diwan

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This month's theme – diversity!

Diversity is...

people coming together from different ethnicities, nationalities, religions and genders to form a group, organisation or community. A diverse organisation values the difference in people, and recognises that different people bring different skills, experiences, ideas, ideas and ideas and perspectives. A diverse organisation draws upon the widest possible range of views and experiences so it can listen to and meet the changing needs of its clients.

Does all that sound familiar? It's **Markaz**.

The events of the last year have only reminded us of the value of Markaz's different and diverse outlook – being diverse at the business and product level, in our offices, other previous crises, carried us through with minimised disruption and passed on learnings that we can now maintain.

We thought that in this edition, we'd spotlight the many ways in which Markaz, through its people, is diverse, the source code for our business resilience!

iGen – our next gen!

In February, Markaz launched its Ideas Generation Initiative in a campaign-wide SRI Teams 'Team Hall'. The amazing attendance, by over 80% of Markaz people, oozed self-for brain and exciting Markaz ideas, products, processes and priorities. And it's not just Markaz – we're committed to bringing these ideas to life!

Uncovering the potential in our people, we have created a new way for all staff to come up with, collaborate on and develop ideas and organisations. And we will recognise and reward those game changers for our clients and our business!

Alex Salomaan is leading this, through a fixed 'ideas week' a tier of initiating Markaz ideas and effective idea submission! and evaluation process – and as the ideas mature, we'll bring in the right people to work on the profits of other game changers, reward with future from the progressive increase in the value of each proposal.

Have this innovation initiative ideas that are Markaz focused on growth, we will also benefit from devoting ways to improve how we operate and to run most effectively – need! we say it again! Go iGEN!

Markaz Diversity is...

Our people

30% of Markaz is female, and in our leaders, that's still a healthy 28% – a consistent and steadily improving ratio!

And our ages range from 20-something to 60-something – our own special blend of energy and experience!

Used yours yet!

We aim to add new vendors every month!

Our Strategy Wheel is turning faster!

Salman Olayan, with the enthusiastic support of Moinish Al Mallam in her first permanent role with us coming off the 2020 MSDP, is beginning his new partnership strategy planning partner role this month.

What's the JOY – Sounding Out Our Partnerships with Truth Sake!

Over recent years there has been a continuous effort to build the culture of strategic planning in Markaz. Our longstanding approach has been a combination of high-level budgeting process, focusing on yearly performance.

To move us towards longer term strategic impact, from 2019 we strengthened our strategic planning, with the help of Churchgate Partners. Newly enabled by our new strategic partnership, the finance function, we now have the tools to operation Strategic Planning as an internal advisor and to operate as independent.

Under the leadership of Moinish, we have been actively and independently engage with department heads on budgeting, forecasting, products, plans and strategies, with the aim of collaboration bringing to life our strategic priorities.

In the leading organizations of today's markets, a very active strategic awareness optimizes a business's ability to adapt to rapidly changing market shifts, and sharpens profitability.

Let's welcome Salman into his new role, joining with Moinish and Moinish's strategic intentions into strategic results, as we strive to increase and keep up our momentum – and 'Go GETS!'

Markaz Diversity is...

Our home foods!

Foul Mesdemes is one of the famous dishes in Egypt.

And American burgers, fries, and some delicious corn

It's a dream of variety and taste, and it made up from a wide array of regional cuisines. India!

For an abundance of whole grains, fruits, vegetables, fresh fish and seafood, Lebanon it is!

Kuwaiti cuisine is made up of a wide variety of unique dishes and prepared using special techniques, much of the typical food in Kuwait consists of rice-based dishes with fish, chicken, white seafood is an important ingredient in the country.

Meet an Efficiency Driver!

Mr. Sunil Kumar Rajan, AVP IT, has developed a new procurement system for Markaz, called MARAB, meaning the conversion that acts as Kuwait's credit bureau for loans. This project was conceived, developed, and accomplished solely by Mr. Sunil without any outsourced vendor support.

And it seems to a serial efficiency innovator!

Earlier, to Markaz's benefit, he had also independently developed an application to update salary files more effectively for payroll processing. These automations saved Markaz time and resources, and effectively meet accounting and regulatory requirements.

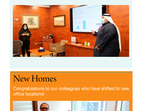
We commend and appreciate Mr. Sunil – these are the sorts of innovative ideas that support Markaz, its staff and its stakeholders – in this case, simplifying our work by streamlining another system.

Do you know of someone who has been a growth, efficiency or transformation driver for Markaz?

Tell us what they did, and we will make sure their quiet but essential achievements are celebrated!

Markaz Diversity is...

Our languages!



We're all connected at work by both Arabic (in many dialects) and English – and here's a selection of the other languages we speak at Markaz. Hindi, Urdu, Malayalam, Tamil, Sinhalese, Dari, and of course, our Indian staff share many between them – Hindi, Malayalam, Marathi, Kannada, Punjabi, Konkani, Telu, Tamil.

Did you know that according to research, speaking multiple languages at work helps people to be better attention span and can multi-task better than monolinguals? This is because being bilingual means you are constantly switching from one language to the other!

May the Forum be with you!

This Markaz Financial Exchange Forum has been a successful platform for our younger and mid-level people to express their opinions and provide ideas on how to improve our internal and external business environment.

On 10th of February, the MGDP trainees showcased the development they have achieved through working with us. They were asked to develop an original concept for a new Markaz "product". They presented these ambitious ideas:

- A Pre-IPO fund for companies on the verge of going public
- A Green fund investing in the USA
- Market Making in Fixed income

New Homes

Congratulations to our colleagues who have shifted to new office locations!

Middle Office has moved to the 16th Floor. This includes Sunil, Lama, and Rouba.

Post Acquisition has also moved to the 16th Floor. There you will find Jean, Salman, Ahmad, Faisal, and Khurrie.

You'll also find Ihamoud and Dhanish are now part of the Macquarie team

Have you got yours yet?

We are sleeping tears of how fast Markaz staff are getting their vaccinations, and how many have completed. We'll keep surveying you until we reach a level of comfort that we are all protecting one another, our families, and business continuity, as best we can.

Latest status? Vaccinated, 98%. Registered and waiting on appointment, 78%. Come on you 14% – **let's get registered!**

5 O'Clock Queues and Blues.... Is your trip home approaching Infinity?

Department Heads will help you to leave at the time that suits your circumstances – talk to them if your journeys are even more of a nightmare than is average at the moment!

March happenings 2022

21
Mother's Day
It seems like half the month should be dedicated to our mothers, so we'll celebrate mothers a lovely day!

22
Markaz AGM
Stay tuned for the Markaz Annual General Meeting, where we'll cover the Budget Closed and Commence and Industry this year

23
Global Finance Round Table
Markaz is participate in their annual Global roundtable as the only Kuwait based firm. This year's discussion will focus on leading Modern Banks, Business Intelligence and the pandemic and the outlook for the nation.