

# ANTAH GROUP'S Reflections

VOL.7 January 2007

## CONTENT

From the Editor's Desk

On The Lighter Side

OFASTITCH

Make It Happen In Your  
Life — Donald Trump

Antah Futsal League

Crossword Puzzle No.1

SOP Story

Snazzy Snapshots 2006

Announcements

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## From the Editor's Desk

**G**reetings! First up, on behalf of the REFLECTIONS team, let me welcome you to 2007. Reflecting back on the year 2006, if memories could be stored in suitcases, I think we'd have to rent an entire warehouse to store our baggage! What a year 2006 was. Who can forget the blast of a party we had courtesy of Antah Recreation Club. If you missed that, well, you missed the mother of all celebrations! All said and done, it is now time to move on into a new year.

Reflections will continue to bring you latest happenings within the Group and we welcome your feedback and contributions. Our regular Royal Rendezvous column takes a break this month, but we promise to be back so look out for it in the next issue. Our personality of the month is none other than Reflections' own IT guy Mazlan. Find out why he may be our very own JK Rowling!

Want to know which team made it as the Champions of Futsal? Read Daniel's take on the season finale of Antah Futsal League.

Get your pencils sharpened as we bring you a brand new column! It's the Reflections Crossword Puzzle! Yes.. For all you crossword aficionados out there, we start off with a rather simple puzzle this month. Solve it and you stand to win some pretty interesting prizes! Wait just a moment! There's more contest?? YES... February is the month of LOVE, did you just say "Bah! Humbug?" well, tell us what Valentine's Day is to you and the best, most amusing one will win (dinner for 2 maybe?? If you haven't got anyone, I am always available!)

Kicking off OFASTITCH this month is an excellent column on TRUST. Find out what it means to place trust in *TRUST* and then get set to hail the revolutionaries! Jedi-in-training Azrin wields his saber and continues with updates on SOP's.

Also making its debut in this month's edition is an interesting article from a famous 'blogger' Donald Trump. Recently voted as the 'World's Most Competitive Businessman', get a glimpse of what makes this man tick and his advise on how to 'Make it happen in your life'.

Many exciting events are in store for us! Starting off with Visit Malaysia Year 2007 (hence the background picture of sunny skies and blue seas... ahhhhh!!!), the 20th Seremban Half Marathon, celebration of DYMM Tuanku Ja'afar's 85th Birthday and 40th year on the Royal throne of Negeri Sembilan Darul Khusus and to top it all up, our nation will celebrate her 50th Year of Independence!

And finally we take a snazzy snapshot look back at 2006! Lets make 2007 even greater!

Sasi

Malaysia  
Truly Asia



Mazlan Mohamed Ibrahim, apparently one of the very popular public figures hailing from the realm of Directhere Sdn Bhd, is highly sought after for his extensive knowledge about (almost) anything and everything, especially in IT and Multimedia related matters. Read more to know what makes this thinking perfectionist tick...

## On the Lighter Side

1. What's your stress reliever?

World conquest by playing Civilization III on my PC

2. Three words to describe yourself:

- a. Intense
- b. Imaginative
- c. Creative

3. Sazzy Falak or Fazura?

Had to google for these babes 'cos I don't know either. Sazzy's cuter

4. Any Big Boys' Toys?

Yeah, my home digital neural network – Behemoth, Dreamwerx (my 2 PCs) and Binatang (my laptop).

5. What scares you?

Falling from high places

6. Pet peeves?

A Mr-Know-It-All snake.

7. Can't live without?

Imagination and creativity.

8. What's your favourite line?

See this? (While patting my butt.)

9. 5 years from now...

I'll have finished my first sword & sorcery genre novel, The Keep

10. I wish I had the answers to ...

All questions.

11. I can't say 'NO' to ...

Danae, my 5-year old daughter (Well, most of the time anyway).

12. Titanic is...

A ship built by thousands of professionals whereas the Arc was built by one amateur. Now which one sank?

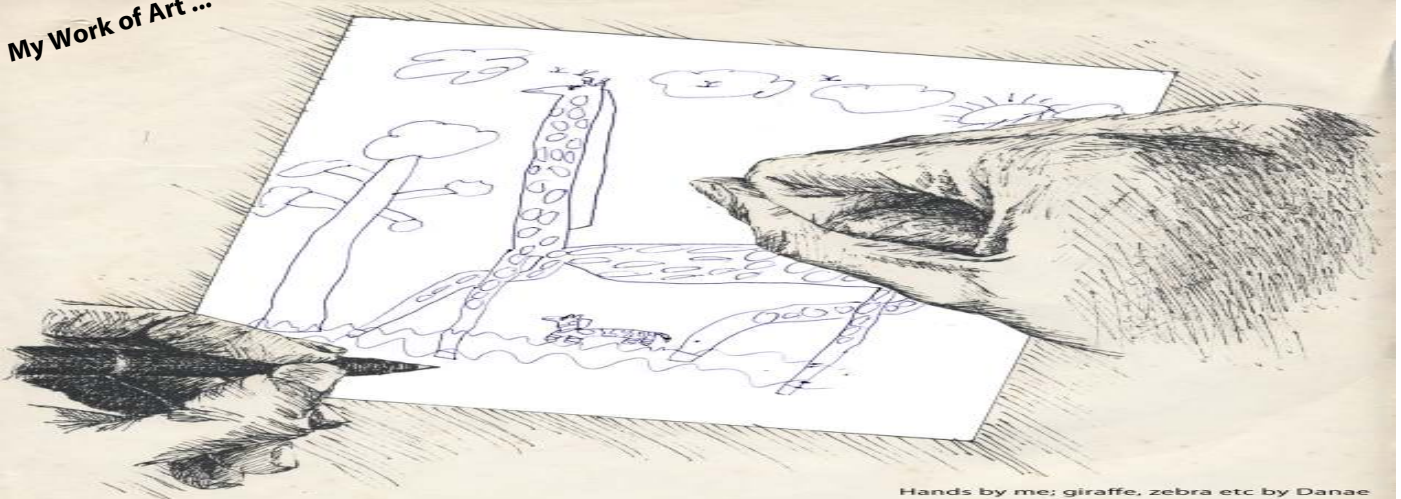
13. You will never see me ...

in Singapore.

14. If I were Superman ...

I'd do a spin-around-the-Earth time travel thingy, go back in time and sink Columbus' armada.

My Work of Art ...



Hands by me; giraffe, zebra etc by Danae

# OFASTITCH -- Putting Your Trust in.... Trust

by Adrian Savage

**T**rust is an essential component in almost all dealings between human beings, other than outright hostile ones like wars and terrorism. It is certainly vital for the proper running of any organization, as well as for almost all the components of trade and commerce. Lack of trust between trading partners undermines the proper functioning of business. Mistrust is a major cause of excessive (and unnecessary) workload on leaders, since the absence of trust means everyone has to be supervised and monitored almost constantly. Yet current styles of management either ignore the importance of trust altogether, or act in ways guaranteed to undermine and destroy it.

The current emphasis on “management by numbers”— the belief that what cannot be measured (or is not measured, by choice) will simply not happen represent the opposite of trust: an immediate assumption that employees are feckless, lazy, stupid, or just plain awkward. Many years ago, Douglas McGregor described this as “Theory X” and showed how it led to tight controls and an obsession with motivation by direct (usually monetary) incentives: exactly the situation today in many organizations.

In the workplace, trust is an essential element between colleagues sharing a project, people trusting that the boss will

arrange equitable rewards and recognize good work, or customers trusting that the product or service you supply will be there on time and match up to what you promised. Keeping people’s trust (and restoring it, if you have acted in ways that undermine their faith in you) matters a great deal in hard business terms. Managing in an organization low on trust demands much more time and effort (to check up on everyone, attend otherwise pointless meetings for the same purpose, and generally micromanage to the detriment of your own work and sanity). It usually means that other people don’t trust *you* either. Subordinates don’t trust a boss who doesn’t trust them, and become prone to doing no more than is essential to keep their jobs. Bosses may secretly congratulate you on “bringing home the bacon,” however you did it, but you can be sure that they will have noted any untrustworthy actions and will take care in future that you have no opportunity to deceive *them*.

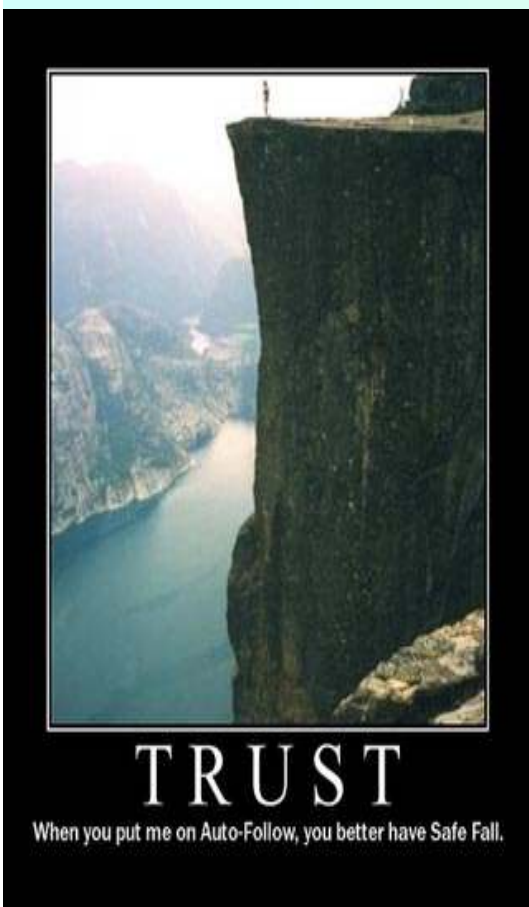
It certainly seems that trust is a disappearing asset in business as elsewhere. At the organizational level, there seems to be ample proof that risking any organization’s reputation for honesty, fair business dealings, and civilized behavior for the sake of short-term gain is culpably foolish. A solid reputation is worth hard cash, and those who lose it, lose a great deal of money as well. Yet that is what too many organizations and their leaders risk doing today, often on a regular basis. Leadership doesn’t only mean taking tough decisions in a technical or competitive sense. It means acting as a steward for the organization’s values and reputation; and, if necessary, defending that reputation stubbornly against those wishing to set short-term personal and organizational profit above everything else.

People need to be able to trust the boss to give them due credit. Leaders who fail to recognize the contributions of others (or try to pass them off as their own) are actively *harming* their organizations and themselves. The vast majority of people truly love to contribute their creativity to help the

organization. But they won’t do so if leaders, obsessed with their own egos, status, and maintaining the status quo, ignore them, denigrate their contributions, or claim credit for their best ideas. Bosses like that use a well worn set of rude and dismissive phrases to browbeat their subordinates, systematically destroying any trust that they might have generated by acting fairly and encouraging other people to contribute.

Leadership of this kind is teaching a generation of people an extremely dangerous set of lessons: that money is all that counts, that the end justify the means, and that the only set of needs and objectives that really matters is your own. It’s time to put our trust in trust itself: to accept that you cannot possibly watch everyone all the time, that monetary incentives cannot take the place of commitment to a cause and a leader, and that without trust in one another there can be no sense of community or productive relationships in the workplace.

*Adrian Savage is a writer, an Englishman, and a retired business executive, in that order. He lives in Tucson, Arizona. You can read his other articles at [Slow Leadership](#), the site for everyone who wants to build a civilized place to work and bring back the taste, zest and satisfaction to leadership and life. His new book, [Slow Leadership: Civilizing The Organization](#) , is now available at all good bookstores.*



# Make It Happen in Your Life

by Donald J. Trump



**"You cannot teach a man anything; You can only help him find it within himself." - Galileo**

In a recent issue of *Business Week* magazine, I was voted, by their readers, as "the world's most competitive business-person" and voted by the staff and writers of *Business Week* as one of the top 10 most competitive businesspeople on the planet. To me, that is a great honor. It also underscores why I emphasize taking the initiative in order to "make it happen in your life."

I am a competitive person and to me that's a good thing, because it's the opposite of being complacent. I've talked before how complacency can keep you in a comfort zone, which isn't always the best place to be. I also compete with myself, which is the ultimate form of competition. Trying to best yourself can make your aspirations even more significant.

For example, I have achieved great success as a developer. I'm the biggest developer in New York. Who do I compete with in that case? The answer is pretty simple: myself. I've mentioned the importance of self-motivation before, and that's one reason why. It's also a great way to challenge yourself and to keep your momentum where it should be-moving forward. I'm always looking for ways to do things better, no matter how much success I may have encountered.

Some people say that's a good way to never find satisfaction. Well, I don't believe in being self-satisfied, or for very long anyway. There's no reason we can't toot our own horns once in awhile, but hey, we all know that the world is moving forward quickly and keeping up with it is important. I like being on the cutting edge of progress. I don't like being someone who sits back and watches it go by.

Unless you plan to spend your time in a café, sipping cappuccino and watching life go by, I'd advise you to take some steps towards making what you want to happen in your life actually *happen*. The fact that you are reading this now gives me an indication that you're not a café type, but a person who is serious about success and achievement.

There is an old riddle that brings this to light: Five frogs are sitting on a log. Four decide to jump off. How many are left? Answer: Five. Why? Because there's a difference between deciding and doing. Think about that one for awhile and see if it pertains to you. Let's hope it doesn't, but if it does, there's still time to get going and start making things happen in your life.

The first step will be to find out what you love doing. As you know, I'm a firm believer that passion is absolutely necessary in order to achieve comprehensive success. I say 'comprehensive' success because in order to be truly successful, it's important that you feel fulfilled by what you are doing. Otherwise, what's the point? Empty success is success without passion. It's like going to school and tuning in just enough to pass so you can get out and do what you really *want* to be doing, or having a job that makes you watch the second hand ticking on the clock.

As Galileo said, a teacher's job is to help you find it within yourself to do what it is you should do. Then again, maybe you already know. We've all heard stories of how people bucked the system and defied their teachers and families, and became huge successes. They were persistent and steadfast, but above all they had tremendous passion for what they were doing. That made them indomitable. Michelangelo's family was dead set against him becoming an artist. He became one anyway, against great odds. Einstein wasn't a great student, but he had an amazing mind and he exceeded all expectations.

Either way, the point is to find out what you love and then take the steps to make it happen for you. Learn to compete with yourself and see how much you can accomplish. It's a great feeling to know you have the ability to make things happen in your life. In short, don't watch life from the sidelines. Get out there and go for it!

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# On The Ball With Daniel

## Antah Futsal League — Season Review

FLM's inaugural futsal league kicked off in August with 8 teams who were hungry for success. Making up the league were the AHG Titans, AHL Whitesnakes, APV Zombies, Jimah Red Lightning, Metro Melco, Real MC, SPA Rovers and Tijaz Tigers.

The Tijaz Tigers as expected made a storming start to the season, followed by the AHG Titans and Real MC who also started well. The APV Zombies and Metro Melco made a poor start, both teams registering only 1 win in 5 games.

The second half of the season saw the Zombies emerge as title challengers by fielding a new-look team, but it was too little too late as the Tigers were unrelenting in the pursuit of the title. The SPA Rovers began to sink, along with the AHL Whitesnakes. With Jimah Red Lightning and the AHG Titans displaying inconsistency typical of mid-table teams, it was left to Real MC and the APV Zombies to fight it out for the coveted second place.

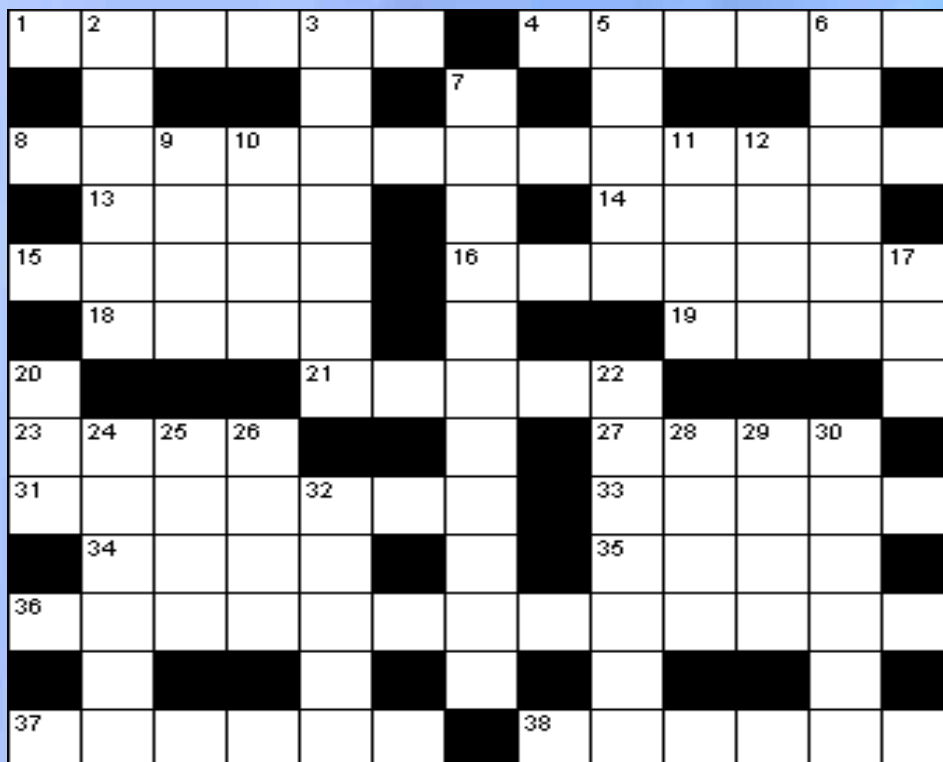
Tijaz Tigers already had the title in the bag long before the final day of the season, but there was still excitement as second place was yet undecided. Real MC had the edge over the APV Zombies, but they were up against a rejuvenated AHL Whitesnakes. In the end though, Real edged the Whitesnakes 2-1, to the obvious dismay of the watching Zombies players, and claimed second place.

YAM Tunku Nadzaruddin himself was present on the final day to award the medals to the champions and runners-up. It has been an excellent season, with top quality futsal displays, fiery encounters, and controversial moments. FLM would like to thank everyone who participated in or attended the games, and hopes to see everyone back next season.

Position	Team	P	W	D	L	GF	GA	GD	Pts
1	Tijaz Tigers	14	13	1	0	80	30	50	40
2	Real MC	14	9	1	4	70	40	30	28
3	APV Zombies	14	9	0	5	59	53	6	27
4	AHG Titans	14	7	0	7	59	68	-9	21
5	Jimah Red Lightning	14	5	1	8	42	53	-11	16
6	SPA Rovers	14	4	1	9	55	81	-26	13
7	Metro Melco	14	4	0	10	52	76	-24	12
8	AHL Whitesnakes	14	3	0	11	44	60	-16	9

# Crossword Puzzle

## PUZZLE 1



### Across

1. Recreational vehicle
4. Silly
8. Tonsillitis bacterium
13. Own
14. Ring
15. Wild card
16. Dagger-like weapon
18. Divorce centre
19. Look closely
21. Lurches
23. Smooth-tongued
27. Official symbols of a family
31. Advantage
33. Extinction
34. Far away
35. Collective security organization
36. Authoritative statement
37. Help
38. Fake

### Down

2. Writer
3. Ruler of an empire
5. Unskilled labourer
6. Man's wig
7. Paving stone
9. Womanizer
10. Smooth
11. Poultry house
12. Top of a volcano
17. Strive
20. Russian security organisation
22. Sorrow
24. Finds out
25. Dope
26. Legume
28. 500 sheets
29. Consort
30. Intoxicated
32. Amphibians

**Print this page, write your answers and send it to c/o Sasi @ 1<sup>st</sup> Floor,  
Wisma Antah. Watch out for the answers in the next issue!**

# *SOP Story — HAPPY NEW YEAR 0001 OF THE ANTAH REVOLUTION !!*

From the Antah Group SOP Steering Committee



Some of you may know that the year 2007 is the year of the Antah Revolution. Everyone will be a revolutionary in this revolution and surprise, surprise, SOPs feature significantly in the Antah Revolution.

So revolutionaries and comrades, the comrades at the SOP Politburo Committee (Santa Claus) has a bagful of goodies (SOPs really...!) for us all to use as weapons and ammunition (tools basically...!) in this our triumphant march towards the glorious equilibrium between systems and controls, checks and balances and the divine creativity and infinite possibilities of the revolution and its revolutionaries.

In the revolutionary bag of goodies are the following SOPs which will be presented for approval at the next revolutionary EXCO meeting:

**Manpower Planning**  
**Recruitment**  
**Attendance & Punctuality**  
**Conduct & Discipline**  
**Compensation**

**Leave**  
**Professional Membership**  
**Overtime**  
**Medical Benefits**  
**Entertainment Expenditure**

As one can see, they are all HR SOPs. This illustrates the central function Antah Revolutionaries play in the glorious victory of the Antah Revolution. To arms revolutionaries, the Antah Revolution has begun!

*Azrin Kamaluddin*

SOPs 'r' GLORIOUS

Rise Sir Azrin...you are now Knight of the Revolution. May the Force Be With You



# Seremban Half Marathon & Appreciation Dinner



See you in  
 July 2007  
 for the  
 20th Seremban  
 Half Marathon!!!

# Santha Retires...



WELCOME TO  
 ART CENTRE  
 Opening Ceremony  
 17th May 2007

# ARC GOLF SCRAMBLE



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# Buka Puasa With SPA...

# & Millennium Court



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## KAYANGAN...Lights, Camera, ACTION!



## And then there was that one party....



Thank You and Goodbye 2006

NOW ON TO **2007**

## ROYAL RENDEZVOUS...

### Y.A.M. Tunku Dato' Seri Nadzaruddin



### Y.A.M. Tunku Tan Sri Imran



### Y.A.M. Tunku Naquiyuddin



*Will be back...*



*What do you think Valentine's Day Is? Send in your thoughts and the best one wins...???*

## ANNOUNCEMENTS

### Crossword Puzzle Competition

Win mystery prizes by entering the Reflections Newsletter's Crossword Competition! There are prizes to be won each month, so don't forget to submit your completed crosswords to Sasi at [sasi@antah.com.my](mailto:sasi@antah.com.my).

## BIRTHDAYS

### Antah Heath Lambert

1. Abid – 4<sup>th</sup> January
2. Azman – 8<sup>th</sup> January
3. Ee Fook Cheong – 11<sup>th</sup> January
4. Zarini – 15<sup>th</sup> January
5. Mohd. Tajaharis – 22<sup>nd</sup> January

### Asia-Pacific Videolab

1. Zulkifli Kasri – 1<sup>st</sup> January
2. Mohd. Yatimi – 3<sup>rd</sup> January
3. Faizal – 4<sup>th</sup> January
4. Tang Swee Hoong – 19<sup>th</sup> January

### Syarikat Pesaka Antah

1. Khairul Effendi – 2<sup>nd</sup> January
2. Daniel – 29<sup>th</sup> January
3. Toh See Quan – 29<sup>th</sup> January

### Raden Technologies

1. George L.R. Stevenson – 22<sup>nd</sup> January

### VALENTINE'S DAY IS... Contest

*Send your thoughts to [sasi@antah.com.my](mailto:sasi@antah.com.my) winners will be judged on the most creative, funny, thought provoking.... Errrrr well, if it makes me smile YOU WIN!!*

*Get cracking.....*

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REFLECTIONS welcomes editorial and image submissions to [newsletter@antah.com.my](mailto:newsletter@antah.com.my)