

BLOOM

Balmer Lawrie Online Monthly Bulletin

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Editorial

The Old Year has gone and the New Year has taken possession of the clock of time. We have made our resolutions, set our goals and have begun afresh awaiting new possibilities and opportunities. So, cheers to a new year which gives us another chance to deliver our best and get things right! Hope the New Year will be a harbinger of success and prosperity for all of us at Balmer Lawrie. The New Year has also brought a new C&MD, Shri Virendra Sinha for us. Let's welcome him and assure him all support to steer Balmer Lawrie to the zenith of success. Despite his busy schedule, Shri Sinha took time off for a chat with BLOOM. Read the column "Tete-a-tete with Shri Viren Sinha" and discover the Leader who believes Balmer Lawrie has a great future and phenomenal potential to grow bigger.

It's time to gear up for the Foundation Day celebrations scheduled on 5th February, 2012. Preparations have begun all over and we hope to have a fun filled show that brings us all together, and furthers employee bonding, camaraderie and goodwill. We are also getting ready for the next issue of Balmer Lawrie Organisational Gazette [BLOG]. If you have any contributions, feedback or suggestions please email them to mukhopadhyay.mohar@balmerlawrie.com.

BLOOM wishes all of you and your families a very happy, prosperous and peaceful 2012!

Mohar

Tete-e-tete with Shri Viren Sinha, C&MD



Your journey in Balmer Lawrie so far...

Very challenging, highly satisfying and extremely rewarding. When I joined Balmer Lawrie as a Management Trainee I aspired to become a General Manager, and today the hat that I am wearing within the organisation makes my journey enormously gratifying.

Your significant professional and personal achievements...

For me every single achievement that came my way at different stages seemed "the greatest" at that point in time. However, I've always tried to surpass it and better myself at every juncture. Whether it was setting up the materials management system in G&L, or making the Taloja Plant functional or my stint in BLUK, every opportunity emerged as a significant achievement for me. I was sent to UK for a year to turn around the Tea operations and ended up setting up a Tea Blending and Packing Factory. Eventually, much before the economic slump hit the industry, we divested tea and the container fleet. I believe, I made LI more customer focused and undertook a significant investment program which is paying off now. Nevertheless, all of this would not have been possible without the support of the teams that I worked with.

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

Balmer Lawrie has a great future and also has phenomenal potential to grow bigger. Our SBUs are equivalent to sizeable companies and have immense potential of leapfrogging into bigger units. We need to take a quantum leap from what we are today to what we will be tomorrow.

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

Why only three? There are four good things:

1. Entrepreneurial culture
2. People friendly organisation
3. Open organization
4. Performance driven organisation

Your management style or mantra...

I'm decisive and like to implement decisions fast.

What is one characteristic that you believe every leader should possess?

Listening to others

What is the biggest challenge facing leaders today?

The current economic downturn is affecting every business and we are no exception. However, a future challenge that Balmer Lawrie will face is succession planning. By 2015, almost the entire leadership team will be laying down office. We need to groom leaders for tomorrow for a smooth transition.

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

My wife Chhavi. I got married when I was studying. She stood by me at every juncture and undauntedly supported me through thick and thin.

What is your favourite one liner?

"Just do it!"

Who all are there in your family?

My mother, my wife, two sons, two daughters-in-law and a cute little granddaughter.

What are your hobbies?

Golf, Cars and Books.

I love and breathe cars. I recently attended India's first Formula One Grand Prix held at Greater Noida. I enjoy driving as well and have steered a bevy of cars – VW, Porsche, Volvo, BMW etc. When not working, I also like playing golf and reading thrillers and espionage.

Two things that your colleagues don't know about you...

I thought I was an open book.

Your biggest handicap...

My Golf handicap; I wish it was lower.

Message for all Balmer Lawrie employees...

Balmer Lawrie is a great organisation to work in. Let's together continue to foster a strong customer oriented and performance driven culture. All of you are highly talented and I can assure you that the Company will provide you all support to innovate, grow and develop. So go ahead and work with passion, challenge the established and leverage every opportunity that comes your way.

BL Updates



PT Balmer Lawrie Indonesia successfully executed the first export order to Singapore on 29th December, 2011. Congratulations to the team and hope they win many more such orders. In photo are seen Shri A K Paul, Mr. K D Jamsandekar and others along with the first shipment.



Shri S K Mukherjee attended his last Board Meeting as C&MD of the Company on 23rd December, 2011. In photo, Shri Mukherjee poses with the Directors during the occasion.



A Top Management Meet was held at HO in Kolkata on 29th December to take stock of the financial performance of the Company and chalk out strategies for the remaining year.



The Provident Fund Quarterly meeting was held on 23rd December, 2011. During the occasion, the A&F team felicitated Shri S K Mukherjee, Chairman of the PF Trust, as this was his last meeting before laying down office.



The Annual Strategy Meet was held on 16th and 17th December, 2011 at Kumarakom in Kerala.



The HR Meet was organized in Lonavala on 4th and 5th December, 2011. Team-HR of the Company is seen in photo with C&MD and Directors.



श्री पी पी साहू, कार्यपालक निदेशक (मा.सं.) द्वारा 6 दिसम्बर को पुणे, 8 दिसम्बर को मुंबई और 12 दिसम्बर 2011 को दिल्ली में आर्थिक रूप से कमजोर छात्राओं के लिए यात्रा एवं पर्यटन पर त्रैमासिक प्रशिक्षण कार्यक्रम का उद्घाटन किया गया। यह कार्यक्रम अब देश के चारों क्षेत्रों में सफलतापूर्वक प्रारम्भ किया गया है जिसमें 108 छात्रा भाग ले रही हैं। यह स्मरणीय सीएसआर कार्यक्रम छात्राओं को रोजगार पाने के उद्देश्य से आईएटीए ट्रेनिंग एंड डेवलपमेंट इंस्टिट्यूट और ट्रेड विंग्स इंस्टिट्यूट ऑफ मैनेजमेंट के सहयोग से शुरू किया गया।

श्री जी एन मट्टू, महा प्रबंधक (मा.सं.से.) ने 27 दिसम्बर को ट्रेडविंग्स इंस्टिट्यूट - कोलकाता का दौरा किया और पाठ्यक्रम में भाग ले रही 23 प्रार्थियों की प्रगति की समीक्षा किया। साथ ही श्री मट्टू ने प्रथम माह का स्टाइपेंड स्वरूप प्रत्येक लड़कियों को 3000/- रुपये प्रदान किया।



दिनांक 8 दिसम्बर 2011 को श्री जी एन मट्टू, महा प्रबंधक (मा.सं.से.) ने सीएसआर दल के साथ सिलवासा में चल रहे सीएसआर परियोजना की समीक्षा करने के लिए दौरा किया। उन्होंने भविष्य की परियोजनाओं के संबंध में कलेक्टर, रोटरी क्लब - सिलवासा एवं उससे खडोली गांव के लाभान्वित होने वाले लोगों के साथ चर्चा किया। वर्ष 2011-12 के दौरान कंपनी की सिलवासा में 45 लाख रुपये लागत की परियोजना के कार्यान्वयन की योजना है।

नेतृत्व में परिवर्तन / Change in Leadership

श्री वीरेन्द्र सिन्हा ने बामर लॉरी के अध्यक्ष एवं प्रबंध निदेशक के रूप में कार्यभार ग्रहण कर लिया है और नए अभ्यर्थी के कार्यभार ग्रहण करने तक निदेशक (सेवा व्यवसाय) का भी अतिरिक्त प्रभार संभालेंगे ।

Shri Virendra Sinha has taken over as C&MD of Balmer Lawrie and will continue to hold additional charge of Director [Service Businesses] until the new incumbent assumes charge.

श्री प्रेम प्रकाश साहू, कार्यपालक निदेशक (मानव संसाधन) अब निदेशक (मानव संसाधन व कार्पोरेट कार्य) है । इस नई भूमिका के साथ वे कंपनी के स्ट्रैटेजिक प्लानिंग, कार्पोरेट संचार, सीएसआर एवं एचएसई व सस्टेनिबिलिटी कार्य को भी देखेंगे ।

Shri Prem Prakash Sahoo, Executive Director [HR] is now Director [HR & Corporate Affairs]. In his new role he will also look after the Strategic Planning function of the Company besides Corporate Communications, CSR and HSE & Sustainability.

पदोन्नति / Promotion

श्री किशोर अनंत कोली, पर्यवेक्षक (सीएफएस प्रचालन) को कनिष्ठ अधिकारी (प्रचालन), एलआई - मुंबई के पद पर पदोन्नति किया गया है ।

Shri Kishore Anant Koli, Supervisor [CFS Operations] has been promoted to Junior Officer [Operations], LI - Mumbai.

श्री पार्थ सारथी राय, पर्यवेक्षक (ले व वि) को कनिष्ठ अधिकारी (ले व वि), एलएस - कोलकाता के पद पर पदोन्नति किया गया है ।

Shri Partha Sarathi Roy, Supervisor [A&F] has been promoted to Junior Officer [A&F], LS - Kolkata.

श्री आर सत्यमूर्ति, कनिष्ठ पर्यवेक्षक (गुणवत्ता नियंत्रण) को पर्यवेक्षक (गुणवत्ता नियंत्रण), जी एंड एल - चेन्नै के पद पर पदोन्नति किया गया है ।

Shri R Sathyamurthy, Junior Supervisor [Quality Control] has been promoted to Supervisor [Quality Control], G&L - Chennai.

श्री रंजित जयसवाल, कनिष्ठ पर्यवेक्षक (रख-रखाव) को पर्यवेक्षक (रख-रखाव), जी एंड एल, कोलकाता के पद पर पदोन्नति किया गया है ।

Shri Ranjit Jaiswal, Junior Supervisor [Maintenance] has been promoted to Supervisor [Maintenance], G&L - Kolkata.

श्री के शनमुगम, कनिष्ठ पर्यवेक्षक (पीडीसी व क्यूसी) को पर्यवेक्षक (पीडीसी व क्यूसी), पीसी - चेन्नै के पद पर पदोन्नति किया गया है ।

Shri K Shanmugam, Junior Supervisor [PDC & QC] has been promoted to Supervisor [PDC & QC], PC - Chennai.

श्री पी राजागोपाल, कनिष्ठ पर्यवेक्षक (पीडीसी व क्यूसी) को पर्यवेक्षक (पीडीसी व क्यूसी), पीसी - चेन्नै के पद पर पदोन्नति किया गया है ।

Shri P Rajagopal, Junior Supervisor [PDC & QC] has been promoted to Supervisor [PDC & QC], PC - Chennai.

श्री सी तिरुमलई कुमार, कनिष्ठ पर्यवेक्षक (लेखा) को पर्यवेक्षक (लेखा), पीसी- चेन्नै के पद पर पदोन्नति किया गया है ।

Shri C Thirumalai Kumar, Junior Supervisor [Accounts] has been promoted to Supervisor [Accounts], PC - Chennai.

श्री पी नागराजन, कनिष्ठ पर्यवेक्षक (उत्पादन) को पर्यवेक्षक (उत्पादन), पीसी- चन्नै के पद पर पदोन्नति किया गया है ।
Shri P Nagarajan, Junior Supervisor [Production] has been promoted to Supervisor [Production], PC - Chennai.

श्री के नरसिम्मन, कनिष्ठ पर्यवेक्षक (का व प्र) को पर्यवेक्षक (का व प्र), एस- चन्नै के पद पर पदोन्नति किया गया है ।
Shri K Narasimman, Junior Supervisor [P&A] has been promoted to Supervisor [P&A], AS - Chennai.

श्री मनोज कर्मकार, कनिष्ठ पर्यवेक्षक (लेखा) को पर्यवेक्षक (लेखा), आईपी - चन्नै के पद पर पदोन्नति किया गया है ।
Shri Manoj Karmakar, Junior Supervisor [Accounts] has been promoted to Supervisor [Accounts], IP - Chennai.

श्री हेमन्त कल्या पाटिल, को युनियनाइज्ड काडर से कनिष्ठ पर्यवेक्षक (आयात प्रचालन), एलआई - मुंबई के पद पर पदोन्नति किया गया है ।
Shri Hemant Kalya Patil, has been promoted to Junior Supervisor [Import Operations], LI-Mumbai from unionized cadre.

*आप सभी को बधाई एवं भविष्य में आपकी सफलता की कामना करते हैं ।
Congratulations all of you and wish you all success in the years ahead!*

स्थानान्तरण / Transfer

श्री पी के मुखर्जी, वरि. प्रबंधक (रख-रखाव) जीएंडएल - कोलकाता को वरि. प्रबंधक (रख-रखाव) के रूप में जीएंडएल, सिलवासा में स्थानान्तरित किया गया ।
Shri P K Mukherjee, Senior Manager [Maintenance] G&L - Kolkata has been transferred to G&L - Silvassa as Senior Manager [Maintenance].

श्री कार्तिकेयन कंदन, प्रबंधक (ले व वि) - जीएंडएल, कोलकाता को प्रबंधक (ले व वि) के रूप में जीएंडएल, चन्नै में स्थानान्तरित किया गया ।
Shri Karthikeyan Kandan, Manager [Accounts & Finance] G&L - Kolkata has been transferred to G&L - Chennai as Manager [Accounts & Finance].

*आपको नए कार्यभार की शुभकामनाएं।
Wish you all the best in your new roles!*

नए सदस्य / New Member

श्रीमती संचारी राय चटर्जी दिनांक 7 दिसम्बर 2011 को सहायक प्रबंधक (लेखा व वित्त) के रूप में कार्पोरेट लेखा व वित्त विभाग, कोलकाता में कार्यभार ग्रहण किया ।
Smt Sanchari Roy Chatterjee joined Corp. A&F Dept., Kolkata as Assistant Manager [Accounts & Finance] on 7th December, 2011.

श्री विनय अग्रवाल ने दिनांक 20 दिसम्बर 2011 को अधिकारी (लेखा व वित्त) के रूप में जी एंड एल, सिलवासा में कार्यभार ग्रहण किया ।
Shri Vinay Agrawal joined G&L - Silvassa, as Officer [Accounts & Finance] on 20th December, 2011.

श्री रिचार्ड डामिनिक क्रास्टो ने दिनांक 12 दिसम्बर 2011 को कनिष्ठ पर्यवेक्षक (सामग्री) के रूप में जी एंड एल, सिलवासा में कार्यभार ग्रहण किया ।
Shri Richard Dominic Crasto joined G&L - Silvassa as Junior Supervisor [Materials] on 12th December, 2011.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।
Welcome all of you to the Balmer Lawrie family and wish you all the best!*

विदाई / Farewell

श्री स्वपन कुमार मुखर्जी, अध्यक्ष एवं प्रबंध निदेशक बामर लॉरी में 36 वर्षों की सफलता पूर्वक सेवाएं पूर्ण कर 31 दिसम्बर 2011 को सेवानिवृत्त हो गए ।

Shri Swapan Kumar Mukherjee, C&MD retired on 31st December 2011 after successfully completing 36 years of service in Balmer Lawrie.



The Top Management Team organised a send-off for Shri S K Mukherjee at Kolkata on 29th December, 2011. (In photo) Shri V N Sharma, D[M] presents a memento to Shri Mukherjee.



IP – Kolkata organized a farewell function for Shri S K Mukherjee in the factory premises on 31st December, 2011. All employees of IP and T&PD, Kolkata were present on the occasion.

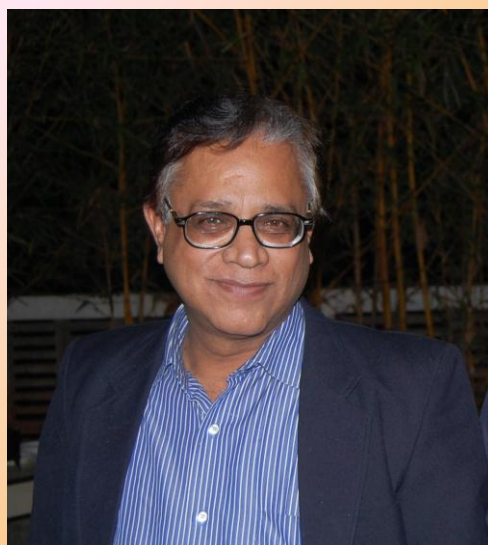


A farewell function for Shri S K Mukherjee was organized on 14th December in Mumbai, on 21st December in Delhi, on 27th December in Chennai and on 30th December, 2011 in HO, Kolkata.

हम श्री मुखर्जी के सेवानिवृत्त जीवन की मंगलमय की कामना करते हैं ।

We wish Shri Mukherjee all the best in his future endeavors.

Shri S K Mukherjee's Adieu Message for All Employees



My Dear Colleagues,

Years don't get more memorable than this. 2011 has been yet another successful year for Balmer Lawrie. The Company entered into Construction Chemicals business, Tours & Travel received the Lufthansa's award for outstanding performance during 2010-11, G&L obtained OHSAS-18001:2007 certification for its plants located at Kolkata, Silvassa and Chennai, Tea division obtained ISO 9001, OHSAS 18001 and ISO 22000 certifications, and PT Balmer Lawrie Indonesia, a JV of Balmer Lawrie commissioned its lubricant plant with technological support from our Engineering & Projects cell and G&L. Today, Balmer Lawrie is a debt free Company and a much respected transnational conglomerate with a turnover exceeding Rs 2100 crores and a profit before tax in excess of Rs 180 crores. I hope Year 2012 is a harbinger of immense success and prosperity for the Company. I am confident Balmer Lawrie will scale new heights and continue to effectively respond to the demands of an ever changing environment, leveraging every change as an opportunity to innovate and emerge a leader in industry.

My friends, it is hard to believe that the time has come for me to take leave from this special place. As I prepare to lay down my office and end a long career spanning thirty six years in the organization, I feel great pride - pride in seeing just how much we have accomplished together; pride in the leadership that we have groomed, the tremendous employee commitment, and the innovation in Product and Services that we have added and expanded in our organization. But, most of all, pride in knowing that the groundwork has been laid for Balmer Lawrie to manage the needs of the stakeholder and the community at large for years to come.

As any other PSU, we are in the midst of an interesting transition of business and policy environment. Competitive landscape is changing slowly but surely, stakeholders are asking us to demonstrate our ability to do more – not just financial results but community goodness. A set of sound business lines and past success won't be enough for Balmer Lawrie to continue its vision as one of the most promising Mini Ratna-I organizations. Our key to continued success will be our ability to instill innovation as a culture, recruit and retain talented staff and effectively engage the overall community. Therefore, in my outgoing words as C&MD, I ask you to take pride in what you do, dedicate your efforts for the growth and prosperity of the Company, and continue to demonstrate a sense of ownership for shared value creation for our stakeholders.

Working with you has been the most satisfying and rewarding experience of my professional life. Our successes have depended on the extraordinary talents and commitment of so many – our employees, the vision as developed by us collectively, the support from all stakeholders, and the unfailing loyalty from the customers we serve. However, there is still much to do in the next few years to make sure this organization can continue to create value for its stakeholders and the customers who depend on it so much. I am delighted that Shri Viren Sinha will succeed me as the C&MD of Balmer Lawrie from January 2012. With his varied experience, he brings keen intellect, wisdom, and sagacity to this position.

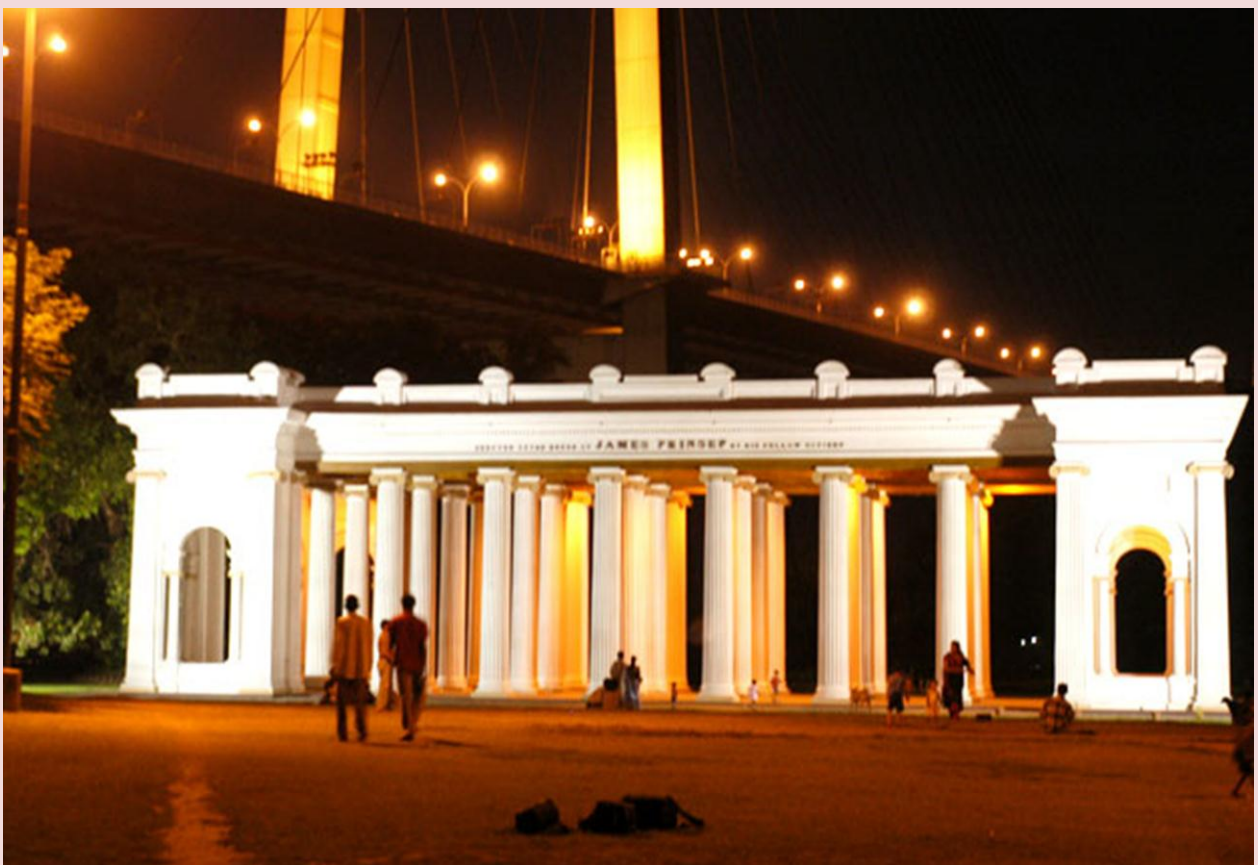
Personally, I've benefited a lot from my stint in Balmer Lawrie. I leave with the benefit of time tested friendships and fond memories of working together with so many of you. I thank you for your passion and your commitment in contributing to the success of Balmer Lawrie and trust that you will continue to stand by it, as you always have. I leave with the faith that Balmer Lawrie will continue to grow and thrive as never before.

Meanwhile, please feel free to keep in touch. Those of you who live outside Kolkata, when you visit here, be sure to let me know so that we can at least have a cup of tea together during your visit.

I wish my colleagues in Balmer Lawrie and their families a Bright, Prosperous and Peaceful 2012.

S K Mukherjee

Glimpses from the City of Joy



Princep Ghat is name of the one of the many beautiful Ghats built during British Raj, along the river bank of Hooghly and on its bank on Kolkata side. It is located between the Water Gate and the St George's Gate of the Fort William. It was built in 1843 and named after James Prinsep, the Anglo-Indian scholar and antiquary. The monument rich in Greek and Gothic inlays was restored by the state's public works department in November 2001 and has since been well-maintained. In its initial years, all the royal British entourages used the Princep Ghat jetty for embarkation/disembarkation. The jetty is still there, called Man-O-War jetty that belongs to Indian Navy. Princep Ghat is one of the oldest recreational spots of Kolkata and also has a railway station named after it, which falls under Kolkata Circular Railway.