



MERDEKA MALAYSIA EDITION

**NEWSLETTER**

September 2020

# LEADERSHIP PERSPECTIVE

VICHITRA THIYAGARAJAH  
HEAD, LEGAL



## LEADERSHIP

The ability to reach a common goal through the combined efforts of yourself and others.

Being a leader is the greatest responsibility one can have in an organisation. Having to balance personal needs and expectations of a person, gaining respect and trust, while developing a cohesive team that would be a great resource for Cenergi.

*“By only doing more of what you do today, you won’t get to where you want to be tomorrow.”*

## What makes a good leader?

### 1 Lessons learned

We all start from the same point of being an employee to grow into the role of a leader. Make those lessons learned teachable moments.

### 2 Tried and tested methods

- Challenge your team, get out of that box!
- Set clear expectations
- Know yourself
- Recognize talent

### 3 Leadership is about change

While Management are focused with the results of today, leadership is about what you can build beyond today.

### 4 Adapt

To be the Head of Legal in this dynamic company, **Change is a must!** Keeping pace with multitude of projects and demands, the Legal Team must be aware of each situation, and each opportunity for the betterment of Cenergi.



## 22,000 HOURS ENGINE MAINTENANCE & SERVICE AT CENERGI TANAH MAKMUR

On 20<sup>th</sup> July 2020, Cenergi Tanah Makmur (“CTM”) performed scheduled 22,000 hours engine service and maintenance. The activity was the largest service and maintenance ever performed at CTM. The coordinated service and maintenance involved three different contractors, covering three different type of maintenance.

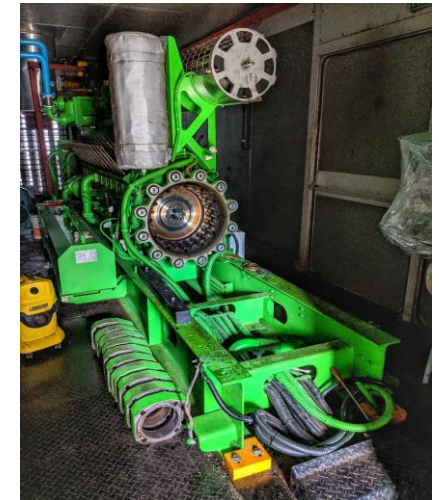
During this maintenance period, staff had the opportunity to learn and gain knowledge regarding machinery used at site.

After nearly a month of service and maintenance, the work at site was finally completed on 16<sup>th</sup> August 2020.



### Type Of Maintenance

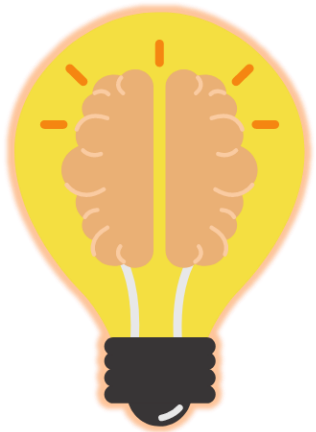
- 1 Engine overhaul
- 2 Service and maintenance of alternator
- 3 Service and maintenance of chiller



*“If you don't understand how to run an efficient operation, new machinery will just give you new problems of operation and maintenance. The sure way to increase productivity is to better administrate man and machine.” - W. Edwards Deming*

# SEGMENT: HUMAN CAPITAL MANAGEMENT

BY NUR HAFEEZA NAJIAH



WHICH  
LEADERSHIP  
STYLE ARE YOU?

## 01 | AUTOCRATIC

### Self-Driven

Autocratic is very direct and authoritative approach and they tend to **lead through power**.

## 02 | VISIONARY

### Creative Thinkers

This style very much engages people towards a vision set and they tend to **lead by a new direction**.

## 03 | AFFILIATIVE

### Team Orientated

Its focuses purely on the teams relationship, they are highly team oriented and **lead through relationship**.

## 04 | DEMOCRATIC

### Involve Others

They actively promote the involvement of other employees and listen to their opinions which these leaders tend to **lead by agreement**.

## 05 | PACE SETTING

### Expect Excellence

This style expect a high level of performance from their team and tend to **lead by example**.

## 06 | COACHING

### Developing Other People

Coaching style leaders provide a more long term approach and tend to **lead through advice & guidance**.

Knowing your leadership type is important so that you can understand your strengths and weaknesses, and communicate better with your team.

## NOISE-INDUCED HEARING LOSS ("NIHL")



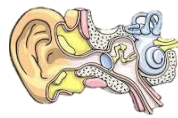
It can be caused by **exposure to excessive noise** such as electrical tools pneumatic tools and machinery



It is permanent and can often lead to conditions such as **tinnitus**



The greater the exposure to noise **the greater the risk of damage**



It's caused by **damage to the hair cells in the inner ear** that carry sound to the brain



To identify the level of NIHL **hearing tests can be conducted** and plotted onto an audiogram

## NIHL IS USUALLY TREATED BY FITTING SUITABLE HEARING AIDS

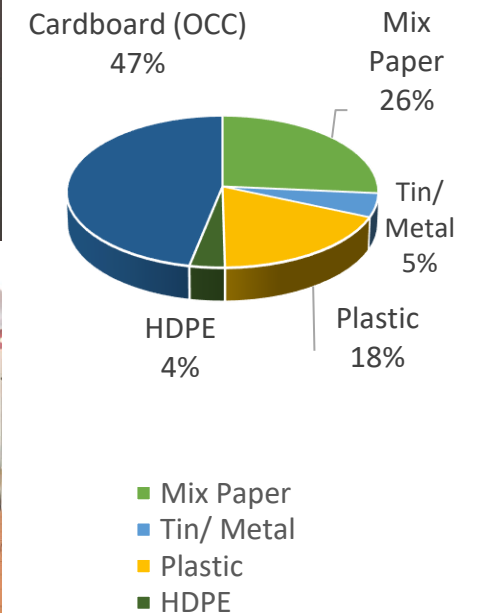


NIHL is preventable if **the correct hearing protection such as noise-cancelling plug or noise-cancelling headphones** are provided and used when exposed to excessive noise

## SUSTAINABILITY



In August, our recycling contributions amounted to 42.4 kg of materials



# STATISTICS ON CENERGI'S IMPACT

BY NUR SYAHIRAH ZAWAWI

Cenergi's Impact on the Environment from our Biogas and Solar plants  
as of **July 2020**

**Feedback to  
National Grid:**

**201,457 MWh**

**Carbon Savings:**

**929,727 tCO<sub>2</sub>e**

**Operational  
Projects:**

**10**

Cenergi's Impact on the Environment from our Energy Efficiency projects  
as of **July 2020**

**Saving in  
Energy Cost:**

**RM 28 mil**

**Total Energy  
Savings:**

**80,417 MWh**

**Carbon Savings:**

**74,249 tCO<sub>2</sub>e**

**Operational  
Projects:**

**4**



# CENERGI SEPTEMBER BIRTHDAYS

03

**MUHAMMAD SYAFRI**  
FJP

03

**NUR SYAHIRAH ZAWAWI**  
HSES

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**FAKHITAH FAHMI**  
Corporate Finance

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**NUR HAFEEZA NAJIAH**  
Human Capital Management

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**KHAIRIZAN MUSA**  
Tennamaram

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**NUR ASYIQIN HUSIN**  
Cash Flow Management

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**MOHD NORHAFIZI**  
FJP

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**NUR SYAFIKA YAACOB**  
GCEO Office

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**LOO KIN HAN**  
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**MUHAMMAD ISMASHAPIS**  
Sri Jelutung

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**SAZALI SAAPEE**  
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**ATIQAHA ZAKARIA**  
Business Development

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**NURUDIN HANIF**  
Sri Jelutung

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**LOSHINI SACHITHANANTHAM**  
Legal

## SEPTEMBER BORN Personalities

September-born are a likeable individual with a bright personality. They are active and dynamic. Decisive and haste but tends to regret. Attractive and affectionate to oneself. Strong mentality. Loves attention. Diplomatic. Consoling, friendly and solves people's problems. Brave and fearless. Adventurous. Loving and caring. Usually they have many friends. Loves to travel and explore.

## CENERGI'S NEWLYWED



**Congratulations to newlywed, NUR ASYIQIN HUSIN**, Cash Flow Management. Best wishes on this wonderful journey, as you build your new lives together.

# CONGRATULATIONS

# NEW TEAM MEMBERS

Welcome to Cenergi!  
We are delighted to have you guys on board.  
Stay safe and happy working!

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**RAHMAT NAHARIN PARDOMUAN**  
Shift Supervisor, Biogas Hamparan  
PTGEH, Indonesia

**LIM TAW JIN**  
Manager, Corporate Finance  
Cenergi SEA





# EDITOR'S NOTE

## Merdeka! Merdeka! Merdeka!

Tahun ini, sudah 63 tahun kita menyambut kemerdekaan. Persoalannya, adakah kita sudah merdeka? Atau kita masih dibelenggu dengan penjajah?

Kemerdekaan bukanlah satu perkara yang mudah untuk diperolehi dan dipelihara, tetapi sangat mudah untuk kita kehilangannya. Oleh itu, amat penting untuk kita bersama-sama menjaga dan memelihara kemerdekaan yang sudah dikecapi.

Dalam konteks kita sebagai warga Cenergi, kemerdekaan boleh diertikan sebagai kita membebaskan diri kita dari melakukan perkara sia-sia, perkara yang menyekat kemajuan, serta kita menjauhkan diri daripada pemikiran kolot.

Oleh itu, sempena bulan kemerdekaan ini marilah kita sama-sama menginsafi pengorbanan para pejuang kemerdekaan serta berfikir sejenak tentang sumbangan kita terhadap usaha untuk mengisi kemerdekaan.

**Selamat menyambut Hari Kemerdekaan dan Hari Malaysia!**



**NOORSYAZWAN NAZRI**  
*Corporate Services*



## Editor

**Azana Fariza**  
Corporate Affairs

---

## Editorial Team

**Noorsyazwan Nazri**  
Corporate Services

**Mafeeza Wati Mansur**  
Corporate Affairs

---

## Creative Team

**Nur Hafeeza Najiah**  
Human Capital Management

**Angelina Thitima Chong**  
Corporate Affairs

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