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ORGANISATIONAL CHANGES AND APPOINTMENTS AND TRANSFERS	DATE September 4, 1981
	QUERIES TO: Staff & Establishment Division - C.S.O.

1. A new Southern Africa Region has been created with Headquarters at Salisbury, Zimbabwe. Mr. E.A. Garda has taken over as Regional General Manager for this Region.
2. Mr. Pheroze Framroze Gutta, former Chairman, Central Bank of India, and Chairman of Indian Banks Association, has joined the Group. He shall have his headquarters at the Central Support Organisation and shall look after the support and services for African subsidiaries, namely Bank of Credit and Commerce International (Nigeria) Limited, Premier Bank Limited, Ghana, Bank of Credit and Commerce Zimbabwe Limited and Bank of Credit and Commerce (Zambia) Limited.
3. Mr. S.M. Fayyaz has joined the Group and has been posted as Chairman and Chief Executive Officer of Bank of Credit and Commerce International (Lebanon) S.A.L., Beirut.
4. Mr. S.M. Akbar has retired from the services of the Group with effect from February 2, 1981.
5. Mr. Allah Dad Khan Raja has joined the Group and has been posted as General Manager, BCCI Canada Inc.
6. Mr. S.P. Chandavarkar has joined the Group and has been posted as General Manager, Bank of Credit and Commerce Zimbabwe Limited.
7. Mr. A.B.S. Jafri has been transferred from Swaziland to Regional Office, Zimbabwe, where he will assist Mr. Garda in the management of the Region and be a member of the Regional Management Committee.
8. Mr. A. Banerjee has joined the Group as Head of Management Development Wing in the Staff and Establishment Division.
9. Mr. Yousuf H. Abidi has been assigned to BCCI Finance International Limited, Hong Kong, as General Manager, vice Mr. Ashraf Kalam, whose posting will be advised in due course.
10. Mr. M.A. Zafar has been appointed Manager of Manila Branch, Philippines.
11. Mr. Nazirur Rehman, on transfer from Bank of Credit and Commerce International (Lebanon) S.A.L., Beirut, has been posted as Manager, Berkeley Square, London.
12. Mr. Hasan Hyder Rizvi, on transfer from BCCI (Overseas) Limited, Main Branch, Abu Dhabi, has been posted as Manager, Brompton Road Branch, London.
13. Mr. M. Kamil has resigned from the services of the Group with effect from January 1, 1981.

Central Management Committee

A. HAFEEZ



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1. Mr. Ian P. Cargill, who has retired as Senior Vice President of the World Bank after 28 years of meritorious services, has been co-opted a Director of BCCI Holdings (Luxembourg) S.A., with effect from July 15, 1980.
2. Mr. Paul A. Verburgt who represented the Bank of America interest, has resigned with effect from June 30, 1980, as Director of BCCI Holdings (Luxembourg) S.A., Bank of Credit and Commerce International S.A., and Bank of Credit and Commerce International (Overseas) Limited.
3. Mr. P.C. Twitchin, Vice President, Bank of America, has joined the BCC Group as an Executive Director. Mr. Twitchin, as a representative of Bank of America, has been associated with the operations of the Group for the last five years. He brings with him a rich experience in various fields of banking. Mr. Twitchin will be associated with the CSO as well as with the UK Regional operations.
4. Recently, a Marketing Division has been created at CSO with a view to giving greater emphasis on marketing effort at all levels of the Groups operation and assisting the Regional Offices and the branches in co-ordinating and promoting their marketing effort in addition to the following functions:
  - (i) Direct marketing by the members of the Marketing Division.
  - (ii) Promoting the idea of marketing amongst the members of staff.
  - (iii) Integrating with the marketing efforts of the regions and branches with the co-operation and co-ordination of the regions.
  - (iv) Co-ordinating marketing efforts of various regions.
  - (v) Planning marketing strategy, geographically and client wise.
  - (vi) Contributing and co-ordinating with the efforts of the International Business Division wherever it is found possible.
  - (vii) Participating in and contributing towards the growth of the Group, including its expansion programme and the development of human resources.

Mr. Allaudin Shaik has been appointed Executive-In-Charge of this Division. It has been decided to equip this Division with a team of multinational staff of high standing and calibre. This Division will also be supported by a Marketing Committee comprising the following members:

1. Mr. W.S. Al-Kaylani
2. Mr. Akhtar Anis
3. Mr. John Hillbery
4. Mr. Iqbal Rizvi
5. Mr. Swaleh Naqvi
6. Mr. Agha Hasan Abedi

5. Mr. Mazhar Abbas has been appointed as Manager of the main branch in the U.K., Region at 100 Leadenhall Street in place of Mr. Allaudin Shaik.



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6. In view of the present size of the Group and immense possibilities for us in future, it has been decided to establish a Planning Division in CSO. It is conceived that this Division will play an extensive and vital role in coping with the requirements of planning and institutionalising the process of management. This Division would also have the responsibility for the evolution of our corporate vision and management structure that would take care of our medium and long-term goals.

Mr. Kemal Shoaib, General Manager, UK, has been assigned to the post of Executive-In-Charge of this Division.

7. In place of Mr. Kemal Shoaib, Mr. Vilayat Husain Abidi has been transferred as the Regional General Manager of UK Region.

8. Mr. Yoshiro Niimi has joined the Group with effect from July 1, 1980. Mr. Niimi shall be assigned to the Marketing Division and will be associated with the marketing effort particularly in and relating to the Far Eastern countries such as Japan, Hong Kong, Singapore and adjoining areas and generally in all other areas of our operation. For the purpose of external communications, Mr. Niimi shall use the designation of Senior Vice President.

9. Mr. H.F. Mewawalla has been assigned to the International Division in the Central Support Organisation as Deputy General Manager.

10. Mr. D.J. Sen Gupta, in addition to his present marketing assignment at the UK Regional Office, shall take over from Mr. H.F. Mewawalla as group leader of some of the UK branches.

Central Management Committee

  
A. HAFEEZ