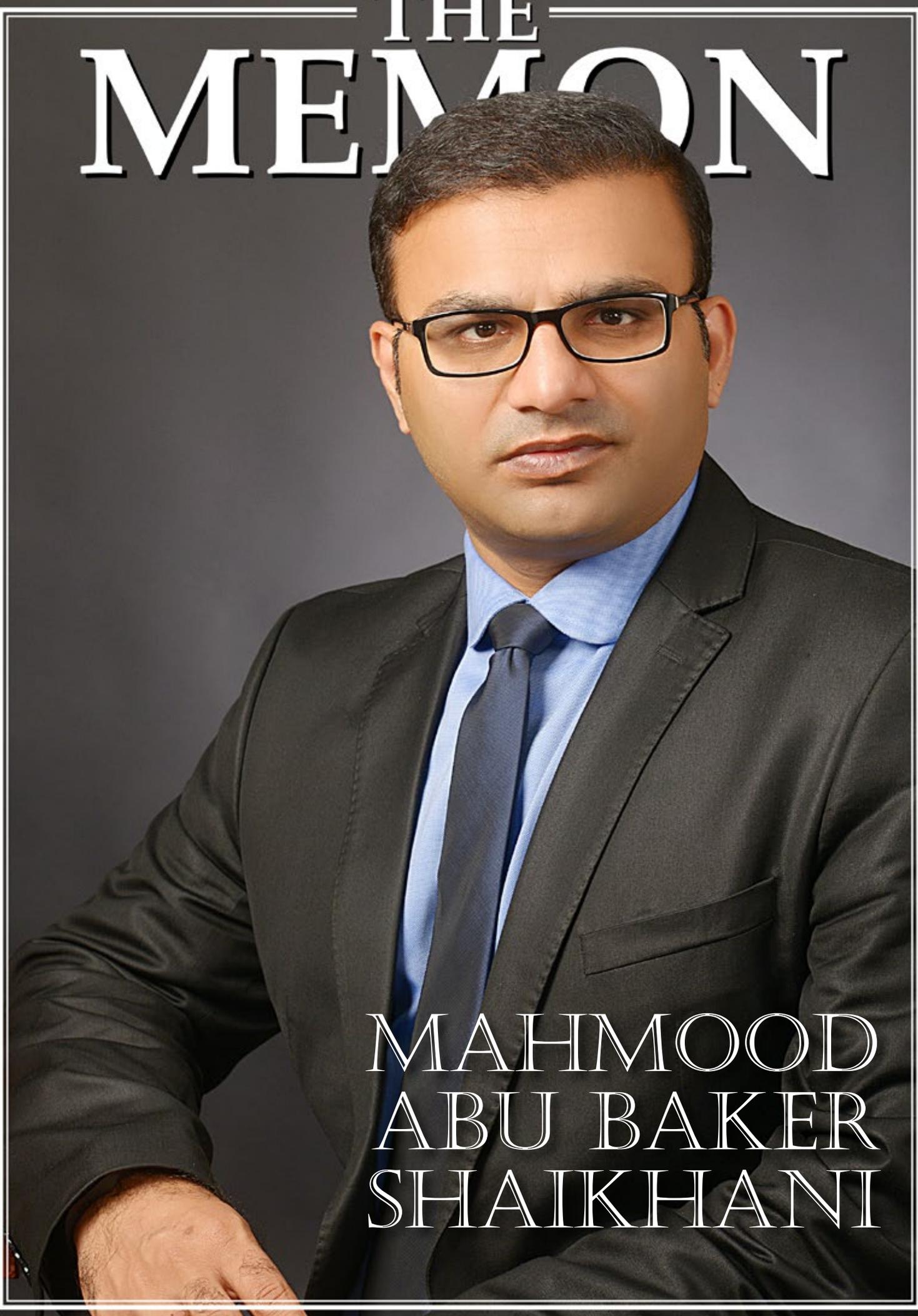
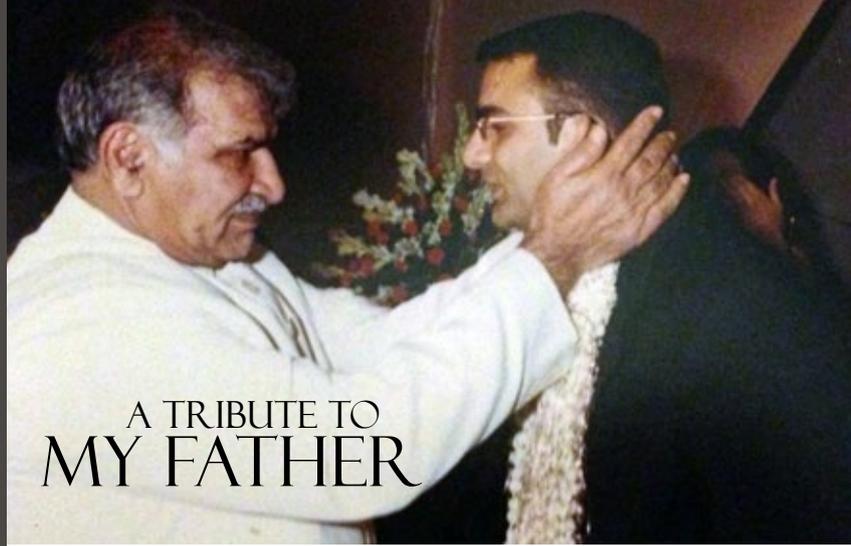


THE MEMON

A professional portrait of Mahmoood Abu Baker Shaikhani, a man with short dark hair and glasses, wearing a dark suit, light blue shirt, and dark tie. He is looking directly at the camera with a neutral expression. The background is a plain, light grey color.

MAHMOOD
ABU BAKER
SHAIKHANI

THE MEMON



A TRIBUTE TO MY FATHER

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EDITORIAL

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Designer

MEMBERSHIP

DONATE

As they pulled the plug on my father, I sat beside him with one hand on his forehead and the other on his throbbing heart. It continued to beat for the next couple of minutes before it went silent. When I place my hand on my chest, I still feel his beating heart. I am his son, I have his heart. It's filled with courage to face the adversities in life, it's full of empathy to serve my fellow human beings and it beats now, in my son.

We are blood. We are family. We are one. We are the beating heart of Abu Baker Shaikhani.

My father lost his battle to lung cancer and was nearing his end. The last six months that I spent with him were the most cherished and memorable moments of my life.

Every piece of advice and each word spoken by him is etched in my memory. My father had vast experience and was a treasure trove of wisdom. He imparted invaluable lessons of life that continue to guide me and are an integral part of my success.

We are the bearers of his distinguished legacy. We are the sons of Abu Baker Shaikhani. A formidable personality who was widely respected, led an illustrious life and served as a role model to many generations. We have big shoes to fill. We carry his name. Each day of my life, I spend knowing he is watching me from the heavens above and I try to make him proud.

I miss you, Dad. I loved you the most. I wish you were here.

Mahmood Abu Baker Shaikhani

SURVIVING THE STORM

The Deluge

Cyclone Roanu struck Sri Lanka with devastating force at daybreak on 15th May 2016, pummeling the country, including the capital city of Colombo and heaping widespread damage across the nation.

Flash floods ravaged Sri Lanka with fields and streets laying submerged. In some areas, the incessant rains causing water levels to swell to an astounding 8 feet inundating homes and vehicles. The tropical storm triggered landslides that engulfed entire villages, buried families and homes.



The cyclone left in its wake, total devastation. The torrential rains affecting millions, displacing hundreds of thousands from the comfort of their homes and the death toll kept rising in the following weeks and months.

The World Memon Organisation

WMO has always answered the call of the unfortunate victims of a human tragedy or a natural calamity in any part of the World. The organisation has been on the forefront and has contributed in every possible way to alleviate the pain and misery of those who seek refuge under these tragic circumstances. USD 300,000 (Three Hundred Thousand dollars) were immediately pledged towards flood relief for Sri Lanka.

World Memon Organisation & Memon Association Sri Lanka join hands for the Flood Relief Program.

The regions of Wellampitiya and Kaduwela on the outskirts of Colombo city bore the brunt of the storm. The resident Memon community too were severely afflicted by the deluge and nearly 500 families were displaced

from their homes. Memon Association of Sri Lanka (MASL) and the World Memon Organisation Far East Chapter (WMO FC) stepped up to the plate to remedy the situation and underlined a flood relief program for the innocent victims of this unforeseen calamity.

Search and Rescue Operation

As the first step of the relief program, people were evacuated from their submerged homes and shifted to safer havens. To accomplish the task, 2 boats were purchased and another 5 were hired which led to the rescue of almost 200 families. A couple of boats were also provided to the local authorities to increase the scope of the operation and deliver maximum people from their ordeal. This wouldn't have been possible without the steadfast support of the umpteen volunteers who unflinchingly waded in neck deep waters to bail out the victims of this devastating tragedy.



Medical Aid

A medical camp was set up on ground zero under the MASL and WMO banner. WMO FC BOM member and former President of MASL - Dr. A A Haroon along with a group of medical practitioners volunteered for this worthy cause. It was very well organized, many lives were saved and even the military personnel on duty collaborated to further the cause.



Fund Raising

A Hundred million Lankan Rupees were raised (USD 695,000) towards flood relief in a single meeting attended by the stalwarts of the Sri Lankan Memon community. The compassion and generosity of the Memons coming to the fore when the world needs it most.

Relief Aid

The catastrophe left behind a trail of human misery where there was no food, shelter or livelihood.

Many of the afflicted, left their homes with just a single pair of clothes covering their bodies. The organisations were left with the daunting task of rehabilitating hundreds of families who had lost everything in the terrible tragedy.

An initial cash sum of 10,000 Lankan Rupees was handed over to each family for immediate relief. Funds were provided to repair houses and essential items including food packs, clothing, kitchenware, household appliances and furniture were generously donated to set up

each home from scratch. Submerged rickshaws, being the only source of income for numerous families were repaired and the garage bills were paid for. Lastly, the children were provided with school kits containing books and stationery.

Serving Mankind

If there were any doubts that the World Memon Organisation worked for a particular community or religion, then this recent catastrophe has dispelled them all. As the Memon volunteers transported families, carrying out children and the elderly on their backs from the inundated homes and tucked them safely in the boats. An old Sinhalese lady, barely recovering from her harrowing ordeal, incoherently inquired, "Did we Survive the Storm?" The young volunteer firmly clasped her hand as the boat bobbed over the flood waters in the torrential rain and replied, "Yes, together we did!"

The falling rains washing away the last remains of the ethnic divide.

IMAGE REMOVED



COVER STORY



MAHMOOD SHAIKHANI

Managing Director
Shaikhani Group of Companies

Mahmood Shaikhani is the driving force behind a multi billion dollar business conglomerate, spread over 90 countries across Africa, Asia, Europe and the Middle East with diversified interests in properties, real estate development, trading, manufacturing, automobiles, restaurant chains and Information Technology (IT).

The thirty-eight year old graduate in Business Administration from the London Metropolitan University possesses a sharp understanding of global markets and an in-depth insight into the functioning of worldwide economies. His vision, passion and impeccable business ethics have enhanced the stature of the Shaikhani group on the international platform. The meteoric rise and exponential growth of the corporate group into a mammoth, global empire bears testament to Mahmood's extraordinary business acumen and entrepreneurial enterprise.

A philanthropist of note, serving Humanity across the globe as Deputy Secretary General of the World Memon Organisation and through the Shaikhani Foundation, Mahmood has always been on the forefront when it comes to contributing towards a cause or descending onto ground zero in the time of need. He has personally visited the affected areas and attended to victims of the earthquakes and floods that ravaged Pakistan, rehabilitating most of the afflicted.

The worthy son of a worthy father spoke to us about the special bond he shared with his dad, the humble beginnings, growing up years, working odd jobs in London, meeting the love of his life, achieving enviable success at a very young age and overcoming his visual disabilities to become an astute visionary.



Early Life

I was born on the 21st of July 1978 in Karachi, Pakistan. I was the youngest in my family for almost a decade till my brother Muzammil was born. I had 2 elder brothers as well as 2 older sisters.

That Special Bond

Being the youngest in the family had its own perks and privileges. I was my father's pet and used to sleep in his arms, most nights for as long as I can remember. He never refused me anything. He bought me an extensive collection of dinky cars which I used to drive on my father's chest, excruciatingly pulling out his chest hair. I was extremely naughty and terrorised the neighbourhood. But my father always looked the other way, despite a roster full of my complaints.



I shared a special bond with my father since childhood. He picked me up from school every day and I accompanied him to the office. Reading him the newspaper was our daily ritual. I had a genetic visual disorder, poor eyesight and suffered from colour blindness. My mother would be concerned but my father always encouraged us to be a part of all growing up children's activities. I learnt karate, gymnastics and joined a host of extra curricular activities in school.

My father had faith in my abilities and I overcame the visual disabilities to ace my studies. My father was my mentor, his confidence in me spurred me on. I was one of the brightest students and always achieved good grades during my educational tenure. Not only did I pass with flying colours to complete my primary and secondary education in Karachi but I went on to pursue business administration in London.

My Father, The Hero

My father's fascinating life, wherein he started with nothing, then all his trials and tribulations, the incredible journey and finally scaling the greatest peaks of success, served as an inspiration. He was my role model and I aspired to emulate him.

“My dad taught me honour, the value of relationships and the importance of giving back to society.”

He came from humble beginnings. I remember living in a modest 2 room house. My mother was an excellent homemaker. My father worked very hard to provide us a decent living. He dabbled in many professions. From a realtor, a mason to a sailor, from selling tea, fruits and masala to manufacturing soap. I recall listening with rapt attention to my dad's tales of travel, his umpteen business ventures and his vision to create a global empire.

The breakthrough came with my father's foray into real estate development. He undertook a residential project and delivered 600 apartments in Karachi. That laid the foundation of the Shaikhani group and from thereon, we have gone from strength to strength.

My dad taught me honour, the value of relationships and the importance of giving back to society. He served his country as a member of the national assembly of Pakistan in 1993 and led an active political life.

An Education

I finished my schooling from St. Patrick High School in Karachi with a distinction and went onto DHA Degree College of Karachi to complete my first 2 years of college. I pushed my father to send me to London for higher education. He eventually agreed.

London Calling

My father accompanied me to London and stayed with me for a month until I had settled down. I studied at Barnet College for my A-levels before going to University. I still remember my first few days in the UK when my father taught me how to cook. I made daal and we were out of tomatoes hence I used the next best thing - ketchup. To our delight, the daal turned out delicious.

My dad was an excellent cook and my years in London transformed me into a brilliant chef. I did my laundry, cleaning and cooking. I guess I was ready for marriage. Now, which girl could refuse a man which such rare talents.

The Learning Curve

While studying in London, my father kept me on a strict stipend. He deliberately sent me a meagre 400 pounds which barely covered my college tuitions. I worked odd jobs to sustain myself in one of the most expensive cities in the World. My resume includes Burger King, McDonalds, a door-to-door salesman for British Gas and a tele marketer for slimming capsules. I had time cards thrown in my face for arriving late which taught me the importance of punctuality, got bitten by dogs while knocking on doors to achieve my sales targets and was inspired by a much younger entrepreneur who also happened to be my boss, a gentleman called Ashish, who was already running a large manufacturing unit in India, producing slimming capsules. It was a learning curve but I enjoyed the work experience and made lifelong friends both at the workplace and college.

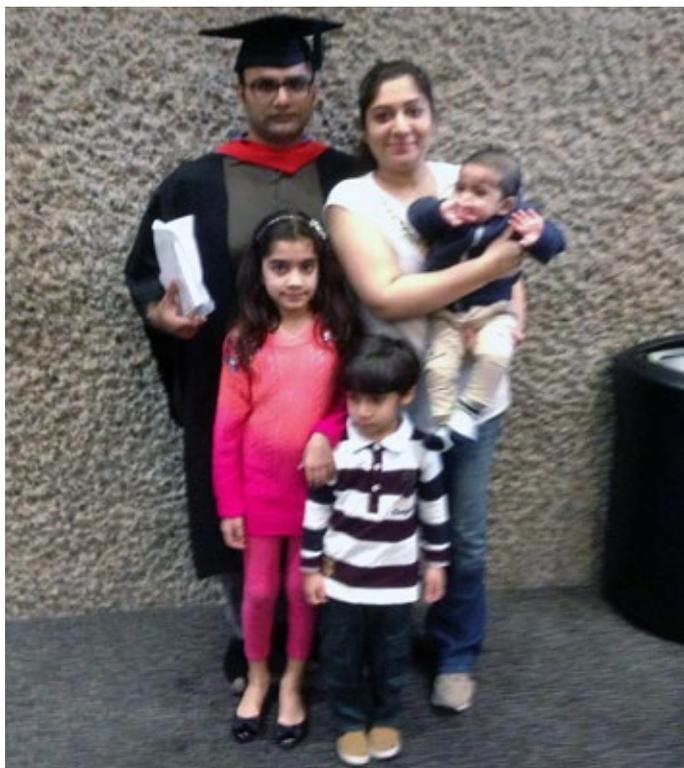
Next I pursued Business Administration at the London Metropolitan University for 3 years. After graduation, I immediately joined my father who had expanded his business empire to Dubai. The year was 2001 and it marked the beginning of a new chapter in my life as I stepped into the business world.



The Love of my Life

Whilst studying in London, I always looked forward to my vacations. It gave me an opportunity to reunite with my family and friends in Karachi.

On one such trip, I bumped into my future wife and her mother at a shopping mall. Her mother knew me well as her son was my childhood school friend. Marvi and I exchanged email addresses and began communicating. When I returned to London, we continued to stay in touch, our long distance romance blossomed and the rest is history. I am thankful to Allah Swt to have Marvi in my life. It's been 14 years this July and we have been blessed with 3 beautiful children, one girl and 2 boys. Of course, I named one after my father.



As usual it was my father who noticed a change in my behavior and asked me if there was a special girl in my life, and I immediately replied, 'Yes Baba'. It turned out that Marvi's father was also a member of the National Assembly and was well acquainted with my father. We tied the knot on the 27th of July 2002 with their blessings.

Dubai Chapter One - The Worker

Fresh out of London, with a Business degree under my belt, I was expecting to run the show at my father's rubber insulation factory in Ajman. I put on a brand new, two-piece suit and marched to the factory, eager to take charge. Little did I know what lay in store for me.

My father asked me to go home, change into something a little more comfortable and report back at the factory in 30 minutes.

Perplexed, I did as I was told and returned. My father took me inside the factory and ordered me to start work on the factory floor as a regular worker.

I used to get a monthly salary of Dh 2,000 and had to follow the rules and regulations laid down for all workers. If I reported late to work, my salary would be deducted. There were to be no exceptions and the accountant was advised to do so, by my dad himself.

After spending 18 months, learning the ropes of the business, my father eventually, handed over the reins of the factory to me.

Ajman

I immediately emphasised on expansion, as our sales were on the rise. At one point, we controlled 90 per cent of the rubber insulation market in the Middle East.

I purchased a huge plot of land in Ajman in 2004 and we were working on shifting our factory there. Everything was in place to begin moving out of the old premises when we got an offer for the land. It was almost double the price that we had paid. After due deliberations, we decided to go ahead and sell the land.

Of course we bought another plot next to the existing factory and moved without missing out on a single day of production but the land deal gave us an insight into the real estate potential of Dubai. There was no looking back.

Dubai Chapter Two - The Rise

The profits earned from the land deal were used to buy plots in Ajman I decided to acquire my first piece of real estate – a building in International City, Dubai. The year was 2005.

In the same year, we launched our first real estate project - Champions Tower in Dubai Sports City – following which we acquired more land in Sports City, International City and Jumeirah Village Circle.

Dubai Chapter Three - The Fall

We faced our greatest challenge during the global financial crisis in 2008.

We couldn't deliver our construction projects on time. Yet, we tried our best to meet the time lines by liquidating our land parcel in Pakistan and utilised those funds across our portfolio of projects in Dubai. This instilled confidence in our investors. They were happy with the progress and a majority of them decided to stay with us.

Standing Tall

The Shaikhani Group were one of the very few developers who stayed put in Dubai and continued work on their projects during the most crucial juncture of the global recession. This, considerably enhanced our credibility and reliability with potential investors.

For me, it was a simple, straightforward decision. We just followed our father's impeccable business ethics and delivered what we had promised despite the downturn in the Economy.

The Future

The future of Dubai's Real Estate Industry looks genuinely exciting. The Shaikhani Group has recently unveiled its Vision 2025, a development plan for the next phase of projects worth AED 2 billion in Jumeirah Village Circle and Arjan.

For the next five years, the Shaikhani Group is committed to continued growth and expansion, evolving into the global business conglomerate that our father had envisioned.



Philantropy

The "Rabia Charitable Foundation" was established in 2005 to conduct rescue operations and deliver humanitarian aid to the victims of the devastating earthquake that struck Northern Pakistan.

A sum of \$500,000 was collected towards the endeavour and it marked the beginning of my philanthropic career.

The Shaikhani Foundation

Over the years the Rabia Charitable Foundation has been renamed - the Shaikhani Foundation. The aim of the foundation is to serve Humanity. It's mission is to alleviate poverty, promote quality education and healthcare, support children with special needs and work closely with Global charities to create

employment opportunities. The foundation has built schools, computer institutes, mosques, hospitals and housing projects that currently shelter over 3,200 families.

World Memon Organisation

In 2010, I was elected as treasure for the “World Memon Organisation (WMO)”, and currently hold the position of Deputy Secretary General. It has provided me with an opportunity to interact with some of the world’s most renowned philanthropists and businessmen like Mr Solly Noor, Mr Sattar Dada and Sir Iqbal Sacranie. I consider this a huge privilege as I know I can only learn from their wisdom and knowledge.



At WMO we work as a team to uplift society and ultimately benefit mankind – from education to housing, to the empowerment of women and children, to provision of Humanitarian aid.

Disaster Relief

It was during the same year that we established the Shaikhani Foundation, where I served as chairman. We collaborated with the World Memon Organisation to assist and provide relief to the flood victims in Karachi. We successfully collected close to a million dollars and catered to 250 families for the entire month of Ramadan. Around 250 homes were also built to rehabilitate the victims.

I was there, every day, from dawn to dusk and I felt a deep sense of purpose and fulfilment - the joy



a person receives while assisting a fellow human being is indeed, indescribable. These experiences have given me a deeper sense of understanding to the ultimate purpose of our lives. I have come to realise that anyone can become a victim of a natural disaster – including you and I. It does not matter whether we are rich or poor – nothing makes us invincible against mother nature. This has further strengthened my belief that being in a privileged position - it is my duty and responsibility to assist those in need.

Ramadan Iftar Camp

During Ramadaan, The Shaikhani Group arranges Iftaar meals, on a daily basis, for more than 2500 Muslim brothers working in the umpteen blue collar industries of Dubai. Giving back and serving the community has become a culture in our organisation and I am proud to say that my staff, at the Shaikhani Group too volunteer to serve the underprivileged. The Shaikhani group has always been the vanguard when it comes to serving mankind.

The Q&A

MAHMOOD ABU BAKER SHAIKHANI

Q WHAT IS THE SECRET OF YOUR SUCCESS?

I always kept my eyes on the prize. There were many obstacles and hurdles but I remained focused and motivated till I accomplished what I had set out to achieve.

Q WHAT DO YOU SEE AS YOUR GREATEST STRENGTHS?

Decision Making

Q WHAT ARE SOME OF THE PERSONAL VALUES THAT ARE VERY IMPORTANT TO YOU?

To be a team player. I always involve my colleagues and family members in the decision making process and highly value their opinion. Also to carry forward my father's legacy by following in his footsteps, making him proud and living the life, he had envisioned for me.

Q WHAT WAS ONE OF YOUR MOST DEFINING MOMENTS IN YOUR LIFE? THE TURNING POINT.



When my father left for his heavenly abode. It was the most defining moment in my life. He taught me everything, I know and his untimely death created a huge void that can never be filled.

Q WHAT ARE SOME OF YOUR PHILOSOPHIES OR VIEWS ON LIFE THAT YOU WOULD SHARE WITH OTHERS?

Our legacy should be an educated heart and mind. We must provide our children with an education. It's imperative that they stand on their feet, make

their own distinctive mark in the world and give back to society. Rather than inheriting wealth, they must inherit our values.

Q WHAT WOULD BE YOUR ADVICE TO YOUNG ENTREPRENEURS WHO ARE JUST VENTURING INTO THE BUSINESS WORLD?

Always believe in yourself and accomplish what you set out to achieve. I will share a piece of advice that was given to me by my father. I used to be an aggressive decision maker but my father told

me not to take decisions in a hurry. Though sometimes one needs to take 'immediate' decisions, however it's imperative to analyse the future impact before taking the call.

“Our legacy should be an educated heart and mind.”

Q WHAT DOES A PERFECT DAY LOOK LIKE TO YOU?

A day spent with my father.

Q WHAT ARE SOME OF THE THINGS YOU ENJOY DOING IN YOUR LEISURE TIME? YOUR HOBBIES.

I love to spend quality time with my children. I also make it a point to speak with my mother on a daily basis, no matter which part of the World, I am in. It takes me back in time when I was a child and all I needed to hear was my mother's voice to make all my troubles go away. It feels the same

The Q&A

MAHMOOD ABU BAKER SHAIKHANI



even today. It puts me at ease, I feel secure and at peace with the World. I also love to travel and go fishing. The placid waters bring a certain serenity in my life. I guess if you have struggled through the rough seas, one can appreciate the calm waters.

Q YOUR FAVOURITE FOOD?

Mutton Biryani, Crabs Curry and Paya Nihari

Q WHO DO YOU MOST ADMIRE IN LIFE?

My Father. Always!

Q WHAT IS YOUR FAVOURITE QUOTE?

Don't be threatened by people smarter than you

-Howard Schultz

Quality is more important than Quantity. One home run is much better than two doubles.

-Steve Jobs

Q AS A CHILD WHAT DID YOU WANT TO BE WHEN YOU GREW UP?

Just Like my father. Whenever my father asked me the same question, my answer too remained the same – Like You!

Q IF YOU COULD HAVE DINNER WITH ANY PERSON, DEAD OR ALIVE, WHO WOULD IT BE?

My wife.

Q IF YOU COULD LEAVE TOMORROW WITH A ONE-WAY TICKET TO ANY DESTINATION, WHERE WOULD YOU GO?

Oslo, Norway

Q IF SOMEONE WROTE A BIOGRAPHY ABOUT YOU; WHAT DO YOU THINK THE TITLE WOULD BE?

The Legacy Continues

Q HAPPIEST/MOST MEMORABLE MOMENT?

When my daughter Mashal was born, she is one of the greatest gifts that Allah Swt has bestowed upon me.

Q THE BEST ADVICE THAT YOU HAVE EVER RECEIVED?

You cannot eat with both hands. You have to eat with one hand and give with the other.

Q WHEN ALL IS SAID AND DONE, WHAT DO YOU WANT TO BE REMEMBERED FOR?

That he followed in the indelible footprints that his father left behind in the sands of time.

"I always kept my eyes on the prize"



ON THE 19TH OF AUGUST
A GRAND RECEPTION
IN THE HONOUR OF THE PRESIDENT OF
THE WORLD MEMON ORGANISATION.

MR. SULIMAN NOOR MAHOMED

WAS ORGANISED BY
WMO AFRICA CHAPTER (KWAZULU NATAL)
AT THE EXOTIC CONFERENCE CENTRE
IN THE COASTAL CITY OF DURBAN.

The event was attended by distinguished personalities of South Africa; Sihle Zikalala (Chairman of the ANC in Kwa Zulu Natal), Fawzia Peer (Deputy Mayor of Durban), Ebrahim Patel (President of the Minara Chamber of Commerce), Imraan Noorbhai (Head of Standard Bank KZN), Ameen Hassen (Head of Shariah banking, Standard Bank), Abdulla - financial director and Shabir Chohan - CEO of Albaraka Bank and Naeem Asvat (Head of South African Institute of Chartered Accounts, KZN) amongst others. The ambiance was further accentuated by the presence of many WMO stalwarts; Mr Solly Noor (WMO President), Mr Yunus Suleman (WMO International Treasurer/Chair International Youth Wing), Fazila Ismail (Chairperson International Ladies Wing), Dr. Harun Gutta (ASG WMO Africa Chapter), Yusuf Kamdar and Syed Mia (Trustees) and Solly Suleman.

Mr Solly Suleman did the inaugural honours followed by Yunus Suleman who discoursed upon the various humanitarian projects undertaken up by WMO and elaborated on the international youth activities conducted in the different chapters of WMO. The inspiring oration was ensued by the President of WMO, Mr. Solly Noor who thanked the hosts for their commendable efforts in organising a remarkable event and urged the gathering to attend the upcoming WMO AGM in Dubai.

He took everyone down memory lane and spoke about the origin of WMO, the founding members and the evolution of the organisation into a world class, corporate entity. Where all transactions are transparent, each penny accounted for and every action is guaranteed in compliance with the highest international standards.

A number of guest speakers spoke on various topics ranging from Standard Bank's shariah offering, Albaraka Sukuk, innovative models



of NGO sustainability, political and business opportunities of partnering with WMO as a global Organisation. This was followed by a lavish dinner.

The audience gave a big thumbs up to the spirited and focused approach of WMO that has prioritised to rekindle the passion and vision of its founding fathers, combined with the mission of the current Exco to unite, uphold and uplift Mankind.





LIFETIME ACHIEVEMENT AWARD 2016

Shotokan Karate-Do International South Africa conferred their prestigious “Lifetime Achievement Award” for 2016 upon Mr. Suliman Noor Mahomed, (President-World Memon Organisation) for his outstanding contribution towards addressing the socio-economic problems facing many of the less fortunate people of the rainbow nation.

On the 20th of August, Mr. Solly Noor was presented the award at a glittering ceremony in Durban, amidst his family and close friends.

The esteemed Life Time achievement award is presented annually to distinguished personalities who have made a difference in society. The previous, illustrious recipients include: Dr Nelson Mandela, King Goodwill Zwelithini, the late Prof. Fatima Meer, Dr Imtiaz Solliman, the late Minister Roy Padayachee, Prof Jayaram Reddy, Vivian Reddy, Dr Sam Ramsamy, Dr Ronnie Govender and Ela Gandhi to name a few.

The World Memon Organisation congratulates our President and is grateful to SKISA for conferring this rare honour upon him.

A role model is basically an influential figure that a person aspires to emulate. Most people I know, cite their parents, successful entrepreneurs or well known political leaders as influencing their perception of life. As for me, my role model for life is Mr. Suliman Noor Mahomed.

There are 7.4 billion people living in the world. Only a handful qualify as great. It is thus evident that there are some rare qualities which these few possess while the others do not.

Greatness does not constitute physical or military strength. Nor does it consist in the possession of vast wealth. A great man is no doubt, a conqueror. But he conquers not the body but the heart. This he does, with his love for Mankind and he makes no distinction. For him, all men are equal. His heart goes out for the misery of men and he takes upon himself, the task of alleviating their pain and suffering. For this, he foregoes all considerations for himself and devotes himself to the well-being of humanity.

Such distinguished men become examples to be followed. Mr. Solly Noor will be remembered through the ages for his selfless service to Mankind.

As for me, he will always remain as one of the greatest humanitarians of our time. Someone, who I will always look upto and strive to follow, in those indelible footprints he leaves behind in the sands of time.

IYEP CAREER GUIDANCE PROGRAM

“A mind troubled by doubt cannot focus its course to victory”, so runs an old adage. It is of prime importance that we guide the youth to make the right career choice at the right time as they usually embark upon careers that do not, even distantly, suit their skill-set or dread the professional lives so badly that they start musing following a vocation in academia. A more credible testimony in the regards comes from the house of Gallup, a polling organization that has its roots in the federal capitol of the US claims that there are “TWICE” as many “actively disengaged” workers in the world as there are “engaged” workers who like their jobs.

WMO IYEP (International Youth Education Program) is committed in equipping the youth of our community for a challenging and successful future therefore it is vital to conduct career counseling sessions in all chapters for the youth of our community to help them make the best career choice according to their personality and preference. IYEP conducted this career counseling event in Pakistan to help memon youth devise focused and well defined plans to better empower and enable the youth to take control of their destiny.



IYEP CAREER COUNSELING EVENT
TO HELP MEMON YOUTH

Nature has not balanced everyone on the same scale. If an individual has the gift of physical strength, the other might have the equally brilliant feat of mental acumen. Therefore, it is as much unjust as it is illogical to treat different ailments with the same potion, and that is precisely what is perceived when we talk about the so-called career counseling sessions. Unlike conventional Career Guidance programs, IYEP took a novel approach as it endeavored to call for an arrangement that could actually help the youth decide the future prospects that would suit their prowess and potential better. And the hallmark of the show has been the Personality Assessment Test that was put in place for the very first time in an event of the sort. MBTI (Myers Briggs Type Indicator) is the most widely used per-

sonality test which increases self-awareness and self-perception and generates a report for each individual based on 93 questions. Over 2 million people each year take the assessment both in education and corporate settings. It's an indicator of personality (i.e.: Innate preferences) which has proven itself to be remarkably reliable and valid.

Proficient career coaches; faculty representatives of different programs from prestigious universities of the country; young entrepreneurs and motivational speakers graced the event with their presence. Saad Masood; distinguished individual, an illustrious MBTI Certified Professional and a career coach; was invited at the event to explain 16 personality types of MBTI to a large audience of 200 memon youth where they self-assessed their personality. However MBTI testing was done at free of cost for 50 students where they were made to fill a questionnaire of 93 questions. Customized personality reports were generated from MBTI software which highlighted each individual strength and weakness and career options were proposed based on their personality. This process helped reveal hidden talents of individuals and one-on-one session with career coach, Saad Masood helped students set career goals which they aspired.

“MBTI is a very result-oriented yet a very expensive tool to assess personality and is used by MNCs for their employees for correct job placement and by institutions abroad to set student career goals. I was highly impressed that a social organization like WMO went to such great extent to make this testing available for 50 students at free of cost. It will help shape future of memon community youth. Bravo to Dania and IYEP team for coming up with such initiatives”- Saad Masood; MBTI Trainer

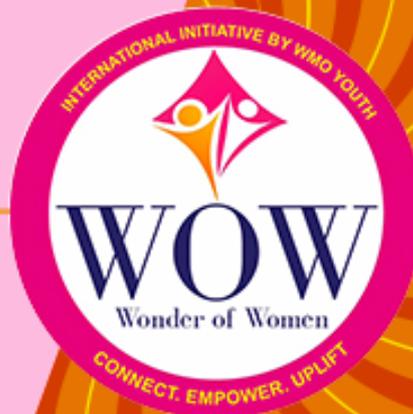


SAAD MASOOD - MBTI PROFESSIONAL TRAINER

The pilot edition of the career counseling session in Pakistan was an epitome of success. Tests and processes like MBTI are not rife and for a test of this magnitude to be placed in a social event speaks volume of the endeavors the WMO organizers have put in to help the memon youth to take control of their destiny.

- By Dania Hanif

AN EMPOWERED WOMAN



Farida bai wakes up before the crack of dawn, offers her prayers and rushes out of her decrepit home in the bustling suburb of Vasai, on the outskirts of Mumbai. She navigates her way through a maze of dingy lanes and picks up large bales of fabric from a power loom located a couple of miles away. As the sun peeps through the clouds on an overcast monsoon morning, the only thought running through her head faster than her feet, is to meet the deadline and deliver the order of 250 bedsheets on time.



Currently the makeshift workshop is her tiny home in one of the dilapidated buildings of Vasai. It is already buzzing with the whirring of sewing machines, ladies cutting up measured portions of bedsheets and a few of them, packing them in. Farida bai comes back soaked, its difficult to judge whether it was the light morning drizzle or her brisk 30 minute walk, carrying heavy spools of fabric that has worked up a sweat. After working around the clock for twelve straight hours, a triumphant smile escapes her lips as her team delivers the last bundle of bedsheets.

Farida bai is amongst the many underprivileged ladies, who work under the women empowerment program, courtesy the ladies wing of the

World Memon Organisation, India Chapter. She spoke to us about how it turned her life around and the difference it is making in the lives of other, less fortunate women.



"I met Raziya bai Chashmawala (Deputy Chairperson- WMO ladies wing India Chapter) in 2013 when she had established a sewing unit in our neighbourhood of Vasai. She was a well known social worker of our Community, a vocal advocate for women's rights and had initiated many projects for the welfare of women. My husband had met with a horrific accident and couldn't work any more. I had 3 children to take care of, mouths to feed, minds to educate and all our savings were poured into providing medical attention to my husband. I joined the workshop under the watchful eye and guidance of Raziya bai, learnt the trade and started earning enough to run my daily household expenses. As the workload increased so did my income. We grew from strength to strength and I asked other women to join us.

We teach them skills which enables them to stand on their feet, provide for their family, ensure a brighter future for their children and live with dignity. We have a couple of sewing and an embroidery machine to churn out the orders which are on the rise. We make scarves, uniforms, bedsheets and clothes. We are also making decorative articles and gift items like candles and diyas. We charge a min-

imum amount and concentrate on giving a quality product so that we get repeat orders. We started with just two women, but today many others have joined in and are earning a livelihood.

The future plans include shifting to a larger place and increasing the number of machines for greater output. The recent Wow (Wonder of Women) initiative by Raziya bai's daughter Sana (Chairperson WMO Youth Wing-India Chapter) enables us to put up stalls in fairs and expos to market our goods and increases our reach. We are able to network further and gain new customers. Sana has also provided us with new machines and perfected our sewing as well as embroidery skills since she is an accomplished fashion designer herself.

We are looking forward to starting a catering service soon as few of our team members are excellent cooks."

As we hear the enterprising account from Farida bai, her young daughter comes home. "I want to make her a doctor. My eldest son is becoming a chartered accountant and the youngest is yet in the eight grade. I work hard to provide them an education. My mother didn't educate me, I got married at a very young age but the world is changing. Today, thanks to WMO, I am standing on my feet and can take care of my family."

Her daughter offers a glass of water to her doting mum and asserts, "I am very proud of my mother!"

Well, so are we dear.

Farida bai is the perfect epitome of a strong woman truly empowering other women. Here's to strong women. May we know them, may we be them, may we raise them.

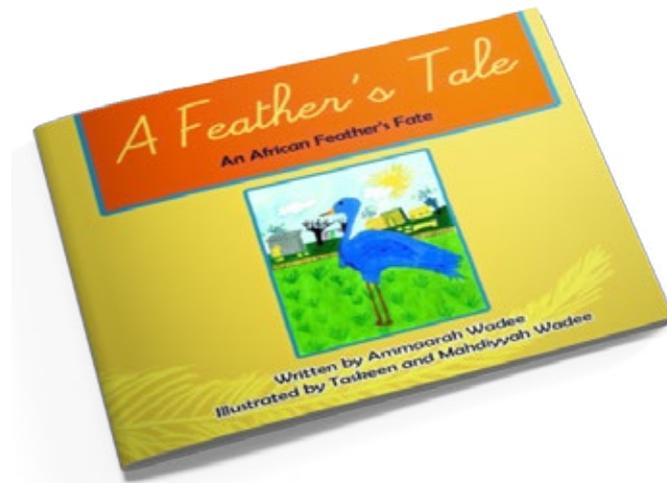
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THE TALE OF AMMAARAH WADEE

At 11 years of age, Ammaarah Wadee has nabbed the title of South Africa's youngest published author with the distribution of her first book - A Feather's Tale.



Her first publication has received an overwhelmingly positive response, which in turn, is making Ammaarah reconsider her ambitions of becoming a medical doctor in the future.

"The book tells the story of a Blue Crane feather that floats its way across South African heritage sites. Our book is mainly targeted at children. It has already been invited to four international book fairs, including ones in the United States and London," says Ammaarah

"It was part of a creative writing activity at school, and my teacher loved it and decided to enter it into a competition online. By luck, the company called my mom the next day and said that they would love to publish it. I wanted to write something about SA and I wanted to involve South Africa in this book along with our culture and heritage. I've always loved birds and the blue crane is endangered, so hopefully this will raise awareness and people will try to conserve it."

She shares her success with her two siblings Taskeen (9 years) and Mahdiyyah (7 years), who did all the illustrations in the book.

According to the young author's grandfather, Dr Khalid Ismail of Polokwane (who wrote the foreword of the book), the book reveals that "All hu-

mans are intertwined and all human beings want to give and receive love. We all are related inextricably to the one whole Allah!"

"A book worth keeping in all libraries, to inspire children all around the world to write!" adds Ammaarah's grandmother, Khadija Ismail

"My 2 younger sisters, Taskeen and Mahdiyyah, and I are schooling at Kingsmead College in Johannesburg. We live with our parents, Doctors Ashraf Wadee and Kareema Ismail in Houghton. At home in our free time, we enjoy reading and writing short stories for our little brother Muhammad. We also love drama and the arts. We have participated in a few theatre productions at the Joburg Theatre, like Annie, Sleeping Beauty and Peter Pan. My favourite place that I love to visit and stay during the holidays, is my grandparents' home in Polokwane. We ride bicycles there and play with our cousins. I love to spend time in my grandparents library and read non-fiction and fiction books. My favourite author is Suzanne Collins, who wrote the Hunger games and my favourite books are the Harry Potter collection. My other past time hobby is to visit the Kruger Park. It is the best place in the world because it's simple and natural. I love spotting birds and animals. That is why I chose Hazyview as a setting in my book. I hope to pursue my dreams of being an author, and write more about South

Africa. I wish everybody could write a book like I did, because anybody can if they persist. Believe in yourself, never give up and remember Allah. As Nelson Mandela said, 'It always seems impossible until it is done.'"

Ammaarah and her sisters do a lot of reading in their free time to underprivileged schools and orphanages. They are part of the Buddy Reading program which assists orphans from Alexandra, Johannesburg to read. This reading program for orphans includes teaching the less fortunate children from the Child-Headed Household (CHH) project as well.

They have also been involved with reading books on "World Read Aloud Day", to the ailing children at Johannesburg Hospital.

Ammaarah and her sisters have also done many book readings at underprivileged schools where they have donated their book and helped out in the 'Readers are Leaders' program for impoverished kids in Riverlea-Newclare Johannesburg.

Ammaarah Wadee - gifted author, proud South African and a compassionate human being.



AMMAARAH WITH HER FAMILY



READ ALOUD DAY AT JOHANNESBURG HOSPITAL



READING AT RIVERLEA JOHANNESBURG

GENIUS

Saad Memon is best known as the youngest Indian architect of the mini supercomputer. He was at the forefront of the development of this technological marvel that can match the combined speed and efficiency of 32 computers.



The computer prodigy from the volatile, terror-hit Bastar district of Central India, has also filed two patent rights for the super-computer's software - human brain simulation. His software is similar to Apple's Siri and Microsoft's Cortana, which accepts voice commands to operate computers and smart phones.

The 22 year old Memon is now working on the neural network, a computer modelled on the human brain and nervous system. He aspires to continue his research and complete his Masters in Computer Science as well as a PhD from an American university in the near future.

The recipient of five national awards for his revolutionary innovations in computer technology, Saad Memon spoke to us about his childhood, humble beginnings, the early struggles, dreams, defining moments and the incredible journey - which has only just begun.

Q ■ WHEN AND WHERE WERE YOU BORN?

I was born on the 22nd of March, 1994 in the small town of Kotpad. It lies in the state of Odisha (formerly Orissa) on the East coast of India.

Q ■ DESCRIBE YOUR HOME, YOUR NEIGHBOURHOOD, AND THE TOWN YOU GREW UP IN?

I spent my entire childhood in the remote village of Kodinga in Odisha. The village was deprived of basic facilities, like health, education and infrastructure. I

remember spending long hours in the dark without electricity as power failures were a part of our daily life. There were no English medium schools hence I had to study in Oriya, the native dialect up to 6th grade. There was a complete lack of medical care as there were no hospitals and villagers had to travel a fair distance, even in acute emergencies.

The early years were tough but I guess they made me stronger.

Q ■ Tell us a little bit about your family history, community and their roots in India.

We belong to the Junagad Memon community of Gujarat. My grandfather relocated to the state of Chhattisgarh where my father was brought up. Later on, my family shifted to adjoining Orissa, which is my mother's home state. My father's elder brother, Dr. Abdul Gani Memon was a highly educated and respected member of our community. He was pursuing his medical degree from Raipur in the 1970's. He was a brilliant student and was about to join a prestigious hospital in Mumbai to further his medical practice but his life was cut short due to Tuberculosis. My grandfather had spent his entire savings to educate his eldest son and his untimely death broke our family's back.

I am often told that I bear a strong resemblance to my uncle, both physically and intellectually. I take that as a huge compliment because I had great admiration for him. He was the torch bearer for education in our family and I will always be indebted to him for his brilliant genes.

Q ■ WHAT KIND OF WORK DO YOUR PARENTS DO?

We are a middle class family. My father had a bicycle store in Orissa and currently he deals in food grains in Chattisgarh. My mother is a devoted house wife.



Q ■ TELL US A BIT ABOUT YOUR FAMILY. WHAT WERE THE HARDSHIPS THAT YOUR FAMILY EXPERIENCED TO SUPPORT YOUR EDUCATION?

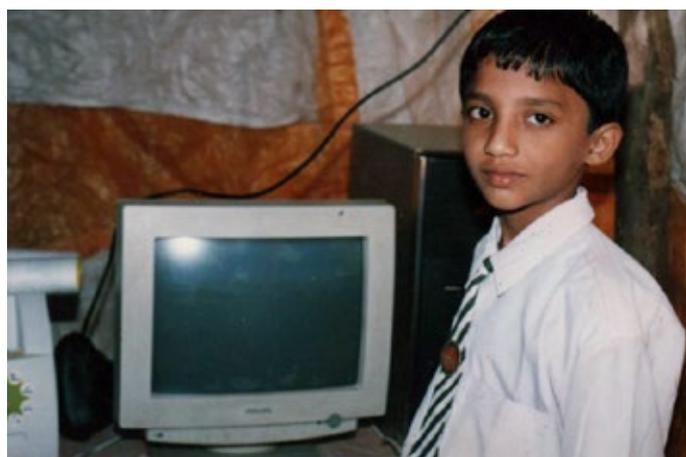
My parents are my pillar of strength. My father has spent all that we had to provide me with an education, he even sold our house. He stood firmly with me in all my academic decisions. Whether it was to switch to an English medium school or pursue computer engineering. He just wanted me to concentrate on my studies while he arranged for the finances. All this, while we were struggling to make ends meet.

My mother has faced a lot of hardships in her life to sustain my education. She is a simple and God fearing person. Today, whatever I have achieved is because my parents believed in me and had faith in my abilities. I will always be eternally grateful to them for their sacrifices and steadfast support.

Q ■ WHAT DREW YOU TOWARDS THE FIELD OF COMPUTER SCIENCE?

I had seen a computer for the first time in the village of Kodinga when I was in the 4th grade. I was fascinated by it and always wanted to learn more about computers. I guess I was bitten by the tech bug very early on, in life. Although, I grew up in a village, I used to study from books, magazines, publications that I would rummage at the paper scrap vendors to stay abreast with the latest technological updates. When I switched schools from Oriya to English in

the 7th grade, it was very difficult to grasp subjects in the new language. Add to that, the attitude of the city boys towards a child from a village who barely spoke a few words in English. By the time I reached college, the tables had turned. I was more computer savvy than most of my fellow, urban students including my professor, that too without having a computer of my own. I, finally got my personal computer in the 12th grade. It was very late in the day but it was one of the most special moments of my life.



Q ■ What do you see as your greatest strengths?

"Imagination is more important than knowledge."

It was famously quoted by Albert Einstein and I have lived by it. Whether it was the creation of the supercomputer in a mere 6 months or developing the software which competes with the best in the world. It was always my imagination that made it possible, I had created the blue prints in my head long before I started working on it. As a researcher it's the most potent weapon in your armoury because as an artist, you can draw freely upon your imagination and conjure up magic. Remember, knowledge is limited whereas imagination encircles the world. The possibilities are endless!

Q ■ WHAT WAS ONE OF YOUR MOST DEFINING MOMENTS IN LIFE? THE TURNING POINT.

The prestigious National Prize awarded to me by the Computer Society of India in 2015 will always hold a special place in my life. It made me believe in myself and I realised my true potential. Their endorsement

changed my life because it gave me the confidence that I was firmly on the right track.



First Prize in 4th National Project Competition,
Computer Society of India

with them when he had the chance. Because one fine day when you look up from your busy life, they will be gone!

On that note, Saad recalls the generosity of the Memon community during the critical moment of his life. He had just secured admission at a prestigious engineering college and his father had no money to support his education. The family was reeling under a mountain of debt and were down to their last, mere thousands.

Mr. Abdul Hamid Nathani - Vice President of the World Memon Organisation, India Chapter came to Saad's rescue and funded his next 4 years in engineering college. Today, Saad has proven his mettle - a super computer, patented software and is on the verge of a breakthrough in his research.

The Memons always take care of their own. In this case, their very own - tech genius

Q ■ WHAT IS THE SECRET OF YOUR SUCCESS?

For me, success is a combination of courage, imagination, passion, knowledge, hard work, sacrifice, persistence and luck. Most importantly, it is only with the guidance of Allah Swt and your parent's blessings that you can hope to succeed in life.

Q ■ WHAT IS THE BEST ADVICE YOU HAVE EVER RECEIVED?

"Khud ko pehchano" It means look deep within you and find your true self. Find your passion, realise your potential and explore the possibilities.

Q ■ WHAT WOULD BE YOUR CAREER ADVICE TO YOUNG MEMONS WHO ARE YET PURSUING THEIR EDUCATION?

Follow your dreams with a passion, always remember that failure is the stepping stone to success and never forget that humility is the greatest of virtues.

Q ■ WHAT ARE SOME OF THE PERSONAL VALUES THAT ARE VERY IMPORTANT TO YOU?

Love your parents. We are so busy in our own world, we often forget that they are also getting old. We will always regret that we didn't spend enough time



First Prize in All India Project Competition, Chennai



First Prize in National Level Project
Competition, Pune