



efasolution

Easy - Fast - Accurate

FOKUS

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3 months edition of Efa Solution & Prodyn Nr. 1 / 1-st year March 2018

FOKUS: Your Platform

EFA and ProDyn are growing every day, reaching up to 550 in house employees and almost double working indirectly with/for us. This increase in quantity and quality, requires the necessity of tools and new ways of communication within the company, as a deal to communicate with each other and learn about the newest developments.

Today we are presenting the first edition of FOKUS, as an important step forward. FOKUS will be the platform where YOU can express your ideas and suggestions, for yourself and the company, for the continuous improvement of our work and life: a platform to be informed and updated with company's development. My purpose is to build the best company in Albania. This means we want to build it from the way how we do treat people, partners and our customers. I would like each of us to cooperate and help each other to achieve this purpose. FOKUS is an important tool in service of achieving this goal.



Not everything is about footwear

"We produce shoes", in fact for me this is not an answer on what we are. When I first started, I wanted to create a company where people feel good, the customers feel happy and business to be profitable, with the purpose to invest further.

A company has a variety of interests. The highest one are employees and customers. I have put it in this rank on purpose. For me, YOU – my employees are the most important, because I'm sure, when you are satisfied and happy, consequently we will have

satisfied and happy customers.

And when the customers are happy they will come back again and ask for more.

In my opinion not everything is about shoes, because there are many other companies which produce shoes. But when WE are all satisfied and happy, we provide The quality and service that others cannot. Therefore this will always bring satisfaction to our customers. Our strength is the fact that we can provide quality, quantity and on time delivery! **All together!**

I would advise and encourage all

of you to cooperate with your ideas and thoughts to make FOKUS comprehensive. Read it and take the information you need from FOKUS. Let us then put FOKUS in functionality of achieving our goals, the undisputed success of EFA/ProDyn.

Erlenda Jara

The Administrator

In Fokus: Individuals, work, company, motivation

“Support on each other, persistence and dedication at work, make me best in my job!”

What do you like most at ProDyn?

“...work conditions are better than in other places where I have worked” – *Mentor Tola*.

“.....work ethic” – *Aldo Prendi*.

“...communication, collaboration and most of all tranquility ...! ...based on previous work experiences with other companies”- *Beti Spahiu*.

How does ProDyn evaluate the individual?

“Here at ProDyn what motivates me is the salary and the good understanding we have. This has facilitated the adaption and, of course I feel part of the challenges by giving my contribution...” - *Rexhina Pepaj*

“Experience and accuracy are two priority values... Individuals are the main scope of this company by supporting them professionally and economically. ...evaluation for my work and character” - *Violeta Luta*

What makes you very capable at your work?

“Good teamwork organization, supporting each other, persistence and commitment to work make me best at my work.” – *Valbona Imeraj*

One of Slogans we see at our work environment is: “THE GREATEST WEALTH IS HEALTH”. What is your take on it?

“YES, health and safety of employees above all, this is obvious in the messages of every day!” – *Fehmi Islamaj*
“Really the money is wealth, but the biggest wealth is the health.” – *Aferdita Agjami*

“Knowing that health is the most important factor in life, personally I appreciate the importance that the management of the company gives to this element.” - *Julian Palluqi*

What motivates you the most? Was it easy for you to adapt to the job?

“...career development.”- *Elson Beka*

“...achievement and challenges by feeling a part of them.” – *Osman Elezaj*

“Family makes me more committed to and I try to give my contribution to the team.” – *Mirela Hoti*

Prepared by: *Dajana MUHO (Operational Team)*
& *Rozalinda KALLUSHI (Export Team)*



Cover: The Administrator, Etlevalaro

Our People: DajanaMuho (Operational Team) & Rozalinda Kallushi (Export Team).

New employees: AnxhePjetri (The sewing team) and JonidaLuka (Human Resources)

New Year Eve Party: JonidaLuka (Human Resources) and BlerinaKastrati (Operational Team).

Customers: Julian Palluqi (Planning Team)

Performance and Results: PërparimTushaj (Consultant)

Challenges: PërparimTushaj (Consultant) and DajanaMuho (Operational Team)

Training: JonidaLuka (Human Resources) and Rozalinda Kallushi (Export Team).

Follow us through
our Facebook profile.

SCAN THE QR CODE



NEW EMPLOYEES New Energies

October 2017 – January 2018, 217 new employees



Jozefi – Laser Machine



Mounting team

- Agustini
- Përparimi
- Klaudisi
- Admiri
- Fatjoni
- Indriti



Cutting team

- Lorenci
- Majlinda
- Safije
- Arjana
- Valbona
- Hyrrije



Post Party impressions

Eneda: Brilliant organization. I liked the games, “live” music and food. It was a special party, which I had never experienced before in any other factory. What impressed me more was also the familiarity of our leaders.

Flogerta: I felt very good, I enjoyed it. Everything was perfect. The food was very tasty and everybody had fun with the guests.

Etleva: The reception was awesome. I did not feel differentiated by the level of hierarchy, we were all the same. The activity, food, music, everything was perfect. I felt very happy. Thank you!

Egla: Wonderful staff, I like the collaboration with each other.

Kalizoj: I have great impressions. It was a beautiful surprise and we had fun.

Erjoni: I left with a wonderful impression. Super atmosphere, great people, we had beautiful and unforgettable moments. I hope this will be a tradition we can continue...

Jurgen: Everything was just perfect...

Beti: I’ve never lacked the desire to celebrate with the team, but this was a case which left me with deep impressions...

The organization was perfect, in “harmony” with the enthusiasm, joy everywhere, we had a lot of fun through the enjoyable festive atmosphere.

I would like such celebrations to take place more often. Thank you!

*Prepared by: Jonida Lluka (Human Resources)
dhe Blerina Kastrati (Operational Team)*

“It was a very special party, which I had never experienced before in any other factory.”



“It was a super atmosphere, great people, we had beautiful and unforgettable moments. I hope to be repeated.”



PROFILE

Enxhi-Prodyn



Painting is my passion. Ever since I was a child I used to paint various things, even though very simple ones. Very often I painted birds, trees, letters, but I never invested seriously in this passion for many reasons. These months, here at ProDyn, my desire to start painting was awakened, especially after receiving lots of congratulations from my colleagues for the first letters “PRODYN”.

What inspires me most?

Creativity is the magical world of dreams, a world that has no explanation. There, the dreams, concerns and all type of emotions can live together, that is why I believe that this is my inspiration!

Development of Staff in FOKUS



Basic training

- HEALTH AND SAFETY
- FIRE PROTECTION AND EVACUATION
- SAFETY AT WORK
- FIRST AID

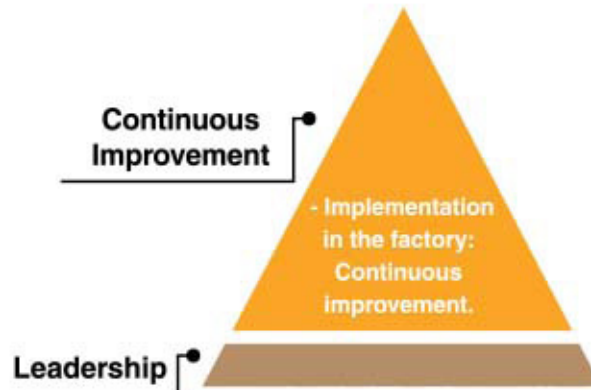


Do you think that the company supports you on your professional development?

"With the trainings we have done, I think we have benefited in our professional development" - *Magda*

"I think there is a strong spirit to promote the professional development of employees and to increase their creativity at work" - *Julian*

LEADERS / MANAGERS



Basic Training

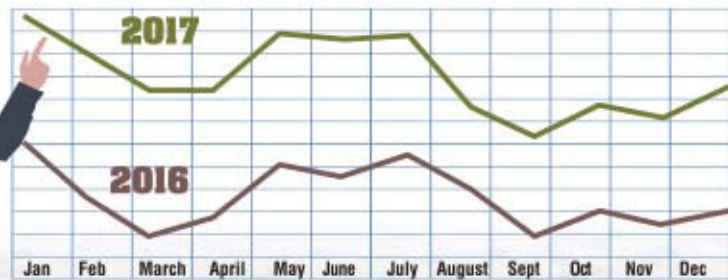
CODE OF CONDUCT
Processes and Procedures of the Company,
Second Part: Raw material – Administration from purchases to sale of finished goods. - Process and Procedures of the Company: Production processes.



Efa and ProDyn

in Figures

Once, someone asked an advice from his wise friend: "What should I do with my life"? The wise friend answered: "Just work hard and all the good things will come after". We at EFA and ProDyn have worked, learned, had fun, been tired, but the results make us feel proud and satisfied for what we have achieved in less than 3 years. Likewise, these are powerful bases for a sustainable performance in 2018 and onwards. The figures and tables below can clearly speak for themselves about our achievements.

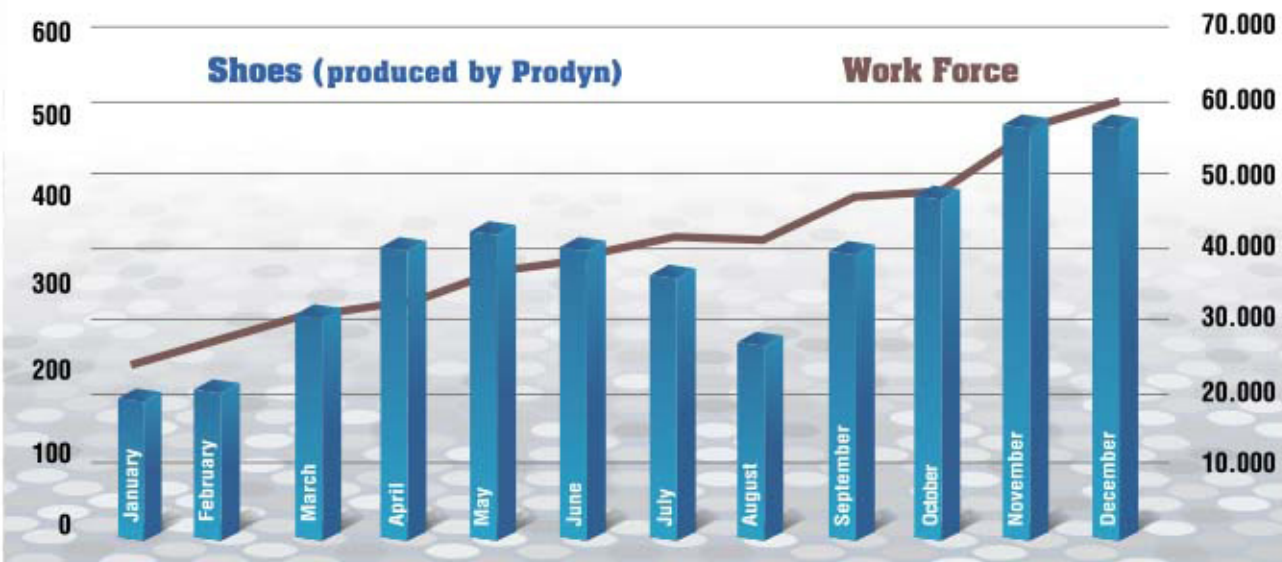


Exports of EFA Solution in total, have a growth of 20% in 2017 vs. 2016

The quantity of exported footwear increased by 22%, reaching a record in May 2017 with roughly 150 thousand pair of shoes produced, which fulfill all the standards. There are, 1,500 employees of ProDyn and contracted factories. Now EFA and ProDyn have passed the limit of 550 in house employees and monthly production has reached about 60 thousand pairs.

At the center of the attention of the company managers/executives is always the employee: therefore the company has invested in their development, health protection and safety at work. Also, we are investing every day in the latest technology and machinery of the shoe industry. With all gained experience, with investments made, the success is guaranteed in 2018 and onwards.

Prepared by: Përparim TUSHAJ
(Consultant)



ISO Standards

The journey toward continuous improvement

Our Company in its mission has defined "...to become leader on the footwear industry through simple approaches, fast solutions, by offering accurate services and quality products for customers ..."

Therefore, our goal is to offer quality. This quality can be achieved with shared work, by applying the best techniques which are compared with

international known standards as ISO (International Standards of Activity)

Why do we need standards?

Standards are essential for understanding how the working processes function, to improve the work done, and to have a target with which we need to measure the objective we must achieve.

In our work this means:

- Improving work conditions.
- Applying techniques and the newest technology on our work.
- Continuing with daily development of our co-workers
- Being pro-active in our work: each of us contributes with thoughts, ideas and his work.
- And after all, together looking forward to a better future.

The production of quality shoe - products increases the demand in the markets, more work for us & the company, at the end we feel secure for the future and personal opportunities to move forward in career.

EFA & ProDyn have started the implementation of

the process of standardization since the first day. These activities are tangible from each of us here: health services, technical and healthy security measurements in the factory, trainings for staff development ect, ect. , which today are translated with the expansions of production with a new customer and enlarged factory.

I will conclude with a passage from the Code of Ethics:

"Each of us is responsible to build and develop further our basic values. This is a duty we have to our customers, the public, and above all to each other."

*Prepared by: Përparim Tushaj (Consultant)
and Dajana Muho (Operational Team)*