



fcu and associates

IN TOUCH

a newsletter for our partners and friends



Indeed the heat is on, and our 2nd quarter newsletter is now out and hot from the press! We all feel the summer heat of El Niño, and most of us would have probably participated in last quarter's Fire Prevention Month, but what else is firing up? Celebration of the World Environment Day (June 5) is just around the corner, and what a good opportunity for us to participate and show our commitment in fighting climate change and protecting the environment! Also, the emphasis of the updated ISO Standards is 'Leadership', so read on our featured articles which highlight 'employee engagement', as a way to encourage and boost leadership within an organization.

This quarter's newsletter also gives you snippets of what we (fcu) have been busy with the past few months. So read on and enjoy!

~ Leah and Liezel

WHAT'S INSIDE

Articles on employee engagement and management, with some updates on recent activities of fcu.

The Top 3 Employee Engagement Drivers

<http://www.gethppy.com/employee-engagement/the-top-3-employee-engagement-drivers>



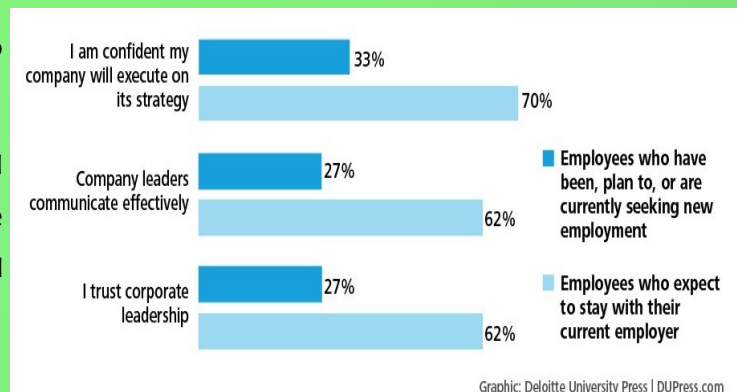
Employee engagement drivers differ from one company to another, from industry to industry or from country to country. However, they are fueled by similar subjective triggers that make an employee want to stay with his company, advocate it or give it his/her discretionary effort.

There are many engagement drivers and some might weigh more than other, but let's talk about the main three.

1. MANAGEMENT LEADERSHIP

Companies with a highly involved leadership body have the most engaged workforce.

Because management has such an essential role in employee retention, it should be leveraged in HR strategies to attract and retain talent.



2. MEANINGFUL WORK

The fourth report in Deloitte's Talent 2020 series, surveyed 560 employees across virtually every major industry and global region. One of the three main emerging challenges that they identified: meaningful work.

"Deprived of meaningful work, men and women lose their reason for existence; they go stark, raving mad."
Fyodor Dostoevsky

According to this report, 42% of respondents who have been seeking new employment believe their job does not make good use of their skills and abilities.

It's impossible to be engaged at work if you feel like the work you're doing is not engaging. Situations like these create strong feelings of unhappiness, inadequacy and frustration.

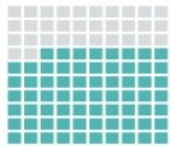
Key Factors to Job Satisfaction

Meaningful Work



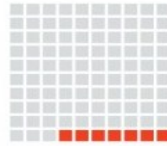
96%

of working Americans agree that being able to apply personal interests in their career would make them happier in general



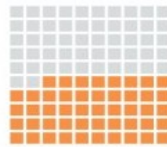
68%

of working Americans would be willing to take a salary cut to work in a job that better allowed them to apply personal interests in the workplace



7%

of those who are not able to pursue personal interests in the workplace are very satisfied with their job



48%

of those who are able to pursue personal interests in the workplace are very satisfied

The Generation Gap

Gen X & Gen Y Are Redefining the Workplace



55%

of Gen X and Gen Y have changed career paths to integrate their work and personal life in a more meaningful way (vs. overall respondents: 49%)



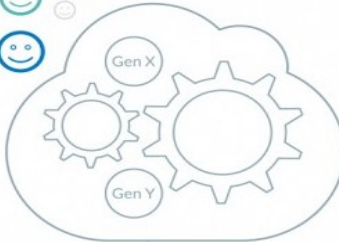
42%

of workers ages 18-24 indicate meaningful work is an important element to job satisfaction (vs. overall respondents: 34%)



55%

of Gen X and Gen Y think that applying personal passions in one's career role is important (vs. overall respondents: 47%)



79%

of workers at the start of their career are willing to take a pay cut for a job that allow them to focus on meaningful work



43%

would take a pay decrease of 25% or more



(...continued from page 2)

3. PROFESSIONAL GROWTH

Development opportunities are crucial to employee engagement. They're even more important than financial compensations.

Engaged employees would rather receive training opportunities than a spontaneous cash bonus.

In a recent survey, Deloitte asked employees to choose the three most significant factors that would cause them to seek new employment. Responses gathered around five issues—only one of which is related to money. Lack of career progress was the most important factor, at 27%, followed by new opportunities in the market and dissatisfaction with the manager or supervisor, each at 22%.

When employees feel like they're stagnating they start looking for another job. That's the reality. Their engagement and their loyalty is dependent on the advancement opportunities in your company. If you want to retain them, you need to provide them with growth prospects.



How to Manage Employees Who Are Making Lots of Mistakes

by Elise Wile, Demand Media

(<http://smallbusiness.chron.com/manage-employees-making-lots-mistakes-10486.html>)



Employees who make too many mistakes can frustrate coworkers, slow down the workplace and sometimes compromise the safety and security of a company. As a manager, your first impulse might be to correct the worker and warn her not to make the same mistake again. However, some mistakes can be learning experiences, and an employee who views her errors in such a manner is unlikely to make the same mistake twice. Emphasize learning rather than warnings, and you're likely to see your employees grow into their roles.

Step 1

Provide training. In her book, "Malled: My Unintentional Career in Retail," author Caitlin Kelly points out how many companies strive to save money by cutting back on employee training. This strategy can backfire, however, as employees who make continual mistakes can cost the company money.



Step 2

Allow employees to make some mistakes without consequences, especially when they are new to a position. Mistakes are a natural employee who makes mistakes part of

learning, and the employee who makes mistakes today might turn out to be the most expert person on your team next year.

Step 3

Talk to employees individually about the mistakes that they are making. Familiarize



them with the proper procedures so that they won't make as many mistakes.

Drawing an employee's attention to a better way to do things is often all it takes to help him do his job better.

Step 4

Place mistake-prone employees with a mentor. Employees can observe or work with the mentor to see how to better perform the work. Mentoring not only helps employees to retain knowledge, but may help your company to retain workers.

Step 5

Consider placing an employee in a less challenging position if you have tried the above options without success.





Interesting Facts about Employee Engagement

<http://www.juiceinc.com/blog/show/10-critical-facts-you-should-know-about-employee-engagement>
<http://www.engaged2perform.ca/engagement/blog/interesting-employee-engagement-facts-and-figures/>



90% of Leaders think an engagement strategy has an impact on business success but barely **25%** of them have a strategy.

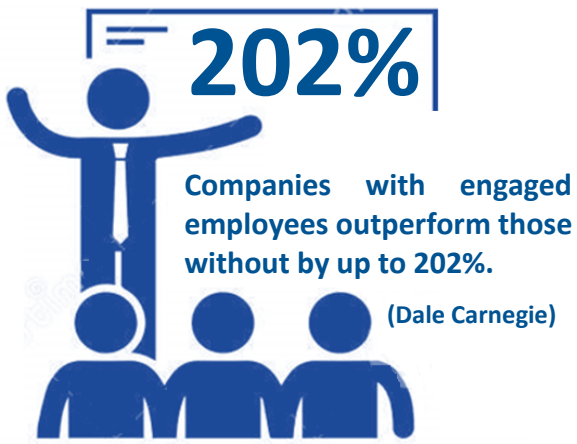


84% of employees in the U.S. claim their relationship with their boss is the top determining factor for whether they try to move up in the company—or find work elsewhere.

77% of senior managers want to raise their level of employee engagement, but only **41%** of them communicate personally with employees about plans and goals on a regular basis. *(The Social Workplace /Chartered Institute of Public Relations)*

43% of highly engaged employees receive feedback at least once a week compared to only 18% of employees with low engagement. (Towers Watson)

Studies found that highly engaged employees were **87%** less likely to leave their companies than their disengaged counterparts.



★
**fcu team
 unwinds and
 tastes the
 culture of
 Hanoi!**
(March 2016)



**WORLD
 ENVIRONMENT
 DAY**



5 June, Host Country: Angola

Go Wild for Life!

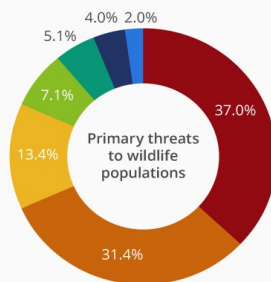
<http://web.unep.org/wed/>

World Environment Day (WED) aims to inspire more people than ever before to take action to prevent the growing strain on planet Earth's natural systems from reaching breaking point. The 2016 theme is the fight against the illegal trade in wildlife, which erodes precious biodiversity and threatens the survival of elephants, rhinos and tigers as well as many other species. It also undermines our economies, communities and security. This year's slogan "Go Wild for Life" encourages you to spread the word about wildlife crime and the damage it does, and to challenge all those around you to do what they can to prevent it.

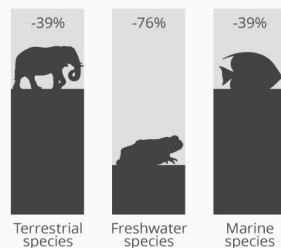
Wildlife Populations Worldwide Have Plummeted

Threats to wildlife and population decline from 1970-2010

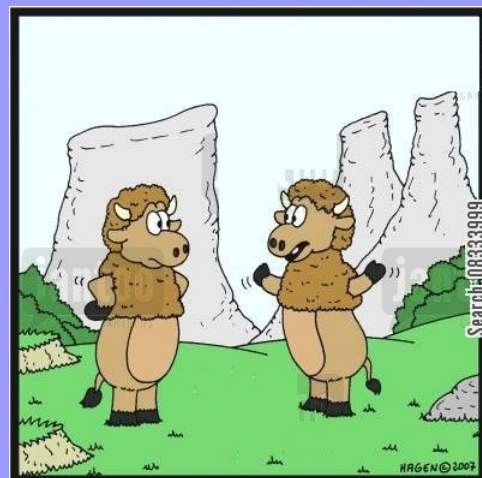
- Exploitation
- Habitat degradation/change
- Habitat loss
- Climate change
- Invasive species/genes
- Pollution
- Disease



Species population decline from 1970-2010



© StatistaCharts Source: World Wildlife Fund

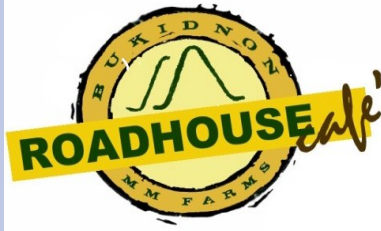


I don't understand humans: They hunt us to almost extinction, then decide to protect us...

WELCOME NEW PARTNERS

ALONE WE CAN DO SO LITTLE;

TOGETHER WE CAN DO SO MUCH



ORGANIZATION DEVELOPMENT



OPERATIONS DESIGN



ISO 9001:2015



ISO 9001:2015



ISO 14001:2015



ISO 9001:2015
ISO 14001:2015

CONGRATULATIONS!



**SINOSTEEL PHILIPPINES H.Y. MINING CORPORATION
ISO 14001:2015 CERTIFIED**



CONGRATULATIONS



**LEPANTO CONSOLIDATED MINING COMPANY
ISO 14001:2004 CERTIFIED**



**NICKEL ASIA CORPORATION - CAGDIANAO MINING CORPORATION
ISO 14001:2004 CERTIFIED**

FEATURED

CLIENT



This quarter, we feature one of our mining clients, Lepanto Consolidated Mining Company. The company's effort to be certified to ISO 14001 culminated in a successful zero nonconformity audit! The certification realizes their Vision statement which is to "ensure responsible environmental stewardship", and will serve as a highlight when they celebrate their 80th year in the industry this year. Kudos LCMC Team!



LCMC ISO 14001 Certification

Congratulations! We are now ISO 14001 Certified!

LCMC had **zero-nonconformity** during the ISO 14001:2004 Certification Audit conducted by TUV Rheinland, Philippines, Inc., on March 28-31, 2016. The TUV Rheinland Audit Team confirms that the Company's Environmental Management System complies with, adequately maintains and implements the requirements of the standard – thus, the ISO 14001:2004 certificates will soon be issued to LCMC Corporate Office-Makati, Bulacan Warehouse and Lepanto Mine Division-Benguet.

We would like to cite and commend the effort and determination of the Environmental Management Representatives (EMR), EMS Committee Members, Document Controllers, EMS Internal Auditors, Training and Awareness Team, EERT Members, PCOs, the Top Management and everyone else that contributed and cooperated in delivering another wonderful achievement for the company.

This again proves that when we work as one team, as one company, we achieve our common goal.

Let us keep up with all the environmental initiatives we have established and continue in our quest to be a socially responsible mining company through environmental stewardship.



*Proudly ISO 14001 Certified
LCMC President & COO, Bryan U. Yap, along
with the EMS Core Team and Department
Heads*



FCU IN ACTION



RAS Eastern Builders Development Corporation
ISO 9001 Appreciation Seminar and Risk Management Workshop

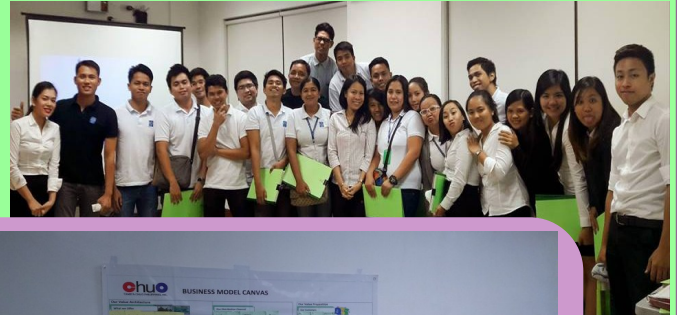


Haidee Construction and Development Corporation
ISO 9001 Surveillance Audit



Cebu Toyo Corporation
ISO 9001 Appreciation Seminar

EC de Luna Construction and Corporation
IMS Internal Audit Workshop



MMA Achiever Construction and Development Corporation
ISO 9001 Appreciation Seminar and Internal Audit Workshop



Tamiya Chuo Philippines, Incorporated
ISO 9001 Appreciation Seminar



Starforce~Megaforce~Galacticforce~United Megaforce~Tri Megaforce (Security Services)
Risk Management Workshop



Super Manufacturing Incorporated
ISO 9001 & ISO 14001 Appreciation and
Risk Management Workshop