

# We The People -E-Magazine Mar & Apr '15



## Inside “ We the People”

- Message from Chairman P2
- From the desk of MD&CEO – P3
- Unit news – P5 to P14
- Initiatives & Events – P15 to P25
- Fun Zone – P 26
- Feature – P 27 to P35
- Welcome to NSL Family – P36
- Inspiration of the Month – P36

## Message from Sri Kotaiah

## Message from Sri Kotaiah

## From the Desk of MD & CEO



## Koppa Unit

### Basic Life Support Training – Feb'15

We had organized a workshop to educate employees on techniques of basic life support in adversaries



Mr.Sachin from **When it Strikes crisis Management** had facilitated the workshop with live demonstrations . Mr.Arulappan had acted as co facilitator

### Safety Training – Feb'15

We had organized Safety training for workmen on How to use Fire Extinguishers and Basic Safety precautions





## Koppa Unit

### Safety Training – Mar' 15

We have conducted training for workmen of Electrical and Co-Gen on General Safety and Road Safety



### 44<sup>th</sup> Safety Day Celebrations – Mar '15

We have celebrated 44<sup>th</sup> National Safety day at Koppa on 4<sup>th</sup> Mar'15. Mr.M.A. Soma Sekhar Asst.Director of Factories was part of the celebrations as Chief Guest .



Cultural night was organized as part of celebrations and employees have enacted skits and mimes . Prizes were distributed for winners First prize won by Electrical Dept and Second prize won by WTP &ETP

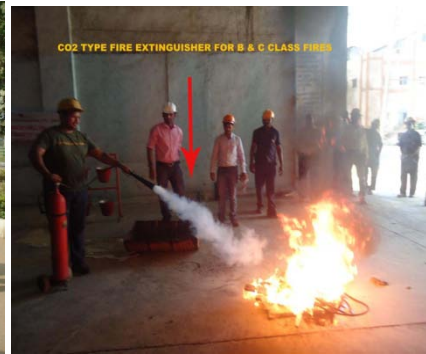




## Tungabhadra Unit

### Safety Training – Feb'15

We had organized Safety training for workmen on Fire Extinguishers and Basic Safety precautions



### Awareness on AIDS

We had organized an awareness meet on AIDS for employees as an employee connect activity . All the managerial Staff have attended





## Tungabhadra Unit

### Swatch Bharat at Siruguppa – March'15

We had organized “Swatch Bharat” activity as part of employee engagement activity in Siruguppa on 7<sup>th</sup> March'15 . All the employees have participated in the activity



### 44<sup>th</sup> Safety Day Celebrations – Mar '15

We have celebrated 44<sup>th</sup> National Safety day at TSL on 4<sup>th</sup> Mar'15. All the employees have participated . Cultural night was organized





# Aland Unit

## Polio eradication camp – Feb'15

We have organized polio eradication camp in our unit premises for the kids of our employees and nearby villages and ensured that all the kids below age group 0-5 have been immunized through the Polio Drops.



## CSR Activities – Feb'15



Under CSR initiatives , we have facilitated the electrification of a Government School near workers Colony .  
The cost involved for this activity is Rs. 15,000/-



## Aland Unit

### 44<sup>th</sup> Safety Day Celebrations – Mar '15

We have celebrated 44<sup>th</sup> National Safety day at Aland on 4<sup>th</sup> Mar'15.  
Event started with lighting the lamp by Mr.Arulappan



All the employees have participated and mock drills were conducted .  
Employees have taken oath





## Jay Mahesh Unit

### Safety Training – Feb'15

We organize safety related training regularly for our employees at Jay Mahesh . Mr.Bhosle had trained Contract workers on Safety



### SAP Training – Feb'15



We have organized training on SAP for all key SAP users across all functions in February'15 .  
Mr.Mubeen had facilitated the training



# Jay Mahesh Unit

44<sup>th</sup> National Safety Day – March'15

We have celebrated 44<sup>th</sup> National Safety day at Jay Mahesh on 4<sup>th</sup> March'15 . Event started with flag hoisting followed by Oath .



We have organized Rallies by children , Quiz competition for employees and Drawing competition for children . All the winners were awarded with prizes





## KSL Unit

### Developing Vegetation

We have initiated developing garden in front of Sugar plant and Water Treatment Plant . This will help reduce the pollution and helps Converting our plant from Brown Field Plant to Green Field Plant



### Safety Training – Feb'15

Safety of employees is a priority at KSL . In order to ensure safety of our employees , we organize Safety related training regularly for our employees .





## KSL Unit

### Safety Week Celebrations – March'15

We have organized Safety Week in our KSL Unit . We organized a blood Donation camp ,conducted Quiz and mock drills



M.Srinivasulu , Factories Inspector had distributed prizes to the winners



## Initiatives

## Employee Development

### Training Need Analysis

In order to facilitate people development and growth opportunities , we have created “**NSL Sugars Academy for Excellence** “ which focuses on people development. For the new financial year we intend to freeze on the Learning & Development initiatives for the FY 2015-16.

Hence we have planned to identify training needs to design & develop a learning frame work for all our employees which is relevant and provide learning solutions to the GAPS identified .

The “**Training Need Identification**” was carried out in two phases :

- A Survey is conducted in Groups
- Personal Interview (One to One )

We have completed this activity in KSL ,TSL , JM & Aland so far and we will complete this activity in Koppa Soon.



## Initiatives

## SOP Implementation

### SOP Implementation at Jay Mahesh & Aland - March 15

- We have completed Testing phase I in both Jay Mahesh in March'15
- Over all implementation percentage after testing phase I for **JM is 71%** Which should increase to 100% in Testing Phase II
- We have completed Testing phase I in Aland in March'15
- We could not test SOP Implementation in couple of processes in Aland as the concerned process owner at unit was on leave
- Over all implementation percentage after testing phase I for **Aland is 57%** which should be increased to 100% in Testing Phase II
- We will plan testing phase II after 15 days as process owners have Suggested that teams need time to implement SOPs fully



## Initiatives

## SOP Implementation

After successful completion of SOP Implementation in KSL and TSL we have introduced SOPs in Jay Mahesh and Aland.

As per the implementation plan we have completed Awareness , Handholding Sessions in Jan'15 and Feb'15 in both the units. We have concluded Testing Phase I in both the units in March'15

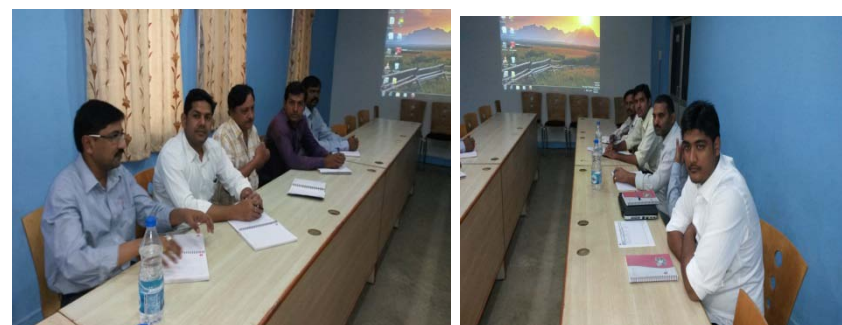
As SOP adherence is a continuous process, we have identified **SOP Champions** to keep the process going. These Champions have taken the responsibility of monitoring the progress of SOP adherence in their respective functions. An audit will be conducted on SOP adherence every quarter hence forth.

We have conducted training for **SOP Champions** March'15 and the following topics were discussed:

- Understand the importance of SOP Implementation
- Understand the SOP Champions' framework
- Understand & list the Roles & Responsibilities of SOP Champions
- Understand the MIS involved in implementing SOPs

Few moments captured in the workshop...

SOP Champions – JM -23.3.14



SOP Champions–Aland-24.3.15



## Initiatives

## Employee Engagement

### Birth Day celebrations – Feb'15

We have celebrated the birth days of

- **Mr. TCS Reddy – COO – NSL Sugars Ltd**
- **Mr. Surendra Daga – Sr.DGM – F & A**
- **Mr . Manish Singh – Asst . Manager – F&A**

as part of Employee engagement initiatives at Corporate office Mr. Ravindra Singhvi – Managing Director & CEO , had graced the Occasion and conveyed his best wishes .

All functional heads were part of the celebrations

### Few moments captured





## Initiatives

## Employee Engagement

Birth Day celebrations – Mar' 15

We have celebrated the birth days of

- **Mr. Ashok Kalleti – ABAP Developer**
- **Mr. Naga Aditya – Asst . Manager – Power Trading**

as part of Employee engagement initiatives at Corporate office Mr. Ravindra Singhvi – Managing Director & CEO , had graced the Occasion and conveyed his best wishes .  
All functional heads were part of the celebrations

Few moments captured



## Budget Meet 2015-16

We have organised the Annual Budget Meet for the FY 2015 -16 in Leonia Resorts for two days on 16<sup>th</sup> & 17<sup>th</sup> March 2015 .

Delegates from all the units & Corporate of NSL Sugars Ltd have participated in the meet .

The proceedings were started with “Jyoti Prajwalana “ by Mr. Singhvi MD & CEO , Mr. Basavaiah , WTD & Mr.TCS Reddy , COO.

The meet was opened by **Mr. Singhvi** with his Welcoming address in which he motivated the delegates by sharing his views on Globalisation, Challenges and Opportunities for NSL Sugars in the years to come.

The presentation on **Sugar Industry in India** by Mr.TCS Reddy was quite informative and useful for the delegates .

Presentation on “**Sales Strategy for 2015-16**” by Mr. Vaibhav Mishra , GM – Sales was quite elaborative.





Presentation on “**HR Initiatives & Future role of HR**” by Mr. Jitendra Sharma , VP – HR was quite informative and encouraging.

Presentation on “**Cane Development and budgets for 2015-16**” by Mr. Prabhat Singh ,VP-Cane was quite motivating.

Presentation on “**Sales Strategy for 2015-16**” by Mr. Vaibhav Mishra , GM – Sales was quite elaborative.

Presentation on “**Financial Management & Controls**” by Mr.LP Soni , CFO – NSL Sugars was quite promising

Presentation on “**Process Improvements**” by Mr.Arulappan and Presentation on “ **Maintenance**” by Mr. Cheema were quite interesting for the delegates.

**KOPs** were discussed in detail with all the unit teams and teams have agreed upon for **KOPs** for their respective Units for FY2015-16.





## Budget Meet 2015-16

On day two, Teams of all the units have presented their budgets and the budgets were signed off.

Presentation by Mr. Das on **Environment & Pollution control** and Presentation on **Quality Assurance** by Mr. Shivaji were part of the proceedings .

**Presentation on “How an audit is carried out “** was precise and to the point by BM Kumar Associates and gave lot of insights to delegates.





## Budget Meet 2015-16

Awards were announced for best performing units in three categories

- Best Sugar Plant
- Best Co-gen Plant
- Best Distillery

Koppa unit won **Best Sugar Plant award** ,TSL unit won **Best Co-gen plant award** and KSL unit won **Best Distillery award**.

- Mr. Kotaiah , Chairman
- Mr. Venkat Ram , Director
- Mr. AC Gupta , Director
- Mr. Ravi , Director
- Mr.Rosaiah , Director
- Mr.Mohanaiah , Director

were part of the Budget meet and have presented awards to winning teams .

Mr. Kotaiah had addressed the delegates

Mr. Basavaiah in his closing address thanked all the delegates



## Events - Celebration of Mr. Basavaiah' S Career

We have celebrated the illustrious career of our beloved Whole Time Director Mr. Basavaiah on 31<sup>st</sup> March 2015

In his eventful career of 59 years Mr. Basavaiah has contributed enormously to the organisations he had worked with . He has won many awards in the due course .

At the age of 80 years he is still active and he is moving in to a new role . He has surrendered his duties on March 31<sup>st</sup> 2015 .

Mr. Basavaiah joined NSL Sugars at on 28-08-2001 as Chief Executive and nominated as Whole Time Director of NSL Sugar Limited. He was the Unit Head of Koppa and he developed it as a Green Field project before he was moved to Corporate office as WTD .





## Events - Celebration of Mr. Basavaiah' S Career

Top management and all other colleagues at corporate have praised Mr. Basavaiah for his contribution to NSL Sugars Ltd .

- Mr.Ravindra Singh Singvi
- Mrs . Asha Priya
- Mr. Venkat Ram

have graced the occasion and wished Mr. Basavaiah all the very best in his new role .

In his closing address Mr.Basavaih had thanked all his peers , teams he has worked with & the management for the opportunities given to him.

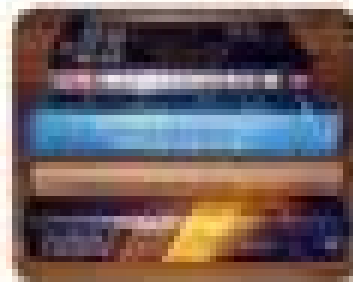
The event was concluded with dinner at NSL Icon .



## Fun Zone

Teacher: 2 Books + 2 Books?

Me: 4 Books.. :)



Teacher: Now I'll ask you a tough one..  
1,789,365 Books + 23,678 Book?

Me: LIBRARY..





## Feature : Leadership Skills

We often hear these words Leader and Leadership. But when ever we hear these words a number of questions pop up in our mind.

Who is a leader?

What is Leadership ?

Is there a difference between a leader and a manager ?

Leadership and management are commonly seen as the same thing, which they are not. Leadership is also misunderstood to mean directing and instructing people and making important decisions on behalf of an organization. Effective leadership is much more than these.

Good leaders are followed chiefly because people trust and respect them, rather than the skills they possess. Leadership is about behaviour first, skills second.

This is a simple way to see how leadership is different to management:

- Management is mostly about processes.
- Leadership is mostly about behaviour.

We could extend this to say:

Management relies heavily on tangible measurable capabilities such as effective planning; the use of organizational systems; and the use of appropriate communications methods.

## Feature : Leadership Skills

Leadership involves many management skills, but generally as a secondary or background function of true leadership. Leadership instead relies most strongly on less tangible and less measurable things like trust, inspiration, attitude, decision-making, and personal character.

Leadership is centrally concerned with people. Of course leadership involves decisions and actions relating to all sorts of other things, but **leadership is special compared to any other role because of its unique responsibility for people**

Good leadership depends on attitudinal qualities, not management processes.

### Ten Basic Skills of Outstanding Leadership

- Integrity
- Vision/strategy
- Communication
- Relationships
- Persuasion
- Adaptability
- Teamwork
- Coaching and Development
- Decision-making
- Planning



## Feature : Leadership Skills

### Definition and Explanation of the Leadership Skills

#### **Integrity**

***How deep are your convictions on the things you believe in? What do you believe in SO MUCH about your work that you will stand up to anyone about it? How much are you willing to compromise your important beliefs? To what extent do your behavior and the choices you make align with your guiding values and principles?***

Integrity means honesty and more. It refers to having strong internal guiding principles that one does not compromise. It means treating others as you would wish to be treated.

Many experts believe that a solid sense of right and wrong and strong guiding principles is the most essential and basic of all leadership skills or characteristics. Integrity promotes trust, and not much is accomplished without trust.

Integrity is a skill to the extent that we see it in action. But it goes much deeper than surface actions. It is based on one's guiding beliefs and values, and is an important example of an essential leadership quality.

Integrity (or lack thereof) is reflected in thinking, attitudes, and actions. People can't directly see your level of integrity, but they judge it pretty accurately on a gut level based on your actions and your words.

## Feature : Leadership Skills

### **Vision/strategy**

***Can you see, do you see where your department, team, and organization are going? How often do you talk about the ways in which what you are doing in your area are related to the overall mission? Do you think and speak inspiringly about what the organization is doing and about the future of the organization?***

A leader must have a clear idea where his or her organization and unit are going beyond this month's results or this year's budget. Where is it going in the long term? Even tactical leaders must be clear about this and need to refer frequently to the vision, mission, and values of the organization in their communications with others. Vision is another example of an essential leadership quality.

### **Communication**

***How much and how willingly do you speak out and keep information flowing? Conversely, can you keep confidential information private? How often can and do you listen more than you speak in conversations with your employees? How would you assess your communication skills with each of your employees? How do you handle "bad news" when you receive it?***

The chief complaint of employees in nearly every organization of all types, whether large or small from any industry segment, is "lack of communication." Communication in the context of leadership refers to both interpersonal communications between the leader and followers and the overall flow of needed information throughout the organization.



## Feature : Leadership Skills

Leaders need to learn to be proficient in both the communication that informs and seeks out information (gives them a voice) and the communication that connects interpersonally with others. Communication is another example leadership skill that must be cultivated by all leaders.

### Relationships

***What is the level of trust and respectful feelings you have with each of your employees? With each of your peers? How easy or difficult is it for you to initiate new relationships? Deepen existing relationships?***

Networking (the art of social “schmoozing”) is also a relationship skill. Relationships develop from good interpersonal and group communication skills but relationship skills also go deeper.

A leader who likes dealing with people issues, who can initiate and deepen relationships with others, has a great leadership advantage. This is a leader who can build a team and achieve impressive results.

This kind of leadership is based on personal power (the right kind of power), not position power. Relationship-building is an example of an essential leadership quality.

## Feature : Leadership Skills

### **Persuasion**

***How persuasive and influential are you? Under what circumstances can you persuade others to your point of view? To what extent do people value your opinion and follow your lead?***

The ability to influence others and cause them to move in a particular direction is a highly important skill in leadership. In fact, leadership is often defined as the ability to persuade or influence others to do something they might not have done without the leader's persuasion. Your ability to be persuasive is directly related to how much people trust you and how good your communication and relationships are. Persuasion (also called influence) is a good example of an essential leadership skill.

### **Adaptability**

***To what degree can you relinquish rigidity? Control? When is it easy and when difficult for you to embrace change? How do you react when things don't go as planned?***

Adaptability and flexibility in not being bound by a plan are important success factors in leadership today. The leader must move easily from one set of circumstances (the plan) to the next (the plan is not going as expected) and take them all in stride, even when the circumstances are unexpected.

The good leader has to embrace change and see it as opportunity. The leadership skill of adaptability is another example of a critical skill.



## Feature : Leadership Skills

### **Teamwork**

***To what extent do you value working cooperatively as part of a group? How do you promote teamwork among those you lead? In what ways do you work collaboratively with your peers? How do you handle team conflict?***

No one person can do it all. That's why a team, comprised of others with different skill sets, is essential. A leader must know how to build and nurture such a team. A good leader knows when to be a leader and when to be a follower.

The best leaders are good followers when that's what is needed. Building teamwork is another essential leadership skill example.

### **Coaching and Development**

***How do you feel about developing others around you? How do you encourage, nurture, and build the capacity of those you lead? How easy or hard is it for you to set your needs aside and share control with others? Can/do you delegate well?***

Developing others is an important role for a leader. Encouraging others to expand their capabilities and take on additional assignments is part of the leader's responsibility. Leaders who feel threatened by the capabilities of others are challenged in this area. Coaching and development are essential skills all leaders must cultivate.

## Feature : Leadership Skills

### **Decision-making**

***How comfortable are you with having to make the “final decision” on things? Do you have any tendency to decide too quickly without due consideration or, conversely, to gather data, analyze and ponder endlessly and be unable to decide? In what areas do you struggle with making firm decisions and standing up for what you believe?***

A leader must be able to wade through information, comprehend what's relevant, make a well-considered decision, and take action based on that decision. Making decisions too quickly or too slowly will impede your leadership effectiveness. Decisiveness is another example of an essential leadership quality.

### **Planning**

***How easy is it for you to put together plans for activities and projects, including contingency plans (what will happen IF...)? How easily are you able to focus your attention and stick to your plan, yet without being rigid about it? How do you decide when to push ahead or, instead, to modify your plan?***

Planning involves making certain assumptions about the future and taking actions in the present to positively influence that future. To plan means to focus more strategically. Plans are important for guidance and focus, but plans can seldom be cast in stone. Planning is an excellent and necessary example leadership skill.



## Feature : Leadership Skills

You can use this example of leadership skills to your advantage for the purposes of :

- **Guiding your own leadership behavior and learning**
- **Aligning team members around organizational strategy**
- **Training others**
- **Building unity in a time of change.**

**Hope this information will help you in building successful teams**

All the best !!

## Welcome to NSL Family

**Mr. Veerabhadra Rao** has joined us as AGM – Distillery at NSL Sugars Ltd – Corporate office on 6<sup>th</sup> Feb'15



**Mr. Ravindranath Rao J** has joined us as Manager – Drip Irrigation at NSL Sugars Ltd – Corporate office on 16<sup>th</sup> Feb'15



**Mr. Giriraj D** has joined us as Manager – Purchase & Store at NSL Sugars Ltd – Tungabhadra on 23<sup>rd</sup> March'15



## Inspirational Quote of the Month

THERE ARE TWO PRIMARY CHOICES IN LIFE;  
TO ACCEPT CONDITIONS AS THEY EXIST,  
OR ACCEPT THE RESPONSIBILITY  
FOR CHANGING THEM.

- DENIS WATLEY

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*Happy Reading....*