

Previous Newsletters :

[ISSUE 3 – NOVEMBER 2012](#)[ISSUE 2 – OCTOBER 2012](#)[ISSUE 1 – SEPTEMBER 2012](#)**Interesting Articles:****KSA – Annual fee of SR 2,500 for each expatriate worker.**

About 30 percent of private companies have complied with the Labor Ministry's recent order to pay an annual fee of SR 2,500 for each expatriate worker employed by them, an informed source said...[Read more](#)

Iraq aims to build 70K housing units per year till 2015

Nibras Alkhazraji, adviser to the Iraqi minister of construction and housing, says Iraq has sufficient financial liquidity for housing projects; however, the absence of qualified international companies to carry out these projects, in addition to some security problems, are standing in the way of the government from going forward with implementation of these projects...[Read more](#)

The Limits of Presidential Power

When Barack Obama was inaugurated in January 2009, most Americans saw him as a president committed to bringing significant change. But his progressive ambitions soon ran up against indifference and even hostility in the electorate and in some of the political class...[Read more](#)

Ongoing Assignments:

- **Project Management Office Manager** – Insurance
- **Network Operations Center Leader – Persian Speaker** – IT/Telecom
- **Supply Chain Manager** – FMCG
- **Contracts Manager** – MEP

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We would like to keep on sharing our PASSION with YOU for the last time this Year!!!

This month's newsletter will be dedicated – as advised – to the benefits of a team building and how to avoid non tangible results following a team building activity. As a matter of fact, a team building should have one or two clear objectives to avoid gathering employees around a coffee and a cake and having a good time between colleagues...period! The following day – best case scenario – the following week, they have already forgotten this event as there was no target set behind this team building. Our Head of Learning & Development, Darryn Maxwell is going to explain how he would handle a team building for your organization that will have a big impact to your employees.

Next month, even next year, we will talk about an experience we had whereby we had to show flexibility to offer one of our client a bespoke solution for their needs in Latin America. I really believe it has been a great experience for our client and thus for us too!!!!

Warm regards & Season's Greetings,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

Benefits of Team Building and How to avoid non tangible results following a Team Building

The term "team building" has become a buzzword in recent years.

In terms of corporate development, team-building exercises are important not only for the immediate experience of the activities performed by the team, but also for the group skills, communication and bonding that result.

Taking employees out of the office helps groups break down political and personal barriers, eliminate distractions, and have fun. The activity – be it the River Crossing or the Chocolate Challenge is merely the means to the end: a high-impact learning experience. But the danger can be that the effects, once employees return to the workplace, are short lived if the activities are not properly designed and executed.

So how do companies ensure tangible results from team-building activities?

For a start, they need to understand what skill sets they wish to develop. Are they communication skills, time management or leadership skills? Perhaps there are change management objectives?

Improving morale and productivity are just by-products of what employees gain through team building, so the real development comes from getting people who are not used to working together to participate and work as a team. By working through a task, the multiplicity of skills within the team is highlighted and the group learns new ways of working together. For example, some people are best at focusing on the team objectives and delegating work, while others are most effective at checking finished work for errors. Others have a flair for presenting. Team building allows each member of the team to develop and focus on what they are best at, and allow the team members to find their niche within the team so that everyone can best contribute as an individual while still performing together. Add time constraints to this, and people learn to better combine their skills to achieve more; meeting cross functional challenges and being able to respond quicker to rapid change.

At BM Management Consultants, we ensure employees don't just have a good day out: we put people through their paces and ensure they return to the workplace with tangible results and ready to contribute, collaborate and create.



Darryn Maxwell
Senior Client Partner
Learning & Development

Meet BM Management Consultancies

In order to better serve our clients, we have three distinct divisions: Executive Search, Learning & Development and Business/ Corporate Finance Management.

We have decided to dedicate one expert per activity so that our clients can clearly identify the future project leader when they will be working with us.

Indeed, one of the most critical factors of any mandate or any assignment is the background and experience of the expert who takes the lead of your assignment and has a proven "Performance Driven" Philosophy. Besides, the consultant will be committed and accountable for the success of the project... [Click Here to Download our E-brochure](#)

Breaking News

Zoran lectured last month at Paris Sorbonne University in Abu Dhabi and taught Master's degree students how to optimize your job's hunting with the appropriate tools and of course a clear thinking on what passion can bring you to a point that you stop considering you have to go to work.

Besides, Darryn is now a Fellow of ILM – Institute of Leadership and Management – London, UK.