



## Inside ...



Late Sheikh Abdullah Mubarak Al-Sabah sporting complex



Ibis—Honored Jahra sports Club



Article in Entrepreneur Magazine



Farewell

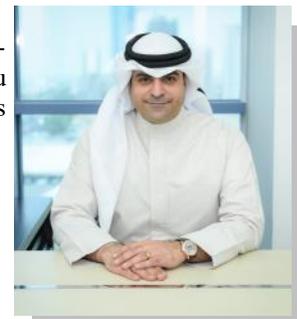
## G.M.'s Message

Welcome to the 45<sup>th</sup> issue of AREC's quarterly newsletter. Wish you all a Happy new year 2021 another year has come amid Global Pandemic COVID-19, May this new year bring good health, prosperity. I am grateful to all during this pandemic covid19 time and want to say a huge thank you to colleagues at every level for the work they're doing collectively to manage this period and working tirelessly get things done."

I am delighted to have this opportunity to connect with you through this newsletter, best source to keep in touch with news of AREC's family. Hope you enjoy this edition, and as always, we welcome your feedback and suggestions to improve the design and content or queries on any aspect of the newsletter.

Happy Reading.....!

**Rawaf I. Bourisli**, General Manager



And More ....

# ALMAS — Residence — Surra



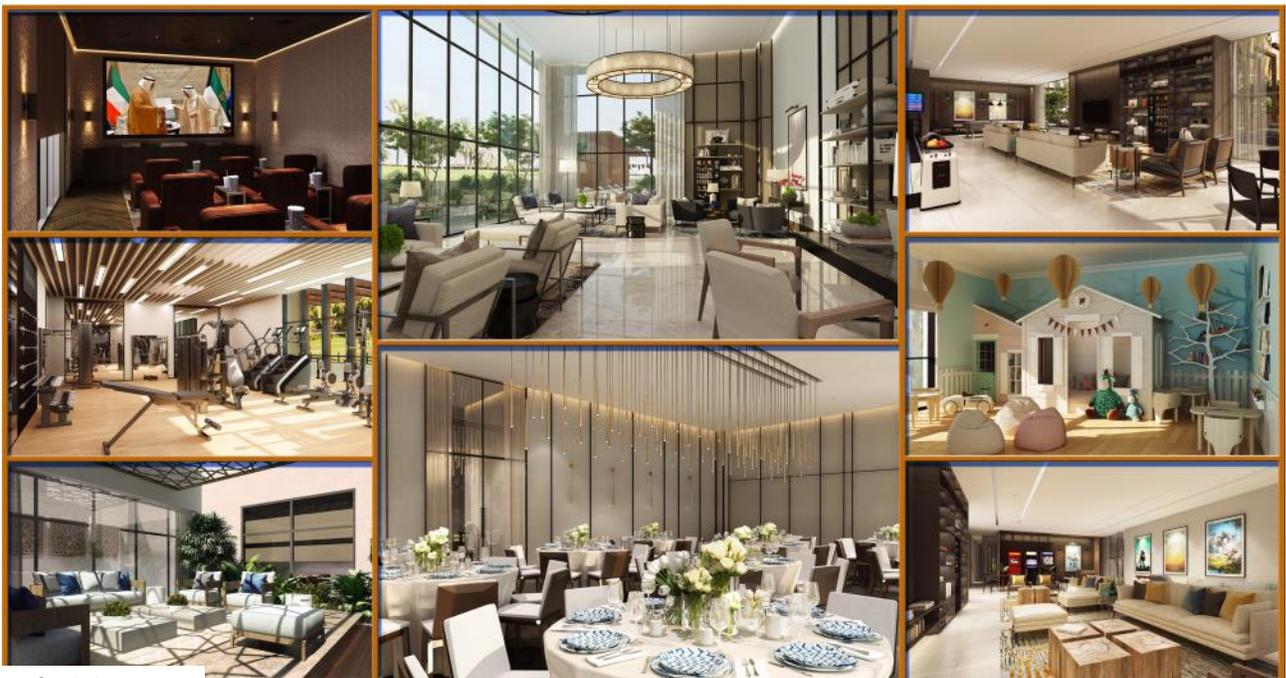
Luxury — Villas



Elegant — Villas



Club House



## AREC Health and Safety guidelines at its properties

AREC has always maintained high level of cleanliness and hygiene to further enhance health and safety protocols at its Malls / Offices based on WHO & Kuwait Ministry of Health guidelines

The health and safety of our staff / clients / visitors and community members are a top priority. As part of AGH's social responsibility to safeguard the wellbeing of people living in Kuwait and abroad following the direction of Council of Ministers and the instructions of Ministry of Health of Kuwait, we have intensified our efforts to raise awareness and educate the employees about COVID-19. In light of the constantly evolving COVID-19 (Coronavirus) situation, we would like to update you on the safety measures that we have adopted to proactively protect the health and well-being of the society. We kindly request you to mandatorily and strictly adhere to the rules set forth hereby.

As requested by Ministry of Health (MOH) Kuwait all the staff are requested to register reiterated the efficacy of the COVID-19 vaccines as MOH has opened online registration to its citizens and expats for vaccination against the deadly virus, allowing people to register in order to be inoculated at a future date to be determined later.

CLICK HERE



[https://cov19vaccine.moh.gov.kw/SPCMS/CVD\\_19\\_Vaccine\\_Registration.aspx](https://cov19vaccine.moh.gov.kw/SPCMS/CVD_19_Vaccine_Registration.aspx)



Thermal scanners at entrance to appropriate checks on arrival for guests and employees



Disinfection kits easily available / All staff must wear masks and gloves and all are tested for Covid-19



Hygiene signage & social distancing signage throughout the mall



clearly marked hand sanitizing stations at Entrances and Exits



Frequent and regular sanitization of high-contact points



Use of technology to enhance guest experience and safety



Enforce Safe distancing measures



Appropriate Health & Safety gear



Car Parking limited to 50 % capacity



Store capacity to not exceed 1 customer per 5 sqm / Preventing gatherings of employees and workers



Elevators & Escalators only for those with special needs



Separate Entrance & Exits



Daily disinfection programs



Smoking is prohibited in AREC's property i.e., Mall's / Offices



An Employee / client / visitor who shows any symptoms is not allowed to come to the workplace and he must visit health center to ensure his safety

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## Inauguration of Late Sheikh Abdullah Mubarak Al-Sabah sporting complex, at Ardiya

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Kuwait, 16th November 2020, The late Sheikh Abdullah Al-Mubarak Al-Sabah sporting complex was inaugurated by H.E. Sheikh Mubarak A.M. Al Sabah at Al-Nasr Sports Club — Ardiya, Kuwait.

In a statement on the sidelines of the opening ceremony, the Deputy Director-General of the Public Authority for Kuwaiti Sports Affairs, Dr. Saqer Al-Mulla, said that the new complex comes within a series of complexes, halls and stadiums sponsored by the authority.

Al-Mulla stressed that the upcoming period will witness a boom in various sports facilities in order to serve sports and athletes.

For his part, H.E. Sheikh Mubarak Al-Abdullah Al-Sabah, in a speech delivered on behalf of the family of the late Sheikh Abdullah Al-Mubarak, expressed his thanks to those in charge of Al-Nasr SC for their recognition of the late Sheikh Abdullah efforts in severing the sporting field.



<https://youtu.be/qgZszuwaRhQ>

Click here



<https://www.instagram.com/tv/CKb3Kbbnu8K/?igshid=aiohy00a5mfe>



## Ibis Hotel hold reception in honor of Al Jahra Football club (Kuwait)

Kuwait, 25th November 2020, Under the auspicious of H.E. Sheikh Mubarak A. M. Al Sabah accompanied by his son H.E. Sheikh Abdullah Mubarak al Sabah, H.E. Sheikh Ahmed Mubarak al Sabah, and his nephew H.E. Sheikh Hammoud Mohammed Abdullah Al Sabah.



This ibis Hotel held a ceremony in honor of Jahra sports club, which won the Kuwait champions league 2019 / 2020 in the presence of its Chairman Nawaf Jadeed Al Thabyan, general secretary, coach of Kuwait National Football team Mr. Andre's Rube'n Carrasco from Spain, Mr. Carlos Anton Assistant coach Kuwait National football team from Spain, and Jahra sports club team members and other dignitaries

The curtain was raised for the Club's T-shirt which was signed by all the players in dedication to the Hotel Management, which provided the club with support and sponsorship during the current sporting

Chairman of Jahra Sports Club Nawaf Jadeed Al-Thabyan has lauded the support given by H.E. Sheikh Mubarak Abdallah Al -Mubarak Al Sabah to the club and appreciated Sheikh's role, Sheikh Mubarak Al Abdallah said his support of the club is a continuation of what his father Late Sheikh

Abdallah Mubarak Al Sabah had instilled in the form of supporting sports and athletes in Kuwait, as well as the sports establishments and sports facilities.

Click here

[https://www.instagram.com/tv/CH\\_CpLInh5C/?igshid=1fb2vacfxd61c](https://www.instagram.com/tv/CH_CpLInh5C/?igshid=1fb2vacfxd61c)

<https://youtu.be/kGWyU4bdrEo>

*If you read the bio sketches of successful people all over the world, then it will be seen that everyone first failed to cross the mountains to achieve the heights of success.*

Having some motivational factors that can drive you to work towards your goals continually is integral in increasing your success ratio. – That is why you must know how to motivate yourself to move upwards on the ladder and stay on the path of success.

Momentum is the key for motivating yourself. You wake up, you go to work, come home, watch a little television, and go to bed. What did you learn from the day? Who did you help? How much closer are you to that project that you are working on?



You have to be able to develop an awareness of your strengths and weaknesses, and then set up a plan to enhance your strengths and, if you have time, work on eliminating your weaknesses. Reinventing yourself means that you surround yourself with creative and innovative people.

### **Why Motivating yourself is Important?**

Motivated people enjoy optimized productivity.

In the same way, if a company has a motivated workforce, it will for sure to enjoy optimized levels of outputs.

So, motivation is significant in prompting someone to go beyond his or her comfort level and stay motivated to do something until a favorable result or goal is accomplished.

**Create a SMART goal and stick to it:** To stay motivated and focused one has to create a realistic goal, which can be achieved. Devise a reminder mechanism for yourself which will always put you back on track.

You are an average of 5 people who you associate with: The key to stay motivated is the company of people you keep, if you are in right company they will never let you down and will always motivate you to help you realize your dreams.

**Handhold Others to Achieve the Key Goal:** Your goals will become easier from the day you decide to fulfill the organizational goals associated with others. If the company does not meet the target, then you will have to complete your team's goals and your goals will be fulfilled, if you are not getting good marks, then start teaching others, your marks will start getting better automatically.

**Stop Comparing Results:** Path to success is different for everybody, those who compare others success with theirs are most likely to get dejected. If a marketing person starts comparing with the incentives given to sales team then he/she cannot stay contented or motivated.

**Become highly self-motivated.** Go the extra mile. Get up with the sun and work until dusk.

**When faced with obstacles, persevere.** Become tenacious and resilient by bouncing back from obstacles with a stronger presence and determination.

**Take time off:** One has to take some time off for his/her daily routine and evaluate the work done to achieve their goals. The bird's eye view approach will give a good idea on where you are heading and what needs to be done.

## New Appointments

Congratulations on being part of the team! The AGH Management and Staff welcomes you and we look forward to a successful journey with you! Welcome aboard!



**Ivan Chikunov** joined CPVEN as Group Operations Manager on 01<sup>st</sup> October 2020, responsible for Coiled Tubing, Cementing and Drilling Fluids services and based in CPVEN, Kuwait office.

He has completed his Masters Degree in Mechanical Engineering from Technical University, Moscow, U.S.S.R., in 2010. Since then he has been working in oilfield industry for more than 10 years in Schlumberger. Ivan has started his career as field engineer trainee and continued his path step-by-step moving to general field engineer, sales manager, field services manager, operations planning and resources manager.

Ivan has a vast experience of well services operations including both land and offshore, high pressure gas and oil, extremely low pressure gas wells, geothermal wells in Germany, Poland, Ukraine, Austria, Romania, Turkey, Greece, The Netherlands, UK, Norway, France, Italy & Serbia with over 100 customers. His main belief is the result oriented approach with clearly set goal when the whole team can be focused to achieve.

**Vijil S. Babu**, joined Action Group Holdings on 1<sup>st</sup> December 2020, as ICT System Administrator in I.T. department, he has completed his Bachelor of Engineering in Computer Science from Anna University, Chennai, India.

He has 10 years of experience in IT operations, participated in several training programs to improve efficiency. As a Sysadmin he has vital role within company's IT department, covering a wide range of technology support. Installation and deployment of servers to providing troubleshooting and technical support for projects.

Before Joining AGH has worked with Future Kids Entertainment and Real Estate Company, Kuwait, EY (Ernst Young) Global, India.



**Shahid Basha**, joined Action Group Holdings on 27<sup>th</sup> December 2020, as IT support Engineer in I.T. department, he has completed his Bachelor of Technology in Computer Science from Jawaharlal Nehru Technological University (JNTU). Andhra Pradesh, India.

He has over 5 years of experience in IT Technical Support and operations, Researching, diagnosing, troubleshooting and identifying solutions to resolve system issues. Following standard procedures for proper escalation of unresolved issues to the appropriate internal teams include resolving network issues, configuring operating systems and using remote desktop connections to provide immediate support.



Before Joining AGH has worked with Al Mawashi (KLTT) (K.S.C.), Alia International Hospital, Kuwait, and other companies in India

## H.R. Activity — Sporting Event

*Taking part in sports not only benefits the individual, it also creates a positive team spirit that can be taken back to the workplace.* Participating in a sporting event can provide the perfect opportunity to create a healthy environment in the workplace, keep employees engaged and foster co-operation between employees. Creates an inclusive atmosphere: Regardless of ability, gender and position being part of team is a great leveller and provides an opportunity to work towards a common goal and support colleagues in a different way. Breaks down silos: Creating sports teams from across different departments and levels of management can create a winning environment. Teams realize that in order to win they need to work together if they're going to be successful.

H.R. organized a football game for CPVEN employees between Coil Tubing vs Cementing employees at Abu Hulaifa playground



CTU Team (Standing Row from Left : Mohammed Ali, Kenneth, Ahmad Fayez Thomas, Wilman, Emad eldin Sitting Row from Left: Emeachi, Shebeny, jamal, Friday



CMT Team - Standing Row From Left : Khamis, Abdullatif, Islam, Shehatta, Julio Sitting Row frm left: Mohd Thana'a, Ahmad Awad, Al Sairaffi, Mohd Taher



## Bouncing Back And Staying Optimistic In The Face of Adversity: The How-To

**Entrepreneur**  
MAGAZINE

*It's about building resilience— an ability to "bounce back."*

2020 has left a lot of us overwhelmed, frustrated, and lacking in positivity. As a shareholder, a business leader, a banker, a manager, or an employee, [losing hope in times of distress](#) will make it more difficult to recover and bounce back. It diminishes our capacity to think objectively and prepare to face the challenges lying ahead.

The ability to be "in the moment" and be fully present for those you are with is a desirable skill to foster. But in times of crisis, an exclusively inward focus can send you on a downward spiral.

As such, at some point, we have to choose to lift our heads. We must begin the ascent upwards, rescuing ourselves from a seemingly hopeless situation. It's about building resilience— an ability to "bounce back." And it's a trait that can be learned.

So if you identify with pandemic-induced inertia, consider this six-step process to bounce back.

### STEP #1: HAVE SOMETHING TO LOOK FORWARD TO

What we have all missed in 2020 is something to look forward to. COVID-19 has crippled our businesses. Lockdown regulations and uncertainty have prevented us from going on holidays, put celebrations on hold, and just generally held us in a state of limbo. But it's time now to look beyond the pandemic.

What is your "beyond stage"? Your [vision of the future](#)? Knowing where you need to be is the first step to knowing how to get there. Set aside time to think about where you need to be months from now, a year from now, five years from now, and ten years from now. Then work backwards from there, figuring out how to get there.

### STEP #2: DIVIDE AND CONQUER

Now, take the four-hundred-year-old advice of 17th-century philosopher, René Descartes, who said: *"Divide each difficulty into as many parts as is feasible and necessary to resolve it."*

Descartes was talking about evaluating the logic of a statement, but his advice applies across the board. Large, complex problems that are overwhelming can be made manageable by being split into parts.

Here's a tip: if you're struggling to break your problems down, try [the 5 Whys Method](#).

### STEP #3: TAKE PEN TO PAPER

Construct a plan for each problem. Write your plan down, including numbers and any other relevant data, with as much detail as possible. Writing things down serves several purposes. It can:

- help you see the "big picture"
- help keep you grounded in reality
- save you having to remember small details, thus freeing your mind to deal with higher-level thinking like organising and prioritizing goals and tasks
- help you surface and process emotions
- help you [track progress](#) and provide motivation
- provide a sense of achievement— your first win



**Mr. Vikas Arora**

*Chief Financial Officer,  
Action Group Holdings Co.*

There are many innovative productivity apps that can help you with this exercise– take a look at [these free mind mapping tools](#).

#### STEP #4: ACTIVATE THE 3 Cs

With your vision intact and plans in place, it's now time to activate the 3 Cs: *communicate, convince, and conquer*. In his book *The Rational Optimist*, Matt Ridley notes: "At some point, human intelligence became collective and cumulative in a way that happened to no other animal."

"Collective intelligence" is the most powerful tool we have as humans. And it will be what carries us through any event that threatens our existence –be it a pandemic, global warming, wars, and whatever may come our way.

Capturing this power of the collective will be essential to achieving your vision. So, your challenge now is to [communicate the right message](#) to the right people. Get them on your side and pull in the same direction. Whoever your stakeholders are –be it your partners, bankers, employees,

or suppliers– they need to be convinced by your arguments, and won over by your energy, determination, and enthusiasm.

#### STEP #5: PRACTICE RATIONAL OPTIMISM

Throughout your process, maintain a rational optimism. Today, and every day, is the most important to have optimism on your side. Take the positive, future view of every situation, but stay grounded in reality. We've seen firsthand in 2020 how a false sense of positivity and optimism only has short-term benefits for any leader.

Irrationally optimistic people are perceived as lacking credibility. As the saying goes: "*You can fool some of the people some of the time, but you can't fool all of the people all of the time.*" Remember, this is a long game, and you will need people at your side for the full race.

To maintain your optimism, expect the unexpected, focus on the positive, and make your move. The perfect plan is unattainable– don't hold back waiting for it.

#### STEP #6: BOUNCE BACK AND REPEAT

If you fail, repeat steps #1 to #5. Failure is not the end of the world. Remember this: as long as you live, there is always an opportunity– an opportunity to bounce back.

[Practicing resilience](#), or learning to bounce back, is a skill that will remain with you for life. Imagine it as a coiled spring inside you, just waiting for the opportunity to be let loose– your secret weapon in any crisis.

CLICK HERE



<http://entm.ag/FPOqLs>







AGH, AREC & its subsidiaries Celebrated New Year 2021



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Action Real Estate Co. K.S.C.C.

Quarterly Newsletter - Issue No. 45  
4th Quarter of 2020  
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