



Message from Editor's desk
Celebrating 5S Theme Month
Journey towards world class quality
Plant News update
Stay Hungry, Stay Foolish

Message from Editor's Desk

Positive Attitude at the Work Place

Positive Attitude leads to success & happiness. A positive attitude helps one cope more easily with the daily affairs of life. It brings optimism into someone's life & makes it easier to avoid worries & negative thinking.



A positive attitude at the workplace helps employees to accomplish tasks faster & in a better manner. A good relationship can be established only when employees demonstrate a positive attitude towards their work & colleagues.

Ways to Demonstrate a Positive Attitude Towards Your Work Place.

- ✓ Show Positive Attitude. Live with Positive thoughts
- ✓ Showing interest in activities at work
- ✓ Stay Away From Gossip
- ✓ Be Open to Helping People
- ✓ Respecting Your Colleagues
- ✓ Set Goals.

Message from Editor's Desk



What does it mean to have a positive attitude?

A positive attitude doesn't mean ignoring life's troubles. It just means being an optimist & looking for the good in things, rather than being a pessimist & concentrating on the bad in things.

What is the right attitude to work?

Attitude is someone's opinion or feeling about something usually shown by the person's behavior. A right attitude will lead to increase in productivity & good working environment. Attitude involves feelings, values, beliefs & disposition that make individuals to act or behave in a certain way.

Ultimately, A bad attitude is like flat tyre, if you do not change it, you will never go anywhere.

Best Wishes to the entire SMIL Family for Good Health, Positive Attitude & Happiness.

Message from Management's Desk



Today smart companies are fuelling growth through leaner operations to focus on the elimination of waste throughout the enterprise, create cost competitiveness & pursue with continuous improvement. Most manufacturing facilities have opted to follow the path of a “5S” workplace methodology to support manufacturing improvements like Just-in-time (JIT) production, Total quality management (TQM) & Six sigma initiatives.

Adopting 5S approach @ SMIL will help us to achieve:

- (i) Reduction in potential time looking for items
- (ii) Efficiency through waste elimination
- (iii) Bigger Storage Density
- (iv) Heightened Safety
- (v) Increased workplace morale.

Let's mandate everyone @ SMIL to adopt this new way of working.



Sort, straighten, shine, standardize, sustain: is a workplace discipline used to ensure reliable work practices & a clean working environment. 5S, or any lean system, helps to eliminate waste, streamline production, & optimize efficiencies.

When you adopt 5S thinking, you make a commitment to put safety, organization & effectiveness at par with production timelines, profits & output.

The end result is always an increase in overall success, though growing pains will occur as the processes are implemented.

We should ensure that employees have the knowledge & resources to contribute to the overall success of 5S initiative.



CHENNAI MWC NEWS

Eureka Award Distribution



Eureka Awards distributed for the (i) Best Performers (ii) Best Operators (iii) Man of the Month for Oct'17. Our CEO, Mr. Lee presented Cash Awards and Certificates to the Best Performers under various Categories.



CHENNAI MWC NEWS

Eye Camp



Eye camp was conducted at Chennai MWC Unit on 4th Nov'17. It was attended by Operators especially Welders, Quality Deptt employees & other staff. Total 97 staff got their eyes checked in this camp.



CHENNAI SIPCOT NEWS

Business opportunity visit by Cummins



Business Opportunity visit by Cummins on 1st Aug'17 and 3rd Oct'17 at Chennai SIPCOT Plant. Mr. KK Sharma & Mr. Paramjeet Singh played a key role during the visit.



CHENNAI SIPCOT NEWS

5 Star Audit was conducted by Hyundai



5 Star Audit was conducted by Hyundai on 9th Aug'17 .The audit is conducted annually to review QMS (ISO/TS) Audit, In Line PPM, Field Claim(Warranty) and Quality Management. The audit was conducted as per Hyundai (Customer) requirement and concluded successfully.



CHENNAI SIPCOT NEWS



Ganesh Puja celebrated on 24th Aug'17 @ Chennai SIPCOT:Ganeshotsav is one of the most colourful and exciting 10-day long celebrations. Ganesh Chaturthi is a festival that celebrates the homecoming of Lord Ganesh as he leaves Mount Kailasha and enters our homes to bless us with happiness and prosperity.



CHENNAI SIPCOT NEWS



Ayudha Pooja Celebration on 28th Sep'17: Ayudha Pujai is an integral part of the Navaratri festival . It is also called "Astra Puja", which means "Worship of Instruments". On the ninth day of the Dasara festival, weapons and tools are worshipped. The principal Shakti goddesses worshiped during the Ayudha puja are Saraswati (the Goddess of wisdom, arts and literature), Lakshmi (the goddess of wealth) and Parvati (the divine mother). The Puja is focuses specific attention to one's profession and its related tools and connotes that a divine force is working behind it to perform well and for getting the proper reward.



CHENNAI SIPCOT NEWS



ISO & TS 16949-2009 Surveillance Audit by Intertek on 4th Aug'2017.



TPM Review conducted by Mr. Rahul Kaushik, TPM Consultant on 07.09.2017



CHENNAI SIPCOT NEWS

1S & 2S Theme Month October –2017 Activities



5S is a structured approach to getting a workplace cleaned up, organized, standardized, creating efficiency rather than waste, and sustaining improvements made. It is called "**5S**" based on five Japanese words starting with "s" that describe the five steps this involves. **5s**, or any lean system, helps to eliminate waste, streamline production, and optimize efficiencies. The key benefits of **5S** include: Less Waste (Improved Efficiency) & reduced Space used for storage.



1S & 2S Theme Month Celebration: Best Zone trophy winners



CHENNAI SIPCOT NEWS

1S & 2S Theme Month October –Prize Distribution Poster Competition Winners





CHENNAI SIPCOT NEWS

1S & 2S Theme Month October –Prize Distribution Poster Competition Winners





CHENNAI SIPCOT NEWS

1S & 2S Theme Month October –Slogan Competition Winners





CHENNAI SIPCOT NEWS

1S & 2S Theme Month October –Slogan Competition Winners





CHENNAI SIPCOT NEWS

BEST KAIZEN AWARD 2017





CHENNAI SIPCOT NEWS

BEST KAIZEN AWARD 2017





CHENNAI SIPCOT NEWS

PRODUCTION BEST LINE AWARD JULY 2017





CHENNAI SIPCOT NEWS

PRODUCTION BEST LINE AWARD JULY 2017





CHENNAI SIPCOT NEWS

Motivation Awards

Mr. P.Muthu - GS Rear Line,
receiving Cash Award from Mr.K.K.Sharma,
President, for finding **End plate Rod hanger**
weld miss 1 No. on 17.08.2017



Mr. A.Selva Kumar – BA Comp muff assy,
receiving Cash Award from Mr. S.D.Lee,
CEO & President, for **finding Spec error**
(Sub Reso changed instead of BAM19,
BAM15 assembled) 1 No. on 17.08.2017





CHENNAI SIPCOT NEWS

Motivation Awards

Mr. G.Linganathan - BA comp assy,
receiving Cash Award from Mr. S.D.Lee,
CEO & President, for finding Spec error
(Instead of BAM10, BAM15 was assembled)
on 28.10.2017



Mr. T.Senthil Murugan - BA K 1.0 WCC,
receiving Cash Award from Mr. K.K.Sharma,
President, for finding Incomplete welding
1 no on 27.09.2017





CHENNAI SIPCOT NEWS

Education & Training

Measurement System Analyses (MSA)

Training Program for Staff conducted by Mr. Uma Shankar (Maxwell Training Academy) on 28.08.2017



IATF Awareness: The current ISO / TS 16949 will become invalid from October 2017. Therefore it is must that all the employees are being aware of IATF. The IATF Awareness Training was conducted by Mr. T.Raviraman, Head-Corporate Quality on 30.08.2017.





CHENNAI SIPCOT NEWS

Education & Training

Training on Welding Procedure Specification & Welding Defects by Mr. Craig Jones (Corporate Welding Consultant) on 08.09.2017



Time Management by Mr.D.Selvapriyan, Manager -Quality on 19.09.2017. Time management is the process of planning and exercising conscious control over the amount of time spent on specific activities, especially to increase effectiveness, efficiency or productivity.





CHENNAI SIPCOT NEWS

Education & Training

On 23.09.2017, **Personality Development & Leadership Qualities** training conducted by Mr.K.K.Sharma – President . **Personality Development** is the relatively enduring pattern of thoughts, feelings, and behaviours that distinguish individuals from one another. The dominant view in the field of personality psychology today holds that personality emerges early and continues to change in meaningful ways throughout the lifespan. Individual differ in levels of the “big five” personality traits neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness.

On 26.09.2017, **Effective Communication & Presentation Skills** training conducted by Mr. B.Pushparaj, Sr.Manager – HR & IR. **Communication** is a two way process, so improving **communication** involves both how we send and receive messages.





CHENNAI SIPCOT NEWS

Education & Training

On 06.10.2017, Awareness on **Sexual Harassment of Women at Work Place & ICC Meeting** conducted by Ms. S.Tamilarasi, Executive - HR . **Prevention of sexual harassment** training programs concretely address such topics as the national laws that prohibit **sexual harassment**, creating workplace policies and steps that individuals can take.



On 12.09.2017, **SMIL Traceability** Training conducted for all our vendors by P.Sivabalasubramaniyavel, Sr. Engineer – SQA - Quality





CHENNAI SIPCOT NEWS

Mr. S. Kumaresan Condolence Prayer on 9th Oct'17



We, at Chennai SIPCOT, all the employees deeply mourned by the sudden demise of our Permanent Worker Mr. S.Kumaresan (1036), Technician – Production, in a road accident near his house at Sriperumbudur on 08.10.2017. He was truly a hard working, self disciplined and highly SAFE worker. We pray that his Soul May Rest in Peace!



1S & 2S Theme Month-Oct'17 @ SMIL Binola

1S & 2S theme month was celebrated across SMIL units in the Oct 2017. At SMIL Binola unit, all staff including workers were covered in 1S & 2S.

The training on 1S & 2S was imparted by (i) Mr. Ram Pal Negi , Supervisor- QA (Trim), (ii) Mr. Mukesh Kumar, Manager – HR (iii) Mr. Rakesh Sharma, Sr. Supervisor – Production).

Total staff including workers covered in training was **93%**.

The training sessions were followed by **poster and slogan competition** inclusive of all staff. Best entries were shortlisted by (i) Mr. Ashutosh Gupta, DGM (ii) Vijender Sharma, Dy. Manager-Production (iii) Mr. Kiran Pal Manager-Production (iv) Mr. Mukesh Kumar, Manager –HR .Total 16 workers and staff were awarded for best slogan and poster.

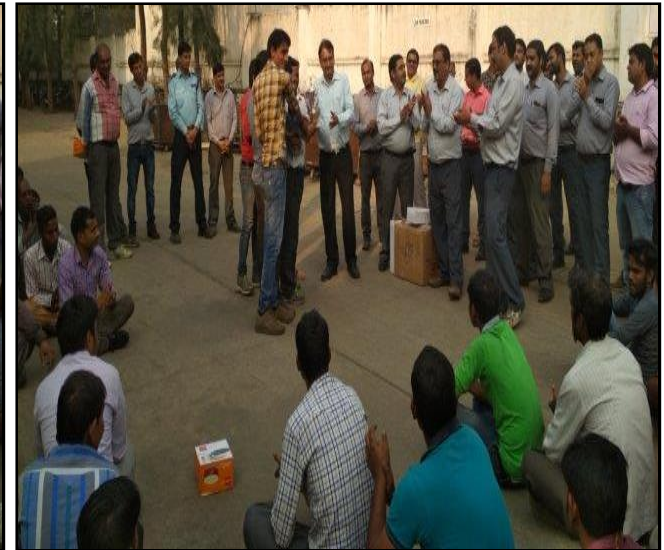
The 1S & 2S theme month was concluded with awarding **1S & 2S trophy to the department** which implemented best 1S & 2S at their units on 6th Nov'17 and emphasizing its importance by Mr. Ashutosh Gupta, Unit Head-Binola.



1S & 2S Theme Month-Oct'17 @ SMIL Binola Training on 1S & 2S

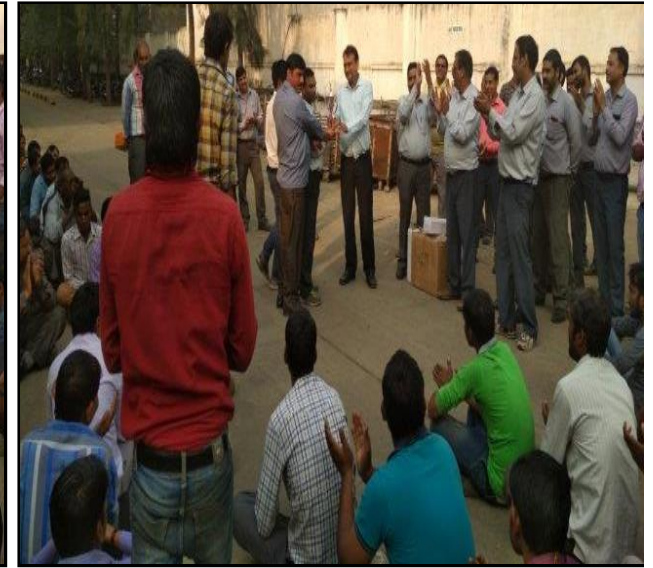


Best Deptt Trophy awardees-1S & 2S



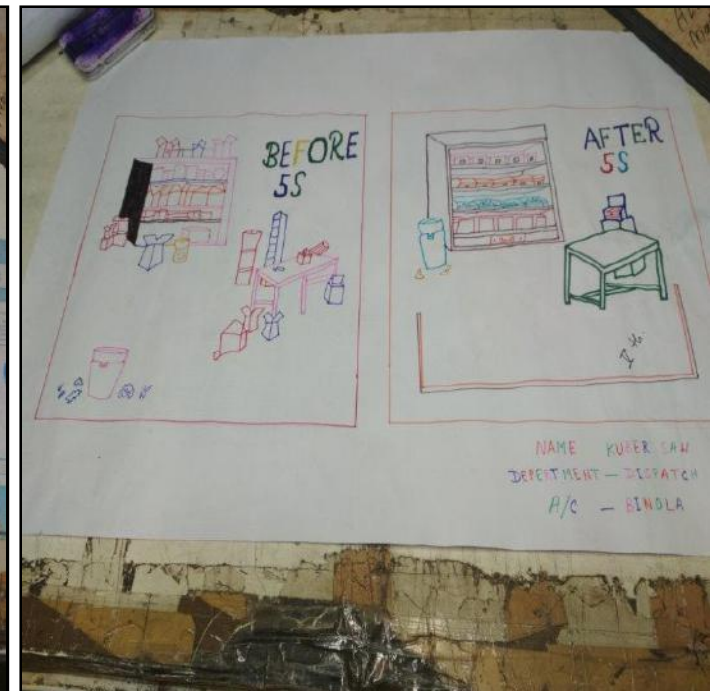


1S & 2S Theme Month-Oct'17 @ SMIL Binola Rewards for Poster & Slogan Making



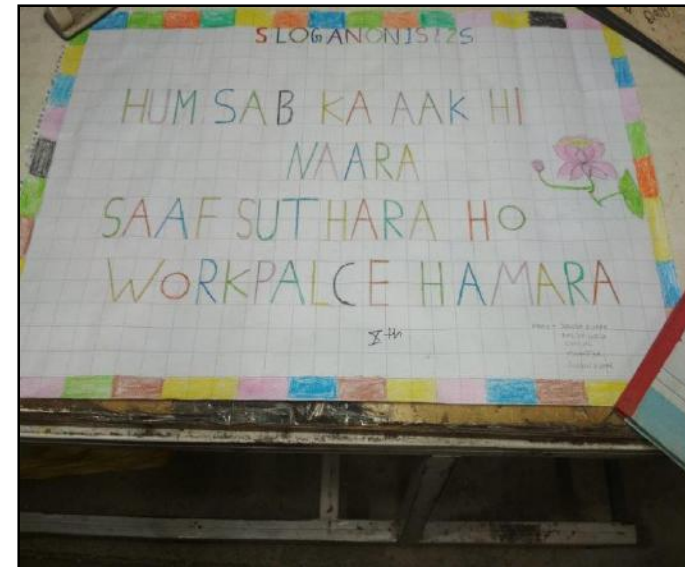
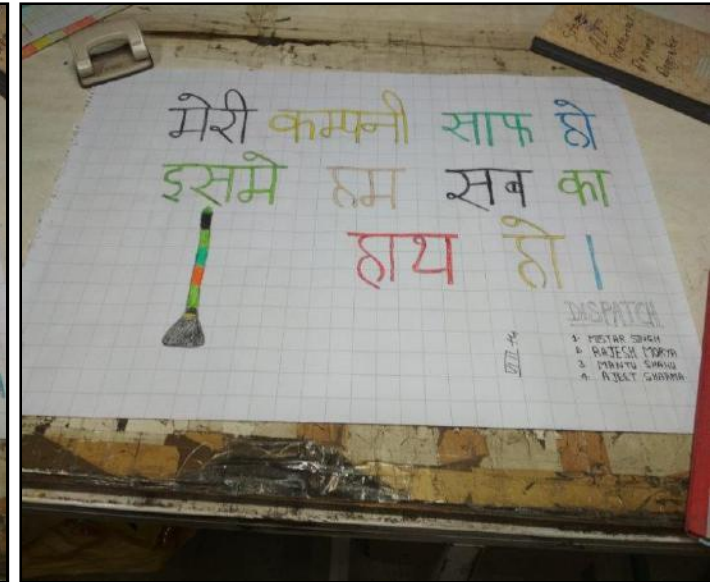
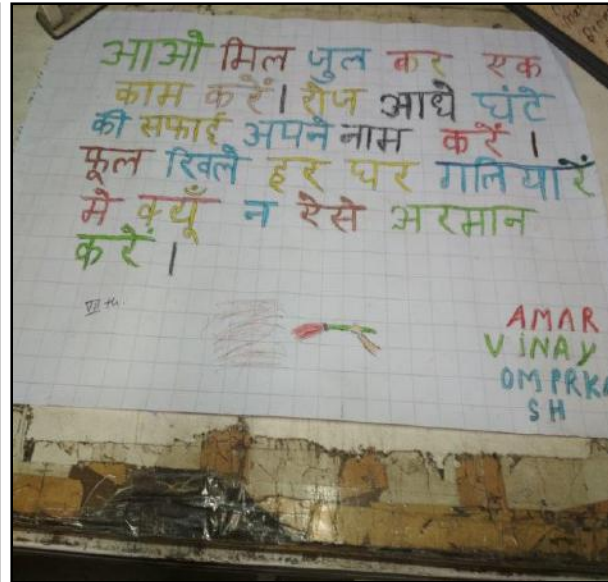


1S & 2S Theme Month-Oct'17 @ SMIL Binola
Rewards for Poster & Slogan Making
Posters & Slogan prepared under 1S & 2S





1S & 2S Theme Month-Oct'17 @ SMIL Binola Posters & Slogan prepared under 1S & 2S





Eureka Rewards @ SMIL Binola



Winners of Eureka rewards:

- **July'17:** (i) Mr. Sanjeev Kumar – Staff (ii) Mr. Mukesh Singh – Contractor worker (iii) Mr. Rohit Singh (iv) Mr. Dharamveer Singh
- **August'17:** (i) Mr. Sunil Kumar – Staff (ii) Mr. Niranjan - Contractor worker (iii) Mr. Anil Sharma – Contractor worker (iv) Mr. Heera Lal – Contractor worker
- **September:'17** (i) Mr. Vikesh Kumar – company worker (ii) Mr. Dharmender Mali- Contractor worker (iii) Mr. Kamlesh Kumar (iv) Mr. Sushil Nehra – Staff (v) Mr. Mohit Kumar – Contractor (vi) Mr. Mantosh (vii) Mr. Ajay Kumar
- **October'17:** (i) Mr. Yogesh Kumar – Staff (ii) Mr. Durgesh – contractor worker (iii) Mr. Sanju – contractor worker (iv) Mr. Ankur Saini – staff (v) Mr. Satish Kumar (vi) Mr. Rajesh Kumar (vii) Mr. Anil Kumar – Staff (viii) Mr. Lokesh Kumar – company worker (ix) Mr. Madan Shah



BINOLA NEWS

Fire & Safety Training



On 08.11.2017 and 09.11.2017 training on fire & safety was given by Mukesh Kumar (Manager – HR). to around 45 workers working in AC Division and 55 workers in Trim Division. Workers were trained on (i) How to operate the fire cylinder (ii) Knowledge of ABC and CO2 cylinders (iii) How the cylinders work.



BINOLA NEWS

Farewell



Mr. Hitesh Soni ,Engineer in Binola AC plant was relieved from services on 29th Sep'17. To bid him goodbye, a farewell party was organized which was attended by all in AC plant along with Unit Head.



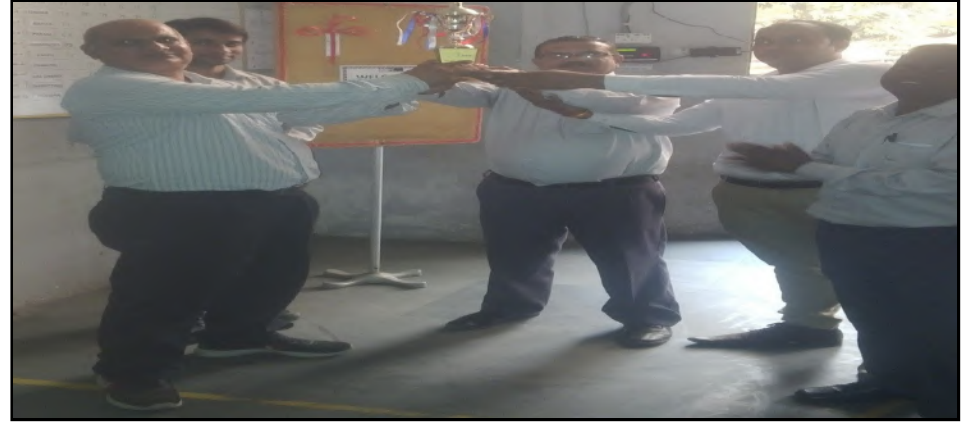
GURGAON NEWS



Best Deptt-1S & 2S Theme month : Award distribution ceremony in SMIL Gurgaon unit (366) was held in last week of October. Winner for best implementation of 1S & 2S went to (i) Dispatch Team (ii) Store team. Criteria for selection was (i) 1S & 2S Maintenance (ii) Good display of visible items (iii) FIFO maintenance. (iv) Fixed place of BOP items . The plant was divided into 25 zones.



GURGAON NEWS



Best 1S,2S Award Distribution (#276)

Best Deptt-1S & 2S Theme month : Award distribution ceremony at SMIL Gurgaon unit (366) was held in last week of October. Winner for best implementation of 1S & 2S went to (i) Production team led by Mr. Sujeet for fixing place for BOP items (ii) HR Team for maintaining effective 1S & 2S. The plant was divided into 19 zones.



GURGAON NEWS



Sharda Motor Trim Division (#366) plant **visit by New Customer M & M** (Mr. Satish). He visited areas of Stitching Line, Cutting Store Dept, FG Storage and Training Room. Visit well appreciated by new customer .



After good result of Plant(#366) by Final MACE Team, BSL MACE Team **Audit Plant (#276)** also on 21st Sep'17.

Person From BSL Team- Mr. Akshay, Mr. Ankit and Mr. Deepak look all 16 Points as per MACE Audit plan

- Total Marks achieved 77.



GURGAON NEWS

Award distribution ceremony for Best Poster & slogan





GURGAON NEWS

Award distribution ceremony for Best Poster & slogan





PATHREDI NEWS

Learning & Development Initiatives

The training under 1S & 2S covered all staff @ Pathredi and more than 95% of all staff participated covered in this training.

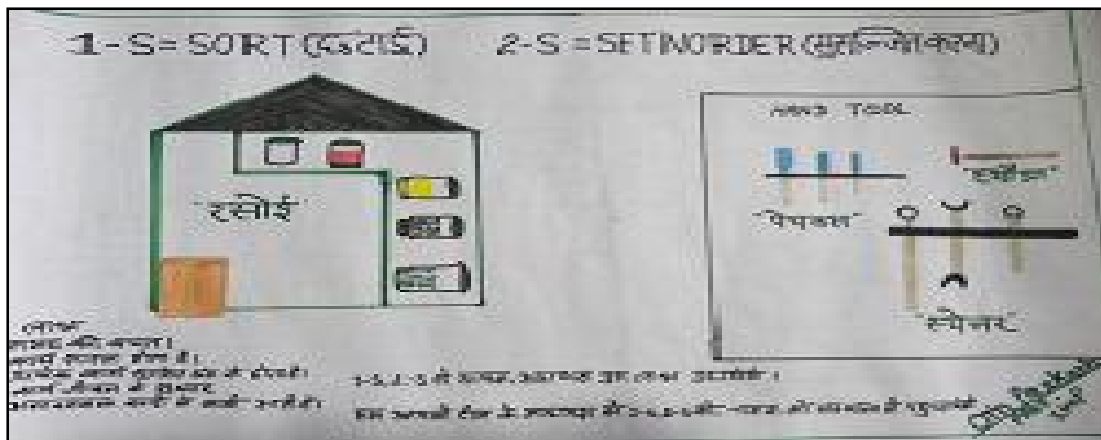
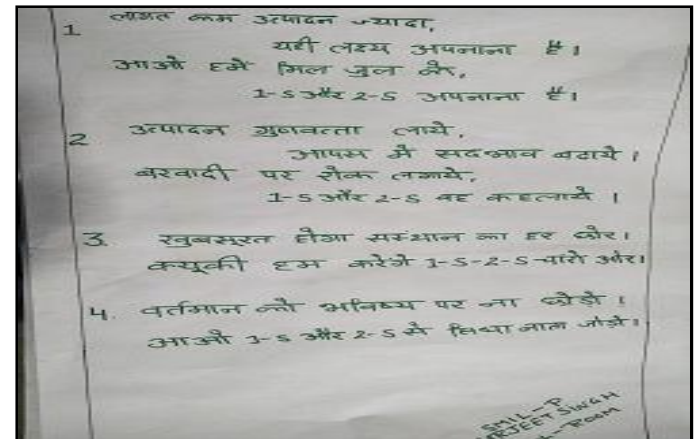
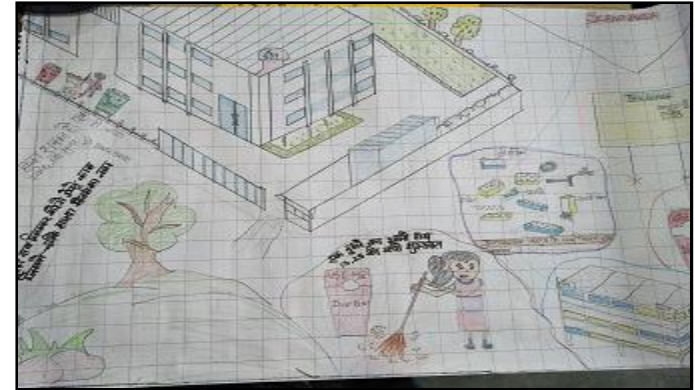
- **Fire hydrant operating training** is given by Mr. Santosh Sharma (HR). Total number of participants who attended the training was 20. The participants were from Maintenance, Security, Housekeeping & HR function. The training was held in Nov'17.
- The employees were sent to SMIL Chakan for attending 2 day internal training session on CNC pipe bending & improvement.





PATHREDI NEWS

- **Painting & slogan Competition** was organized at Pathredi – Unit on occasion of 1s & 2s Theme month-Oct.
- Total 35 nos. of Employees (including Contractual, GET & Staff category) participated in the competition.
- Employees showed great enthusiasm and interest in competition
- After the painting competition was concluded , the paintings were displayed on board in company for motivating them for 1S & 2S.





PATHREDI NEWS

1S & 2S – Activity (Before & after implementation of 1S & 2S)

BEFORE



AFTER





PATHREDI NEWS

Celebrations





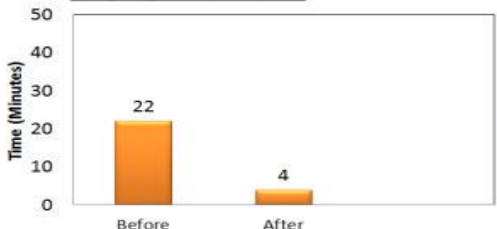
On the occasion of Vishwakarma Day & Ganesh Chaturthi, a puja was organized at SMIL-Pathredi in Sep'17 which was attended by all the staff members including workers. Ganesh Chaturthi is believed to mark the birth anniversary of the deity and is celebrated on the fourth day (chaturthi) of the Hindu calendar month of Bhadrapada. Ganesha or Ganpati is the younger son of Lord Shiva and Parvati. He is believed to remove obstacles (hence Vighnaharta, one of his 108 names) and is invoked for blessings at the start of any endeavour as the lord of good beginnings.

Employees pray to Lord Vishkarma for better functioning of their tools and smoother working. Since Vishwakarma is the God of architecture, Vishwakarma Jayanti is celebrating the Vishwakarma puja with great zeal. On this day the workers take a break from work and the machines are worshipped. Vishwakarma puja is a resolution time for all the workers and craftsmen to increase their productivity, to gain an inspiration from the God, to create novel things and think of novel ideas.





PATHREDI NEWS

 KAIZEN IDEA - SHEET		Activity	KK/TM	JH	QM	PM	DM	E&T	OTPM	SHE	Pathredil/36/459																																			
Loss / Step No.																																														
Result Area		P	Q	C	D	S	M					Level Of Kaizen : Manager																																		
Plant : Pathredi	PU/Shop/Dept.: Press Shop	Section / Line: Raw Material		Cell / Circle: 1		MC/WS Name: EOT Crane				MC/WS No.: 01																																				
Kaizen theme: Reduction of RM coil weighing time		Idea: Coils weighing by Electronic weighing scale.																																												
Problem/Present status (In words) :		Countermeasure (In words) :				Bench mark		0																																						
In existing material weighing on weighing bridge.(Weight with trolley/vehicle)		Material weighing by electronic weighing scale at their location without movement of material to weighing bridge.				Target		100% individual coil weighing																																						
						Kaizen start		29.08.17																																						
						Kaizen Finish		01.09.17																																						
						Kaizen Idea Generated By :		Mr. Randhir Singh																																						
Team members :		Mr. Rajesh Pal Mr. Pardeep Mr. Vipin																																												
Benefits:		<table border="1"> <thead> <tr> <th>Area</th> <th>Benefit / Improvement</th> <th>Value</th> <th>Unit</th> <th>Measure</th> </tr> </thead> <tbody> <tr> <td>P</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Q</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>C</td> <td>Time and money saved</td> <td>18</td> <td>Minutes</td> <td>Per Coil</td> </tr> <tr> <td>D</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>S</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>M</td> <td>Reduction of operator fatigue</td> <td>100</td> <td>%</td> <td>Per day</td> </tr> </tbody> </table>										Area	Benefit / Improvement	Value	Unit	Measure	P					Q					C	Time and money saved	18	Minutes	Per Coil	D					S					M	Reduction of operator fatigue	100	%	Per day
Area	Benefit / Improvement	Value	Unit	Measure																																										
P																																														
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D																																														
S																																														
M	Reduction of operator fatigue	100	%	Per day																																										
Before Condition Material weighing on weighing bridge		After Condition 1. Individual coil weighing by electronic weighing scale. 2. During physical inventory we can weighing of coil at their location with exact wt.																																												
Analysis :		Results (Illustration with sketch) :				Sustenance Plan :																																								
Why1	Material weighing by weighing bridge	Weighing time of one coil 				S.No	What to Do	How to Do	Resp.	Target date	Status																																			
Why2	Non availability of any higher capacity electronic scale					1	Scale to be calibrated as per plan	by calibration	Biswan andy	as per plan	Implement ed & Ok																																			
Why3	Earlier not consider at initial stage for electronic scale																																													
Why4																																														
Why5																																														
Root Cause : Earlier not consider at initial stage for electronic scale.						Cost Incurred For Making Kaizen (Rs.) 53,500																																								
						Horizontal Deployment :																																								
						S.No	Area / MC's	Resp.	Target date	Status																																				
						1	---	---	---	---																																				

- After implementing the kaizen, it will help to control the inventory, save manpower and save the cost of fuel of fork lift.



SURAJPUR NEWS



1S & 2S Month celebration: With great enthusiasm we conducted the 1S & 2S training program at our unit, everyone came forward and participated by contributing ideas, slogans and posters. Best performers were motivated with prizes and praises.

Moving forward we would like to continue this activity and improve the skills and awareness among our team members of Surajpur unit.



SURAJPUR NEWS

2S Systematic Arrangement

Benefits of 2S

- Faster retrieval of things, result in Elimination of Search Time.
- Opportunity to correct the abnormalities faster as improves by system itself.
- Space: Saving by systematic arrangements.
- Effectency of work improves as things are available when they are actually needed.

संयोजित की व्यवस्था तरीके से रखने पर कार्य में समय की बचत होती है

Search Time Elimination

Tools & Electrical Switches Identified

Perform Sorting at workplace to Identify & Remove unwanted items from work place

आवश्यक अनावश्यक

Durgesh Tomar

"I always segregate the things at my workstation & remove the unwanted ones"

Before After

पहले बाद में

5S is a simple workplace methodology that describes how to organize a work space by removing unwanted items, keeping items at their proper place, maintaining them regularly and sustaining this practice. The 1S & 2S posters showed us how well we know 5S concept & how will we implement it @ workplace.



SURAJPUR NEWS

Eureka Rewards (Aug~Oct'17)



Eureka rewards aim at achieving Creativity & Innovative idea implementation leading to substantial gains and Innovation of new process / system/ policy leading to positive business impact.



Mr. Rishi Pal was rewarded with Rs. 500 in the month of October'17 for Eureka rewards. The award was given to him for Best Stitching which ensured enhanced productivity & helped us in maintaining high quality standards.



Mr. Amit kumar Pal was rewarded with Rs. 500 in the month of October'17 for Eureka rewards. The award was given to him for Best Stitching which ensured enhanced productivity & helped us in maintaining high quality standards.

Eureka reward for the month of August'17 was given to Mr. Rahul for Best Stitching which ensured enhanced productivity & maintaining high quality standards.



HARIDWAR NEWS

1S & 2S Theme Month-Oct Implementation of 1S & 2S



5S is a simple tool for organizing your workplace in a clean, efficient and safe manner to enhance your productivity, visual management and to ensure the introduction of standardized working.

5S is required to introduce standard operational practices to ensure efficient, repeatable, safe ways of working.

In addition to standardised working which provides you with a stable foundation to build all of your other improvements through implementing Lean Tools, you also provide a highly visual workplace. One of the most important factors of 5S is that it makes problems immediately obvious.

5S is a team run process and should be conducted by the people who work within the area in which the principles of 5S are being applied, it is not a tool that can be applied by an outsider onto an area without the knowledge and cooperation of the people within it. SMIL Haridwar implemented 1S & 2S in their premises across all departments & zones.



HARIDWAR NEWS

1S & 2S Theme Month-Training



5S represents 5 disciplines to maintain visual at workplace. It is a fundamental activity to improve business. 5S represents systematic approach for productivity, quality and safety improvement in all types of business. It is one of the important approaches in journey of continuous improvement is 5S.

5S program focuses on having visual order, organization, cleanliness and standardization. 5S simplifies and organizes your work environment, reduces waste and non-value activity while improving quality efficiency and safety. And a well organized workplace motivates people. Total 92% of staff was covered under 5S training held in October under 1S 7 2S theme month.



CHAKAN NEWS

Emission Technology Team Visit:



Dr. Joachim C. Claus (Technical Director) & Mr. Peter Neumann (Key Account Manager) from HJS Emission Technology GmbH & Co. had visited Sharda Motor – Chakan on 11th & 12th Oct, 2017 for future business prospects.



CHAKAN NEWS

Training on Bending:



A training on Pipe bending was held at SMIL- CHAKAN on 23rd & 24th Sept, 2017. Employees from Nashik Unit, Chakan Unit and Sanand Unit had participated in this training programme. Training was imparted by Mr. Atul Sheth, Mr. Kishore Jadhav and Mr. Shanmugam with a view to improve the bending technology skill amongst the employees associated with Pipe Bending Department.



CHAKAN NEWS

Dussera & Diwali Celebration:



Diwali & Dussera festival was celebrated at SMIL – Chakan with distributing Gifts & Sweets to all staff & Workmen . Our Girls team had also actively participated in making Rangolis.



NASHIK NEWS



Training session on DWM was organised on 19th Aug'17 for 1 ½ hr for SMIL Nashik Supervisors. Training was given by Mr. Pandurang Binnar, Sr. Manager-Production. Total 20 supervisors participated in this program.



DWM (Daily Works Management) is a system or a model or a tool/technique by which standards for running the day-to-day business are developed, maintained, controlled and improved on an ongoing basis. And this helps you maintain the lean culture on the shop floor, it helps you maintain standardization on the shop floor, it helps you define standard work for everybody, and this way you are not only able to sustain the improvement but keep it up on the continual improvement journey.

Training Program on **MTBF (Mean time between failures) & MTTR (Mean time to repair)** on 19th Aug'17 for all maintenance department. The training was conducted for 6 participants from both Plant 1 & Plant 2. Trainer was Mr. Santosh Kalekar, Dy. Manager-TPM . Mean time between failures (MTBF) is the predicted elapsed time between inherent failure of a mechanical system, during normal system operation. MTBF can be calculated as the average) time between failures of a system. The term is used in both plant and equipment maintenance contexts. Mean Time To Repair (MTTR) is a basic measure of the maintainability of repairable items. It represents the average time required to repair a failed component or device. It is the total corrective maintenance time for failures divided by the total number of corrective maintenance actions for failures during a given period of time.



NASHIK NEWS



On 19th Aug, **On Job Training (Safety)** was imparted to all Press shop operators. Trainers who imparted training were Ms. Sarita (HR) & Mr. Pandurang Binnar(Production). Training lasted for half hr followed by Q&A session. Participants comprised of trainers from Press shop.



Ganesh Chaturthi celebrations: Devotees of Ganesha look forward all year to Ganeshotsav, a 10 day festival during which the idol is brought home and it is followed by festivities. This year, the festival is being held between August 25 and September 5. While it is one of the most important festivals in Maharashtra, there are celebrations held across the country as well as in states like Karnataka and Andhra Pradesh.

During Ganeshotsav, devotees throng pandals and feast on sweets .To mark the end of the festival, the idols are immersed in water (visarjan) to the chants of Ganpati Bappa Moraya, Pudhchya Varshi Lavkar Ya (come back soon next year).



NASHIK NEWS



Kaizen and appreciation rewards were celebrated at Nashik Plant 2 in the month of Aug'17. Following are the list of winners:

Line	Kaizen theme	Counter Measure	Members	Nos	Gift
Tool Room	To eliminate W408 LH Part shifting concern in Draw operation	By providing the ball cage type Guide Pillar at 4 side in stripper plate	Nilesh E.Patil Nitai Biswas, Nitin Ganjale, Shivam Nagich	4	1 st Rank
Press shop	To reduce unsafe act at 75T	By providing a two hand operating desk which is operated electrically and with pneumatic valves actuators to lock foot lever movement.	Pramod Kumar Santosh Jadhav Swapnil Kadam T.P.Singh	4	2 nd Rank
Press shop	To make safe working at 250T press	By making safety net to be used at sides of press machine	Bhushan Khairnar Bramha More Dhatrak	3	3 rd Rank
Zest	To improve Leak teat mc utilisation	By providing Two cylinder on same LT mc	Samadhan thorat Sachin Yashod Sandeep Adhari Rahul Niphade	4	Appreciation



NASHIK NEWS

IS & 2S Theme Month: 5S is a structured approach to getting a workplace cleaned up, organized, standardized, creating efficiency rather than waste, and sustaining improvements made. 1S & 2S Theme month will inculcate a Culture of Discipline amongst all our employees and will help imbibe in us an awareness in Process improvement, Quality, Goal orientation, achievement and many more attributes. 5S Trophy @ Nashik was won by Tool Maintenance department under guidance of Mr. Nilesh Aher (Sr. Engg) & team. Improvements were visible in Designated place for each & every tool, Work SOP Implementation of safety SOP, Tool handling.



Training on 1S& 2S was conducted by Mr. Santosh Kalekar, TPM Coordinator in the month of August'17. The training was attended by all staff & operators. The objective of training was:

- (i) Help our staff & workers to keep their work area clean, uncluttered, safe, and well organized.
- (ii) Ensure that all tools and materials ready where and when they are needed
- (iii) Enhanced work efficiency
- (iv) Prevention of waste
- (v) Participant should be able to gain enough insight to execute 5s in their area of work.
- (vi) Identification of critical area where 5s needs to be implemented immediately.





SANAND NEWS



The training on Product function was conducted by Mr. Suresh Ram on 31st October' 17. Total number of participants were 50 in number. The participants belonged to Quality, Weldshop & Press shop team. The training lasted for 2 hrs. Training was imparted on product overview- (i) What product is being made (ii) What is the usage of product



Instant reward for 1S & 2S was given to Mr. Mahindra Waghela for maintenance of 1S & 2S at Press shop & Tool Room. Mr. Waghela is working as Operator @ Press shop & Tool room. The session was held on 4th Nov'17.



SANAND NEWS

COO Meet Visit to Sanand Plant



The **COO meet** was held at SMIL Sanand on 4th~5th November'17 to review quarterly performance of the units on the basis of MOP's (Measurement of Performance) achieved, the way forward and action plan for next quarter.



CFO Segment

Statement Of Unaudited Financial Results For The Quarter ended June 30, 2017

(in Lakhs)

Particulars		Standalone	
		Quarter Ended	
		June 30, 2017	June 30, 2016
		(Unaudited)	
1	Total income from operations	33,603	28,981
2	Net Profit from ordinary activities before tax	2,669	1,903
3	Net Profit from ordinary activities after tax	1,870	1,269

CRISIL (a credit rating agency) upgraded its rating on the long-term bank facilities of Sharda Motor Industries Limited (SMIL) to 'CRISIL AA-/Stable' from 'CRISIL A+/Positive'.

Journey towards World Class Quality

To achieve this goal we need to accelerate our journey towards being world class. The gains whatever the **SMIL industries** got from the last decade were primarily from implementation of manufacturing excellence practices including **TPM, Kaizen, QMS, Lean manufacturing** etc,. However, to become truly world class a stiffer challenge lies ahead. We need to make a ***fundamental shift*** in the way we think and act.

Embarking on the Journey to World Class

From the Top Management to the middle management, the worker to the contract laborer, from material supplier to module supplier, from Automotive manufacturer to the logistics service provider; each participant in the supply chain must make concerted efforts to assimilate the following values in the pursuit of world class.

1. Purpose and Pride

In India, most initiatives for excellence are driven by the zest for rewards, recognition, power and career progression. Nothing wrong with this, but to be truly world class each person in the value chain will need to have a sense pride on the quality of work they delivered.

2. Teamwork

Leaders need to use Teamwork as a basic principle for organization design. The organization culture must be nurtured to recognize teamwork over individual brilliance. The performance metrics and rewards must be designed to give higher priority to achieving team goals over individual goals.

3. Discipline

World class manufacturing demands the highest level of quality at a competitive cost consistently. The movement towards zero defect demands the highest level of self-discipline from all the employees

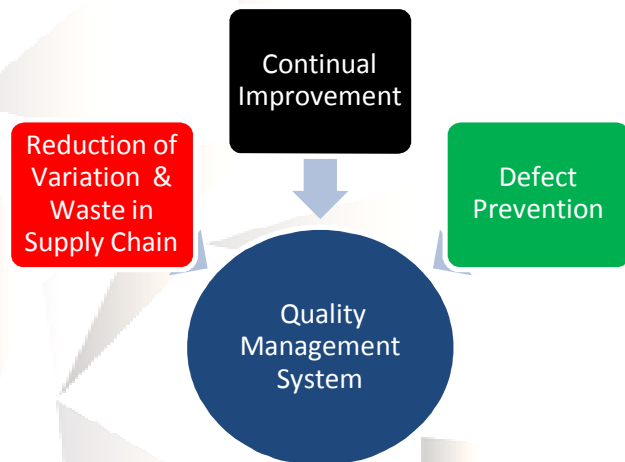
4. Integrity

Highest level of integrity and transparency are a pre-requisite in the Automotive supply chain. Keeping ones commitments on the performance parameters are order qualifiers. To move towards World Class quality ,w e must have **Focus on Quality**, for which we require:

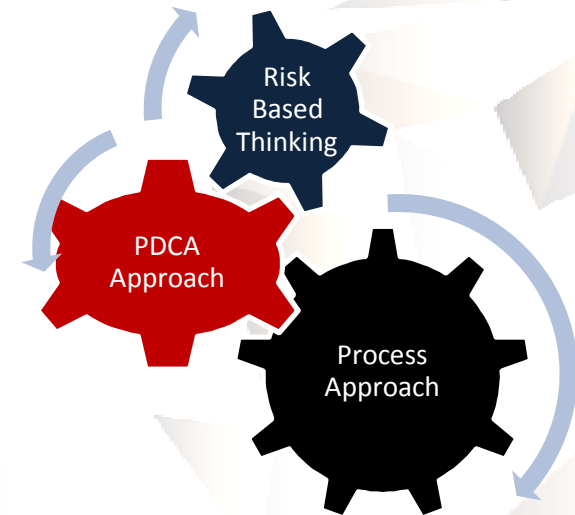
- (i) **Setting Standards** : To achieve Quality - we have to define it and set standards across the organisation. *Consistent in Quality* can be achieved through rigorous implementation of process standards without any deviation
- (ii) **Collection of data & Analysis** : Collecting data and analysing it is more common and the organisation has *passion* about it rather than just doing it.
- (iii) **Investing on Quality** : Organisation having thin resources will not be able to deliver Quality and organisation has to realise quality depends on *resources provided* to meet customer satisfaction.
- (iv) **Develop Quality culture** : Organisation must develop culture to focus on quality in every activity within organisation or outside the organisation which will lift the image of companies though systems/ processes / trainings/ motivational programs etc.

Finally I hereby inform all that all our Plants are in the process of getting certified towards IATF **16949:2016 standard & ISO 9001:2015** standard which insists on **Process approach** and **Risk Based Thinking** to assess all risks related to External and Internal issues and action to eliminate or mitigate.

Aim Of IATF 16949:2016



Key is to engage these 3 Gears



Let's move together towards our Goal with Focus on Quality in each and every activity of the organisation.

Wishing everyone all the best !

T.Raviraman
Vice President - Corporate Quality

BRAIN

TEASER

Your right brain tries to say the colour but your left brain insists on reading the word.

[illegible]

Commencement address delivered by Steve Jobs at Stanford University (2012) CEO-Apple Computer & Pixar Animation Studios

“I am honoured to be with you today at your commencement from one of the finest universities in the world. I never graduated from college and this is the closest I’ve ever gotten to a college graduation. Today I want to tell you three stories from my life. No big deal. Just 3 stories.

The first story is about connecting the dots.

I dropped out of Reed College after the first 6 months, but then stayed around as a drop-in for another 18 months or so before I really quit. So why did I drop out?

It started before I was born. My biological mother was a young, unwed college graduate student, & she decided to put me up for adoption. She felt very strongly that I should be adopted by college graduates, so everything was all set for me to be adopted at birth by a lawyer & his wife. Except that when I popped out they decided at the last minute that they really wanted a girl. So my parents, who were on a waiting list, got a call in the middle of the night asking: “We have an unexpected baby boy; do you want him?” They said: “Of course.” My biological mother later found out that my mother had never graduated from college & that my father had never graduated from high school. She only relented a few months later when my parents promised that I would someday go to college.

And 17 years later I did go to college & all of my working-class parents’ savings were being spent on my college tuition. After six months, I couldn’t see the value in it. I had no idea what I wanted to do with my life & no idea how college was going to help me figure it out. So I decided to drop out & trust that it would all work out OK. It was pretty scary at the time, but looking back it was one of the best decisions I ever made. The minute I dropped out I could stop taking the required classes that didn’t interest me, & begin dropping in on the ones that looked interesting.

cont

I didn't have a dorm room, so I slept on the floor in friends' rooms, I returned Coke bottles for the 5¢ deposits to buy food with, & I would walk the 7 miles across town every Sunday night to get one good meal a week at the Hare Krishna temple. I loved it. & much of what I stumbled into by following my curiosity & intuition turned out to be priceless later on. Let me give you one example:

Reed College at that time offered perhaps the best calligraphy instruction in the country. Throughout the campus every poster, every label on every drawer, was beautifully hand calligraphed. Because I had dropped out I decided to take a calligraphy class to learn how to do this. I learned about serif & sans serif typefaces, about varying the amount of space between different letter combinations, about what makes great typography great. It was beautiful, historical, artistically subtle in a way that science can't capture & fascinating.

None of this had even a hope of any practical application in my life. But 10 years later, when we were designing the first Macintosh computer, it all came back to me. & we designed it all into the Mac. It was the first computer with beautiful typography. If I had never dropped in on that single course in college, the Mac would have never had multiple typefaces or proportionally spaced fonts. & since Windows just copied the Mac, it's likely that no personal computer would have them. If I had never dropped out, I would have never dropped in on this calligraphy class, & personal computers might not have the wonderful typography that they do. Of course it was impossible to connect the dots looking forward when I was in college. But it was very, very clear looking backward 10 years later.

Again, you can't connect the dots looking forward; you can only connect them looking backward. So you have to trust that the dots will somehow connect in your future. You have to trust in something — your gut, destiny, life, karma, whatever. This approach has never let me down, & it has made all the difference in my life.

cont

My second story is about love & loss.

I was lucky — I found what I loved to do early in life. Woz & I started Apple in my parents' garage when I was 20. We worked hard, & in 10 years Apple had grown from just the two of us in a garage into a \$2 billion company with over 4,000 employees. We had just released our finest creation — the Macintosh — a year earlier, & I had just turned 30 & then I got fired. How can you get fired from a company you started? Well, as Apple grew we hired someone who I thought was very talented to run the company with me, & for the first year or so things went well. But then our visions of the future began to diverge & eventually we had a falling out. When we did, our Board of Directors sided with him. So at 30 I was out. & very publicly out. What had been the focus of my entire adult life was gone, & it was devastating.

I really didn't know what to do for a few months. I felt that I had let the previous generation of entrepreneurs down — that I had dropped the baton as it was being passed to me. I met with David Packard & Bob Noyce & tried to apologize for screwing up so badly. I was a very public failure, & I even thought about running away from the valley. But something slowly began to dawn on me — I still loved what I did. The turn of events at Apple had not changed that one bit. I had been rejected, but I was still in love. & so I decided to start over.

I didn't see it then, but it turned out that getting fired from Apple was the best thing that could have ever happened to me. The heaviness of being successful was replaced by the lightness of being a beginner again, less sure about everything. It freed me to enter one of the most creative periods of my life.

During the next five years, I started a company named NeXT, another company named Pixar, & fell in love with an amazing woman who would become my wife. Pixar went on to create the world's first computer animated feature film, Toy Story, & is now the most successful animation studio in the world. In a remarkable turn of events, Apple bought NeXT, I returned to Apple, & the technology we developed at NeXT is at the heart of Apple's current renaissance. & Laurene
& I have a wonderful family together. *cont*

I'm pretty sure none of this would have happened if I hadn't been fired from Apple. Sometimes life hits you in the head with a brick. Don't lose faith. I'm convinced that the only thing that kept me going was that I loved what I did. You've got to find what you love. & that is as true for your work as it is for your lovers. Your work is going to fill a large part of your life, & the only way to be truly satisfied is to do what you believe is great work. & the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. &, like any great relationship, it just gets better & better as the years roll on.

My third story is about death.

When I was 17, I read a quote that went something like: "If you live each day as if it was your last, someday you'll most certainly be right." It made an impression on me, & since then, for the past 33 years, I have looked in the mirror every morning & asked myself: "If today were the last day of my life, would I want to do what I am about to do today?" & whenever the answer has been "No" for too many days in a row, I know I need to change something.

Remembering that I'll be dead soon is the most important tool I've ever encountered to help me make the big choices in life. Because almost everything — all external expectations, all pride, all fear of embarrassment or failure — these things just fall away in the face of death, leaving only what is truly important. Remembering that you are going to die is the best way I know to avoid the trap of thinking you have something to lose. You are already naked. There is no reason not to follow your heart.

About a year ago I was diagnosed with cancer. I had a scan at 7:30 in the morning, & it clearly showed a tumour on my pancreas. I didn't even know what a pancreas was. The doctors told me this was almost certainly a type of cancer that is incurable, & that I should expect to live no longer than three to six months. My doctor advised me to go home & get my affairs in order, which is doctor's code for prepare to die. It means to say your goodbyes.

cont

Later that evening I had a biopsy, where they stuck an endoscope down my throat, through my stomach & into my intestines, put a needle into my pancreas & got a few cells from the tumour. I was sedated, but my wife, who was there, told me that when they viewed the cells under a microscope the doctors started crying because it turned out to be a very rare form of pancreatic cancer that is curable with surgery. I had the surgery & I'm fine now.

This was the closest I've been to facing death. Having lived through it, I can now say no one wants to die & yet death is the destination we all share. Right now the new is you, but someday not too long from now, you will gradually become the old & be cleared away. Sorry to be so dramatic, but it is quite true.

Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma — which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. & most important, have the courage to follow your heart & intuition. They somehow already know what you truly want to become. Everything else is secondary.

When I was young, there was an amazing publication called The Whole Earth Catalog, which was created by a fellow named Stewart Br & he brought it to life with his poetic touch. This was in the late 1960s, before personal computers & desktop publishing, so it was all made with typewriters, scissors & Polaroid cameras. It was idealistic, & overflowing with neat tools & great notions.

Stewart & his team put out several issues of The Whole Earth Catalog, & then when it had run its course, they put out a final issue. It was the mid-1970s, & I was your age. On the back cover of their final issue was a photograph of an early morning country road, the kind you might find yourself hitchhiking on if you were so adventurous. Beneath it were the words: "Stay Hungry. Stay Foolish." It was their farewell message as they signed off. Stay Hungry. Stay Foolish. & I have always wished that for myself. & now, as you graduate to begin anew, I wish that for you. Stay Hungry. Stay Foolish.
Thank you all very much."