

# Team Engagement



By **NOR NIZA BT MD AJIB**  
Senior Manager, Human Resource

On 23<sup>rd</sup> to 24<sup>th</sup> July 2011, Human Resource Department had organized a two days 'Team Engagement Program' located at Lembah Azwen Resort, Kuala Langat, Selangor. Team Engagement....Yes, you read it correctly. It is not Team Building because we believe we had already built our team long time ago. This is the time to get closer and officialised the 'engagement' and hopefully we can achieve our mission to get 'married' at the end of the program.

## DAY 1

Apparently the engagement started late because we failed the first test during our journey to the location: We were separated between 'Team Ladies' and 'Team Guys' in two different buses. Gender bias!

Highlight of the program, I would say was when we saw our Managing Director (MD) and all Head of Departments (HOD) being suspended from work for two days! Upon arrival, the organizer gathered us in a training room and immediately called for a new AGM to select new Chief Executive Officer (CEO), Deputy CEO and HODs! Looks like Mr. Ong can temporary retire from the hassle of being a MD!

Who would have thought that the lucky staff selected to be the new CEO for two days was Kamarul Zaman from HSBC 13. Endran from CSC were also selected as Deputy CEO. HOD selected was Nadiah from QHSE for Team Blue, Loh of F&A for Team Red, Liu Shan Keng of GEK for Team Yellow and Eleen of ESD for Team Green. Program started with a mission to achieve a RM4 Million 'Sales' target! What an ambitious New Management Team!

The hard work to collect money for the Company begins with the water challenges. Scary yet fun! A handsome facilitator to conduct the activity caught the attention of all the ladies. When he looked for a volunteer for demonstration, one lucky lady (me) was selected. All the ladies were so jealous!

During the Water Challenge activity, all participants had the experiences of floating on the water hand-in-hand, made a raft with tubs and woods, paddling on our rafts from one side of the lake to another, and did a scary 'free fall' for confidence test. Part of the activity was also to teach us on survival skills when we are in an emergency situation in a deep water.

At night, the participants were given the chance to get more 'sales' from the Organizer. Our proposal was to organise a night of fun activities during dinner. The fun night started with One Malaysia Traditional Dance participated by Chinese, Malay and Indian staffs. We also had games like musical chair, charade game, musical box, karaoke, and live band performance led by Kuan Wen as a guitarist. In our last performance, Kuan Wen led all participants to sing a sentimental song called 'Belaian Jiwa' together. The word 'TEAM' proven to be true, because from the participations and involvement from all during the activities, we managed to get more sales that night! That is the spirit of TEAMWORK that we wanted to establish.



**CHARGE LIKE A BULL!!**

*Team Red Bull Cheer*



## DAY 2

We started our day with a 'torturing' exercise led by Rubinee (Rubi) from Business Development Department. That morning, it was truly proven that the only person deemed fit was Rubi. With no breakfast, all participants seemed suffering while trying to follow her lead. Nevertheless, it was a very good exercise to start the day. In another activity, 'tennis ball & pipe' challenge, we shamefully failed to achieve our target by bringing the tennis ball to the designated location. But we realised that we were not at all lost because the game thought us a valuable lesson; to be patience, stay focus and work together in order to achieve our targeted goals.

Lastly before we wrap up the program, all teams had to summarise their 'experiences' through impromptu presentation. It was a mixture of the good, the bad, and the worst and among all...the beauty of the program, the lesson learnt! Not to forget, the handover of job from the temporary CEO to the real one! Kamarul was so relieved after the handover was done! Of course everyone was eager to know the moment of truth ... whether we achieve our RM4 million target! Well... we did not hit the target but we believe we had achieved our main mission for this program, to get ENGAGED!

The effectiveness of the program was further proven when we prepared to head home. We first went to the location in gender-separated buses. We then returned in mixtures of genders in the two buses! Echoes of joy, tiredness and satisfaction can be heard through conversations between staffs from different departments and sites.

I truly believe that Cofreth is now **MARRIED!**👍

