

# BLOOM

## Balmer Lawrie Online Monthly Bulletin

Vol. 2 Issue 12

December 2012

### Editorial

The countdown has begun! A new year is ready to unfold! It's time to bid goodbye to the year gone by and welcome Year 2013. Though Year 2012 has truly flown, it has left behind several cherishable moments. Many significant happenings/events have taken place in the organisation. The year commenced with Shri Viren Sinha taking over as C&MD, SBU:PC launching CON FLO UNF-5 and SBU:T&T launching the web portal. During the year, SBU: G&L underwent a rebranding exercise, launched the new packaging for Balmerol and commissioned the state-of-the-art Greases & Lubricants plant in Silvassa. SBU:IP started work on its High Throughput Project at Taloja, new branches were opened for SBUs: LS and T&T and CFS, Chennai was expanded. Also, the Concrete Testing Lab [Construction Chemicals] and the Technical Service Center [Leather Chemicals] were inaugurated at Perungudi, Chennai.

The Company embarked on the ERP journey. Major HR initiatives were rolled out including Talent Management policy, and the Employee Engagement Survey was conducted as part of the BLEND [Balmer Lawrie Engaging in Nurturing & Development] initiative. The Company also developed its long term CSR & SD Perspective Plans and embarked on implementing focused CSR, Health, Safety & Environment related projects.

Shri Niraj Gupta took over as Director [Service Businesses] on 27<sup>th</sup> July, 2012. Shri Anand Dayal took over as Director [Manufacturing Businesses] on 1<sup>st</sup> August, 2012 consequent to superannuation of Shri V N Sharma. On 30<sup>th</sup> November Shri K Subramanyan, Director [Finance] and Shri K Gopinathan, ED [Lubes and Chemicals] superannuated after long innings at Balmer Lawrie. Shri Prabal Basu took over as Director [Finance] with effect from 1<sup>st</sup> December, 2012. Let's wish them all the best.

The next issue of BLOG [Balmer Lawrie Organisational Gazette] is scheduled for publication in January 2013. If you have any contribution, feedback or suggestion, please email them to [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com). BLOOM wishes all of you a Merry Christmas and a very Happy New Year!

Mohar

### BL Updates



The new state-of-the-art Greases & Lubricants plant at Silvassa was inaugurated by Shri Viren Sinha, C&MD on 9th November, 2012.



In photo above are glimpses of the inauguration function and snapshots of the new Greases & Lubricants Plant at Silvassa.



In the Top Management Meet held at Kolkata on 29<sup>th</sup> November, the Deloitte Team made a detailed presentation on the findings of the Employee Engagement Survey. The Top Management worked in groups to identify key issues which need to be addressed to enhance Employee Satisfaction and Engagement in BL. The Top Management is seen brainstorming on key employee satisfaction issues in the photographs.

### **PMS Workshop held**

As an ongoing companywide exercise PMS (Performance Management System) workshop was organised for Executives in Grade E4 to E7 at Tollygunge Club, Kolkata on 2nd, 8th and 9th November 2012. The programme was conducted by Shri P P Sahoo, D [HR&CA] and Shri S D Barman, CM [HR]. Sixty six participants attended the workshop in 3 batches.



The Strategy Meet was held on 16<sup>th</sup> and 17<sup>th</sup> November 2012 at Udaipur. In photo are glimpses of the Meet.



SBU: IP won an award for 'Best Work and Safety Environment in Mechanical Fabrication', given away by M/s Bharat Petroleum Corporation during the Premier Vendors workshop held in November 2012 at Mumbai. The award was received by Shri Ranjan Bose on behalf of the Company.



SBU: LS, LI, T&T, G&L and PC participated in Natcom 2012, held on 23 & 24th November, 2012 at Science City, Kolkata. The conference organised by Indian Institute of Materials Management, was based on the theme 'Building & Sustaining Supply Chain: Emerging Concepts, Technology & Process'.

### Parliamentary Committee Visit

The Committee on Public Undertaking, Government of India, under the Chairmanship of Hon'ble Member of Parliament, Shri Jagdambika Pal made a study visit to Kolkata on 26th October, 2012 and held discussions with the whole time Directors of Balmer Lawrie.

The Video Conferencing (VC) facility installed in the VC room at HO, Kolkata was inaugurated by Director (Finance) on 22<sup>nd</sup> November, 2012. The facility is now available for use between HO and Chennai City Office and would soon be rolled out at Ballard Estate office, Mumbai and Scope Complex, New Delhi.



The 61<sup>st</sup> Annual General Meeting of Balmer Lawrie Recreation Club was held on 6<sup>th</sup> November 2012.

वडोदरा एवं अहमदाबाद के अधिकारियों / कर्मचारियों के लिए "How to retain energy, enthusiasm and motivation in the mid of stressful professional atmosphere" पर आधे दिन की कार्यशाला आयोजित की गयी थी।



राजभाषा के कार्यान्वयन की समीक्षा हेतु दिनांक 12 नवम्बर 2012 को प्रधान कार्यालय में डॉ. बी एन पाण्डेय, उप निदेशक (कार्यान्वयन)- पू.क्षे., राजभाषा विभाग, भारत सरकार द्वारा निरीक्षण किया गया। राजभाषा की प्रगति के लिए बामर लॉरी द्वारा किए जा रहे प्रयासों को उन्होंने खुब सराहा।



A training programme on 'Employee Orientation for Adaptive Mindset - Attitude, Values, Work Culture' was conducted by Central Board for Workers Education, Kolkata, Ministry of Labour & Employment, Govt. of India, on 5<sup>th</sup> & 6<sup>th</sup> November 2012, at Kolkata for unionised employees of the Eastern Region.



An ERP Awareness Program was organised for employees at Mumbai on 7th November, 2012.

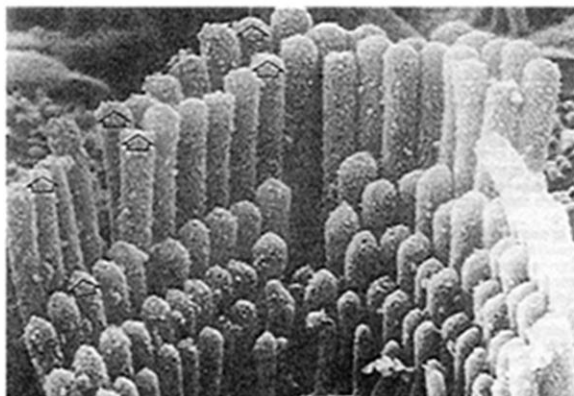


An ERP Awareness programme was held in Delhi for Northern Region employees on 21st & 22nd November. Currently BLESS is in the realization stage and Conference room Pilots are being held for the ERP core committee.

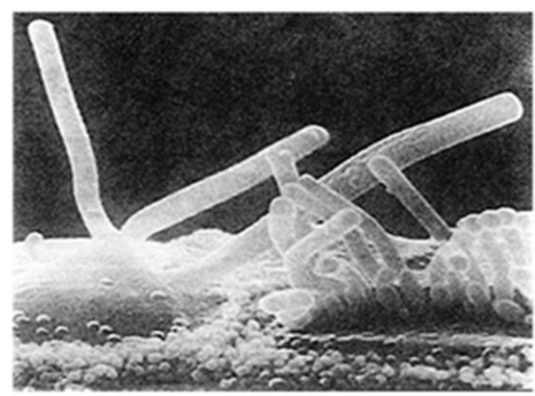
EHS (Environment, Health & Safety) Corner

Physics of Noise Continued...

Undamaged Sensory Hairs



Noise Induced Damage



## Why It's important To Act NOW...

Every day you are exposed to various kinds of noise; whether it's work-related or a part of your home and recreational environment, some damage is done to your ear's hair cells. It may be gradual, **painless**, and invisible, but the damage is very real, it is **progressive**, and it is **permanent** (Noise Induced Hearing Loss).

## Five components of a Hearing Conservation Program

- (1) Monitor noise levels. Exposure above 90 dB for 8 Hrs to be identified.
- (2) Perform audiometric testing
- (3) Select appropriate Hearing Protection Devices (**HPD's**)
- (4) Educate and train affected employees
- (5) Do the Record keeping.

## सीएसआर अद्यतनीकरण



बामर लॉरी ने सीएसआर में सर्वोत्तम परिपाटियों की मान्यता में 'आईपीई सीएसआर कॉर्पोरेट गवर्नेन्स पुरस्कार' जीता। बामर लॉरी की ओर से श्री बी.पी. जोशी और श्रीमती ममता प्रसाद द्वारा 24 नवम्बर, 2012 को ताज लैंड्स एंड, मुंबई में आयोजित एक समारोह में पुरस्कार प्राप्त किया गया। इंस्टिट्यूट ऑफ पब्लिक इंटरप्राइजेस (आईपीई) – हैदराबाद द्वारा पुरस्कार प्रदान किया गया और विश्व सीएसआर कांग्रेस, सीएमओ एशियाई व्यापार परिसंघ द्वारा समर्थन किया गया।



कंपनी के सीएसआर गतिविधियों के अंतर्गत IATA Travel & Tourism प्रशिक्षण का उदघाटन दिनांक 06 नवम्बर 2012 को मुंबई में किया गया। इस समय मुंबई में कुल 19 लड़कियों को प्रशिक्षित किया जा रहा है।

**स्थानान्तरण / दायित्व में परिवर्तन**

**Transfer / Changes in Responsibility**

श्री रंजन बोस, उपाध्यक्ष [निर्माण] - आईपी, कोलकाता को आईपी, सिउड़ी में उपाध्यक्ष [विपणन] के रूप में स्थानांतरित किया गया है ।

**Shri Ranjan Bose**, Vice President [Manufacturing] - IP, Kolkata has been transferred to IP, Sewree as Vice President [Marketing].

डॉ. जे पी श्यामसुंदर, अधिकारी विशेष कार्य - पीसी, चेन्नै को पीसी, कानपुर में अधिकारी विशेष कार्य के रूप में स्थानांतरित किया गया ।

**Dr. J P Shyamasundar**, Officer on Special Duty - PC, Chennai has been transferred to PC, Kanpur as Officer on Special Duty.

श्री देबाशीष धर राय, सह-उपाध्यक्ष - टी&पीडी, कोलकाता को आईपी, कोलकाता में सह-उपाध्यक्ष [आईपी व टी&पीडी] के रूप में स्थानांतरित किया गया ।

**Shri Debasis Dhar Roy**, Associate Vice President - T&PD, Kolkata has been transferred to IP, Kolkata as Associate Vice President [IP and T&PD].

श्री बिश्वजीत नंदी, उपाध्यक्ष [विपणन]-आईपी, सिउड़ी अब उपाध्यक्ष [विपणन]-आईपी, सिउड़ी है ।

**Shri Biswajit Nandi**, Vice President [Marketing] - IP, Sewree is now Vice President [Operations] - IP, Sewree.

श्री रोमोन सेबास्टन लुईस, सह-उपाध्यक्ष [अखिल भारत विपणन]-एलआई, मुंबई अब सह-उपाध्यक्ष [परिचालन]-एलआई, मुंबई है ।

**Shri Romon Sebastian Louis**, Associate Vice President [All India Marketing] - LI, Mumbai is now Associate Vice President [Operations] - LI, Mumbai.

श्री सांतनु आचार्या, वरिष्ठ प्रबंधक [ऋण नियंत्रण] - टी&टी, दिल्ली अब वरिष्ठ प्रबंधक [ले&वि] - टी&टी दिल्ली है ।

**Shri Santanu Acharya**, Senior Manager [Credit Control] - T&T, Delhi is now Senior Manager [Accounts & Finance] - T&T, Delhi.

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new roles!*

**नए सदस्य / New Member**

श्री अनिल कुमार बिश्वाल, की नियुक्ति 1 नवम्बर 2012 को एलएस, हैदराबाद में उप प्रबंधक [हवाई प्रचालन] के रूप में हुई।

**Shri Anil Kumar Biswal** joined LS, Hyderabad as Deputy Manager [Air Operations] on 1st November, 2012.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपको हार्दिक शुभकामनाएं ।*

*Welcome you to the Balmer Lawrie family and wish you all the best!*

**विदाई / Farewell**

श्री कृष्णमूर्ति सुब्रमण्यन, निदेशक [वित्त] 32 वर्षों से अधिक सफलतापूर्वक सेवा संपूर्ण कर 30 नवम्बर को सेवानिवृत्त हुए ।

**Shri Krishnamurthy Subramanyan**, Director [Finance] retired on 30th November after successfully completing more than 32 years of service.



The Top Management Team organised a send-off for Shri K Subramanyan at Kolkata on 7<sup>th</sup> November, 2012.



A farewell function for Shri K Subramanyan was organised in HO, Kolkata on 30<sup>th</sup> November. In photo, D [S] felicitates Shri Subramanyan in the presence of C&MD and Directors.



Farewell functions were organised for Shri K Subramanyan and Shri K Gopinathan in G&L, Kolkata on 29<sup>th</sup> November.



A farewell function was organised for Shri K Gopinathan in Chennai on 24<sup>th</sup> November.

श्री के गोपीनाथन, कार्यपालक निदेशक [ल्यूब व रसायन] लगभग 32 वर्षों की सफलतापूर्वक सेवा संपूर्ण कर 30 नवम्बर को सेवानिवृत्त हुए ।

**Shri K Gopinathan**, Executive Director [Lubes & Chemicals] retired on 30th November after successfully completing around 32 years of service.

श्री श्यामल कुमार दे, प्रबंधक (साचिविक)- सचिव विभाग, कोलकाता 38 वर्षों की सफलतापूर्वक सेवा संपूर्ण कर 30 नवम्बर को सेवानिवृत्त हुए ।

**Shri Shyamal Kr Dey**, Manager [Secretarial] - Secretary's Dept., Kolkata retired on 30th November after successfully completing 38 years of service.

हम आपके सेवानिवृत्ति जीवन सुखमय एवं शांतिमय होने की कामना करते हैं ।

We wish you all the best in your future life.



## **Tete-a-tete with Shri K Subramanyan**

*(Shri K Subramanyan, Director [Finance] superannuated on 30<sup>th</sup> November, 2012 after a long innings of more than 32 years in Balmer Lawrie.)*



### ***How has your journey in Balmer Lawrie been?***

A fairly successful career beginning in 1980 and spanning over 32 years. I was fortunate to get exposure in Budget & MIS, Central Services, Greases & Lubricants, Industrial Packaging, Projects and Corporate Accounts functions before becoming General Manager (Finance) in 2003. There have, however, been moments of happiness and sadness, delight and disappointments, but on the whole my journey was – “sure and steady”.

### ***What were your significant professional and personal achievements in your stint with Balmer Lawrie?***

Professional Achievement:

1. When I took over as DGM (Finance) Corporate Accounts, the company owed more than Rs 150 crores to the Banks & Financial Institutions. By enforcing strict discipline on fund utilization we could totally liquidate all the debts and made BL a Debt-free company. Today, we have surplus funds to the tune of nearly Rs 290 crores.
2. Earlier, the Company's Annual Accounts used to be completed by June next year. This could be advanced to end April in the three Regions viz. Mumbai, Chennai & Delhi and Consolidated Accounts by mid-May through better planning as well as support from IT.
3. On the IT front, we have been able to centralize the Data Centre at Kolkata with facility to access the same and address any problem from any part of the Country. In order to ensure business continuity, a Disaster Recovery Centre has also been commissioned at Delhi. ERP implementation when completed is expected to enhance the efficiency levels, though we need to be ready to meet initial teething problems.
4. I have always endeavored to introduce new systems and bring about changes in the existing methods & practices with a view to increase accuracy and minimize manual intervention. Introducing Pre-printed/ Pre-Coded Vouchers, standard budget format for the whole company way back in 1982 and again improving upon it in 1991, a wholly integrated Budget module developed in Excel format for the SBU: Greases & Lubricants going right up to the stage of 'power point presentation', a comprehensive monthly Management Information System & integrated Sales Price List for SBU G&L, first time introduction of monthly weighted average "Priced" Finished Stocks Ledger for SBU:IP and standard TCR format, to name a few.

Personal:

1. On being promoted from E3 to E4 in just one and a half year's time in 1984.
2. On being told by Mr S K Mukherjee, the then C&MD that the PESB members informed him that among all the candidates interviewed by them for the post of D(F) in various PSUs, they considered me to have been the best! That was certainly a huge compliment.

### ***Which was the most cherishable moment?***

My first day (08-2-80) in BalmerLawrie as Management Trainee when I was given authority commensurate with the job profile. It was truly amazing how the Management had confidence on a Management Trainee – this was also probably true for others who joined the Company in my Batch at that point of time. Further, in end March 1999, working continually for 60 hours racing against time to complete the Sale of 'BL- Fuchs JV' to Fuchs so that BL could get the sale consideration from Fuchs, Germany, transferred to BL's Bank Account. The process had to be completed before the close of banking hours on 31-03-1999 so that Company could avoid recording a loss for the year 1998-99. When the job was completed it was a huge relief to all those who were part of the Team.

***Your thoughts on BalmerLawrie's growth and diversification in future.***

BL has a well laid down Strategic Plan. We need to however, keep in mind that the businesses we are in, the entry barrier is low, whether it is IP, G&L or PC. It is therefore, heartening to see that while in both G&L and IP we have embarked on plans to modernize the technology thereby increasing the entry barrier for our competitors, in case of PC we are diversifying into Construction Chemicals.

On the Services Businesses too we are constantly on the look out for expansion of the "Pond Size" by exploring Multi Modal Logistic Hub either as a joint venture company or as a branch of BL – availability of land being an impediment (which I am confident BL will overcome soon). The newly formed Joint Venture between BL & Hind Terminals at Chennai CFS has potential to optimize returns for both the JV Partners.

On the Tours & Travel front, we have begun reaching out to the general public through web – based ticketing portal while simultaneously developing the Tour packages.

To summarise, the Company has ambitious plans for the future.

***Your thoughts on the employees of Balmer Lawrie.***

They are undoubtedly the strength of BL.

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

Vibrant Organisation, Employee Integrity, Freedom of Expression and many more.

***What do you plan to do after your superannuation?***

For the present, spend time with the family, which generally took a back seat due to official commitments.

***Who all are there in your family?***

My wife who is a teacher, daughter, son and my elder sister. Without my wife and sister's support and understanding I could not have discharged my duties. To think of it, I didn't have to worry about the family front at all!

***Who is the person who influenced you the most and why?***

Many

– First my father who was himself an Accountant, designated as Chief Accountant cum Internal Auditor. Very few would have been entrusted with both these functions simultaneously – which speaks volumes about the trust the employer had in him!

The other two were from BL:

Mr M S Khanna Ex- MD, BL who was so perfect in his work & conduct.

Mr J Chandy, who was the Financial Controller, when I joined BL. He had an elephant-like memory.

I feel one gets influenced during the early part of one's career. After that one does not get influenced but tries to learn from others – which I did from so many of my Seniors / Colleagues.

***What is your favourite one liner?***

Hard work always gets recognized, irrespective of who you are & where you work (in BL).

***What are your hobbies?***

Playing chess, golf (a recent addition), watching cricket (mainly Twenty 20) and tennis; off late watching EPL Football because of my son. My colleagues are wrong if they think my only hobby was to pull others legs!

### **Message for all Balmer Lawrie employees...**

Be committed, sincere, and honest. Work hard, do not indulge in politics, do not speak ill behind one's back, be a team man, be helpful to your colleagues. Be generous in applauding your team members' good work. A few words of compliments do wonder what monetary benefits cannot. Balance your time at work place with the time you spend with your family. After all for whom do you work and earn?

Whatever be the circumstances, do not ever fall prey to frustration, it will be difficult to get out of it – it does more harm than good.

BL is a great organization. Working in BL is a god sent opportunity, so make best use of it for the benefit of the organization. Finally, my best wishes to each one of you and your family for a Very Happy, Peaceful and Prosperous 2013.

Note: personal email id: [ksubramanyan52@gmail.com](mailto:ksubramanyan52@gmail.com) and phone: 9831054880

### **Glimpses from the City of Joy**



*Belur Math is the headquarters of the Ramakrishna Math and Mission, founded by Swami Vivekananda, a chief disciple of Ramakrishna Paramahansa. It is located on the west bank of Hooghly River in Belur, and is one of the significant institutions in Kolkata. This temple is the heart of the Ramakrishna Movement and is notable for its architecture that fuses Hindu, Christian and Islamic motifs as a symbol of unity of all religions. The 40-acre campus of the Math on the banks of the Ganges includes temples dedicated to Ramakrishna, Sarada Devi and Swami Vivekananda, in which their relics are enshrined, and the main monastery of the Ramakrishna Order. The campus also houses a Museum containing articles connected with the history of Ramakrishna Math and Mission. The design of the temple was envisioned by Swami Vivekananda and the architect was Swami Vijnanananda, a direct monastic disciple of Ramakrishna. Sri Ramakrishna Temple was consecrated on 14 January, the Makar Sankranti Day in 1938.*