

ISSUE

02

A MONTHLY INSIGHT INTO THE HAPPENINGS OF CDC

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CDCeBytes

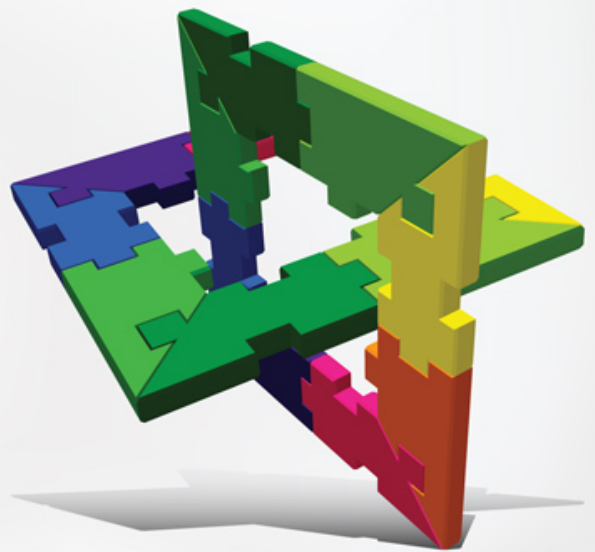
Bringing you the latest update!

CDCeBytes

Bringing you the latest update!

2nd edition is here!

Exciting & juicier than before!



BRC Snapshot

70% of Suppliers found that using ePerolehan's Quotation module reduces the risk of lost documents.

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CDCeBytes

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EDITOR'S NOTE

CDC eBytes 2nd edition is here!
More exciting and juicier than before!



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ePerolehan Impresses Tanzanians

SCA UPDATE

CDCeBytes
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Highly advanced and sophisticated. That was the description given by the Tanzanians after being briefed and shown the workings of ePerolehan, the electronic procurement system implemented by the Malaysian Government developed and built by CDC.

The two hours spent by the seven-man delegate at the ePerolehan Unit, Cyberjaya on 5 April, was an eye-opener for them. As the leader, Dr. Jim Yonazi of the Institute of Finance Management, Republic of Tanzania summed the system used by Malaysia as unimaginable in his country.

"Frankly, our country is still in the infancy stage of implementing electronic government. We know of the importance of having such an initiative but what we saw here, the procurement system used by Malaysia is beyond our imagination."

**"It is such a highly advanced and sophisticated system. We never thought there is such a system".
Dr. Jim said in his parting speech.**



Hosted by Electronic Procurement Project Director Dato'Abd Shukor Ibrahim, the Tanzanians were briefed by ePerolehan Unit officer, Pinta Zulfitri binti Mirza Asfian and Mohd Hafidz Ahmad Zehnun of CDC. They both also handled the various queries from the delegates; supported by Dato' Abd Shukor and his deputy Puan Nor'aini binti Abdul Razak, who was also present at the briefing.

Evidently, the praises given by Dr. Jim, the Director of Computer Services for his organisation were the evidence of the stellar work done by CDC building the ePerolehan system. Taken positively, such compliments are the spurs that push us harder for producing better and better products.

The Tanzanian delegation taking a group photo with citizens of ePerolehan Unit at Cyberjaya during their visit.



Integrity Pacts in Government Procurement Workshop

SCA UPDATE

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Bringing you the latest update!

Ultimately, when Government procurement is more transparent, better governed and cost effective, CDC believes corruption in business dealings can be drastically reduced.



After signing the Corporate Integrity Pledge (CIP) last February, CDC is taking the next step by creating Integrity Pact (IP) awareness among the suppliers and consultants of the top five ministries using the ePerolehan system. This is the reason CDC is jointly organising Integrity Pacts in Government Procurement Workshop with Transparency International – Malaysia (TI-M) on 29 May, 2012.

Perceived as a natural progression to take; from signing the CIP to jointly organising the conference; CDC believe the move could spur businesses dealing with the Government to exercise more integrity, transparency and accountability in their respective trades.

More importantly, CDC is responding to the Government's drive for good governance and transparency in all its dealings. The Government's initiative is very much welcomed by us as it corresponds well with the values and objectives of ePerolehan system, the electronic procurement application we implement for the Government.

Ultimately, when Government procurement is more transparent, better governed and cost effective, CDC believes corruption in business dealings can be drastically reduced.



En. Muzafar Kamal, SVP Strategy & Corporate Affairs giving his opening remarks.



Representatives from NKRA, Transparency International and CDC listening tentatively to the presentation.

As co-organiser of the conference, Strategy and Corporate Affairs (SCA) SVP, Muzafar Kamal Shahaluddin gave the outline of the event to participants in his opening speech. This is important as many are still unaware of what IP entails prior to this event.

The Integrity Pacts in Government Procurement Conference was held at the Crystal Ballroom 2, PJ Hilton from 9am and ended at around lunch time.

Afghans captivated by ePerolehan system

CDCeBytes
Bringing you the latest update!

SCA UPDATE

"Internet is an expensive utility in Afghanistan. In my office, we have 200 people sharing just 2 Mb of bandwidth. As such, most of the time we could only access our emails and admittedly, as much as we like to have such impressive electronic procurement system to run the country, it is just not feasible at this point of time".



The Afghan delegates concentrating on the briefing given by Ministry of Finance officials



Part of the Afghan delegates taking a group photo with representatives of Ministry of Finance at the ministry's headquarters, Putrajaya.

CDC impressed a 16-person delegate from Afghanistan with the implementation of the ePerolehan system for the Malaysian Government. The officials were on an integrated Public Finance and Administration training and study tour in the country.

Briefed by Hafidz Ahmad Zehrun of SCA at the Ministry of Finance, Putrajaya on Tuesday, 22 May, the Afghans were clearly captivated by the Build-Own-Transfer (BOT) concept of the ePerolehan web-based application.

As a developing third world country recovering from a war, the delegates were entranced by the system's capabilities. However, they honestly admitted that such an application is quite out of reach for them in the near future.

Additionally, there are infrastructure issues they need to address first before they could embark on such an implementation.

Joint Head of Delegate, Noor M. Seddiq said after the briefing, "Internet is an expensive utility in Afghanistan. In my office, we have 200 people sharing just 2 Mb of bandwidth. As such, most of the time we could only access our emails and admittedly, as much as we like to have such impressive electronic procurement system to run the country, it is just not feasible at this point of time".

Noor, who is also a financial advisor to the Afghan Government, on behalf of the entourage, expressed his gratitude to the Malaysian Government for being such a gracious host and they have learnt a lot while being in the country.

The Afghan delegate, comprising top level management team from its Ministry of Agriculture, Irrigation and Livestock was here sponsored by the United States Government to learn from Malaysia. Their nine-day trip began 15 May and ended Thursday, 23 May.

Also at the presentation were Electronic Procurement Project Deputy Director, Puan Nor'Aini Abdul Razak and Puan Pinta Zulfitri representing ePerolehan Unit and Azizul Ariffin Amir Hashim of SCA.



CDC Achieved Valuable Milestones in April, May & June

CDCeBytes
Bringing you the latest update!

SCA GALLERY



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Seminars
Events
Exhibitions
Workshop



Seminars
Events
Exhibitions
Workshop

More Free Suppliers' Seminar by CDC

CSM UPDATE

CDCeBytes
Bringing you the latest update!

COMMUNICATION AND LEARNING

The free seminars by CDC keep going on, going to places near to suppliers that deal with the Government.



SEREMBAN SUPPLIERS' SEMINAR

The free seminars by CDC keep going on, going to places near to suppliers that deal with the Government. Last 26 April, Seremban, Negeri Sembilan is the location of choice for the event.

Although Seremban is just on the fringe of the Klang Valley outskirts, there is still need for CDC to extend the reach of ePerolehan to suppliers in Negeri Sembilan. The move to cover the state was due to the vast potential to increase the number of eP Enabled suppliers from there.

Targeted mainly at not enabled, newly registered and Direct Purchase Offline suppliers, the event will highlight the benefits of becoming an eP-enabled suppliers in particular and the use of the ePerolehan system as a whole.

Held at the Royale Bintang Resort & Spa, some 150 participants attended the seminar that was officiated by eProcurement Project Director, Dato' Abd. Shukor Ibrahim. CDC was represented by SVP, Puan Hajjah Norhisah Md Nor.

The seminars are on-going efforts taken by Client Services Management, CDC to increase ePerolehan users. Apart from that, for the staff involved, the events are invaluable opportunities for them to meet suppliers from the other side of the country and understand their unique requirements with regards to electronic procurement.



KOTA BHARU SUPPLIERS' SEMINAR

Right after the suppliers' seminar in Seremban on 26 April, Client Services Management, CDC, conducted a similar one-day event in Kota Bharu, Kelantan on 3 May. Held at The Grand Riverview Hotel, it was attended by more than 100 participants from around the state.

The seminar was even more auspicious as the Department for Federal Development, Kelantan director Dato' Makhtar Mustafa attended as a guest of honour. The event was officiated by Electronic Procurement Project Director, Datuk Abd. Shukor Ibrahim.

CDC was represented by Senior Vice President for CSM, Puan Hajjah Norhisah Md Nor.

At the seminar, participants not only learn about the benefits of using the ePerolehan web-based electronic procurement system, but also the requirements for suppliers to do business with the government. Speakers involved in giving the talks came from the Ministry of Finance and CDC.

Apart from sharing their knowledge at the seminar, staff of CSM, CDC also received feedbacks from suppliers and consultants from the state of Kelantan on their specific and unique needs regarding the use of the ePerolehan system. The event not only gave them the opportunity to meet new suppliers and consultants but also sharpen their people relations skills at different parts of the country.

More Free Suppliers' Seminar by CDC

CSM UPDATE

CDCeBytes
Bringing you the latest update!

MAHKAMAH PERSEKUTUAN EXTENDED HANDHOLDING TRAINING

It seems that more and more government departments and agencies are eager to implement ePerolehan in their administration. Recently, even the judiciary does not want to miss the electronic procurement boat by requesting CDC to further guide them on the system's usage.

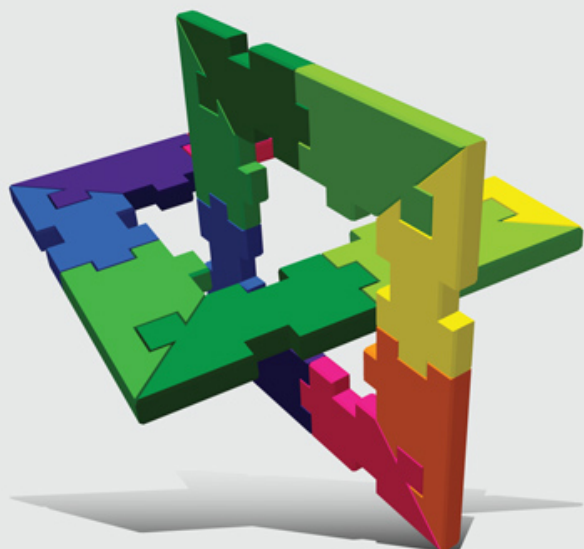
More than happy to comply with Mahkamah Persekutuan Malaysia request, GM-CDCSB conducted a two-day Extended Handholding training for them beginning 20 March. Facilitated by Mohd Firman Mohd Noh and Nazatul Idayu Idham, the course was attended by 55 participants from 14 PTJs under the

auspicious court.

The main objective of the training was to enhance the participants' knowledge specifically in implementing Online Direct Purchase, Ministry Contract and Quotation modules and ePerolehan in general.

For the facilitators, the training gave them the opportunity to enhance their presentation and teaching skills. More importantly, they also receive valuable feedbacks from the participants to further improve ePerolehan.

ePerolehan Pharmaniaga integration attracts almost 700



The three phase briefing for the systems integration of ePerolehan and Pharmaniaga attracted nearly 700 participants to the ePerolehan-Pharmaniaga system integration briefing conducted jointly by the two organisations.

A total of 696 participants from 232 responsibility centres (PTJ) under the Ministry of Health (KKM), attended the briefings that began on 5 March and ended with the final batch on 25 April recently. The groups involved in the consultations were the KV and OKV teams.

Conducted by the Government Management Unit, Client Services Management (GMU CSM), the briefings focused on enhancing the understanding of the integration exercise and implementation of the integration itself to the participants. The move is important so that there will be no overlapping of work in real world application.

As a pilot project for the systems integration exercise, six PTJ namely Selayang Hospital, Tengku Ampuan Rahimah Hospital, Klang, Tuanku Ampuan Najihah, Seremban, Klang Health Office, Petaling Health Office and Seremban District Health Office were roped in to gauge its efficiency.

Due to positive feedbacks from the pilot project, KKM gave their approval to hold the briefings on a more expansive level. The briefings went on for seven weeks involving 696 participants from 232 PTJ of the Ministry and were held at all 14 states of Malaysia.



NextGen ePerolehan



"We need a high level of confidence to implement the NextGen eP system as it needs to be better than the current application being used. But I really believe that we can do it because I see the teams working on the project are really committed in making it happen," - Syed Azmin, Executive Chairman.

Kudos is appropriate to Technology for successfully kicking-off the NextGen eP project officially on 21 May. The system was officially launched internally by Executive Chairman Syed Azmin Syed Nor at fifth floor Wisma Commerce Dot Com.

Attended by more than 120 staff from the whole group, the event was hosted by Technology SVP Hazree Turee. During the occasion, the head of the department and his team presented workings of the NextGen eP and its advantages compared to its predecessor.

Other than Hazree and his team, Puan Hajjah Norhisah Md Nor, SVP of CSM, Bonizar Ibrahim of Synergycentric Sdn Bhd and Wan Rashid Wan Mohamed of Puncak Semangat Technology Sdn Bhd also gave presentations on their part of the NextGen eP.

In his speech officiating the NextGen eP, our Executive Chairman, Syed Azmin Syed Nor believes that a high level of confidence is needed to pull the initiative off, and he is happy to see the teams implementing the system are brimming with self-assurance.

"We need a high level of confidence to implement the NextGen eP system as it

needs to be better than the current application being used. But I really believe that we can do it because I see the teams working on the project are really committed in making it happen," Syed Azmin said.

As it stands, the current award winning ePerolehan system is touted as the best operational procurement application available in the market; however, the NextGen eP is designed from the onset to be the best strategic procurement application. This move will further differentiate CDC products from those offered by others.

The NextGen eP kick-off in itself is a major milestone for CDC as it will push the company beyond in terms of expertise and financial standings. The success of the new system also augurs well for Malaysia as electronic commerce is becoming more popular amongst the population on an exponential basis.

Congratulations to Technology for holding the NextGen eP kick-off event successfully, everything was smooth and worked as planned. All in all it was an eye-opener to the attendees and they were better informed on the work being done on the development of the application after the occasion.





**HAZREE
TUREE**
CHALLENGE TROPHY

ePerolehan Unit **WINS** inaugural Hazree Turee Challenge Trophy

In a closely fought tournament, ePerolehan Unit emerged the victor in the Hazree Turee Challenge Trophy for pool. Played at Endah Parade, Sri Petaling, seven pairs from each side vied for the honour on 27 April recently.

By the end of the evening, the trophy went to ePerolehan Unit with a 4 wins and 3 losses score against CDC 3 wins and 4 losses.

However, in the individuals' event, CDC pair of Technology SVP and Hairul Azizi Junid were the victors, but they forfeited the champions prize of Apple iPads because their department contributed it. Second went to the duo of Mohd Ameer Yusof and Kamal Yusri Ishak (Bob) also of CDC.

A real close contest, the Hazree/Azizi pair won the match by two games to one. At one point in the last frame it looked like the Ameer/Bob duo could have clinched the top spot but failed to pocket the Eight ball when they were presented the chance first to finish.

The evening was a cordial and jovial affair for those involved as both sides show good camaraderie between them. Apart from looking for talents in pool, the tournament really achieved its main objective to foster better relations between the two organisations.

Electronic Procurement Project Director, Dato' Abd. Shukor Ibrahim who also participated in the tournament gave away the prizes to the winners that evening.

Full results are as follows:

Hazree Turee Challenge Trophy: **ePerolehan Unit (4 wins 3 losses)**

Individuals Pair:

- Champion:** Hazree Turee/Hairul Azizi Junid (CDCSB)
- 1st runnerup:** Mohd Ameer Yusof/Kamal Yusri Ishak (CDCSB)
- 2nd runnerup:** Nazaruddin Mohd. Amin/Amir (CDCSB)
- 3rd runnerup:** Megat Zolkafeli Megat Megat Abd Hamid/Heri Deni



ePC Moving Towards Offering Commercial Services



ePerolehan Centre (ePC) is moving towards sales oriented services. This move will enable customers to reap benefits other than ePerolehan centric services at the centres.

According to ePC Vice President, Rozhan Yahya, the value added services is the cap to their strategic transformation.

"We are adding more services to the existing ones that we offer now. We want Government suppliers who come to not only deal with ePerolehan related matters here.

"For example, at commercialised ePC we sell pre-paid top-ups for their (Government suppliers) convenience and insurance counters for them to get coverage as well," he said.

At the same time, customer service will be improved upon too.

"In terms of the additional services we want to offer, we need our employees to be more proactive, more customer friendly, so on and so forth. To achieve that goal, they will be given training to sharpen their skills in the respective fields," Rozhan added.

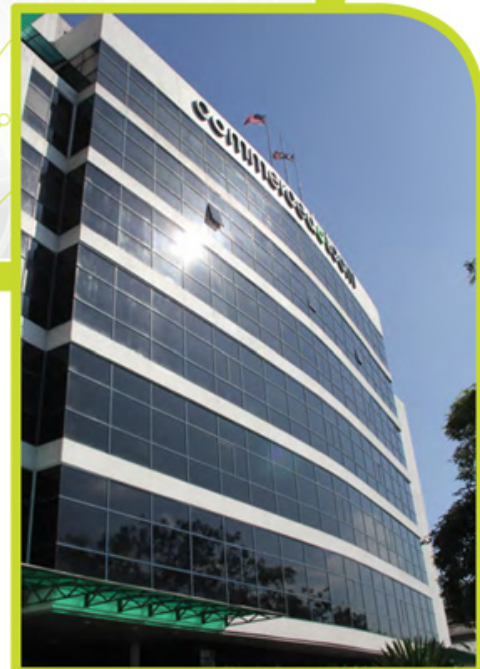
Now there are 14 one stop centres nationwide, so far, three existing ePC namely; Kuala Terengganu, Kota Kinabalu and Kuching are already offering the value added commercial services. By end of the year, six more ePC are slated to lead the same road.



Out of the six offices planned to offer commercial services; four (Melaka Town & Ayer Keroh, Miri, Sarawak, and Sandakan, Sabah) are new locations with another two are existing ones in Johor Bharu and Ipoh. All of the ePC will also be equipped with training space and facilities for customers.

The opening of new ePC in Melaka, Johor Bahru and Ipoh is expected to be done simultaneously in June, while Sandakan and Miri are expected to be operational this October.

"We are going further than we are now. We want to see ePC as not only a one-stop centre for Government suppliers but also to any walk-in customer who requires products we offer," said Rozhan closing the interview.



PUNCAK HARTANAH INTELEK SDN BHD (PHISB)

PHI FOCUSED ON STANDARD LOOKS

Beginning 2010, Puncak Hartanah Inteltek Sdn Bhd (PHI) is focused on office space renovations at Wisma CDC, Jalan Tandang. The latest work involved ePerolehan Centre (ePC) at the ground floor of the building that was completed last May.

According to its manager, Mustapha Sulaiman, PHI was involved in the interior decoration of the space, installation and maintenance of electrical fittings such as the air-conditioning, WiFi and CCTV systems.

In terms of design, PHI is making sure that the interior design of every floor of the building are standardised.

"We are upgrading the existing interior decor so that every floor will have a standard look. The renovation on the first floor will have the same design as the fourth and other floors. However, the layout depends on the customer's needs", Mustapha explained.

In addition, Mustapha said, PHI is also involved in renovating ePC new offices in Melaka and Ipoh. At the same time, they also do maintenance works and improvements of all CDC sites which includes the Al Bukhary mosque that is under PHI management too.

In another development, PHI is upgrading the quality of the Wisma CDC access card system. Installation was already completed and is at the employee card processing stage.

"The adaptation of the new employee card system will take a bit of time as their details have to be acquired from Human Resource first", Mustapha said during an interview at his office.

PHI also focuses on safety at sites under their jurisdiction. Apart from CCTV installation, they have repaired on superficial cracks that appeared at Wisma CDC building.

"We found many cracks appeared on the building but we have overcome that by doing the proper treatment. Now we are only awaiting approval to paint the whole structure", he added.

On the automatic parking gantry for the basement employee car park that was slated for operations in April, it will be fully online after the completion of all renovation works at the building. Even the upgrading of the elevators will be done at the same time.



"When renovation works are completed, the final phase includes the maintenance of the elevators and we will have the automatic gantry system operational for the basement parking at the same time. However, we haven't decided exactly when to implement it,"

Mustapha Sulaiman, Manager.



**Halina Abdul Halim,
POIS**

"Meeting people motivates me to come to work every morning, anyway I love all my colleagues in the office and look forward to meeting them every day. We have such a good relationship."



Azlina Abd Aziz POIS

"I'll make sure I get enough sleep at night before I go to work the next day. Good relationship between staff makes me comfortable working the whole day."



**Zulfakar Ikzam
Za-kemat, ePC.**

"Every day I wake up in time for dawn prayer. I do some exercise, and after that I watch TV programs like 'Tanya Ustad'. That is my everyday routine before I come to the office. So the secret is to work in a good mood and be happy always."



Jessica Tan, PST

"Be who you are and say what you feel because those who mind don't matter and those who matter would not mind."

WHAT MAKES YOU HAPPY AT WORK?

Our colleagues share their tips on how to be in a happy mood during working hours. Let's check out their secrets. Life is about sharing!



Sabirin Mohamad, PHI

"I'm here because I love my job and once its finished, it makes me happy and I can smile the whole day."



**Salinawati Sani,
PST**

"I am very close to my colleagues at the office. Every day we have breakfast and lunch together. We even share our life stories. I feel my working hours with my colleagues are the best times I ever have".

CHILL OUT



**Nazaruddin
Mohamed Amin, PST**

"A nine to six job could stress you out, but working in the best environment with 'happening' colleagues helps me to de-stress. My friend's antics at work really motivates me to perform at the office."



**Mohd Afiffuddin
Yaacob, CDC**

"This 'aquarium' (level 6) inspires me to work in a happy mood. Actually I love working here".

CDC eBytes

Bringing you the latest updates!

what say you



Suhaili Zamri, PST

"Don't dwell of petty stuff too much! Personal is personal, work is work. Be happy and friendly with your colleagues and do your job properly."

cdc staff updates



Sharmila Kaur

Did you know that Sharmila Kaur, Head of CDC ePC Operations loves to bake during her spare time? She caters to custom orders for birthdays, weddings and other special occasions.

For all you sweet tooth's out there craving for some delectable sweet treats, do contact Sharmila for more info.



cupcakes

birthday cake

wedding cake



NANI ROHAYU ADNAN

FINANCE EXECUTIVE
PUNCAK SEMANGAT
TECHNOLOGY SDN BHD

Nowadays, aerobics is very much talked about by citizens of Puncak Semangat Technology Sdn Bhd (PST), mostly among the women. The healthy activity, already active for about a month is seen as the bond that strengthens the relationship among colleagues of the company as extolled by the Management.

Here, eBytes brings you an active personality who is our own qualified and certified aerobics instructor, Nani Rohayu Adnan. Affectionately known as Ayuni by colleagues, the Finance Executive has 20 years of experience in the aerobics field.

It is Ayuni's lifelong aspirations to lead a healthy lifestyle and she ropes in her acquaintances to do the same daily to complete her day. To her, being constantly active helps to maintain her commitment at the workplace and be cheerful besides enhancing her self-confidence.

"Whatever recreational activity that involves cardiovascular activity can give us energy. This needs to be supplemented by a proper diet followed by the correct exercises.

"Up till now, my recreational activities have not interfered with my daily life, on the contrary; I get a healthy body, I am energetic and cheerful," Ayuni said before beginning her aerobics class that is held every Tuesday and Thursday at 6 pm at Level 5.

Through her initiatives and offers she received, Ayuni got the opportunity to participate in aerobics instructor training organised by the Ministry of Youth and Sports both domestically and overseas.

"In the 20 years of my involvement as instructor, I have represented Perak and Malaysia in aerobics competitions. I also used to be a jury in several competitions", said the Perak-born who used to dabble as a choreographer.

For the friendly Ayuni, her current focus is towards her career and education, her aerobics is to complete her daily healthy lifestyle routine. Currently she is taking up her Masters in Finance at Universiti Utara Malaysia as an out-campus student since last year.

Speaking of her career as Finance Executive at PST, she initially joined Synergycentric Sdn Bhd in 2009 before being absorbed by PST the following year.

"Working at Synergycentric and PST brings different memories. In terms of challenges, at Synergycentric we handle just a single company but now there are a number of companies. For that, we at Finance at PST are extra focussed at giving the best to our clients," Ayuni said before heading off to lead an aerobics class.





Deal with these awkward situations at work and keep the peace. By Georgia Clark

WHEN SOMEONE STARTS TO BITCH ABOUT A CO-WORKER TO YOU.

It's hard to tell a co-worker that such information isn't appropriate for the office. But truth is, it's always going to happen. You have a few options. The old "shut down/free out" method works pretty well; simply refuse to participate. Contributing nothing to a line of conversation dries it up pretty fast. You can try to get to the bottom of the problem, especially when the bitchee has grounds for complaint (laziness, bad attitude). You can also help them work out a practical solution rather than encourage schoolyard goss.

WHEN YOU'RE CAUGHT BACKSTABBING A CO-WORKER

It's perfectly normal not to be besties with everyone. Reality bites, and we know how good it feels to get all that angst off chest. But save it for friends who aren't your colleagues instead...anyone not at work! Besides, if you're caught speaking ill of a co-worker, be prepared for loss of respect and trust, or for a similar situation to happen to you.

YOU FIND A CO-WORKER GOSSIPING ABOUT YOU

We're not superheroes, and so it can be awful finding out that everyone is whispering nasty things behind your back. Empower yourselves by taking action against office bullies. There are people you can go to before speaking to your boss, like HR or a trusted work buddy. After all, it's your right to feel comfortable and secure in the workplace. Life's way too short to let someone else intimidate you.

all the informations you need
to know about EURO 2012

CDC support Euro2012

2012 UEFA European Football Championship
8 June - 1 July 2012



Overview By Numbers

- 51** Nations competed to qualify
- 16** Teams are participating
- 31** Matches will be played
- 8** Weight of cup in kilos
- 6000** Volunteers will help
- 0** Champions defended successfully

82 Cities across 13 countries have hosted the tournament
10,120,467 Cumulative stadium attendance from 1960-2008
99,999 Highest final attendance, 1964 Spain vs. USSR

Stadium Attendance By Numbers

Top Goalscorers

	Euro 2004	Euro 2008
5	Milan Baroš	No player scored 5 goals
4	Wayne Rooney Ruud van Nistelrooy	David Villa
3	Jon Dahl Tomasson Zinedine Zidane Henrik Larsson	Hakan Yakin Semih Şentürk Roman Pavlyuchenko Lukas Podolski

Names in red are not playing in Euro 2012

Fastest Goals Scored in Opening Matches



EURO 2012

485

Goals scored in the history of the tournament

2.7

The average goals per match for the entire tournament history

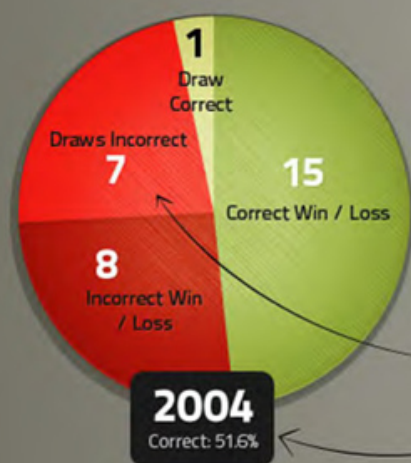
6%

Of matches were decided by a penalty shootout

23%

Of matches played ended in a draw

Goals
By Numbers



Forecasting Results

Previous Match Betting Odds

The bookmakers don't always get it right.

* Correct prediction = lowest priced odds in market

Out of 8 drawn games, only 1 was predicted correctly.

All 3 draws were unexpected.

The majority of bookmakers made a mistake almost half of the time.



In the Euro 2004 Greece upset the odds for all of their matches. With 99.9% unanimity bookies predicted 5 losses and 1 win. Greece delivered 1 loss, 1 draw and 4 wins and claimed the trophy.



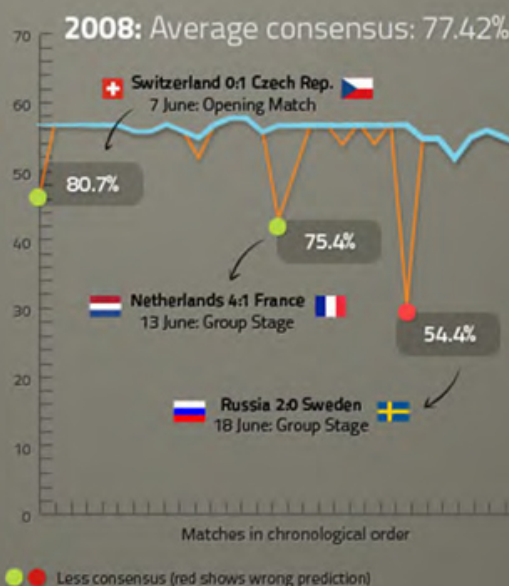
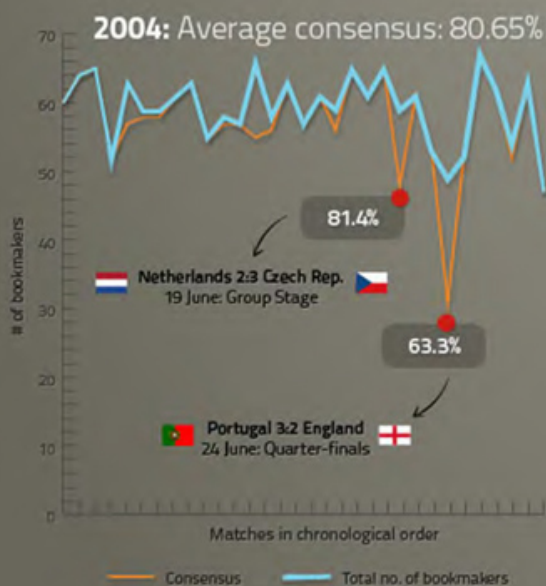
Odds Trivia
Greece & Spain



Over Euro 2004 & Euro 2008 Spain played a total of 9 matches. For these matches bookmakers were 99% unanimous with their odds and there was only a single upset (a draw vs. Greece in '04).

Historical Bookmaker Odds

Betting Line Consensus



In 60% of matches with weak consensus, the majority of bookies incorrectly predicted the result.

In both 2004 and 2008, Czech Republic and the Netherlands were involved in matches without unanimity among bookies.

Most final and semi-final clashes were predicted correctly with almost complete consensus.

believe in **victory & success**



Many young people who are just entering the work force don't have the right mind-set for achieving success. Positives beliefs are the key driver to success, but they could easily be mistaken for wishful thinking. An "I-can-do-it" mind-set will help you develop a "how-to-do-it" mind-set. Believe in yourself and good things will start to happen.

How Do You Develop Positives Beliefs?

Think positives success. Try your best to think thoughts of success, instead of worrying about failure. Thinking positively can influence your mind to create plans that will lead you to success.

You Are Better Than You Think You Are!

People's perception of themselves often fall short of their real potential.

Believe Big!

Setting small goals only bring you small achievements, while setting the big goals will give you bigger achievements!

Competition and vested interest are inherent to any work atmosphere, making the office a tricky place to forge friendships. Natalie Pang and Geraldine Yeo find out if genuine bonds between co-workers are remotely possible.

When 22-years-old Noryati Safi'ee rose to the position of supervisor shortly after joining her company, she soon realised it was almost impossible to maintain a friendship with a colleague who had also been in the running for the same position. "She tried all sorts of ways to put me down and would blatantly bad-mouth me to my superiors and co-workers," she said. So predictably, the two girls, who used to hang out after office hours and go for lunch together, started drifting apart.

Noryati tried to mediate at first but she soon realised that her attempt to reach out to her colleague-and-friend was fruitless. The straw that broke the camel's back was the cold shoulder she received at the group meetings.

"That was when I realised that I couldn't be friends with someone who was not only unable to celebrate my success; she even tried all sorts of ways to bring me down". In the end, Noryati made it a point to keep their relationship strictly professional.

Friends Vs Colleagues

The office, agreed, is a tricky place for friendships a forged and maintained. The main difference between a friendship that's forged outside of work and one that's made in the workplace is that there are usually vested interests at play when careers are involved. Jolie Lim, counsellor at Eagles Mediation and Counselling Centre, says that friends will not go all out to derail each other's career, but a colleague may harbour such intentions and act on them because competition is typically more pronounced in the office.

can you ever be friends with your colleagues?

Keeping It Formal

That's way it's no surprise that all least 10 per cent of people say they won't forge friendships at work, according to career networking website EmploymentMetrix.com. That thing is, being friends with your colleagues isn't just about hanging around your cubicle chit-chatting or gossiping, or heading out for a beer after six. That's the easy part. The hard part is forming a bond that transcends the realm of work, goes deeper to the point that the two of you are genuinely supportive and kind to each other.

Healthy Competition?

The main thing that makes it hard for colleagues to become genuine friends is competition. Both of you have your eyes on the same prize, and at the end of the day, only one of you will be able to get it.

Sure, the two of you can mutually respect each other, and truly believe "may the best man win", but the nature of work makes the relationship more complex. As Lim explains, "At work, it's hard to totally avoid making decisions that may have an adverse impact on a co-worker/friend in term of distribution of workload or in other areas".

This inherent contradiction in the dynamics (I want the best for you as a friend but as a colleague, I can't always do whatever's most beneficial to you) makes decision – making complicated. And you act more as colleague than friend, that's when feelings of resentment and bitterness may result.

It doesn't help that it's almost impossible to compartmentalise our feelings. We can't just tell each other, "OK, we'll be strictly professional from nine to six and after that, we'll be friends". Even if you attempt to adhere to these boundaries, there are still potential complications. For example, friends can afford to be completely open and honest to each other. But would you be totally comfortable with telling your colleague how you really feel about your boss? K Nathan, counsellor with Restorative Practices Singapore, explain it's hard to share freely because there will always be an element of fear.

It's Not The End

This is not to say that friendships at the workplace are wishful thinking. Experts are quick to point out that workplace friendships are easier to maintain than those forged outside, simply because people spend a large proportion of their day of work. According to Conference Board, a global research association, we spent an average of 26.3 per cent of our time working in 2009.

Inevitably, the workplace gives us a sense of camaraderie that's forged through common experiences such as preparing for a big meeting or working on an inter-department project. Even a dressing down from the boss provides a shared experience that gives the two of you common ground to build a relationship on.

However, if the potential complications that come with making friends with your colleagues freak you out, don't worry. You don't need to lead a lonely existence at work. If you build friendships with colleagues who aren't directly linked to your work, they'll have a better chance of flourishing. That's because your career paths are less likely to intersect, and decisions made have little consequence on the other person's career. What you also need to realise is that these complications happen mostly in the initial stages of your career when the playing fields are more even, there are more players involved and the players are more eager to move up. In other words, the competition is stiffer and there's greater struggle for power. But as you move up the ranks and you establish yourself, you're less insecure and therefore, less easily threatened. And that's when you'll see that the office is a rich ground for building deep friendships.



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