

## Abdullah Hil Nakib on TEAM Group's Secret to Success

We recently had an insightful interview with Abdullah Hil Nakib, the Deputy Managing Director of Team Group. In this conversation, we delve into the inner workings of Team Group, a dynamic and diverse organisation spanning various industries, from RMG to retail, IT to real estate and pharmaceuticals. Mr. Nakib shares valuable insights into Team Group's approach to success. Here's a peek into our discussion:

MD. RIDWAN SAKIB ANJUM

### How do you approach talent development and retention within your organisation?

In our organisation, we approach talent development and retention with great dedication. We understand that talent is a critical factor in our growth. We have a dedicated learning and development team that plays a pivotal role in honing the skills and nurturing the talents of our team members.

Currently, we're actively engaged in projects like NIPOSH, supported by the Swedish embassy, and the SEIP project under the World Bank, which further enhances our talent pool. To retain our talented team members, we've established a robust performance-driven system that keeps them motivated about their future growth.

We also provide performance-driven bonuses and incentives to reward their hard work. Our team culture is built on empathy, ensuring that we care for our team members and actively work on their development.

### Can you shed some light on Team Group's commitment to employee/workers' well-being as a responsible employer?

Share with us some of your ongoing programs for workers' well-being.

Our commitment to the well-being of our workers begins with not viewing them as employees/workers but rather as team members. We consider our team members not just as employees but as valued team members.

For instance, we take special care of our pregnant workers, ensuring they have a safe and comfortable working

environment. We also offer free medical check-ups and provide the flexibility for them to leave a little early to avoid crowds. We run free Friday clinics for them, providing free medicine and maintaining a fair-price shop to benefit them. Pregnant Women in our factory premises are given special badges and caps through which they can be identified from a distance. They are also provided with Lift and early exit facilities from the factory so that they don't fall into the

### factories are providing safe and healthy working conditions for your employees?

Our high score in LEED shows our commitment towards employee safety and healthy working conditions. We have many prestigious certifications for ensuring that we ensure safe and healthy working conditions. Ensuring safe and healthy working conditions in our factories is a top priority. Sustainability is a core principle for us. During the challenging times of the Covid-19 pandemic, we took proactive measures to provide 100% vaccination for all our team members within our premises, eliminating the need for them to go outside and risk exposure.

Our factories are carefully chosen, measured, and improved upon to ensure our team members are breathing cleaner air with reduced carbon emissions compared to other areas in Bangladesh. We continuously monitor and improve conditions to ensure the well-being of our team members.

### How do you approach risk management within your organisation?

Risk management is an essential aspect of our operations. While risks are inherent, we focus on minimising and anticipating them. We have a professional board with solid business acumen that assesses market risks ahead of time.

Additionally, our specialised teams in the supply chain, HR, and commercial, work diligently to establish governance and transparency. Finance, Secretarial and Internal Audit teams work to ensure governance across the organisation.

Free flow of Information is the key. We ensure information is readily available at all ends. Effective communication and constant updates among groups help us quickly adapt to changing situations and modify our plans accordingly.

### How do you evaluate the progress Team Group has made in its diversified businesses?

Our progress in diversified businesses is reflected in our rapid growth and positioning. We're not confined to a single industry; instead, we aim to become a global and reliable organisation. We've ventured into various sectors, including RMG, retail, IT, real estate, and pharmaceuticals, to create a diverse business portfolio.

Our strategy is to establish a strong presence in multiple industries, ensuring a balanced approach that safeguards us from over-reliance on any one sector. Our progress is evident in our ability to expand and diversify, setting us on the path to becoming a global leader.

### What is the advice which you will give to today's younger generation?

Love your country. That's the best advice I can give to the younger generation. The way our elder generation has fought for independence and the way the generations have worked together to make a bigger, better and transformed Bangladesh. I would ask the younger generation to do the same and in all of their endeavours remember to serve the country in all the fields they step into.



**Our commitment to the well-being of our workers begins with not viewing them as employees/workers but rather as team members.**

**We consider our team members not just as employees but as valued team members.**

crowd. Moreover, we've extended our support to physically challenged individuals who have proven to be exceptional contributors to our team. Our ultimate goal is to create a conducive environment where the next generation can thrive.

**How do you ensure that your**