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DREAM IT.
LIVE IT.

SPEKTRA

Africa's No.1 Design Build Monthly Newsletter

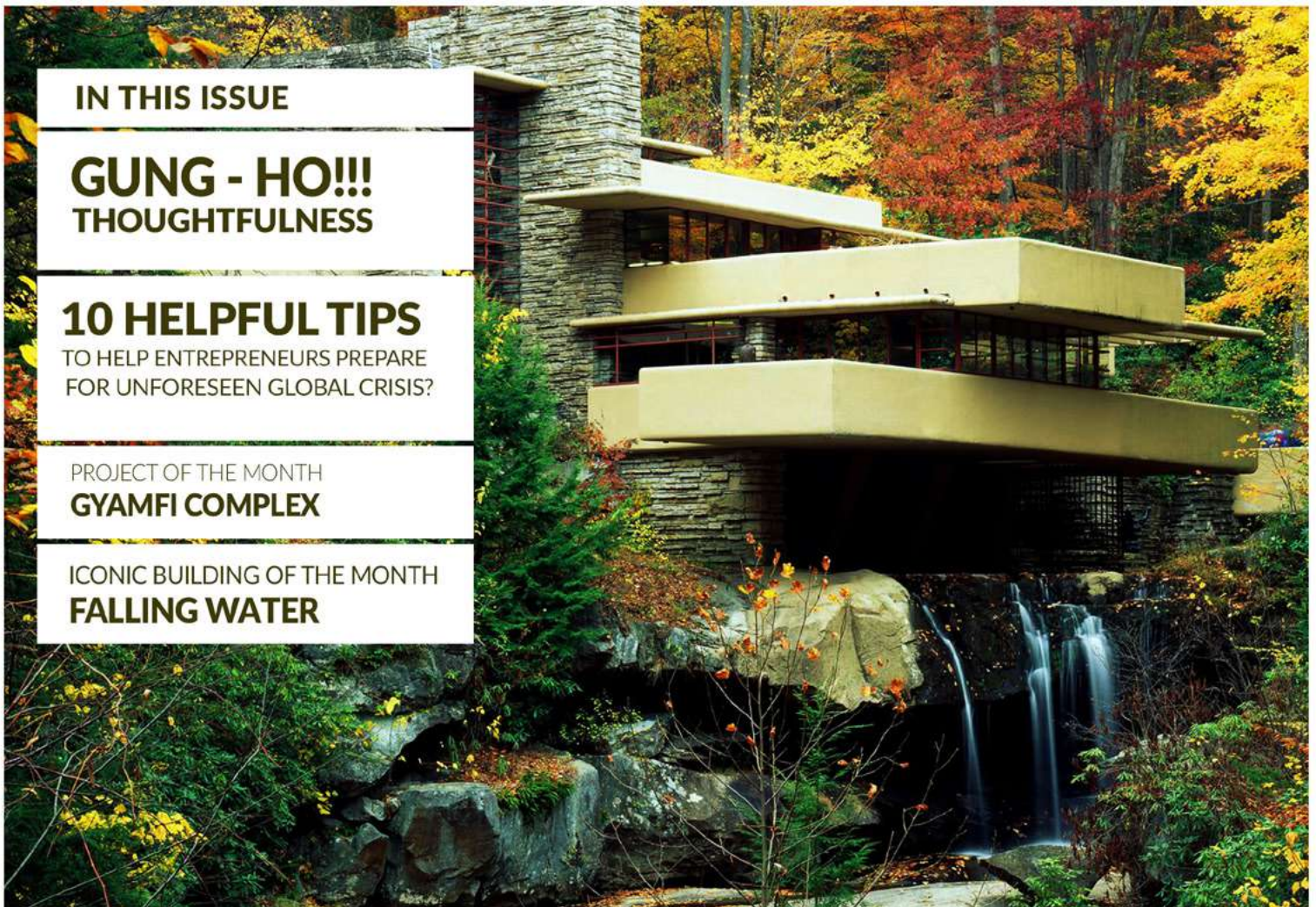
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THE CEO'S THOUGHTS

"Doubts kill more dreams than failure ever will"

William Evans Halm (a.g.i.a)



GANG-HO

THOUGHTFULNESS

Thoughtfulness is a virtue. It is exhibited when one shows concern of the welfare of others. It involves putting yourself in one's shoes, anticipating a need and making efforts to solve it. It also shows in how diligent and meticulous we are in executing tasks. It is not only shown in deeds but also in the words we speak.

In SPEKTRA GLOBAL THOUGHTFULNESS is one of the core values we exhibit in our work and as a team to help our clients Dream It and Live It.

Here are 4 tips on how to show thoughtfulness at your work place:

BE DELIBERATE ABOUT BEING THOUGHTFUL:

To be able to exhibit thoughtfulness, there must be an international effort to do and be good. It can easily be thrown out of the window in the midst of the work pressures hence the need for a deliberate plan for it.

ENCOURAGE INVOLVEMENT

It is advantageous to keep team members informed of matters that concern them to get them more engaged.

PAY ATTENTION TO DETAILS

Thoughtfulness must reflect in the way we work for greater efficiency. Every task undertaken should be thought through diligently to bring out results that are without errors.

OFFER HELP

Team members should be able to offer assistance to each other in the execution of tasks when needed.

ENCOURAGE RAPPOR-T-BUILDING ACTIVITIES

We spend more hours at work and so it is important to have a cordial relationship with team members to create a less tensed work atmosphere. Group activities should be organized for staff to encourage friendship. Everyone should be everyone's friend.

Thoughtfulness must be recognized as an important factor in building a conducive work atmosphere and cordial work relations among staff. It is everyone's responsibility, from top management to low level staff. To reduce unnecessary conflicts and improve on staff engagement, try Thoughtfulness.

Author: Rhema Body
HR Officer, Spektra Global Ltd

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HELPFUL TIPS TO HELP ENTREPRENEURS PREPARE FOR UNFORESEEN GLOBAL CRISIS?



COVID19 is not the first and will not be last crisis to hit the world hence entrepreneurs need to prepare if they want their ventures to weather the storm. In this article we share with you 10 helpful tips that help entrepreneurs use, in preparation for their businesses to face the uncertain future with confidence.

Ensure to have multiple revenue streams of income.

It's an important part of a sustainable business. Business people owe it to the people around them to mitigate risk.

Review sales from each partner to ensure that the company has diverse revenue sources and the ability to survive major loss.

Create a resilient supply chain that can withstand variety of disasters. It helps the organization to keep operating and benefiting their customers.

Implement digital systems & technological upgrade platforms that can be accessed from anywhere in the world for employees and clients/customers with zero or very very minimum service interruptions.

Advance planning with multiple crisis management options so that if disaster strikes you can fall back on something instead of panicking.

Keep cash on your balance sheet to be able to make mere thoughtful and strategic decisions.

Determine who to please. In times of global crisis CEO's should not only focus on pleasing investors and clients but also what they can in their power to improve employee engagement. Staff and top management should combine as teammates and battle the crisis to save the business together.

Prepare yourself to operate efficiently as possible- shift work to remote if possible, avoid high percentage collapse of work force.

Structure your data properly. Let your data for employees, clients/ customers be searchable and structured.

Plan solutions with several scenarios in mind. Put into work preparations and planned strategies for your business when caught unawares in global crisis.

Maintain relevance. Ensure your business will still be relevant at later phases when global crisis appears and disappears thereafter.

SOURCE: FORBES.COM



PROJECT OF THE MONTH

GYAMFI COMPLEX

Gyamfi Complex is a mixed used facility located at East Legon comprised of shopping components, warehouse components and accommodation aspect. There is a car park and a bit of recreational facility. On the ground floor is an eatery on one side and a car park to cater for the facility on one wing. On the other wing it consist of about 6 lettable shops.

And on the 2nd floor which is also the last floor there is variety of accommodation provision which is in the style of a studio apartment, and then 2 bedroom flat apartment.

ICONIC BUILDING OF THE MONTH

FALLING WATER

Designed by famous American architect Frank Lloyd Wright in 1934, Fallingwater is quite possibly the most famous private residence in the world. But why?

Well, the unique design makes it look like the house stretches out over a 30ft waterfall, with no solid ground beneath it.

This isn't the case, obviously, but the innovative design captured everyone's attention when it was finalized in 1939.

It became famous instantly and is now a national historic landmark. It's so cool you can even get a Lego version of the architectural masterpiece!



Educational Segment

CATEGORIES OF ARCHITECTURAL FEES

Architects are affordable and provide quotes according to what they bring on board. Architects don't just draw plan. They consider the climate conditions of the location of the land and the clients' needs among many other considerations, to create, design and build projects/buildings that are functional, safe, and comfortable and lasts a life time.

Here are 3 categories of Architectural fees that you need to know



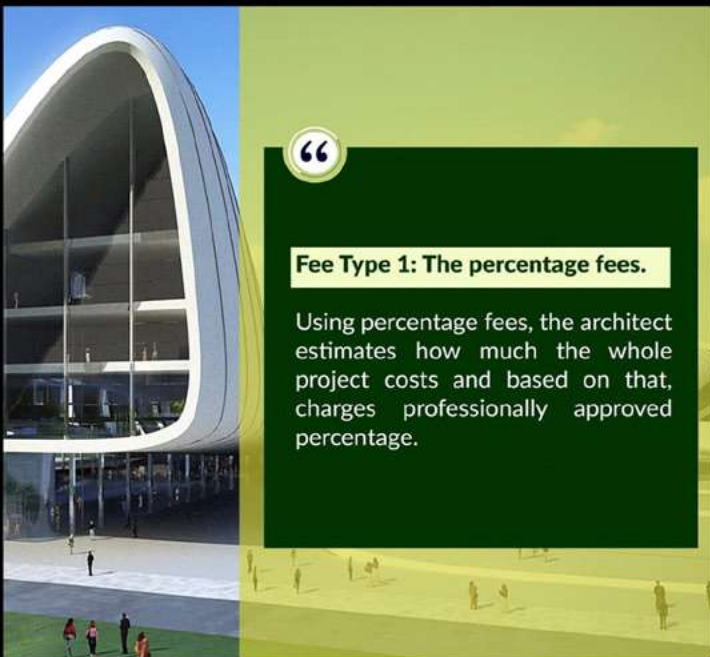
Fee Type 2 - "Lump Sum Fees".

A lump sum is often a fixed fee agreed on by an architect and client.



Fee Type 1: The percentage fees.

Using percentage fees, the architect estimates how much the whole project costs and based on that, charges professionally approved percentage.



Fee Type 3 - Time based fees.

Time based fees are mostly dependent on hourly rates. The architect looks at the scope of the project and anticipates all the work that will be done within the scope of the project before charging a client based on the prescribed Ministry of Works and Housing rates for professional services.



NAPOLEON HILL'S SECRETS TO SUCCESS

Body:

How can you achieve success in your life or your business? Success is much easier to reach when you decide and focus on what it will mean to you. How do you measure it, how do you know when you achieve it, what would it look like, and why is this important to you? These are key components of the process described in Napoleon Hill's classic book "Think and Grow Rich."

The book teaches you how to save the wasted effort that the majority of people expend in trying to find their life-work through a series of lessons.

Lesson one focuses on desire and goes through the steps of not just having a wish or dream, but a definite purpose. It's having the focus and stubborn determination which will get you from where you are now to where you want to be, turning that desire into reality.

More importantly, Hill walks the reader through the secrets of success, which are not biased based on background, education or circumstance. In fact, there are several key secrets that distinguish those who achieve from those who don't.

Hill explains that Faith allows one to prepare one's mindset for failure since failure is inevitable on the road to success.

The secret to auto-suggestion, another lesson he dedicates a full chapter, focuses on not only what one believes but also on the monetary value of what they want to achieve, even down to dollar amount.

In specialized knowledge the reader is introduced to the fact they don't only need to focus on learning, but specialize in gaining knowledge in what they don't already know.

It follows that on the route to learning and growing, one must become an excellent follower before showing initiative and taking the lead. But there are certainly qualities a leader must possess to master organized planning, decision-making, and self-control.

Indeed, Hill makes the argument that positive and negative emotions cannot occupy the brain at the same time. As a leader, one has a choice to determine how to master the subconscious mind and control positive versus negative thinking.

In conclusion, the last few paragraphs skim only the surface of the six steps to mastering fear and turning your desires into reality.

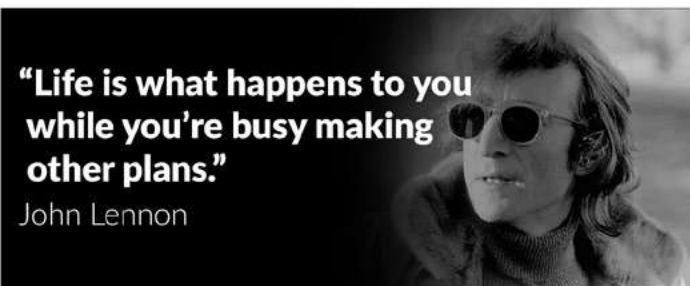
If this summary reminded you of what you need to do, then you might want to dust off your old copy and re-read the book again.

Good luck.

C T N R J D O Q M F B I Q N C
P R I L I M G H F T Q N T Y C
O E T T Z J L A G N C T H L O
S S K M G Z E J R E J X R K M
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W Z P W O V H U C H W U A K Y
A D B J X J R V E G L G L M E

**HOW MANY ARCHITECTURAL
STYLES CAN YOU FIND?**

- COMMERCIAL
- RESIDENTIAL
- EDUCATIONAL
- GOVERNMENT
- INDUSTRIAL
- MILITARY



ABOUT THE EDITOR

Karen Evans Halm is an architect and an associate of the Ghana Institute of Architects with over a decade's experience in the field, specializing in Interior Design and Landscape Architecture. She is also the co-founder of Spektra Global Ltd.



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