

We The People

August 2016





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From the Desk of the Managing Director

Greetings!

Always bear in mind that your own resolution to succeed is more important than any other one thing -Abraham Lincoln

At the outset, my best wishes to our Koppa Team, which is planning to start the crushing Operations soon.

A positive aspect from the current situation is 'blessing of our mother nature' with a decent rains fall in all areas laying a good platform for cane plantations.

The year 2015-16 has been difficult because of the less crushing & low sugar prices, though Krishnaveni and Tungabhadra performed better than the past. The year 2016-17, showing a positive sign with regard to sugar selling price.

Our Units are gearing up with H&T Arrangements duly identifying the batches and booking. Advance payments are being made & units are looking forward to meet the crushing targets. A daunting task indeed, yet units are positive.

Plantations are going on full swing in Koppa. Value added services like applying micro-nutrients, Bio-Fertilizers, trash mulching etc are lagging behind the targets. I once again urge all the units and cane team to focus on this activity and convince every farmer which would place us in a good position for the coming season.

With power purchase agreements yet to be renewed and with soaring price of molasses and grains the focus on profit maximization would be left with only option, Cost



Optimization which includes a keen focus on reducing the cost per unit and increasing the productivity. Need to focus on cost optimization is not just by cutting down expenditure but elimination of wastes, improving operations, increasing the productivity and improving the standards of Quality. A committee has been constituted and had a brain storming sessions across functional heads of Corporate and Unit. The team would now visit all the units and ensure this mission percolates down the lane up to lowest level of our organogram.

A special mission and vision has been laid foreseeing the coming three financial years and the highlights of this being - focus to crush 40 Lakhs by FY 2017-18, varietal mix & Plantations across all the plants, Installation & Commissioning of Distilleries at JM, Aland and expansion with a grain based plant at Koppa, Financial Restructuring, Long term PPA's in all the units, increasing and maintaining a consistent crushing rate and recoveries, Enhance Institutional Sales & Value added products, reducing the interest burden with a continuous Human Resource Development, learning & Development and Succession Planning.

I once again urge all the Unit Heads and Corporate Technical Heads to utilize the time in hand to 'sharpen the saw', to indulge in people development and in technical advancement. I urge all of you to come up with the solutions that help the organization in achieving optimum production levels and excellent quality standards.

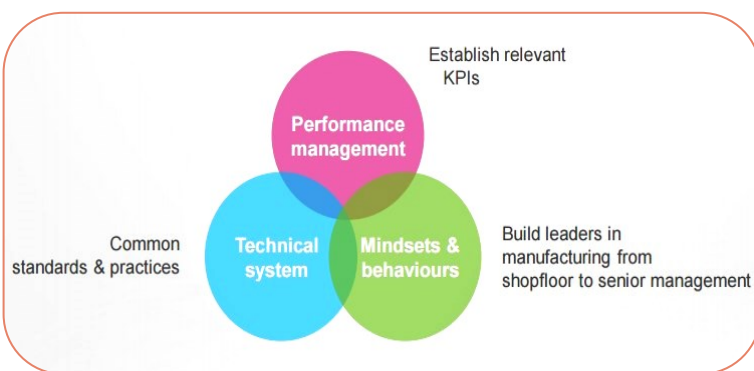
All the Best!

Ravindra S. Singhvi

Our Journey to Manufacturing Excellence —Jitendra Kumar Sharma, VP-HR

It is often felt that developing greater understanding of the fundamental phenomena underlying the unit operations and subsequently maximizing the effectiveness of the separate parts, that the entire system can be optimized. We are beginning to realize that the number and complexity of the relationships, interactions, and dependencies of the components and processes forbids system optimization. It is clear that we need a dynamic and integrated concept of manufacturing systems.

In the absence of an overall understanding of the system and interrelationships among the functions we tend to adapt operational models that have evolved from beliefs or rules-of-thumb derived from



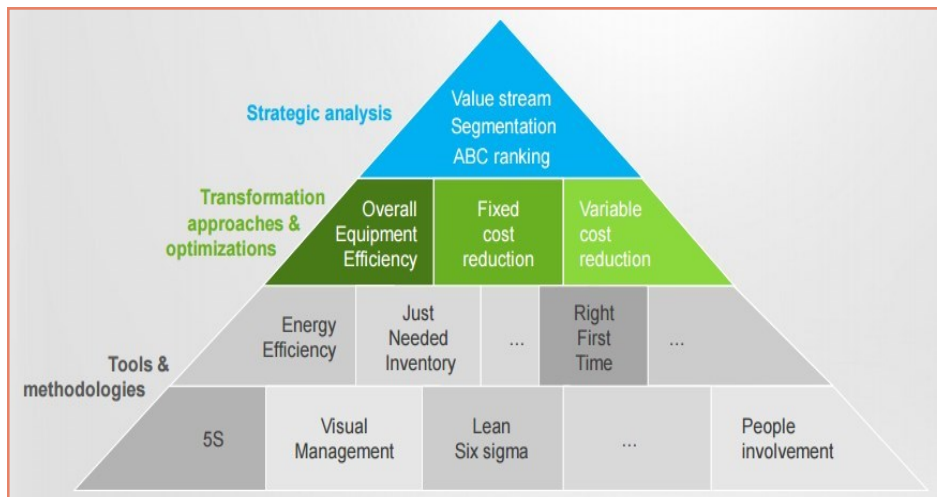
personal experience, trial-and-error, and individual interpretation of empirical data. But this varies widely in extent and validity from company to company and from industry to industry and is almost always impossible to generalize or apply to new situations.

Manufacturing excellence is an explicit goal

of our organization. A comprehensive set of quantifiable objectives continuously measures the performance of the system. These objectives are regularly assessed to determine their appropriateness to attaining manufacturing excellence. We must clearly articulate and communicate the vision and philosophy of the organization. Incorporating this information into the long-term goals of the organization--establishing a vision is critical in achieving improved performance. When people understand this vision and have the appropriate frame of reference, information, resources, clear understanding of the task and its scope, and responsibility for accomplishing the task, they are likely to "do the right thing." For this reason, we must view goals and objectives in both the long term and the short term. The long-term goals focus on the expansion plans, customer and the markets. Short-term goals often involve operational objectives that are best established with appropriate input from employees that are most familiar with the machines, equipment, and operations concerned. Not only must these goals be clearly and regularly communicated to all employees, but we must put in place the means by which the performance of the organization can be continuously measured against these goals. This demands that the correct metrics be developed and that an assessment of progress against these metrics be continuously undertaken.

Employee involvement and empowerment are absolutely fundamental to achieving manufacturing excellence. Our opportunity to ensure the continuity of organizational development and renewal comes primarily through the involvement of the employee. The rationale for employee involvement is predicated on the assumption that individual employees have the best opportunity to understand and appreciate the problems that are unique to their positions. They know their jobs and they know what limits their performance. Employee involvement is, in a sense, the means by which a large organization attempts to achieve many of the benefits that are generic to the small organization. But employee involvement does not, by itself, provide the mechanism by which employees can use their knowledge and experience to benefit the enterprise. If proper advantage is to be taken of the knowledge that the employee possesses, it is necessary to empower the employee to implement the

The journey to manufacturing excellence is easy. It takes commitment to a vision of excellence and a persistent effort over time. But the results are well worth the investment.



solutions that they know to be available. By doing so, we are making the employee an integral part of the solution process.

Metrics are absolutely fundamental to achieving manufacturing excellence. They are the basis by which the organization describes quantitatively the expectations and criteria used to

measure the performance of the manufacturing system and its many interrelated components. Manufacturing excellence requires an appropriate strategy for benchmarking: providing the resources, identifying the correct metrics within the context of the organization, overcoming the organizational resistance. More often than not they evaluate their performance relative to their own accomplishments in previous periods, ignorant of the high levels of achievement possible. Companies must measure their performance by benchmarking themselves not only against their competition but also against the best-of-the-best functionally, even in other industries.

NSL Koppa in Pictures

Work Ethics, Culture & Roles and Responsibilities of workers, training program conducted from 13.06.2016 to 16.06.2016 to Workers by Central Board For Workers Education



Snapshots of various Safety Training programs conducted by Safety Officer



Basic Life support, Healthy Life Style and Awareness on Diabetes training programme conducted for employees on 13.07.2016



Five point Standing cane maintenance training programme conducted for Staff of Cane Department on 28th & 29th July 2016.



Improvement in sugar quality training programme conducted for staff of Manufacturing Department on 30.07.2016



Cane Crushing Pooja on 14th July 2016



Koppa Boiler Pooja Snaps



Dr.Hapase Field Visit in Koppa



**Congratulations
for Silver Award
- Koppa Team**

**The South Indian Sugarcane &
Sugar Technologists' Association,
SISSTA has awarded our KOPPA
Unit with Silver Award for 'Best
Co-Generation 2015-16' for Karna-
taka Region based on the factory
working results.**

Vegetables that resemble body organs, good for health!

It is an ancient European philosophy that held that plants bearing parts that resembled human body parts, animals, or other objects, had useful relevancy to those parts, animals or objects. This makes all wonder if there were fruits and vegetables out there that are good for a certain part of human body and look like that body part as well. All will actually be very surprised as to know that there are some foods that look like body parts. Here is the list of these foods that look like body parts they're good for and their benefits.

AVOCADOES - UTERUS

The light bulb shape of an avocado looks like a uterus, and it supports reproductive health as well. Avocados are a good source of folic acid. Folate has been found to reduce the risk for cervical dysplasia, which is a precancerous condition. Target the health and function of the womb and cervix of the female – they look just like these organs. Today's research shows that when a woman eats 1 avocado a week, it balances hormones, sheds unwanted birth weight and prevents cervical cancers. It takes exactly 9 months to grow an avocado from blossom to ripened fruit. There are over 14,000 photolytic chemical constituents of nutrition in each one of these foods.



CARROTS - EYES



Slice a carrot and it looks just like an eye, right down to the pattern of the iris. Carrots are filled with vitamins and antioxidants, like beta-carotene, that decrease the chance of macular degeneration, the leading cause of vision loss in older people. Carrots get their orange color from a plant chemical called beta-carotene, which reduces the risk of developing cataracts. The chemical also protects against macular degeneration an age-related sight problem that affects one in four. It is the most common cause of blindness. But popping a beta-carotene pill doesn't have the same effect. Carrots greatly enhance blood flow to and function of the eyes.

CELERY - BONE



Long, lean stalks of celery look just like bones and they're good for them, too. These foods specifically target bone strength. Celery is a great source of silicon, which is part of the molecular structure that gives bones their strength. Another funny bone coincidence: Bones are 23% sodium and these foods are 23% sodium. If you don't have enough sodium in your diet the body pulls it from the bones, making them weak. These foods replenish the skeletal needs of the body.

FIGS SEEDS - SPERMS



Figs seeds hang in twos when they grow. Figs increase the motility of male sperm and increase the numbers of sperm as well to overcome male sterility.

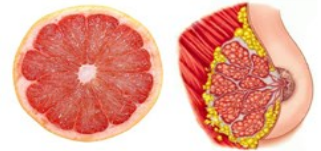
My boss told me to
have a good day...



So I went home.

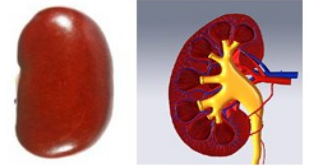
ORANGE - BREAST

Orange look just like the mammary glands of the female and actually assist the health of the breasts and the movement of lymph in and out of the breasts. The similarity between round citrus orange fruit and grapefruit--and breasts may be more than coincidental. Grapefruit contains substances called limonoids, which have been shown to inhibit the development of cancer in lab animals and in human breast cells.

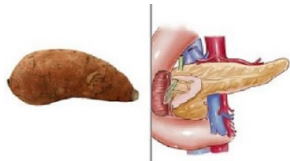


KIDNEY - BEANS

Actually heal and help maintain kidney function and yes, they look exactly like the human kidneys.



SWEET POTATOES - PANCREAS



diabetics.

The sweet potato bears a strong resemblance to the pancreas, and also promotes healthy function in the organ. Sweet potatoes are high in beta-carotene, which is a potent antioxidant that protects all tissues of the body, including the pancreas, from damage associated with cancer or ageing and actually balance the glycemic index of

ONIONS - BLOOD CELLS



Onions look like body cells. Today's research shows that onions help clear waste materials from all of the body cells. They even produce tears which wash the epithelial layers of the eyes.

OLIVES - OVARIES



Olives assist the health and function of the ovaries. An Italian study found that women whose diets included a lot of olive oil had a 30% lower risk of ovarian cancer. The reasons are unclear, but the healthy fats in the oil may help suppress genes predisposed to causing cancer.

TOMATO - HEART

Slice open a tomato and you'll notice the red veggie has multiple chambers that resemble the structure of a heart. Studies have found that because of the lycopene in tomatoes, there is a reduced risk for heart disease in men and women who eat them. And, if you mix them with a little fat, like olive oil or avocado, it will boost your body's lycopene absorption nearly tenfold.



PATIENT: THE PROBLEM IS THAT OBESITY RUNS IN OUR FAMILY.
DOCTOR: NO, THE PROBLEM IS THAT NO ONE RUNS IN YOUR FAMILY.



Lycopene, a plant chemical that reduces the risk of heart disease and several cancers. "The Women's Health Study" a research programme which tracks the health of 40,000 women found women with the highest blood levels of lycopene had 30 per cent less heart disease than women who had very little lycopene. Lab experiments have also shown that lycopene helps counter the effect of unhealthy LDL cholesterol. Lycopene prevented coronary heart diseases also.

WALNUT - BRAIN

Walnut looks like the brain, has a left and right hemisphere, upper cerebrums and lower cerebellums. The folds and wrinkles of a walnut resembles to human organ: the brain. And it's no surprise walnuts are nicknamed "brain food" – they have a very high content of omega-3 fatty acids, which help support brain function. The wrinkles and folds mimic the neo-cortex. Walnuts develop over three dozen neuron-transmitters for brain function. They may also help head off dementia. Recent study found that walnut extract broke down the protein-based plaques associated with Alzheimer's disease. They found walnuts reversed some signs of brain ageing in rats. Walnuts also appear to enhance signaling within the brain and encourage new messaging links between brain cells.

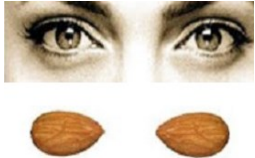


GINGER- STOMACH

Root ginger, often looks just like the stomach. So it's interesting that one of its biggest benefits is aiding digestion. The Chinese have been using it for over 2,000 years to calm the stomach and cure nausea, while it is also a popular remedy for motion sickness. Anyone who's ever reached for a glass of ginger ale when they've had a stomachache knows about the antinausea effects of ginger. So it's fitting that the herb somewhat resembles the digestive organ. Gingerol, which is the ingredient responsible for ginger's pungent scent and taste, is listed in the USDA database of phytochemicals as having the ability to prevent nausea and vomiting.



ALMOND - EYES



An almond and a human eye look similar and almond is very beneficial for the health of the eyes. Almond contains vitamin E which is an essential nutrient for healthy skin, hair and eyes. Almond is also rich source of monounsaturated fat and helps in lowering cholesterol level. Almonds also have selenium which is an antioxidant and thus reduces the process of aging. Almonds also help in reducing dark circles and sunken eyes.

GRAPES - LUNGS

Our lungs are made up of branches of ever-smaller airways that finish up with tiny bunches of tissue called alveoli. These structures, which resemble bunches of grapes, allow oxygen to pass from the lungs to the blood stream. One reason that very premature babies struggle to survive is that these alveoli do not begin to form until week 23 or 24 of pregnancy. A diet high in fresh fruit, such as grapes, has been shown to reduce the risk of lung cancer and emphysema. Grape seeds also contain a chemical called proanthocyanidin, which appears to reduce the severity of asthma triggered by allergy.



BANANA - SMILE



Cheer yourself up and put a smile on your face by eating a banana. The popular fruit contains a protein called tryptophan. Once it has been digested, tryptophan then gets converted in a chemical neurotransmitter called serotonin. This is one of the most important mood-regulating chemicals in the brain and most anti-depressant drugs work by adjusting levels of serotonin production. Higher levels are associated with better moods.

MUSHROOM - EAR

Slice a mushroom in half and it resembles the shape of the human ear. Adding it to your cooking could actually improve your hearing. That's because mushrooms are one of the few foods in our diet that contain vitamin D. This particular vitamin is important for healthy bones, even the tiny ones in the ear that transmit sound to the brain.



BROCCOLI - CANCER CELLS

The tiny green tips on a broccoli head look like hundreds of cancer cells. Recent studies found just a weekly serving of broccoli were enough to reduce the risk of prostate cancer by 45 per cent.



Have a health diet and stay fit!

FUN ZONE

Never laugh at your wife's choices...



You are one of them.

OPTICAL ILLUSION -- Once you see it, you'll kick yourself. But this deceptively simple optical illusion is frustrating and confusing people across Facebook. All it asks is to spot anything unusual in the photograph of a brick wall.

The lesson here is that we miss obvious things right in front of our noses all the time, and it's not until someone points them out to us that we finally notice.

Ironically, people dismissing the illusion are doing the exact same thing. There's a bigger point here about biases, perception, and entrenched opinions, and they're skipping right over it. I hope that some of them read this, and see what they've missed.



Boss:

Where do you see the company after 3 Quarters?



Sales Employee:

After 3 quarters, I don't care about company growth, I just do "Nagin Dance"



jokesmantra.com
www.jokesmantra.com

Funny English Dialogues....just for laughs!



Class teacher once said: "Pick up the paper and fall in the dustbin!"

"..DON'T TRY TO TALK IN FRONT OF MY BACK.."

Don't.. laugh at the back benches...otherwise teeth and all will be fallen down.....



It was very hot in the afternoon when the teacher entered.. She tried to switch the fan on, but there was some problem. and then she said " why is fan not oning" (ing form of on)

Teacher in a furious mood... write down your name and father of your name!!

"Shhh... quiet... the principal is revolving around college"

"Will you hang that calendar or else I'll HANG MYSELF"

Chemistry HOD comes and tells us... "My aim is to study my son and marry my daughter".

Tomorrow call your parents especially mother and father.

"Why are you looking at the monkeys outside when I am in the class?!"

Lab assistant said this when my friend wrote wrong code.. "I understand. You understand. Computer how understand??



Seeing the principal passing by, the teacher told the noisy class.. "Keep quiet, the principal has passed away".

Once Teacher Told "If you Talk So Loudly I Will Stand Uping you"

Teacher to students: Don't spit outside, the understanding people will suffer.

I have 3 daughters, all are girls.

This is what my manager said, "Peoples, please sit down and take your seats".



NSL KSL Photos

Synergy – Train The Trainer Program conducted by Phani Madhav, Corporate-L&D



Brain Storming session of Sugar Process department of 4 units conducted on 17th & 18th June 2016



Air circuit breaker operation & maintenance program by SIEMENS Service Engineer on 11.06.2016



Workers Education Program conducted by Central Board for Workers Education on 27th & 28th June 2017, 13th & 14 July 2016 and 20th & 21st July 2016



Conducted TELANGANA HARITHA HARAM on 23.07.2016 presided by Excise Asst. Commissioner, C.I and D.O



Telangana Formation Day Celebrations



Cane Development training program conducted by our Director on 22nd & 23rd July 2016



The Training classes for the Process Department have been conducted on 18.07.2016



The person who did this road sideline marking can be an official winner of "not my job" award. Isn't it?

A simple act of being proactive and taking responsibility matters a lot. Anything in our premises....is our job!

Technical Lectures delivered by Department HOD's starting from 16.07.2016



**Lecture by Mr.Rudrakshulu, Sr.Manager - Accounts;
Topic - Cash & Bank**



**Lecture by Mr.Rajesh, Sr.Manager - Accounts; Topic
Name: Energy Audit and conservation (Electrical)**



**Lecture by Mr.Vadivel, Dy. Manager - Instrumentation;
Topic: Basic Instrumentation**



**Lecture by Mr.Suresh Babu, Safety Officer; Topic: Personal
Protection Equipment**



**Lecture by Mr.Vadivel, Dy. Manager - Instrumentation;
Topic: Control Philosophy of Sugar Automation**



**Lecture by Mr.Subba Reddy, AGM-Sugar Process;
Topic: Zero Water requirement in Sugar Mills**



**Lecture by Mr.Satyanarayana, Asst Manager; Topic:
Correction control process in boiler feed water**



**Lecture by Mr.Chandrasekar, Dy. Manager - Sugar Process;
Topic: Identifying & Arresting Entrainment (Sugar Process).**

Top 5 Excuses for Not Going After Your Dreams

What are you waiting for? You have plans and aspirations that you've been putting off for years. We're great at putting things off and convincing ourselves that we'll get them done someday soon. Eventually, we all run out of someday's and our options become more limited. If you're not enthusiastically pursuing your goals, there's a reason. And it might not be the reason you think. Most excuses are actually a form of fear camouflaged as another challenge.

Identify your excuses and take action today:

1. A perceived lack of resources. Perhaps you need additional knowledge, education, money, or time. This is the most common excuse for not taking action. These excuses might be accurate. You might not have enough time. However, it's up to you to make the time. It's up to you to find the money you need.

- *A lack of resources can't stop you if you're determined.* Using the lack of resources as an excuse suggests another underlying issue.

2. Find a way around your lack of resources. There's a solution available to you right now if you want to find it.

Your belief that you'll fail. Maybe you're not afraid of failing, but you anticipate failure. No one would waste their time taking action if they expected a negative outcome. Use every tool at your disposal to change your belief. Try using logic or convince yourself that you'll give it a try anyway. Meditation, self-hypnosis, and visualization are other possible options.

- Get expert advice or consider changing your objective to one that's more believable.

3. Fear. This is the most accurate answer most of the time. Doing something significant involves change, both the change that results from success and the chance necessary to create success.

- The most effective way to combat fear is to jump in with both feet. The apprehension that results from thinking about taking the first step is more severe than the apprehension that accompanies real action. Once you get started, the fear subsides considerably.
- Fear has been around since the beginning of man. It's not going away, so it's important to build your ability to manage it.

4. A lack of motivation. Why aren't you motivated? Is it due to fear or something else? A little success can create motivation. Starting a diet can be challenging, but your motivation grows after

you've successfully lost 10 pounds.

- The solution to a lack of motivation is the same as the solution to fear: take the leap. Get started and hang in there until you've experienced some success. At that point, you'll find that your lack of motivation is no longer an issue.

5. *The need for perfection.* This could be the need to have ideal conditions before getting started or the need to accomplish your goal without experiencing any failure along the way. Perfectionism is just another manifestation of fear masquerading as a socially acceptable excuse.

- There is no failure, provided you don't give up. Expect that things won't work out 100% according to plan. Accept this fact and move ahead.
- Take action. Taking action is the best way to reduce your fear. You don't need to be perfect. You only need to be "good enough."

If you've been finding reasons to put off your plans to some unidentified point in the future, it's time to examine the reasons. *Fear is the biggest reason for chronic procrastination.* It's your responsibility to determine why you've been waiting. By finding an explanation, you can begin to take motivated action and see your dreams come true.



I may NOT
ALWAYS SEE IT
— BUT —
THERE IS ALWAYS
ANOTHER OPPORTUNITY
AROUND THE CORNER
TRACY GOLDBERG

NSL TSL Photos

Mr. Eranna.D, Welder who had worked in our organization for 8 years, expired due to his ill health and all NSL (Tungabhadra) employees contributed Rs. 1,02,425/- to his family



Environment Day Celebrations on 5th June 2016



TSL has started a creative way of celebrating employee birthdays. The employee whose birthday is being celebrated will plant a tree, a step forward for caring the environment. This initiative was acclaimed by everyone.



For better engagement & Team building of Workers, the HOD's of TSL have started conducting outdoor activities for workers. This activity proved to build a better team bonding and energize the workers.



Work Ethics & Culture' a Workers Education Program conducted by Central Board for Workers Education on 15th & 16th June 2016 and 20th & 21st July 2016



The most common way people give up their power is by thinking that they don't have power

Synergy-Train The Trainer program conducted by Phani Madhav for all HOD's & Dy.HOD's on 17th June 2016



Training Program on EOT Crane Operation



Training Program on Machine Safeguarding



Training Program on Fertilizer Application by Smt.Mamatha of Coromandel International Ltd



Awareness Program on Fire emergency and evacuation procedure



Awareness on Juice Heater



Awareness on Electrical Hazards

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Cash Award given to the physically challenged students who passed in distinction



TSL Support to Karnataka Rakshana Vedike Mass Marriages



Awareness on Cane development and yield improvement



Awareness on Cane development and yield improvement



I need to listen well so that I hear what is not said

Our Core Values

Brief Definition, Defined Behaviors & NSL Sugars Value Statement

Definition of Value:

Values support the vision, shape the culture and reflect what the company values.

- Values are the embodiment of what an organization stands for, and should be the basis for the behavior of its members.
- Values are the essence of the company's identity – the principles, beliefs or philosophy of values.
- Values provide the basis for judgments about what is important for the organization to succeed in its core business.
- Values are the essence of corporate culture because they set out the “do’s” and “don’ts” around the Organization.
- VALUES ARE OUR ‘GUIDING BEACON’ DIRECTING THE PROCESS OF ORGANIZATIONAL DEVELOPMENT AND GROWTH

How Values Assist in Culture Transformation:

- By providing a framework for how we treat one another at work.
- By providing a framework for how we treat our customers.
- By setting guidelines for our behavior
- By providing basis for achieving culture change
- By helping us make sense of our working life and how we fit in the big picture.
- By providing a framework for achieving the vision and increasing the effectiveness of the organization.
- By creating an environment conducive to job satisfaction as well as finding work which is exciting and challenging.
- By differentiating our organization from another

Our Core Values - Definition of each value:

Right People - Possess the right mindset of

knowledge, skills, attitude, abilities and behaviors with high-positive to realize the vision of the organization

Team Work - Working collaboratively providing support to one another co-operatively respecting one another's views, making our work environment fun and enjoyable by avoiding personal conflicts and be focused on achieving organization vision & goals

Integrity - Acting with honesty and honor without compromising on the truth

Think Big - Being ambitious, passionate, open-minded, positive, creative and innovative seeing the opportunity in the big picture to reach new heights

Accountability - Acknowledging and assuming responsibility for actions, outcomes, decisions, and policies, applied to both individual accountability and accountability of the company as a whole

Fairness To All - A quality of the character to be impartial in making judgments free from discrimination or dishonesty

Speed - Responding quickly and taking action immediately by overcoming procrastination or postponement at all times

Quality - Consistent commitment to deliver excellence in performance free from defects, errors,

deficiencies & variations, maintaining uniformity and continuous improvement

Our Values - Defined Behaviors of each value:

Right People

Perform today and have vision to produce results in future

- Support people's growth, organization growth and in turn manage self-growth
- Follow ethical practices
- Believe in corporate governance and always strive for Innovation
- Being open & transparent

Team Work

- When we are unsure we check with others as to what they meant
- Everyone has strengths which we value and will use whenever possible
- All team meetings will include a progress report from everyone and requests for help when needed
- We help others to achieve their deadlines without having to be asked.
- We celebrate the success of the Team
- We work with one another with enthusiasm and appreciation.
- We work with one another without manipulation.
- Conflict is resolved according to agreed guidelines for this team
- Conflict is brought out into the open and dealt with constructively


Integrity

- Honors Commitment
- Keep Promises
- Be Trustworthy
- Maintain Consistency in Relationships
- Abstain from blaming others for their problems or frustrations
- Be authentic and genuine
- Maintain utmost honesty
- Sound Moral Principles


Think Big

- Ability to quickly see patterns in complex problems
- Come up with new ideas
- Being positive in approach
- Being open to explore various possibilities
- Be Passionate
- Value innovation
- Aspire to achieve goals


Accountability

- Being Responsible for one's action
- Being Disciplined
- Being Persistent
- Resourceful
- Taking Initiatives
- Being Proactive
- Take Ownership
- Be Dependable
- Is Reliable
- Is Determined

Fairness To All

- Maintain healthy professional relationship with all
- Be impartial in decision making
- Listen non-judgmentally before taking decisions
- Give equal opportunities to learn & perform
- Encourage new ideas & thoughts
- Follow laid down policies & procedures
- Adhere to Rules & Regulations
- Treat every other employee with equality

Speed

- Respond quickly
- Take immediate action without keeping any pending tasks
- No Procrastination
- Timely Communication
- Predict future impending threats and plan for strategic interventions
- Visualize future opportunities and get prepared
- Reduce downtime of machinery
- Optimum utilization of resources
- Ensure timely completion of activities
- Avoid Postponement
- Follow-through

Quality

- Commitment to excellence
- Defect free manufacturing
- Create a timeline starting with the outcome or desired result and plan activities back

from the endpoint.

- Complete the product or service with minimal waste of time or resources.
- See jobs through to completion
- Complete work that is generally error free
- Standardize best practices
- Ensure optimum utilization of resources
- Committed to produce 'quality' output
- Meet customer expectations

The Value Statement

The core strength of NSL Sugars is in having **'Right People'** who are committed for **'Team Work'** and **'Integrity'** always **'Thinking Big'** capable of being **'Accountable'** and **'Fair To All'** moving forward with **'Speed'** and **'Quality'**.

It's not hard to
make decisions 
once you know what
your **VALUES** are.
~ Roy E. Disney

NSL Aland Photos

World Environment day celebrations on 14.06.2016



Training program for workers conducted by Central Board for Workers Education on 14th & 15th June 2016 and 26th & 27th July 2016



International Yoga day celebrations on 23.06.2016



Birthday Celebrations on 11.06.2016



I live an authentic life

Training Program on HR & Legal Compliance on 2nd July 2016



Felicitation of state Union leaders conducted by our unit union on 14th July 2016



Two Day's Training on Occupational Health & safety conducted on dated 28th & 29th July 2016



Sugarcane developmental activities in the Unit



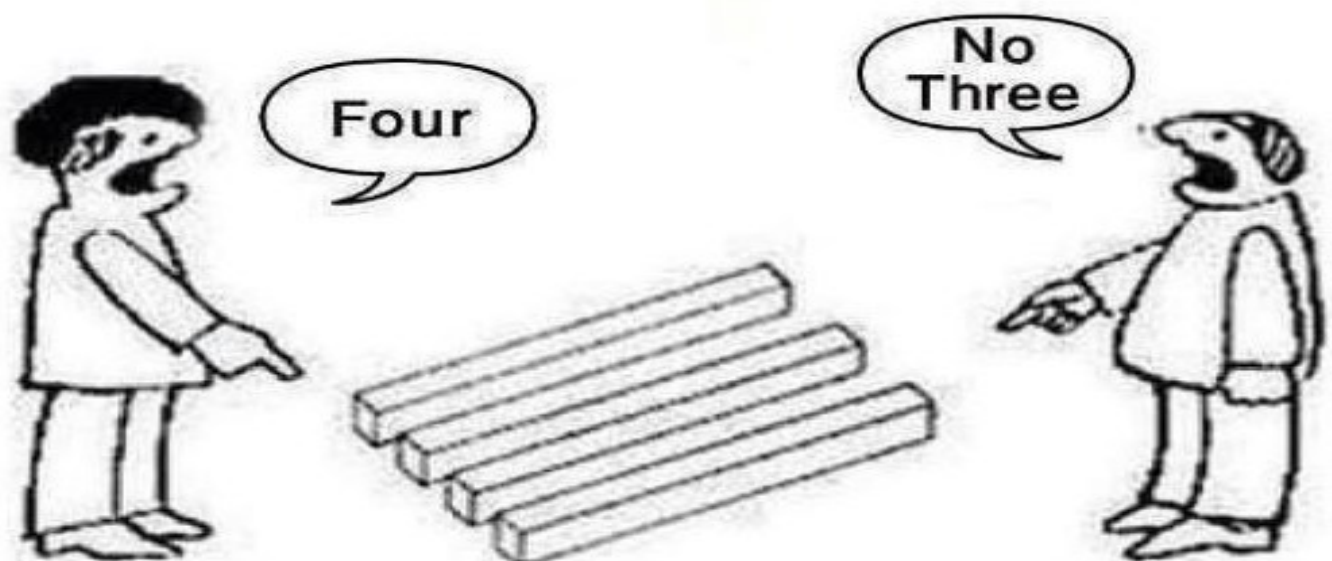
Plantation in the Unit



Birthday Celebrations



Each one is correct from his own perspective. The first spark in conflict is not understanding what others are trying to communicate and what is the basis of their communication.



Experience teaches me

Experience teaches me. I learn and grow through my experiences. I become wiser and stronger with each challenge that I rise to meet.

Experience helps me to understand myself and the world around me. I clarify my values and purpose. I build up my confidence and skills. I spot obstacles faster and apply tested solutions that really work.

Shared experiences deepen my relationships. I recognize my connection to others. I thank them for their assistance and encouragement. I share my time and resources because I want to return their kindness.

Dating experiences help me find love. I figure out the qualities that I am looking for in a partner. I know that I deserve someone who respects and cherishes me. I prepare myself to be a loving and responsible parent.

Work experiences advance my career and financial stability. I offer employers the value of my education and training. I manage my budget and build up my savings.

Spiritual experiences strengthen my faith. I meditate and pray to gain insights. I rely on my beliefs to sustain me when times are tough. I reach out to members of my faith community so we can accomplish more by worshipping together.

I learn from others' experiences as well as my own. I accept advice from those who have dealt with issues similar to my own. I watch how my role models handle situations.

Today, I welcome each experience and look for the lesson that it contains. I celebrate my victories and struggles because they both contribute to my success.

Self-Reflection Questions:

How do my experiences shape who I am?

Why is direct experience more memorable than most books and lectures?

Why is experience more precious than money?

Learning & Development Update

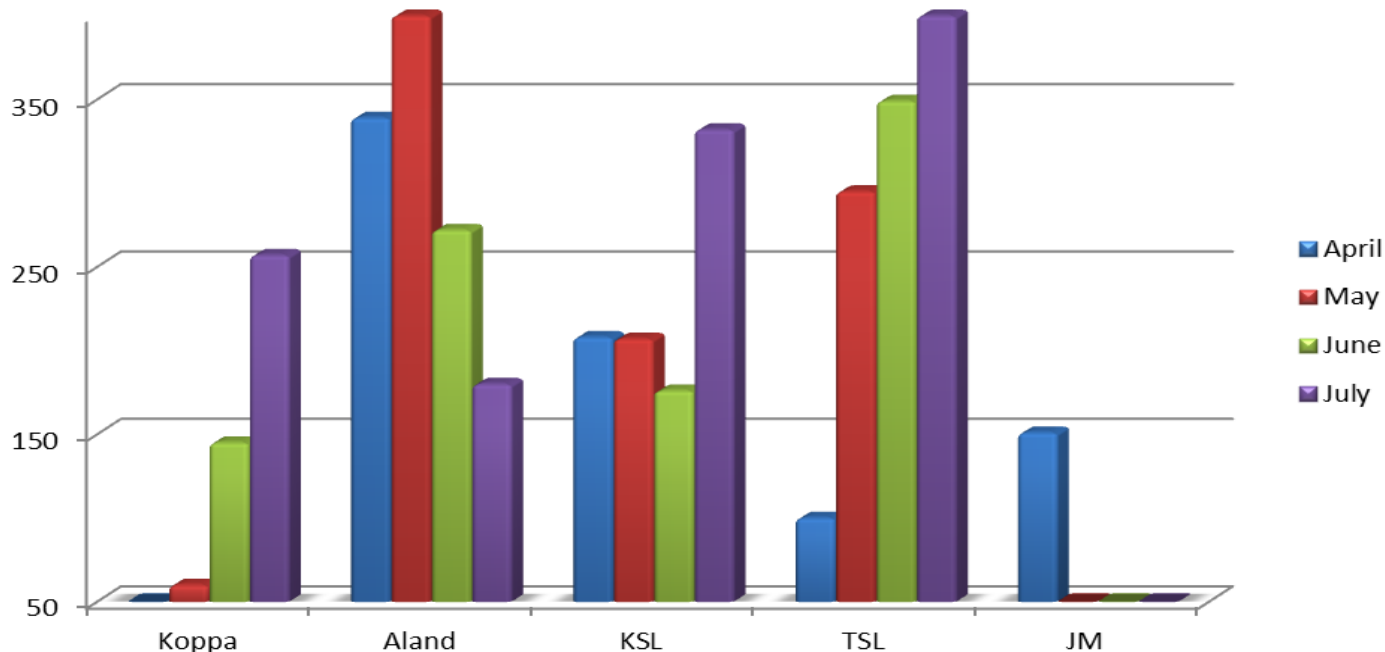
So far, we were able to take advantage of the off-season by conducting workers education programs, skill development programs across all the units. It's like a competition between units. Especially, the HOD's started taking a special interest in conducting training programs for their workers and staff. This is a very positive sign. We hope to see the same pace for great times ahead!

L&D Dashboard Mandays Summary FY 2016-17

Unit	AS ON JULY 2016						
	April	May	June	July	Actual Total	Target (Till July)	%
Koppa	49	60	145	257	511	800	64%
Aland	339	436	272	180	1227	800	153%
KSL	208	207	176	332	923	800	115%
TSL	100	295	349	405	1149	800	144%
JM	151	0	0	0	151	800	25%
Corporate	5	15	15	22	57		
Total	852	1013	957	1196	4018	4000	100%

COMPARISON - AS ON JULY 2016

Unit	Apr-15	Apr-16	May-15	May-16	Jun-15	Jun-16	Jul-15	Jul-16	Total 2015	Total 2016
Koppa	16	49	66	60	86	145	19	257	187	511
Aland	24	339	37	436	53	272	338	180	452	1227
KSL	9	208	60	207	96	176	167	332	332	923
TSL	157	100	61	295	98	349	208	405	524	1149
JM	33	151	50	0	169	0	146	0	398	151
Corporate	0	5	0	15	0	15	0	22	0	57
Total	239	852	274	1013	502	957	878	1196	1893	4018



NSL Jaymahesh Photos

Cane H&T and Farmers Meeting



Plantation on 6th May World Environment Day. A total of 2000 plants were planted by the team.



Farmer Meetings & Village Visit of MD, COO and Dr.Hapshe along with JM Team



**The Success Of
Teamwork**
Coming together is a beginning.
Keeping together is progress.
Working together is success.
~ Henry Ford ~

Drinking Water arrangement made for 6 villages



Cultural Program performed by Baby Arya daughter of Mr. Hoke Ashok, Dy. Mgr. Mech



We must believe that we are gifted for something, and that this thing, at whatever cost must be attained

Welcome to New Joinees



Mr. Karthikeyan has joined us as Deputy General Manager (Cane) w.e.f. 01st July - 2016. He will be based at Aland Unit, Distt : Gulbarga. He will be reporting to the Unit Head.

He has completed B. Sc Agriculture from Konkan Krishi Vidyapeeth, Maharashtra. He has more than 23 years of specific hands on experience across all the areas of Cane function. Prior to joining with us he worked for M/s Shree Someshwar SSSK Ltd, Bailhongal, Belgaum, M/s Kothari Sugars Ltd, Ariyalur, M/s EID Parry Ltd, Pugalur & M/s Dharani Sugars & Chemicals Ltd, Tirunalvelli.

Some of Mr. Karthikeyan core competencies are Cane Management, Cane Development & Regulation, H&T Management & General Administration.



Mr. Jakeer Hussain has joined us on 02-June-2016 as Sr. Executive (Sales & Marketing) based at Corporate Office, Hyderabad. He will be reporting to Assistant General Manager (Trading).

Mr. Jakeer has done his MBA (Marketing & Supply Chain Management) from Hyderabad Business School, GITAM University, Hyderabad. He brings with him more than 2 plus years of hands on experience in Sales & Marketing of Pharmaceuticals. Prior to joining with us he has been associated with M/s Indian Immunologicals Ltd, Hyderabad.

Some of Mr. Jakeer core competencies are Brand Management, Brand Analysis, Market Research, Marketing Strategy & Product Strategy.

Mr. J Venkata Durga Prasad has joined us on 06-June-2016 as Dy. Manger (Sales & Marketing) based at Corporate Office, Hyderabad. He will be reporting to Assistant General Manager (Sales & Marketing).

Mr. J Venkata Durga Prasad has done his MBA - Power & Finance from Great Lakes institute of Management, Gurgaon and B.Tech in Chemical Engineering from RVR & JC College of Engineering, Guntur. He brings with him more than 6 plus years of hands on experience in Sales & Marketing of Ethanol and Ethanol based derivatives. Prior to joining with us, he has been associated with M/s Adani Wilmar, Gujarat as Assistant Manager - Trading.

Some of Mr. Venkata Durga Prasad core competencies are International Trading, Business Development, Market Intelligence, Marketing Strategy & Product Strategy.





Ms. Suvarna Pappu has joined us on 06-June-2016 as Officer (Sales & Marketing) based at Corporate Office, Hyderabad. She will be reporting to Assistant General Manager (Sales & Marketing).

Ms. Suvarna has done her B.Sc (Bio-technology) from Andhra University, Visakhapatnam. She brings with her more than a year experience in Sales & Marketing in Automobile Industry. Prior to joining with us she has been associated with M/s 3M Car Care, Hyderabad.

Some of Ms. Suvarna core competencies are Sales & Administrative Activities, Customer relations, Handling Teams.

Mr.N.Shamasundar Rao Maske has joined us on 24-June-2016 as Senior Manager (Accounts & Finance) based at Tungabhadra Unit. He will be functionally reporting to Sr.DGM (F&A) at Corporate Office and administratively reporting to the Unit Head.

Mr.Shamasundar has done his MBA (Finance) from Calorx University and B.Tech (Mechanical) from Manavbharti University, Himachal Pradesh. He brings with him more than 21 years of experience in Finance & Accounts function. Prior to join with us he has been associated with M/s Kirloskar Electric Company Limited, Hubli for the past 19 years and M/s Suraj Jewellery India Limited, Bangalore for a span of 2 years.

Some of Mr.Shamasundar core competencies are finalization of plant accounts, Statutory Compliances, Budgeting, MIS & General Administration. He is also having good knowledge on SAP & other ERP tools.



Mr. Shafiulla has joined us on 25-June-2016 as Officer (Accounts) based at TSL Unit, Distt: Bellary. He will be reporting to HOD F&A at Unit.

Mr. Shafiulla has done his M.Com from KSO University, Bellary. He brings with him more than 09 years of hands on experience in Accounts Function. Prior to joining with us he has been associated with M/s JSW Cement Ltd, Toranagallu, Bellary & M/s South West Mining Ltd, Toranagallu.

Some of Mr. Shafiulla core competencies are Accounts Payable, Vendor Accounting, Bank Reconciliations & MIS. He is well acquainted in SAP & other ERP Tools.





Mr. Ramana Rao MV has joined us on 20th July 2016 as Assistant General Manager (HR & ER) based at KSL Unit, Distt: Mahaboobnagar. He will be functionally reporting to Vice President HR and administrative reporting to Unit Head- KSL Unit.

Mr. Ramana Rao MV has done his PG Diploma in Industrial Relations & Personal Management (PGDIRPM) from Bharatiya Vidya Bhavan, Bangalore, Bachelor of Law (LLB) From Osmania University, and Diploma in Mechanical Engineering (DME) in Indian Air Force. He brings with him more than 30 years of hands on experience in HR, Industrial Relations, Public Relations and Administration functions. Prior to joining us he has been associated with M/s Archpharma Labs Limited, Hyderabad, M/s. Avon Organics Limited, Hyderabad, M/s Pitti Laminations Limited, Kottur, M/s Greesha Laboratories Ltd & Senior Non-Commissioned Officer with Indian Air Force for 20 years.

Some of Mr. Ramana Rao core competencies are Industrial Relations, Union Management, Statutory Compliances, Public Relations & Laisioning with Government and Non-Government Bodies, Pay-roll Management and General Administration.

Mr. Joshi Kumar Challagulla has joined us on 25-Jul-2016 as Assistant Manager (Accounts) based at Corporate Office, Hyderabad. He will be reporting to Sr.DGM (F&A) at Corporate.

Mr. Joshi Kumar is a qualified Chartered Accountant from ICAI in 2012 & completed B.Com from Acharya Nagarjuna University. He brings with him more than 3.8 years of hands on experience in Audit & Accounts Function. Prior to joining with us he has been associated with M/s. JSW Cement Limited on behalf of M/s Kiran Kumar & Associates, Hyderabad.

Some of Mr. Joshi Kumar core competencies are General Accounting, Taxation, Finance, Auditing, MIS & Statutory Compliances.



Attempt the impossible in order to improve your work

I Acknowledge the need for change

Self-Talk - A Reflection

I believe that change is important to continuous growth. Being open to a new direction and accepting it results in renewal in my life.

Each day I conduct a self-assessment exercise to identify areas for development. When I am honestly able to acknowledge an area, I take what comes with the change effort. I know that a rough road towards growth has a fulfilling end.

My relationships with family and friends sometimes suffer from a lack of attention. It is important to constantly nurture them so our bond becomes stronger.

There are positive changes that relationships go through when I make time to adjust my input. I make an effort to keep channels of communication open with loved ones. This helps us to stay current with each other and allows our relationship to evolve.

I am proud of my role as a leader in my organization. It is important for me to evaluate and adjust my performance so I continue being valuable to the team.

When I experience a setback in my life, I avoid allowing it to keep me down. I find ways to rebuild and make myself stronger than before. My fortunes turn around when I exercise creativity, resolve, and focus.

Today, I am open to the possibilities that await me when I acknowledge the importance of change. I look forward to renewal and encourage it to achieve personal development. My inner strength comes from my openness to evolving.

These are some of the questions you should ask yourself:

- What are some of the red flags that cause me to question opportunities?
- In what ways can I achieve a renewed mind and soul?
- How open am I to changes that require assessment of my friendships?

Employees send your Contributions, Feedback & Suggestions to madhav.r@nslsugars.com

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