

IT'S YOUR MAGAZINE
Participate in It | Enrich It

ONLY
MONTHLY
HR
MAGAZINE
IN THE
INDUSTRY

WOMEN AND WORKPLACE



EDITOR'S DESK

Dear All:

We are happy to present you the 24th edition of monthly HR Magazine 'HaRmony'.

In the month of February, 2017 we have successfully organized **DINE WITH MD** and **HEROES@WORK** program as a part of employee engagement & empowerment initiatives.

In the month of March, 2017 we are going to arrange **Annual Town Hall Meeting** and celebrate **International Women's Day** program.

We are continuously arranging different training programs to develop skills our employees and their personal development. As a part of this we recently arranged **Development of Professional Selling** for front line RM of LBFL. As well as **Pre-Service Training** for SME Relationship Executive.

In this issue our cover feature is about **"Women and Workplace"** published by Amanda Schneider. This article will help you to know present conditions of women in our workplace as well as their rights and space in the workplace. Women are raising a family, seeking upward mobility or striving for a better work-life balance, they are looking for companies that give them the choice, flexibility and tools to fashion their lives as they see fit. These desires line up with what men are looking for in most cases.

Stay connected with us for more update.

As we are continuously focusing on performance driven culture, always focus on performance and continuously seek feedback from line manager. Your performance is the reflection of GROWING TOGETHER...

Please enjoy the magazine and share your suggestions to farhad.alam@lankabangla.com

Head of Human Resources



STAFF STRENGTH

As on February 28, 2017	
Employment Type	No. of Employees
Confirmed	404
Probation	90
HR Contractual	206
PMO	927
Intern	12
Total	1639

FT JOINING STATUS

SL	Name	Designation	Division	Location	DoJ
1	Uzzal Chakravarty	Officer	Corporate Financial Services	Sylhet	15-Feb-2017
2	Md. Mustafiz Zaman	Assistant Officer	Operations	Head Office	1-Feb-2017

HRC & PMO JOINING STATUS

As on February 28, 2017		
Division	No. of Employees	
	PMO	HRC
Liability Management	17	0
Personal Financial Services	60	7
Operations	2	2
Information & Communication Technology	0	1
Liability Management	0	1
Total	79	11

TRAINING UPDATE

Training Name	Number of Participants	Organized By
Development of Professional Selling	79	BRIDDHI
Pre-Service Training of SME Relationship Executive	28	LBFL
Loan Recovery, Re-Schedule & Re-Structuring and NPL Management	2	FinExcel Training
Audit, Internal Control and Fraud Risk Management	1	FinExcel Training
FRA; Opportunities for showcasing the Professional Excellence	1	ICPE
Infrastructure Financing: The Role of PPP	1	IDCOL and PPP
Leadership Development	1	BIM
Grand Total	113	

BRAIN STORMING

When do we look at number 2 but say '10'?

Several people were asked to jump over a pencil put on the floor, but none of them could do it. Why?





1. MOTIVATING PEOPLE STARTS WITH HAVING THE RIGHT ATTITUDE

By [Monique Valcour](#)

Most leaders know what strong motivation looks like. When I ask leadership development clients to describe the type of motivation they'd like to see in their teams, they mention qualities such as persistence, being a self-starter, having a sense of accountability for and commitment to achieving results, and being willing to go the extra mile on projects or to help other team members. But many leaders have little idea of how to boost or sustain that level of motivation.

For Details: <https://hbr.org/2017/03/motivating-people-starts-with-having-the-right-attitude>

2. THE RIGHT WAY TO START A MEETING

By [Liane Davey](#)

We all know there's a price to pay for a making bad first impression: A limp handshake conveys low confidence; a wrinkled suit makes you seem lazy; oversharing comes across as emotional instability. But do you ever think about the first impression your meetings make? Frequently restarting meetings for stragglers sends the message that participants have more control than you do. Issues opened for discussion with no clear purpose get hijacked by participants with a clearer agenda than yours. Monologues validate everyone's fears that your meeting is going to be about as valuable (and as scintillating) as watching an hour of C-SPAN.

For Details: <https://hbr.org/2017/03/the-right-way-to-start-a-meeting>



1. HOW TO CREATE A STRESS-FREE WORK ENVIRONMENT

By [Jacquelyn Smith](#)

Does your workplace stress you out? I'm not talking about your everyday tasks, projects and deadlines; but rather the physical environment. Maybe your desk is too messy, or your colleagues are too loud. Perhaps your boss is always looking over your shoulder, the dated technology gives you anxiety or you can't stand the florescent lights.

For Details:

<https://www.forbes.com/sites/jacquelynsmith/2013/11/18/how-to-create-a-stress-free-workplace-environment/#30bf195f8cc6>

2. THE HIGHEST PRIORITY OF SUCCESSFUL BUSINESS LEADERS: THEIR EMPLOYEES

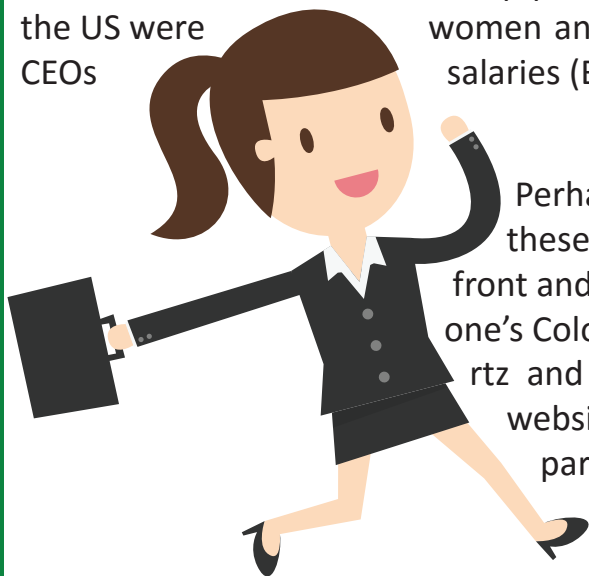
By [David K. Williams](#)

Many people believe that the most important asset in the game of work is money and they drain all the human energy in the organization in the pursuit of the creation of financial success. It's interesting to note that we have never called a timeout to ask ourselves why. We just assume that that's the way it has to be in order to survive. At our company, [Fishbowl](#), if we start to fall into that trap, it definitely means it is time to re-assess our goals and innovate.

For Details:

<https://www.forbes.com/sites/davidkwilliams/2015/03/19/the-highest-priority-of-successful-business-leaders-their-employees/#3ef2d941351b>

According to the International Labor organization (ILO), gender pay gaps persist around the world. Women's participation in the labor force climbed during the 1970s and 1980s, however, in 2010 this figure has declined to 46.7 percent and is not expected to increase by 2018 (DOL, 2011). In 2010, women on average earned 81 percent of their male counterparts' earnings (BLS, 2010; DOL, 2011). In terms of women in leadership positions, in 2009 only 24 percent of CEOs in the US were women and they earned only 74.5 percent of male salaries (BLS, 2010 p.9).



Perhaps a small, but significant indicator that these gender inequality issues are becoming front and center can be seen in other arenas. Pantone's Color of the Year 2016 is a blend of Rose Quartz and Serenity (pink & blue). Per the Pantone website, this is a nod to the fact that in many parts of the world we are experiencing a gender blur as it relates to fashion, which has in turn impacted a more unilateral approach to color is coinciding with societal movements toward gender equality and fluidity. Although the U.S. historically has lagged amongst third world countries in regards to statistics around maternity leave, well-known companies such as Facebook, Netflix, Google, and more recently Hasbro, CocaCola, and Ernst & Young drastically are reinventing their policies; some are even offering unlimited maternity leave making those workplaces much more friendly to the working mother. While the U.S. is nowhere close to mandating paid maternity leave, some cities and states are addressing the issue including New York and San Francisco. The rise of the new, so-called "Gig-economy" is also opening up new opportunities for women seeking better work-life balances.

WOMEN AND WORKPLACE

By Amanda Schneider

But what does all of this mean for the workplace? And how do we create female-friendly workplaces? We spoke with Ursula Mead, founder and CEO of InHerSight, a website focused on improving the workplace for women by measuring it. The driving belief behind this website is that when women share insights, collectively we can bring powerful transparency to the working world, and what needs to improve. Mead describes InHerSight as Glassdoor.com meets Match.com for women: "Women with all different definitions of success come to InHerSight and rate the female-friendliness of their employers. We then aggregate that data into company scorecards that allow women to find companies that have what they are looking for and that also give employers valuable insight into how well they support the women who work for them."

COVER FEATURE

There are three main categories of data collected:

- 1. Career Growth**, which focuses on factors like female representation in top leadership, equal opportunities for advancement, and mentorship programs
- 2. Personal Development**, which looks at how well companies support continuous learning opportunities, a flexible work schedule, and a fulfilling social environment
- 3. Family Support**, which captures satisfaction ratings for areas like maternity and adoptive leave, the availability of lactation rooms.

More than 40,000 women have rated their companies on the site or gotten matched to companies that meet their needs, and better than 8,500 companies are currently in the database. Recent demographic info says that 56% of their individuals are in the millennial group of 25-34, while 35% are 35 and older. More than 50% would self-identify as being mid-level in their career, and 92 percent are college educated. 40% are mothers. Mead says, “Our goal is to give women access to the data they need to make great employment decisions, and the more women who use our site, the more beneficial it will become. “

Mead says, “We see a lot of companies that are increasing the number of weeks of maternity leave, which is awesome, but we think it’s important to make sure the soft policies around those lengthy leaves are supportive as well. It’s not just about the number of weeks of leave, but making sure the right support is in place when those women return: Can you reenter and feel like things are on track? Was your decision around taking extended leave respected and embraced? We like to use the example of Dell, who doesn’t have a Netflix-style unlimited maternity policy, but women are satisfied there, and that signals to us that the culture around their maternity and adoptive leave is working.”

But perhaps the most surprising (or not surprising at all) finding of their data is that the things women want most from their employers aren’t unusual perks like on site nannies and game rooms. The top three desires are good paid time off, salary satisfaction and great coworkers. The things we see fall to the bottom of the list are sponsorship, mentorship programs and social activities. Mead expands, “The data tells us that whether women are raising a family, seeking upward mobility or striving for a better work-life balance, they are looking for companies that give them the choice, flexibility and tools to fashion their lives as they see fit. These desires line up with what men are looking for in most cases.”

Mead says, “We’ve already collected a ton of great data and have a lot of rich findings about what women want from companies, what correlates with their overall happiness, and how companies can attract and retain women.” Mead continues, “When we looked at the factors that correlate with overall workplace satisfaction, we found that equal opportunities for women and men had the highest correlation with overall satisfaction. This was followed closely by a culture that is respectful, professional and unbiased, and also female representation in leadership.”

Surprisingly, maternity leave did not make the top of the list. This is due to the fact that overall; it affects a smaller percentage of women at any given time. They want or need these policies in a certain window of time, and that changes. One area InHerSight is starting to look at more is around leave in general, whether caring for a child or an elder (as baby boomers retire, they predict eldercare will become a bigger issue), and the culture around transitioning back to the workforce post-leave.

WISHING YOU ALL A VERY HAPPY BIRTHDAY...

DoB	Name	Current Grade	Division	Location
1-Mar	K.M. Burhan Uddin	Manager	Operations	Head Office
1-Mar	Md. Shafiquel Islam	Assistant Manager	Operations	Head Office
1-Mar	Mir Shahadat Ali	Assistant Manager	Finance & Accounts	Head Office
1-Mar	Biplab Chandra Karmakar	Assistant Manager	Finance & Accounts	Head Office
1-Mar	Md. Mosarraf Hossain	Assistant Manager	Liability Management	Head Office
1-Mar	Md. Akramul Hoque	Principal Officer	Personal Financial Services	Agrabad
1-Mar	Mohammed Abdul Hai Hawlader	Officer	SME Financial Services	Comilla
1-Mar	Rumana Islam	Officer	Branch Distribution & Management	Banani
1-Mar	Mohiuddin Rasel	Officer	Personal Financial Services	Narayanganj
2-Mar	Masum Ali	Senior Assistant Vice President	Board Secretariat	Head Office
2-Mar	Md. Abdullahil Masum	First Assistant Vice President	Corporate Financial Services	Head Office
2-Mar	Sumon Ahammed	Principal Officer	Credit Risk Management	Head Office
2-Mar	Md. Nazrul Islam	Senior Officer	SME Financial Services	Uttara
2-Mar	Md. Imran Hasan	Officer	SME Financial Services	Jessore
5-Mar	Md. Nazirul Hoque	Manager	Branch Distribution & Management	Rajshahi
5-Mar	Mohammed Rasal Mollah	Officer	Operations	Head Office
7-Mar	Rumana Khan Majlis	Assistant Manager	Operations	Head Office
7-Mar	Nurun Nahar	Assistant Manager	Operations	Head Office
8-Mar	Salama Mahmuda	Assistant Officer	Branch Distribution & Management	Dhanmondi
10-Mar	Arif Hossain	Senior Officer	Human Resources	Head Office
13-Mar	Md. Robiul Islam	Officer	Corporate Financial Services	Head Office
15-Mar	Most. Sabina Yasmin	Assistant Officer	SME Financial Services	Head Office
18-Mar	Majedul Hasan Miajee	Senior Officer	Legal Affairs	Head Office
18-Mar	Md. Shafiquel Islam	Assistant Officer	Personal Financial Services	Rajshahi
21-Mar	Md. Asaduzzaman	Assistant Officer	SME Financial Services	Bogra
22-Mar	S.K.M. Atiqur Rahman Rasel	Assistant Manager	Liability Management	Head Office
22-Mar	A. K. M. Arifur Rahman	Officer	Liability Management	Khulna
22-Mar	Muhammad Alamgir	Officer	Personal Financial Services	Khulna
23-Mar	Tasnim Sultana	Officer	Liability Management	Agrabad
25-Mar	Mohammad Shakhawat Hossain	Principal Officer	Operations	Head Office
28-Mar	Md. Eftakhar Hassan	Assistant Manager	Credit Risk Management	Motijheel
31-Mar	Mohammad Wasim Khan	Senior Manager	Corporate Financial Services	Head Office
31-Mar	Alexander Rocky D'Costa	Officer	Contact Center	Head Office

* as per official records

10 ANTI AGING POWER FOODS

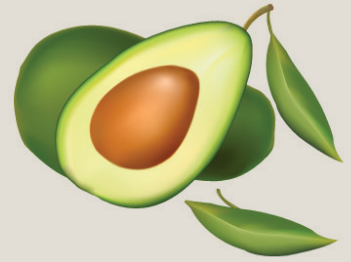
1 STRAWBERRIES

Abundant in antioxidant compounds, strawberries improve heart markers - total cholesterol, low-density lipoproteins (LDL), and triglycerides.^[1]



2 AVOCADO

Low in carbs and sugars while rich in fiber, one-half of a fresh avocado daily can promote feelings of satiety.^[2]



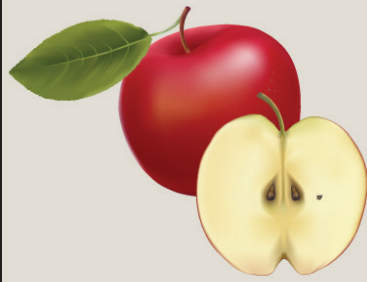
3 YOGURT

An important dietary source of proteins, vitamins and minerals, yogurt may help to reduce the risk of Type-2 diabetes.^[3]



4 APPLES

An apple a day may exert an equivalent effect to statins for cardiovascular disease.^[4]



8 MUSHROOMS

Low in calories, fat-free, cholesterol-free and very low in sodium, mushrooms promote healthy weight, boost immune function, and serve as a convenient way to achieve Vitamin D levels.^[8]



5 NUTS

People who eat tree nuts tend to be less obese and have fewer risk factors for heart disease and diabetes.^[5]



6 BROCCOLI

Beat arthritis with broccoli - abundant in sulforaphane, a compound that may help to prevent or slow cartilage destruction.^[6]



7 FISH

Salmon, herring, and sardines are among good sources of omega-3 fatty acids that may help to reduce the risk of Type-2 diabetes.^[7]



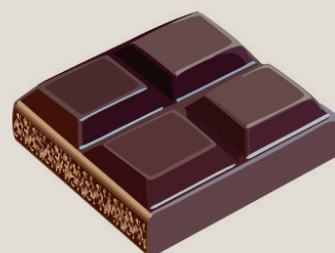
9 MANGO

A fleshy stone fruit that is rich in vitamins and minerals, mango helps to improve blood glucose levels; as well, it may improve BMI.^[9]



10 DARK CHOCOLATE

Abundant in flavanols, dark chocolate lowers the augmentation index, and helps to prevent white blood cells from sticking to blood vessel walls - factors that contribute to atherosclerosis.^[10]



OFF THE SHELF



MANAGEMENT AND ORGANIZATION

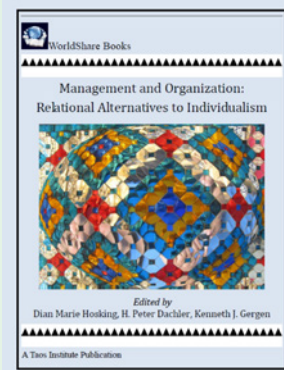
Author: Dian Marie Hosking, H. Peter Dachler, Kenneth J. Gergen

Publication Date: July 2013

A couple of years ago, I was facing a brick wall. I was in the second year of a part-time Master's degree that was essential for my business. I was invited to edit an issue of *Magma*, one of the top poetry magazines in the UK – as a poet, this was a chance I couldn't turn down. I was also getting married, which took a fair amount of preparation too – and that was one opportunity I was definitely not turning down! Meanwhile, I somehow had to keep my business going, and fund all these extra-curricular activities.

Link:

<http://www.taosinstitute.net/Websites/taos/images/PublicationsWorldShare/ManagementandOrganization.pdf>



TIME MANAGEMENT FOR CREATIVE PEOPLE

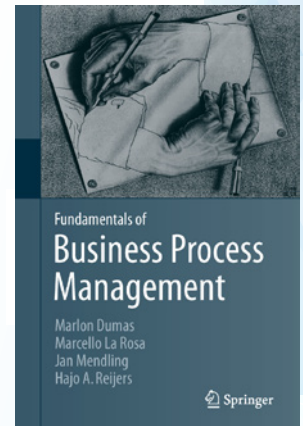
Author: Mark McGuinness

Publication Date: November 2007

So you start the day full of enthusiasm. You're excited about a new piece of creative work and itching to put your ideas into action. Firing up your computer, the familiar stream of e-mails pours into your inbox, burying the ones you didn't get round to replying to yesterday. Scanning through the list, your heart sinks – two of them look as though they require urgent action. You hit 'reply' and start typing a response to one of them... 20 minutes later you 'come round' and realize you've got sucked into the e-mail zone and have been sidetracked by interesting links sent by friends.

Link:

<http://researchswinger.org/other/creativetime.pdf>



FUNDAMENTALS OF BUSINESS PROCESS MANAGEMENT

Author: Marlon Dumas, Marcello La Rosa, Jan Mendling, Hajo A. Reijers

Publication Date: June 2012

Business processes represent a core asset of corporations. They have direct impact on the attractiveness of products and services as perceived by the market. They determine tasks, jobs and responsibilities and by this, shape the work of every employee. Processes integrate systems, data, and resources within and across organizations and any failure can bring corporate life to a standstill.

Link:

<http://otgo.tehran.ir/Portals/0/pdf/Fundamentals%20of%20Business%20Process%20Management%201.pdf>

HR EVENTS

DINE WITH MD PROGRAM



Precious moment of DINE WITH MD program for the period October - December, 2016 at Hotel Le Méridien Dhaka held on February 6, 2017. (21) Twenty one PMOs were awarded in this program for their top performance in the said period. Our Honorable Acting Managing Director Sir was present in the program and had lunch with them.

HEROES@WORK PROGRAM



Special moments of HEROES@WORK program for the period November - December, 2016 at Board Room, Head Office held on February 9, 2017. (2) Two employees were awarded in this program for their tremendous contribution to LBFL for said period. Our Honorable Acting Managing Director along with Management Committee members were present in the HEROES@WORK program

TRAINING ON DEVELOPMENT OF PROFESSIONAL SELLING



We have successfully completed 3rd & 4th batch of our training on Development of Professional Selling organized by BRIDDHI on February 22-23 & 26-27, 2017 at Six Season Hotel. Total 80 employees participated in the program through 2 different batches. Trainer Mr. Akbar Hassan conducted the all the sessions.

PRE-SERVICE TRAINING OF SME RELATIONSHIP EXECUTIVE



We have successfully completed our Pre-Service Training Of SME Relationship Executive on February 1, 2017 at FinExcel Training Center. Total (28) Twenty Eight SME RE were participated in the training program.

MTO PRESENTATION WINNER



Moments of prize giving ceremony of MTO Presentation competition. This time we awarded three times consecutive winner Mohammad Junaid Shawon and another winner Md. Amir Hamja Nerob. Our Acting Managing Director handed over the gift to the winners in front of ManCom members.

TRAINEE CREDIT ANALYST WRITTEN TEST



Some moments of written test arranged by LBFL HRD for the position of Trainee Credit Analyst at FinExcel Training Center on February 27, 2017.

JESSORE BRANCH ACTIVITIES



Celebration of 4th anniversary of Jessore branch as well as Annual Award Giving Ceremony were done by Jessore Branch on February 13, 2017. Jessore branch has arranged a daylong program on this purpose.

QUOTE OF THE MONTH

I DIDN'T GET THERE
BY WISHING FOR IT
OR HOPING FOR IT,
BUT
BY WORKING ON IT.

- Estee Lauder

FUN CORNER



Quiz Answer:

1. When we look at our watch
2. It was put next to a wall
3. D will be hit to the head by the rolling ball, C will be smacked by the spikes when that same ball rolls onto the swing, and B will be hit, in turn, by the counterweight ball thrown off the swing up and forward.



THANK YOU

For any suggestions, please email to farhad.alam@lankabangla.com