

SHAIGAN

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SHAIGAN

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Setting Goals for THE NEW YEAR

New Year Commitments

Written By: Rida Rizvi

January frequently brings out profound observations of the year just passed, yet additionally excites a revived confidence for the New Year ahead. New thoughts for personal, career and relationship development starts budding in and discussions swing to New Year's goals that frequently associate a need for change. New Year's goals don't come up short since they are categorical and come from within; they fall flat since individuals tend not to realize how to address them, and to not stop, notwithstanding when they fizzle certain weeks and certain months. It's not about your objective; it's about the approach, and your arrangement to achieve it.

There are few practical steps which will help you in setting up and then achieving your New Year's goals;

1. Reflect on your last year:

Self-actualization is always helpful in

moving towards a change. It leads to progressive attitude. When you will know yourself, your strengths and weaknesses only then you can move forward in life. Evaluate how your last year was. Did you achieve what you strived for? If not, then why? Where you fell short? If you were able to achieve, what are you striving for next? What attitude helped you to lead towards the achievement? What change do you want in life and why? Questioning yourself and finding answers will help you grow. Only after identifying the circumstances one can practically plan to advance towards further betterment.

2. Set priorities:

Setting up priorities helps in knowing which area of life needs focus, right now. Personal grooming, spiritual development, career advancement, relationships all seem equally important. But you can never keep every aspect of life at center at one time. For

practically advancing in each area of life, you need to prioritize the aspects and keep aside or compromise which is not of utmost preference.

3. Select resolutions and write them down:

When you have prioritized every aspect of life, you will know what you need to work on, this year and at first. Pick the goals which are smart and write them down. Smart goals are those which are specific, measurable, attainable, relevant and time specific. For example; if health is your priority and for that you need to lose weight set a target of say 10 kgs in two months which will obviously be thought out after considering your body type, routine, lifestyle and health condition. Similarly, if your goal is to make a leisure trip this year you have to question yourself to make it a smart goal like; know which month will you take a leave, how much you need to save, which destination and for how many days etc.



Smart goals really help in getting what you are striving for as they cater to every detail and risks attached to it which are sorted out before. Moreover, the practice of writing down on paper helps us brainstorm every detail attached to the

thought. While on contrary, will it is just in your mind, a thought, you will skip various factors involved and it will just be thought with many other interrelated thoughts. When thought is written on paper it becomes a concrete idea.

4. Give yourself a timeline:

Based on your priorities make an annual calendar of what you want to achieve this year. When you have your goals already listed down, you will know which goal to work on when and how much time, energy and resources be invested in that particular goal. Besides that, you will know when you are lagging behind so make necessary requisites or if you are over achieving you can bring into focus other aspects of life which are always overlooked otherwise.

5. Go easy on yourself /celebrate success:

When you know you are falling short on your goals just go easy on yourself. Panicking or self-blaming never helps. Similarly, when you achieve any goal celebrate it. Self-appreciation is as important as is self-actualization. You have to keep in mind change never happens overnight. Patience and consistency towards goal is the only key. Hold on to it and you will do better than previous year.

So, what are your goals for this year will be? Start writing them down and sort them out before January ends.

Good luck!



How to Maintain Monthly Budget

Written By: Shiekh Atif Aziz

The spending plan of your income is known as a budget. Making this spending plan enables you to decide ahead of time whether you will have enough cash to do the things you have to do or might want to do. If that is not the case, at that point you can utilize this budget to organize your spending and spotlight your cash on the things that are most significant to you. Two of commonly used methods to manage one's income are explained below and I hope that Shaigan family will get benefit of managing their personal finances by reading this brief.

1. 50/20/30 Rule

One of the ways to manage monthly budget is to adopt 50/20/30 Rule. The rule is a simple way to allocate your money and use it wisely. Following this rule can be helpful for someone who is just starting to learn how to manage their money.

50%: Your Needs

50% of your income should be set aside for the essentials, the core things you need to live

These include utilities, groceries, and rent, children school fees, medications, conveyance and essential expenses that are recurring in nature.

It is important to understand what is considered a "need" vs. a "want" in order to properly budget your money. Any payment that could negatively impact your quality of life should be treated as a need.

20%: Your Savings & Debt (if any)

The next 20% of your income is for your savings and debt repayments (if any). In other words, paying off the past and investing in the future.

House/car loans, credit card payments or loan repayments, and retirement savings all fall under this category. This 20% also includes investments or other financial goals.

Simply setting aside 20% of your income for savings can quickly build a safety net in case things go worst and expenses increase unexpectedly.

30%: Your Wants

The remaining 30% should be spent on things that you want but could live without. This 30% allows for flexible spending and, perhaps, a happier life.

This could include money for vacations, shopping on special occasions like Eid-ul-Fitr and Eid-ul-Adha, bike/car you really want. But remember, these "wants" include all things that aren't needed to stay afloat, so be sure to prioritize.

Why 50/20/30?

The 50/20/30 Rule offers flexibility and security. These percentages serve as a general guideline and can be adjusted, depending on your lifestyle. Whatever ratio you choose, though, remember that making a budget is useless unless you stick to it.



2. Envelope Budgeting Method

The envelope budgeting method is that you use cash instead of an allocation of budget as explained in above 50/20/30 method. This method works great because you physically see how much money you have. When the money is gone, you stop spending.

Here is how it works:

- **C**alculate your bills / recurring expenses. First step is to calculate how much of your total income you need for bills each month for recurring expenses. Subtract sum of such bills from your total income to determine how much you have left over. Bills include utility bills, rent, groceries, children educational expenses and living expenses.
- **M**ake a budget. Categorize the spending for the amount you are left with and then allocate certain budget to each category. These categories can be; household items, entertainment, gifts, savings, and fun money.
- **M**ake your envelopes. – For each category you choose, write that on a different envelope. Only put the budgeted amount into each envelope on income day.

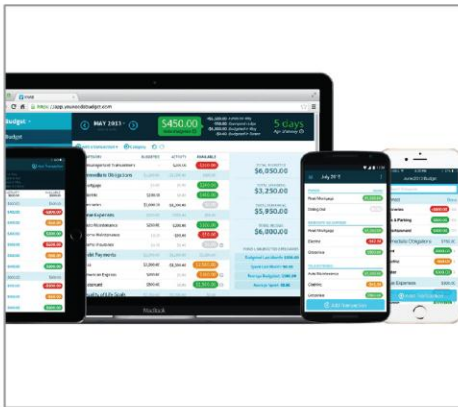
- **Only use cash.** When you use the envelope method, it is important to only use the cash you put in the envelope. When the cash is gone, you have nothing left to spend on that category for the month.

- **Adjust as necessary.** If you feel a certain budget is not working, or you are running out of money too quickly, adjust your budget to meet your family's needs.

Conclusion

Household budgeting is definitely personal and not all budgeting methods work for everyone however one must keep in mind that we all are provided with limited resources in our lives and all limited resources shall be used wisely in order to use them in a manner that enables us to fetch optimum benefits with use of those limited resources.

3. Smartphone Budgeting Apps



The smartphone which you carry can be used for constructive means. One can opt to use easily available Apps for household budgeting needs some of the apps are listed below;

- 3.1 GoodBudget
- 3.2 Mvelopes
- 3.3 PocketGuard

Apps above and alike are easy to use and guide one through the setup of one's income and expenses and preferences to make a budget that is one or any of generally used budget methods that we use otherwise to achieve our financial goals.



Debunking Myths about Diabetes

Written By: Rida Rizvi

Edited By: Amir Mir and Qasim Shah

What is diabetes?

Diabetes happens when body is unable to control the amount of glucose (sugar) in the blood. It is a disease in which glucose levels

in the blood remains Higher than Normal. The problem with people suffering from diabetes is that their body is unable to expel overabundance glucose from the blood and the Blood Glucose Level rises. There are two types of Diabetes;

Type 1 Diabetes	Type 2 Diabetes
<ul style="list-style-type: none"> Usually starts in children and young people under the age of 30 Comes on quite quickly The persons own immune system destroys the cells in the pancreas that makes the insulin Cannot make insulin and need to have insulin injections right from the start. 	<ul style="list-style-type: none"> Usually develops in older people Begins gradually Some insulin is still produced, but it does not work properly, known as insulin resistance Managed by diet and exercise, ad some people may need tablets or insulin as diabetes progresses.

Type 2 Diabetes also commonly known as 'sugar' is most common occurring type. It can be caused because of;

- **F**amily history

- **U**nhealthy lifestyle and eating habits
- **O**r simple develops with age.

How can you know if you have diabetes?



There are certain standard measurements of blood sugar level which every person should

know in order to keep their health checked;

Plasma Glucose Test	Normal	Prediabetes	Diabetes
Random	Below 200 mg/dl	N/A	200 mg/dl or more
Fasting	Below 100 mg/dl	100 to 125 mg/dl	126 mg/dl or more
2 hour post-prandial (eating)	Below 140 mg/dl	140 to 199 mg/dl	200 mg/dl or more

Blood sugar levels in diagnosing diabetes

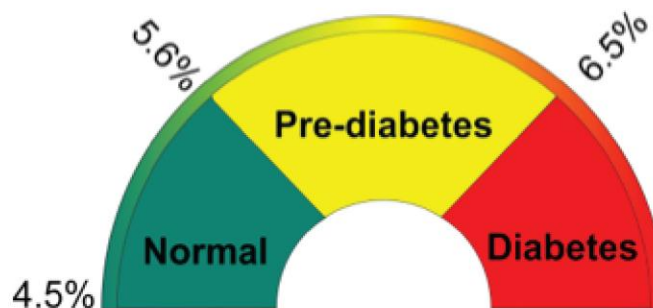
There are different tests which can be undertaken in order to diagnose diabetes;

1. **R**andom Plasma Glucose Test also prescribed as BSR

2. **F**asting Plasma Glucose Test (FPG)

3. **O**ral Glucose Tolerance Test (OGT)

4. **H**ba1C Test



How can I prevent or control diabetes?

Diabetes can be prevented or controlled partially by maintaining a healthy life style. Healthy lifestyle includes;

- **B**alanced diet
- **M**aintaining body weight
- **A**ctive workout routine
- **P**roper sleep schedule
- **E**ating right amount at right time

Why is it important to control the blood sugar?

When a person is diagnosed with diabetes, it becomes very important for them to keep their blood sugar level controlled. This needs extra effort other than simple prescription. Sugar is not just a disease; it demands complete lifestyle to revolve around. Diet, exercise, sleep schedule, stress levels all should be kept in order to keep the diabetes from aggravating. Otherwise, diabetes harms other vital organs as well leading to risks for;

- **K**idney disease
- **R**etinal (eye) Disease
- **N**erve Damage
- **H**ear Disease
- **S**troke

Common Myths about diabetes:

1. Obesity causes diabetes

"I am not fat so I am not prone to diabetes." you all might have heard or thought of it quite often. The truth is, it cannot be generalized that diabetes is caused because of excessive weight or can be prevented with controlled weight while weight can be one of

the triggers of diabetes.

2. Diabetes is transferred from person to person

Diabetes is not contagious like flu or AIDS. You cannot catch diabetes by living or eating with a patient of diabetes. It can run in families but that is because of genetic reasons. It is not transferred from a person to other person by any sort of contact.

3. Artificially sweetened food or Artificial sugar alternates are safe

It is assumed that artificial sweeteners are safe to use as a sugar substitute. Although FDA has classified some artificial sweeteners safe to use which include; saccharin, stevia, aspartame, sucralose etc. but their intake must be checked and conditions to use them must be kept in mind. For example not all sweeteners are safe to use in cooking or baking at high temperatures. Similarly there is a serious debate and extensive researches of artificial sweeteners causing harmful effects on health. Their intake must be regulated though less but they still add carbs in your diet.

4. If proper lifestyle is maintained diabetes can be eliminated

There are many of us who think that if proper healthy lifestyle is maintained i.e. balanced diet, regular exercise etc. diabetes can be eliminated for once and all and there would be no need of any further medication. The truth is, for a diabetic following a healthy lifestyle is not an option it is mandatory. They have to have proper sleep schedule, diet plan, and healthy eating habits along with proper medication as prescribed by the doctor. These medications may vary with time depending upon the sugar results but they

are for life. Sugar patients need medicine to regulate their blood sugar levels for ever.

5. Getting insulin prescribed means my disease has gone bad

Insulin is a hormone also called miracle medicine or a life savior. It helps in regulating blood sugar levels instantly. Keep in mind that not every person diagnosed with diabetes will be prescribed with insulin. Also, being prescribed with insulin is not a matter of concern and does not necessarily mean that your disease has gone bad. With time and changing circumstances, body stops producing significant amount of insulin or oral medicines are not enough then insulin is prescribed to keep the glucose level maintained in the blood stream.

6. Having Certain Natural food will cure diabetes

People believe that having juice of bitter gourd will cure their disease. It needs to be realized that diabetes is a disease. You can control your blood sugar levels by various natural remedies but you cannot eliminate the disease.

Diabetes is an unpredictable sickness. You may have heard clashing hypotheses on what causes it, how it is analyzed, and how it is overseen. Diabetes can be a troublesome condition to oversee, yet it gets a lot simpler when you have every one of the actualities and nutrition data. If you are safe from diabetes, still get to know about the disease and maintain your lifestyle as such that you can avoid its occurrence.



Working with Heart and Soul

Written By: Rida Rizvi
Interviewee: Bilal Azam

Every individual has certain values. These values are derived from their faith, culture, religious background and upbringing. These values become an integral part of an individual's personality and influence their behavior. Similarly every individual has a spiritual side. Some keep it under the shadow, while some explore it and there are few who practice it in routine life. . The key is to build up a connection between employee's personal and spiritual values and the organization's values by method for how these qualities are depicted in the organization. The values, vision and mission of an organization is a critical apparatus for directing the activities and conduct of employees toward its main goal. Along these lines, it is essential for an endeavor to be made by organizations to align their employees' values to that of the organization with the end goal to maintain a strategic distance from misalignment which may influence the organization's general achievement.

What it means to work with heart and soul?

As a work environment theory, there are three viewpoints which will help you identify and the meaning of working with heart and soul and following these your work will not be limited to routine job but will become a form of prayer for you:

1 What you do:

One thing is settled, we do not always get the opportunity to pick whatever we want or have planned for ourselves. There's no such thing as specific set of working responsibilities. There are circumstances we do not have control over. Some work we will like doing, different occasions it may not appear to be engaging. The key is 'no matter what you do'. The belief in divine plans as compared to ours is fundamental to get going. The genuine trial of character is the point at which one satisfies obligations regarding whatever task is given, in spite of

how one feels about it.

2 How you do:

The second viewpoint deals with the Attitude behind the work. It's not simply working with your Hands; it's working with the Hearts and the Soul. It is exhibited in the work. There is an element of pride and ownership in the manner in which things are done. There is responsibility. There is energy. We empty ourselves into a specific assignment. When there is wholehearted effort which comes from within involving whole of you, you would never settle for average quality, since there is an extraordinary state of possession in its accomplishment. One truly needs no expected set of responsibilities and whatever the work is it doesn't turn into a task; it turns into a delight, since it originates from the heart and the soul.

3 Who you do it for?

This third angle tends to the Intent behind your working. It ties in with the second perspective. Since whomever you work for decides the nature of work. If for example you work for somebody you don't admire as a person or are not comfortable to work with, it will reflect in the work you do as half-hearted efforts. However, in the event that you get to work for an individual you adore or idealize your state of mind changes instantly into an extraordinary pace. You would make progress toward greatness in everything in order to satisfy the master. The mystery in doing/giving with everything that is in you is; with your heart and soul who u serve. ***The key here is to keep the intent as if you are working for your Lord, the most Wise and the Impeccable Being and not for the man directly assigned to.*** In this way, whenever you get to work for an imperfect persona you can easily save yourself from disillusionment without affecting your work or behavior.

I am very persuaded that the only condition

qualified to present with everything that is in us; the heart and soul is one of Total Surrender. Whenever we set down terms, we are not serving God, but rather man (or our own desires) we wind up faulting, fussing, whining. That is on the grounds that we have neglected desires or unbecoming expectations from the man. At the point when feelings are vested into something, we move in an unexpected way, we give ourselves all the more completely, more energetically, with more conviction and soul...

How can you link personal values with work place values?

There are four key elements which help integrating the spiritual values into work which by design aligns with the values of any organization.

1 Linking personal values to workplace values:

Every individual has certain values, objectives and aims. These virtues are when brought into workplace, they add to the organizational development. Positive values of a workplace like; creativity, loyalty, accountability, commitment are derived from individual's spiritual values. Managers endeavor to ensure that their representatives are focused on the main issue and do come to work with energy to give their best every day. In any case, much of the time, the inverse is valid that numerous employees come to work for their own advantage and don't generally have the organization's enthusiasm on a fundamental level.

By enabling workers to coordinate their own/profound qualities in the working environment and by endeavoring to adjust those qualities to the organization's values, the two gatherings may figure out how to move past themselves and try for more

prominent things that could give significance and reason to the lives of all at work. Organizations that make this greater picture view can help workers to move past self-interest to higher level that their role is meaningful.

2 Presence:

Presence does not just mean to be mentally present at the workplace. It means to be present and make actions accordingly which will always be right because they come from within. This requires full attention and awareness of the moment and happening around. The key is not to be apprehensive about future (rewards and praises) neither to be worried about past mistakes or previous impression. Just add your whole self to the given task and you will see difference in the results. Tasks are always completed at the end. What matters is the devotion which has been involved and motives attached to it.

3 Finding meaning and purpose:

Ever wondered why few individuals with handsome salary, excellent perks and ruminations still are not satisfied with their jobs while there are few who work hard all day to get the wages which barely meet their ends yet are contented with their work? Partly because there is a predefined purpose of their life which is manifested in their work no matter what the job is. Working with a feeling of direction without stopping for even a minute is a demonstration of will that takes insightfulness and practice. Majority of the individuals don't have the self-determination of working exclusively for the sake of their interest. They may make the most of their employments, however they likewise work to acquire cash and pay bills.

Most of us are looking for a fantastic reason to

which we can commit our lives. I hope a considerable lot of us discover it. But when we nearsightedly scan for this amazing reason, there is a hazard. We should not lose the chance to perceive the routine moments, no matter how meager they appear, where we can serve the greater purpose. On the off chance that you feel appreciation you may have recently discovered your motivation at the time. The key to keeping an employee loyal in the longer run is providing them with a feeling of direction inside the organization.

4 Inspired Actions:

Belief of an individual is a very personal and spiritual concept. It derives a person for inspired actions which are for the collective good. It instills the sense of accountability in the employee as well as on part of the management. The belief to add wholehearted effort no matter what you do results in productive outcomes. Inspired actions are those actions which come from within, which involves the heart and soul. From a materialistic perspective, the actions which are generally good anticipate reward or appreciation while inspired actions are unconditional. There are instance in the workplace where an individual puts in effort, commitment or sincerity for a certain task with the intent of getting recognition, appreciation or for competition. Though it is healthy but it might be short lived because these good actions are derived from an external motivation. But if the motivation comes from within, employee is bound to work at their best. The key is to deeply understand our real intentions from the belief system.

Impacts of integrating spirituality in workplace:

1 Increased productivity:

When passion derives work it certainly increases productivity level. When any

employee works with their heart and soul, they put an extra effort to the work and strive to create the difference.

2 Gratitude and Contentment:

The habit of gratitude is a by-product of spirituality. For a person whose intent for work is more than getting a pay check at the end of month does not need any object. There does not necessarily have to be an outside stimulus to be grateful for. It comes from within. When whole self is invested in the task, it makes a person content with their effort. Whatever resources are available, a grateful and contented person tries its best to make most use out of it.

3 Employee satisfaction:

The job satisfaction is a requisite when work is done with heart and soul and not just by using brain. The effort which is put in in completing the tasks gives a level of satisfaction to the employee.

4 Connected environment:

When every individual has ulterior motive for work, i.e. serving the Devine, office environment remains politics free. All the individuals work in unison for the betterment and advancement of the organization. Selfish and greedy interest of individuals is overpowered by connectedness. Each employee becomes the support system of other and together as a team they deal with the challenges.

5 Perseverance:

Perseverance is the key to success. When employees have their intents and motives aligned to their spiritual side they will never fallback. The attitude of keep going no matter how challenging situation gets can only come from within. This is most crucial for the

continuity on the path towards success.

It is not imperative what you do, but the manner in which you do it. Regardless of whether you work for another person or are independently employed. It's about how business has quickly changed and how we can't bear to think and work like assembly line laborers. The main individuals who have any desire for improving anything in genuine terms, are the individuals who have the ability to do enthusiastic work at an abnormal state—to be genuine specialists at whatever they set their psyches on doing. The folks who simply trudge around the workplace, simply turning up for their paychecks... Such people are nothing but a liability.

Because of education, easy access to information and globalization, this world has become a competitive place. Literally the survival of fittest has come into meaning in the workplaces. Only people who stay or make a name in the industry are those who are 'different' than usual. This difference only comes from within. When you involve your heart and soul in work, it reflects in your work and makes every task meaningful hence different.

The greatest challenge for you must be to be the initiator, hence leader of innovation even and especially in your routine tasks. To do passionate work and convey the passion in whatever task you are assigned with. Swarm yourself into what you do on the grounds that you realize it is the right thing to do. It will definitely help you in turning out to be better individual for living and working along these lines. This likewise will make you rare, and that exception will make you significant – the indispensable one.

SHAIGAN Day Celebrations

In honor of Shaigan's 26th Anniversary, **"SHAIGAN DAY"** was held on January 12th, 2019. The core objective of this event was to give SHAIGAN family the feel of celebration and togetherness as they are the fundamental stakeholders of SHAIGAN's journey of 26 year.

This day was dedicated to SHAIGAN family. A fun gala was organized within the Shaigan's

premises to commemorate the 26th anniversary. Games, food and engaging activities were organized followed by cake cutting and address of honorable Chief Executive and respected Director Operations. Zealous participation of all the employees made this day a good day to remember and energized the spirits of employees to work with more dedication in days to come.



Meet The Experts Glaucoma

Shaigan Pharmaceuticals is one of the growing company in Pakistan having eminent products from all of the leading Anatomical Therapeutic Categories of Ophthalmic Market. Ophthalmic Division of Shaigan Pharmaceuticals always actively participates in National Congress organized by Ophthalmic Society of Pakistan (OSP). Recently, Shaigan Pharmaceuticals held a pre-launch activity for the new launching product EYPROST (Travoprost) Eye Drops, in Lahore Ophthalmology Congress 2018. Cake

cutting ceremony of EYPROST in the session "MEET THE EXPERTS GLAUCOMA" was graced by leading ophthalmologists (Prof.Nadeem Hafeez Butt, Dr. PS Mehar, Dr, Syed Imtiaz Ali, Dr.Nasir Saeed, Dr.Afzal Bodla).



From left : Prof. P S Mehar , Dr. Xiulan Zhang, Prof. Afzal Bodla, Prof. Syed Imtiaz Ali, Prof. Laghari, Prof. Tariq Aziz

Pegalin 50 Launch

Shaigan has a new family member, PEGALIN 50mg in Pegalin family.

Pegalin 50mg is launched for better patient compliance. Pegalin is already available in strengths of 75,100,150 & 300mg.

Pegalin (Pregabalin) is an Antiepileptic Drug approved by FDA USA, due to its clinical efficacy and safety profile, for

1. Management of Neuropathic pain associated with diabetic peripheral neuropathy.
2. Post Herpetic Neuralgia.
3. Fibromyalgia.
4. Management of Neuropathic pain associated with Spinal Cord injury nerve

pain.

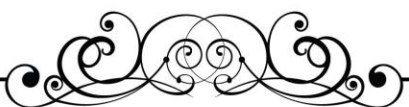
5. As an adjuvant therapy in Epilepsy.

Launch meeting & training session for North & Center Zone teams was held at Lahore Country Club on 19th & 20th October 2018, while for South Zone Launch meeting & training session was arranged on 22nd & 23rd October 2018 at Zifan Hotel Karachi, where all team members had a great learning experience.

Pegalin 50mg addition will help doctors satisfy their patient need.

For Shaigan Its life that smiles.





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