

# 5 YEARS prodyn

**5 YEARS PRODYN**  
Ordinary people  
change the world!



## GRATITUDE

You are the most important asset  
of the company!

This year, specifically on October 2021,  
Prodyn is 5 years old.

You have been part of this emotional journey,  
with your esteemed contribution!

The Prodyn family is awarding the "Loyalty  
Bonus" to mark this celebration, for each  
employee who has been with our big family  
for 2 or more years.

5 years is just the begging,  
more to celebrate together!

*We have been together for  
5 years now! Over the years  
we achieved a lot.  
Many advances and  
achievements year after year.  
We have grown much faster  
than the years!*

### What does PRODYN mean?

Since the stages of genesis, Prodyn  
has been designed to convey prog-  
ress and dynamics.  
Prodyn is our people!

**In these 5 years, what have been  
the challenges with which  
PRODYN has progressed?**

We all stand for one purpose,  
supporting and encouraging each  
other. We make tomorrow better,  
improving today.



# 15 Years Prodyn - Ordinary people change the world!

## We grow by events not by years

**Irena, the Factory Director shares her thoughts with FOKUS**

***We have been together for 5 years now! Over the years we achieved a lot. Many advances and achievements year after year. We have grown much faster than the years!***

### **What does PRODYN mean?**

Since the stages of genesis, Prodyn has been designed to convey progress and dynamics. Prodyn is our people!

### **In these 5 years, what have been the challenges with which PRODYN has progressed?**

Standardization of all processes step by step. Detailed quality treatment and accuracy of process development

### **How did Prodyn manage to influence people's lives?**

We all stand for one purpose, supporting and encouraging each other. We make tomorrow better, by improving today. We stand side by side, helping and overcoming any difficulties. Of course, this has not been easy, but we can say that we have done a very



It is a pleasure to walk together further!

good job, obviously we will continue to do even more. We have worked, learned, had fun, been tired, but the results make us feel proud and satisfied for what we have achieved in these 5 years.

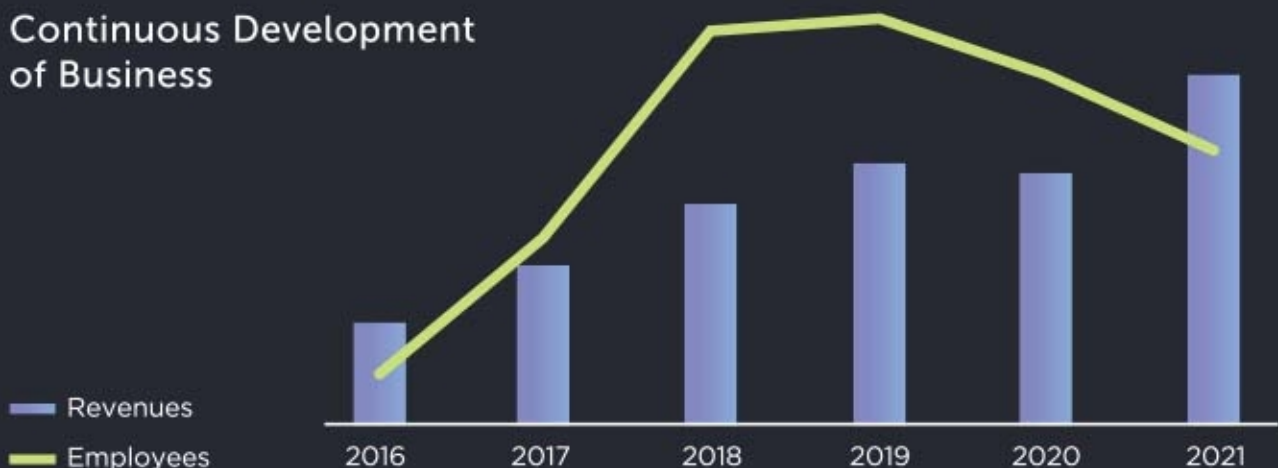
### **What are the traces that will be left behind?**

Our traces are the values that unite us and the ones we convey. Be good, honest, fair, loyal, accurate and respectful every day.

**Written by: Esmeralda Marku**

## 5 YEARS PRODYN

Continuous Development of Business



# Messages:



Another environment and a different reality. One thing to be pointed out and that will always stay with me is the co-operation between employees and executives. 5 years ProDyn, 5 years full of challenges, new friends, but always respected at work and with doors open for any concern.

*(Eltoni – Mounting Team)*



During my time in Prodyn, I gained lots of work experiences and professional skills. I like how we support each other and continue to grow further. I wish success to all of us in our tireless work!

*(Selvie – Hand Stitching Team)*

It's always a pleasure to work with Prodyn!

*(Drane Bicukaj)*



**"We grow up together with ProDyn"**

For me it all started by joining Prodyn as a simple worker, without any work experience. At ProDyn I learned gradually and got to where I am today: Line 7 Supervisor, Sewing Team.

It was not a simple start, but thanks to tireless work, support from colleagues and self-confidence everything can be achieved. I love the work I do and I'm so glad to be part of ProDyn.

*(Hatie – Stitching Team)*

Company is not a bunch of departments which work in one direction or another, it is a handy team of people working together for the good of their company.

We're very happy to be part of ProDyn.

*(Hane, Rexhina and Safete - Cutting Team)*



**Written by: Paola Bushi**



# Product Development - another service to our clients

■ Innovation is in the DNA of our company as a guaranteed path toward success

Through the years we have been re-producing existing and new styles offered by our customers. Now, we have moved forward with our own Product Development Centre which offers engineered designs and full commercialized shoes to our customers.

This was an important decision of the Administrator of the company towards expanding the range of services, we offer our clients.

We start the product development process after having considered the costumers ideas as to their requirements for the future seasons, requirements related to the model, color and the material used in the manufacturing process. The trials produced are approved by clients. After that, we continue further with the

process of production: sampling, SOP and manufacturing. Here we have the product development team, the cost team, SOP team that treats the standardization of the final product. Then, we have the warehouse - a very important component of the premises of this company, which is used for storing the materials needed in the manufacturing process.

*Our moto is written on the walls of the Center: "Let's us do the running so that you can do the walking".*

*Written by: Bora Budani*





# | We hire values and prepare specialists

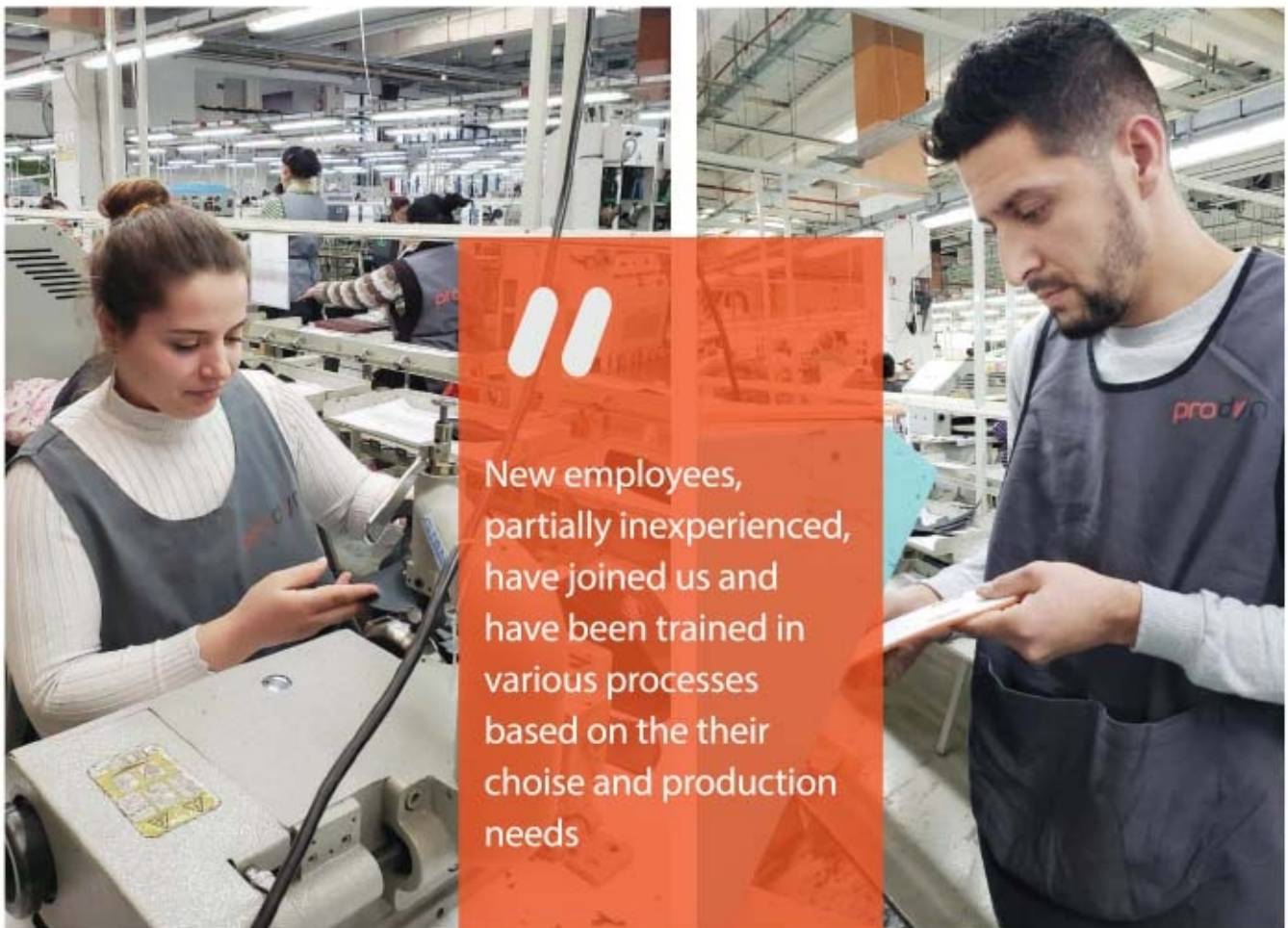
Employees under the direction and in cooperation with the Training Center, have determined the best teaching methodology, not only for young, new employees, but also for the others

Our focus is on people. We work every day for all of us to grow together and keep the pace of our company. The Training Center is an important part of this pace of development and evaluation of our achievements. New employees, partially inexperienced, have joined us and have been trained in various processes based on their choice and production needs.

A qualitative step in the field of training has been made in the application and implementation of the methodology of "8 DISCIPLINES": The eight disciplines (8D) is a methodology for problem solving. The purpose of the 8D methodology is to identify, correct, and eliminate recurring problems, making it useful in improving product and processes. The 8D model of problem solving establishes a permanent corrective action based on statistical analysis of the problem and focuses on the origin of the problem by identifying its root causes.

Employees under the direction and in cooperation with the Training Center, have determined the best teaching methodology, not only for young, new employees, but also for others. The impact of these trainings has been positive: Our employees have gained more skills and increased efficiency on production lines.

*Written by: Alfina Qose*





*To produce a pair of shoes, we can say with absolute certainty that at least 100 workers play a part in it. Achieving quality means that each employee strictly follows the work steps, method and technical standards of the production at every moment, day after day. It does not seem as simple as you thought, does it?*



## Quality Assurance - depends on each of us

This is what everyone in our lines manages to achieve by giving Prodyn the opportunity to be one of the best in the market, making consumer's lives more comfortable. An important part of achieving quality is the Quality Control team itself, led by the manager Dahirida (Ida) Arapi, who shared with us her opinion on quality assurance, her team and how every one of us can contribute. "As part of the quality team, if I were to talk about this important part of the job, I would go too far. As mentioned above, to make a pair of shoes it has to go through the hands of many workers, process after process and all these processes must be controlled by a quality controller. Vigilance is what a controller should possess, combined with a strong logic. Undoubtedly this control requires passion and energy every day to meet the criteria required for quality control. I like to refer to

this process in other terms as a reflection of the work done by everyone in production, to make the shoe look beautiful and clean. As I said above, we are a team and we work together to achieve the best possible result.

I find the inspiration to give as much as possible in this the quality assurance within our company, a work place that I love and it has become dear to me for the values and feeling it has. I do not exaggerate when I say that it is my family and I want to do my part as best as possible."

Each of us can give the maximum contribution by being focused on his work, respecting the technical standards required, checking his/her work before passing it to the next process, stopping the mistake of the preceding colleague and above all loving the work one does. Remember that each process has its own importance to achieve what the client and the customer wants. Our work is worth it!

**Remember that each process has its own importance to achieve what the client and the customer wants. Our work is worth it!**

*Written by: Reixhi Memo*



 *Efficiency deals with things. Effectiveness deals with people.*

# We manage things and lead people

To be efficient means to do as much as you can, in as little time. We produce more, we reduce to a minimum wasted time. Therefore, the more, the faster, the better.

But is this necessarily true? There is an essential difference between being effective and being efficient. Effectiveness is doing the right things, whereas efficiency is doing things right. Efficiency and quality are the two foundations that bring effectiveness. And when it comes to quality, we need to see the product from the customer's and consumer's point of view. In production you can't have a final product that's "good enough". Our approach is to go toward the 100% solution of every problem. At Prodyn, we work every day to evolve towards these concepts.

The whole chain, from the first links (supply of raw materials) to the finished goods works towards a common mission and vision: To meet the requirements of our customers on time and with quality.

Every day offers new opportunities to make things better. Every problem is a chance for continuous improvement and development - this is the motto of Prodyn's daily life.

*Written by: Zyrafete Poga (Pete)*



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# The most special wishes come from children!

**The tradition continues in Efa/Prodyn:  
A bouquet of festive postcards  
from our children**

We welcome the creations of the little ones, to convey their warm wishes to their parents and our entire large family. Each postcard will be published on the Prodyn Facebook page. Follow us!

*Children give joy to the holidays!*

*(Postcards can be sent to the Facebook inbox, or delivered to the Prodyn Reception, before December 25).*

Written by: Ina Gogo



## THE STAFF OF FOKUS



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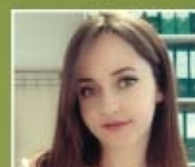
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