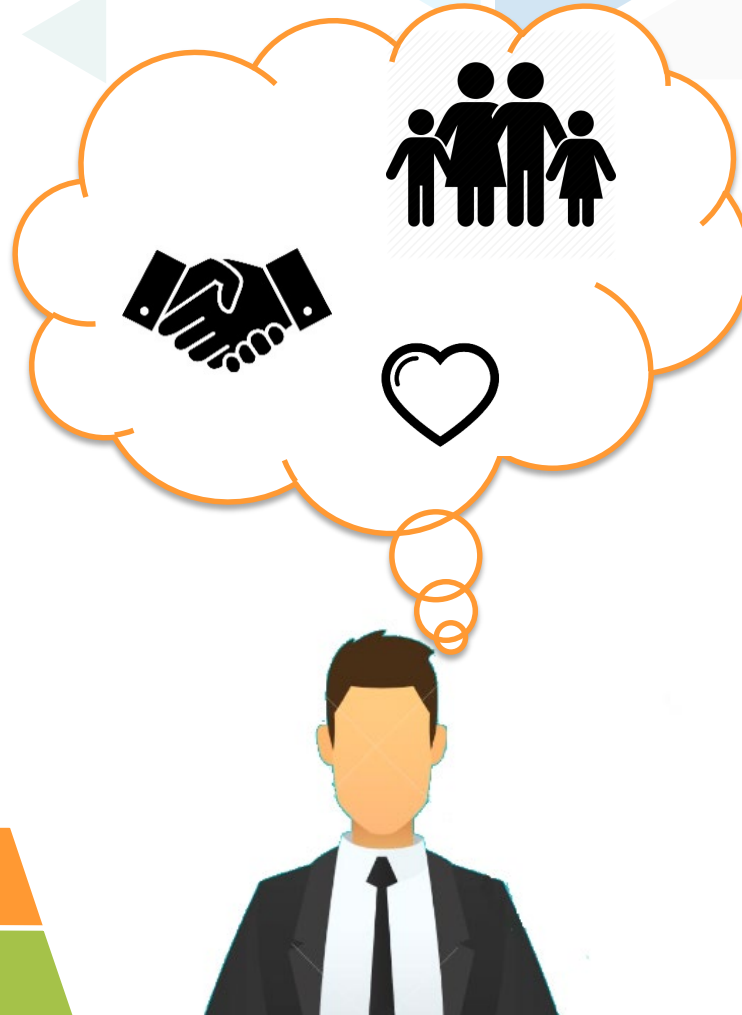
Basic & Security Needs

How we can help you achieve

- Stable job
- Salary/ Paid Leave/ Sick Leave
- Compensation, pension and benefits
- Fair work practices
- Health insurance & medical benefits
- Good pantry services
- Comfortable living
- Health and Safety, PPE

***Let me know, your **Leadership** wants to know!!
These are just the basics but **there's more in store...*****

Love & Belonging



- Friendship
- Family
- Sense of connection
- Social acceptance

Love & Belonging

Basic & Security Needs

How we can help you achieve

- Breakfast with CEO
- Work as a family
- Carnivals
- Fun together
- Eat together
- Celebrations
- Live like a family
- Friendly co-workers, team leaders & peers
- Togetherness in community events like blood donations, independence days and festivals

We want to bond with YOU as **ONE big EFS Family!!**
A lot is already done but **we want to do more for you...**

- Need to build positive image
- Confidence
- Achievement
- Respect of others
- The need to be unique

Self confidence

Love & Belonging

Basic & Security Needs



How we can help you achieve

- Employee recognition
- Employee of the Month
- Long service awards
- Talent shows
- Sports events
- Educational support
- Performance reviews
- Career progression
- Promotions, incentives and bonus

***We help you build **more than just SKILL!!**
There's one **need that will give EFS the edge...*****

Balance Your Life – TODAY !

Values	Family	Community	Public	Work life
Passion	Love and care	Building alliances and support in community building	Creating an impact by helping people	Drive to excel, ongoing quest for problem resolutions and managing “impossible”
Attitude	Get through highs and lows in family and life	Friendliness and eagerness to help	Underlines the pillars of sustainability	Positive approach and continuous self introspection, problem solving
Integrity Honesty Transparency	Moral and ethical approach	Moral and ethical approach	Moral and ethical approach	360* adherence to principles of morality and ethical behavior on all work engagements
Mutual Respect	Respect for elderly, women and self	Respect for rules of engagement and positive neighborhood engagements	Respect for rules of engagement and social responsibility initiatives	Building Intra-personal relationships and active support in grievance management
Trust	Building relationships based on full transparency and respect	Creates a position of respect	Creates cautiousness towards adhering a moral code and values	Earning the respect of all peers through full disclosures, dialogues and interactive engagements
Discipline	Good health, hygiene, positive habits, time adherence	Obedience towards the community	Correct Behavior, Adherence to public laws	Managing timelines, Adherence to rules and regulations of the company
Commitment	Providing for security and safety of the family	Towards betterment of the community	Towards helping your people	Towards attainment of organization Goals

Fulfillment

- Being the best
 - Living the company values
 - Self accomplishment towards body, mind & soul

Self confidence

Love & Belonging

Basic Needs

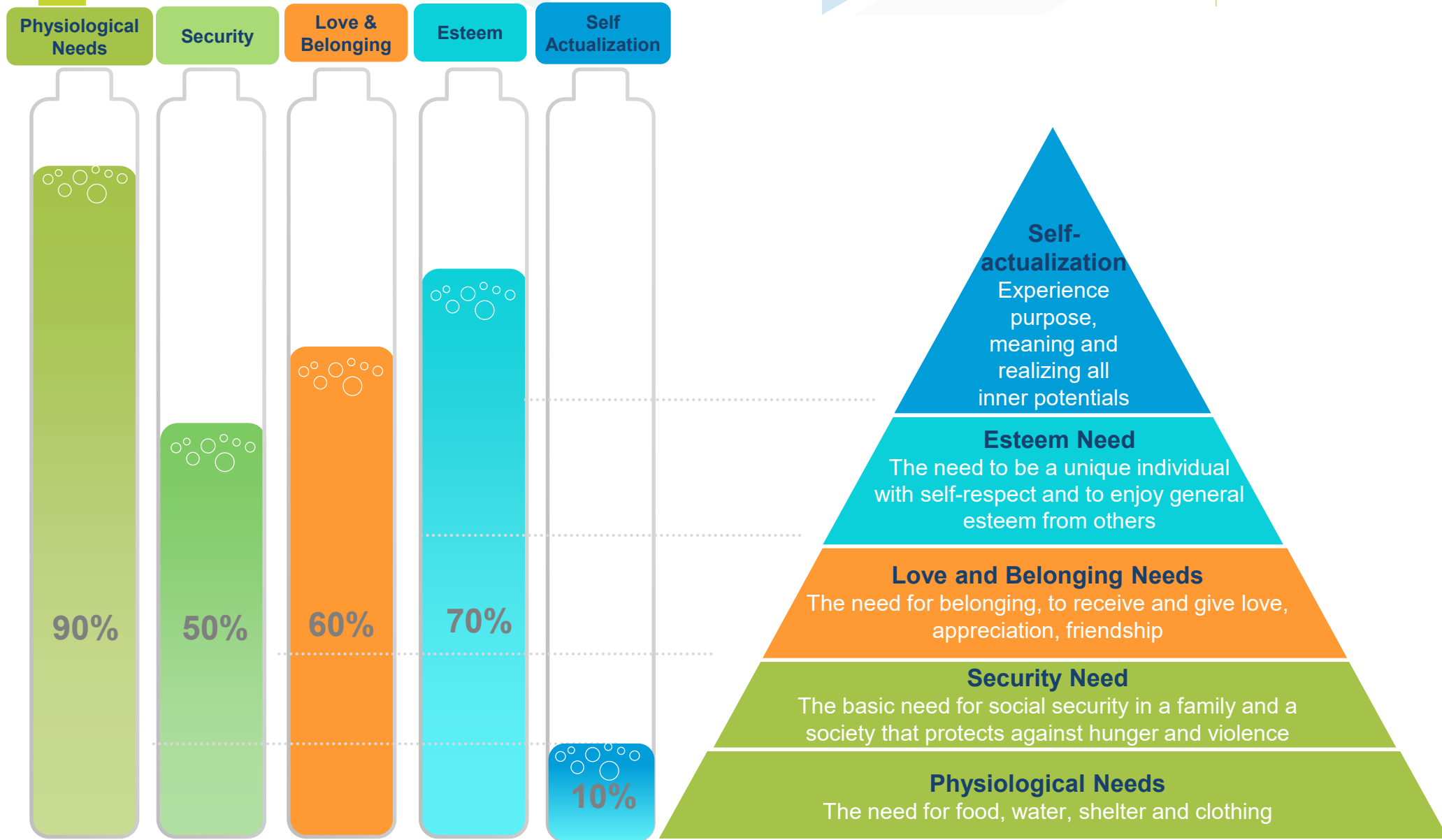


How we can help you achieve

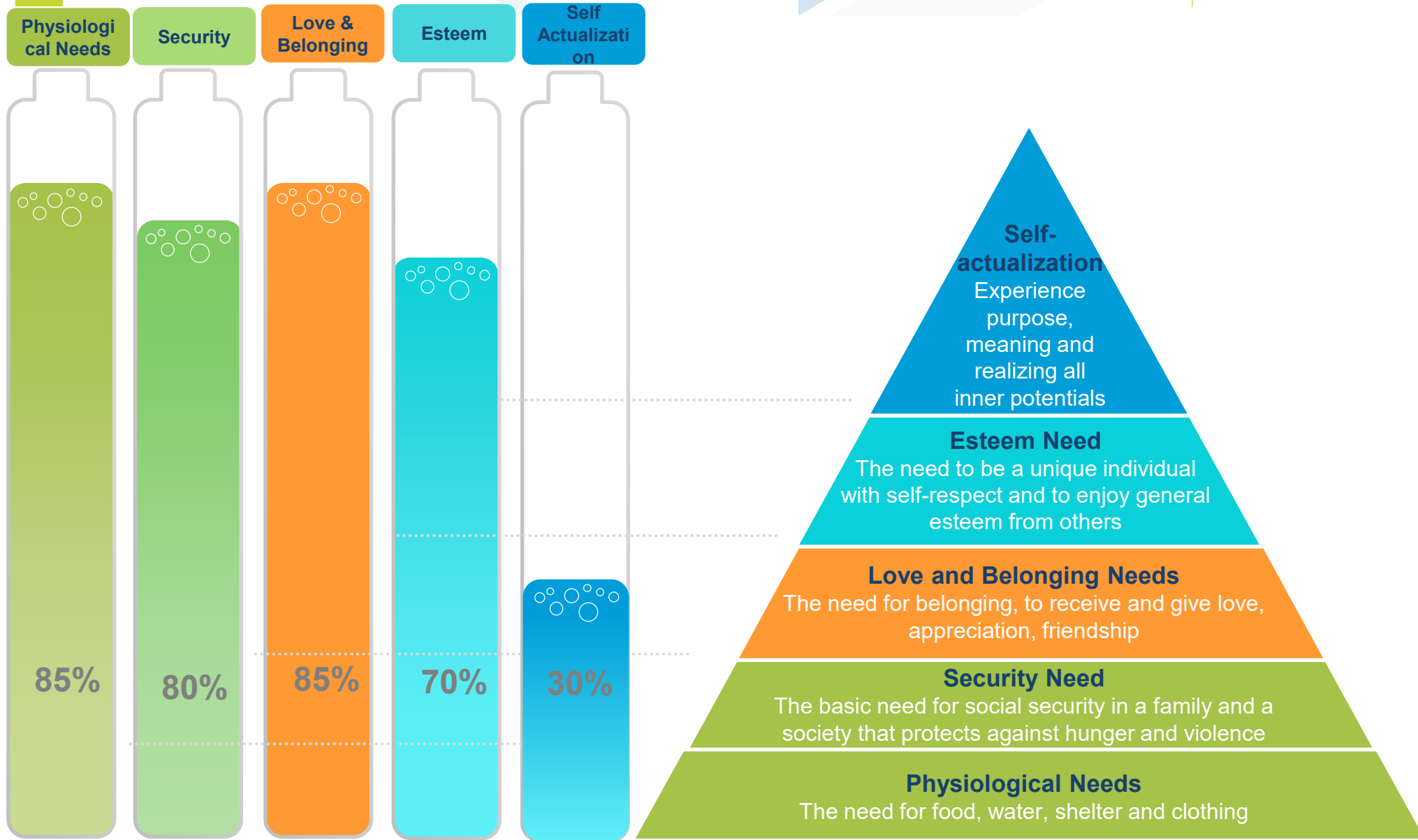
- CSR opportunities
- Global citizens
- Empowerment
- Sense of achievement & respect
- Opportunities to grow and excel towards your passion

Become everything that one is capable of becoming
We Appreciate, We Support, We Encourage

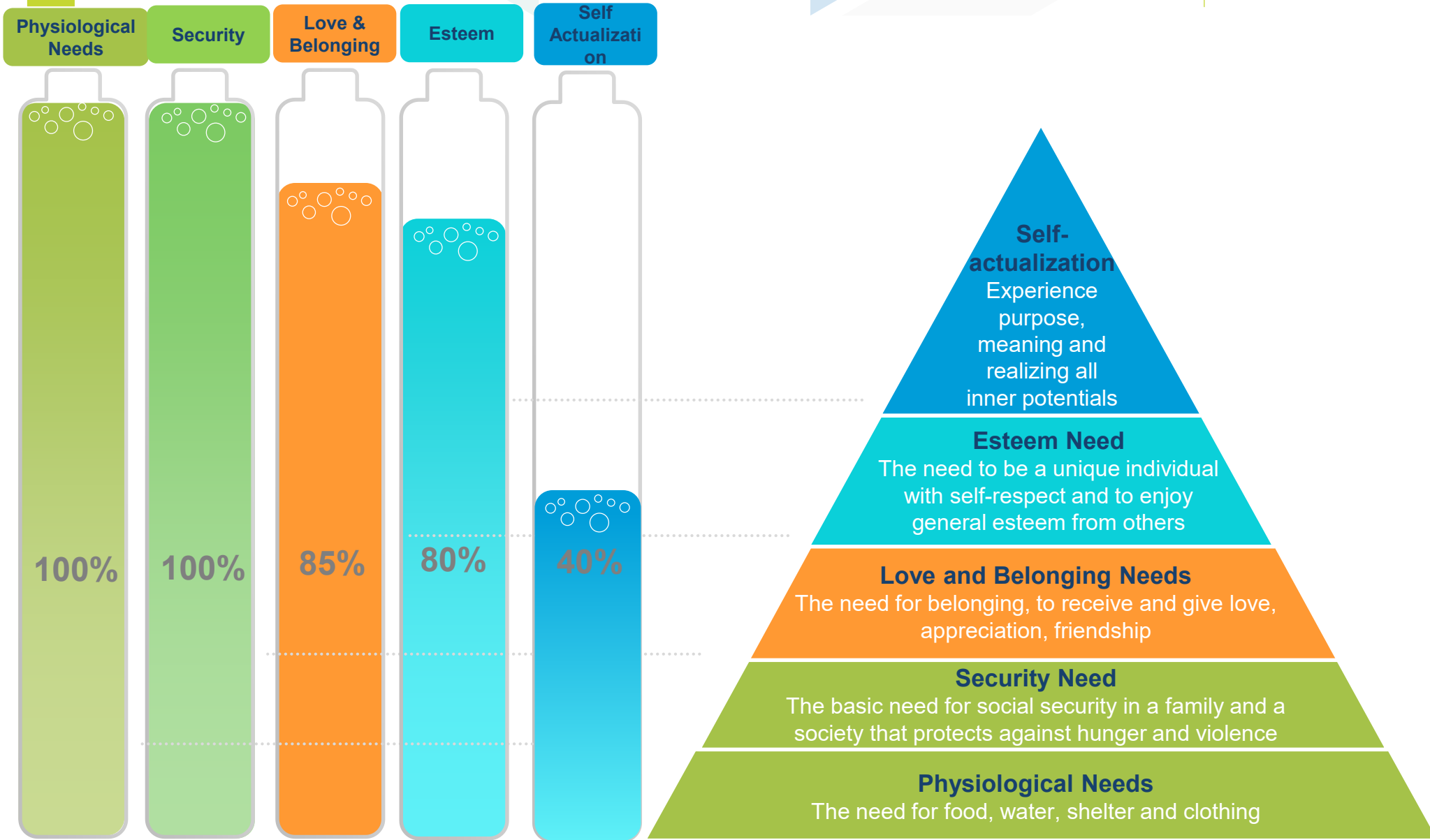
Self Actualization Pyramid – Supervisors & Support



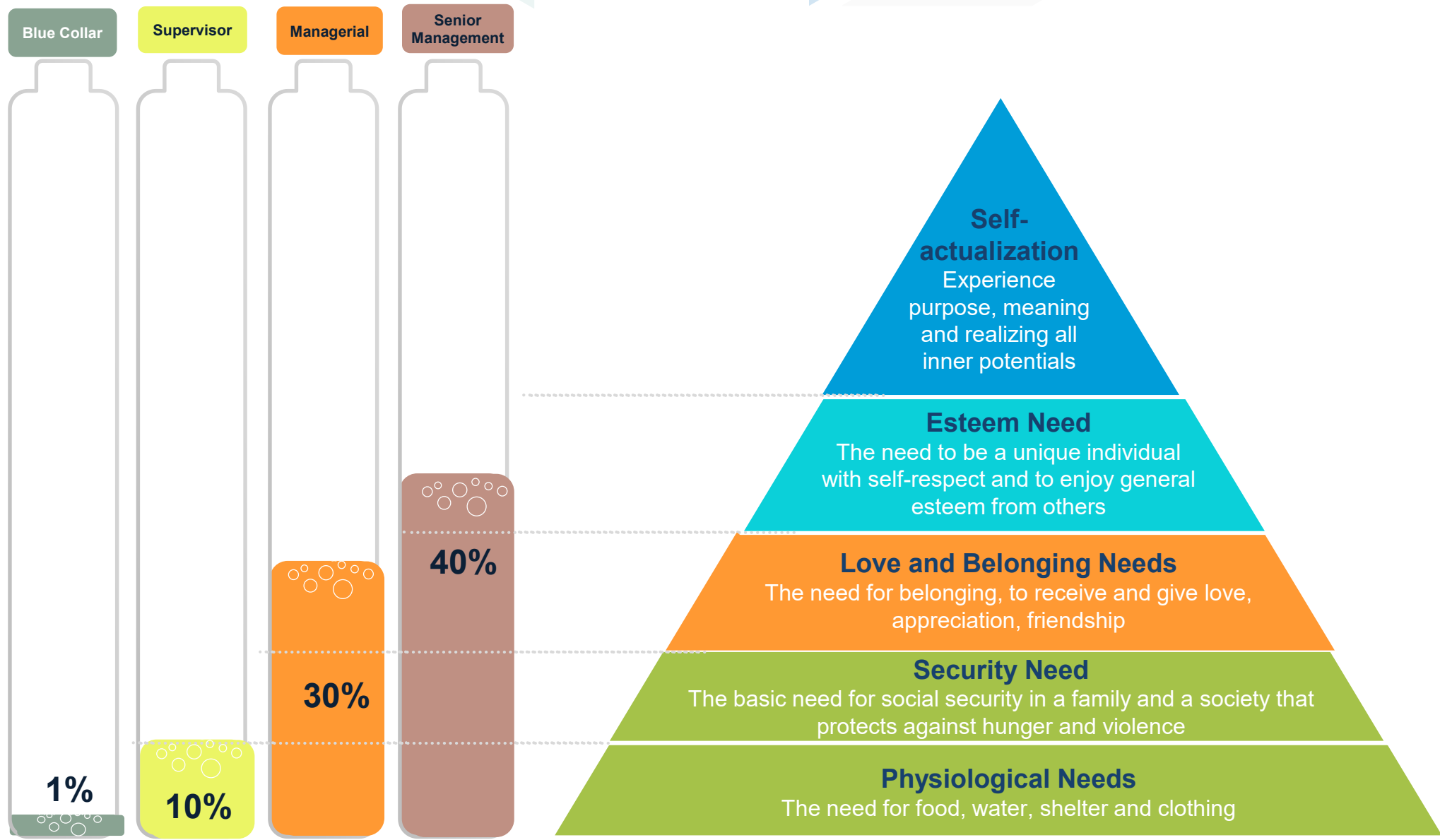
Self Actualization Pyramid – Managerial Staff



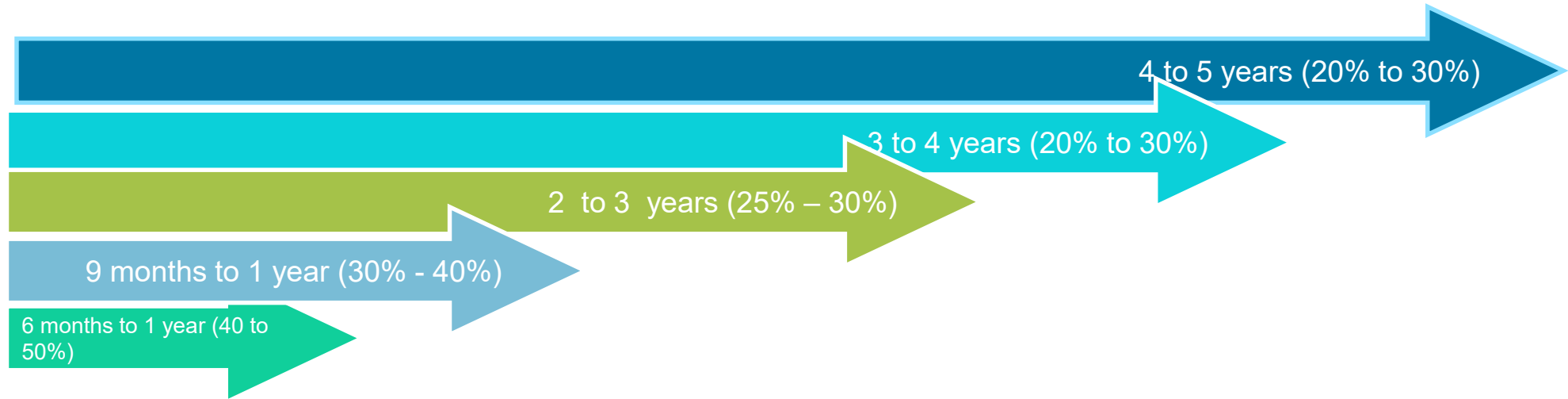
Self Actualization Pyramid – Senior Management



Self Actualization Dynamics – EFS Overall Assessment



Employee Progression Matrix



Category A

- ▶ Technician to Supervisor
- ▶ Young Leaders Program

Supervisor base salary + 7,000 AED

Category B

- ▶ FM Coordinator

FM Coordinator base salary + 9500 AED

Category C

- ▶ Asst Manager /Engineer

Asst. Manager base salary + 13,000 AED

Category C

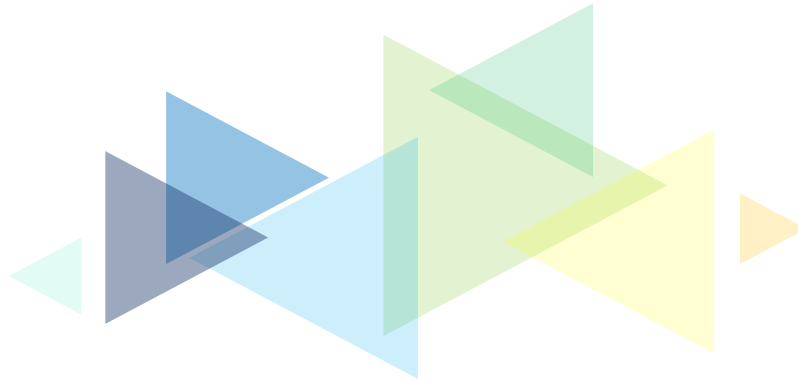
- ▶ Management Development Program

Manager base salary + 17,000 AED

Category D

- ▶ Advanced Development Program

Sr. Mgt base salary + 22,000 AED



Thank You!

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