

February

2016

HAPPY PONGAL

We The People

Happy
Bhogi



Swami Vivekananda



Swami



Happy Republic Day!

12th

YOUTH DAY

2016

Happy

New Year
2015

Merry Christmas

Happy

Bhogi



जय
भारत

Inside this Magazine



From the Desk of the Managing Director	Page No. 3
Message from the Management Leadership Team	Page No. 4-5
Town Hall Meeting Snaps	Page No. 6
NSL Cricket Champions Trophy	Page No. 7
Rangoli Competition	Page No. 8
Annual Awards Function	Page No. 9-12
13 Things Tonight To Make Tomorrow Morning Less Stressful	Page No. 13
Learning & Development Snaps	Page No. 14-16
Laughter Page	Page No. 17
New Year Celebrations in Units	Page No. 18-22
A man who cycled all the way from India to Sweden	Page No. 23-24
Jay Mahesh-Operation SEIRI	Page No. 25-26
Birthday Celebrations	Page No. 27
Welcome New Joinees	Page No. 28
Top 10 Public Speaking Tips	Page No. 29

From the desk of the Managing Director



Happy New Year to all!

We are in the last quarter of the FY 2015-16, which means that we all must focus more on fulfilling our targeted figures.

We are facing some challenges in procurement of Sugarcane and availability of Cane in some of the units which was not expected. The Jay Mahesh Unit & Aland Unit were badly hit by this problem and they must have better understanding of the ground reality. The Jay Mahesh Unit has already closed the crushing season for this year. The Koppa, KSL & TSL units are striving hard to achieve their targets and I am positive that these Units will surpass their targets. Apart from Sugar segment, in Co-gen & Distillery segment almost all the

plants have performed well and we are near to our targets.

The Indian Sugar Mills Association has cut 2015-16 sugar output estimate to 26 MT from 27 MT estimated in September 2015. The factors which are also a concern for us this season are yield per hectare, drawal of cane for crushing, sugar recovery, water availability in reservoirs. On the brighter side, the Sugar prices in Indian Market are continuing its rising streak. We are expecting that the Sugar prices may further improve after end of current crushing season.

We must strive to achieve operational efficiencies, reduce wastage and breakdowns. I hope to see all the Departments fulfilling their set targets. I am hopeful that the hard work done by the team will result the Financial Year in profits.

All the Units are setting up Budgets for FY 2016-17 and are ready for the upcoming 'Annual Budget Meet'. While preparing the Budget we should consider the learnings from last year and also take into consideration the best performance of neighboring factories.

As the financial year is approaching to its end, all stakeholders will look at our financial results to assess our performance. Each one of us have to try and contribute to the financial results in whatever way we can and send a positive message to all our stakeholders that they can continue with their confidence in us. If we all work as a TEAM with dedication and commitment, we will accomplish our business objectives. Wishing you all the very best for the rest of the crushing season!

With Warm Regards,

Ravindra S Singhvi

Secrets to Achieve Big Goals

—Contributed by Jitendra Sharma, Vice President-HR



A GOAL
is a
dream with a deadline.

Napoleon Hill

How would you like to achieve a big goal? Achieving big goals is a science. We're not talking about losing 10 pounds or cleaning out the attic by the end of the month. A big goal is losing 50 pounds or doubling your income.

The average person is effective at accomplishing smaller goals, but struggles with big goals. Big goals aren't any more difficult. They just require more time.

Big goals require a different strategy:

It's important to measure your progress. Big goals take time, and it's easy to become discouraged. It's common for most of the results to occur near the end of the process. Perseverance is critical. Measuring your progress provides motivation to keep going.

Since big goals can take a lot of time, it's important to know that you're on the right track. Maintaining an awareness of your progress or lack of progress will allow you to change your approach as needed.

Big goals must be a priority. How many times have you set a goal, only to forget all about it in a week? Remind yourself of your goal each day. At the very least, read your goal once per day. Consider reading, writing, and visualizing it twice per day.

Mental garbage is the biggest obstacle. The thought of making a million dollars might sound great, but there's also a part of you that feels like you accidentally ate a bug. A part of you clenches when you think about accomplishing much more than you're accustomed to accomplishing. This discomfort is a sign from our subconscious that it's not entirely onboard.

There are many techniques to deal with this discomfort. You can pray or meditate. You can focus on a positive outcome. You can reframe the situation. Do whatever helps you to feel better.

If you can't visualize the achievement of your goal and feel 100% positive, it will be challenging to achieve.

Focus on your habits. Your ideal body is the result of your eating and exercise habits. Losing 50 pounds is the result of having the appropriate habits and being patient enough to enjoy the results. What habits do you need to implement to make achieving your goals automatic?

Avoid the belief that huge success is the result of a single, spectacular action. Small changes in behavior and focus can provide the same, impressive results over time.

Be patient. Rome wasn't built in a day, so it's not fair to expect something amazing to happen in a week. Set a reasonable timetable and relax. Big goals are marathons, not sprints. Read biographies of those that accomplished impressive things. The time and patience spent by our heroes are impressive.

Practice patience by learning to be patient in everyday situations. We all have plenty of opportunities. Waiting in line, sitting in traffic, or waiting at the doctor's office are just a few examples. Just relax and breathe.

Only choose goals that are highly meaningful. A goal is much easier to achieve if you passionately want to achieve it. Some people bite off more than their motivation can chew. A big goal requires commitment, sacrifice, and time. Avoid goals that aren't worth the cost. You'll only be wasting your time.

Big goals are exciting and life changing, but big goals are often avoided because of the likelihood of failure. There is a process to making significant changes in your life. Be clear on your objective and create habits that bring you closer to that objective each day. Measure your results to stay motivated and ensure that you're making progress. Reach your first big goal!



Town Hall Meeting

On 4th January 2016, a Town Hall Meeting was organized in the Corporate Office. This meeting was organized so that the Employees can get to know the updates from the Managing Director & CEO. The employees have also asked questions, expressed their concerns and requests.



NSL Group Cricket Champions Trophy 2015



Rangoli Competition





Annual Award Presentation Ceremony

Trophies









13 Things You Can Do Tonight to Make Tomorrow Morning Less Stressful

Are mornings a mad rush at your house? By the time you find matching socks for the kids and answer the text messages that piled up overnight, you may feel like you've put in a full day before you even reach the office.

You can make your mornings run more smoothly. Take a look at these suggestions for feeling more relaxed as you start each day.

8 Ways to Save Time in the Morning

Staying on schedule is probably your biggest challenge. These time-savers will streamline your routine.

Plan your schedule: Maybe you're trying to cram too much into too few hours. Figure out how much time you need for your usual activities. Then, you can calculate when you need to go to bed so you'll be well rested each day.

Organize your space: Do you know where your umbrella is? Keeping essential items in their place will eliminate searching for car keys or gym bags.

Check the weather: Rain and snow may change your plans. Take a look at the forecast before you go to bed so you'll be ready with rain boots or ice scrapers.

Prepare breakfast: Eating breakfast gives you energy now, and makes it easier to resist snacking on junk food later. Assemble your smoothie ingredients tonight so you can pull them out of the refrigerator tomorrow.

Lay out your clothes: Hang tomorrow's outfit at the front of your closet or on the back of your bedroom

door. Buy a compact steamer to cut down on ironing time.

Simplify your look: How many products do you use in the morning? Design a simpler skin care regimen and browse around for a low-maintenance hairstyle.

Write notes: Save your brain power for more important subjects. Jot down reminders to pick up prescriptions or dry cleaning.

Shorten your commute: Studies show that the length of your commute has a dramatic effect on your health and wellbeing. Moving or changing jobs is a big decision, but you may want to explore your options. If you're looking for a benchmark, the average one-way commute in Hyderabad is 25.5 minutes.

5 Ways to Make Mornings More Peaceful

However much you need to do, you can stay calm and focused. It's a matter of attitude. These tips will help you enjoy mornings more.

Adjust the light: Light has a powerful effect on your brain. Darkening your bedroom at night will help you to sleep better so you wake up feeling refreshed. The opposite holds true for waking up. Exposure to morning sun will banish grogginess.

Meditate before bed: Meditating or praying before sleep may give you pleasant dreams. You can reinforce the positive feelings by meditating in the morning too.

Skip the snooze button: Try placing your alarm clock across the room if you're in the habit of hitting the snooze button. Those 10 minute fragments of sleep usually leave you feeling worse than if you get out of bed immediately.

Play music: Spend your evening cuing up a playlist of your favorite songs. Lively music will give you energy if you're dragging around. Gentle instrumental music will soothe your nerves if you're apprehensive about a job interview or business presentation.

Download a podcast: Continue your education during your commute. Find a podcast that will teach you Roman history or the fundamentals of accounting or Business Communication.

A few simple strategies can turn you into an early bird or at least make your initial hours happier and more productive. Starting the morning on a positive note will help you head off stress and feel calmer all day long.

Dashboard Summary of Learning & Development Programs

Sl.No	Unit	No.of Programs	No. of Participants	No. of Mandays
01	Koppa	19	520	258
02	Aland	10	137	34
03	KSL	16	411	166
04	TSL	9	262	158
05	Jay Mahesh	71	862	397
Total		125	2192	1014





Veterinary Camp in Tungabhadra Unit on 30th December 2015





A teenage girl had been talking on the phone for about half an hour, and then she hung up.

"Wow!," said her father, "That was short. You usually talk for two hours. What happened?" "Wrong

number," replied the girl.

A teacher asked a student to write 55.

Student asked: How?

Teacher: Write 5 and beside it another 5!

The student wrote 5 and stopped.

teacher: What are you waiting for?

student: I don't know which side to write the other 5!



**YOU ARE JUST
TOO FUNNY**



Teacher: "Nick, what is the past participle of the verb to ring?"

Nick: "What do you think it is, Sir?"

Teacher: "I don't think, I KNOW!"

Nick: "I don't think I know either, Sir!"

A man goes to the doctor and says, "Doctor, wherever I touch, it hurts."

The doctor asks, "What do you mean?"

The man says, "When I touch my shoulder, it really hurts. If I touch my knee - OUCH! When I touch my forehead, it really, really hurts."

The doctor says, "I know what's wrong with you - you've broken your finger!"

WHY ENGLISH IS HARD TO LEARN

We'll begin with *box*; the plural is *boxes*,
But the plural of *ox* is *oxen*, not *oxes*.
One fowl is a *goose*, and two are called *geese*,
Yet the plural of *moose* is never called *meese*.

You may find a lone *mouse* or a house full of *mice*;
But the plural of *house* is *houses*, not *hice*.
The plural of *man* is always *men*,
But the plural of *pan* is never *pen*.

If I speak of a *foot*, and you show me two *feet*,
And I give you a *book*, would a pair be a *beek*?
If one is a *tooth* and a whole set are *teeth*,
Why shouldn't two *booths* be called *beeth*?

If the singular's *this* and the plural is *these*,
Should the plural of *kiss* be ever called *keese*?

We speak of a *brother* and also of *brethren*,
But though we say *mother*, we never say *methren*.
Then the masculine pronouns are *he*, *his*, and *him*;
But imagine the feminine . . . *she*, *shis*, and *shim*!

- ANONYMOUS

Koppa-New Year Celebrations





Tungabhadra-New Year Celebrations



Jay Mahesh-New Year Celebrations



Krishnaveni-New Year Celebrations



Let's eat grandma!



Let's eat, grandma!

**PUNCTUATION
SAVES LIVES!**



Teacher: Why are you late, Joseph?

Joseph: Because of a sign down the road.

Teacher: What does a sign have to do with your being late?

Joseph: The sign said, "School Ahead, Go Slow!"

—
A man receives a phone call from his doctor.

The doctor says, "I have some good news and some bad news."

The man says, "OK, give me the good news first."

The doctor says, "The good news is, you have 24 hours to live."

The man replies, "Oh no! If that's the good news, then what's the bad news?"

The doctor says, "The bad news is, I forgot to call you yesterday."



**Love Story of a man
who cycled all the way
from India to Sweden to
reunite with his love**

A poor guy meets a rich girl. They fall in love. Girl goes back to her country. Boy promises to make it big and visit her. Time passes but he struggles to make both ends meet. He decides to fulfill his promise - picks up a cycle and sets on a journey across 8 countries to meet the love of his life!

No, this isn't the story of an upcoming Bollywood movie. Although it pretty much qualifies to be one! This is the story of Dr. Pradyumna Kumar Mahanandia from India and Charlotte Von Schedvin from Sweden and it has all the elements of a Bollywood blockbuster - emotion, drama and lots of love.

An epic saga of romance, PK proves that when love is determined, it pushes all boundaries. Born in 1949 into a poor weaver family of Odisha, Dhenkanal who were considered untouchables, PK was a gifted artist. However, the family didn't have enough money to finance his education. He would often find himself at the receiving

end of insult due to the dreaded caste system. Later In 1971, he joined College of Art in New Delhi and gained popularity for making portraits.

In 1975, 19-year-old Charlotte Von Sledvin, a student in London, heard about him and traveled all the way to India to get her portrait made. As the stars had conspired, during the course of making the portrait, he was possessed by her beauty and she, with his sheer simplicity. Love had set in. Charlotte took the Indian name 'Charulata' and they both married following traditional rituals.

When it was time for Charlotte to leave, she asked her husband to come along, however, PK was still a student and wanted to finish his studies. When she offered to send air tickets later, he refused saying he would come to meet her on his own. After she left, the two kept in touch through letters.

PK's love-filled heart had made the promise, but the reality of having no money to fulfill it stared PK in the eyes. But he was not one to give up. He sold all his belongings and bought a second-hand bicycle. Carrying all his paints and brushes along, he did the unthinkable. He set out on a voyage to the Far West with a hope to reunite with his love. This was back in 1978.

He reached Amritsar from New Delhi before entering Afghanistan, Iran, Turkey, Bulgaria, Yugoslavia, Germany, Austria and Denmark. His cycle broke down many times on the way and he even had to go on without food for days. But nothing could break his will. After 4 months and 3 weeks of back-breaking journey, he finally reached Gothenburg, Sweden.

Those were the days when not many countries required visa for travelling. Upon reaching, he was questioned by Swedish immigration officers who were amazed to see a man who had come from India riding a bicycle. PK told them the reason behind his visit and produced photographs of his marriage with Charlotte. Authorities were surprised and did not believe that someone of royal blood from Europe would marry a poor Indian.

The sudden revelation made even PK skeptical whether his lady love would accept him or not.

When Charlotte learned about the man from India who cycled all the way for around 5 months, she drove to Gothenburg and received her



husband with unbridled happiness. Her parents accepted Pradyumna as a part of their family by breaking a royal tradition that prohibited non-white people from residing with the nobles.

After 40 years of marriage, Dr PK Mahanandia serves as the Oriya Cultural Ambassador of India to Sweden and lives with his wife Charlotte and 2 children in Sweden. His village, that once shunned him as an untouchable, now gives a thundering welcome every time he makes a visit.



Pradyumna is well known in Sweden as an artist and is working as an Adviser, Art and Culture, under the Swedish Government. Swedish Government in honour of their love has made films to document this immortal love of the century. His paintings have been exhibited in major cities of the world and have found places in the prestigious UNICEF greeting cards. On 4 January 2012, he was awarded an honorary doctorate degree (Degree of Honoris Causa) from Utkal University of Culture (UUC) in Bhubaneshwar, Odisha state, India. He was also designated as the Oriya Cultural ambassador to Sweden by the Government of Odisha.[5] Renowned Bollywood film maker Sanjay Leela Bhansali is planning to make a film on the love story of PK Mahanandia and Charlotte. –Contributed by Vadivel, Dy.Manager, Instrumentation @ KSL Unit

Murder of English



- 1) Both of you stand together separately.
- 2) Will you Hang the calender or else I will hang myself.
- 3) Give me a blue pen of any color.
- 4) Pick up the paper and fall in the dustbin.
- 5) Why are you looking at the monkeys outside when I am inside?
- 6) All of you stand in straight circle.
- 7).I have two daughter both are girls.

Humor Gags
blogspot.com

RIDDLE ME THIS

It may be only given, not taken or bought; what the sinner desires but the saintly do not. What is it?

Answer: Forgiveness

Jay Mahesh-Operation Seiri

The implementation of 5s in manufacturing industry starts with 'SEIRI' which when translated to English language means to 'SORT'. Sort means eliminating anything that is unnecessary in the plant premises for the equipment to work properly. Some of the objectives of 'SEIRI' are: Remove unnecessary items and dispose of them properly, Make work easier by eliminating obstacles, Reduce chance of being disturbed with unnecessary items, Prevent accumulation of unnecessary items, Evaluate necessary items with regard to cost or other factors, Remove all parts not in use, Segregate unwanted material from the workplace, Need fully skilled supervisor for checking on regular basis, Don't put unnecessary items at the workplace & define a red-tagged area to keep those unnecessary items and finally Waste removal.

Our 'Jay Mahesh' team has initiated this process of removing waste, scrap & garbage from the plant premises. Waste gets accumulated unnoticeably. When we try to remove it it becomes noticeably a herculean task. The Jay Mahesh team has sorted out 10 acres of plant premises, segregated about 80 Tons of SS & MS scrap, 12 Tons of plastic & PET, 2 Tons of Electric Cables etc., Here are few snaps of their achievement.

Distillery Area-Before Cleaning



Distillery Area-After Cleaning



WTP & ETP Area-Before Cleaning



WTP & ETP Area-After Cleaning



Birthday Celebrations @ Corporate



“PEOPLE OFTEN SAY THAT
MOTIVATION DOESN'T LAST.
WELL, NEITHER DOES
BATHING – THAT'S WHY WE
RECOMMEND IT DAILY.”

ZIG ZIGLAR

Welcome to NSL Family



Mr. Ravi Kiran D has joined us on **05-Jan-2016** as **Manager - Commercial** based at Corporate Office, Hyderabad. He will be reporting to Sr. General Manager (Commercial).

Mr. Ravi Kiran has done B. Tech (Mechanical) from Berhampur University. He brings with him more than 12 years of hands on experience in commercial function. Prior to joining us he has been associated with M/s Monsanto India Ltd, Hyderabad, M/s Rockwool India Ltd, Hyderabad, M/s Robo Silicon Pvt Ltd, Hyderabad & M/s MSP Steel & Power Ltd, Raigarh.

Some of Mr. Ravi Kiran core competencies are Techno Commercial Operations, Strategic Sourcing,

Vendor Management, Supply Chain Management, Purchase & Store operations & General Administration.

Mr. Posibabu P has joined us on 21-Dec-2015 as Dy. Manager - Mechanical (Sugar & Distillery) based at KSL Unit. He will be reporting to Sr. DGM (Engineering) at KSL Unit.

Mr. Posibabu has done his Diploma in Mechanical from Andhra Polytechnic College, Kakinada. He brings with him more than 16 years of specific hands on experience in Erection & Commissioning, Operation & Maintenance of Cogen & Power plants. Prior to joining with us he has been associated with M/s IJT Company (ISJEC), Noida, M/s Shastha Bio Fuels Pvt Ltd, Pebbair, M/s Ultra Power Projects Pvt Ltd, Rangareddy, M/s Arstamita Power Ltd, Chattisgarh, M/s Sree Papers Pvt Ltd, East Godavari & M/s Vijay Agro Pvt Ltd, Vijayawada.

Some of Mr. Posibabu's core competencies are Erection & Commissioning, Operation & Maintenance & Project Execution of Power Plants.



Mr. Sunil B Akkatangerhal has joined us on 07-December-2015 as Dy. Manager (Legal) based at Koppa Unit, Distt: Mandya. He will be functionally reporting to Sr. Manager - Legal based at Corporate & Administratively reporting to Unit Head.

Mr. Sunil has done his LLB from Karnataka University, Dharwad. He brings with him more than 12 years of hands on experience in Legal functions. Prior to joining us he has been associated with M/s Indiainfoline Finance Ltd, Pune & M/s IndusInd Bank Ltd, Kolhapur & Practiced as an Advocate in various courts of Belgaum District. Some of Mr. Sunil core competencies are Litigation Management, Arbitra-

tion, Drafting & Recovery of bad debts.

Mr. Rohit P has joined us 21-January-2016 as Sr. Officer (Costing & MIS) based at Corporate Office, Hyderabad. He will be functionally reporting to DGM (Budget, Costing & MIS) at Corporate Office.

Mr. Rohit is a qualified Cost Accountant from CMA - Kolkata. He brings with him more than 3 years of hands on experience in Accounts & Costing Function. Prior to joining with us he has been associated with M/s Nucon Aerospace Pvt Ltd, Hyderabad & M/s MAS GMR Aerotech Ltd, Hyderabad. Some of Mr. Rohit core competencies are Product Costing, Job Costing, Variance report working, working on cost control, cost reduction, preparation of cost sheets & MIS.



Mr. Rambabu M has joined us on 19-January-2016 as Assistant Manager (Cane Accounts & H&T) based at TSL Unit, Distt. Bellary. He will be functionally reporting to HOD Accounts at Unit.

Mr. Rambabu has done his M.Com from Osmania University, Hyderabad. He brings with him more than 11 years of hands on experience in handling Cane Accounts & general Accounts. Prior to joining with us he has been associated with M/s Madhucon Sugar & Power Industries Ltd, Khammam & M/s Suresh Productions Pvt Ltd, Hyderabad.

Some of Mr. Rambabu core competencies are Cane Billing, H&T Billing, General Accounts & Cane Management System.

Top 10 Public Speaking Tips

Most potential public speakers would opt for oral surgery over the prospect of giving a presentation. However, public speaking becomes a part of everyone's life sooner or later. Good public speaking skills are highly valued in our society. They can help you to gain respect or even a promotion.

Since most people shy away from the opportunity to speak publicly, there's not a lot of competition. A little practice can go a long way.

Use these strategies to enhance your presentations:

Video record yourself. Instead of practicing in front of your family and friends, use a camera, iPad, or other video recording device. Most cell phones have excellent recording capabilities for this purpose.

Pay attention to your voice, body language, and gestures. Are you keeping your head up or are you staring down at your notes?

Over prepare. The most effective way to increase your confidence is to know the material 100%. While very experienced speakers can give a high-quality extemporaneous speech, you'll benefit greatly from extensive practice.

Avoid practicing too much in a single session. Ideally, you can spread your practice over several days.

Find a smiling face. You might feel tempted to attempt to win over the person texting on their phone, but you'll lose that battle 9 times out of 10. Instead, speak to that smiling, nodding, agreeable face that's paying attention to your every word. You'll feel more relaxed and confident.

Keep your audience in mind. You might have a PhD in astrophysics, but if you're speaking to your son's 4th grade class about the solar system, it will be necessary to tone it down. Make your message relevant to your crowd.

Start with a script. Begin with a literal, word for word script. As you learn the information and begin to remember more, move away from the script and rely on your memory.

Once you know the information inside and out, you can give your final speech with just a few, bullet-point notes.

Avoid caffeine. You'll probably be plenty stimulated from the knowledge that you need to give a presentation. There's little reason to stimulate yourself further by having a few cups of coffee beforehand.

Slow down. If your speech is the proper length for your allotted time, avoid rushing. It's not a race.

It makes your audience uncomfortable when you speak in a rushed manner. You'll also run out of breath and be more difficult to understand.

Allow for natural pauses. Speak at a comfortable pace and everyone benefits.

Begin with the purpose in mind. What is the purpose of your presentation? Is it to inform, persuade, or entertain? When your presentation is over, what thoughts should be running through the mind of your audience?

Be yourself. This is challenging, but necessary. Before you can sell your message, it's necessary to sell yourself. The best way to sell yourself is to be authentic. Have the courage to be yourself. People believe what you say when they believe in you.

Be present before your presentation begins. It's easy for your mind to run wild before you speak. Keep your attention focused on your surroundings. Try to find all the people with red hair or those wearing the color blue. Listen to the sounds in the room.

Public speaking can provoke anxiety, but it's an important skill to master. Public speaking skills are prized in the workplace and impact your ability to influence others. Make an effort to master the ability to speak to a group. Join a local Toastmasters group and practice, practice, practice. You'll be glad you did!



KEEP YOUR FACE TO THE SUNSHINE



YOU CANNOT SEE THE SHADOW.

HELEN KELLER

Please send your contributions, suggestions & feedback to madhav.r@nslsugars.com

Published by NSL Sugars. For Internal Circulation Only