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Business Now!**

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Reinvent Your Business Now!

Prof. Enrique Soriano

"I'm thinking of advising them to look into digital. We're not there yet, like Alibaba. We have to look for opportunities if we're going to survive the next 50 years. We can't depend on what we have now." John Gokongwei at 90 (now 92) when asked what advice he can give after announcing his retirement from JG Summit, the conglomerate he founded in 1957 that is now valued at almost P700 Billion.

What has been built in the past is good enough at the time it was built. However, it may no longer hold its value today or in the future. You will have to be confronted with questions such as...is your business relevant? Is it sustainable? In a very competitive marketplace where a crisis in North America or a calamity in Thailand can compromise local businesses, nothing really lasts forever.

There are two dominating pressures every industry is presently facing...extreme clutter of the marketplace and the relentless speed of change! Entrepreneurs spearhead many businesses and its dynamics are different compared to professionally run organizations. In order to stay afloat in a complex and changing marketplace, businesses would have to reflect on their present status and manage future expectations.

Reinventing your business is one very good option in making a proactive decision during tough times.

Reinvention means redirecting the business direction of the enterprise – something that requires the creative mindset and confident attitude of a true borne entrepreneur and the technical skills of professional executives. If you own business, be ready to embrace change and be highly skilled in creating different ways to do business. The mark of a true entrepreneur is the ability to innovate and effect changes that translate to better results.

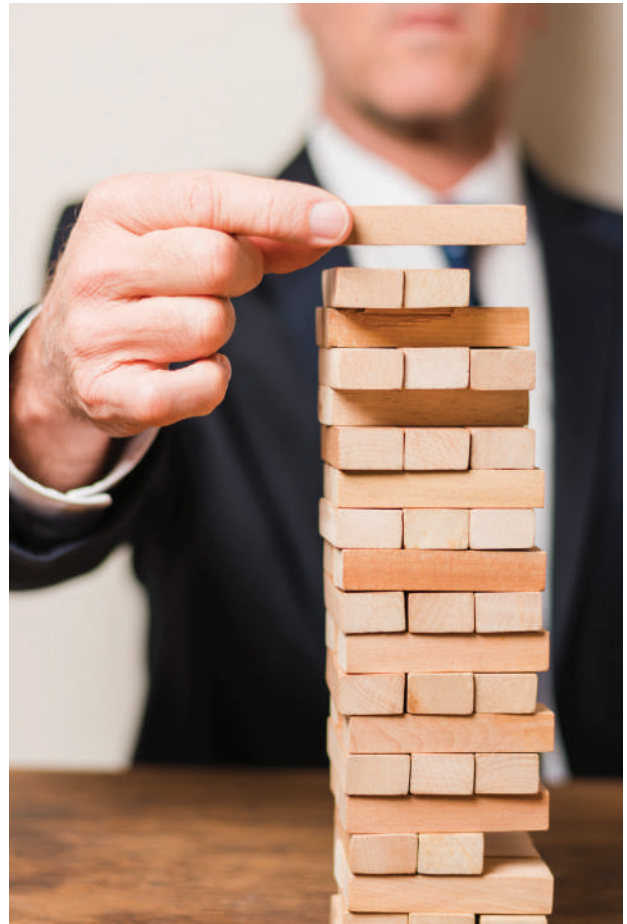
So, if you are doing the same things as traditional business owners have done, think again. In the end you would notice that what used to be effective and productive may not be the same case at present. Of course, it is a saddening and frustrating circumstance, because the foundations of your business would be revisited and possibly altered but external pressures can bring your business to the ground.

A good case in point was a 50-year old organization I was advising a few years ago. After initiating several market scanning exercises, my team concluded that their traditional operating model aggravated by the declining industry they were in was no longer sustainable.

We even formulated a 3-year Strategic and Innovation Plan to prepare the business to transition to another venture where growth opportunities offered better returns. The collective call for change was even echoed by the operating team. To make the long story short, the senior members and the Board of Directors were stubborn and stuck to their traditional working model. As predicted, the business dramatically lost its grip on customers, suppliers became direct competitors, sourcing overseas was no longer the business' exclusive domain, sales dropped and the business lost more than 50% of its revenues all in a span of 3 years.

So, how would it be possible to welcome the idea of reinvention using Business Model Innovation? First of all, reassess your market environment and ascertain if your space where you operate is still relevant. Is it saturated? Is there a chance for your organization to increase market share? can you still make a run for market leadership? Is your product or service relevant and something that people still need or want in this day and age? What are your competitors doing? What is your biggest competitor doing? Has there been a change in the market? Identify what hinders your company objectives.

Never stick with what you have always done. Instead of consistently doing the same thing, offer a different product or service! Reinvent! It is not rational to be expecting better results if we would keep on repeating doing the same things. Make the common uncommon! Move out of the commodity trap before it's too late!



Prof. Enrique Soriano

A World Bank/IFC Governance Executive of Post and Powell Singapore and the Executive Director of Wong + Bernstein, a research and consulting firm in Asia that serves family businesses.

Safety at Home: 8 Common Safety Hazards Around the House

The home is supposed to be where you and your family are safe and protected but every year accident and emergency units deal with serious injuries and sometimes fatal accidents that occur in the home. Many of these accidents are preventable so we have put together this quick guide to alert you to the hazards in your home so that you can keep your family as safe as possible.

1. Falls



Falls are the leading cause of death when it comes to home accidents. They make up a third of all fatalities. The elderly are most affected by this type of accident. Fatalities aside, when an elderly person falls the associated problems are far more serious. While younger people may also suffer a broken bone, a broken bone is a far more serious problem for an older person in terms of healing.

Hip fractures are a serious problem in particular for those aged 75 and over and can lead to long-term care needs and serious mobility issues. Follow these tips to stay safer.

Minimize The Risk

For Staircases:

- Keep children safe from tumbling down steps by installing safety gates at both the bottom and top of staircases.
- Keep everyone safe by making sure the lighting is good and the handrails and steps are solid and well maintained.
- Elderly people with less mobility should consider installing stairlifts or consider moving to a home without stairs to avoid falls.

For Bathrooms:

- Anyone is susceptible to fall in the bathroom due to slippery wet surfaces. Whilst not the most hygienic type of flooring for a bathroom, those at risk of falling should consider having bathroom floors fully carpeted.
- Showers should have rubber mats to prevent falls from wet surfaces.
- Have mats or towels placed on the floor when getting out of the bath or shower.
- The elderly should consider investing in hoists or seats to make showering and bathing safer as well as a water-proof medical alert device.

Condo Living Tips

2. Poisoning



The second leading cause of fatalities is poisoning which leads to 5,000 deaths a year in the U.S. This is a particularly heartbreaking statistic as for the most part curious young children are affected by this type of hazard. Prevent your child from serious injury and becoming one of these statistics by the following safety tips.

Minimize The Risk

- Any cleaning products and harmful substances if kept in the kitchen should be stored in cupboards out of the reach of small children in higher cupboards. If they are kept in lower cupboards, make sure you invest in inexpensive childproof locks for these cupboards.
- Store paint and pesticides in garages and sheds that are locked and on high shelves away from children.
- Monitor children in the kitchen and do not leave them unattended.
- Label all unmarked containers and do not store products in food containers.
- Have the details of the poison control center number in your area to hand and have it stored on your mobile phone. In the event of poisoning, you need to act fast.

3. Fire Hazards



With over 3,000 American lives claimed each year from fire hazards, this is the third biggest killer as far as home accidents are concerned. Follow these steps to avoid fatalities and devastating burns to loved ones as well as damage to your home and belongings.

Minimize the Risks

- Install smoke detectors in the kitchen, bedrooms and basement.
- Test your alarm monthly and ensure you replace the batteries twice a year.
- Consider a home alarm system that detects smoke. This will not just raise an alarm like a usual smoke detector but it will contact the local fire department and help will be on its way. This is particularly useful should a fire render the householders incapable of response due to smoke inhalation.
- Be careful when cooking and NEVER leave a pan of oil for deep-frying unattended. If the pan catches fire use a damp tea towel to deal with the flames, never try to put the fire out with water.
- Have your electrical wiring tested regularly by a qualified electrician.
- During the Christmas season, major tragedy is a fire which can start from faulty Christmas tree lights. Ensure your festivities are not ruined by a fire by switching off all Xmas lights before you go to bed.
- Keep matches and lighters away from children.
- If you smoke, take care to extinguish all cigarettes carefully.
- Never leave a candle burning overnight.
- Have a fire safety plan that everyone knows and carefully plan how you will exit the home.

4. Drowning



Children aged from one to four years old are at serious risk of drowning. In fact, it is the leading cause of fatalities and injuries in this age group. Children this age can drown in just two inches of water and 800 deaths occur each year in the U.S. alone in this tragic kind of accident. Follow these steps to keep your little ones safe.

Minimize The Risk

- Always supervise babies and young children when bathing. If the phone rings at bath time, then let it ring. It is not as important as your child's safety. Ring them back when bath time is over!
- Keep toilet lids closed.

Condo Living Tips

- If you have a swimming pool or pond then it should be in a fenced area. Never leave children in an unsupervised situation when water is about, including paddling pools.
- Don't use electrical items in the bathroom.

5. Choking



Choking is a hazard for small children who have a tendency to put small objects in their mouths! Follow these tips to keep your child safe:

Minimize The Risk

- Always watch small children.
- Know how to perform first aid on your child should they start to choke, this includes knowing how to perform the Heimlich maneuver on your child if needed.
- Make sure your child plays with toys that are age-appropriate and from reputable companies with no possibility of small breaking parts.
- Follow safety procedures when putting babies to sleep and ensure there are no choking hazards in the bed.
- At mealtimes, cut up food into small pieces for young children. Teach them to chew and swallow and do not give them large hard candy which is easy to choke on.

6. Sharp Objects



We all have plenty of sharp objects around the home that are necessary but in the hands of small children, they can be lethal. Follow these steps to keep your family safe.

Minimize the Risk

- Keep kitchen knives and graters away from children in locked drawers.
- Learn how to use knives safely and efficiently, if you don't know how to chop, slice, and dice without risking your fingers then watch some short videos online.
- Store sharp knives with shields to cover the blades and take care when washing.
- Keep items such as rakes, saws, and lawn mowers, locked away safely in garden sheds. Follow safety procedures and use caution when using garden tools. Remain vigilant to avoid accidents while gardening such as tripping and stumbling and electrical hazards.

7. Stoves



Stoves present a significant danger for a variety of reasons. Keep safe by following these tips:

Minimize The Risk

- Use the burners at the back if children are about to make it more difficult for children to reach up.
- Pan handles should face inwards so that children cannot grab them.

8. Suffocation



Toddlers and young children are at risk of suffocation in your home. Follow these simple steps to avoid accidents and potential fatalities.

Minimize The Risk

- Keep trash bags, plastic bags and other hazard bags away from children.
- Keep strings, cords, and ropes out of the reach of children. In particular, pay attention to curtains that have cords and make sure cots and beds are not near this strangling hazard.

Valentine's Game Night

Party Games



Valentine Charades

Number of People Required To Play The Game:

Two teams of at least 4 to 6 members

How to Play

- Cut a stack of paper hearts from colored construction paper.
- Players each take 5 hearts and write something they love on each one. This could be a person, animal, hobby, food, favorite book or movie, color, season, flower, etc. Anything you love!
- Put all the hearts in a basket, and take turns acting out and guessing the words.
- After you guess each word, you can also guess who wrote it!

Cinderella's Slipper

One minute couple party game in which male partner has to find female partner's shoe pair and bring it back.

Number of People Required To Play The Game:

No restriction. More the number of couples, more fun it is going to be.

How to Play

- All female partners shall take off their shoes and keep them at one corner of the party hall.
- Ask all the couples to stand back to back in the middle of the hall

- As the time begins all the male partners have to run to that corner and find out their partner's shoe pair

- Time limit is one minute

Winner

The one who manages to bring his partner's shoe pair first in the middle wins and becomes 'Cinderella Couple'.

Love Messages

Things Required

- Paper and pen

How To Play

- Give paper and pen to all the female partners and request them to write some love messages for their male partners using their left hand if they are right handed, and using their right hand if they are left handed..
- They just write a love message with no names
- Place all the sheets on the board.
- Now all the male partners are requested to recognize the message which has been written by their female partner.

Winner

The person who recognizes the handwriting of his female partner at the earliest wins !!

Identify Your Partners

Things Required

- Soft music to play

How To play

- Separate the male and female partners.
- Blindfold all the ladies.
- Let them walk along the room and search their male partners.
- The ladies can touch only the hands of the men to identify them.
- To distract them start yelling, screaming, clapping or put on some music.
- The lady who gets his partner wrong gets a punishment.
- After all the females have done it, now it is the time to blindfold the male partners and do the same.

Winner

- The partners who finds each other the fastest are the winners.

We All Love IceCream

Number of People Required To Play The Game:

No restriction. The more the number of couples, the more fun it is going to be.

Things Required

- Frozen cup of ice cream for each couple
- Spoons

How To Play

- Blindfold the male partners and line them up on one side of the room.
- Let all the female partners stand on the opposite side of the room with a cup of frozen ice cream.
- As the time starts all the female partners have to run towards their partners to feed them with ice creams.
- They have to take a spoon full of ice cream and carry the spoon by the handle in their teeth and feed them.
- This game has to be done without using any hands.

Winner

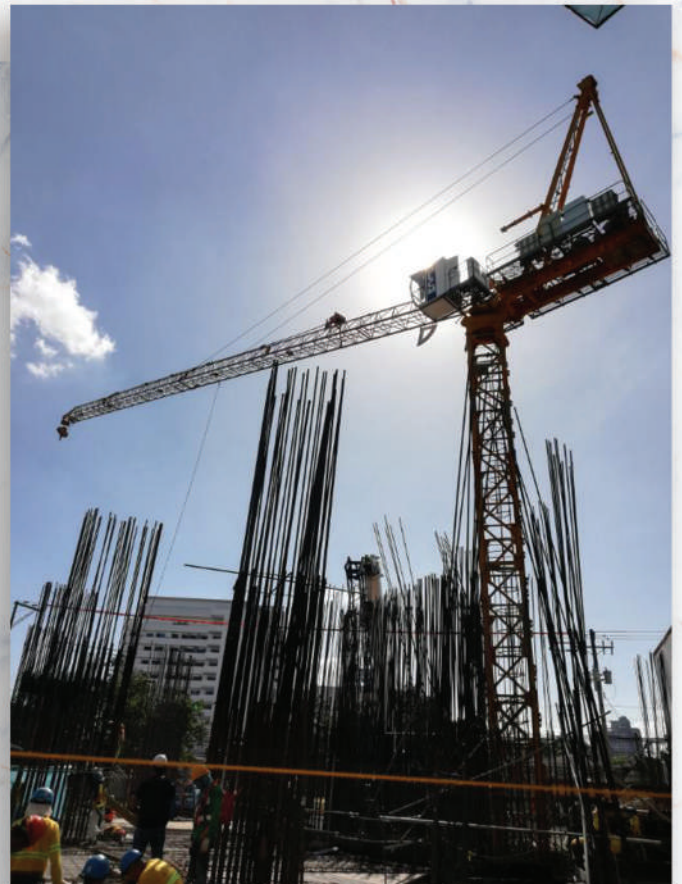
The couple who finishes their ice cream first wins.





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Leche Flan Tablea Cupcake Recipe

These mini cakes are made with tablea and topped with leche flan and caramel sauce.



Ingredients:

- ☐ 3 large egg yolks
- ☐ 1/3 cup evaporated milk
- ☐ 1/3 cup sweetened condensed milk
- ☐ 1/2 cup water
- ☐ 1/2 cup sugar
- ☐ 3 pieces tablea tsokolate
- ☐ 1/4 cup unsalted butter, softened, more for greasing
- ☐ 1 large egg
- ☐ 3/4 cup all-purpose flour
- ☐ 1 teaspoon baking soda
- ☐ 1 teaspoon baking powder
- ☐ 1/4 teaspoon salt

How to make Leche Flan Tablea Cupcakes

- ☐ Prepare a steamer. Grease 6 large puto molds or muffin tins. Set aside.
- ☐ In a bowl, blend egg yolks, evaporated milk, and condensed milk until well combined. Divide among molds. Steam for 5 minutes. Set aside.
- ☐ In a small saucepan over medium heat, bring water to a boil then simmer. Add sugar and tablea; stir until dissolved. Remove from heat. Stir in butter. Pour mixture into a bowl.
- ☐ Add flour, baking soda, baking powder, and salt. Mix to combine. Divide batter among the molds on top of the leche flan. Steam until fully cooked, about 10 minutes. Unmold and serve drizzled with caramel sauce.

Puto flan is one of our favorite recipes. It should be no wonder! How can you resist a fluffy puto topped with creamy leche flan? We know we can't!

However, this recipe may be just as irresistible as the original. Instead of the puto, a mini tsokolate tablea cupcake is the base of this version but it's still topped with leche flan. With caramel sauce on top, this is the chocolate cake with leche flan that can become your new favorite cupcake recipe.

Word Search

M	O	D	W	V	D	C	O	B	O	N	P	U	E
O	E	I	D	E	C	I	N	O	C	I	B	P	E
U	S	Y	E	N	I	N	E	Y	D	N	W	C	T
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