

VERITAS design group

DECEMBER 2017 E-NEWSLETTER

THEVERITASDESIGNGROUP.COM

- ARCHITECTURE
- PLANNING
- INTERIOR DESIGN
- LANDSCAPE DESIGN
- QUANTITY SURVEYING
- ENVIRONMENT

HO HO HO! It's the most wonderful time of the year! VERITAS wishes everyone a joyous Merry Christmas and Very Happy New Year.

In this month's E-news, we are delighted to feature **VERITAS' Career Development portfolio** as the main story.

We are also pleased to feature many other exciting events such as the **VERITAS Fund for Excellence (VFE) Unity Project, VERITAS Christmas Party** and other exciting activities involving VERITASians.

We hope you will enjoy this month's VERITAS e-news! And please don't hesitate to **contact us** if you would like to know more about any of the stories featured here.

CAREER DEVELOPMENT IN VERITAS

The VERITAS Design Group has always **prioritized the needs of its people** because we believe that employees are the key source of our current and future success. Thus, the Career Development portfolio of VERITAS was formed early-on to specifically focus on the task of **attracting and retaining the best talent**.

This portfolio is under the leadership of a group Principal assisted by an Associate whose responsibility is to ensure that each aspiring professional employee in the group has a **guided path** to obtain their professional qualifications. This guidance is in the form of a structured and documented development plan whereby the various types of work experience are balanced to ensure the individual learns all aspects of professional service. Currently, the **Principal responsible** for the Career Development portfolio is **Azril Jaafar** assisted by **Associate Alif Arif**.

A key phrase in which we firmly believe is: **"To prioritize the 'Human' in Human Resources."** In that respect, we have recently developed the **Individual Development Program** for each vital operational role in the group. Starting in 2018, we will roll-out a comprehensive **Talent Management Strategy (TMS)** to ensure talented personnel are retained as well as to attract highly motivated individuals to join our company.

The TMS shall focus on the following areas:

1. Recruiting and Hiring
2. Performance Management
3. Career Development and Career Path
4. Succession Planning
5. Learning and Development

We also believe in **diversity** and in creating a **fun yet efficient working atmosphere**. To achieve this goal, we not only focus on professional training but also on **essential life development skills** such as foreign language classes, leadership and management training, social and sports events, charity activities and exciting staff retreats and study trips.

To sustain VERITAS as a world-class design practice we are committed to developing and attracting talented individuals from around the world. We value diversity and **commitment to excellence** which will permeate throughout all aspects of our DNA.

Lastly in the words of Sir Richard Branson, founder of the Virgin Group of Companies - "Train people well enough so they can leave. Treat them well enough so they don't want to."

WHAT'S HAPPENING @VERITAS?

VERITAS LEADERSHIP RETREAT



On 8th and 9th of December 2017, the Principals of VERITAS including the Group EXCO and all Associates, held the 2nd Leadership Retreat for 2017 at the Cyberview Resort, Cyberjaya. The purpose of the 2-day retreat was to **prepare a rigorous leadership strategy and plan for 2018 and beyond**.



International Principals from our London, Melbourne, Ho Chi Minh and Mumbai offices were present and all attendees made inspiring presentations of their past year performance and future plans. The formal interactions were balanced with fun-filled activities and good food, including an evening of wine and cigars.

VERITAS SPORTS AND SOCIAL CLUB (VSSC) BADMINTON TOURNAMENT 2017



On 9th December 2017 the VERITAS Sports and Social Club (VSSC) organized a Badminton Tournament at Pro One Badminton, Wangsa Maju. In the men's doubles category Sharizat and Kevin from Tribe E won the first prize and the mixed-doubles category was won by Rani and Sharizat also from Tribe E. Congratulations to all winners and other VERITASians who took part in the tournament while demonstrating great sporting spirit.

VERITAS FUND FOR EXCELLENCE UNITY PROJECT

On 10th December 2017, the VERITAS Fund for Excellence (VFE) held its Unity Project final sculpture showcase at Shalini Ganendra's Fine Art Gallery. The event was a collaboration of the VFE with Kuala Lumpur Gallery Weekend 2017 and Taylor's University.



Twenty students from Taylor's school of Architecture and Design took part in creating five sculptures representing the five **"Rukunegara"**. The competition was won by the team which designed the sculpture symbolizing **"Mutual Respect and Good Social Behavior" (Kesopanan dan Kesusiaan)**. The team members, Wee Sue Wen, Chang May Chen, Tan Kah Inn and Yang Jing Loo received a RM4,000 cash prize and will be doing their internship with VERITAS Design Group.

MENARA ETIQA TOPPING OFF CEREMONY



On 14th December 2017, a Topping-Off Ceremony representing the final concrete pouring was held to mark this long-awaited milestone for the Menara Etiqa project at Jalan Bangsar in Kuala Lumpur. This 38-storey office tower is expected to be completed by mid-2018.

WHERE ARE WE FEATURED?



Minimalistic lighting in vogue

Minimalistic, industrial and modern designs... New lighting and modern... Minimalistic lighting is in vogue... The design is clean and modern... The lighting is simple and functional... The overall look is sophisticated and stylish.

FOCUS MALAYSIA

On 2nd December 2017, **VERITAS Interiors Associate, Winston Ong** was featured in Focus Malaysia Newspaper, enlightening readers on the current trends in interior design. Winston explained the minimalist design ethos and concepts which are expected to emerge in 2018 and added **"floor lamps with nature-inspired concepts formed into geometrical and minimalist styles are coming into fashion"**.



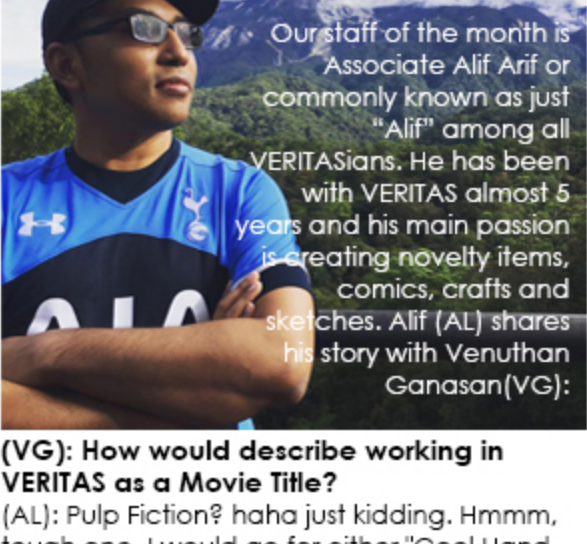
Comfortable and classy direction of furnishing trends

Back and other furnishing... Comfortable and classy direction of furnishing trends... The design is modern and functional... The furniture is simple and elegant... The overall look is clean and sophisticated.

FOCUS MALAYSIA

On 16th December 2017, **VERITAS Associate Alif Arif Iskandar**, was also interviewed for his views on upcoming furnishing trends. Alif talked about the future of décor which will be **minimalistic and subdued yet eclectic** as expressed in the spirit of a Scandinavian /IKEA-style interior. He mentioned that the **"in thing"** for 2018 will be a minimalist look with furniture and designs that are more informal, relaxing and comfortable.

SO WHO IS THE STAFF OF THE MONTH?



Our staff of the month is Associate Alif Arif or commonly known as just "Alif" among all VERITASians. He has been with VERITAS almost 5 years and his main passion is creating novel items, comics, crafts and sketches. Alif (AL) shares his story with Venutuan Ganasan (VG):

(VG): How would describe working in VERITAS as a Movie Title?
(AL): Pulp Fiction? haha just kidding. Hmm, though one, I would go for either "Cool Hand Luke" or "The Pursuit of Happyness". Both movies are about people that would never give up on life and their principles. Though "Cool Hand Luke" just sounds, well... "cooler".

(VG): What's your passion or hobby?
(AL): Ever since my school days, my passion has been in creating items, comics, crafts and sketches. Logically this would later expand into a passion for design and the built environment. My other passion is in reading and consuming cinematic masterpieces (i.e. watching movies). However, since last year I have neglected my reading so for 2018, I need to get back to reading more books.

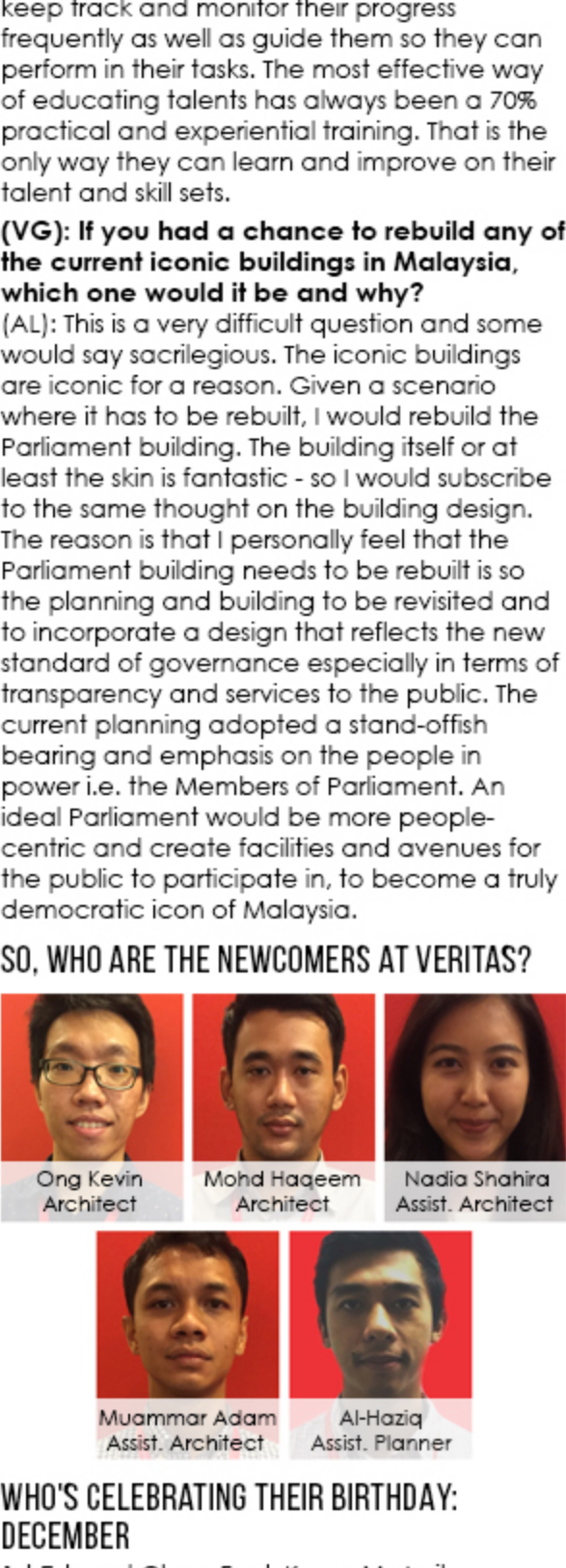
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(VG): Would you say VERITAS is inspiring for young architects and designers?
(AL): In VERITAS, we believe in excellence and do not subscribe to a specific set of aesthetics or "standards" details. Our approach has been site, Client and user specific. We value contributions from our young designers and in fact expect our junior staff to play a more hands-on role in the design process. This is rarely seen in the local big design firms in Malaysia where most design is controlled by few a director. Using this method will give confidence and sense of ownership of the project to our young designers and hopefully they will carry on the project to completion as they grow in VERITAS.

(VG): As an Associate how do you educate young architects entering this field?
(AL): The young architects would be exposed to various responsibilities in a multitude of projects. They will be in charge of different stages of the process from inception all the way to Final Accounts stage. I would usually keep track and monitor their progress frequently as well as guide them so they can perform in their tasks. The most effective way of educating talents has always been a 70% practical and experiential training. That is the only way they can learn and improve on their talent and skill sets.

(VG): If you had a chance to rebuild any of the current iconic buildings in Malaysia, which one would it be and why?
(AL): This is a very difficult question and some would say sacrilegious. The iconic buildings are iconic for a reason. Given a scenario where it has to be rebuilt, I would rebuild the Parliament building. The building itself or at least the skin is fantastic - so I would subscribe to the same thought on the building design. The reason is that I personally feel that the Parliament building needs to be rebuilt so the planning and building to be revisited and to incorporate a design that reflects the new standard of governance especially in terms of transparency and services to the public. The current planning adopted a stand-offish bearing and emphasis on the people in power i.e. the Members of Parliament. An ideal Parliament would be more people-centric and create facilities and avenues for the public to participate in, to become a truly democratic icon of Malaysia.

SO, WHO ARE THE NEWCOMERS AT VERITAS?



- Ong Kevin Architect
- Mohd Haqem Architect
- Nadia Shaira Assist. Architect
- Muammar Adam Assist. Architect
- Al-Haziq Assist. Planner

WHO'S CELEBRATING THEIR BIRTHDAY: DECEMBER

- 1st Edward Chew Fook Kong, M. Azril
- 2nd Azizuddin Shahdan
- 3rd Mohamed Zahri Bin Abu Bakar
- 4th Tan Ai Lin
- 5th Helmi B. Mohd Nor, Syed Hamid Sha Bin Syed Hussein
- 7th Choong Wei Li, Md Shah Bin Jaffa
- 9th Mohamed Fauzi Bin Mohamad
- 12th Zainab A. Rauf,
- 13th Richad Woodling, Nurul Syazwani, Husman Bin Setta
- 14th Mohd Farid Bin Bakri
- 15th Ainazura Zuber
- 16th Zafirah
- 17th Shakthee Kumar
- 20th Mohd Khairil Izaidy Bin Kamal
- 21st Muhammad Kazwan
- 22nd Muhyin Nizam, Kamarul Hafeizi
- 24th Mohd Fauzee
- 25th Tia Alanny, Song Pei Fen
- 28th Mohd Zor
- 30th Anis B Azmi
- 31st Musripah

VERITAS CHRISTMAS PARTY



On 22nd of December 2017, the VERITAS Management organized our annual Christmas and New Year Party at Level 2 of the VERITAS HQ. We were joyously entertained by our very own VERITAS Santa Clause, after which a delicious buffet spread of local delicacies awaited us. In conjunction with our Christmas celebration, all VERITASians received Christmas presents.



"The only truth is in reason"

David Mizan Hashim

VERITAS design group

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