

## KEEP HEALTHY AND RESPECT THE SAFETY RULES AT YOUR WORKING PLACE



Your life, health and safety, are the priorities of the company. To achieve these, Prodyn in 2018:

- Is certified on "Occupational Health and Safety Management Systems" with OHSAS 18001:2007
- All employees are trained
- All team leaders & managers are trained
- Over 100,000 EUR are investments
- Out of which nearly 20,000 EUR are PPE (*Personal protection equipment*)

PRODYN, February 2019

The implementation of Health & Safety requirements at work, means taking care of yourself, family, colleagues and the company.





Irena among employees

# My strength? Our Employees!

## Their smile is my joy

Irena Laro, the Production Director of Prodyn, with 20 years of experience in the shoe industry, tells us that she has experience in different processes of shoe production, but the most important and valuable experience is: working with people. Irena answered to our questions on her experiences, plans, private life...

### What does work mean to you?

Work is love! I love what I do, despite its difficulties and issues. Finding a solution is part of my work and my satisfaction.

### Can you share with us some positive experiences?

My long work experience, has helped me with technical skills; my affection toward people has made my work easier and opened the doors to success.

### How can you describe the factory in one sentence?

Calm, everything in order, clean, a positive work environment; people respecting each other and quality oriented.

### Define yourself in 3 words...

Persistent, communicative, supporting new development.

### How many employees are working in the factory now?

More than 1,000 employees.

### What do the employees represent to you?

They are my strength, when they smile I feel a lot of joy.

### The strength of Prodyn?

Employees, managers and company values, which are guiding us.

### What motivates you to succeed in your career?

The "hunger" to develop and move forward; I like challenges, I starve for perfection, for being successful, I love adding value to everything.

### Irena in her private life...

I like Yoga, outdoor running, bio food, cinema, generally an active life.

### What advice would you give to young employees of the factory?

Set targets for yourself and work hard to achieve them with persistency, learning and embracing development.

### Plans for 2019 and further...

Focus on quality, foster working culture in accordance with our values and standards, and continuous improvement of our day to day activities.

And the last but not the least, a big THANK YOU to all ProDyn employees, starting with the ones who were part of our journey from day one, others who joined the company later, up to the new ones who are today part of the big family ProDyn.

Now we are a professional TEAM, ready to successfully achieve our targets.

Prepared by: Përparim Tushaj



# YES, WE ARE



We have a story to share with you. The story which started and never stops producing results, the cooperation and the strength of all of us who believed and worked hard for it.

ProDyn gathered us, helped us grow professionally, nurtured us with the belief that we are able to build secure pillars and support new initiatives.

We were only 80 employees in November 2016, when we started this new project.

With full support, lots of hard work and great desire from each one of us (employees and managers), we build up the solid foundations of ProDyn.

The Cutting department started under the direction of 2 team leaders, who managed to make it successful.

For some of the team leaders it was the first managing role, but they overpassed all difficulties thanks to their hard work, dedication and punctuality. Hand stitching department is one of them, built from scratch, but now its results grow progressively, both on quantity and quality.

The other most important department for this new project is Stitching. Under the leadership of the manager and the support of team leaders, the first 2 stitching lines were

successfully build. Today there are 12 stitching lines in the factory, producing quality shoes for important clients: Josef Selbel, Waldläufer, Kennel & Schmenger and Peter Kaiser.

The manager of mounting department, is nostalgic about how the line started: with only 20 employees in his team. "We assembled the first line then, and step by step, 3 more lines. Most importantly we build a collaborating team, working with the same standards".

New team leaders who grew up with the project, are a great motivation in the factory.

They grew professionally, becoming an important part of the big team and a key factor to the success of their respective lines.

All in all, there is a beautiful mosaic of characters with the same motivation and values, in a family of more than 1000 members. ProDyn 2019 is one of the biggest factories in Albania, and more importantly: the most successful, based on the best international standards and on each other's support.

*Prepared by: Rozalinda Kallushi & Manjola Seli*







# HAND STITCHING DEPARTMENT

## Where cooperation is the key to success!

**Cooperation, coordination, discipline...** If you want to find a team with these three qualities, the hand stitching team is the one, showing its efforts to build up around these strong pillars.

This department is the link between stitching department and mounting.

It is organized differently from the other departments: it is composed of 3 teams.

The first team, made of 4 people lead by Donald Gjoni, prepares products for hand stitching.

The second team, which has 27 employees under the supervision of Auror Allushi, is performing the actual hand stitching within the

factory. The main task for the team is to prepare the soles; but they are performing other tasks as well, such



as: Strobel stitching, stamping, molding and outsole stitching.

The third team, with ten employees under the supervision of Kalizoj Buci, is performing quality checks.

The quality of department work is increased due to the good relations with each other.

We asked the department manager Selvie Sulaj, to share her experience. "We started our venture 2 years ago, with a team of 4; now, here we are, thanks to the dedication and good will.

I am grateful to all my staff for the achievements".

*Prepared by: Reixhi Memo  
& Selvie Sulaj*



# Mounting

## The SHOE straight to your feet

*A mistake on placing the shoe components or the use of the wrong form, might bring up serious issues.*

Every shoe, sneakers, sandals, slippers etc. has its specific features. It goes through lots of processes till it arrives at the mounting department. Here, every single component is touched by the “golden hands” of mounters, who give beauty to the shoe and make it comfortable for our feet. One of the most complicated processes is the pre-mounting one. Neritan Gjika, who is a member of ProDyn from one year now, explains: “Pre-mounting is the first process where shoes get their clear form, as soon as we place the base, outsole. This process needs special attention. The slightest mistake in the mounting of shoe components,



Neritan Gjika

or the placement of the wrong form, may bring up serious issues”.

We asked Neritan about work here at ProDyn as well. He tells us, that what he likes here is “communication and group problem solving, thanks to that we have been able to avoid mistakes”.

The experts of clients are part of our team as well, ready to share their experiences with the team, in order to have qualitative finished goods. As I was translating in one of these meetings, I’ve noticed one of many cooperation cases. I was really proud and happy witnessing the respect and appreciation in the eyes of client’s expert, as they have been following up a complicated & delicate process, performed by the Manager of Mounting Department. He suggested a technical solution which was elegant but practical in the meantime; and this was approved on spot by client’s expert. “Respect is mutual as the collaboration with the experts has enriched us with new skills”, said Agron with his special smile.

Here starts the comfort of your feet!

*Prepared by: Albi Bushi*



Mounting process

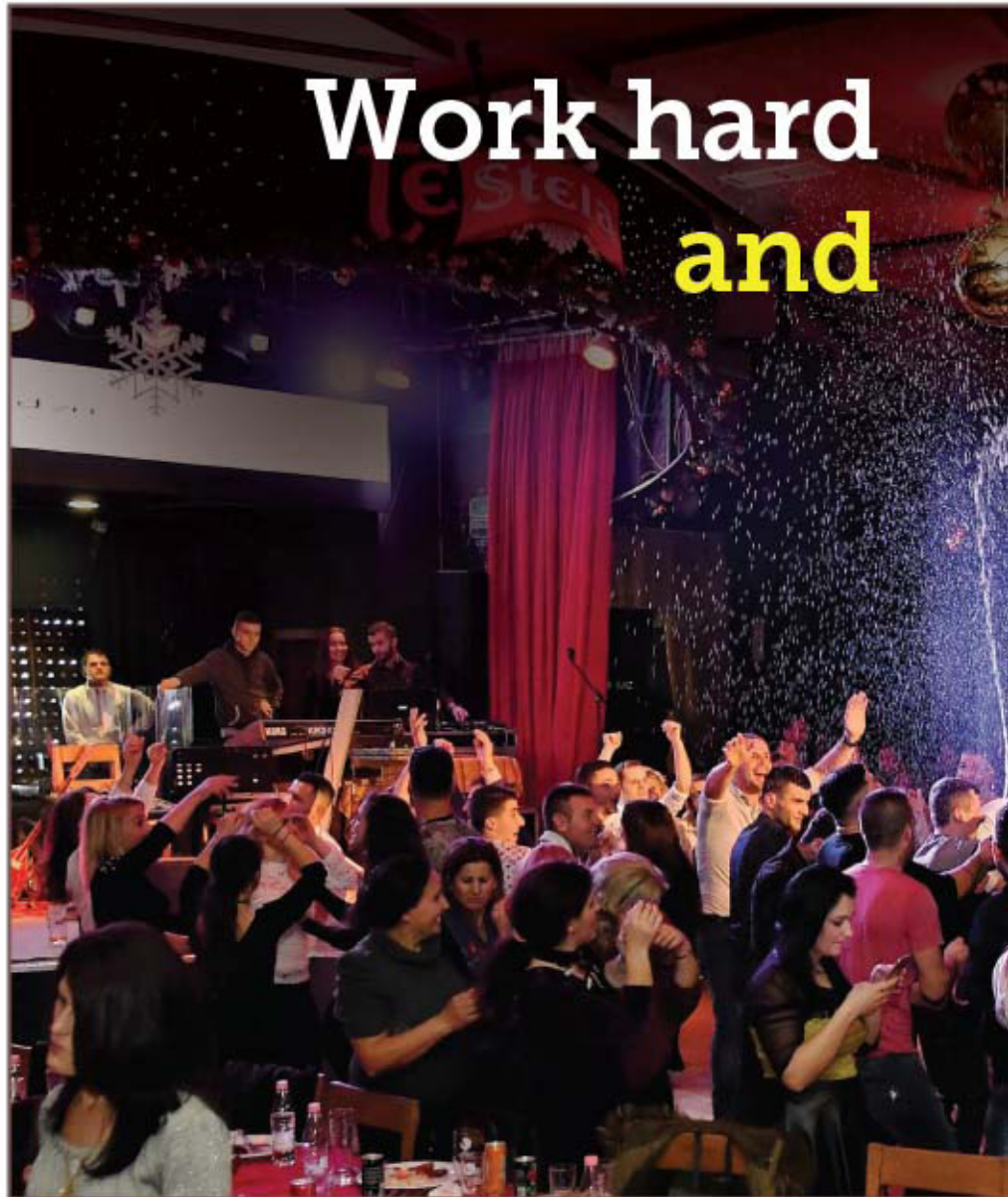


# Work hard and

*Parting with friends  
always means to  
have a good time,  
especially in a  
fantastic atmosphere  
and in an appealing  
venue...*

#### **Hyrlje Mata (Stitching team)**

It was my first time celebrating with my work colleagues. Everything was very good, a very warm venue and a special hospitality. All participants were happy, everyone had a different smile, compared to normal days. It will remain for a long time, as a beautiful memory.



#### **Gentjana Cumraku (Stitching team)**

We've had a great time at the year-end celebration. Even though I am new in the factory, I did not feel distant at any point, by anyone. I felt respected, equal and I am grateful to everybody. I hope to have more events together.

#### **Mirjana Karafilli (Stitching team)**

I was feeling great that day. I liked very much the organisation and that everyone was having fun in their company. At the same time I felt respected and appreciated by the lovely way company directors have been communicating with us. Everything was nice. Truly a day to remember.



# celebrate beautifully



*Everything was excellent.  
It was a day to remember...*

**Danjela Memaj**  
(Prodyn Information office)

Parting with friends, always means to have a good time, especially in a fantastic atmosphere, in an appealing venue, where you feel great and the organization is perfect.

**Dëshira Billa** (Mounting team)

I was very happy at the party. Nice and enjoyable atmosphere. We danced endlessly. I wish we have such activities more often.

*Prepared by: Denajda Hoxha*

**Mbaresha Dine**  
(Warehouse team)

I know I've had A GREAT TIME. The food was excellent, also the mood, music and organisation. I appreciated the hospitality. Just beautiful. A day to remember.

**Dhurata Marku** (Cutting team)

Everything was perfect!

**Enida Mrishaj** (Stitching team)

I've had a good time. A lovely atmosphere. I enjoyed the fact that everything was perfectly organised. Let's have more parties like this!







Training &  
Assessment Centre

# Continuous improvement, company's DNA!

*Let's all go along  
this path of  
knowledge, with  
Prodyn as a leader,  
opening our hearts  
and our minds*

The mission we have to fulfill, is:  
"To become the leader in the shoe  
industry through easy approaches,  
fast solutions, accurate service,  
deliver quality products to custo-  
mers, thus satisfying customers.





***This centre is set up by focusing on the needs of each of the company's employees***

The Training Centre is already one of the basic platforms to achieve the development and expansion of knowledge for all employees, related to the shoe world and not only.

It has been a long and careful preparatory work of Efa Solution and ProDyn Albania, to bring about a Training and Assessment Center.

This centre is set up by focusing on the needs of each of the company's employees.

The first step towards the long road of development and improvement, is the Employee Training Manual with the necessary information regarding the



company's values and rules, health and safety at work, as well as the technical part.

The manual is a tool that will help each person achieve the standards certified by "ProDyn".

The road to success is long and

needs a lot of work. Let's all go along this path of knowledge, with ProDyn as a leader, opening our hearts and minds for a bright future and making our life more comfortable.

*Prepared by: Alfina Qose*



**Training & Assessment Centre**



— New generation —  
**Work and study  
at the same time**

*EFA & ProDyn  
always encourage  
and make it possible  
for students to  
develop their career,  
convinced that the  
knowledge is key to  
a life success.*

*Education is an endless effort, to increase knowledge  
and work hard for perfection of cognitive & professional  
skills of everyone. There are students at EFA & ProDyn  
who have chosen to work as well, to achieve  
their professional success.*



**Blerina:** "I'm attending Finance & Banking Masters while working at ProDyn. Studying while I work, helps me to increase my confidence, manage my time better and achieve good results. Energy & positivity are my best buddies of my days. I'm definitely fulfilled".



**Dajana:** "Information Systems in the Economy" is the master I'm attending at the Faculty of Economy while working. I'm happy to share the time between work and University. I study to enhance my education at higher levels and work at same time to build foundations for the future. It is a satisfaction to be engaged at same time with 2 sides of fulfilment, theory and practice aiming towards a common goal: Success!"

*Prepared by: Jonida Lluka*

## Adriana: Work is never an obstacle

"I'm actually mastering on "Administration & Social Policies". I've never seen work as an obstacle for my efficient study. Not only, I have preferred to be active outside auditors, as the best way to check in practice my knowledge, managing my career, getting new skills and professional development".







**Tolne Kets**

Most of the people saw me already walking in the factory, but only a few know what I am doing there and who I am. So, time to give some more information.

My name is Tolne Kets and I am born in the Netherlands. I was for a long time an HR director and became 20 years ago a consultant. The task of a consultant is to help, support and organise the optimization of their processes and the way of working.

With good advices a factory can work more efficiently and be more efficient in what is good for the factory and for the people who work in that factory. It looks maybe technical but that is not the case.

Organizations are build around people, and people are the most important assets a company has to make it a success. Or like someone said: The business of business is the people, now, tomorrow and in the future.

I strongly believe that when employees are happy, the customers will be happy and this brings profit to the shareholders and the owners of a company. That means that I always look for possibilities to create a nice workplace. Because you spend a lot of time at your work. And when you enjoy what you are doing with nice

colleagues and good leaders, you can have a successful company.

And I think that you are on the right path with Prodyn. We changed in the past year quite some procedures and introduced SOP's. We also started the Prodyn training and assessment Centre.

I see that the production is less chaotic and that targets are met. But still we have to make a lot of steps to improve. Why do we want that? First of all it is a matter of moral. By improving, we improve our workplaces and work our environment. But we also improve the quality, which makes sure that customers will come back and guarantee a good future. And that brings the profit needed to invest in the company and factory. And by talking to people and looking to the process, I can give good advices in improvement. And I can tell you that ProDYN is my favorite customer.

I always enjoy flying to Albania. I meet friendly smiling people and during my stay here, I can taste the great food Albania offers.

And I return home, which is in Bucharest Romania, with nice stories to share with my family.

If you have questions for me, just ask when I am walking around next time!

*Prepared by: Aiflna Gose*

## FOKUS STAFF



**Rozalinda KALLUSHI**  
Administrative Coordinator, Fokus team leader



**Denajda Hoxha**  
Human Resources



**Julian PALLUQI**  
Planning Department



**Aibi BUSHI**  
Operation/SOP



**Reixhi MEMO**  
Operation/SOP



**Aiflna QOSE**  
Training & Assessment Centre



**Përparim TUSHAJ**  
Consultant



**Dajana MUHO**  
Operational Department



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# Social Media

## SO EASY TO COMMUNICATE



The strongest point of a successful job is communication, the environment where you engage and where your ideas are heard every day, where you feel evaluated for what you do with passion and dedication. The question is "Is this always achievable in a company?"

One of the commonly used methods nowadays, when the tech is developed very fast, is the use of social media. Social media networking is very popular and a very important element for a company, despite how large it is. Most of the SMEs, consider Facebook as the starting point of their marketing for social media networks. Increasing followers and getting the dynamic functionality, most companies can't profit further from their presence on Facebook.

Social media networks, give us the power to learn more about our colleagues and their interests, as well as to gather and check their comments.

Through it, we may ask colleagues, employees or clients to share their thoughts, questions and ideas and to get to know each other better.

Furthermore, it helps to understand the level of company audience, or the frequency of communication amongst friends.

Apart from the Facebook account, where you are invited to LIKE us, you may find detailed information about the company in our website: [www.efasolution.al](http://www.efasolution.al)

We invite you to participate actively and be engaged!

*Prepared by: Dajana Muho & Përparim Tushaj*