

# WE THE PEOPLE

June 2016





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# WELCOME TO NEW JOINEES



Greetings!

This is a time of Transition. A transition of seasons blended with the mark of closing crushing season and starting 'Annual Maintenance'. Transition always, teach new lessons, gives opportunity to learn new things, allows us to correct the course of action and brings about rejuvenation and new direction.

We completed the Crushing Season of FY 2015-16 with Koppa being the last unit to stop crushing. All our units are geared up in annual maintenance of machinery. This annual maintenance program plays vital role in the overall effectiveness of our operations. So, I advise all the personnel to give good attention to every detail. This is the time that all our learning & experience of past year has to throw light to set a

direction to our maintenance program guiding us to correct the mistakes that we bumped into. Though this is a periodical program which we have been doing since several years, we must try to be more innovative and cost effective keeping in view the current situation at hand.

Unit Heads and Cane staff to take extreme care in H&T Booking, extending H&T right just for the available cane. There should not be any defaults this year and we will have zero tolerance for any defaults.

All the units have discussed about Cost Optimization in business review meetings. We have high hopes in reducing costs at various levels, optimize the expenses and would be meeting the benchmarks of the industry standards.

The time is most opportunistic for Cane Plantation as after a very long dry spell the pre-monsoon showers have started. The monsoon prediction is also very favorable. The Cane Department has to achieve their targets by utilizing this right opportunity.

Innovation sprouts up when there is a synergized effort of all the employees. For this every unit and every department in it should do lot of brainstorming, root cause analysis and try to find effective solution that can be implemented in a cost effective manner. I urge all the Unit Heads and Technical Heads to utilize the time in hand to 'sharpen the saw', to indulge in people development and in technical advancement. I hope you will come up with solutions that would help us in achieving optimum production levels and excellent quality standards.

All the Best!

**Ravindra S. Singhvi**

## DISCOVER WHAT IT TAKES TO BE A WINNER -by Jitendra Kumar Sharma



Winning and losing have some things in common: **they are both habits.** You probably know someone that can't win at the game of life, no matter how many advantages he's given. You also know someone that's the exact opposite. He wins at everything, even though he doesn't seem to have any advantages.

**Be the winner! Develop the habits that enable you to win consistently:**

**Set goals:** You can't win if you don't define the game. Know what you're trying to accomplish. Set clear goals with reasonable

deadlines. Create a target that you find motivating and exciting. Choose the target, but be flexible in your approach to achieving the goal.

**Create habits that support your goals:** Discipline and willpower are in limited supply. Use them to create the habits you need to reach your goals. Once you have a habit, willpower becomes unnecessary.

For example, if your goal is to lose 25 lbs., develop eating and exercise habits. If your goal is to find the man of your dreams, develop a habit of talking to every attractive man you meet.

**Take out the trash:** Our lives are full of things that get in the way. They can be possessions, activities, or even people. Get rid of the refuse in your life. Make room for success and minimize the obstacles and distractions you face.

**Get help:** You can accomplish a lot on your own. You can accomplish much more with help. Odds are that someone has already accomplished your goal. Wouldn't it make sense to get some guidance and advice since you're taking the same journey? There's no reason to reinvent the wheel. Take advantage of the mistakes others made before you.

**Accept full responsibility:** You're ultimately responsible for your own success. Even if you have a mentor, it's still your responsibility. Be comfortable with this. It means that you have control.

**Embrace failure:** Failing is just getting a result you didn't intend. Failures are opportunities to perfect your approach. The more you fail, the more successful you'll become.



Are you spending your time wisely or wasting it?

**Everyone fails:** However, it's important not to repeat your failures. Ensure you're learning something each time.

**Use your time wisely:** Time is the great equalizer. Kings, CEOs, teachers, students, and ditch diggers all have 24 hours each day. Using these hours wisely is the key. Are you spending your time

wisely or wasting it? The most successful people are those the make the most of their 24 hours.

**Continue to gain knowledge:** More knowledge results in more effective decisions. But avoid the trap of learning at the expense of actually doing something. Spend a few hours each week learning something that you can apply toward achieving your goals.

**Persevere:** Winners never quit. By the same token, you can't lose if you don't quit. Just keep on going. You'll eventually win as long as you're willing to persist. If you quit, you've lost.

Build the perseverance habit into your daily life. When you have the urge to quit an activity, keep going until that activity is completed. It might be folding the laundry, pulling weeds, or working on a report for work. Learn to stick with tasks after you feel the desire to stop. The habit will transfer to other activities.

Are you ready to be a winner? *Winning is the result of having a goal, developing useful habits, and persisting until success is achieved.* Winning isn't more work than losing. The work is just different. Begin today to develop the habits you need to win consistently.

YOU COULD BE A  
WINNER!

# 18

## Things Mentally Strong People Do

- 1. They move on.** They don't waste time feeling sorry for themselves.
- 2. They keep control.** They don't give away their power.
- 3. They embrace change.** They welcome challenges.
- 4. They stay happy.** They don't complain. They don't waste energy on things they can't control.
- 5. They are kind,** fair, and unafraid to speak up. They don't worry about pleasing other people.
- 6. They are willing to take calculated risks.** They weigh the risks and benefits before taking action.
- 7. They invest their energy in the present.** They don't dwell on the past.
- 8. They accept full responsibility for their past behavior.** They don't make the same mistake over and over.
- 9. They celebrate other people's success.** They don't resent that success.
- 10. They are willing to fail.** They don't give up after failing. They see every failure as a chance to improve.
- 11. They enjoy their time alone.** They don't fear being alone.
- 12. They are prepared to work and succeed on their own merits.** They don't feel the world owes them anything.
- 13. They have staying power.** They don't expect immediate results.
- 14. They evaluate their core beliefs** — and modify as needed.
- 15. They expend their mental energy wisely.** They don't spend time on unproductive thoughts.
- 16. They think productively.** They replace negative thoughts with productive thoughts.
- 17. They tolerate discomfort.** They accept their feelings without being controlled by them.
- 18. They reflect on their progress** every day. They take time to consider what they've achieved and where they are going.

# THE IMPORTANCE OF MAINTENANCE

by Phani Madhav

The importance of an effective maintenance program cannot be overlooked because it plays such an important role in the effectiveness of Lean manufacturing. As in personal health care insurance, maintenance may be considered the health care of our manufacturing machines and equipment. It is required to effectively reduce waste and run an efficient, continuous manufacturing operation, business, or service operation. The cost of regular maintenance is very small when it is compared to the cost of a major breakdown at which time there is no production.

**Purpose of Maintenance:** The main purpose of regular maintenance is to ensure that all equipment required for production is operating at 100% efficiency at all times. Through short daily inspections, cleaning, lubricating, and making minor adjustments, minor problems can be detected and corrected before they become a major problem that can shut down a production line. A good maintenance program requires company-wide participation and support by everyone ranging from the top executive to the shop floor personnel.

**Breakdowns:** A machine's breakdown true cost is sometimes difficult to measure. A recent survey showed that the cost for a machine breakdown is more than just the maintenance labor and materials to make the repair. A recent survey showed the actual cost for a breakdown between four to fifteen times the maintenance costs. When the breakdown causes production to stop, the costs are very high because no parts are being produced. For years, maintenance has been treated as a dirty, boring and often overlooked job. It is very important to get the best productivity from a company's equipment but it is not recognized as a part of the operation that produces revenue. The simple question is often, "Why do we need to maintain things regularly?" The answer is, "To keep things as reliable as possible." But the real question is, "How much change or wear has occurred since the last round of maintenance?" Generally the answer is, "I do not know."

**General Maintenance:** The challenge for reliability is dealing with data from the past. Failure is modeled, analyzed and, to some extent, predicted. Unfortunately, the prediction does not take into account users or working environment-related restrictions, and often the results are not those useful. Machine conditions are monitored at the machine level, one machine at a time. It is a "Fail and Fix approach." Troubleshooting is the primary purpose.



◆ **Autonomous Maintenance:** The purpose of autonomous maintenance is to develop operators to be able to take care of small maintenance jobs on the equipment they use so skilled maintenance people can concentrate on value-added activity and technical repairs.

◆ **The Maintenance World of Tomorrow:** With modern computing and information technologies, more products and machines are equipped with sensors on critical parts of machines to warn of potential failures long before they may fail so they can be corrected before they stop production.

◆ **Intelligent Maintenance Systems:** Intelligent maintenance systems (IMS) Predict and Forecast equipment performance so "near-zero breakdown" status is possible. Near-zero downtime focuses on machine performance techniques to minimize failures. Data comes from two sources: sensors (mounted on the machines) and the entire enterprise system (including quality data, past history and trending). By looking at data from these sources (current and historical), it can predict future performance.

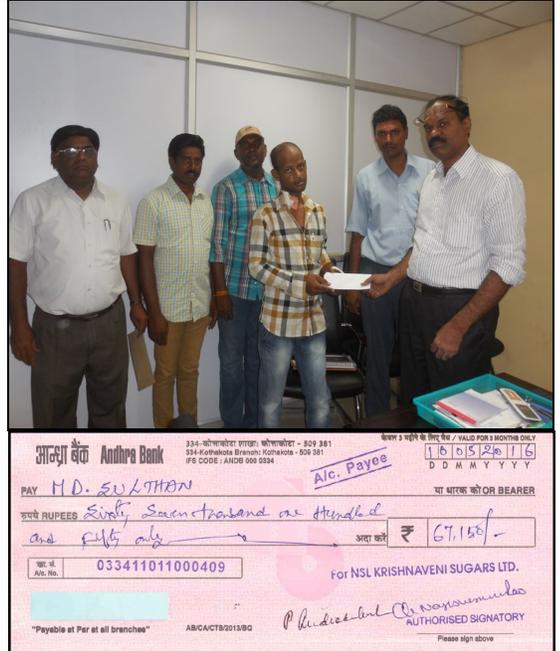
◆ **Alarm Bells:** Today, machine field services depend on sensor-driven management systems that provide alerts, alarms and indicators. The moment the alarm sounds, it is already too late to prevent the failure. Most factory downtime is caused by these unexpected situations. There is no alert provided that looks at normal wear over time. If it were possible to monitor the normal wear, then it would be possible to forecast upcoming situations and perform maintenance tasks before breakdown occurs. The long-term view on intelligent maintenance is that we can use any means - including embedded (software) and remote technologies - to monitor equipment performance. Then, if wear starts to occur, there is enough time to service the item before failure. A machine can self-assess its health and trigger its own service request as needed. If this model works, then we will have a product that can manage its own service performance and its own warranty-based contracts. It also can alert us on ways to keep it running in a high-performance manner.



◆ **Focusing on the Bottom Line:** Today, with industry so focused on the bottom line, the cost of downtime has a big impact on profitability. If equipment starts to wear, it is possible to start producing parts with unacceptable quality and not know it for a long time. Eventually, machine wear will seriously affect not only productivity but also product quality. World-class companies already have taken a game-changing approach, implementing a new service business model to change maintenance systems into smart service and asset management solutions. They reduce downtime and provide the ability to look ahead at the quality of products before they ship by closely watching equipment performance and machine wear. Rather than reactive maintenance - "**Fail and Fix**" - companies can indeed move to "**Predict and Prevent**" maintenance.

# GREAT JOB KSL EMPLOYEES..!

Our NSL KSL worker Md.Sultan who is working as Co-gen Boiler Operator since past 5 years was suffering from Kidney ailment. He was admitted to NIMS Hospital in Hyderabad. The doctors told him that the cost of medical treatment would be Rs.5,00,000. He then approached our NSL KSL management seeking any possible financial help. The KSL HR team has taken up this humanitarian cause and called the Employees to come forward to offer financial help to the worker. KSL Employees handed over first cheque of Rs.67,150 and so far employees have contributed Rs.1,00,000 voluntary financial help for Md.Sultan's medical treatment. Hats off to our KSL employees who supported fellow human being. The NSL family appreciates the efforts of KSL Team.



Daughter of our colleague **Mr.Matchyagiri working as Sr.Officer-Admin in KSL Unit, Raama Hrudaya** has received several accolades & prizes at her tender age. She is studying in 5th Standard and has won 3 Gold Medals and 2 Silver Medals in National Olympiad's - **Gold Medal** in her Class (4th Class) by participating in the National Science Olympiad (2015-16), **Gold Medal** in her Class (3rd Class) by participating in the National English Olympiad (2014-15), **Silver Medal** in her



Class (3rd Class) by participating in the National Science Olympiad (2014-15), **Gold Medal** in her Class (2nd Class) by participating in the National Maths Olympiad (2013-14), **Silver Medal** in her Class (2nd Class) by participating in the National English Olympiad (2013-14). Needless to say, she was **Topper** of the Class. She has also won several prizes in **Drawing, English & Calligraphy** competitions at her level.

She is also learning **Kuchipudi Classical Dance** and is also giving her stage performance in different places (Ravidhra Bharathi Stadium, Bhadrachalam Temple etc). She has participated as one of the



999 participants on single venue at Bhadrachalam for "**THE LARGEST SPIRITUAL TRADITIONAL DANCE COMPETITION**" which is recorded in Telugu book of records and Telangana Book of Records. Let us all congratulate & wish Raama Hrudaya a bright future ahead!!

# NSL KSL UNIT IN PHOTOS



Various Training & Awareness Programs during Electrical Safety Week 1st to 7th May



Instrumentation Training Program

Safety Training Program



Employee Suggestion Scheme Training

Fire Safety Training Program

## I Met A Man Who Had The Opportunity To Keep 1 Crore Rupees. Legally. Yet He Did Not!

This is a true story written by Roshan Shah.

Today was a specially blessed day for me - I met a truly blessed man this morning. I first heard about him some months ago, and when I recently discovered that he worked in the town where I've been staying for the last month or so, I decided I just had to meet him.

45 year-old K. Sudhakaran runs a little shop, selling sweets, juice, cold-drinks and lottery tickets, in a market in Kanhangad, a town in northern Kerala. This soft-spoken, unassuming man shot into the news last year when he did something truly remarkable. One morning, P. Ashokan, a regular customer of his, called him up and asked him to set aside ten lottery tickets for him. Later that day, Sudharakan learned that one of those tickets had won the first prize—a whopping ten million rupees!

Sudhakaran rang up his father at once. “Call up Ashokan right away and give him the news!” his father told him. Sudhakaran did as his father instructed. Ashokan could hardly believe his ears when he learnt what had happened!

Ashokan had not paid for the tickets. Nor had Sudhakaran told him the ticket numbers. And so, Sudhakaran didn't have to tell him that one of the tickets that he had set aside for him had won the bumper prize. He could easily have pocketed the money had he wanted to—that wouldn't have been considered illegal. Had he wished, he could have bagged the ten million rupee prize for himself.

What was it, I asked Sudhakaran, that had led him to choose the course that he did.

“My father always told me that if you need to, you can even beg, but you must never snatch other people's rights,” he replied.

Did he at all hesitate to call Ashokan? Did he think twice about what his father had told him to do? Was he, at least for a moment, tempted to claim the money for himself?

“No, not at all! I knew that what my father had said was perfectly right,” Sudhakaran said as he drew out a passport-size picture of his father from a note-book and handed it to me to see. “My parents taught me to be honest, to do what is right, to consider everyone, rich and poor, as equal,” he continued. “My mother and all my other relatives were all very happy with what I had done. They all said that I had done the right thing.”

A couple of months ago, Sudhakaran was back in the news—and for a similar reason. He had found a gold chain while travelling in a train and handed it to the police, who managed to trace its owner!

Sudhakaran's little shop—which he's taken on rent—is the sole means of livelihood for his family of six, including a daughter who is physically-challenged. Sudhakaran manages to earn



“My parents taught me to be honest, to do what is right, to consider everyone, rich and poor, as equal”

around Rs. 10,000 a month from it, and it’s demanding work. He is up every morning, at around 4:30, and takes the train from his village to Kanhangad—a journey of more than two hours each way. He works seven days a week, taking a day off only once in a while.

This man could have been a millionaire had he not listened to his heart and his father and kept the prize-winning lottery ticket for himself instead. But he has no regrets at all about his decision. “I know what I did was just what I should have,” he says unhesitatingly.

“Try to do as much good as possible and to refrain from doing bad—that way, you can lead a happy, meaningful life,” Sudhakaran tells me as he

hands me a lemonade and gets back to work.

I slowly sip the lemonade as I watch this amazing man dealing with his customers. I’ve never seen anyone like him before. I know I am truly blessed to have met him—and I’m sure you agree! – Roshan Shah



# NSL PSL UNIT IN PHOTOS



Celebration of Sree Rama Navami Pooja Mahotsav



Lunch arranged for employees for achieving record cane crushing for CS 2015-16



Training program on General Industrial Safety



Awareness on Bearings by Omkar Bearings



Awareness of Handtool & Machine Tools



**Training on Cane Development by Dr.B.G.Apase**



**Training Program on Employee Suggestion Scheme**



**Awareness on Environmental Hazards & Issues by Mr.Viswa Murthy**



**Awareness & Training Program on Confined Space Entry & Material Lifting**



**Awareness & Training Program during Fire Service Week**



## How Innovative Agricultural Techniques Are Helping Farmers In Jharkhand Produce Bumper Crops

With various innovative techniques, farmers in Jharkhand have transformed their lives and some of them have even managed to double their yield. From incorporating Sustainable Integrated Farming Systems to learning to prepare vermi-compost at home and engaging with other farmers, agriculture is benefiting these families much more than it ever did before. Learn about some of these techniques here.

**Savitri Devi** from Jhanji village in Jharkhand's Deoghar district is a model farmer today. She has been able to successfully incorporate Sustainable Integrated Farming Systems (SIFS) techniques on her 60 decimals (one decimal=1/100 acre) of farmland to produce bumper crops of maize, paddy, chick-pea, millets and potatoes.

Of course, just three years back, she and her husband used to struggle day and night to cultivate their land but all their hard work was to no good as crop failure was common. To feed their family of eight, Ghanshyam, Savitri's husband would have to migrate every few months to work as a labourer in nearby Deoghar town. What changed her fortunes was the creation of a farmer's club in the village, under a unique food security initiative, where unskilled tillers like her were taught different ways to maximize their yields.

According to Anirudh Das, a field activist with Pravaah, the non-government organization that is implementing the Fight Hunger First Initiative (FHFI), which began in 2011 and focuses on mobilizing the community to access rights and entitlements for specific government services, such as child nutrition, food supplies and primary education in the region, *"As part of the FHFI, we have successfully introduced SIFS, under which local unskilled farmers have been taught innovative techniques to improve output as well as earnings. The Programme has definitely made farming profitable and brought women and men back to their fields. Earlier, migration was a common phenomenon but things have changed tremendously – and for the better."*



The SIFS approach moves away from individual crop performance to increased system productivity. Based on agro-ecological zones, a combination of crops, horticulture, agro-forestry, livestock and aquaculture are integrated to create an ideal self-sustaining farm.

Use of capital intensive external inputs is minimized by enhancing the recycling of ma-

terials. Nutrition is an integral component of SIFS and farm planning also includes designing homesteads, gardens, pathways and water bodies to ensure year round healthy organic food for the household. Additionally, it links the smallholder farmer with the market by building up capacities of value chain analysis and business development.

Savitri has increased the fertility of her land exponentially by using the bio compost that she learnt to make once she joined her local farmers club. By substituting the expensive chemical fertilizers for the cheap and homemade cowdung compost she has been producing more than 40 per cent of her usual yield of paddy, maize and other foods. In fact, not only is she now able to alternate between Rabi (spring harvest) and Kharif (winter harvest) crops, the paddy and kharif crops she is using need much lesser water than the traditional varieties.

Says Ghanshyam, *“Life has truly changed for us. Till a few year back, we were not making enough to even feed our children but these days we are successfully managing our field, cultivating a flourishing kitchen garden and have learnt superior techniques of growing food. Also, making our own cow dung compost has proved to be a real boon.”* Savitri makes her own vermi-compost, which she uses on her farmland and sells the excess at the weekly local haat (bazaar) for a nominal Rs 5 per kilogram.

Although the family doesn't own any livestock they collect the cow dung from their friends and neighbours. Says Ganesh, 17, Savitri's eldest son, who enthusiastically helps her out, *“Whereas in the past we were only making cow dung cakes that we dried out in the sun to use as fuel for cooking, we are now earning a tidy sum from it, too. What is more, with the organic manure we have increased our yearly harvest from 9.3 quintals to 13 quintals.”*

It's really simple to prepare the compost. Explains the enterprising cultivator, *“We have dug a 6ft /3ft/3ft pit that is filled with dung, dead plants and fallen leaves. Into this mix we add earthworms. Within a month's time the compost is ready for use.”* Savitri and farmers like her, who had earlier been using chemical fertilizers and urea, have come to the conclusion that with the organic vermi-compost they can maintain the fertility of their fields without spending a sizeable sum of money.

More than 300 farmers in the region have been trained in SIFS. Jaimala Devi, 36, from Pinderbad village in the Sonayrathadi block is one of them. She had left tilling in her one-acre land due to severe irrigation problems but after she was persuaded to become part of her village's farmers club she decided to get back to cultivation and apply the new methods she had learnt, such as System of Wheat Intensification (SWI) and Kharif Paddy Stabilization (KPS). Becoming part of the farmers club opens up a whole world of new knowledge to these otherwise hapless people. They get to know about mixed cropping and inter-cropping to boost production and discover different ways to create a perfect kitchen garden – in whatever little space they have in and around their homes – to grow food for domestic consumption.

A mother-of-five, Jaimala admits, *“My field was lying barren before 2012, which is when I decided to take the advice of the farmers club and go in for mixed cropping and use organic compost. Then in 2013, I used the KPS method to grow paddy in my own 40 decimals as well as a one acre plot I had taken on lease. My yield doubled.”* At present, on a small 10 decimal plot she is growing maize and kundrum (a local variety of gourd) for domestic consumption.



*‘Life has truly changed for us’*

Shakuntala Devi, another farmer from the nearby Digambarpur village, is enjoying the benefits of the List Irrigation System (LIS) that channelises water from the local streams into her fields. This year, she has cultivated wheat through the SWI method and used the vermi-compost she made at home.

On her homestead plot, she has grown potato, methi (fenugreek) and french beans for their family meals. All this happened after her farmers club helped install a LIS irrigation channel in the village last year to ensure irrigation for the Rabi crops. Before the LIS irrigation channel was built, 50 per cent of the land used to remain fallow after harvest of the kharif crop due to the scarcity of water.

“We finally have regular nutritious food at home,” shares Kaushalya Devi of Dhanwepurana village. “It is true that we have seen times when we just had rice or roti to eat with a little salt. I have spent years like that. But my children are eating vegetables that we are growing. I am sure those hungry, desperate days will never return again,” she concludes confidently.

### **A good laugh is the cure for the ills of life.**

I experience so much joy when I allow myself to experience the lighter side of life. Life becomes more meaningful when I take time to laugh. **Keeping a joyful spirit helps me to navigate any challenge that comes my way.**

When I consider my current financial position, I avoid allowing it to burden me. I accept the reality that I am faced with and look for opportunities to raise my spirit.

Spending time in light discourse with friends and family reminds me to be thankful. Those interactions bring thought to what really matters in life. The fun experiences I share take my mind away from the ills of life.

Laughing at myself keeps me in touch with my sensitive and vulnerable side. **Looking at the lighter side saves me from taking myself too seriously.**

Although I believe that my serious roles in life are important, I also believe in achieving balance. Being able to laugh gives me the dexterity to respond to unexpected situations. It also keeps me from becoming hard and insensitive. Today, laughter is a welcome part of my life. I am committed to maintaining a balanced life by inviting the lightness of laughter into it. There is great value in embracing a warm and light spirit. Being in touch with that spirit gives me unmatched peace of mind.

### **Self-Reflection Questions:**

- ◆ How do I create a balance between light heartedness and a serious disposition?
- ◆ What efforts do I undertake to bring happiness to the lives of others?
- ◆ In what other ways am I able to cope through difficult times?



# NSL ALAND UNIT IN PHOTOS



125th Ambedkar Jayanthi Celebrations



May Day Celebrations



Cane Development program from 26th to 29th April 2016



Cane Development program from 26th to 29th April 2016



Lakshmi Pooja on 26th April 2016



Cane Department Best Prize Distribution



Basaveshwar Jayanthi Celebrations on 9th May 2016



Synergy - Train The Trainer Workshop



MD's Interaction with Farmers & Employees on 24th May 2016

Farewell Function of Mr.P.K.Singh on 11th April 2016



Farewell Function for Retired Employees on 31st May 2016



## A BIOGRAPHY THAT INSPIRES . . . LEONARDO DA VINCI

Leonardo da Vinci was a leading artist and intellectual of the Italian Renaissance who is known for his enduring works "*The Last Supper*" and "*Mona Lisa*."



Born out of wedlock in Vinci, Italy (just outside Florence), Leonardo's illegitimate standing kept him from receiving a good education and excluded him from the most lucrative occupations. However, such limitations never hindered (and perhaps even fueled) da Vinci's desire for knowledge and great ambition.

At the age of 15, da Vinci became the apprentice of the painter Andrea del Verrochio in Florence, where his skills as an artist developed, flourished and even intimidated his mentor. While always interested in inventions, it was a change of scenery in 1482 that truly unleashed the inventor in da Vinci.

Looking for a broader scope of work, da Vinci moved from Florence, widely considered the cultural capital of Italy, to Milan, a much more political and militaristic city. There, da Vinci sold himself to Duke Ludovico Sforza (a successful military leader called "the dark one") as a military engineer. In the city that "lived and died by the sword", da Vinci began developing many of his famous war inventions.

Da Vinci spent 17 years in Milan working for the Duke, inventing, painting, sculpting, studying science and conceiving an endless stream of innovative and daring ideas. Without a doubt, the 17 years spent in Milan were da Vinci's most productive period. But, of course,

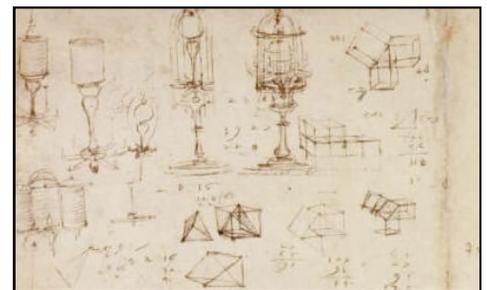
all things must come to an end.

In 1499, the French invaded Milan and Duke Sforza was sent fleeing the city. Leonardo spent the remaining years of his life traveling to cities like Venice and Rome to work on different projects, with a greater concentration on his art (starting on his most famous piece, the *Mona Lisa*, in 1503) and studies in anatomy (da Vinci conducted over 30 autopsies in his lifetime).

Everyone has heard of the *Mona Lisa*, but less well-known than Leonardo's painting are his notebooks. They show that he was a designer and scientist way beyond his time. He drew his visions of the aeroplane, the helicopter, the parachute, the submarine and the car. It was more than 300 years before many of his ideas were improved upon.

The notebooks are where Leonardo recorded his own ideas as well as existing designs and philosophies for reference. They were never intended for publication. After his death in France on 2 May 1519, Francesco Melzi, his pupil, brought many of his manuscripts and drawings back to Italy. Melzi's heirs, who had no idea of the importance of the manuscripts, gradually disposed of them.

Despite this, over 5,000 pages still exist in Leonardo's 'mirror writing', from right to left. Over the centuries the sheets have been split up, and few notebooks survive in anything like their original form. Some even remained undiscovered until 1966, when they were found by chance in the



Notes, with sketches and diagrams, by Leonardo

archives of the Biblioteca Nacional, Madrid.

After envisioning hundreds of inventions, bringing to life legendary works of art and making breakthroughs in a vast array of other fields (ranging from astronomy to architecture), da Vinci died in 1519 at the age of 67.

7 things that Leonardo Da Vinci can teach you are:

### **Curiosity**

Children are curious by nature, but as we grow up much of our inquisitiveness ebbs.

"Almost all children in their natural state ask lots of questions. That's how they learn so much in the first five years of life. But then we send them to school, where they learn that answers are more important than questions," Gelb says.

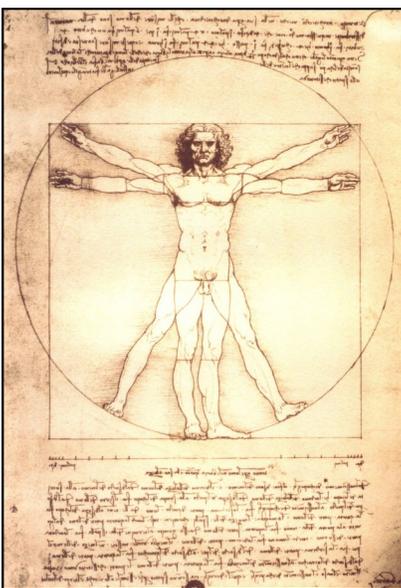
Geniuses like da Vinci, however, maintain a passionate curiosity throughout life.

"When you work with an organization, you can often tell, especially when you come in from the outside as I do as a consultant, whether the spirit of curiosity is really alive, whether people actually have a questing, open mind or whether they're a bunch of stuffy know-it-alls."

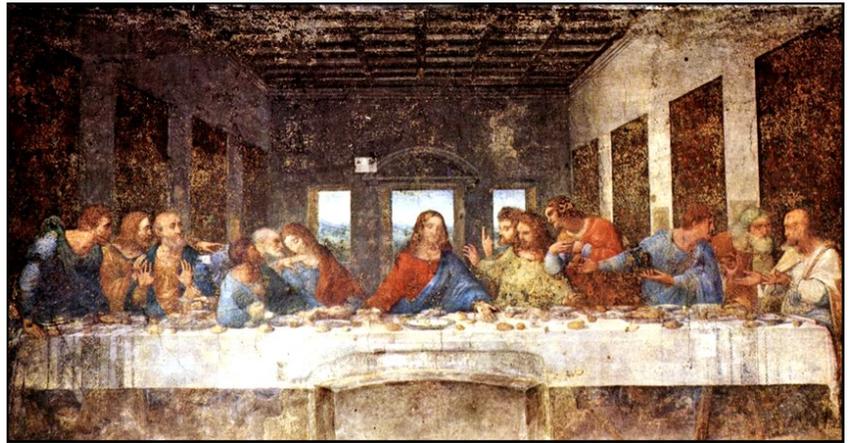
### **Independent Thinking**

Diversity is critical for creativity and innovation, which is why it's important to seek out points of view different from your own.

"The problem is, the more senior someone becomes, the more likely they're going to believe their own publicity and surround themselves with people who always agree with them. So the more senior you become, the more concerted effort you must make to seek out different opinions. Then you have a chance to think independently," Gelb says.



with you.



### **Sharpen Your Senses**

In business, this translates into listening well and being observant, simple advice that's difficult to heed in an increasingly distracted world.

"The Italians have la dolce vita, the sweet, soulful life. The French have joie de vivre, the joy of living. He's really talking about mindfulness, paying close attention to what's happening right now. Not only can it help you be more creative, it's the key to enjoying life.

### **Embrace Uncertainty**

The ability to project confidence in the face of the unknown is a critical leadership principle because if something is going to be new, it means you don't know it. You need to get comfortable with uncertainty and ambiguity in order for a creative idea to emerge. It's not easy to do, since you've likely been trained to believe that if you don't know the answer, there's something wrong

◆ "But the essence of creativity is to be surprised, to come up with something you really didn't know. That's the nova in innovation. It's the newness. And if you keep doing the same old thing, you won't do the new thing. But when you suspend the old thing, the new thing doesn't always automatically emerge. "So there's a big gap, and the more you're able to embrace that gap of knowing and uncertainty, the greater the likelihood that you'll be really creative."

### ◆ **Balance Logic and Imagination**

◆ You used to be able to get by with saying you're a right-brain (creative, imaginative, intuitive) or left-brain (logical, analytical, linear) thinker. Today, you have to be both.

◆ To show people how to use both hemispheres of their brain in harmony, you must learn mind mapping, a way of organizing ideas that integrates logic and imagination and helps people generate more ideas in less time.

◆ To do it, you start by drawing something that represents the topic you're thinking about. From there, you use free association to branch words and more pictures from the center image. For example, a doodle of an onion might make you think of vegetables, so you draw a carrot, which makes you draw a rabbit, which leads to you sketch a cat, since it's another small, furry animal.

◆ What if you can't draw? "fake it 'til you make it" and overcome your adult judgment of your drawing ability.

◆ "You start to access that more childlike quality where you just drew without worrying about it. What's happening when you do that is you're waking up parts of your brain that have been dormant since you were in nursery school. And those are exactly the parts of your brain that are going to help you be more creative," he says.

### ◆ **Balance Body and Mind**

◆ You might not know that Leonardo was an exceptional athlete, widely known as the strongest man in Florence and an accomplished fencer and horseman.

◆ "We think of creativity as an intellectual exercise, but it requires tremendous energy. Learning to cultivate your life force, your life energy, is a very important part of this".

◆ **For businesses, this means healthier organizations are better equipped to innovate.**

### ◆ **Make New Connections**

◆ Logical and linear-thinking types--engineers, analysts, and scientists, for example--can have a hard time looking for patterns and new connections, but doing so is the key to creativity.

◆ Again, use mind mapping, although it take a while to train these kinds of folks, since they're used to doing things in a formal order.

◆ "At first it feels very messy...thinking through association and letting the mind go free and generating lots of key words and other images in different directions,".

◆ I'm going to go out on a limb here and say that since his death, the world has never really had another Leonardo da Vinci. While his name might conjure up images of famous works of art such as the Mona Lisa, The Last Supper, or The Vitruvian Man, he was much more than an artist. In fact, he was an architect, musician, mathematician, engineer, inventor, expert in anatomy, geologist, mapmaker, and botanist. In short, he was a genius!





Training Program on General & Domestic Fire Safety by Mr.Soma Sekhar, Asst.Director of Factories



# WELCOME TO NEW JOINEES



Mr. Sanjay Tripathi has joined us as Joint COO (KSL and TSL Unit), NSL Sugars Ltd w.e.f. 28th May, 2016. He will be based at KSL Unit, Mahaboob Nagar and reporting to Chief Operating Officer.

He is a B.Sc., MIE (Mechanical) and Chartered Engineer from Institutions of Engineers.

Mr. Tripathi has more than 25 years of specific hands on experience across all the areas of Operations. Prior to joining with us he worked for M/s Bajaj Hindusthan Limited, Noida as Zonal Head (Operations) for five units, M/s

DSCL Sugars, M/s J K Sugar Limited, M/s Simbhaoli Sugars Limited.

Some of Mr. Tripathi core competencies are Operations, Plant Preventive Maintenance, Project Management, Energy Management, TPM, TQM, OHSAS and IMS, Cost Audit and Techno Commercial.

He has authored several papers & publications in various national magazines on Cogeneration, Automation, Steam Economy, Hydraulics drives and Mills.

Unit Heads of KSL and TSL unit will report to Mr. Tripathi. Corporate Technical and Cane team will assist him for respective unit requirements.

Mr. Anil has joined us as **General Manager (SAP - IT)** at Corporate Office, Hyderabad. w.e.f. 02<sup>nd</sup> April 2016. He will be administratively reporting to Group IT – Head & functionally reporting to Chief Financial Officer.

He has done B. Sc (SME) from Bombay University, PG Diploma in Business Management & Software Engineering & EMBA in Information Technology.

He is professionally certified in TOGAF 9, ITIL v3, PRINCE2 Registered Practitioner, ISO IEC 27002, ISO IEC 20000, ISO-IQA, CPC, CC, CI-SCS, CDCP, Six Sigma–Green Belt.

He brings with him more than 29 years of specific hands on experience in Information Technology. Prior to joining with us he was associated with M/s Softwin Technologies, Indore, M/s Shree Renuka Sugars, Belgaum, M/s Famycare, Mumbai, M/s Rofico, Lagos, M/s Bajaj Hindusthan, Lucknow, M/s ORG Marg, Mumbai, M/s Blue Dart, Mumbai, M/s Haldyn Glass, Mumbai & M/s Orient Syntex, Mumbai.

Some of Mr. Anil's core competencies are Architecting Enterprise Level Design & Solutions through SAP/ERP/SCM/ Customized Implementations. Leveraging SAP for providing users with workable & acceptable solutions.





**Mr. Narendra Kumar I** has joined us on **13-April-2016** as **Assistant Manager (SAP- FICO)** based at Corporate Office, Hyderabad. He will be reporting to GM (SAP-IT) at Corporate Office.

Mr. Narendra has completed B.Com from Andhra University. He brings with him more than 6 plus years of hands on experience in SAP (FICO) module. Prior to joining with us he has been associated with M/s EID Parry Ltd, Chennai, M/s I Logix Pvt Ltd, Bangalore & M/s Janus Technologies Pvt Ltd, Hyderabad .

Some of Mr. Narendra's core competencies are SAP Configuration & Implementation, Master Data maintenance & End User Support.



**Mr. Mahesh GS** has joined us on **28-April-2016** as **Sr. Assistant Manager (Safety)** based at Koppa Unite, District - Mandya. He will be functionally reporting to Assistant General Manager - EHS at Corporate and administratively reporting to Unit Head.

Mr. Mahesh has completed Diploma in Electrical & Electronics Engineering from Government Polytechnic, Raichur and completed PG Diploma in Industrial Safety from Board of Technical Education, Bangalore (Bellary college). He brings with him more than 11 years in Industrial Safety, Health & Hygiene including Fire safety.

Prior to joining with us he has been associated with M/s. Shree Renuka Sugars Limited, M/s. Surna Industries Limited (Integrated steel plant), and M/s. Hospet Steels Limited (ISO, OSHAS, TPM, TS certified company) & VITC (Bellary).

Some of Mr. Mahesh's core competencies are Conduction mock drills and fire drills, accident/ incident investigation conducting safety committee meeting, ensuring quality of PPE's, imparting safety training, fire demo, obtaining Fire NOC awareness program and safety promotional activities, rectification of unsafe conditions and actions, and preparing safety manuals' and documents.

Words have an amazing effect...  
they can help or hurt — comfort or antagonize.

Effective discipline hinges on the words you use...

words can help or hurt

# Effective Discipline

be positive  
be courteous  
be tactful  
be diplomatic

Instead of saying: "Sit down!"	try saying: "Let's all sit down to have juice now."	Stress cooperation vs. give orders.
"Hurry up — put that away!" "It's time to clean up now."		
"Don't hit with that broom."	"Brooms are for sweeping."	Offer positive corrections.
"That's very bad — rubbing clay on the floor!"	"We keep our clay on the table."	
"What?! A kid your age wetting his pants." "A big girl still sucking her thumb?"	"Let's take care of that accident." "Would you like to help me hold the storybook?"	Change behavior through constructive remarks vs. humiliation.

## 4 Effective Discipline Techniques

<b>Distraction</b> Offer an attractive alternative.	<b>Physical Removal</b> Move the child to a new setting.	<b>Expectations</b> Tell the child briefly what behavior is expected.	<b>Role Model</b> Teach by example for a lasting influence.
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## Physical Benefits of Meditation

With meditation, the physiology undergoes a change and every cell in the body is filled with more prana (energy). This results in joy, peace, enthusiasm as the level of prana in the body increases.

On a physical level, meditation:

- ◆ Lowers high blood pressure
- ◆ Lowers the levels of blood lactate, reducing anxiety attacks
- ◆ Decreases any tension-related pain, such as, tension headaches, ulcers, insomnia, muscle and joint problems
- ◆ Increases serotonin production that improves mood and behavior
- ◆ Improves the immune system
- ◆ Increases the energy level, as you gain an inner source of energy

## Mental Benefits of Meditation

Meditation brings the brainwave pattern into an Alpha state that promotes healing. The mind becomes fresh, delicate and beautiful. With regular practice of meditation:

- ◆ Anxiety decreases
- ◆ Emotional stability improves
- ◆ Creativity increases
- ◆ Happiness increases
- ◆ Intuition develops
- ◆ Gain clarity and peace of mind
- ◆ Problems become smaller
- ◆ Meditation sharpens the mind by gaining focus and expands through relaxation
- ◆ A sharp mind without expansion causes tension, anger and frustration
- ◆ An expanded consciousness without sharpness can lead to lack of action/progress
- ◆ The balance of a sharp mind and an expanded consciousness brings perfection

Meditation makes you aware - that your inner attitude determines your happiness.

Other Benefits of Meditation



### Emotional steadiness and harmony

It cleanses and nourishes you from within and calms you, whenever you feel overwhelmed, unstable, or emotionally shut down.

### Meditation brings harmony in creation

When you meditate, you are in the space of vastness, calmness and joy and this is what you emit into the environment, bringing harmony to the Creation/planet.

### Personal Transformation

Meditation can bring about a true personal transformation. As you learn more about yourself, you'll naturally start discovering more about yourself

### How To Get The Benefits

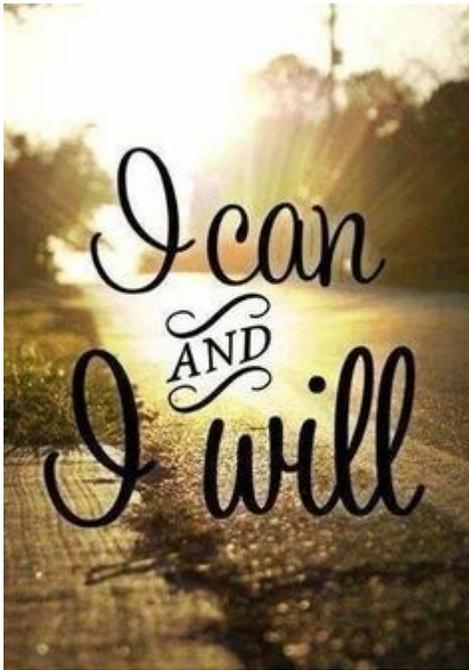
To experience the benefits of meditation, regular practice is necessary. It takes only a few minutes every day. Once imbibed into the daily routine, meditation becomes the best part of your day!

Meditation is like a seed. When you cultivate a seed with love, the more it blossoms.

Busy people from all backgrounds are grateful to pause and enjoy a refreshing few minutes of meditation each day. Dive deep into yourself and enrich your life.

# BIRTHDAY CELEBRATIONS @ CORPORATE





History abounds with tales of experts who were convinced that the ideas, plans, and projects of others could never be achieved. However, accomplishment came to those who said, "I can make it happen."

The Italian sculptor Agostino d'Antonio worked diligently on a large piece of marble. Unable to produce his desired masterpiece, he lamented, "I can do nothing with it." Other sculptors also worked this difficult piece of marble, but to no avail. Michelangelo discovered the stone and visualized the possibilities in it. His "**I-can-make-it-happen**" attitude resulted in one of the world's masterpieces - David.

The experts of Spain concluded that Columbus's plans to discover a new and shorter route to India was virtually impossible. Queen Isabella and King Ferdinand ignored the report of the experts. "**I can make it happen,**" Columbus persisted. And he did. Everyone knew the world was flat, but not Columbus. The Nina, the Pinta,

the Santa Maria, along with Columbus and his small band of followers, sailed to "impossible" new lands and thriving resources.

Even the great Thomas Alva Edison discouraged his friend, Henry Ford, from pursuing his fledgling idea of a motorcar. Convinced of the worthlessness of the idea, Edison invited Ford to come and work for him. Ford remained committed and tirelessly pursued his dream. Although his first attempt resulted in a vehicle without reverse gear, Henry Ford knew he could make it happen. And, of course, he did.

"Forget it," the experts advised Madame Curie. They agreed radium was a scientifically impossible idea. However, Marie Curie insisted, "**I can make it happen.**"

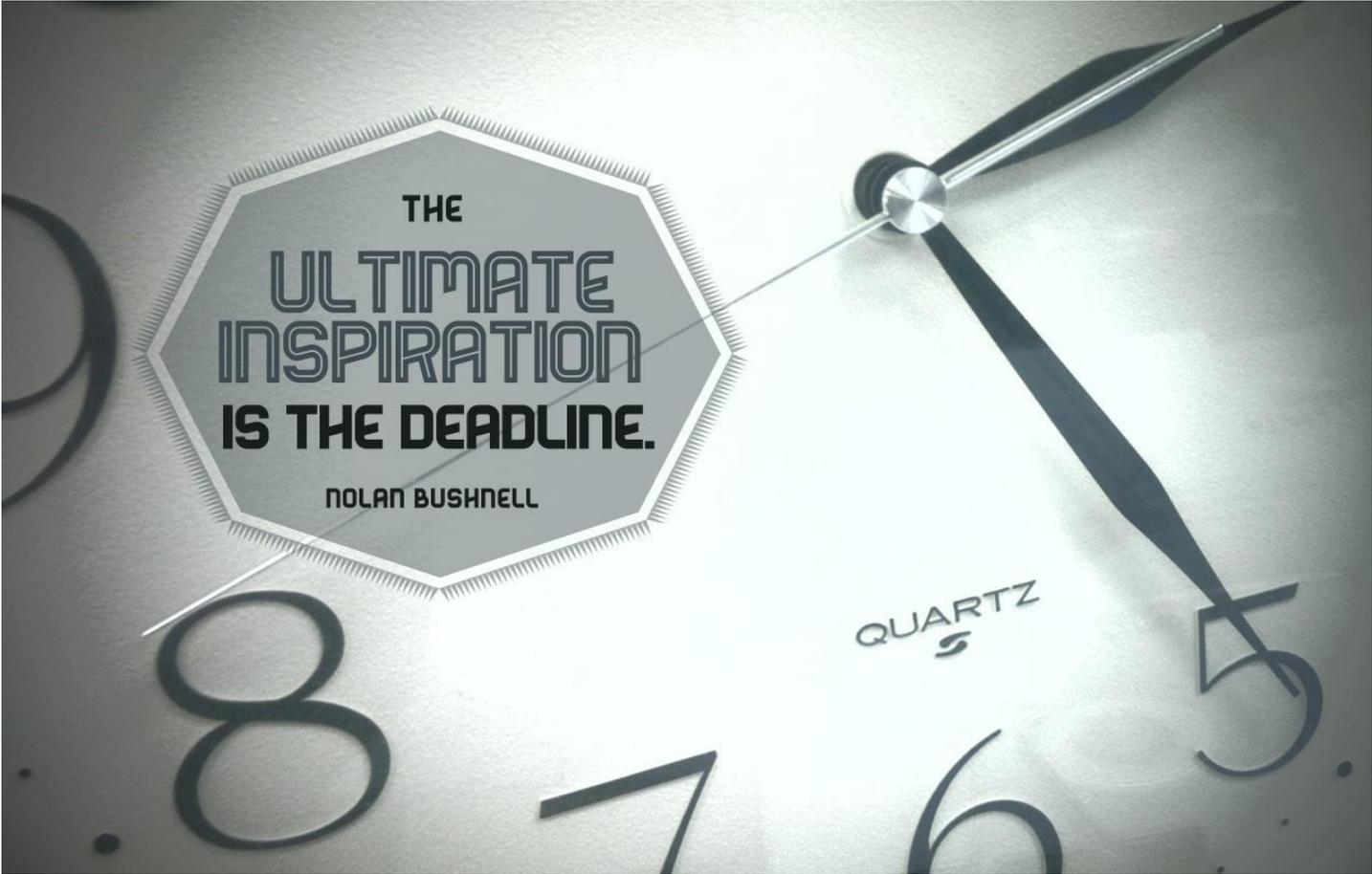
Let's not forget our friends Orville and Wilbur Wright. Journalists, friends, armed forces specialists, and even their father laughed at the idea of an airplane. "What a silly and insane way to spend money. Leave flying to the birds," they jeered. "Sorry," the Wright brothers responded. "**We have a dream, and we can make it happen.**" As a result, a place called Kitty Hawk, North Carolina, became the setting for the launching of their "ridiculous" idea.

Finally, as you read these accounts under the magnificent lighting of your environment, consider the plight of Benjamin Franklin. He was admonished to stop the foolish experimenting with lighting. What an absurdity and waste of time! Why, nothing could outdo the fabulous oil lamp. Thank goodness Franklin knew he could make it happen.

**You too can make it happen!**

**Employees send your Contributions, Feedback & Suggestions to [madhav.r@nslsugars.com](mailto:madhav.r@nslsugars.com)**

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THE  
ULTIMATE  
INSPIRATION  
IS THE DEADLINE.

NOLAN BUSHNELL

It's the Monday morning staff meeting, and the week's urgent projects are on the agenda. Plenty of assignments for everyone: some that involve a few quick phone calls, and others that will require overtime. How do you make sure you nail every deadline? Share these tips with your team.

Start with specifics- When exactly is the deadline? Clarify whether "end of the week" means 5 p.m. Friday or first thing Friday morning. And hammer down the results: What does your client want? How will they measure your effectiveness?

Negotiate- Better to do it now rather than later. Is the deadline realistic? Suggest alternative dates, or work out what other tasks you should put on hold in order to give the deadline the attention it deserves.

Break the task down- "Complete big project by Friday" is not an action item. Start with the biggest tasks and break them down into individual steps that have their own deadlines.

Build in a buffer- As you schedule individual tasks, give yourself a cushion. Mark the due date a few days ahead of the actual deadline so you have time to deal with changes or last-minute emergencies.

Make it OK for people to ask for help- No one gets extra points for trying to be a hero. It's far better for the team (and your client) if employees admit early on that they need more time or extra manpower. Check in often; your job as the leader is to help the team remove potential roadblocks before they become full-blown crises.

Get started- Don't end the first project-planning meeting without assigning everyone a next step and a deadline. This will help the team focus on the small steps in front of them and not the magnitude of the project ahead.

One of my favorite sayings is, "**A goal is a dream with a deadline.**" That statement has three parts: 1) the goal, which is what you want to achieve; 2) the dream, which is what you think you can do; and 3) the deadline, which means you will accomplish what you set out to do. Deadlines aren't bad. They help you organize your time. They help you set priorities. They make you get going when you might not feel like it. And meeting deadlines successfully is one of the best motivating factors out there.