



Admin Pro

Golden Jubilee Issues

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Hello readers of Admin Pro

The power of positive thinking played out when Cheryl Mathew stood firm – with Natasha Mavalvala supporting her - to go ahead with the **first-ever Residential Seminar as a Jubilee Anniversary gift to our Members**, even when the Covid restrictions were barely lifted. Barbara Dcruz's lively account of the Seminar is on our website.

Within four weeks of the seminar, we had **A Touch Gold** celebration. Kudos to Naureen Rodrigues for the amazing quantity of products and sponsorships she obtained, helping all attendees go home laden with an armful of gifts and prizes. And, the year was rounded off with our **Annual General Meeting** at which Cheryl was rightly honoured for her silent service to DSSP over the years.

DSSP celebrated their Golden Jubilee with panache and plenty, with dedicated work also of Clara D'Souza, Marina Fernandez, Christine D'Lima, Barbara Dcruz and Elena Benjamin.

This issue has other interesting reads too: HBL's Company Profile; our guest Kristin Kanaria's write up and attendees views on the morning session of Residential Seminar; How to work with someone you don't like, as it was observed members were facing this challenge at work; eulogies for our beloved Dhun Dastur and Julie D'Souza, and of course as always there is some ASA News as well. Then, we have a golden jubilee couple – our very own Nancy D'Souza; a brave write up on "Humans of DSSP" and puzzle, humour and points to ponder. **The back page throughout the year has been graced with the 50th years emblem developed by our tech-savvy Christine D'Lima.**

Ciao!
Sunnu Golwala
Editor – Admin Pro

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DSSP Honours Cheryl Mathew

For her immense contribution over the years



At the AGM on 5 December 2021, President Natasha Mavalvala took the opportunity to recognise and thank Cheryl for the multifarious ways in which she self-taught and then assisted DSSP's working and its Executive committee members.

"I would now like to acknowledge the immense contribution of Cheryl Mathew to our association over the years, and her ever-willingness to guide and assist whenever requested.

Her contribution is worthy of going into detail: Cheryl joined DSSP in 2003 to attend the ASA Congress in Singapore but got involved in visas and tickets of our delegates and recording DSSP's song for the Congress closing night. Everyone urged her to come on the Executive Committee which she did in 2007. By this time DSSP had obviously captured her heart and mind, and she immersed herself into serving it to the best of her ability

She has been President, ASA Congress co-President in 2014 and now Permanent ASA Coordinator.

Her contribution is vast: **her obvious talent at travel arrangements** came to use also at the ASA Congress in Karachi in 2014. She even contacted the Ministry of Interior for visas for our Indian and Bangladesh delegates; otherwise they would not have been able to attend. As the Co-chair of 2014 Congress her meticulous planning, creative programmes and delegation to various subcommittees formed by her, made the event run smoothly while ensuring it was fun at the same time. All who attended the Congress will vouch for that.

Her technical strength got us a database which did not exist, and even a smart modern website, worthy to be proud of. Her admin skills urged her to frame SOPs for our office bearers. She **single-handedly updated our Constitution as amendments** made at AGMs were not added in for years. This composite document is our reference point even today. She has **coached and mentored EC members** with full commitment, helping them take portfolio positions.

Accounts, a subject most members would duck if mentioned. This brave lady on her own steam got a good grip on it and has been quietly assisting the treasurer during the audit. Though DSSP had a tax number since 2005, no one took interest to have the tax return filed. In 2015 Cheryl braved that too with the services of a tax lawyer, making DSSP a tax filer. In 2007 she had the wisdom to plough DSSP's funds to buy us an office, which we use even today.

Getting sponsorships and arranging events is her natural forte. During her tenure as **President** in 2007-2008 DSSP had a record breaking 65 banners. Even today at our annual gala, table seating and allocation of prizes along with the meticulous arrangement on the table as well as the stage, all of that was managed safely in her hands.

A talented and dedicated member, who has worked undeterred even in the face of criticism and undermining, **I think Cheryl deserves a standing ovation for her silent service to DSSP."**



HBL Plaza – A building built on your trust

1971 – 2021: A Celebration of the past 50 years. A Commitment for the next 50

A profile by Corporate Communications of HBL at the request of our Immediate Past President Cheryl Mathew, who is Learning Support Manager at HBL

Cheryl adds that she is proud to be a part of HBL and to have experienced the magnificence of this building. Also that DSSP Members Jennifer D'souza, Michelle Saville, Liana Lobo and, DSSP EC Member Elena Benjamin also work at HBL.

3rd September 2021 marks a special occasion in the history of HBL. On this day, Pakistan's largest Bank in the private sector celebrates the 50th anniversary of the HBL Plaza building. Recognized as one of the prominent buildings of Pakistan, HBL Plaza continues to be an important landmark of the country.

I am proud to be a part of HBL and to have experienced the magnificence of this building.

About HBL Plaza:

The foundation stone of the HBL Plaza building was laid by Field Marshal Mohammad Ayub Khan, the then President of Pakistan on 12th November 1966. The building became operational on 4th September 1971. Upon its commencement, HBL Plaza was the tallest bank building in Asia and for decades it remained the tallest building in Pakistan. This 22 storeyed skyscraper stands 335 feet tall on I.I. Chundrigar Road, Karachi, the heart of Pakistan's financial district, and houses over 1,700 employees.

The avant-garde design of HBL Plaza, with its distinct shape and engineering firsts in Pakistan was developed by a renowned global architecture firm. The ahead-of-its-time architectural features of the building remain a significant and unique landmark of Karachi's skyline.

Today, HBL Plaza serves as the nerve-centre of HBL's operations, technology and the digital transformation that the Bank has embarked upon. The building is the backbone of the products, services and controls that HBL provides to its clients.

A Symbolic Landmark:

HBL Plaza is a monument to the pioneering spirit of Pakistan, a witness to history, recognized and loved by all. The building is a testament to the commitment the Bank has always had in serving Pakistan and its people. It has witnessed the country's socio-cultural transformation, economic growth and the rapid urbanization of Karachi.

Few structures in Pakistan are embedded into the nation's psyche like HBL Plaza is. For most people, in early years of their childhood, HBL Plaza was the first skyscraper that they became aware of. Some even enjoyed it as a sightseeing destination with panoramic views of Karachi from its rooftop. A few may even remember the building being used for the sighting of the Ramazan and Eid moons.

50 years later, HBL Plaza continues to be a symbolic landmark of the banking industry of Pakistan.

Historical Significance:

HBL was the first commercial bank to be established for the Muslims of the subcontinent in 1941 and today, it serves over 31 million clients in 14 countries.

HBL's inception has been inextricably linked with the story of Pakistan and has always been an institution that has played a significant role in the nation's socio-economic progress. After having carved a place for itself in the history of banking in the sub-continent, the Bank at the behest of Quaid-e-Azam Muhammad Ali Jinnah shifted its head office to Karachi. It continued its work with renewed ardour and zeal and proceeded with a dauntless spirit to lay the foundations of a strong economic base for the newly born state.

Quaid-e-Azam Muhammad Ali Jinnah reposed confidence in the Bank by not only opening his personal account but also by entrusting the collection of Relief Fund for Muslims in 1947.

"I have opened an account with Habib Bank Limited, ChandniChowk in the name of Muslim League Bihar Relief Fund for the sufferers and distressed Muslims of communal riots of Bihar and Delhi. I appeal to Muslims all over the country to contribute generously and send contributions to Habib Bank".

In 1950, Sir Sultan Mahomed Shah, Aga Khan III, made significant financial contributions to the newly formed state of Pakistan, to shore up the reserves of the country. These included, among other contributions, gold ingots. Over 50 years later, in 2004, when the Bank was privatized, the Aga Khan Fund for Economic Development (AKFED) acquired the management control of the Bank thus continuing its tradition of supporting the country's financial wellbeing. AKFED seeks to invest, primarily in the emerging economies in initiatives that contribute towards creating sustainable enterprises and employment. In this context, economic empowerment and access to finance is a key driver towards improving the quality of lives of people.

It was with this implicit trust and support that HBL achieved its privileged position of becoming the leading bank in Pakistan.

Business Momentum:

Over the past 50 years of HBL Plaza's operations, the Bank has witnessed remarkable strides in the financial industry, and a significant growth in the financial well-being of both the country and the millions of HBL clients. For perspective, around that period, the Bank's profit stood at approximately Rs 100 million; today, it has crossed Rs 30 billion. In these intervening years, the Bank's advances have grown from Rs 4 billion to Rs 1.2 trillion, while its total deposits have risen from Rs 6.8 billion to Rs 3 trillion.

HBL's key areas of operations are Branch Banking, Corporate, Commercial & Investment Banking, Consumer, Rural and SME Banking, Treasury and Global Markets, International Banking and Financial Institutions, Transaction & Employee Banking, Development Finance and Islamic Banking.

HBL has grown its branch network and maintained its position as the largest private sector bank in Pakistan with nearly 1,700 branches, 2,100+ ATMs and acquired more than 50,000 Konnect by HBL agents (branchless banking platform). The Bank has continued to evolve, setting precedents in financial services through innovation.

The Way Forward:

HBL is shaping the future through a paradigm shift as a 'Technology company with a banking license'. The Bank's various apps and platforms enable it to reach out to various segments of the community and speak their language. HBL's commitment to serving its clients with a superior banking experience is underpinned

by digitization and innovation of its services. It aims to use data driven insights to provide more contextualized products to the right audiences and extend relevant banking services to previously underrepresented/unbanked communities while remaining true to consumer needs.

The end goal remains to be customer centric bank that is quick to pivot as opportunities present themselves by being a Mobile first, Data enabled, inclusive and agile organization. HBL aims to be an organization that empowers its clients and employees alike and that has the ability to form eco system partnerships and deliver scalable solutions to the clients in a secure and compliant manner.

As HBL looks ahead to its future, to serve its clients through its physical and digital channels, the Bank remains committed to its objective of financial inclusion for all segments of society as the leading financial institution of Pakistan.



The advertisement features a large, stylized illustration of the HBL Plaza building, a tall cylindrical structure with a textured facade of repeating geometric patterns. The building is set against a clear blue sky with a few birds. In the top left corner, the HBL logo is displayed in white on a green square background. In the top right corner, a large green '50' is accompanied by the text 'YEARS HBL PLAZA 1971-2021'. Below the HBL logo, the headline 'A building built on your trust' is written in a bold, teal font. Underneath the headline, a paragraph reads: 'For the past 50 years (1971-2021), HBL Plaza has been a partner in your journey.' Below this, a smaller line of text says: 'Celebration of the past 50 years. Commitment for the next 50 years.' The hashtag '#50YearsofHBLPlaza' is positioned below that. In the bottom left corner, there is a QR code with the text 'Scan the QR code to view HBL's journey' underneath it. At the bottom of the advertisement, there is a row of icons for various services and social media platforms: a telephone icon, a WhatsApp icon, the number '111-111-425', a globe icon, the website 'www.hbl.com', a mobile phone icon, 'HBL Mobile', the 'Kconnect' logo, and icons for Facebook, Instagram, LinkedIn, Twitter, and YouTube. The HBL logo is also visible on the base of the building illustration.

HBL

50
YEARS
HBL PLAZA
1971-2021

A building built on your trust

For the past 50 years (1971-2021), HBL Plaza has been a partner in your journey.

Celebration of the past 50 years. Commitment for the next 50 years

#50YearsofHBLPlaza

Scan the QR code to view HBL's journey

111-111-425 | www.hbl.com | HBL Mobile | Kconnect | Facebook | Instagram | LinkedIn | Twitter | YouTube

The Diversity of Womanhood - My Weekend with the DSSP

Written by Kristin Kanaria

Earlier this year in October, I had the privilege of spending my weekend at the Ramada Plaza with the lovely ladies of the DSSP in celebration of 50 glorious years of its existence.

I was handed an itinerary upon my arrival and waited patiently for the speaker to begin the session. I wasn't sure what to expect but I got my pencil and notepad out, ready to take notes because I was sure there was lots to learn.

A lovely, well-spoken lady named Marriam Ahmed took the stage and began her presentation on the 'Diversity of Womanhood' and the importance of women's mental health. Since we were an audience of only women, it made sense that we learn more about the wonders of womanhood and the significance of mental health but also touch upon the difficulties and woes of the working woman.

Marriam Ahmed was a breath of fresh air, to say the least. Her enthusiasm and understanding during the entire session was not only informative but necessary as I believe nowadays, we tend to tear women down instead of building them up.

As a 24-year-old woman working in the advertising industry, I have faced my share of discrimination and marginalization from both men and women. Marriam's session provided me with the necessary tools I needed to help navigate myself and my career within my industry.

Marriam began with a series of questions to gauge the audience and get a sense of the women present and what we were about. Through just a few questions, she was able to understand almost immediately the troubles we faced as women and helped us all realize that we are all very similar to each other.

She also shared her own experiences, telling us how she grew from those experiences into the woman she is today— how traumatic experiences shape the people we become.

I resonated with everything she had to say. It felt as if I was being spoken to by someone who knew me my entire life.

A lot of what Marriam had to share is what we, as women, consider to be tough conversations. From troubles at home with our husbands, our significant others, or thoughts we have about our children and the inevitable difficulties of motherhood. There wasn't a single stone left unturned in this session.

The topic that resonated the most with me, was the importance of self-love. Marriam reiterated throughout her session that 'self-care is not selfish'. As women, we tend to be givers. Whether we are mothers, wives, sisters, daughters, we always put the needs of others before our own because it has been instilled in us since the beginning of time and we have continued on that path ever since.

I learned that being selfish and self-care have two different meanings - Being selfish means there's a desire to take from others, whereas self-care is about replenishing your own resources, not taking from someone else's.

Marriam shared that when you practice self-care, you learn that you're enough; you have enough, as long as you make yourself a priority. Selfishness, however, excludes others, whereas self-care does not.

This very act of putting another's needs before your own can sometimes make a woman feel guilty but after the session I realized that it comes down to setting boundaries for ourselves. Having boundaries means honoring ourselves as individuals with needs and wants that often differ from others. Without healthy boundaries, we allow others to override our feelings and desires.

During this session, I also learned some conflict resolution skills. As working women, we are often faced with difficult situations and people with no way to deal with them in a way that won't cost us our job.

Marriam advised us some conflict resolution tips which included 4 questions we can ask ourselves when presented with a conflict.

How is this problem? What is/can be good about this? What can I learn from this?

What can I do differently to get a better outcome?

It's been a month since I took note of this information and I have been applying it in my life ever since. I can say with confidence that this was valuable advice that can be applied anywhere.

I'd like to end with a quote that I picked up from Marriam resonates with me for a myriad of reasons.

"If you look for problems, you will find problems. If you look for solutions, you will find solutions". A quote by Andy Gilbert.

I'm grateful to the ladies of the DSSP for introducing me to Marriam Ahmed. Her session was informative and insightful and Marriam was a pleasure to meet in person. Her radiant personality and down-to-earth sense of humor was refreshing and I would be incredibly interested to attend more of her sessions. My weekend getaway with the ladies of the DSSP was a pleasant time and I treasure the valuable knowledge gained from both Marriam and the wonderful, experienced women I was surrounded by.



Kristin Kanaria, Creative Associate, Viral Edge (Advertising agency). Her primary focus is brand building and strategy, and is responsible for establishing an organization's editorial voice and brand story, determining content needs, channel selection, and distribution.



DSSP's first-ever Residential Seminar

To give a start for our Golden Jubilee Celebration

Swiftly and dedicatedly the Executive Committee worked, as soon as the Covid restrictions were lifted, to give the members a residential seminar. **Our EC Member Barbara Dcruz has given a lively account of the Seminar on our website. Enjoy it on the link below:**

<https://dssp.org/happening.php>

Most of our attending members also shared comments on Marriam Ahmed's Session:

HUMA D'SOUZA: Really appreciated the session because so many of our problems that we were facing can now be handled in a much better way. Give a big thanks to Marriam and convey to her "Thank you for the understanding and giving us time and place to be honest about ourselves."

DEBBIE MOSCROP: Refreshing and well organized session: really enjoyed myself. The speaker was so good and kept us all involved.

AUDREY FERNANDES: The session was very informative. Learnt some good values.

NANCY D'SOUZA: The talk session by Marriam Ahmed was soul searching and mind boggling – made me think and ponder. Thanks Sunnu looks like it pays to 'browse': a good find girl! I see a lot of effort put in by the EC: well done

PEGGY RODRIGUES: Ms Marriam Ahmed was very effective in her talk on Diversity on Womanhood. She has given us real life experience examples for us to tackle ourselves if we come across the somewhat the same issues. It was informative and we took few takeaways which will benefit us if we apply in our life problems too.

MONICA FRANCIS: Marriam Ahmed's morning session was lively and boosted confidence to a lot of women. Her start up was really nice and with her personal experience I think everyone opened up about their personal issues. Very good, informative session! Made one realize we are all sailing in the same boat.

THERESA DIAS: Excellent session. I was very attentive from the beginning to the end of session. Enjoyed every moment. Would not mind having such a session with her again.

JULILA RODRIGUES: First of all would like to thank you very much for organizing this beautiful event. Right from the registration to the morning motivational session till lunch have enjoyed every bit of it. Everything is perfectly well. Loving every bit of it. Thank you for having me on board.

GULSHEN DINSHAW, MAHNAZ IRANI AND GOOL MESSMAN: Very confidently presented talk on women empowerment. Takeaway was 'control your emotions, be positive and calm, use positive affirmations, don't be offensive but deal with the situation in an efficient manner.

DENISE D'MELLO: The session was fantastic and am sure we all are taking back lot of learning from it.

MONICA JOHN: The session in the morning was very helpful, especially in mental health. Her practical approach to life was very positive.

LIANA LOBO: The speaker selected was excellent. The topic superb and a much needed discussion. Hope to implement and practice some of the points stressed.

NATASHA D'SOUZA: The session was very engaging: helping us learn about different perspectives on dealing with your problems. It taught us about putting yourself first and gives it priority over everyone. I

enjoyed the session and look forward to contacting Ms Marriam Ahmed and participating in her future courses and sessions too.

AFROZE TUNGEKAR: A very informative and interesting session. Learnt a lot from it. It gave us an insight on our inner strengths. It helped us in analyzing our inner strength and how to cope with day to day problems.

MARLYN ROSE LOBO: the morning session on Diversity in Womanhood was an awesome session. It was motivational. Enjoyed every minute of this session. The speaker Marriam Ahmed is a down to earth person.

And.... here are some photos to give you a flavour:



When Working with Someone You Don't Like,

Err Toward Kindness



Not everyone at work is going to be your friend, and some relationships are easier than others. So, what do you do when you're stuck working with someone you dislike?

First, accept that you might need to be the grown-up. Don't succumb to unproductive behaviours, like getting overly defensive, ignoring the person out of spite, excluding them from a meeting, or sending a passive aggressive email.

Take a look at yourself. We can dislike someone without even knowing why, and then look for evidence to make ourselves right. Our brain finds all kinds of ways to manipulate the truth under the guise of keeping us safe, which is one of its primary jobs. So, if you want that person in the office to be less obnoxious, you need to first take a look at yourself.

Be the grown up. Don't succumb to childlike behaviours, like getting thoughtlessly defensive and ignoring that person out of spite. Rather than excluding them from a meeting in the future or sending a passive aggressive email, identify behaviours that will serve you (and them).

Pick your battles. Some battles worth fighting, especially when they're values-based. Getting along with difficult people is not the same as justifying or turning a blind eye to what is unacceptable, such as bullying or discrimination.

Most successful people find healthy ways to work with all personalities.

Source: Management Tips from Harvard Business Review

Eulogies for Dhun Dastur, ASA Coordinator



By Farida Vachha, Social Secretary in 1980s and delegate to ASA Congress in Indonesia in 1980

My friend Dhun – gentle, humble and always ready to help.

I first met Dhun in 1947 when our family moved from Garden area to the Regal Cinema Parsi complex. We were immediate neighbours. It was the beginning of a friendship which lasted till the end. Both of us went to Mama Parsi School and even in school Dhun would help out her classmates and friends, including myself with our homework.

Dhun was very family oriented and cared for her family till the end. I recall that she was very fond of her mother. My earliest and most cherished memories are of school vacations, when Dhun and her mother would sit on their balcony while my mother and I would sit on ours and chat across late into the balmy, and at times breezy, Karachi nights.

After a few years her family moved to Cyrus Colony and we were less in contact. By the time I completed my school education Dhun was already working in ICI where she was greatly appreciated by her seniors and colleagues. To date her contemporaries remember her for her competence and efficiency.

When she joined the DSSP Committee she took on the most difficult portfolio of ASA Coordinator and did an excellent job. MOK and Havovi were all praises for her and solely relied on Dhun for preparation for all paperwork when they attended ASA Congresses.

Dearest Dhun rest in eternal peace. You will be missed by all whose lives you so deeply touched.

By Sandra Mendonca, Executive Manager, Reliance Engineering Services, Joint Secretary on DSSP's Executive Committee 1900s, Secretary, on DSSP's Executive Committee 1995-1997 and Delegate to ASA Congresses in Sri Lanka, Singapore and Mumbai

Remembering DHUN DASTUR, DSSP's ASA Coordinator till 2010

A soft spoken friendly elegant Lady – Dhun Dastur

When I was asked by Sunnu to do a eulogy for my good friend Dhun I said to myself gosh this could be a long one!!

For many many years I was on the DSSP Committee and had the good fortune of knowing Dhun.

Dhun was a soft spoken extremely friendly lady who took on any task that was assigned to her. I do not remember her ever refusing Havovi and MOK. She would diligently attend all the monthly meetings along with a pile of files on ASA.

I recollect one ASA Congress (I think in Sri Lanka) when Late Havovi could not represent Pakistan due to her ill health, Dhun was asked to accompany me. I was very nervous as although I had attended other ASA Congresses I never really represented Pakistan at the Council of Presidents meetings. I very timidly requested Dhun to sit in to which she readily agreed. There was no doubt about it that for a very long time she handled the ASA matters (or should I say she mastered this!!) On the opening night I can still picture Dhun all dressed up with her hair well set and we kept telling her that she looked like Indira Gandhi.

Whenever I called her up she would say to me in her soft gentle voice "Sandra please stand for President". You will not believe but whenever I called her which was normally every six months or longer, she would try and convince me by saying that with all the experience I had mastered from being on the DSSP Committee, I should be President.

I would like to end by saying that sooner or later we all have to go. Now we only need to make our family and friends aware that we love them before it is too late. Once we go, everyone speaks good but the person who has gone does not know that!!.

Farewell dearest Dhun. You will be missed by me and am sure by DSSP for the enormous tasks you shouldered during your very long tenure on the Committee.

By Emily Dias, Member of EC 1999-2000; Joint Secretary for two terms: 2003-2006; Delegate at ASA Congresses in Karachi in 1990, in Thailand in 1998, in Singapore in 2004, in Mumbai in 2006 and in Karachi in September 2014

Dhun! How can I express my feelings.... She was one of the gentlest of souls I've ever come across. Her sweet smile and soft spoken voice was so endearing and soothing to the ears. Her loving and caring nature attracted people to her. I got to know Dhun through my association with the DSSP Executive Committee. She held her role as ASA Coordinator for quite a number of years with good spirit and was impeccable in conveying information regarding the ASA. Whenever she saw potential in member secretaries young or old she would always encourage them to join the Executive Committee convincing them with her ever sweet nature.

Dear Dhun was ill for quite a number of years and when opportunity arose Sandra and I would visit her which would put a huge smile on her face. It was unfortunate that during Covid we were unable to visit, but would always keep in touch with her over the phone sometimes she would be fine to talk most times due to her ailment we would speak to her attendant and ask about her welfare.

Farewell Dhun, may your beautiful soul rest in peace and may the Angels greet you as you enter Heaven's gates where the Almighty has surely set a wonderful place for you. Amen.

With deepest sympathies.

***** both image have been composed by Christine D'Lima**

By Gulshen Dinshaw, ASA Coordinator 2000, Delegate to ASA Congresses: in Karachi in 1994, in Singapore in 2004 and in Karachi in 2014

Over the years Dhun remained ASA Coordinator and was very familiar with the ASA work and biannual Congresses held here and in our ASA countries, and when she relinquished her post from ASA Coordinator I was given the same in the year 2000 Once I took over from Dhun she was so helpful that every time I used to ask her about the ASA work, she with her timely ideas and promptly I used to get her replies In short, an inspiration, always helpful with a smile. Very kind and very gentle. She knew about ASA work so well and in this way she also helped the DSSP president in her tenure to ease their workload.

As Dhun represented DSSP even the ASA countries representatives knew Dhun quite well and she did attended few congresses as well. I vaguely remember at the Dssp gala time when I was on the committee too and the bags packing started Dhun was there helping with us and giving her ideas for the little queries that we all had. May her soul rest in peace Amen

Eulogy For Julie D'Souza, Member of DSSP



By Jennifer Pereira, Member of DSSP

The 25th of September 2021 was indeed a very sad day for all of us. It was the day that our dear Julie D'Souza left us to proceed to her Heavenly abode.

Julie and I were very friendly with each other for many years and we spent some wonderful times together. She took great pleasure in celebrating occasions like Christmas, New Year, Easter, Naurose etc. and enjoyed going for lunches, dinners for those occasions. Every year for Naurose Julie and I set out to Metropole Hotel in the good old days or any other nice place we heard of. She loved to entertain and we all enjoyed her lovely parties.

Once Julie and I had a relaxing holiday in Sri Lanka where we toured many places and Julie shopped to her heart's content as she wanted to bring back little gifts for all her neighbors and friends. She was very keen to travel again with me but her health prevented that. However, she managed to make one more trip to Goa to meet her relatives residing there.

Julie was always a very generous friend and loaded us with gifts which I will treasure always. She had a perpetual smile on her face and was full of jokes. She looked after her mother well till the end.

Our Julie will always be fondly remembered by everyone. Rest in peace my dear Julie till we meet again.

Kashmira Gamadia, President–All India

Indian Association of Secretaries & Administrative Professionals (IASAP)



At the request of Admin Pro, Edna Martis, the outgoing President-All India, IASAP has given the following introduction.

Kashmira Gamadia is an IASAP member who completed her high schooling from The J B Petit High School for Girls, then did her Commercial Art training from Nirmala Niketan Polytechnic, and a one year Foundation Art course from Sophia College. She is married with a daughter and a son who are now working.

Kashmira started her working career with Venart Advertising as a Junior Visualiser and Artist but after 11 years moved on to the Secretarial and Administrative profession with United Technologies – Carrier Group. She then started working for the Chairman's Office. Her responsibilities entailed secretarial and administrative work and personal co-ordination for the Chairman from their office in Bombay. She also handled the monthly accounts for the liaison office of Carrier International Corporation. Her responsibilities also included sending out greeting cards and managing the monthly travel itinerary of the Chairman as well as his day-to-day co-ordination with their various offices worldwide.

She also worked with Mr R C Sarin who retired from the Carrier Group as its Chairman at his own management company (Resource Management (India) Pvt Ltd.) which imparted management training to Managing Directors, CEOs and senior level executives of multinationals. Her duties were to organize seminars, conferences with travel arrangements. **She is currently employed as the Executive Assistant with Enpak Distributors Pvt Ltd who are property developers in Bangalore at their office in Mumbai.**

Kashmira's hobbies include organizing seminars and events. She has a passion for travelling (She was tour director with Raj Travel World during her annual breaks). She has attended 2 ASA Congresses in Manila and Papua New Guinea and 3 National Conventions in Hyderabad, Mumbai and Pune. **We wish dear Kashmira much success in her new role as IASAP President.**

Nancy & Norman D'Souza

Celebrate their Golden Wedding

Nancy is our DSSP Member and has this message for us:

Love begins in a moment, grows over time and lasts till eternity.



It takes 50 years to turn marriage into gold:

DSSP wishes you both a very Happy Golden Anniversary!

A Touch of Gold: DSSP's Golden Anniversary Celebration



Preamble

Mammoth work goes into an event and, more so when it is your golden jubilee. Gifts and prizes also leave a sweet memory for all who attend. One can say that **our Social Secretary Naureen Rodrigues** can easily be a PR officer with her contacts and ability to procure an amazing number of products and gifts and **Cheryl Mathew, our immediate past president**, can run a thriving event management company with her creativity and meticulous planning of the programme. **Balancing these two** fast moving wheels was our **President Natasha Mavalvala** working shoulder to shoulder with them, in her usual quiet manner.

Three new Executive Committee Members made delightful contributions with a couple of lively games. Quiet **Barbara D'Cruz** broke her fear and conducted the games with confidence. **Christine D'Lima**, the silent stalwart, shouldered multifarious responsibilities, making work lighter for the seniors. Young **Elena Benjamin** cheered them and stored memories with her lively photography.

Strong administrative support enables such a mega event to run smoothly and **DSSP's Secretary Clara D'Souza** shouldered all the record keeping and correspondence with aplomb, even well beyond the event. **Marina Fernandez DSSP's Treasurer** handled payments and issued receipts which were voluminous too.

That leaves the Editor who has penned these few lines and then, **who better than our Social Secretary Naureen to tell us about the event itself. Here she goes...**



Behind the scene:

DSSP celebrated its 50th golden jubilee anniversary gala with a blast.

President Natasha along with her Executive Committee had to prepare for the gala with less than a month at our disposal. Despite this, detailed planning was done to have a successful event and long discussions were held during the monthly EC meeting.

With COVID downturn in everyone's business, the team did not expect to receive products from companies for the usual goody bags. This pinched me hard and I switched on my positive mindset with the belief that 'where there's a will there is a way', and lo and behold! **Products came in from over 13 companies:** ICI Pakistan Ltd, Unilever, Engro Polymers and Chemicals, Ismail Industries, Dabur, Santex, Zil Limited, Pakistan Oxygen, Dipitt, Styloria Gallery Saloon, English Biscuits Manufactures, MovenPick Hotel and Continental Biscuits.

On the morning of the event the entire EC started working at the venue from 10 am to decorate the hall with a touch of gold. Let me tell you a lot of hard work went into that.

The focal point, the stage, was very thoughtfully and meticulously decorated with tables laid out with gifts and prizes, by Natasha, Cheryl and Christine. Cheryl also oversaw all the table arrangements for which background planning and work was in fact done by her, and then there was the 50th Anniversary backdrop. Everyone left the venue around 2pm however the President came all the way back at 4pm to meet the DJ to answer his queries.

Christine reliable as ever made a list of all **banners** and Barbara equally meticulously supervised opening and displaying them. Our handyman Joe, now an expert on the subject, was a great help in getting this done effectively, and also taking them down at night for their safe return. Sunnu not wanting to be left out supervised the job having some prior experience in this.

The Nite!

Natasha hosted the evening and introduced the EC, followed by the cake-cutting ceremony by the executive committee. The lights were turned off and the audience was asked to turn on their golden candles (which were given as mementos) creating a beautiful ambience. DJ Joshua's music was a perfect accompaniment with the lighting to get everyone on the dance floor.



The games! Credit to our young new EC Members Christine and Barbara for putting together the 'musical chairs with a twist in pairs' and 'Run Waiter Run' respectively, with Elena cheering and encouraging her team mates. On the night in question Barbara surprised everyone with her confidence in conducting both the games. Cheryl conducted the third game which was a fashion show with the theme 'Bold is Gold' with her usual aplomb. The games had many laden with prizes to take home.

All attending DSSP members were presented a generous gift basket from Capri, a pricey gift voucher from top clothing brand Sana Safinaz, along with multiple other gifts. Lucky draws were another happy event with nearly all members and guests receiving delightful and useful prizes including a night stay at a hotel for a couple, and two airline tickets of Air Sial. Thanks to Clara and Naureen for their efforts in procuring these, despite business downturn.



Our treasurer Marina handled the voluminous payments and receipts behind the scenes, without which the event would not have run so smoothly and our ever efficient Secretary, Clara handled all the paper work involved.

Dinner and dancing was enjoyed by all. The ever enthusiastic attendees left well past 2 am and in fact wanted more and did not want to leave the dance floor as the excellent music kept their feet moving!

We the EC will cherish the work and its outcome for many years to come, and look forward to our next gala!

The above write up is by DSSP's Social Secretary, Naureen Rodrigues



We would like to heartily acknowledge our Sponsors.

Christine has put their logos deftly on the card below:



HUMANS OF DSSP

DSSP EC Member Christine D’Lima’s honest and brave journey on her personal loss



Grief, despite being a universally felt emotion, can be extremely isolating. Needless to say, when I was faced with the sudden loss of my spouse recently, I was left feeling both weighed down and reclusive.

As time wore on, daily struggles piled on to the leaden sorrow I carried. Reaching out has never been my strong suit, and even as anger, fear and helplessness would bubble up within me, I would grit my teeth and forge ahead. Now, however, I realized that this weight I was carrying would be too much to bear on my own. **My introverted self had to step out of my comfort zone and construct a reliable support system. Only then could I be a sturdy support system for my children.**

It is one of those things that are easier said than done, I know. Seeking help evokes an instinctive sense of shame and failure within us. **It is only the realization that no man is supposed to be an island of self-sufficiency that allows you to push past that instinctual feeling.** Dealing with the deep melancholy within me was by no means easy; but it did get easier with time and support. There are still days when the sluggish haze will cling and leave me disoriented. Days when I’m quick to snap and what was once enjoyable feels cumbersome. Days when my appetite runs thin and sleep is difficult to come by. That being said, getting through those days are not as burdensome or overwhelming as they used to be. **The horizon is no longer as bleak and dark as it used to be.**

I am surrounded by people who are comfortable leaning on me and those who make me feel comfortable with leaning on them. The weight of loss is always overbearing and stifling, but carrying it is easier when you have compassionate hands helping you.

Christine is the Secretary to Senior Partner at Fazleghani Advocates, and a valuable Member of DSSP’s Executive Committee.

Jog your mind!

Solve this...

Example: 24 H in a D.
Ans: 24 hours in a day.

- 1) 90 D in a R A
- 2) 26 L of the A
- 3) 7 D of the W
- 4) 7 W of the W
- 5) 12 S of the Z
- 6) 52 C in a P
- 7) 11 P in a C T
- 8) 5 F in a H
- 9) 206 B in a B
- 10) 29 D in F in L Y

Answering any 5, means your IQ is pretty high.

Can somebody solve this!

1) 90 degree in a right angle
 2) 26 letters of the alphabet
 3) 7 Days of the week
 4) 7 wonders of the ancient world
 5) 12 signs of the Zodiac
 6) 52 cards in a pack
 7) 11 players in a cricket team
 8) 5 fingers on a hand
 9) 206 bones in a body
 10) 29 days Days in February in a
 leap year

1:19 AM

Laugh a while....



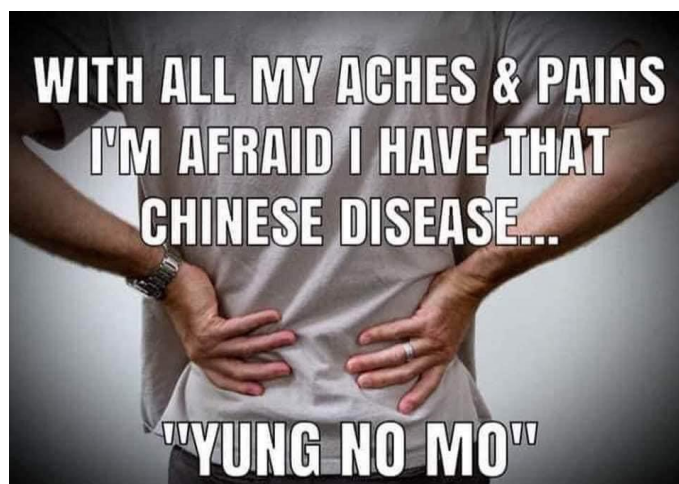
Biology Class Teacher:
"Which Mammal flies in
the air but gives birth to
its young ones on land?"

Sardar got very excited -
for the 1st time he knew
the 'Answer'!!

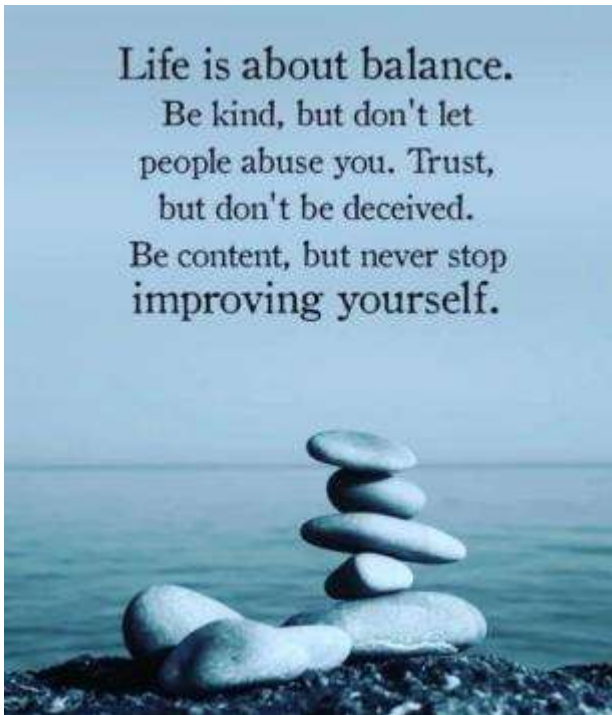
Sardar: **AIRHOSTESS!!!**

Yesterday my
husband thought he
saw a cockroach in
the kitchen. He
sprayed everything
down and cleaned
thoroughly. Today I'm
putting the cockroach
in the bathroom.

I have digital scale .
Everyday the first
thing I do is weigh
myself and it shows
68 Kgs. However, if
I weigh after I wear
my specs I see 88
Kgs.... The specs
weigh 20 Kgs.
Unbelievable. 🤔🤔



Let us ponder....



**"We are not a
team because we
work together.
We are a team
because we respect,
trust, and care
for each other."**

