



From the Floods to the Future



Managing Director Speaks

Dear friends,

When December enters the calendar, it's time to look back at the past 11 months of hard work, the sincere approach to excel and the end results. Definitely there can be a gap between what we expected and what we achieved. Psychologically the wider gaps may create larger fear in the minds of team members which may further decrease their level of performance. So what should we do? We should create a psychologically safe workplace, where people are fearless and not trying to cover their tracks to avoid being embarrassed or punished. It is very important to understand how and why a culture of willingness and courage to speak up is a strategic asset and should be developed in our organisation.

What I am advocating is candour. Being open and transparent. And sometimes that might mean being direct to a fault, knowing that you have a right and a responsibility to ask hard questions about work.

Is this the right decision?

Are we using the right data?

Do we know the impact this might have on others?

Is this the right salary I deserve?

Are we creating products worth value for money?

When we are psychologically safe at work, we're willing to accept that we can be ignorant about many things and very smart about others. Psychologically safe employees are more interested in learning and excellence and in genuinely connecting with others than in looking good or spreading scandals. That sounds like what everyone wants, but as human beings we're hardwired and socialized to care about what others think of us. This is not bad or good, it's just true. And it is sometimes unhelpful in knowledge-intensive organisations like ours. We may need to override some of our very human instincts – the instinct to look good instead of being truthful, to avoid hurting someone's feelings instead of being truthful, or to agree with the boss instead of saying, 'I'm not sure that's going to work'.

I care about psychological safety and the impact it can have on business risk. Without psychological safety, there's greater risk of cutting corners and people getting hurt, whether employees or customers. Project launches might fail because we didn't listen when colleagues asked hard questions about how the project would perform in a market. In short, without psychological safety, people can't bring their full selves to work.

Friends, let us create a fearless group of team members, who are psychologically fit enough to challenge and guide the managers with clear vision and motive.

Regards,

Sunil Kumar V.
Managing Director

Reviving the past. Building the future.

Kerala has surfaced from the deluge that almost drowned the state. The state, having put together its grit and will, is now poised for a new and better future. The support of our brethren in the Middle-east played a major role in the re-emergence of the state from the floods. Asset Homes, in response to the need of the hour, organized 'Revive Kerala Conclave' in Dubai with the active participation of prominent leaders such as Richard Hay MP, V. D. Satheesan MLA, Scholar and Writer Abdussamad Samadani, Media Personality John Brittas, Architect G. Shankar, Dr. Azad Moopen, Financial Consultant George Korah CA, etc., along with leading members of the society in Dubai. The event, held at Etisalat Academy in Dubai on November 10th, was inaugurated by Hon'ble Speaker Sri. P. Sreeramakrishnan. Asset Homes Brand Ambassador Smt. Asha Sharath was also an active participant in the event.



The Conclave discussed a range of subjects including the impact of the floods on the social front, interventions of the media, policies and plans adopted by the government, the role of the NRIs in raising funds and rebuilding the infrastructure for basic necessities, the investment opportunities in rebuilding Kerala, methods of sustainable development, etc. The speakers gave relevant insight into ways and means that would boost the state's revival and growth. Sunil Kumar, Managing Director, Asset Homes, spoke on the occasion.

Sunil Kumar in Hurun List

Asset Homes Managing Director Sunil Kumar has found place in the Hurun India Real Estate Rich List for the second time in 2018. The latest edition of the list released by Hurun Report based in China and GROHE India, the annual GROHE Hurun India Real Estate Rich List 2018, ranks the richest Indian real estate entrepreneurs by way of net worth. Sunil Kumar, Managing Director, Asset Homes has been included in the first 100 builders in the list.

The other builder from Kerala to be included in the list is Abdul Aziz, Managing Director, Skyline Builders. It is especially noteworthy that two entrepreneurs from a small state like Kerala could be included in the top 100 of the list, said Anas Rehman Junaid, Managing Director and Chief Researcher, Hurun Report India, on the occasion. The total wealth of the top 100 Indians in the real estate sector stood at Rs 2,36,610 crores this year which is up by 27 percent when compared to figures of 2017.

Dr. Hassan Kunhi inducted into KIAL Board



Dr. Hassan Kunhi, leading industrialist in Qatar and Director of Asset Homes, has been inducted to the Board of Kannur International Airport Ltd. Dr. Kunhi was felicitated by Asset Homes.

Mathrubhumi Bookstall



Inauguration of new bookstall of Mathrubhumi at Kaloor. Preethi Shenoy, Prof. M. Leelavathy, Prof. V. Madhusoodanan Nair, Santhosh Echikkanam and P. V. Nidhish, Jt. Managing Director, Mathrubhumi were present.

Anniversary Celebrated

Asset Homes celebrated the company's 12th birthday in all branch offices. Building homes and relationships responsibly, the company has grown into a robust teenager. It was a day for exchanging greetings, sharing joy, reviving reminiscences and restating resolutions.



Team 3A Meet

An Asset Team 3A Meet was conducted in Olive Downtown, Kochi, in connection with Koodumattom campaign. Top performers of the team were recognised and awarded with Best Performance Awards.



TRACE Meet Dubai



Asset Homes participated in TRACE Meet conducted at Dubai.

Koodumattom Expo

Asset Homes conducted Koodumattom Expo on November 26th and December 2nd at Hotel Radisson Blu. The Expo, which received huge response from the public, is for all those who desire to move into a new home but are restrained by the hassles of finding buyers for their current properties. Through this offer, the aspiring home buyers can now exchange their current property for a new super luxury Asset Homes apartment or villa in the location of their choice. Asset Homes has residential projects in 15 major cities across Kerala. Asset Homes will act as a facilitator in ensuring that their property gets a fair price in the market. This innovative and revolutionary initiative by Asset Homes is the first ever of its kind in the real estate sector in India.



Asset Homes's press meet to launch Koodumattam was inaugurated by V. Sunil Kumar, MD.



Vidyarambham

Asset Homes wishes the tiny tots of Asset Family members an exciting journey of knowledge!



Happy B'Day!



Meena Ravindranath
Dec. 5



Mijo John
Dec. 6



Vidya S Nair
Dec. 6



Abdul Fathah K T
Dec. 8



Sajith P N
Dec. 10



Sajeem S
Dec. 15



Lincy Maria Rinklet
Dec. 15



Haritha Pushpan
Dec. 16



Anju Rajan
Dec. 18



Rajesh P S
Dec. 20



Beenu Thampy
Dec. 20



Rajive T
Dec. 21



Sibin K Baby
Dec. 23



Jeslar Figarado
Dec. 26



Sivaprasad M S
Dec. 26



Vipindas
Dec. 27



Chippy K Gopi
Dec. 28



New Employees



Sruthi T Surendran
Customer Care Engineer



Nitheesh P
AGM Finance



Anup Radhakrishnan
Sr. Responsible Manager



Ittyavirah Abraham
Engineer Trainee



Sethumaon K
Finance Manager



Surumi A
Customization Engineer

Charity Lunch



Asset Homes observed Charity Day on 19th November by spending time with the children of Sree Narayana Samajam, Aluva.

Congratulations!



Archana receiving the Gold Coin from the MD and the CFO for WeToo campaign first sale.

Sales Star



Alwyn Sebastian

Engineer of the Month



Mijo John

Just Married



Abinmon Alias
& Josmy



Vivek & Roshni

The Real Talk



KTM Collage of Engineering
Kollam



Rajadhani Group of
Institutions

Wedding Anniversary

Arun Bhaskaran	Dec-1
Shihab R H	Dec-6
Sunil Das K M	Dec-11
Mili T S	Dec-25
Shiny Paul	Dec-96



Customer of the Month



Latha Nair, 8A, Asset Hillcrest
Thames, Thiruvananthapuram



Rajkumar S & Anasya, 4A,
Asset Petals, Kochi

My Home Expo Mathrubumi



Kochi



Thrissur



Expo



Adoor



JCI Zonal Conference

Tool Box Talk

Safety Meeting



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Responsibly Yours