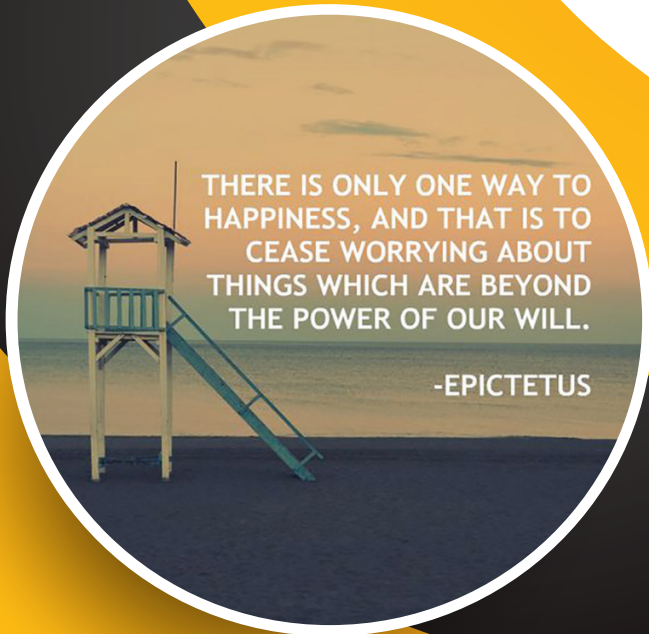



# evolve


March 2018 | Issue 62


## Printex Monthly News Bulletin



 *Rudeness is the weak man's imitation of strength*  
~ Eric Hoffer

 *Your attitude, not your aptitude, will determine your altitude.*  
~ Zig Ziglar

 *Difficulties strengthen the mind, as labor does the body.*  
~ Seneca

 *Leaders must be close enough to relate to others, but far enough ahead to motivate them.* ~ John C. Maxwell

Try, try, try, and keep on trying is the rule that must be followed to become an expert in anything.



# General Purpose Plastisol Transfers

**Plastisol Transfers are made by printing plastisol inks onto a special transfer paper, then heat setting each colour. The transfer is applied to a garment using a heat press and a combination of time and pressure.**

**Prints may be overprinted with a special adhesive to give better adhesion to synthetic substrates or to reduce the transfer temperature to as low as 160°C.**

**The end uses for plastisol transfers include most garments which are made of cotton or blends of at least 50% cotton.**

## Production of Cold Peel Transfers

Cold Peel transfers are those in which the whole of the printed ink film is transferred to the garment.

**Inks:** Use Texopaque TP or Texopaque Advantage ONI ink unthinned to gain maximum opacity and adhesion.

**Mesh Count:** 21-62 (or up to 120 if a back-up white or adhesive is used).

**Drying:** Heat set on paper until touch dry. Typically 110-120°C for 30-60 seconds dependent on the heat source.

**Thinning:** If required, up to 5% SS591 Plastisol Flow Thinner or ONI591 Advantage Thinner

**Recommended paper:** TRB08, TRB20, TRW29 transfer papers.

## Transfer

Place the garment on the lower platen and position the transfer on top, print side down. Close the heat press and leave for 10-15 seconds. Open the press, carefully remove the garment with the transfer still in place and allow to cool. When cold, carefully peel the paper from the garment, to leave the print attached. Cold Peel transfers produce prints that are usually flexible and wash-resistant but, as with all plastisol prints, they are not resistant to ironing. These properties will vary depending on the ink and printing conditions used.

## Recommended Transfer Schedule

185-190°C, 10-15 seconds, high pressure, wait until paper has cooled prior to removal. When using an adhesive, 160-170°C is recommended (see section on Printable Adhesives and Adhesive Powder)

**NOTE: when producing Advantage ON Phthalate Compliant<sup>(1)</sup> transfers, ensure that the correct adhesives and thinners are used to avoid contamination.**

**Due to the complex nature of decorating garments with transfers, customers must confirm suitability through pre-production testing.**

## Gloss Transfers

Utilising the Cold Peel method onto a high gloss transfer paper allows the creation of high impact gloss transfers, of particular appeal to the fashion and speciality markets.

**Mesh:** 21-62 (or up to 90 if a back-up white or adhesive is used)

**Recommended paper:** TRQ97 transfer paper

**Recommended Transfer Schedule:** 170-190°C, 10-15 seconds, high pressure, wait until paper has cooled prior to removal.

## Glitter Effects

Incorporating a flaked, coated polyester glitter into conventional translucent/clear plastisol products leads to striking, high impact transfers. A variety of flake sizes are available, with maximum impact being generated by 0.008 sq inch (0.2 mm) glitter flakes.

**Mixing Ratio:** Up to 25% Glitter (by weight) may be added

**Mesh:** 10.5 or coarser for 0.008 sq inch (0.2 mm) flakes. 21-34 with 0.004 sq inch (0.1 mm) flakes.

**Recommended paper:** TRQ97

**Recommended Transfer Schedule:** 170-190°C, for 10-15 seconds, medium pressure, wait until paper has cooled prior to removal.

## Printable Adhesives and Adhesive Powder

XMI452 Clear Adhesive can be used to overprint TP colours, and TJI451 White Adhesive or TJI452 Clear Adhesive to overprint ONI colours, to give better adhesion to synthetic substrates or to reduce the transfer temperature to as low as 160°C.

**Recommended Mesh:** 21-43

**Recommended Transfer Schedule:** 160-170°C for 10-15 seconds.

Maximum adhesion onto synthetic garments can be achieved using the XM378 Transfer Adhesive powder. To use this process, print the plastisol print as recommended, then sprinkle the adhesive powder onto the back of the wet ink prior to setting. Vacuum or shake to remove excess. Transfer would then be as recommended for printable adhesives.

## Fastness/Resistance

**Wash:** Up to 60°C.

**Dry Clean:** Not suitable.

**Direct Iron:** Not suitable.

**Industrial:** Not suitable.

## Recommended Transfer Equipment

Flat-bed Transfer Press

Rotary Presses

**It is important not to over cure, especially with multicolour transfers, as adhesion and transfer properties can be affected.**

**Due to the variable nature of synthetic coatings, prints should be fully tested for suitability before commencing production.**

## Products Required

### Colours

Texopaque TP plastisol inks  
Texopaque Advantage ONI plastisol inks - Phthalate Compliant(1).

Refer to the individual product information sheets for the colours available and full application details for the TP and Advantage ONI ink ranges

### Adhesives

XMI452 Clear Adhesive  
TJI451 White Adhesive - Phthalate Compliant(1)  
TJI452 Clear Adhesive - Phthalate Compliant(1)  
Available in 5 ltr containers

XM378 Transfer Adhesive Powder - Phthalate Compliant(1)  
Available in 1 kg containers

### Reducer

SS-591 Plastisol Flow Thinner  
ONI591 Advantage Thinner - Phthalate Compliant(1)  
Available in 5 ltr containers

## Transfer Papers

Transfer papers recommended for producing Cold Peel general purpose plastisol transfers:

### TRW29 Vegetable Parchment Paper

700 x 1000 mm

Packs of 250 sheets

Vegetable Parchment Paper is the thinnest transfer paper and is an economical option for single or non-registered colour transfers. Multi-colour transfers are not recommended for use with Vegetable Parchment Paper.

### TRB08 T75 Transfer Paper

700 x 1000 mm

Packs of 250 sheets

T75 (75 gsm) transfer paper is the standard recommendation for cold peel transfers. The wide format of application leads to suitability for both plastisol and solvent-based ink systems.

### TRB20 T105 Transfer Paper

700 x 1000 mm

Packs of 250 sheets

T105 (105 gsm) transfer paper is used where maximum stability in paper is required. This is most suitable for use with multi-colour images where registration is critical and shrinkage is to be kept to a minimum.

### TRQ97 Glitcote Transfer Paper

635 x 965 mm

Packs of 500 sheets

High gloss transfer paper can be used in combination with plastisol inks to generate high gloss prints. The transfer paper is single sided with the reverse side having no release coating. Glitcote Transfer paper can also be used as a post-press process, to give a gloss finish.

## Fujifilm Sericol India Pvt Ltd

- Has certification to the International Environmental Standard, ISO 14001.

Is committed to minimising the risk to users of our products, and also to minimising the impact of our activities on the environment, from formulation through to production and supply.

- Research & development team, work to an in house Health, Safety and Environmental policy, with the aim of proactively developing products with the least impact on health, safety and the environment.
- Regularly review and monitor our impacts and activities, setting objectives and targets as part of a continual improvement process.
- Is committed to reducing waste through better use of raw materials, energy, water, re-use and recycling.

## Safety and Handling

TP, Advantage ONI, TJI and

Multitran XM:

- Are formulated to be free from any chemicals toxic to health, carcinogenic, mutagenic or reprotoxic according to Directive 67/548/EC.
- Are formulated free from lead and other heavy metals and are tested to comply to the EN71-3: 1995 Toy Safety Standard.
- Have a flashpoint greater than 55°C and are therefore not classified as "dangerous substance" under the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR).
- For optimum shelf-life, all products should be stored at moderate temperatures, between 5°C and 30°C. Storage outside of these temperatures may lead to deterioration in the performance of the product.

Comprehensive information on safety and handling is given in the appropriate Safety Data Sheets.

## Environmental Information

Special Advantage TJI and Multitran XM:

- Do not contain ozone depleting chemicals as described in the Montreal Convention.
- Are formulated free from aromatic hydrocarbons.

Texopaque TP and Advantage ONI:

- Do not contain ozone depleting chemicals as described in the Montreal Convention.
- Are formulated free from aromatic hydrocarbons.
- Are free of any volatile solvent and are therefore considered to have less impact on the environment, when compared with solvent-based products.

*(1) Phthalate Compliant means that the products listed in this Product Information Sheet are formulated not to contain the Phthalates restricted for use by Council Directive 76/769/EEC (as amended).*

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The information and recommendations contained in this Product Information sheet, as well as technical advice otherwise given by representatives of Fujifilm Speciality Ink Systems Limited and its associated companies, whether verbally or in writing, are based on our present knowledge and believed to be accurate. However, no guarantee regarding their accuracy is given as we cannot cover or anticipate every possible application of our products and because manufacturing methods, printing stocks and other materials vary. For the same reason our products are sold without warranty and on condition that users shall make their own tests to satisfy themselves that they will meet fully their particular requirements. Our policy of continuous product improvement might make some of the information contained in this Product Information sheet out of date and users are requested to ensure that they follow current recommendations.



# 6

## Leadership

# Weaknesses and How to Fix Them

*Credit: NicoElNino/Shutterstock*

Being a leader is not easy, and it often requires time and patience to master the role. At the core, all that most workers want is someone to guide them rather than boss them around. If your intentions and motives are in your company and team's best interests, you're unlikely to fail.

But even if you're doing a great job of leading your team, there's always room for improvement. Here are six common leadership weaknesses and how you can fix them.

## 1

### Lack of trust in employees

New leaders often either micromanage their employees or take on more tasks than they can handle, all because they don't trust their teams to perform as well as they do.

"This happens when leaders mistake their role and instead serve as taskmasters or managers in an effort to ensure that things get done," said Keisha A. Rivers, founder and chief outcome facilitator of The KARS Group Ltd. "The best approach is not to micromanage every detail of what has to be done, but to focus on specific outcomes and trusting your team to follow through. Having periodic check-ups is best to insure progress is being made, rather than wanting to be cc'd on every single email or requiring your team to provide daily status reports."

Heather Monahan, founder of career mentoring group Boss in Heels, added that many managers are afraid to trust their employees with company information, failing to share valuable material with them.

"Deciding to share key pieces of information and watching how your team manages the information is a good recipe for building companywide trust," she said.

## 2

### Excessive Connectivity

Being connected 24/7 has become a hallmark of the modern mobile workforce. Constant connectivity allows managers to provide feedback on the go and more easily manage workers across time zones, said Nicholas Thorne, CEO of digital badge platform Basno. The problem is that this can lead to an always-connected, omnipresent approach to leadership – and that's bad for managers and team members alike, he said.

Thorne noted that being available at all times can ultimately disempower employees who feel they should always be online because their manager is, or believe they need to get their boss's approval on everything.

"Leaders need to be proactive in empowering team members to work decisively," Thorne told Business News Daily. "Just because project management tools, instant messaging, email, etc. allow a manager to participate in every minute decision that gets made does not mean that that's good for everyone involved. Communicate clearly to set consistent expectations, [and] be quick to tell people, 'I trust your judgment.'"

Monahan added that overcommitted leaders are often inaccessible. You should hold yourself accountable only to reasonable expectations. Stretching yourself too thin will do more damage than good, for you and the entire company.

"Creating boundaries and realizing you can't do it all will allow you to cut back on additional commitments and focus on priorities," Monahan said.

# 3

## Stagnancy

All leaders eventually face the danger of getting stuck in their ways. The current way of doing things may be working, but it's important not to let yourself – or your team – grow stagnant.

"The biggest threat to a successful business is becoming static and losing a desire for innovation," said Liz Elting, co-CEO of business language services firm TransPerfect.

The best thing you can do for your team as a leader is communicate and instill a clear sense of why you're doing what you do, Elting said. Your company mission will likely lose credibility without continued innovation, and reminding the organization of its purpose will motivate you to collaborate and grow.

To stay adaptive, leaders also need to listen to feedback from anyone who has a stake in the business, including clients.

"Their feedback is the most valuable piece of information to the success of your company," Elting said. "Make it a top priority to not only solicit feedback from them, but [also] decipher that feedback and act upon it."

## Needing to be liked

Leaders are people first, and it's natural that they want to be liked, said David Scarola, chief experience officer of business resource The Alternative Board (TAB). But the need to be in everyone's good favor can sometimes cloud solid business judgment.

"A common mistake with new managers and new business owners is that they make decisions that are popular, which are often not the best decisions for the business," Scarola said. "[Leaders] need to sometimes make unpopular decisions. That comes with the territory."

Instead of trying to be well liked among your employees, seek instead to be understood and respected. Learn how to communicate openly and frequently with your team, and always keep staff members in the loop about the reason behind any decisions, popular or not.

"The best leaders have learned that if they make the right decisions for their business, even if unpopular, and also take the time to explain their reasoning, they will earn the respect of their employees," Scarola said. "In the long run, this is the best outcome a leader can aspire to."

When you're dealing with performance evaluations, Monahan recommends conducting them based on specific metrics rather than being subjective. You can't stress over being someone's friend before being their boss.

# 4

# 5

## Hypocrisy

A "do what I say, not what I do" mentality is toxic to your work environment. As a leader, you set an example for your team. If you want your employees to respect and listen to you, you must follow your own rules. You can't hold your staff accountable if you aren't willing to work just as hard.

"A leader must have the utmost and highest level of integrity and model the way for their team," said Daniel Freschi, president of leadership development company EDGE. "If you leave early during the workday or speak offhand about a colleague, it will likely be repeated by your direct reports. To avoid this, a leader needs to clarify their values and be hyper-aware of their behavior and hold themselves to the same or higher standards that you would direct reports."

"Leaders often want to create a certain type of environment but don't want to actually participate in the culture they are determined to create," added Monahan. "If you are seeking to create a collaborative environment, ask yourself first if you are collaborating and sharing with others. Putting yourself in everyone else's shoes will pay dividends."

You don't want to isolate yourself from the rest of your team, so don't be aloof or act like you are better than your employees, Monahan advised. This will only create tension and frustrate employees. It's better to be open about your flaws with your workers. The more transparent you are, the more authentic your entire team will be.

"By slowly letting others in and sharing failures and challenges, you will begin to appear more real, and employees will begin to believe in you," she added. "When you make yourself vulnerable, you make yourself relatable."

# 6

## Failing to set clear expectations

Employees would rather be instructed on what to do than be left with questions and uncertainty. Providing directions and outlining missions will motivate your team and keep them on track.

"When a leader does not set expectations, their direct reports often limp through their day with no clear direction," said Freschi. "Direct reports want to be productive; they want to know their work has meaning and is contributing to a bigger picture. Without expectations or goals, they are not able to prioritize the workload."

While it's important to trust your workers with their tasks, this doesn't mean you shouldn't delegate assignments and highlight objectives to get the ball rolling. Leaders should set individual goals for workers and explain how they align with the broader work of the organization, Freschi added.

"As leaders, it's up to you to provide a clear but succinct picture of the vision and desired outcomes for the team and the organization," said Rivers. "People connect to a project or task much easier if they know where it's headed. Don't keep them in the dark ... Determine what information is important and then provide clear instructions and expectations to set them up for success – not failure."

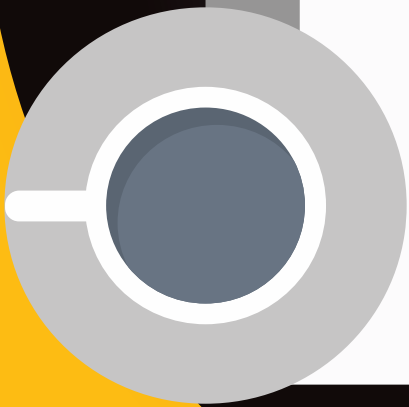
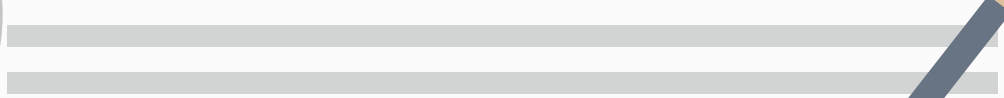
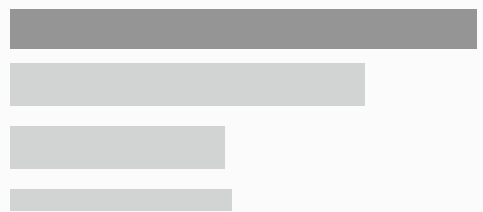
# News from Printex

*By the Grace of  
ALLAH, successful  
installation of Roq  
Ovals and Roq  
Tunnel during 1st  
Week of*

March.  
2018



roq



# PRINTEX

Towards Innovation



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