Painting by Hermeet Kaur, IT - Kolkata

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Balmer Lawrie Organisational Gazette BLOG

Vol. 1 Issue 3 **August, 2012**

बामर लॉरी एण्ड कं. लिमिटेड

Balmer Lawrie & Co. Ltd.

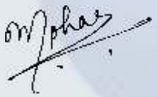
EDITORIAL

Balmer Lawrie Organisational Gazette [BLOG] commenced its journey as a half yearly House Journal, in October 2011. In our endeavor to optimize internal communications in line with the organization's strategic priorities of greater connect with employees, BLOG would now be a quarterly journal. Needless to mention, sharing of your thoughts and ideas, and ofcourse, your contributions will only make BLOG a meaningful in-house communication platform.

Two new Directors were inducted on the Board of the Company in July/August 2012. While Shri Niraj Gupta took over as Director (Service Businesses) with effect from 27th July, 2012, Shri Anand Dayal took over as Director (Manufacturing Businesses) with effect from 1st August, 2012 and succeeds Shri V N Sharma who superannuated on 31st July, 2012 after a long and successful innings of more than 37 years in the Company. BLOG welcomes both of them and wishes them all the best in their new assignments.

Recently the Company implemented a number of initiatives in the area of 'Talent Management' which includes attractive designations, reduction in experience requirements at various organisational levels and fast track career progression scheme. These initiatives have been received well and will surely make Balmer Lawrie a more performance driven organisation with increased engagement levels.

On 16th July, the world lost one of the greatest thought leaders, Stephen Covey. He was the author of one of the best-selling books in recorded history, The 7 Habits of Highly Effective People, which sold over 25 million copies and was translated into 38 different languages during his lifetime. I particularly remember a quote from this book, and I quote - *"To change ourselves effectively, we first had to change our perceptions."* The Company is going through a series of changes in various aspects of the organization, may it be ERP or Organisational Excellence or HR initiatives, and for desired results to be possible, each one of us need to be an effective change agent. So let's all get together, embrace changes in their right perspective and make Balmer Lawrie not only a great organization, but also a great place to work in.



FIRST QUARTER RESULTS FOR 2012-13

The Company adopted the financial results for the quarter ended 30 June 2012, in its Board Meeting held in Kolkata on 14 August, 2012.

Inspite of the challenging economic environment in the country, the Company's performance continued to be encouraging.

The total income for the first quarter registered a gain of 13% quarter on quarter and rose to Rs. 683 crores from Rs. 607 crores for the same period last year. The Profit Before Tax (PBT), the best recorded in the history of the Company, was up by 2% and stood at Rs. 65.66 crores for the quarter ended 30th June, 2012 as compared to Rs. 64.19 crores for the same quarter last year. Correspondingly, the net profit (PAT) during the quarter increased by 2% to Rs. 45.63 crores compared to Rs. 44.91 crores for the corresponding period last year.

The relatively modest first quarter profitability is attributed to the general slowdown of the economy which has affected the margins of the manufacturing businesses.

TALENT UNLIMITED

पेड़

फूलों को मत तोड़ो
हिल जाएगी मेरी ममता
हरियाली को मत हरो
हो जाएंगे मेरे चहरे स्याह
मेरी बांहों को मत काटो

बन जाऊंगा मैं अपंग
कहने दो बाबा को
नीम तले कथा – कहानी
झूलने दो अमराई में
बच्चों को झूला

Dhruv s/o Sarita Arora,
Secretary to COO [TT]

Aayushi d/o Raj Shekhar, Manager [Web Development]

Sritama d/o Tapan Sarkar, PC- Delhi

Cynthia d/o R Martin, IP- Kolkata

Hermeet Kaur, Deputy Manager, IT - Kolkata

नाम है मेरा राजभाषा

अंग्रेजी से लड़ी और बैठी
''राजभाषा'' के सिंघासन पर
देते नहीं मुझे आदर
नाम है मेरा ''राजभाषा''

करते है खर्च, करोड़ों रुपये मेरे नाम से
पर दूर ही रखते है, शासन से
न देते हैं प्राथमिकता, यहीं है वास्तविकता
नाम है मेरा ''राजभाषा''

झिड़कते है साल भर
प्यार जताते है वर्ष में एक बार
पखवाड़ा के नाम पर
नाम है मेरा ''राजभाषा''

अपनाना चाहती हूँ सबको
लेकिन रखते है दूर मुझको
सीमित हूँ रिपोर्ट तक
नाम है मेरा ''राजभाषा''

अपने ही घर में हूँ मेहमान
कोई बने मेजबान
न आता है बागबान, मेरे जीवन में
नाम है मेरा ''राजभाषा''

पहुँच गई हूँ राष्ट्र संघ
लेकिन हुई घर में मोह भंग
यह कैसी विडंबना
नाम है मेरा ''राजभाषा''

कोई कहते हैं ''राजभाषा''
और कोई ''राष्ट्रभाषा''
कहीं संपर्क भाषा और
कही आत्मीयता की भाषा
कई नाम है मेरा
नाम है मेरा ''राजभाषा''

समाहित हैं शब्द कई भाषाओं के
न देखती हूँ, अपना और पराया
देती हूँ अपना नाम
नाम है मेरा ''राजभाषा''

समितियाँ ही समितियाँ है मेरे नाम पर
न मानती हैं मेरी बिनती
न रखती है अनुरक्ति
नाम है मेरा ''राजभाषा''

सी.एच. शिव नाग कुमार
प्रबंधक (राजभाषा)
सी एच ओ

Printed by Nabapress Pvt Ltd, Kolkata; Edited by Mohar Mukhopadhyay, Corporate Communications Dept., Balmer Lawrie & Co. Ltd., Kolkata.

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Tours & Travels

❖ In April 2012, SBU: three Implant Offic Stations in Jalandh Ambala. These o fully operational and successfully catering to the c ner's needs.

❖ A new Travel Office was inaugurated in Goa on 7th June by C&MD.

❖ A technical seminar on Leather Chemicals was organized by SBU:PC on 9th June in Wuj County, China. Arou 250 people includi strialists and indus

Logistics Services

processing s customers' centers using ather chemicals.

(Western Region) was ugurated by C&MD in Goa on 8th June with the aim of providing better custo

❖ Industrial Packaging wo Outstanding Performa in Supplier S was

won the Outstanding award from Jubilant Life ences Ltd. in a "Partners in Progress Meet" held in Delhi

Chennai was published in the April 2012 and July 2012 issues of "The Journal of the Amer

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Learnings from The st by Paulo Coelho

बामर लॉरी एवं समाज

कार्पोरेट सामाजिक उत्तरदायित्व के दीर्घकालीन परिप्रेक्ष्य योजनाएं बनाने के लिए बामर लॉरी ने एंस्ट एण्ड यंग को परामर्शदाता के रूप में नियोजित किया है। अध्यक्ष व प्रबंध निदेशक, निदेशक (मा. सं. व का.मा.), निदेशक (वित्त) व अन्य वरिष्ठ अधिकारियों के समक्ष एंस्ट एण्ड यंग की प्रस्तुती से यह प्रक्रिया औपचारिक रूप से आरंभ हुई। परामर्शदाता दल के साथ बामर लॉरी दल ने कोलकाता स्थित सभी इकाइयों व स्थापनाओं का भी दौरा किया और सिलवासा के जिलाधीश, कार्यान्वयन के लिए भागीदार संस्था (रोटरी क्लब) के कर्मचारियों, और खडोली गांव के लाभार्थियों के साथ विचार विमर्श किया। वर्तमान में ये दल उत्तर पूर्वी व दक्षिण क्षेत्र के दौरे पर हैं।

ग्राम का समेकित विकास

❖ खड़ोली को आदर्श ग्राम बनाने के तहत दिनांक 14 अप्रैल 2012 को डॉ. बाबा साहब अंबेडर जयंती के अवसर पर दादरा नगर हवेली के प्रशासन के साथ मिलकर खड़ोली ग्राम को साफ–सुथरा बनाने एवं ग्राम के पर्यावरण की सुरक्षा के प्रति सफाई अभियान शुरु किया गया, जिसमें प्रशासन की ओर से रेसिडेन्ट डेप्यूटी कलेक्टर श्री रमेश वर्मा, आईएएस, तहसीलदार, पशुपालन और अन्य विभाग के अधिकारी, रोटरी के सदस्य, टीचर, छात्र, छात्राएँ, गाँव के लोग एवं बामर लॉरी के अधिकारियों ने हिस्सा लिया था। सफाई अभियान के पहले चरण में खड़ोली के कारवारीपाड़ा, जहां बामर लॉरी का आईपी प्लांट है, की सफाई की गयी।

❖ जून, 2012 में कापेरिट सीएसआर दल ने सुंदरबन ग्रामीण विकास और प्रशिक्षण केंद्र (पूर्वी क्षेत्र सहित एनजीओ सूची में सम्मिलित) के साथ पूर्वी भारत में सीएसआर परियोजना का कार्यान्वयन हेतु बेसलाइन सर्वे किया। फिल्ड सर्वे के लिए एसआरडीटीसी ने श्रमशक्ति तथा अन्य स्थानीय सहायता प्रदान किया। सदस्यों ने सुन्दरबन क्षेत्र के 5 ब्लॉकों, यथा – जयनगर – 1, जयनगर – 2, नामखाना, पाथर प्रतिमा और काकद्वीप का दौरा कर सर्वे किया।

❖ खड़ोली में सीएसआर के तहत निर्मित कम्यूनिटी हॉल का उद्घाटन एवं लोकापर्ण समारोह दिनांक 23 जून 2012 को दमन, दीव एवं दादरा नगर हवेली के प्रशासक महोदय, श्री नरेंद्र कुमार जी के कर–कमलों द्वारा माननीय सांसद श्री नट्टू जी पटेल एवं कार्यपालक निदेशक (आईपी) श्री आनंद दयाल की उपस्थिति में सम्पन्न हुआ। लोकापर्ण समारेह के अवसर पर उसी

परिसर में स्थित प्राइमरी स्कूल में बामर लॉरी द्वारा स्थापित किए गए आर.ओ. प्लांट का भी विधिवत रूप से प्रशासक महोदय द्वारा उद्घाटन किया गया। उद्घाटन समारोह में दादरा नगर हवेली प्रशासन के सभी वरिष्ठ अधिकारी शामिल थे। अनुमानतः 300 से अधिक लोग उक्त कार्यक्रम में शामिल हुए थे।

❖ प्रत्येक वर्ष 5 जून को मनाए जाने वाले विश्व पर्यावरण दिवस के उपलक्ष्य पर, सिलवासा में एक मैराथन का आयोजन किया गया। आईपी एवं जीएंडएल, सिलवासा से लगभग 12 अधिकारियों ने इस मैराथन में भाग लिया, जिसका उद्घाटन दादरा एवं नागर हवेली के प्रशासक ने किया।

EVENTS & HAPPENINGS

❖ A Top Management Meet was held from 26th to 28th April, 2012 at Kaziranga in Assam to take stock of the year gone by and chalk out strategies for the new financial year and beyond.

❖ An in-house Organisational Orientation Program titled "Udaan" was organised on 18th & 19th May at the Tolly Club in Kolkata. The participants included all lateral recruits in the Company from April 2011 to May 2012. The programme was anchored by Director [HR&CA].

❖ Mr. VRS Pillai, GM [HRD] CHRD&C, Kolkata retired on 31st May after successfully completing a long innings of more than 32 years in Balmer Lawrie.

❖ The new batch of Executive Trainees joined the Company on 18th June. In photo they are seen with C&MD, D [F] and D [HR&CA].

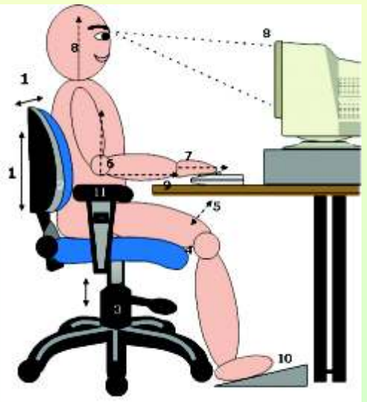
❖Mr. V Narayan Sharma, Director [Manufacturing Businesses] superannuated on 31st July 2012 after a long and successful innings of more than 37 years with the Company.

Environment, Health & Safety Corner

Are you sitting comfortably?

Ideal seated position for DSE work

1. The seat back-rest should be adjusted so that you can sit upright
2. Good lumbar support should be achieved (i.e. the lower back should be supported)
3. Seat height should be adjusted to achieve 4-7 below
4. There should be no excess pressure on the underside of your thighs and back of knees
5. There should be room under the desk to allow changes in posture (no obstacles)
6. Forearms should be horizontal and elbows approximately at right angles



7. There should be minimal bending of the wrists and hands, they should be horizontal
8. Screen height and angle should be adjusted to allow a comfortable head position with the neck and head straight
9. Ensure there is space in front of the keyboard to support your hands/wrists during pauses in keying. A mouse mat incorporating a gel wrist rest can be helpful
10. A foot support should be provided if your feet do not now touch the ground
11. If seat arm-rests are provided these should not prevent you from pushing your chair under the desk or should be adjustable in height

Tête-à-tête

Tête-à-tête with V N Sharma, Director [Manufacturing Businesses]

Mr. Vasudev Narayan Sharma, popularly known as VNS, superannuated after completing a long and successful innings of more than 37 years in Balmer Lawrie. We had a chat with him to know more about his journey in Balmer Lawrie and his future plans.

1. How has your journey in Balmer Lawrie been?

A great experience of 37 years. I have been fortunate that the Company gave me opportunities and challenges and I have had more than my fair share of recognition and rewards. I have had 'highs' and 'lows' in this long journey. Joining BL as a Management Trainee itself was a choice I made. A year or so after joining, I had the itch to see my 'market value' and was fortunate to get couple of good offers. By then I had a good network of friends in Kolkata apart from a great set of colleagues. I chose to stay on. I did briefly think of leaving the Company in the early 80's but did not attempt since I did not want to get into a learning phase in a new organisation soon after my marriage. I updated my resume in 1995 but a good break then came up within the Company.

2. What were your significant professional and personal achievements in your stint with Balmer Lawrie?

It's really for others to judge. I cannot claim any big bang achievements. I made some contributions to few of the new ventures of the Company, both in-house and JVs - the used lube-oil re-refining project (now discontinued), the erstwhile IP plant at Mathura, the G&L plant at Chennai and to a much lesser extent, the Leather Chemicals plant and IP plant in Chennai: all in the 70s and 80s. In the 90s there was the modernisation of the G&L plants at Kolkata and Mumbai.

One major satisfying phase commencing late 90s, involved SBU: G&L taking over the marketing of the Balmerol range (after dissolution of the Company's marketing JV with Fuchs of Germany), creating a new-look marketing team, selecting officers from varied functions/ background and, in a way, rebuilding the business with high degree of customer retention, thrust on specialty products and initiatives in brand-building and developing retail business. As a part of the agreement of separation with Fuchs, BL could take back only 5 officers out of about 25 who had earlier moved from BL to the JV.

Close coordination between R&D (ARL) and SBU: G&L and the resultant successes in introduction of new products (not-withstanding some major failures as well) as also helping bring about a culture of inter-function / inter-location movement of executives of G&L and R&D have also, in my view, helped professional development of the personnel/ teams and brought dividends to the organisation.

I played a role in formation of Avi-Oil India and Balmer Lawrie Indonesia.

3.Which was the most cherishable moment?

In recent times, I was happy with the culmination of the first phase of the Balmer Lawrie Indonesia endeavour i.e. Commissioning of the plant. I would be truly delighted when I see the JV quickly overcome the teething problems, grow its business and become profitable.

4. Your thoughts on Balmer Lawrie's growth and diversification in future.

Every business of ours has tremendous potential. While we have shown great improvement in most of them in the last decade, these have come about through leveraging the investments made earlier; my personal view is that we have under-achieved for which I share responsibility. Along with strengthening its businesses in India, I would like to see BL expanding its reach outside India in its areas of business. With the diversified portfolio that we already have, I am of the view that we focus on existing businesses and areas related to them. We need to move from selling to marketing and adopt contemporary systems and practices. We need to empower people and at the same time see even greater pro-active engagement/ involvement at all levels.

5. Your thoughts on the employees of Balmer Lawrie.

Overall, a great team. For me, BL had become an extended family. We are a pluralistic team– we have differences but most often we remain healthy and are constructive. When faced with a challenge or crisis, undoubtedly we act as one.

We are in a transition– the like of which the organisation has perhaps never experienced. This decade will witness an organizational renewal if I may say so, with about half the employees superannuating and new teams/leadership taking over at various levels. Irrespective of the roles and changes in them, everyone needs to pitch in to take this Company forward and for the common good.

6.What according to you are the three good things of Balmer Lawrie?

The people, the unique culture and the willingness to embrace diversity and change.

7.What do you plan to do after your superannuation?

The answer is different now compared to what it was, this time last year. I have accepted the Company's offer to move to Dubai as CEO of our JV, BL-UAE. I consider it a privilege and do hope I would be able to build on the great strengths of that unique organisation / partnership and deliver on the expectations. Earlier, I had planned to stay on in Kolkata, with part-time teaching, some reading and trying to improve my Golf handicap.

8. Who all are there in your family?

My wife Subadra and our daughter Asha. Subadra is a school teacher. Asha is doing her PhD in the US.

9. Who is the person who influenced you the most and why?

This is the toughest because I have learnt from many people including my parents, wife, daughter, friends and colleagues, including the newest colleagues at office. In my work-life context I would say it's Mr V N Varma, our erstwhile MD in the mid '90s. I was interviewed by Mr Varma before I joined as an MT and I had the opportunity to work with him closely for a number of years. I have admired his simplicity, sincerity, commitment, vision for the Company (which, at that time, I must admit I did not fully appreciate), people-orientation, ability to deal with adversities, crises and conflicts and his courage of conviction. One of the greatest strengths I have seen in him was his ability to utilise the talent of his team members handling successfully their egos and conflicts. I have tried to emulate him, but with only partial success.

10. What is your favourite one liner?

Every problem has a solution.

11. What are your hobbies?

Have really forgotten much of them; Golf (a recently cultivated interest), reading and trekking are some of the things I would like to pursue.

12. Message for all Balmer Lawrie employees...

This unique Company has huge potential. Make it a successful Indian MNC. Have the courage to bring out your views and ideas, discuss, debate and market them. Be open to new ideas and processes. Engage/ involve yourself: don't just be an observer or passenger. Avoid sycophancy and grapevine. Maintain impeccable integrity. Treat every colleague/ employee with respect. Act in unison once a decision is made. Hold the customers supreme.

KNOW YOUR FELLOW BALMER LAWRIEN...

Pradip Banerjee, member of labour staff, Industrial Packaging - Kolkata is a hard working employee and an amiable person. He was interviewed by Sourish Chatterjee Deputy Manager (HR) - CFS & IP, Kolkata

SC: How long have you been working with Balmer Lawrie and currently what is your role/ department?

PB: I am working with Balmer Lawrie for the last 33 years. I can work on any of the machines - panel operations of the barrel production line. I also take up the role of a fitter as and when required. Balmer Lawrie has made me an all-rounder.

SC: What do you like about Balmer Lawrie?

PB: I am indebted to Balmer Lawrie because Balmer Lawrie has given me livelihood and that has helped in sustenance for me and my family. It has given me the opportunity to contribute effectively using my skills and work with colleagues like a team.

SC: What is your most memorable moment in Balmer Lawrie?

PB: It is difficult to single out any one instance. I have put in my efforts without hesitation in whatever the Company has asked me to do. However, I felt extremely gratified when I received Performance Related Pay at the highest slab. More than the amount of money, the recognition of effort was important.

SC: Who is your inspiration and why?

PB: Work itself is a great inspiration. It gives me scope for application of my knowledge and skills and enhances my personal contribution.

SC: What are your hobbies?

PB: Work is my life. Whenever I get the opportunity, I try to be of help to my colleagues or neighbours. In the past I have personally attended to medical emergencies, helping neighbours and colleagues get admitted to good hospitals.

SC: Place you belong to and who all are there in your family?

PB: We are from BudgeBudge, which is now within Kolkata City limits.Currently I stay with my wife Chhaya and son Shibnath. I also have a daughter, who is married and settled with her family.

SC: Any message for Balmer Lawrie employees?

PB: I see all Balmer Lawrie employees as my brothers and sisters - elder or younger. I wish we maintain good relations among ourselves always and go forward together towards progress.

(In case you want your profile to be featured, do get in touch with Mohar Mukhopadhyay, Phone no. 8961781054, email id. mukhopadhyay.mohar@balmerlawrie.com)

BALMER LAWRIE CARES...

I am proud to be a Balmer Lawrien, and I owe my growth and development as well as my children's success to Balmer Lawrie, which I feel is a very caring organisation. From a very humble beginning in 1982 as a Maintenance Technician in Container Division, Mathura, today I have risen to be Manager [Manufacturing], Industrial Packaging - Asaoti. I availed every opportunity that came my way and successfully completed three decades in the Company in July 2012. My wife, Smt Rajkumari is a home maker and we have three brilliant children Dr. Shalini Bhagel who has completed her MBBS in Gyn. & Obs. from RNT Medical College, Udaipur and is currently preparing for P.G. Exam, Dr. Jyoti Bhagel who is a highly meritorious student and is currently pursuing her 3rd year MBBS in JIPMER, Pondicherry and Ankit Bhagel who is in NIT, Surat pursuing his 4th year B.Tech [Mechanical].

-MurariLal