

September 2014

Volume 2 | Issue 9



# *Inside* MIM

- *Brief about MIM Group*
- *Importance of bilingualism*
- *Friendly culture at workplace !*



Tel: +971 4 321 5848

Fax: +971 4 321 5838

Website: [www.mimcons.net](http://www.mimcons.net)

**Inside MIM** is a periodic newsletter written by MIM staff. It discusses key topics in management, consulting, auditing and accounting, etc. Since MIM is engaged in the field of management consultancies, our professionals have adequate expertise that they have gained through their years of experience at MIM. They therefore share their expertise and thoughts through this newsletter. Martin Cox & Associates, MIM sister company, is engaged in the field of auditing and accounting. Our professionals, through their experience in auditing and accounting, share updates, insights and information about auditing and accounting to keep you informed and up-to-date.

Subscribe to our newsletter online in order to stay current and receive notifications when newsletters are published and our latest news as well.

Website: [www.mimcons.net](http://www.mimcons.net)

For any inquiries contact us:

Tel: +971 4 321 5848

Fax: +971 4 321 5838

Email: [secretary@mimcons.net](mailto:secretary@mimcons.net)

## *Brief About MIM Group*

### **MIM Feasibility Studies & Consultancies**



- MIM is a specialized leading consultancy firm with over 33 years of experience in the field of feasibility studies and management consultancies serving the region's top organizations and governments.
- Our professionals are result-oriented and thrive on achieving clients' satisfaction which is the benchmark that measures our performance and success.

### **ASEL AL MAAYER Auditing & Consulting**



- We offer a wide range of professional services in auditing & assurance, bookkeeping & accounting, and consultation services to small and medium sized organizations.
- Our professionals are highly educated and well trained, and are fully dedicated to serve our clients with due professional care and integrity. We do not just deliver reports; we make sure that our services will be a major contribution to your success and business development.

### **EBTIKARAT**



- Ebtikarat is MIM representative office in Cairo, Egypt. Its core business is management and business consultancies.
- Our Ebtikarat team collaborates with MIM team in order to ensure the best quality services are provided to our clients to achieve our clients' satisfaction and maintain a long term business relationship.

### **EBTIKARAT Development**



- Ebtikarat Development is a leading software house for developing desktop, websites and mobile applications, based in Egypt and Dubai. With the use of the latest information technology and telecommunication tools we achieve targets depending on a strong technical base and carefully selected expert resources.

# Importance of *Bilingualism*



The majority of the world's population is bilingual or multilingual, with monolingual speakers in the minority. In view of how common bilingualism is worldwide, it is important for those of us who are not bilingual to understand bilingual speakers and bilingualism.

Firstly, we need to understand that bilingualism is a complex cognitive and linguistic phenomenon, which may vary widely among individuals, and even within individuals with respect to their competence in the languages concerned. A bilingual person may be able to:

- Speak, read, and write fluently in two languages or more
- Speak, read, and write in one language, but only speak another
- Speak, read, and write in one language, but understand to some extent what is said in another language – that is, they can understand what a speaker of their second language is saying, even though they may not be confident about speaking that language.



Clearly, it is not enough to simply describe someone as bilingual; we need to find out about how the person is bilingual. In order to do this, we need to ask three key questions:

- When did the person learn their language(s)?
- Do they have opportunities to listen, speak, read, and/or write in their language(s)?
- In what contexts do they use their language(s)?

Being bilingual has a very positive effect on a person's life:

- It has an effect on intellectual growth and enriches and enhances a child's mental development.
- It leaves students with more flexibility in thinking, greater sensitivity to language, and a better ear for listening.

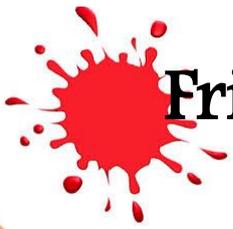
- It also improves a person's understanding of his/her native language.
- It gives a person the ability to communicate with people s/he would otherwise not have the chance to know.
- It opens the door to other cultures and helps a helps understand and appreciate people from other countries and opens his mind.
- It gives a student a head start in language requirements for college.
- It Increases job opportunities in many careers where knowing another language is a real asset specially in a place like United Arab Emirates where both Arabic and English are of vital importance.

Bilingual proficiency or 'Arabic-speaking required' are terms that are increasingly being spotted in job adverts in the UAE. This could be a cause for concern for a large number of expats who have limited or no Arabic proficiency.

At MIM Feasibility Studies and consultancies, we understand how globalization had had an impact on increasing the importance of multilingualism. Dealing with businesses, clients, and people of many nationalities and in different countries emphasizes the vital need for multilingualism. Thus, at MIM, with most of our staff being bilingual, we are able to understand our clients' needs to cope up with their demands and requirements.



**Usama Masood**  
*Auditor Assistant*  
**Asel Al Maayer**

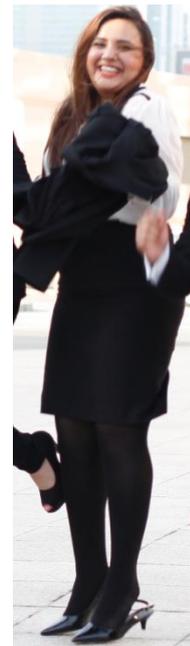


## Friendly Culture @ Work Place



A winning workplace culture doesn't happen by chance. Nor can it be forced. For some, it carries the stamp of a strong leader; for others, it's more of an institutional thing that involves planning and careful nurturing.

Many full-time people spend more of their working hours with co-workers than they do with their spouses and families. It is very important for the employees to be given time to talk to each other and interact with each other. This can be done by arranging informal get together, or by having informal game playing in the office (could be related to work).



So whose role is it to enforce a friendly culture at the workplace? When this question is raised a lot of questions go through our mind, but for a matter of fact, this has a very easy answer: YOU can make the environment better. If you start by yourself, so does everyone; and only then you can see a change.

Starting from **Organize a Company Outing** – this can be a general coffee or tea outing or a picnic trip planned. If doing something after work is out of the question, try organizing a lunch event; which could be as simple as going out to lunch together. The key is to get out of the office and bond in a way that is social in nature, not completely focused on work issues.

**Bring In Donuts** - Check out the smiles that occur when people see that you've brought in donuts. Notice the conversations that ensue. Everybody will be in a better mood for the rest of the day.

**Make a Conscious Effort to Befriend Others** - It's easy to stick to a routine and bury ourselves in work. Ultimately, though, that won't leave you very fulfilled or happy. Take the leap. Make some new friends. Try initiating the conversation. Take a break and give others a break too.

Those three ways to improve office morale are simple, and anybody can do it. Don't wait for the boss or office manager to do something. They may be too busy or this kind of thing may not be their cup of tea. Just do it! You initiate the effort and in return you will have a prominent position in the office.

A friendly work environment will lead to:

**Improved Teamwork-** When people know one another well, they are much more likely to work well together. Watch teams who have new members; typically, these new members will remain somewhat isolated and will not contribute until everyone else gets to know them in order to feel more comfortable working in a team. If you have several employees who are barely on speaking terms and you throw them together into a project, it will take some time for them to break the ice and begin to work well together. Conversely, team members who already know, like and respect each other may be more willing to collaborate for the betterment of the project.

**Improved Employee Morale-** Given how much time employees spend in one another's presence, the development of good relationships in the workplace can increase employee morale. Co-workers become friendly and look forward to spending time with one another while they do their jobs. This may also make work more fun for these employees with the end result not only being a more positive workplace but also improved overall morale. Conversely, a stiff and unfriendly work environment will have the opposite effect.

**Higher Employee Retention Rates-** When employees feel connected to a company, whether it is because they share the same vision as the company leaders or they feel as though their fellow co-workers have become like family, they will be much less likely to want to seek employment at another company. Friendships take time to build, especially quality friendships, and the prospect of having to start all over may help convince some employees to stay right where they are.

**Increased Productivity-** All of these elements adds up to one common result: happy employees who are naturally more productive. Overall, while you may have some issues with employees becoming too friendly and wasting time together, a happy and well-adjusted workforce is a productive one. By feeling more connected to their place of employment, workers naturally want to try harder to help keep the company going and to help it grow.



*Nashmia Minto*

*Legal Assistant at MIM Feasibility Studies & Consultancies  
& Marketing Executive at Ebtikarat Development*