

Opinion

QUARTERLY NEWSLETTER OF LNJ BHILWARA GROUP



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

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The Wisdom Tree

"Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired and success achieved."

Helen Keller

Transforming HEG in to a true research-led, world-class organization

In today's global economy, what keeps a manufacturing organization ahead of its peers is its ability to constantly innovate, scale-up quality and rationalize costs. Research and development plays an important role in this regard.

At HEG, R&D is a key driver. Over the last few years, HEG has matched its manufacturing and quality prowess by building one of the strongest R&D capabilities in the industry. This has not only given us critical insights in to developing quality raw materials, it has also given us a head start in anticipating the future and developing cutting-edge products. Currently, our R&D spend has touched Rs.2.3 crore.

Our R&D investments include building a pool of experienced scientists, engineers and technologists. Our collaboration



development of high-quality feed stocks for carbon products and carbon specialties. Additionally, a Technology Centre (TC) has been set up to independently handle consultancy

CHAIRMAN'S MESSAGE

with R&D Carbon, Switzerland gives us the exposure to the world's best ideas and technologies in the field. We have also forged close alliances with some of the best academic institutions in the country.

Our R&D activity spectrum includes property enhancement of existing products, development of advanced carbon materials and products (carbon nano tubes, fibres, nuclear graphite foam), environmental engineering,

projects in the carbon and graphite domains. In its first year of operations, TC has reported revenues of around US\$ 3 million.

I am confident that the coming years will see HEG evolve in to a true research- led company.

I take this opportunity to wish you and your families a very Happy and Prosperous New Year.

Ravi Jhunjunwala





CORPORATE OVERVIEW

HEG files patent for new product

It is a matter of great pride for us that two of our R&D scientists, Mr. Rakesh Shrivastava and Mr. Jagpal S. Mahur filed an application for an Indian Patent for "an improved process for production of Phenolic Resin-based Activated Carbon Spheres".

The patent was filed on 16th October at The Patent Office, Government of India, New Delhi. HEG congratulates them for their achievement.

ICS to manage LNJ award

HEG has signed an MoU with Indian Carbon Society (ICS) for managing the prestigious "LNJ Award", commencing this year.

The award would be given to a scientist or technologist for achieving excellence in basic/applied research in the field of carbon science and technology. The bi-annual award, comprising a cash prize of Rs. 50,000, citation plaque and medal will be given away at the National Carbon Conference.

HEG Annual General Meeting

The 36th Annual General Meeting (AGM) of HEG shareholders was held on September 29 at the Conference Hall, R&D Centre, Mandideep. Mr. D. N. Dawar, Director chaired the meeting, which unanimously passed the resolution including the annual results, auditor's report and dividend to be distributed to the shareholders. Before the meeting, Mr. Dawar along with Mr. Jacob Mani, COO, visited the plant and CPP. Mr. Dawar appreciated Team HEG's efforts.



HEG participates in AIST show at Pittsburgh

HEG put up an impressive show at the annual American Iron and Steel Technology (AIST) exhibition held recently at Pittsburgh, USA. AIST is a huge industry event and attracts the major steel manufacturers in USA and around the world. HEG's stall was a major draw this year. Reputed customers like Nucor, ArcelorMittal, Steel Dynamics, Allegheny and US Steel were highly impressed by HEG's expertise and track-record.

Rajasthan allows inter-state sale of power

The Government of Rajasthan, has for first time in the history of the state, agreed to the sale of power to third parties, inter state. Mr. N. K. Bahedia, Sr. General Manager (Commercial) signed the agreement with AVVNL. In August, RSWM sold 6 MW of power on round the-clock basis through Tata Power Trading Company Limited. The quantum of power was further increased in September to 10 MW.

RSWM is selling power to Rajasthan Power Procurement Centre, Government of Rajasthan through a separate bid, when it was the sole bidder. RSWM entered into a Power Purchase Agreement with Government of Rajasthan on August 8. Mr. N. K. Bahedia signed the agreement on behalf of the company. From October 1, 6 MW power is being sold to Government of Rajasthan on a competitive bid price, round-the-clock basis. This will be effective till March 31, 2009. These initiatives will strengthen RSWM to face the adverse impact of a sluggish economic environment across the world.

RSWM becomes more power-ful!

At 12 midnight on November 11, when we converted from the grid supply to our Wartsila DG set, we reached two important milestones.



First, we achieved 100% self-sufficiency in power. Second, we are in a position to export power as well. In fact, power generation is now an independent profit centre for us.

SA 8000 certification recommended for Banswara

A team of five auditors, headed by Mr. Shammi Singh Kapoor from British Standard Institute (BSI), New Delhi conducted the final audit on October 6-8 at the Banswara plant.



The BSI team made the following observations: "We are pleased to recommend that the scope of activities detailed in this report meet registration requirements. The recommendation will be independently verified within BIS. Upon verification, your certificate of registration will be issued. The areas assessed during the course of the visit were generally found to be effective."

Continual Improvement Plan 2008 – 09

Mr. S. C. Garg, Mr. R. S. Acharya, Mr. Mukesh Gupta, Mr. Y. D. Tiwari, Mr. B. K. Singhal and Mr. S. P. Yadav reviewed the 2008 Continual Improvement Plan for their respective departments at Mandpam on August 19.

ADHPL PROJECT UPDATE

• Completion of Intermediate Reservoir

The RCC Intermediate Reservoir (15,000 m² floor area, 15m depth, with a storage capacity of 2,25,000 m³) was completed in October. The reservoir has a 2m x 2.5m drainage gallery below the floor around it.

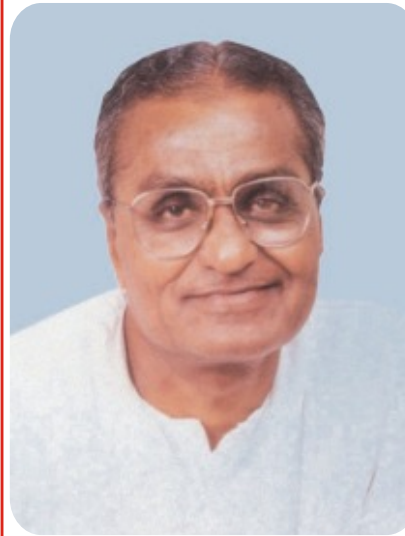


• Power House

In the power house, box up work of Unit No. 2 including filling of oil in all the bearings has been completed.



BIRTHDAY CELEBRATIONS OF SYT. LNJ BABU



The birthday of Syt. LNJ Babu, our Chairman-Emeritus was celebrated by all the plants and offices on October 18 with great enthusiasm and joy. The staff members prayed for his good health and long life. A special function was held at the Learning Centre in Banswara.

A short audio documentary on his childhood and

studentship was aired. Extracts from his book "Viswa Dharma Sammelan 1893" was read out by Mr. M. P. Pareek (DGM HRD).

GROUP BUZZ

Mayur launches 4 new retail outlets



RSWM is targeting smaller cities to grow and capture the nascent market for suitings and shirtings. Mayur Suitings plans to take the power of fashion to a larger audience. Citizens of smaller towns have aspirations and are willing to experience these brands. Mayur offers this audience not just style but also the association of a bollywood icon (Salman Khan), who symbolizes their aspirations.

As a part of our plan to increase our retail presence, new Mayur Company Outlets were opened at Sagar, Agar, Machli Shaher and Bikaner. By the end of 2008, we intend to set up more outlets in Firozpur, Nathdwara, Ratlam, Bhilwara, Solapur, Sawai Madhopur, Kanpur and Tundla.

Mayur Fabric Display-cum-Booking conferences

Mayur organized a series of successful fabric display-cum-booking conferences at Jalandhar, Ludhiana and Bhopal.



On display were a range of popular brands like Altima, Real Trust, Delmore, Sensa, Omega, Belvedere, Eros and Reflection. Recently launched brands like Rich & Royal, Amazone, Absolute Class, Pure

Cotton Designs and Corduroy and the complete range of Mayur Shirting were also displayed. The attendees were greatly impressed by the range and quality of Mayur fabrics on display.

Honour samaroh for Prakash Maheshwari



Rajspin Staff Club honoured Mr. Prakash Maheshwari at a special function. Mr. Maheshwari has been relocated to H.O. Besides staff members and their families, local dignitaries and Mr. R. N. Gupta, BSL were present at the samaroh.

Senior members of the club like Mr. Raghunanadan, Mr. A. S. Chauhan, and Mr. Illiyas shared their experiences about working with Mr. Maheshwari. The function was managed by Mr. N. K. Shrivastav, GM (HR).

RSWM atTECHTEX INDIA II & III

On August 22, a Confederation of Indian Industry (CII) in association with Northern India Textile Research Association (NITRA) and SASMIRA organized TECHTEX INDIA II at Chandigarh. The objectives were to create awareness about technical textiles, explore investment opportunities and understand ways for generating demand.



RSWM participated in the exhibition and displayed the complete range of fire retardant fabrics. Mr. K. D. Joshi, Vice President was present to explain the advantages of using flame retardant fabrics in public places.

We also participated in TECHTEX INDIA III held on September 30 at Tirupur. Organized by the Confederation of Indian Industry (CII) in association with South India Textile Research Association (SITRA), Textile Committee (Ministry of Textiles, Government of India), Tirupur Exporters Association (TEA) and Knit Cloth Manufacturers Association, the exhibition focused on Meditec, Agrotech, Buildtech, Protect and Mobiltech. Here, too, RSWM displayed its range of technical fabrics including Meditec and Protec.

SCADA System for Mandideep R & D Centre

The revolutionary Supervisory Control and Data Acquisition (SCADA) system has been successfully installed in the graphitisation furnace. The SCADA system, which collects data from various sensors attached electronically to the furnace will simplify operations and lead to better control and energy efficiency.

Revisions to ISO 9001:2000

The existing ISO 9001 certified companies meet the criteria stated under ISO 9001:2000 requirements. These standards are subject to revisions every five years. The draft for the proposed revision has already been circulated by ISO for review. It will be approved and issued in the next couple of months as ISO 9001:2008. When that happens, all the existing ISO certified companies would be required to get themselves re-certified as per the revised standards.

Mr. K.K. Puri, Advisor (Technical) HEG has studied the changes suggested in the revision. **For more details please contact Mr. Puri at kk.puri@lnjbhilwara.com**

ISO 9001:2000 renewal audit for Banswara unit

The renewal audit for joint ISO 9001:2000 certificate was held on October 13-15. A team of three Bureau of Indian Standards auditors confirmed the successful completion of the audit with Nil Nonconformity. However, renewal of ISO 9001:2000 certification will be declared after the second phase audit at Mandpam and Kharigram in November this year.



Progress NGO Muneem visits Banswara



On September 1, a group of 30 villagers associated with Progress NGO visited the plant. The relatives of the RSWM sponsored self-help group (SHG) were offered employment. The team was highly impressed with the systems and environment around the plant.

Students and teachers visit Banswara plant

On September 12, a team of 35 students and 3 teachers of Govind Guru Government College, Banswara visited the Banswara plant. Mr. M. P. Pareek (DGM HRD) made a presentation on personality development. The team was highly impressed with the state-of-the-art technology and beautiful orchard maintained at the plant. On October 25, students of New Look Girls' College also visited the plant.

AVYNL Managing Director visits Ringas



On September 19, Mr. P. C. Jat, Managing Director, Ajmer Vidyut Vitran Nigam Limited (AVYNL), Ajmer visited Ringas. Mr. Jat was accompanied by Mr. B. M. Bhamu, Executive Engineer (O & M).

Bankers' meet, Jaipur



A consortium of Bankers comprising PNB, Bank of Baroda, SBI, SBBJ, State Bank of Mysore, Axis Bank and Union Bank of India met at Samod Palace, Jaipur on September 26.

After the meeting, a 40-member team, accompanied by Mr. D. P. Mangal, Mr. R. N. Maloo and Mr. B. L. Ranka visited the Ringas plant. Dr. Naresh Maheshwari briefed the delegation.

Ringas wins RCC Award for excellence

Our Ringas plant was honoured by the Rajasthan Chamber of Commerce (RCC) Award for Excellence at a special function held at Jaipur on September 30. Mr. Avinash Bhargava, General Manager (Commercial), received the award from Mr. Bhairon Singh Shekawat, former Vice-President of India. The award was announced by a distinguished jury panel, headed by former Chief Justice of India, Mr. P.N. Bhargava.



National Safety Council workshop on industrial safety and health

National Safety Council, Jaipur organized a training session on industrial safety and health on September 9 at Banswara. Staff members of the personnel & HR departments of the spinning division, thermal power plant, LNJ denim and fabric division attended the workshop. The HR, personnel and security staff of major industries in Banswara and Dungarpur districts also attended the training programme.

ICFAI seminar on Time Management

ICFAI organized a talk on 'Time Management' at Banswara unit. The speaker was Mr. Rahul Shandilya, Regional Head, ICFAI Rajasthan.





Overseas visitors at Mandpam



● Mr. Imai M. C. and Mr. L. Rajadurai from Mitsubishi Corporation, and Mr. Sano of Unitika visited our mill on September 9.



● Accompanied by Mr. Rahul Talwar, Square Corporation, Ludhiana and Mr. Kul Bhushan, Mr. Craig Goldberg of Ryan and Jane Co., USA visited our mill on October 13. Mr. Goldberg viewed the material ordered by them (through Savar/Supasox, Bangladesh) being processed by us.

A clutch of internal audits were carried out:

● 13th ISO internal audit

The 13th ISO internal audit was organized on October 23-26.

● 7th EMS internal audit

The 7th EMS internal audit was held on October 21-22.

● 1st SA 8000:2000 internal audit

The first SA 8000:2001 internal audit was undertaken on October 20-23.

Corporate office staff visit Banswara plant

On October 3, about 100 staff members from corporate office took time off their trip to Udaipur to visit Banswara plant.

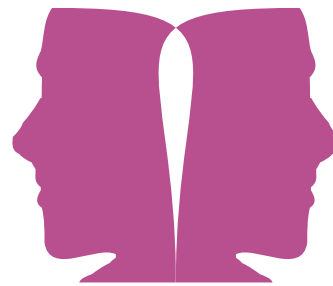


Quarterly Khata Master meeting

On October 27, a meeting of Khata Masters was organized to explore ways to reduce losses due to absenteeism during Diwali. The meeting generated a very good response, and a number of useful solutions to tackle the problem emerged.

RSWM at Texworld exhibition, Paris

Mayur and Denim jointly participated in the Texworld exhibition held at Paris in September. Over 100 prospective customers including Marks & Spencer, U.K., Riopelle, Portugal and Neema Clothing, USA visited our stall.



PRIME ASSETS
Empowerment

NITRA training workshop for 'Helpers'

On September 10-11, Rishabhdev organized a two-day training programme for 'Helpers' of preparatory, spinning and post-spinning sections. Mr. N. N. Sharma, Director, Northern India Textile Research Organization (NITRA) conducted the workshop.



Mr. M. S. Manilal, AGM (Personnel & HR) highlighted the role of helpers in enhancing productivity and quality. Mr. P. Sethi, COO called upon the participants to take advantage of the programme for increasing their skill and efficiency quotients. Mr. P. R. Singh, Sr. G. M. (Technical) also addressed the gathering. The workshop was found to be useful by those who attended it.

Training workshop for children

Concept G Zone and HRD department organized the Kidz Abacus Training (KAT) programme for class 2 and class 7 students on 4th October at the Melange Staff Club. The KAT workshop gave children a solid foundation in mathematics and logical reasoning.

Training session on Shiv Khera's Blue-print for Success

Mr. M. P. Pareek (DGM HRD) conducted a 3-day training session (October 23-25) for officers and staff members. The theme was Shiv Khera's 'Blueprint for Success'. A more detailed workshop will be conducted in November.

"Value Stream Mapping" workshop, Mandideep

In continuation of our efforts to spur operational excellence, a 4-day training programme on Value Stream Mapping (VSM) was organized for HEG, H.O and branch office employees at Mandideep from 15th-18th September. The workshop was conducted by Mr. Akhilesh N. Singh, Management Consultant, CHR Global. VSM is a powerful tool for the implementation of Lean Manufacturing Practices, the discipline of identifying and eliminating waste from manufacturing systems. The programme was a mix of theory and practical exercises. After the theory session, the participants were asked to draw the value stream maps of their respective departments. The programme was very productive and enjoyed by all.

SN Power workshop in Norway

Mr. Rajeev Sharma and Mr. Deepak Kashyap participated in the SN Power workshop on Safety & Environment in Norway from August 22-29. They presented papers on road safety and environmental issues.



Chakde Ringas!

Films are an important element of a comprehensive training and development programmes for workers' education at RSWM. Recently, 'Chakde India', the super hit Hindi film was screened for Rishabhdev workers. Such movies not only entertain, they educate workers on the value of setting clear goals, and working as a cohesive team, amongst other things.

CBWE workshop, Rishabhdev

Central Board of Worker Education (CBWE), Udaipur has been organizing its 'Quality Life' programme regularly at the villages adjoining Rishabhdev. CBWE's latest workshop was held at Kalyanpur village (September 8-9) for 20 Rishabhdev workers and their spouses. Mr. R. S. Mathur, Regional Director and Mr. Sudhir Vadilal, Education Officer from CBWE conducted the programme. Mr. M. S. Manilal, AGM (Pers. & HR) inaugurated the programme. The workshop had sessions on various subjects like the relation between husband and wife, the role of parents in the personality development of children, workers' responsibility towards family, society and industry, budgeting, savings and safety.

Mr. P. Sethi addressed the participants and advised them to think and work for increasing their earning potential so that they could save and meet their personal and family's needs.

'Art of Living' Programme for spouses, Mandideep

An Art of Living programme for 26 spouses of HEG executives was organized on 9th September at Bhopal. The programme leader was Mr. Ramesh Raman, Art of Living, Mumbai. In this session, the main focus was on basic Pranayams. The concept of Ayurvedic cooking was also shared with the participants.

All the participants thoroughly enjoyed the programme. Looking at the tremendous response from the participants, we are planning to organize more such sessions in the future.



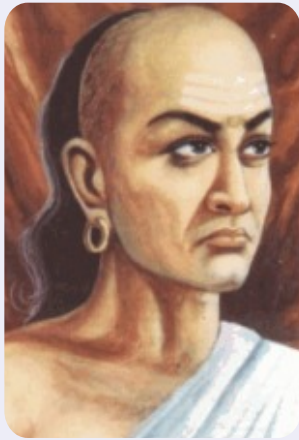
Call for contributions

Opinion is your newsletter. It highlights your achievements, records the pulse of your company and mirrors the challenges you face everyday in the service of your company.

Please contribute an opinion on a subject that's dear to your heart, a joke, a story, or even a photograph or illustration that will inspire others.

Please mail your contributions to Mr. S. K. Babbar at the corporate office (skbabbar@lnjb.com) latest by December 31. The best entries will win surprise gifts.

Chanakya's Management Tips: The Indian Ethos



May wealth and excellence protect you all

The wealth created by a business is meant for 'protecting' all the stakeholders including society at large.

Basis of happiness is ethics

Happiness for all in a society is achievable only when all behave ethically; otherwise, 'might is right'.

Ethics is rooted in resources

If one has adequate resources at one's disposal, one is in a position to adhere to ethical behaviour. To expect a person deprived of basic needs to be honest is naive. However, resources alone are no guarantee for ethical behaviour.

Enterprise is the root of resources

An enterprise is the means of generating wealth. Wealth generation and its equitable distribution is needed for ensuring happiness for all in society.

Enterprise is rooted in self-control

Not just the CEO, but all managers become effective by putting the interest of the business organization first. To 'put organization first' is not possible unless the manager controls self well. "Learn to manage yourself before managing others".

Self-control is rooted in humility and moral training

Exercising control over one's sense organs implies using the intellect to examine one's reactions.

Moral training is rooted in learning from elders

Not bookish knowledge but live role models (experienced, knowledgeable, elderly persons) are a prerequisite for learning ethical behaviour.

Gain worldly knowledge by serving under elders

The knowledge and skill needed for dealing with people, to get them to work for the organisation's goals, is best acquired under the guidance of a mentor.

Equip yourself with worldly wisdom

No mentor can teach, no teacher succeeds as a teacher unless the student learns. Learning is about making efforts to understand, question, counter question and internalize knowledge.

Acquirer of worldly wisdom conquers self

Conquering self is an important but more difficult step than acquiring self control. The conquered self does not need the intellect to intervene between thought and action; the thoughts and actions become naturally appropriate to the situation.

Person who conquers self should acquire and use all resources

Resources need to be handled wisely in the interest of all stakeholders, and not to aggrandize or to fill one's coffers. Therefore, the advice is to first exercise self-control and then acquire men, materials, and money.

The strong make good efforts to obtain that which is not in their possession: this is not for the lazy

Only the strong and capable people try to obtain skills, resources, territories, etc. The weak would not even try. Importantly, even the capable but lazy will not stretch own capability; enthusiasm and industriousness are needed.

For the lazy, even protecting that which has been obtained is not possible

Any achievement, in business or in personal life needs to be maintained with careful attention. Otherwise, it either dissipates, deteriorates or is taken away by others.

And neither can the protected grow for the lazy

Business growth cannot be protected unless considerable efforts are continuously put in. The lazy are likely to take it easy on being successful.

The lazy do not deploy employees productively

The lazy person shirks from efforts to choose the right person for the right job. Such a person fails to imbue the employee with the necessary skills and knowledge needed for the successful execution of the job. He is also poor in follow up measures for ensuring that the desired results come through in time, and that the business grows and prospers.

What constitutes management? Obtaining the non-possessed, protecting the obtained, making the protected grow and deploying people

Management, by the current definition, constitutes planning, organizing, coordinating, implementing and monitoring. A business can excel in each of these and end up in making no profit! Chanakya's definition not only applies to all kinds of organisations, but also helps each manager to assess own performance.



HELPING HAND

CSR Activities

ADHPL constructs Primary Health Centre at Suru

To fulfill the long-held demand of Suru villagers for improving the health facilities in the region, ADHPL constructed a fully equipped Primary Health Centre in the village.



ADHPL co-sponsors Shimla-Manali Cycling race

ADHPL was the co-sponsor of the Himalayan Cycling Rally organized by HASTAPA, Shimla. The rally was inaugurated by Mr. Prem Kumar Dhuma, Chief Minister of Himachal Pradesh.

ADHPL co-sponsors Red Cross Fair

ADHPL also co-sponsored the Red Cross Fair organized by the District Red Cross Society, Kullu. ADHPL set up a food stall there and donated all the proceeds to the Red Cross fund.



Village tour, Rishabhdev

In order to strengthen its bond with workers and understand their problems, Rishabhdev has started a new outreach

programme, titled 'Village Tour', where senior officers in the Production and P& HR departments visit villages around the plant. The idea is to talk to the company workers in the presence of their family members and important village leaders such as sarpanch and ward panch. Away from the work place, the workers are encouraged to air their problems and find practical solutions in a free-wheeling discussion. This forum enables the villagers to understand more about the mill, its working and company's initiatives for worker's welfare and development measures for society at large. The programme has met with an encouraging response and been appreciated by all the participants.

Vivekanand Vidya Vihar augments bus fleet

Vivekanand Vidya Vihar, the school run by Maral Overseas added one more bus to its fleet. Mr. Tarun Baldua, Chairman, School Managing Committee performed the pooja of the bus.



Rozgar Mela, Ringas

With a view to providing job opportunities, a one-day Rozgar Mela was organized by District Industries Centre (DIC), Sikar in the Mill Complex on October 11. Mr. Sitaram Puniya, Dy. Director and Mr. R. K. Bagadiya, District Industrial Officer, DIC and an officer from Lohiya Economic Research attended the event. The other participants included Ringas, Aksh Fibre, RIICO and Khatu Shyamji Industrial Area, Ringas.

DIC and RSWM jointly interviewed 84 candidates; of which, 50 were selected as worker trainees for our Ringas plant.





Malaria prevention drive

To prevent malaria, Leriago tablets were distributed to workmen and staff members at Banswara plant. They were also given inputs on precautionary measures to safeguard themselves from this seasonal disease.

HIV/AIDS awareness programme at Pandu Ropa labour camp



An HIV/AIDS awareness campaign was organized at Pandu Ropa labour colony, Manali. Useful information about HIV, AIDS and other STDs was provided to 150 labourers working in the project area.



JANMASHTMI CELEBRATIONS

Kullu

Employees and family members celebrated Lord Krishna’s birthday with piety and zeal. The ladies took the initiative to organize a host of interesting cultural activities to mark the special event.

Rishabhdev

The staff along with their families came for jhanki darshan and participated in the bhajan sandhya, which lasted till midnight. The beautiful, well-decorated jhanki depicting the life and times of Lord Krishna were prepared by the staff club members. The children presented a lovely dance and play sequence.

GANESH CHATURTHI CELEBRATIONS

Rishabhdev

Ganesh Chaturthi was celebrated at the Ganesh Mandir, Rishabhdev with great enthusiasm. The programme, conducted by two Khadagda pandits, commenced with Maha Ganpati Pooja, Kund Pooja and Sapsati Path. The pooja concluded with hawan and purnahuti. Mr. P. Sethi, Mrs. Sethi,

and staff members along with their families performed the hawankriya.



Banswara

The 10-day Ganesh Chaturthi festival was celebrated at the Foremans' Colony, Banswara, with great devotion.



Ringas

On the eve of Ganesh Chaturthi, pooja, hawan and maha aarti were performed at Ringas plant. Staff members and workers along with their families participated in the celebrations. The event concluded with sawa mani.



TEACHER'S DAY

Mandideep

On 5th September, Graphite School students extended their love, affection and respect towards their teachers by organizing a grand celebration.

Mr. S. K. Tiwari, Branch Manager, SBI Mandideep was the chief

guest. Mrs. Madhumati, Vice Principal, Graphite School was honoured with the award of 'Best Teacher'.

NAVARATRA AND DUSSEHRA CELEBRATIONS

Mandpam

Mélange Staff Club: On the occasion of Shardiya Navratra, Mélange Staff Club organized Durga Sthapana and Dandiya Nritya from September 30 to October 8 at Mélange Officer's Colony. Over 200 employees and their families participated in the event.



Worker's Colony: Durga pooja and Dandiya were organized by the workmen at Worker's Colony from September 30 to October 8. Mr. S. C. Garg and Mr. R. S. Acharya were declared the best dandiya dancers at the festival.

RSWM Staff Club, Banswara: During the Navaratra, Durga Sapt Sati Path and special pooja was organized at the RSWM Staff Club. Club members participated in the colorful Garbha dance on all the nine days of the festival. The senior officials from LNJ Nagar were also invited. The best dancer and best dressed male, female and children were given attractive prizes by Mr. Sanjay Sharma and Mrs. J. C. Laddha. Silver coins were gifted to all the participants. On Dusshera, Rawan Dahan and mela were organized.



Banswara

RSWM celebrated the Durga festival at the Lodha Staff club ground from September 30-October 8. This year, the staff

members and their families performed the 'Garbha', which was highly appreciated by the viewers. The best dancers and best dressed persons were awarded special prizes.



Maral

Maral celebrated Navratra from 30th September to 8th October 2. During the 9 days, the residents of the staff colony performed daily pooja and Garba. The best traditional dressed couple was awarded a special prize. Dhol Dandiya, performed by a local band, was a special attraction at the festival.

Kharigram

Durga Saptha Sati Pooja was performed every morning of the nine day festival by the CE, VP (Tech.) and core team members along with their families. Garba was organised in the evenings and drew a huge response. The men and women dressed in different colours each day of the festival. The tenth day saw the burning of Ravana's effigy.



Rishabhdev

This year, the celebrations started with Navratra sthapna on 30th September. After the daily aarti in the Maa Durga mandir, Garba was performed by staff members and their families. Every day, participants were selected for Best Dancer and Best Dressed categories.

Ringas

Like every year, Nav Durga Dandiya Mahotasav was organised on the auspicious occasion of Navratra Parva at Ringas. Dandiya, pooja, aarti, bhajan and hawan were performed every day with great enthusiasm and devotion.



The concluding day saw a gathering of about 5000 people including the local MLA, Mr. Mahendra Singh Khandela, Pradhan Panchayat Samiti, Mr. Jhabbar Singhji Khandela, Chairman Nagar Palika, Mr. Bodu Ramji Kumawat, ward members, DSP and press reporters of national dailies. All the festival events were given huge coverage in the local press.

Manali

Dussehra was celebrated with full pomp and show by the staff members and their families. Mr. Sharad Kumar, HOD (Civil) inaugurated the festival and burnt the effigy of Ravana on the occasion.

Kullu



ADHPL sponsored the Kumar Sanu Night at the Kullu International Dussehra Festival. Mr. J. P. Naddha, Forest Minister, Government of Himachal Pradesh was the chief guest at the event.

Manali

ADHPL was the co-sponsor of the Ramlila play organized by the Ramlila Committee, Manali. The play was inaugurated by the local MLA, Mr. Govind Thakur.



DIWALI CELEBRATIONS

Mandpam

Diwali was celebrated with fervour and gaiety at Mandpam. The staff members along with their families also participated

in the traditional Lakshmi Pooja. RSWM Melange Staff Club organized Deepawali Sneh Milan for the family members of Bhilwara Spinners and BSL Suitings on November 5.



Banswara

On November 1, Deepawali Sneh Milan was organized at Mayur Nagar campus. Staff members (including their families) of spinning division, thermal power plant, LNJ denim, fabric division and BMD participated in the event. 15 lucky prizes were distributed to the winners.



All members of LNJ Bhilwara Group units at Banswara participated in the Sneh Milan programme organized by the Lodha Staff Club. Mr. J. C. Laddha and Mr. S. N. Goyal conveyed their best wishes to all the members for a Happy Deepawali and Prosperous New Year. Mr. N. K. Bahedia gave the vote of thanks.



Kullu

Diwali was celebrated with great joy by the employees of MPCL at Jari. Laxmi Pooja was conducted at the main office premises. This was followed by bursting of fire crackers and distribution of sweets to the employees.

Mandideep

The objective of this event was to enhance the cultural and traditional knowledge of the students. The pooja ceremony was performed amidst chanting of Vedic mantras.

On this occasion, a rangoli competition was organized for middle and higher classes in which boys and girls took part with great enthusiasm. They made colourful, modern and artistic rangolies.



Mr. Pawan Mishra, AM - HR and Ms. Ruchi Saxena, Executive - HR were the judges of the competition. They praised the skills of the students.



Kharigram

Lakshmi Pooja was performed at Kharigram on the occasion of Deepawali. The pooja was attended by the staff members along with their family members. This was followed by distribution of prasad and bursting of crackers.

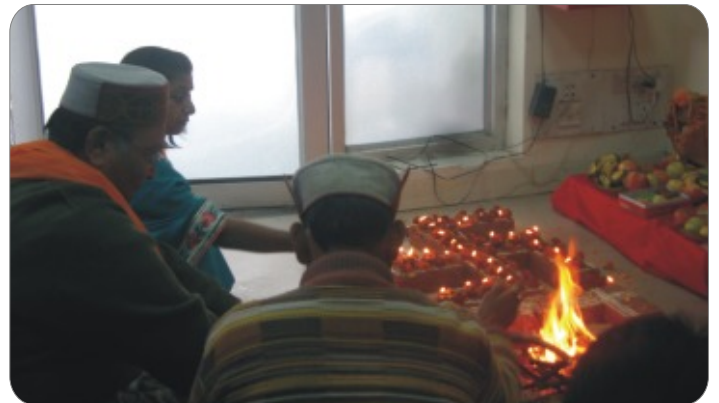
On November 5, Sneha Milan was organised in the Mill's Campus, adjoining the Rajspin Staff Club. A host of VIPs, dignitaries and staff members along with their families were invited to celebrate Deepawali.

On November 6, the checkers held their Sneha Milan, which was attended by the INTUC President, union representatives and core team members. The occasion was utilized to discuss various issues for improving the functioning of the plant.



Manali

Lakshmi Pooja was performed in the ADHPL office at Prini. A large number of staff along with their families attended the pooja. In the evening, the residents celebrated Deepawali and burst fire-crackers in the staff colony.



VISHWAKARMA POOJA

Banswara

A team of four pandits and gurujan performed the pooja and havan. Hundreds of staff members and workmen offered prayers for the prosperity of the Group.



Mandpam

On the occasion of Lord Vishwakarma Jayanti, a pooja was performed at the engineering department.

Ringas


On this occasion, pooja and hawan were performed at the plant. Dr. Naresh Maheshwari along with officers, staff members and workers participated in the festival.

Kullu

Vishwakarma Pooja was celebrated at the power house and the DG house. Sweets were distributed to all the employees.



The
lighter side
of corporate life



Your Boss and You

- If you take a long time, you're slow.
But if your boss takes a long time, he's thorough.
- If you don't do it, you're lazy.
But if your boss doesn't do it, he's too busy.
- If you make a mistake, you're a goober.
But if your boss makes a mistake, he's 'only human'.
- If you take a stand, you're being bull-headed.
But if your boss does it, he's being firm.
- If you overlooked a rule of etiquette, you're being rude.
But if your boss skips a few rules, he's being original.
- If you do something without being told, you're overstepping your authority.
But if your boss does the same thing, he's taking initiative.
- If you take a day's sick leave, you're 'always' sick.
But if your boss does that, he's ill.
- If you're out of the office, you're wandering around.
But if your boss is out of the office, he's on business.
- If you apply for leave, you must be going for an interview.
But if your boss applies for leave, it's because he's overworked.

HEG on its way to becoming a Process Based Organization (PBO)

In order to sharpen its competitive edge as an international, customer-facing company, HEG has taken steps to become a Process Based Organisation. Towards that end, a Supply Chain Management (SCM) department, has been set up under the leadership of Mr. Rajendra Trishal, GM, S&D and Bulk Materials. The SCM department will help the company sharp focus on issues such as productivity, technology, maintenance, quality and cost.

The need for process-based organizations

The fast changing demands of the business environment create an urgent need for organizations to break away from the traditional organizational model. Among the most important external forces are globalization, shortening of product life cycles, convergence of technologies and associated blurring of industry boundaries, massive deregulation and the necessity to build up and renew technological capabilities to succeed in knowledge-intensive industries. Since economic growth slowed down in the seventies and eighties and competition intensified, customers became more demanding. To become customer oriented was one of the major business challenges. Companies tried out different strategies within the existing organizational paradigm to cope with the new challenges of the external environment but they were only modestly successful: matrix organizations, decentralization, increased customer involvement and other corporate tune-ups did not give satisfactory bottom-line improvements. The basic reason for the relatively poor results of these tune-ups is that the organizations structures are basically not changed; most organization structures are based on function or product or a combination of both. Instead of starting from what could add value for the customer and work backward from there, traditionally structured companies still attribute customers only a secondary role in shaping the way how the company organizes its activities.

Functionally organized companies have considerable problems taking a customer's perspective, because processes that produce value for the customer - e.g. order fulfillment - cut across several departments. However, the latter only report to higher-level managers, so that a customer perspective can be realized only at that level. Frontline managers will be reluctant to take the same perspective since they are not accountable for the outcome of other departments taking part in the same process.

Companies organized along product lines also have problems taking a customer's perspective as well. A product structure leads to poor coordination across product lines, which is a major drawback when divisions serve the same customers. Information systems in different units are likely to be incompatible with each other, resulting in a fragmented approach of customers, which, in turn, leaves lots of possibilities untouched to create value for them. Because most product divisions are functionally structured, the same shortcomings of functionally organized companies are applicable on the business level of product-based companies.

Source: Wim P. M. Vanhaverbeke & Huub M. P. Torremans

Heartiest congratulations!

Master Aditya, son on Mr. P. C. Dubey, Manager Engineering, Kharigram plant won the painting competition organized by Bureau of Energy Efficiency, Ministry of Power, Government of India. Aditya is a class IV student at VKV School, Hurda.



Malana Power



Mr. M.M. Madan, 54 joined as Chief Executive Officer. Based at the corporate office, he will report to the Chairman. In addition to his role as CEO, Mr. Madan will be responsible for the 'overall performance' of the power

plants, and provide strategic support to the ADHPL project (transmission line work, new project development and implementation, etc).

A B-Tech (Civil) from Pantnagar University, Mr. Madan has an MBA, PGDIM and PGDHRM from IGNOU. His last position was Executive Director with NHPC, where he served for 31 years.



RSWM, Mordi

Mr. Saradindu Samajder joined as Head-Operations (Power Plant). He joins us from Kanoria Chemicals, Renukoot. Mr. Samajder, 42, a mechanical engineer from Jadavpur University, was responsible for the overall management of Kanoria Chemicals' 50 MW thermal power plant. He has more than 21 years experience with reputed organisations like NTPC, BALCO (captive 270 MW thermal power plant, Korba), Badarpur Thermal Power Station, (705 MW) New Delhi, and ALC Manufacturing, Toronto. He is an accredited mechanical engineer from the University of Toronto and a certified power plant engineer from TSSA, Toronto. Based at Mordi, he will report to the Chief Executive, Yarn Business.



Corporate Office

Mrs. Seema Mukherjee joined as General Manager - Corporate Communications. Mrs. Mukherjee, 44, is an MBA in Marketing and post-graduate in Economics. Additionally, she has a post-graduate diploma in Advertising and Communications. She has more than 16 years of rich experience in Corporate Communications with reputed organisations like Schneider, Shriram Pistons, HFCL, Pantaloons, Luxor-Parker and Ansal API.



Based at H.O., she will be a Group resource providing support to all the Group companies.



Mr. K.K. Soni joined Maral Overseas as Vice President (Technical).

Mr. Soni is an accomplished textile technocrat and has over 30 years experience in the textile business. This will be his second stint with Maral Overseas.

We welcome all the new appointees and wish them a long and successful association with us.

A poem on peace by Swami Vivekananda



Behold, it comes in might,
The power that is not power,
The light that is in darkness,
The shade in dazzling light.
It is joy that never spoke,
And grief unfelt, profound,
Immortal life unliv'd,
Eternal death unmourn'd.
It is not joy nor sorrow,
But that which is between,
It is not night nor morrow,
But that which joins them in.

This piece has been contributed by Mr. Atul Pareek, BSL Ltd.

BSL NEWS

विश्व विजेता भीलवाड़ा रत्न श्री अभिजीत का सम्मान



भीलवाड़ा नगर परिषद एवं एलएनजे भीलवाड़ा समूह के संयुक्त तत्वाधान में दिनांक 1 सितम्बर 2008 को स्थानीय नगर परिषद सभागार में आयोजित एक भव्य समारोह में विश्व शतरंज जूनियर चैम्पियन श्री अभिजीत गुप्ता का नागरिक अभिनन्दन किया गया जिसका शुभारम्भ समारोह के मुख्य अतिथि केन्द्रीय कोयला राज्य मंत्री श्री संतोश बागड़ोदिया, अध्यक्ष एलएनजे भीलवाड़ा समूह के चेयरमेन एमेरिटस श्री एल. एन. झुनझुनवाला, विशिष्ट अतिथि पूर्व उपाध्यक्ष राजस्थान विधान सभा श्री देवेन्द्र सिंह, सांसद श्री वी. पी. सिंह, जिला प्रमुख इन्जि. कन्हैयालाल धाकड़, विधायक श्री सुभाष बहेड़ीया, नगर परिषद के सभापति श्री ओम नाराणीवाल, अग्रवाल समाज के राष्ट्रीय अध्यक्ष श्री प्रदीप मित्तल, संगम समूह के अध्यक्ष श्री रामपाल सोनी, कांग्रेस कमेटी के जिलाध्यक्ष श्री कैलाश व्यास ने दीप प्रज्ज्वलीत कर किया।

कार्यक्रम के अध्यक्ष श्री झुनझुनवाला ने शतरंज से जुड़े अपने जीवन के अनुभव बांटते हुए श्री अभिजीत को इस उपलब्धि पर हार्दिक बधाई दी एवं एलएनजे समूह से श्री अभिजीत के सम्बन्धों पर भी प्रकाश डाला।

श्री बागड़ोदिया ने श्री अभिजीत को सदैव विनम्र बने रहने की सलाह देते हुए बधाई दी एवं हर संभव सहायता का विश्वास दिलाया।

श्री प्रदीप मित्तल ने श्री अभिजीत की उपलब्धि पर हर्ष जताते हुए राष्ट्रीय स्तर पर अग्रवाल समाज द्वारा अभिजीत को सम्मानित करने का संकल्प दोहराया।

तत्पश्चात श्री अभिजीत को एलएनजे भीलवाड़ा समूह की ओर से रुपये 1 लाख का चेक एवं अभिनन्दन पत्र श्री बागड़ोदिया एवं श्री झुनझुनवाला द्वारा भेंट कर सम्मानित किया।

इस अवसर पर राजस्थान के पूर्व चीफ सेक्रेटरी श्री मीठालाल मेहता द्वारा संचालित प्रतिभावान बच्चों के विकास एवं प्रोत्साहन को समर्पित संस्था सुमेधा की ओर से श्री दिनेश मेहता ने भी श्री अभिजीत को रुपये 1 लाख का चेक भेंट किया।

भाव भीने सम्मान एवं अभिनन्दन से अविभूत हो श्री अभिजीत ने सभी उपस्थित नागरिकों, मंचासिन विभूतियों एवं विशेष रूप से एलएनजे समूह का आभार व्यक्त किया श्री अभिजीत ने बताया कि किस प्रकार एलएनजे समूह से समय समय पर मिली सहायता से वह इस स्तर तक पहुंचा है।

ज्ञातव्य हो कि श्री अभिजीत को इस खेल के लिए श्री एल. एन. झुनझुनवाला एवं एलएनजे समूह द्वारा समय समय पर प्रोत्साहित किया जाता रहा है। जब आप मात्र 8 वर्ष के थे तभी उन्हें समूह की ओर से स्पेन में आयोजित प्रतियोगिताओं में भाग लेने के लिए भेजा गया था एवं इस के अतिरिक्त और भी कई प्रतियोगिताओं के लिए उन्हें समूह द्वारा भेजा गया है और वहां पर अभिजीत ने अपनी काबलीयत का लोहा मनवाया है।

कार्यक्रम के अन्त में श्री ओम नाराणीवाल द्वारा सभी का आभार व्यक्त किया गया।



बीएसएल सूटिंग्स का फेब्रिक शो सम्पन्न

देश की जानी-मानी वस्त्र उत्पादक कम्पनी बीएसएल लिमिटेड द्वारा अपने भिवानी डीलर मैसर्स बजाज सिन्थेटिक डिस्ट्रीब्यूटर्स के तत्वाधान में एक भव्य फेब्रिक शो एवं रिटेलर्स मीट का आयोजन 21/09/08 को होटल हाई वे टाणी रिसोर्ट में किया गया। जिसका शुभारम्भ कम्पनी के डीजीएम मार्केटिंग श्री प्रकाश गर्ग द्वारा किया गया।

इस अवसर पर कम्पनी द्वारा बनाई गई विस्तृत श्रृंखलाओं में हाईप, लाईम लाईट, शुभ विवाह, शुभ लग्न, स्टार लुक, वेलन्टाइन, प्रिन्स चार्मिंग, हेरिकेन, ट्रू विजन, एण्ड्यूरेंस, ऐथनिक, पेशन, टसरिनो, डिजायर, प्लेजर, ट्रेजर, डायनामिक आदि प्लेन शॉर्ट्स के मनभावन रंगों एवं विव्स ने सभी को आकर्षित किया वहीं एकसीलेन्ट कलेक्शन, लक्जरी कलेक्शन, ब्रेवरी हिल्स, स्टेण्ड अपार्ट, फोरच्यून, फोरच्यूनट कलेक्शन, ल्यूर, भयोर शॉट, वोल्केनो, डायमण्ड कलेक्शन की नायाब डिजाईनों ने सभी की सराहना बटोरी और युवाओं की विशेष पसन्द में कॉटन कॉर्ड सुपर, कॉटन कॉर्ड फाईन, कॉटन क्रेज आदि को भी भरपूर समर्थन मिला आदि को रिटेलर्स द्वारा बेहद पसन्द किया गया एवं कम्पनी द्वारा आगामी यूनिकॉर्म सीजन के लिये बाज़ार में उतारे गये यूनिकॉर्म कॉम्बिनेशन जिनमें 70/30 पीवी एवं पीसी सूटिंग्स के विभिन्न रंगों के साथ पीवी एवं पीसी सूटिंग्स के कॉम्बिनेशन भी यहा सभी के आकर्षण के केन्द्र रहे।



हाल ही में लांच किए गये ब्राण्ड 'लुई बर्टन' की टीआर फेब्रिक की सुपर फाईन रेन्ज जो कि पुरुष एवं महिला परिधानों के लिये समान रूप से उपयोगी है को उपस्थित रिटेलर्स के बीच भरपूर सराहना एवं समर्थन मिला।

कार्यक्रम में स्थानीय एजेन्ट मैसर्स श्याम एण्टर प्राईजेज, भिवानी के श्री राजेन्द्र अग्रवाल, मैसर्स बजाज सिन्थेटिक डिस्ट्रीब्यूटर्स के श्री पूनम बजाज, कम्पनी के सेल्स मैनेजर श्री शम्मी कपूर, असि. सेल्स मैनेजर श्री एस. एन. माहेश्वरी, असि. मैनेजर (पब्लिसिटी) श्री डी. के. पाठोदिया एवं श्री पुष्पेन्द्र लोढा भी उपस्थित थे।