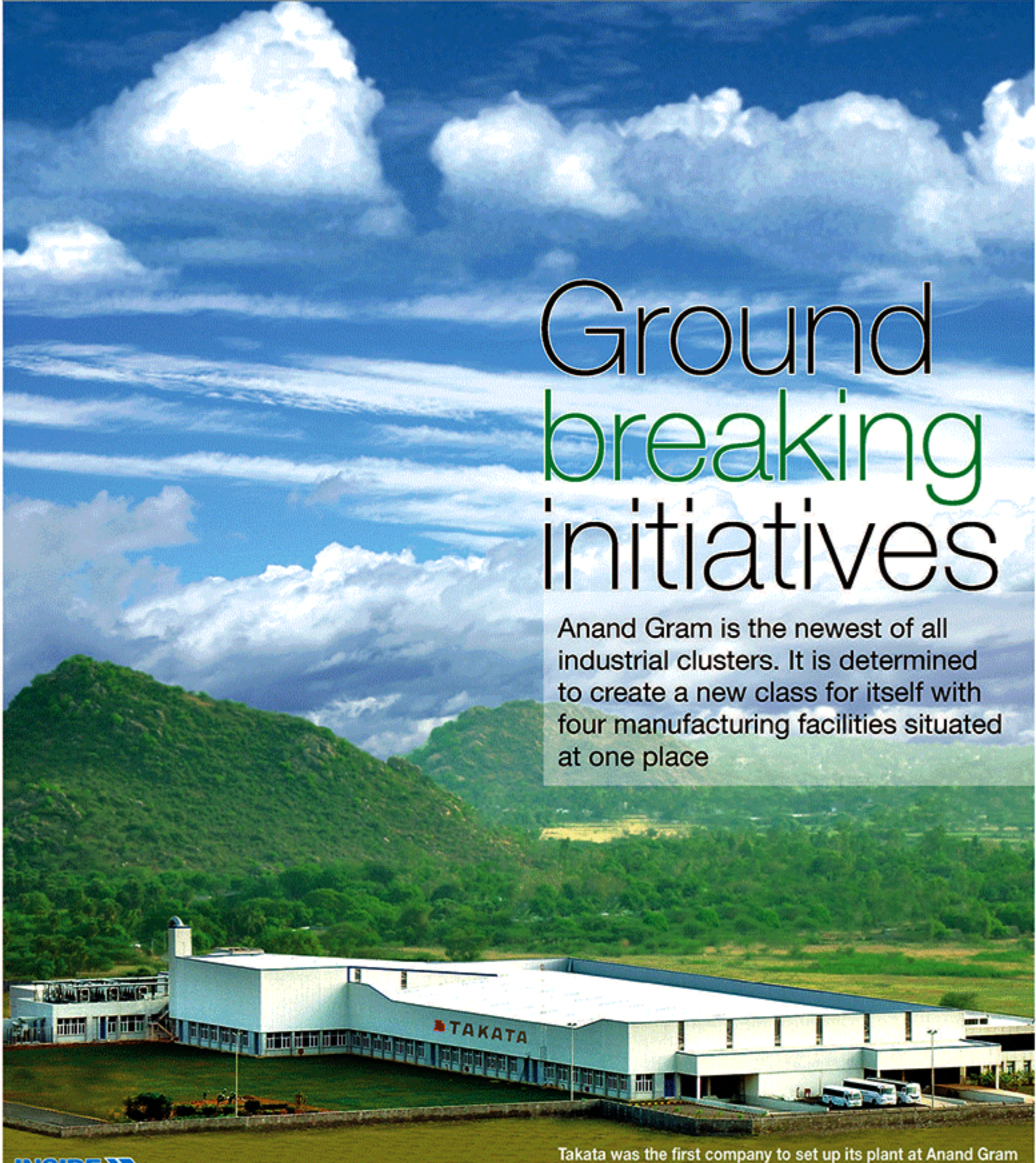


INTERACTION

Ground breaking initiatives

Anand Gram is the newest of all industrial clusters. It is determined to create a new class for itself with four manufacturing facilities situated at one place



Takata was the first company to set up its plant at Anand Gram

INSIDE



Gabriel branding project, a striking hit on highways



MFSI striving to create a marque for itself



Revamped Anand Mentor Programme takes off

editorial

Editorial Directors
Anjali Singh, Jaisal Singh

Managing Editor
Garima Gupta

Editorial Coordinator
Pallavee Dhaundiyal Panthry
Shweta R Singh

Design and Production
Vishu Khanna, N Verma

Correspondents
Ansysco
Shradha Chauhan

Behr
Smita Bhatnagar, Deepti Sharma

Chang Yun
Shweta Sharma

CY Myutec
Senthil Kumar

Faurecia Emissions Control Technologies
Shalesh Deshmukh

Gabriel
Swati Gangwani (HO)
Rakha Sandhu (Khandas)
Col AK Ramsingh (Dewas)
Gayatri Galkwad (Nashik)
Meena Kulkarni (Chakan)
Senthil Kumar (Hosur)
Rubi Borah (Parwanoo)

Haldex
Anis Shaikh

Henkel Teroson
Akhlesh Kumar

MAHLE Filter Systems
Prity Bhawatankar, Richa Saxena

Mando
RC Venkateesh

Perfect Circle
Braham Singh
Sushmit Dalvi

Spicer
Manoj Sharma

SUJAN
Hayra Ahmad

Takata
Raghunath AC

Valeo
S Ezhivel

Victor
Sharad Burgute

Anand U
Jaspreet Ahluwalia

SNF
Damayanti Bhowmik

Produced by Corporate Communication Team at Anand

content

- 3 CEO Message
- 4 - 5 Company Highlights
- 6 - 7 Mahle Highlights
- 8 Awards
- 9 Technology Front
- 10 - 13 Cover Story
- 14 - 15 Events
- 16 HR Highlights
- 17 Anand University
- 18 Company Visits
- 19 IEHS
- 20 CSR
- 21 Aftermarket
- 22 Hospitality Wise



MESSAGE FROM
CEO

Dear Team Anand and Friends,

Welcome to the second issue of Interaction in 2013. The lead story in this issue focuses on the Anand Gram, an industrial cluster in Chennai and the Anand Farm, a residential colony for Anand people in Gurgaon near Delhi. The issue also covers, apart from other regular features, a special feature on MAHLE Filter Systems India, Anand's joint venture with one of the leading global auto components group, Mahle, Germany, which takes you through the company's evolution and latest highlights.

The cover story on Anand Gram and Anand Farm, reflects live examples of Anand putting in practice an important tenet of the 'Anand Way': 'We drive Anand as a unified entity'. As a large group with 50 plants and locations, spread across 11 states in the country, Anand drives synergies, shares resources and best practices and brings about the 'connect' through hub and cluster approach. While the Anand Farm- residential cluster housing the management staff, operating engineers and transit accommodation for Anand personnel and guests near Delhi has been in existence for more than two decades, Anand Gram is the latest cluster hosting manufacturing facilities of four Anand companies - Takata India, Mahle Filter Systems India, Behr India and CY Myutec India, with space for housing several more projects for its companies. Development and management of such residential and industrial clusters are important elements of the tremendous strengths, value add and contribution, which Anand brings to its Joint Ventures.

Indian economic scene and the state of the automotive industry continues to be grim. Substantial rupee slide against all major global currencies, continues to add to the woes of the industry. No green shoots of recovery are visible, from this longest downturn in the auto sector for more than a decade.

To counter this situation, we have further intensified efforts towards driving internal efficiencies, conserving cash and reducing break-even levels of production and sales. We are also pursuing more aggressive targets in the domestic aftermarket, aftermarket exports and exports to OE customers and our JV partner facilities. We have also been successful in winning many new customer programmes for new vehicle launches leading to a very healthy pipeline of new business for the future. With the current under utilised capacities and a strong order book, Anand and its constituent companies would emerge healthier and stronger when the auto industry growth gets restored in future.

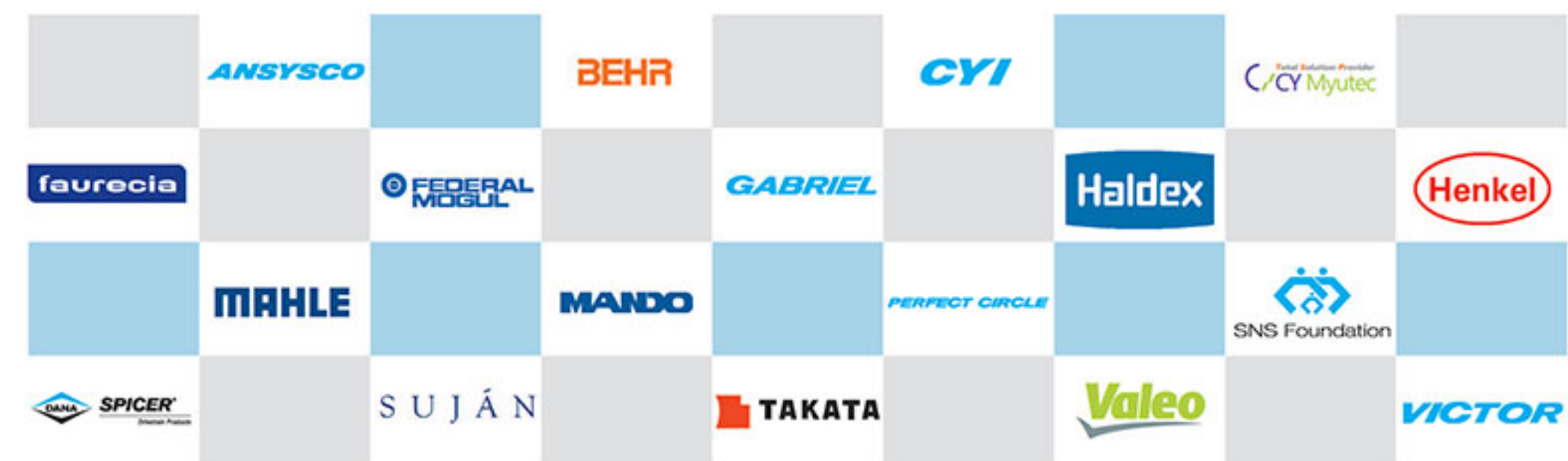
In recent months, several initiatives are underway, to improve and reinforce the image of Anand and its important constituents like Gabriel and to strengthen our communication channels internally and with the outside world. One such initiative recently launched is the Anand Intranet, which will help Team Anand to connect, share information and learnings and know about important events.

With the approaching festive season, let me extend my best wishes to all of you and your families and wish you joy, luck and prosperity.

Warm Regards



Deepak Chopra
Group CEO



GABRIEL

VSME Convention at Gabriel Hosur

June 10, 2013 marked the day for the first VSME convention for participants of batch three of VSME programme, which was going on for the last one year at Hosur. The ceremony, which was held at Bangalore was presided over by Mr Ajay Shankar, Member Secretary, National Manufacturing Competitive Council. Mr Shankar with Prof Shoji Shiba, Mr Furuhashi and Mr CS Patel presented the completion certificates to the participating companies. Gabriel Hosur had participated in this year-long programme along-with four suppliers; Hosur Steel industries, Vinsar Elastomers, Yeko Enterprises and Standard Elastomers. Gabriel team was led by Mr Manoj Kolhatkar, MD, who shared highlights of team's VSME journey and achievements with the esteemed audience. The ceremony also provided an opportunity for cross learning as all participating companies had put up visual displays of their learnings and achievements. Session ended with a collective oath by all members to continue to work for development of Indian manufacturing industry.



Gabriel reflects its sheen everywhere

Gabriel, a pioneer in the ride control systems in the Indian auto component industry and India's leading OEM supplier and manufacturer of automotive systems, is synonymous to words like safety, control and quality.



To leverage on the brand and create a better visibility for it, the corporate communication department of the Group and Gabriel India Limited, together geared up for external branding and successfully launched the pilot project - 'Gabriel Highway Branding', from July 20, 2013, to next six months, in north, south and west zones. The idea behind is to increase the distinguishability of Gabriel brand across major road networks across the country and amongst all the stake holders of the company.



faurecia

Chennai-3 plant to add new business to Faurecia Emissions Control Technologies India

The vision behind the Chennai-3 plant set up is to add new business, in view of future growth opportunities and bring more synergy. This new production facility has brought two existing Faurecia Emissions Control Technologies (FECT) sites (Chennai-1 and Chennai-2) under one roof, together with equipment resources from the Bangalore plant. FECT India was earlier having two facilities in Chennai in Vallam (Chennai-2) and MM Nagar (Chennai-1). The company strategically decided to have a "Techno Plant" in the form of Chennai-3 facility by combining Vallam (Chennai-2) and MM Nagar (Chennai-1) plant, to support OEMs. The site, designed to Faurecia excellence system standards, will directly supply products to Ford, Hyundai and Renault-Nissan, as well as Toyota, via the FECT plant in Bangalore.

New facility at Faurecia Emissions Control Technologies India

In December, FECT opened a new and bigger plant in Bangalore, India, to help meet demand from Toyota, which produced nearly 2,15,000 vehicles in India, last year. Of the total five acre plot in Bangalore, Bidadi, the company is currently using 7,000 square meters for the new plant and reserved another 3,000 meters for future expansion. The new site, which replaces an older facility with a lower capacity, went on stream last September. It manufactures hot and cold ends for exhaust systems, equipping nearly 1,100 vehicles per day. Bangalore plant unit is the only plant producing Integrated Panel Reinforcement Tube (IPRT). Although IPRT does not represent emissions control systems, Toyota requested that FECT manufactures it by looking at FECT's capabilities in this product segment. The plant produces emissions control systems exclusively for the two adjacent production sites operated by Toyota Kirloskar Motors, Toyota's joint venture in India. It equips the Etios, Liva, Innova, Fortuna and Corolla models manufactured in the country.

New business awarded to FECT India, includes

>> Tata Xeta HE in Pune and HMI GB Kappa Manifold in Chennai, in April 2013.

>> Ford B562 HE, in May 2013. The manufacturing of this product will require deployment of the latest technology - 'GBD' canning. Also, FECT got Tata Indica Xeta and Winger 4DL businesses, in the same month.



BEHR

Behr establishes rapport with suppliers

Behr organised its first supplier meet on April 2, 2013, at Hotel Citrus, Pune. Mr Sunil Kaul inaugurated the meet by lighting the lamp, accompanied by esteemed suppliers and industry stalwarts. Later, Mr Kaul, Mr Rasyara and Mr Sontakke addressed the guests by presenting Behr's business updates and strategy going forward. Anand group's initiative to develop the supplier community through VSME and ASME efforts were explained by Mr Deolankar.

Mr Parthasarathi and Mr Parmeshwar, shared Behr's technology road map and capabilities, which was followed by an overview of Behr India's challenges and

expectations in the area of quality, logistics and purchasing functions.

The question-answer session to clarify suppliers' queries regarding various areas of concern was followed by the much awaited award function recognising suppliers in several categories. The meet was marked by the presence of over a hundred supplier representatives,



across the country, with an overwhelming 100 per cent participation. Vote of thanks was delivered by Mr Sandip Hajare and the event was hosted by Mr Yogesh Mahabali.

Spicer Chakan attended 2013 Asia Pacific finance conference

Asia Pacific Finance Conference was organised in Thailand from May 28 - 31, 2013. The two-day training included, subjects like, Treasury Initiatives and Treasury Management System, Pro-Forma Training, Tax Training, US GAAP Training, Hallam SAP Implemen-

Feedback, and Thailand Gear Plant Review, and a tour of the Rayong plant as well.

The conference was attended by Kevin Biddle, VP and Business Operation Controller, Ken Koncija, VP Internal Audit and SOX compliance, Bob Pyle, Regional



tation Lessons Learned, Finance Conference Official Kick-Off / "Finance as a Business Partner", 2013 Asia Pacific Update / Finance Expectations, Cash Flow Management / Forecasting Accuracy, Internal Controls and Audit Discussion, SOX Results and Process Improvement Review, Chicago Leadership Conf

President, Asia Pacific, Jeff Snyder, Senior Accounting Manager, Tom McGuckin, Shanghai PWC Partner, Muriel Alvarez, Director - Global TMS implementation, and 27 Dana employees from Asia Pacific. Mr Kiran Masalkar and Mr Neeraj Garg from Spicer Chakan attended the conference.

TAKATA Supplier Quality Forum at Takata Chennai Plant

Renault-Nissan Technology and Business Centre India Private Ltd (RNTBCI) conduct monthly suppliers' meeting every month at suppliers' respective plants. Recently, the Supplier Quality Forum Annual review meeting was conducted at Takata India, Chennai plant, with various agendas.

Renault-Nissan Suppliers' Forum was welcomed by Mr.Kaoru Yokoyama, head, Chennai Plant, Takata. The company presentation was done by Mr.Raghuath AC, GM- manufacturing and HR, Chennai Plant, Takata and Takata best practices were shared by Mr Ramesh G, Senior Manager, Quality, Chennai Plant, Takata. The representatives from RNTBCI included Mr Suwa, VP, purchase and other staff. The RNTBCI explained about suppliers' quality performance and improvement status in terms of feedback.

Takata India gave away two awards at the RNTBCI Suppliers' Meet Forum, held in June 2013, at Takata India Chennai Plant, namely, appreciation award for Continued Support and Best Shop Floor Practices.



Valeo Friction Materials India organised a get together for their staffs, on June 4, 2013, at SRM Hotel Maraimalaiagar. Mr LR Rajakumar, managing director, VFMI appreciated the team for their extra efforts in achieving highest productivity in the month of April, 2013



Perfect Circle India Limited (PCIL) launched Diamond Like Coating (DLC) Ring on April 23, 2013. Mr CS Patel and Mr Mahendra Goyal launched the ring, along with the other company staff. The concept behind diamond coating is to protect the ring periphery from scuffing, thus minimising wear and tear, enabling the ring to function properly over the life of the engine



DANA SPICER



Spicer launched TOP GEAR

Spicer India launched project Transformation of Processes and People for Global Excellence Adoption Roadmap (TOP GEAR) to implement SAP across Spicer. SAP India, IBM India, KPMG and HP are associated partners for licensing, implementation, assurance and hardware under umbrella of project TOP GEAR.



The project was inaugurated on May 23, 2013 in the presence of plant managers, HODs and various business process owners. Spicer India COO Mr Arul Kumar along with DANA delegates Mr Matt Meier, Global IT Director and Mr Fabrisio Souza, IT Director AP region, unveiled the Project TOP GEAR.

Takata annual suppliers' meeting 2013

To motivate suppliers and to communicate its results and supplier business performance, Takata India organised the annual suppliers' meeting on July 6, 2013. The meeting was attended by 60 supplier representatives from 36 companies. Welcome speech was given by Takata plant head Mr Kaoru Yokoyama and company overview was presented by Takata India Managing Director Mr Yasushi Koga. Mr Koga expressed his appreciation



and thanked all suppliers for supporting Takata India over the past year, and requested for their continuous cooperation to meet the targets in the coming years. The plant tour was also organised by Takata team for suppliers to understand Takata shop floor practices and 'Our Quality Control Circle Team - Eagle's View' presented their QCC presentation to suppliers.



MAHLE leaps forward

MFSI, is known to have invested a lot of time as well as money, in research and development, to develop competitive filtration media products, new filter geometries, constructions and systems and has, thus, pioneered a number of firsts in the filtration industry in India



>> Spearheaders of the company- Mr Alexander Kutsch (Right) and Mr Ramneek Jain (Left), in discussion mode

MAHLE Filter Systems India (MFSI) is widely recognised across the industry for its filtration products to almost every automotive and industrial original equipment manufacturer in the country.

Formerly named as Purolator India Limited, the company was set up as JV in 1964 between Purolator, USA and Anand. MAHLE Filter Systems India was established in 2005, when the new JV between Anand and MAHLE Filter Systems GmbH, Germany came into existence.

INDUSTRY POSITIONING

Today, MFSI is amongst the largest manufacturer and exporter of air, oil, fuel, hydraulic filters, oil mist separators and air intake manifolds used in the automotive, railways and aviation industries in India. The company, is known to have invested a lot of time as well as money, in research and development to develop filtration media, new filter geometries, constructions and systems and has pioneered a number of firsts in the filtration industry in India.

Notably, MAHLE is the only filter manufacturer to have its in-house integrated filter paper impregnation plant providing unique filtration solutions, the largest of its kind, in India.

"As a key strategy in media driven filtration applications for our customers, we will further invest in the core technology of our business – media technologies. A sustainable improvement in our in-house knowledge to support the market needs in efficient filtration towards the demanding increase of engine efficiencies is one of our key drivers", explained Alexander Kutsch, MD of the company.

KEY DIFFERENTIATING FACTORS

Aspects like in-house manufacturing, widening of business, product strategy of MAHLE, benchmark initiatives, green aspect and supplier strategy, set it apart from other group companies and its competitors.

Spreading wings

To enhance operational efficiency and overall business performance, MFSI is working to restructure its operations and manufacturing footprint and add new automated high speed

manufacturing of spin on filters. The MFSI board is supporting the team and investing over INR 120 million in 2013-14. "Focus is to be close to the customer while also offering best price. The company is rebalancing its customer, product and manufacturing strategy. The initiatives should help us improve productivity and mitigate to some extent the high cost increases that have become a regular inflationary feature of our working environment. Besides cost, backward integration will enable us to offer high value towards quality, delivery, responsiveness besides cost", said Mr Ramneek Jain, COO and Industrial Head, MFSI.

The company invests close to INR 250 million per year in the growth initiatives despite difficult economic environment. The management approved the company move to SAP from existing ERP. With IBM as implementation partner, MFSI dedicated a team of top 15 people for SAP. The "Ek Kadam" project to launch SAP in eight months across the company in five locations and 18 plus CFAs is recognised as quite a benchmark by IBM, Anand and MAHLE Global.

MAHLE

Manufacturing footprint places MFSI strategically closer to OE customers locations. The initiatives include:

- >> Clean room (fuel filter) with metal-free diesel fuel element line: a growing demand by customers to protect the engine.
- >> Hydraulic Filter Line to manufacture world quality hydraulic filters in India.
- >> Poly Urethane Air Filter Line: Multi station multi geometry, High Speed Lines in Pune and Parwanoo.
- >> Multi layered paper lamination in coating plant in Khandas: where it creates the magic in its product having an installed capacity of 1800 MT per annum making it one of the largest facilities in India.
- >> R&D / Test Lab: State of art technology for designing new generation portfolios CAE validation capability for design optimisation, new test facilities viz, salt spray testing, thermal chamber and Noise Vibration Harshness (NVH) facility for validation of simulated acoustic results.

Growing business and customers amidst market slowdown

"MFSI's business model supports strongly the volatile market environment in India. Diversification as a key model in the business development was implemented in the company strategy in earlier times to grow on reasonable and sustainable profit level", expressed Mr Kutsch.

MFSI's majority products are consumable items, replacement parts with high after market demand. It has a healthy mix of original equipment sales, after market, industrial-non automotive segments, private label and exports.

With MAHLE as a global partner, the company has access to the world's best and leading technology in its range of products and global expertise in manufacturing and reach to the customers. "In Anand, we share the coveted brand recognition of "Purolator" that has been the name of choice for the filter industry for the past three decades", said Mr Jain.

Not to exaggerate, but name any industry and find MFSI's presence there. Apparently, the company serves a variety of application segments including two wheeler, three

Product-wise highlights

MFSI is the leader in India to offer:

- >> Plastic 6 Cylinder Head Cover for the commercial vehicle market
- >> Hydraulic filters for wind mill application
- >> Fuel water separator with sensor for automatic and manual discharge
- >> Cabin filters for cars. Although, the concept is yet to grow in India, MFSI offers the opportunity to the Indian customers to keep the cabin air inside dust free.
- >> Dust and chemical prevention/separation for tractor cabins.

wheeler, passenger cars, tractors, trucks, buses, construction equipment, marine, gen-sets, compressor, wind mill, nuclear, defence, railways, green rooms, and food, beverage, and pharmaceutical industries, to name a few.

Product Strategy

Besides filtration products, MFSI has rapidly grown into higher technology offerings. This also echoes the theme of MFSI to be a technology provider. "The company is now manufacturing plastic cylinder head covers and air intake manifolds, besides air cleaner housings in its greenfield Chennai facility, set up to match the global footprint of one of our biggest customers", said Mr Jain.

Initiatives@MFSI

Safety is MFSI's responsibility

In 2012, two accidents after decades of operations, shook MFSI. A year back, MFSI reported two accidents in its facility wherein a female shop floor worker got injured and another worker wounded his finger. Looking into the accidents, the management took serious measures to upgrade its safety for the benefit of its workers and infrastructure. "We had to reinvent. Our resolve to become a benchmark of safety within Anand Group and MAHLE Global was strengthened further", said Mr Jain.

With the recent accidents in the facility, MFSI took upon the responsibility to scale up the safety at its facility. The management started a safety month alongwith other safety initiatives in the areas, viz, chemical storage, handling, usage and transportation of equipment and upgrading Failure Mode Effective Analysis (FMEA). MFSI established a unique safety FMEA, while issuing a safety certificate on all existing equipment; and ensuring all non-salaried employees as well to have safety training and protective gear.

The company circulated the safety measures to its vendors as a responsible practice. To sustain such efforts and culture building for safety, the company initiated a Quarterly Safety Survey for the internal employees.

The five key parameters for the programme are, self-initiative, safety-culture, management approach, safety process, execution and safety training. Alongside, the company launched another comprehensive quality based Initiative called as "Project Heartbeat", in June 2013 to improve customer perception.

Green Approach

- >> Project 3*3: Product standardisation, reducing parts variety by 75%.
- >> Shift of plating from Chrome 6 to Chrome 3: Even though not a compliance requirement, the Board gave a direction to go from Chrome 6 (hazardous) to Chrome 3 (non-hazardous) plating, which is about 30-40 per cent more expensive, with an expense of over INR 50 million per year. "It has been implemented already in 03 MFSI locations, another two to undergo conversion by October 2013. This makes the product more expensive, but environment friendly", elaborated Jain.
- >> Oil Mist Separation (CMS) in built with CHC: In order to meet the Euro 4 norms, superior MAHLE technology using impactor methodology has helped the company to win many OE projects.
- >> Support to wind mill industry/application: The company offers wide product variety like hydraulic filters, oil coolers, oil filters.
- >> Recycling: On-going continuous focus is to recycle waste, material handling bins, metal free filters, bio degradable material in manufacturing, rain water harvesting and facilitate competitions in using scrap in field of art.
- >> Product: The basic product MFSI offer is filter, to reduce pollution in any shape or form-solid/liquid/gas.

MFSI SUCCESS STORY: SUPPLIER STRATEGY 2013-2014

With an aggressive approach to reinvent its supplier contribution, MFSI begun its effort on supplier strategy in end of 2012. Focus areas were: To re-organise supply base to manageable number- MFSI reduced 45 per cent of its suppliers with a "Grow"(VSME) "Fix" (VSME/ASME), "Exit" approach; and index commodity management and economies of scale. "The transformation for MFSI is gaining momentum only with the active participation of its employees. Together with the support of all stakeholders, the company is progressing towards number one filtration and engine peripherals in India", said Mr Kutsch.



>> MBA students from George Washington University, USA visited MFSI, Khandas, on May 16, 2013, to gain the insights of supply chain management and business opportunities in the Indian scenario



>> Students from Stuttgart University, Germany at MFSI Pune, visited the plant as a part of their curriculum, in May 2013



>> MFSI Internal Operations Meet was organised on April 6, 2013 at Anand U, Gurgaon and on June 21 and 22, 2013 at Parwanoo location, with an objective was to focus on safety, quality and productivity



>> MFSI organised its first ever Global Test Lab Managers Meeting in Gurgaon from June 10-12, 2013, with participation from experts from MAHLE Germany, Austria, Japan, China and India. The validation competencies were shared by all the regions

GABRIEL

Gabriel Ambad plant once again won the Platinum prize (First) in Medium scale category of FICCI Quality System Excellence Awards 2012. The Award ceremony was held on May 16, 2013 in FICCI, New Delhi.



GABRIEL

Gabriel Dewas won Best supplier award from Wheels India, for the "Continuous improvement- Quality and Delivery" category. The award was presented during the Supplier Meet 2013 held by Wheels India recently, on June 6, 2013, at Chennai.



VICTOR

Federation of Indian Chambers of Commerce and Industry (FICCI) awarded "Platinum (First) Prize" in small size industry category for "Quality System Excellence in Manufacturing 2012" to Victor Gaskets India Ltd. The award was presented by Mr Saurabh Chandra, Secretary, DIPP and received by Mr PK Srivastava, President, Anand, Mr Dilip Palve, VP and COO and VGIL Team on May 16, 2013.



DANA SPICER
Drivetrain Products



>> Gold award to Spicer Axle Plant. (L to R): The ceremony includes Mr Hemant Sikka, Chief Purchasing Officer, Mahindra, Mr Prabhakar Kunte, Plant Head, Axle Plant, Chakan, Mr Rajiv Bahutule, Quality Head, Axle Plant, Chakan, Mr P Arul Kumar, Sr VP and COO (SIL), Lalit Verma, Sr VP, CDMM, Rajendra Mudrale, MSES, champion from Mahindra, and Rajnish Vashith, Sr GM, CDMM



>> Mahindra & Mahindra gives "Best Supplier" award for 2012 in "Vehicle proprietary category" to Spicer India Chakan Axle Plant. The award was received by Mr Deepak Chopra and Mr P Arul Kumar. The M&M dignitaries on the dais included Mr Pawan Goenka, Mr Rajan Vadhera and Mr Hemant Sikka, recently, at supplier meet at Copenhagen, on May 31 2013



>> Spicer India Ltd gear plant team won gold award in the category of "Quality Circle Concept" in quality circle forum of India, Pune Chapter, in the 46th mini convention on Quality Concepts (CQCC-2013). The participant team comprised of Mr Prashant Jagtap, Asst Manager, Maintenance, Mr Harinada Rao, Sr Engineer Manufacturing, Mr Nandukrishnan, Engineer Maintenance, Mr Nikhil Misal, Engineer Heat Treatment and Mr Nilin Jamadade, Engineer Maintenance

Spicer India Ltd boasts to have always delivered world-class performance, and accomplished specific Dana customer requirements through its manufacturing excellence and quality systems. The latest testimony to its commitment to world class quality is the prestigious quality award from FICCI in the year 2013. SIL Jodalli was awarded with gold award "FICCI- Quality Systems for manufacturing" for "sustainable manufacturing growth through quality system".

>> The award is received by Mr Raghu Muttige, Central Quality Head, Mr Dayanand Hadapad, Jodalli Quality Head, in the presence of many dignitaries along with Mr PK Shrivastava



Kaizen Conference



A nationwide Kaizen competition was organised by prestigious TPM club India, recently. More than 60 companies including Coca-Cola, ITC, Tata-Motors, M&M, Bajaj, Varroc, Sona Koya and the like, participated in the categories, including: Operator Kaizens, Supervisor Kaizens, and Sr Manager Kaizens. SIL Jodalli was awarded second among 30 competitors in the operators category, for elimination of minor stoppages. Mr V Ramakrishna and Ms Sangeeta received the award. The team is now invited for competing at TPM National Conference during September 2013, for the "Best of the Best", for the year 2013.

>> Mr V Ramakrishna and Ms Sangeeta receives the second award in the "Operator Kaizens" category

>> Spicer India Ltd won 13 out of 22 Banner awards in the Asia Pacific category at the Dana annual awards ceremony, organised on May 8, 2013. Nareesh Moly received the award from Roger Wood, Dana President and CEO and Mark Wallace, President, LVD

DANA SPICER
Drivetrain Products



Technology Day at Spicer

Technology Day is an event, organised by Spicer India Limited, wherein one or few of their key suppliers are invited to give presentations on product portfolio, technological and R&D capability, Innovation and VA/VE initiatives. On June 14, 2013, Tata Steel, Tata Tubes and Tata Hydro-forming participated in the technology day at Spicer. **Tata Steel highlighted the following subjects:**

- >> Introduction to Tata Steel
- >> Overview of Tubes SBU and precision tubes business
- >> Presentation on steel manufacturing processes and products

- >> Hydro-forming
- >> Innovations at Tata Steel (Corus Europe and India)

A 12-person team came for the technology day from the Tata Steel. Attendees from Tata Steel were: Mr Siddharth Mishra, Head, PT Tubes, Mr DK Rout, Head, PT Plant, Dr S Kondu, R&D, Mr Avijit Bhattacharya, RSM West Tubes, Mr Vivek Chauhan, Head, Sales, OE Pune, Mr G Senthil Head, Product Application Group, Mr Ganesan, Application Engineer, Mr Abhishek Aggarwal, Manager Product Application Group and Mr Arindam Ghosh, RSM Bearing. Approximately 40 people from Spicer, Anand Automotive and Gabriel India attended the event.

Robotic technology at Gabriel Hosur



Gabriel Hosur has successfully commissioned and productionised Robotic Shock Absorber Damper Assembly Line, the first of this kind in shock absorber manufacturing across the group. Benefit of reduced manual operation and fatigue, improved productivity and quality. This technology has also been extended to Gabriel Nashik.

Fluid structure interaction technique in shock absorber

A nonlinear contact analysis of an automotive shock absorber shims using fluid structure interaction technique

In an automotive twin tube shock absorber, shims are used in piston and base valve sub-assemblies with different combinations. These thin shims are responsible for smooth variation in damping force with respect to velocity. The resulting shim deflection is nonlinear with increment in fluid pressure. During finite element modeling, these shims are modeled using solid or shell elements by defining appropriate contact interface; shims are thin and subjected to large deflection. The shim deflection is treated to be nonlinear as shim deflection is quite high compared to its thickness value. These shims are having sliding motion and friction effect is also present between the shims.



This is a significant achievement by the Gabriel India R&D team. The nonlinear contact analysis of an automotive shock absorber shims using fluid structure interaction technique has found a special place in the Altair Technology conference. The engineering behind the technology has won the winning spot and has been published and shortlisted for presentation during Altair Technology Conference (ATC) 2013. 80 other companies had applied for the same.

Ground breaking initiatives

Anand Gram is the newest of all industrial clusters. It is determined to create a new class for itself with four manufacturing facilities situated at one place

Development, especially in the form of clusters is a common feature of Anand across its presence in 11 states in the country. The organisation believes in collaborating and establishing 'connect' not only within and across different group companies, but also in the infrastructure projects. Notably, the hub and cluster approach reinforces the practice of an important tenet of the 'Anand Way'. "We drive Anand as a unified entity."

Anand Gram, an industrial hub in Chennai and Anand Farm, a residential set up in Gurgaon near Delhi, could be one of the best examples of clusters at Anand. The Anand Gram is the newest of all clusters, but has evolved remarkably in Chennai since its inception in October 2008. Whereas, the Anand farm is one of the oldest community set up, which was established more than two decades back.

Both the Gram and Farm were envisioned by Mr Deep C Anand as classic examples of the future hubs. Talking specifically about the Anand Gram, the enchanting beauty of the place where the Gram is situated today, had captivated Mr Anand completely with its ruggedness, wildness, greenery and a lake flowing adjacently, on his very first visit. And, the result is the noticeable establishment of Anand Gram, today.

Let's look at the Gram and Farm one by one and see how the arrangement in clusters strengthens solidarity amongst people and is vital for an organisation's progress.

Anand Gram Inception and evolution

The vision of Mr Anand has been realised with the set-up of the Anand Gram, which currently hosts manufacturing facilities of four Anand Joint Venture companies, Takata India, Mahle Filter Systems India, Behr India and CY Myutec India. Expansion in terms of industrial clusters builds on strengths and value adds, which Anand brings forth to its joint ventures.

It was in June 2007, when Anand had joined hands with Takata for the set-up of new industrial hub in Chennai. The location was christened as Anand Gram. "Out in the interiors of Chennai, we started a small cluster and called it Anand Gram. 'Gram' means village. Just similar to saying 'world is a global village', Anand Gram is an industrial community set up, to drive synergies, share resources and best practices, and bring about the 'connect' through hub and cluster approach", aptly explained, Mr Deepak Chopra, CEO, Anand Group.

Mr Sarathi, Sr VP, Internal Audit, has been instrumental in the establishment of the Anand Gram, from purchase of land at Thenur Village from farmers and consolidators of the area, to till now. A known place in Chennai now, the Gram is situated near Mahindra World City.

The foundation of Anand Gram was laid in the year 2008 and it was operational with the first plant of Takata in 2009. Today, it hosts plants of three more group companies as an industrial cluster, namely, Mahle Filter Systems India, Behr India and CY Myutec India. The initial time was tough for the operations as it could be for any new set up in the rough patches amidst natural surroundings. "When we had bought the land, spread over 55,000 square metres, connectivity was the biggest challenge, with only 15 feet broad road. As Government was also eager for develop-



>> Girls at play, Anand Farm



>> It's time to unwind; girls at ease at the Girls' Hostel, Anand Farm

The expansion in the form of clusters like the Anand Gram, which Anand brings forth for its JV partnerships is a reflection of our core value system- 'The Anand Way', which defines Anand in totality as a community and people-oriented company
>> Mrs Anjali Singh

ANAND GRAM

The Anand Gram in Chennai is an expansion of the organisation in terms of industrial clusters, which builds on strengths and value adds that Anand brings forth to its joint ventures

Inception:
The ground ceremony took place in October 2008

Current set up:
The Gram hosts manufacturing facilities for four Anand Joint Venture companies- Takata India, Mahle Filter Systems India, Behr India and CY Myutec India

Plans in Pipeline:
A hostel for women to be ready by 2014. Also, an Anand University training centre would be set up near this hostel for the operating engineers

ment in the area, we joined hands with them for reconstructing the road while contributing one-third of the cost for re setting and broadening of the road. The result is the six metres wide road, which gives us smooth access to the Gram now", said Mr Sarathi.

Differentiating factor as an Industrial cluster

Apart from being just industrial in nature, Anand Gram is spearheading a lot of welfare development activities in alliance with the SNS Foundation. "When we had started operations, amidst nature and villages, there was a primary school in the vicinity, to which we extended support in terms of books, furniture and computers. Notably, this co-ed school has reached middle school level today and would soon be a higher secondary school", maintained Mr Sarathi. He added, "Foreseeing the need, we would be constructing washrooms in this school soon."

It's worth mentioning that the current establishments in the adjacent Gram areas, continue to maintain the ecosystem without creating any conflicts. The best example could be the close connect that the villages around have established with Takata at the Anand Gram. "As and when the need arises, representatives from villages and the school approach us and share their problems with self-assurance that they will be resolved soon", said Mr Raghunath AC, GM, Takata Plant, Anand Gram.

The development is on-going in the area. Anand also contributes to the revenue in terms of tax given to the Panchayats of the two villages, which further helps in the advancement of the nearby villages. "Almost a sum of INR 1.5 million goes to the villages as tax, which is further utilised by Panchayats for the welfare of the villages", said Mr Sarathi.

Another differentiating factor is the power of women at the Anand Gram. "At Takata, 90 per cent of the direct employees are women (20 per cent from local area and rest from across India). They live in the hostel nearby, which is at a distance of 1.5 kilometres from the plant. Presently, about 200 women are living in this rented hostel, which has reliable security in place, decent infrastructure and facilities", said Mr Sarathi.

Also, once in a year, Takata facilitates medical

Out in the interiors of Chennai, we started a small cluster and called it Anand Gram. 'Gram' means village. Just similar to saying 'world is a global village', Anand Gram is an industrial community set up, to drive synergies, share resources and best practices, and bring about the 'connect' through hub and cluster approach

>> Mr Deepak Chopra



>> A precision work at Takata plant





The strength of the Farm lies in the bond that residents share amongst themselves and the unwavering security that we feel while living there. Especially for a working woman like me with two young kids, staying at the Farm could be the best secured option that one could get in Delhi and NCR

>> Mrs Garima Gupta

>> Management Residence, Anand Farm

seven kilometres and 15-18 kilometres. Also, there are good schools existing close by for the employees' kids. Nearest town is Chengalpattu, which boasts of good CBSE schools, markets, shopping complexes, a railway station junction and a bus terminal. Some of these schools include Mahindra School in the Mahindra World City, Vidya Mandir, a school at Estancia residential society and Mahirshi Vidya Mandir at Nemeli Village, Chengalpattu.

**Anand Farm
Inception and evolution**

Anand Farm is a residential cluster in Gurgaon, which is in existence for more than two decades, houses the management staff, operating engineers, an Anand University facility and transit accommodation for Anand personnel and guests.

The Farm, near Delhi, is divided by a busy road into north zone and south zone. The south zone, spreads over three acres of land, includes residential facilities for seniors at Anand, a gym and guest house along with the residence of Mr Deep C Anand, the brainchild behind the Farm, whereas the north zone has an Anand University set up, staff quarters and girls hostel.

The families fancy being a part of the Farm given the kind of facilities they enjoy while living there; they feel very close to the nature because of the greenery all around. Apart from facilities like gym for the residents, kids have the benefit of doing horse riding in the Farm. "The strength of the Farm lies in the bond that residents share amongst themselves and the unwavering security that we feel while living there. Especially for a working woman like me with two young kids, staying at the Farm could be the best secured option that one could get in Delhi and NCR", said Mrs Garima Gupta, VP, Group Corporate Communication, Anand Group.

Also and most importantly, the Anand Farm is fast becoming an Eco-Gram by adopting the best eco-friendly and green practices. The facilities include a bio-gas plant, earth tubing, rain water harvesting and

It feels like a 'Wonderland' to be living in the Anand Farm. We want to make the Farm 'Zero Waste Farm', and would take the concept horizontally to the Anand Gram and other similar clusters across all Anand locations

>> Mr Srinivas Duvvuri

organic waste converter. Notably, the bio gas plant, used for cooking, saves on seven LPG cylinders on monthly basis, while earth tubing reduces energy consumption.

Anand Gram and Farm

It's a cluster approach that is followed both at the Gram and Farm, hand in hand. The facilities, already tried and tested at the Farm, have been brought to the Gram, including, security, rain water harvesting, and working/living culture. "We are trying to create synergies between the two by installing similar environment and facilities at the Gram and Farm. It's like launching pilot projects at the Anand Farm and then introducing them at the Anand Gram. The best example could be of security measures and rain water harvesting; similar parameters of security

are executed at the Farm and Gram. To save on water, similar rain water harvesting techniques are used at both places, which saves 35 per cent of water usage", said Mr Srinivas Duvvuri, VP, IEHS, Anand Group.

Besides, IEHS is looking at bringing the usage of solar energies, bio gas and diesel fuel additives, at the Gram akin to the Farm. "The solar set up will take three to four months' time to reach the Gram, while diesel additives will take another two months. The benefits of bio gas set up will also be brought in to the Gram, for which we would need installation of induction oven, which we are contemplating on, currently", said Mr Duvvuri.

Elaborating on the benefits of facilities and resources, Mr Suneel Abrol, DGM, projects, Anand Farm, said, "We save eight to 10 per cent of diesel using diesel additives at the Farm. This would soon be a feature at the Gram as well. Besides, we would be looking at a process called 'heat recovery from DG sets', to use hot gases, for various purposes at Anand Gram, just like we did for Gabriel plant at Khandasa, another cluster set up."

It feels like a 'Wonderland' to be living in the Farm, said Mr Duvvuri. "We want to make the Farm 'Zero Waste Farm', and would take the concept horizontally to Anand Gram and other similar clusters across all Anand locations", said Mr Abrol.

>> Main guest house, Anand Farm



check-ups for nearby villagers. "So far, we have done it twice for them", said Mr Raghunath.

More developmental plans in pipeline

Dwelling on the future highlights, Anand Gram will soon have a hostel (for women) of its own, which will be ready in next one year. Also, Anand University training centre would be brought near this hostel for the operating engineers.

The stretch where the Anand Gram is nestled is in the nature of unclassified land, which could be employed for multi purposes: industrial as well as development and welfare projects. Anand is working with the Institute of Sustainable development, on various projects in the area. We will soon be signing an MOU with the institute for the development of a higher secondary school at Chengalpattu. Anand will be assisting the school to run vocational courses, while this institute will be responsible for the overall execution of the project.

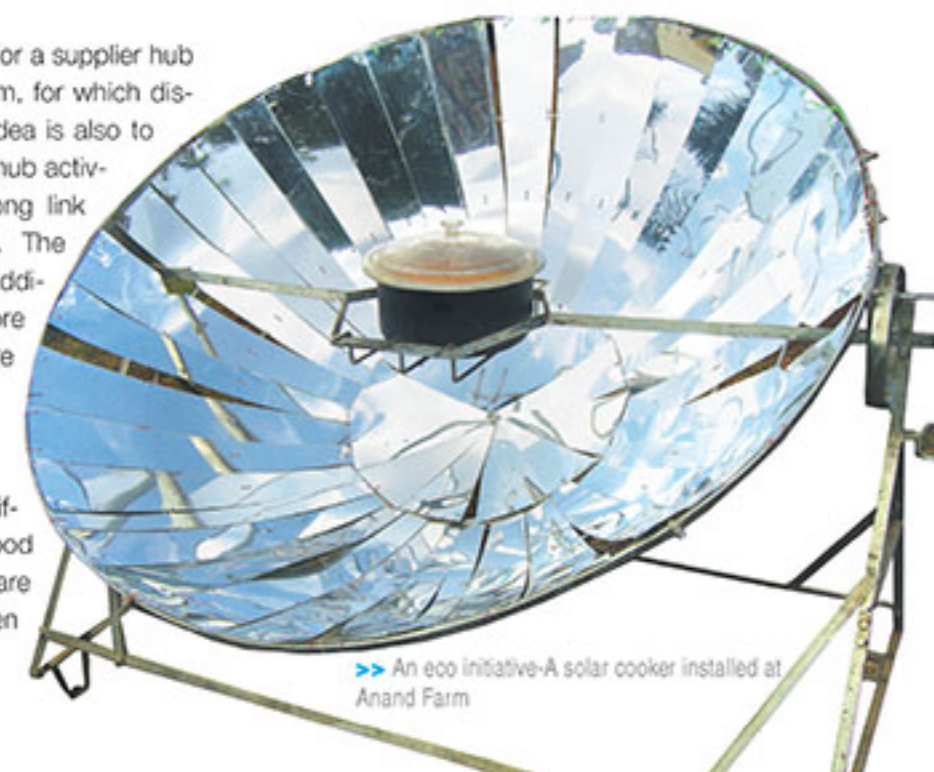
Takata and Behr are also looking for a supplier hub nearby their plants at the Anand Gram, for which discussions are ongoing. Besides, the idea is also to have a platform in place for common hub activities of all plants, to institute a strong link across all the existing four plants. The Anand Gram has good amount of additional space for housing several more projects of Anand's current and future joint ventures.

Luring talent

Luring talent and skilful people is not difficult for Anand Gram given that good residential areas and apartments are available, just at a distance between

The Anand Gram, has come a long way in just five years of its inception, with the beginning of just one plant (Takata) in 2009 to the current arrangement, which portrays colours and operations of four different group companies' plants, namely Takata, Mahle, Behr and CY Myutec

>>Mr S Sarathi



>> An eco initiative-A solar cooker installed at Anand Farm

ANAND FARM

Anand Farm is a residential cluster in Gurgaon, which is in existence for more than two decades now

It's different in all aspects:

>> It encompasses management residence, Anand University set-up, staff quarters, a girls' hostel and guest house

>> It's the safest place to enter with 24X7 security

>> Anand Farm is fast becoming an Eco-Gram, adopting eco-friendly practices. The facilities include a bio-gas plant, earth tubing, rain water harvesting and organic waste converter.

>> The bio gas plant, used for cooking, saves on seven LPG cylinders on monthly basis, while earth tubing reduces energy consumption





>> A first and one of its kinds 'Monthly Coffee Meet' for wives of Panwano HUB employees was organised by Ansysco. The families of the employees thoroughly enjoyed the event and appreciated the efforts of the company.



>> Ansysco Panwano celebrated its Annual Day on April 10, 2013, at its premises with much fun 'n' frolic and active participation from its employees.

BEHR
Family day celebration@Behr Chakan

Keeping with the tradition of spending time with family, Behr organised annual celebration of family day at Chakan plant. Employees participated with full enthusiasm in different activities like putting game stalls and performing in cultural events. The kids showcased their talent through painting competition.

The purpose of such celebrations, is not just to spend time with the families but also to raise funds through the sale of coupons and utilise the money in various CSR activities conducted by Behr, throughout the year. These funds also used to support Mother Teresa Old Age Home. The celebration was organised and graced by the presence of Mr Sunil Kaul, Mrs Kamini Kaul along with all the HODs and their better halves.



VFMians on a two-day experiential learning programme

A 25-member team from Valeo Friction Materials India experienced an exhilarating two-day outdoor training at Pegasus on July 19 and 20, 2013. It was a break from the travails of monotonous office work.

Every single detail of travel and stay was meticulously planned. The journey started with the members playing games, chatting in the bus. Later in the day the members arrived at Pegasus Institute, which is located 130 kms from Chennai on the East Coast Road to Pondichery. The team reached Pegasus institute at 7:00 pm on July 18 and then started the experiential training.

The objective of this training programme was to get the entire group work together, learn to think out of the box, make mid course adjustments, manage time, recognise opportunities and learn new skills. The facilitators kept the whole group entertained on both the days between the regular group exercises and the learning sessions. The two days were full of events and depicted a lot of enthusiasm. "It indeed was a truly enthralling experience to be cherished for a life time", said the team.



>> Anand Management Committee (AMC) members at AMC quarterly meet at Nashik in July 2013



>> AMC members enjoying music with full verve. An evening was hosted by Nashik Hub, viz, GIL, PCIL and Haldex

Takata India completes another milestone

TKI celebrated its sixth anniversary of establishment in India, on June 1, 2013, in Chennai Plant, amidst a lot of fanfare. Since TKI's establishment in India in 2008, this was the third occasion on a grand scale, with mass gathering of 1200 people in the plant, including mainly the employees, their families, Anand group companies staff's and several well wishers.

The event commenced with prayer song, followed by the company milestone presentation by Mr Ramesh G, Senior Manager, quality and Mr Kannan CR, Assistant Manager, HR, gave an introductory presentation on the top management. Lighting of the lamp ceremony was done by TKI chairman Mr Praveesh Kumar Srivastava, TKI MD Mr Yasushi Koga, Chennai Plant Head Mr Kaoru

Yokoyama, Director Engineering Mr Hidoki Shimizu and the welcome speech was given by TKI GM, manufacturing and HR Mr Raghunath AC and special delivery speech by TKI Chairman, MD and Plant Head.

The management presented awards for various categories, namely, outstanding employee, maximum attendance, best suggestions, best quality circle team, best Kaizan, best productivity line and best 5S zone award. The multi-talented employees, engaged the audience's attention with dance performances, dramas and mimicry, and songs. Employees' family members also participated on stage by singing songs and other minute shows. The highlight of the programme was a performance by Japanese staff, who sang their cultural song.



Hostel Day celebration at Takata Plant

TKI Chennai plant celebrated its "Hostel Day" in Chennai, on May 3, 2013. The celebrations began with cake-cutting ceremony. A competition was also held to select the top three well-maintained rooms. Besides, there were speeches given by TKI's staff namely, Mr Mr Yokoyama, Plant Head, TKI, Mr Shimizu, Director, Engineering, and Mr Raghunath AC, General Manager, HR and Manufacturing. At the end, Mr Yokoyama distributed prizes to the winners of top three most well-maintained rooms.





>> The session captivates aspirants and seniors at Gabriel, Pune

AMP 2013 all set to roll out

Anand Mentor Programme is all set to roll out for the year 2013. This year, the programme has been revised to tap best talent across the group by widening the reach of this initiative. In order to create awareness about AMP 2013 and strengthen the impact of the programme, HR and Corporate Communications team have come together to organise road show at key locations across Anand group. The roadshow relates to an awareness session, in which highlights of the programme are presented in an interactive manner. The session starts with asking questions about the group and then takes the attendees through the eligibility and selection process in detail. Young managers and all HODs across Anand locations were present for this session. The event was effectively supported by COO's and senior members of all the companies.



>> AMP roadshow at Khandsa, Gurgaon



>> AMP attracts many employees at Mando Automotive India, Chennai

Takata management change

Mr Yasushi Koga has been assigned as Managing Director of Takata India Pvt Ltd, effective from April 1, 2013. Mr Toyoji Iwane who served as Managing Director of TKI for over five years, has been repatriated to Japan. Mr Koga's welcome and Mr Toyoji farewell ceremonies were held on May 14, 2013, in Chennai. Various senior staff members and OEs shared welcoming messages and good experiences on the occasion.



Shoolini BTech programme launched for the second batch of OEs

The second batch of BTech course at the Shoolini University, Solan, has been launched. The process began with the sharing of information in the monthly 'Communication Meeting' at all plants, with a movie on Shoolini, presentation on the process of admission. With an objective to encourage meritocracy and create equal opportunity for all, Anand Group sponsors its operating engineers for B Tech course at the Shoolini University in Solan.

The HR wing received over a 100 applications and 98 were found eligible to appear for the on-line tests (ATMAC and ALTRA). The tests were administered by Anand U and based on the cut-off 49 applicants qualified for the interview stage. Personal interviews were conducted at all hubs and the panel included, plant manager, available HR heads of companies and corporate representatives. Finally 25 OEs were selected for Batch II (17 boys and 8 girls), representing nine companies and over 18 plants.



Honing corporate skills

A call for today's need is corporate skills, the quintessential element for the growth of an individual. Responding to the need of the hour, sessions on corporate skills orientation were conducted for Anand Talent Acquisition (ATA) 2012 batch at Delhi between July 18 and 20, 2013. Going by the Anand Way philosophy for nurturing talent, this training was part of the one year induction plan for the ATA batch 2012. There were 26 participants, who were taken through effective communication, corporate etiquettes, team building and personal effectiveness. The training concluded with interaction with Mrs Anjali Singh, Mr Deepak Chopra, Mr Pravesh Srivastava, Mr Mahendra Goyal and Mr KS Bhullar at the Anand Corporate Office. Mr Aji Sunny, HO, SIL and Mr Ali Khoyee, HO, GIL, were recognised as Young Techie-ATA 2012. Mr Nilesh Wankhade, HO, AA, was recognised as Budding Strategist-ATA 2012. They were presented certificates by Mrs Singh and Mr Chopra.



Spicer India Axle Plant bags the best HR practices award

Spicer Axle Plant Chakan was recognised for praiseworthy presentation on best HR practices competition, organised by National Institute of Personnel Management (NIPM)- Raigad Chapter. Spicer Axle Plant bagged second prize in the competition and was awarded on NIPM-Raigad Chapter's 15th foundation day on May 3, 2013.

People development programme at Spicer India Ltd

Spicer is proud to facilitate higher education for its employees through People Development Programme. For year 2013, employees selected through this scheme include: Kamalaksha Mallia, Sr Engineer (Production), selected to attend NITIE, Mumbai for pursuing PGDIE, 2013-2015 batch; and Ananthkrishnan, Sr Engineer (Quality), selected to attend process engineering training for six months at Indian Institute of Technology, Madras-2013 batch.



(L) Ananthkrishnan (R) Kamalaksha

ASTEPP successfully accomplished

Advance Supervisor Talent Enhancement Programme (ASTEPP) module one of 'Cell Leader Training Programme', was successfully completed at Anand U Parwanoo and Pune, respectively in June, 2013. There were 12 participants from north at Anand University Parwanoo and 18 participants from west at Anand U Pune, who participated in this programme. The programme has been redesigned to cater to the requirement of Heijunka implementation in the Anand plants. Second module of this programme at both the places, also kicked off successfully.

A part of OE career growth plan, this one-month programme has been structured as two modules of fifteen days each with one month gap for the project. These operating engineers have already completed minimum two years in the plant. Now, they have been selected through ATMAC test and personal interview for the cell leaders. These engineers will be assigned the responsibility of cell leaders in their respective plant.



Know yourself

We always believe "Behind every successful man is a woman" and a successful man will build a successful organisation! With this thought, for the first time in the history of Anand, the Anand U conducted a workshop on 'Emotional Intelligence' for 16 wives of Plant Heads, Department Heads and Anand school teachers on June 7, 2013. The programme was facilitated by Dr Jaspreet Ahluwalia.

The programme formed an EI club that will meet quarterly to analyse the experiences.

The workshop covered the following objectives:

- >> Learn to identify own and others' emotions.
- >> Measure emotional intelligence level
- >> Use EI in strengthening interpersonal relationships & generating positivity, and
- >> To become change agents, & initiate the "chain process of EI" in the family.

Empowering women

Six-Sigma White Belt programme was conducted by Anand University for the women employees of Gabriel Head Office, Pune, from 15 to 16 April, 2013. This was the first time in the history of Anand U training history that such an initiative to encourage and empower women was taken by Gabriel management.

Participants learnt the basic concepts of six sigma and use of seven tools of SPC. This will help them in doing the improvement in their own work area and achieve excellence.

There were 13 women employees from research and development, HR, administration and finance, who attended this programme. Mr R Acharya and Ms Manisha Pangavhane from Anand University conducted the programme. Mr Rajendra Abhange from Gabriel as a mentor for this batch has assigned one improvement project to each of the participant in their respective area. The projects are still in progress and expected to complete soon (August, 2013).



Understand business etiquettes

As time change, so do social norms for personal and professional behavior, but that does not mean basic etiquette doesn't matter. Business itself is about people. Corporate skills are the quintessential element for the growth and development of an individual. Effective communication and team work play a vital role to progress in an organisation, while corporate etiquettes and personal effectiveness bring out a difference in an individual.

In light of the above, a new initiative was started in the form of a workshop on 'Corporate Skills Orientation' conducted for 26 ATA-2012 Batch participants, at Gurgaon on July 18-20, 2013, facilitated by Ms Sampada Inamdar; Dr Jaspreet Ahluwalia; Dakshya Kalia and Capt Raman Raina.



The workshop covered the following objectives:

- >> Understand and strengthen personal effectiveness.
- >> Improve communication Skills.
- >> Understand the importance of team work.
- >> Learn corporate etiquettes.



Anand University launches new batch of Process Engineers Training at Indian Institute of Technology, Madras

Process Engineers Training Programme's second batch, at IIT Madras, was successfully launched in June, 2013. 11 young engineers from group companies are attending this programme. Identifying and implementing break-through process improvements, hands-on in implementing changes and capability to do deep analysis while approaching a problem, are the main objectives of this programme. IITM continues to be a premier institution for technical training in India. A well-equipped lab where students are encouraged to do product and machine dissection, in order to understand their functioning, is also created at IIT-M. This lab also has conventional and rapid prototyping facilities which could be used to make changes to the product/machine/process and then reassemble/test them. This helps the students to build on skills for making hands-on improvements to processes.

Spread over a period of 10 months, the first module of one-month duration was successfully completed in June, 2013. Now, the engineers are working on the improvement projects at various Anand plants. The second module of on-month duration is scheduled to commence in November, 2013.



>> Mr Anirvan Coomer, VP, Global Purchase and Supply chain, General Motor India visited Mando India Limited on June 7, 2013



>> Prof Furuhashi visited Mando India Limited on July 19, 2013 to understand the process in shopfloor. Mr Pravesh Kumar, Mr Akok Saho, Mr Rajesh Kakkar, Mr Sushanth and Mr Vijayan Kumar accompanied Prof Furuhashi, to the shopfloor.

>> Mr Mundaee Heung, Executive Director and Mr Pak Jeong Kil, Executive Director, of Hyundai Motor Corporation visited Mando India Limited on May 28



>> Mr Mahesh Babu, VP Design, Mahindra and Mahindra, visited Mando India Limited on May 11, 2013 for S101 Brake System Development Status Review



>> Mr Deepak Chhabria, Managing Director, Mr Mahesh Viswanathan, Finance Director and CFO and Mr Sarangrajan, Asst Vice President (Sales) visited Victor Gaskets India for Innovation Knowledge sharing on May 8, 2013



>> Ms Sowmya Chaturvedi, Sourcing Leader and Mr Larry Griffin, Purchasing Leader for New and ReCon parts Columbus, USA (bottom row L to R) along with Cummins Team, which visited Victor Gaskets India on June 7, 2013



>> Mando Korea Team visited Victor Gaskets India for Innovation Knowledge sharing on May 24, 2013. Standing in centre from L to R, are: Mr MS Shankar, director innovation, Mr V Madhavan, L MD, Mr JW Son, MD Mando Korea, Mr Raghuram and VGIL Innovation Firestarters

Maruti Suzuki India visits DANA COTC

Mr S Maitra, head, Material, Maruti Suzuki India Ltd, visited Dana COTC at Maumee, Ohio, on June 27, 2013. Apparently, at the moment Spicer India has no business with the biggest passenger vehicle manufacturer in India - Maruti Suzuki. But the company visited because of SIL's technical competency. Maruti Suzuki has given the opportunity to SIL quote for their 0.8T small commercial vehicle Y9T both for axle as well as drive shaft.

As a first time interaction, Mr Maitra wanted to assess Dana facility, check capabilities and understand product portfolio to initiate and plan current and future businesses with Spicer India. At the end of the visit, Mr Maitra was very impressed with the technical knowhow of Dana and its testing and benchmarking facilities. He was pleased with the support and knowledge sharing of Dana COTC with its various conglomerates worldwide. He expressed his desire to plan many more businesses with Spicer India Ltd/ Dana and also to introduce other product lines of Dana. It was a matter of great pride for Spicer India Ltd and Dana as a whole and the team of COTC lead by Seth Metzger who ensured everything was showcased perfectly.



Mahindra visits Spicer India

Mr Hemant Sikka, Chief Purchasing Officer, Mahindra Auto and Farm Sector, visited SIL on April 30, 2013. He was accompanied by M&M representatives from Strategic Sourcing and CDM. The visit was planned by the M&M team to analyse Spicer India Ltd proposal for U301 programme. M&M team visited Dana India Technical Centre (DITC) at Hinjewadi Pune. They were shown DITC's state of the art design and testing facility for axles and propeller shaft. The team, then, visited SIL's Axle and Gear Plant at Chakan. Mr Sikka was very impressed with the Dana's commitment towards the Indian market which was evident from DITC's state of the art testing and design facility. Mr Sikka spent a quality time at Spicer India's Advantek gear manufacturing facility and was happy to

see SIL's ability to serve its customers by delivering a quality and latest technology product.

At the axle assembly plant, he was taken through the machining facility and the banjo assembly line. This strengthened his confidence on Spicer India's capability for supporting M&M on their key U301 programme and other programmes in the pipeline. Visit of Mr Sikka was a very important milestone for Spicer India. It helped Spicer India Ltd to build confidence with senior management of M&M about Spicer India's Ltd's market leading product quality and technologies, which are superior to the current axles that are produced in-house at M&M. The guest was accompanied by Mr P Arul Kumar, Sr VP and COO Spicer India and Mr Sandeep Balooja, President, Group Business Development, Anand.



Environment Day Celebrations at various Anand Group companies

Group companies celebrated World Environment Week from June 5-12, 2013. The celebrations at various Anand locations commenced with environment pledge, tree plantation followed by series of events like environment quiz, slogan, poster competition and spot the environment incident / abnormality.



>> Fire and Evacuation mock drill was conducted in Mando India on May 23, 2013. During the drill, more than 600 persons (including contractors, visitors and auditors) were evacuated from the plant to "Safe Assembly Area"



>> Valeo Friction Materials India organised a medical camp for its employees at Lister Metropolis I laboratories from June 5-13, 2013. Complete master health checkup was conducted for all its employees. Counseling about healthcare was given separately for men and women



Fire evacuation mock drill at VGIL

VGIL conducted a Fire Evacuation Mock Drill on July 2, 2013, where all the employees safely evacuated the plant, and gathered at the assembly point following all the safety regulations. Safety team demonstrated the usage of fire extinguishers. Even the ladies were at the forefront and demonstrated their capability on the usage of all types of extinguishers, their usage and applications.



Project Neeraja in full swing

Project Neeraja is an initiative of the SNS Foundation targeted at villages of blocks Trimbakeshwar and Peth, where SNS Foundation has self-help groups formed by its team and thereafter connected to banks for microloans. Neeraja has taken up the construction of check dams, wells, deepening of wells and other such needs to increase the accessibility of water in these villages. In turn, the project aims to create a focus on promoting micro enterprise for women self help groups, who otherwise spend their maximum time in meeting water needs. With the help of this project, the situation of water at Karanpana village, 100 kms from Nask has improved significantly. Apart from funding from Global Giving and Nask Run Charitable Trust, the villagers themselves contributed Rs 15000. To strengthen local ownership, all payments and vendor negotiations were routed through the self help group consisting of villagers rather than SNS Foundation fronting the initiative. This is the sixth beneficiary village under the project Neeraja.

>> The photographs show the stages by which the water situation in a village Karanpana 100 kms from Nask has been transformed



Science Express @ Katrambakkam Village Panchayat School

Science Express - Biodiversity Special, is an initiative of Vikram Sarabhai Community Science Centre, Ministry of Environment and Forests and Department of Science and Technology. This train reached Chennai Central on July 27 and stationed there till July 30. The train goes round the country and stops at about 60 stations. As a part of it, Mando India Limited coordinated with team member of Science express and helped organising experiments for students of class VI to VIII, Katrambakkam village panchayat School on July 29, 2013.



BEHR

"Give the gift of life": @Behr Chakan

BEHR realises its responsibility not only towards its employees but also towards the society, thus every year it organises blood donation camp at Chakan plant. This year was no exclusion except a new medical partner Aditya Birla Memorial Hospital, Chinchwad, which approached BEHR informing about the shortage of blood units in their blood bank. Responding to the need of the hour, the company organised this event in advance, i.e. June 7, 2013, though 10th World Blood Donor day was on June 2013. Notably, 75 units of blood was collected from the employees, who participated enthusiastically in this noble cause.

Towards inclusive growth

Taking a step beyond professional development of its employees, Behr, in association with SNS Foundation (CSR wing of Anand Group) organised life skills training for Behr operating engineers, named as "Jeevan Kaushaly", a pilot initiative to develop a pool of responsible and socially sensitised workforce.



>> SNS Foundation team with the jury. From (L to R): Dr D K Vatsa, Prof and Head, Dept of Agricultural Engineering, HPKV, Mr Naresh Gupta, Chief General Manager, NABARD, Shimla and Mr I M J S Sidhu, Executive Director, Vardhman Textiles Ltd, Damayanti Bhowmik, Head, Operations, SNS Foundation; Gunjan Kaur, Asst Manager, Academic and Vocational Education, SNS Foundation and Indra Varadarajan, Executive Director, SNS Foundation



>> Mr Gopinath, Asst Prof, Kumarani Meena Muttiah College of Arts and Commerce, demonstrates Science and Maths concepts to students in a government school supported by Takata and SNSF.

Community development

Anand Municipal Park and Sports Complex were inaugurated in Parwanoo, as a part of community development initiative taken by Anand Group for the city's advancement. Shri Sudhir Sharma, Hon'ble Minister, Urban Development, TCP and Housing, and Chairman HIMUDA inaugurated the Anand Municipal Park and Sports Complex in Parwanoo. The occasion saw the presence of Mrs Daisy Thakur, Chairman Municipal Committee; Mr K C Anand, Member Deep C Foundation; Mr Hardeep Singh Bawa, Chairman, Himachal Pradesh Building and Other Construction Workers Welfare Board; Mr Ramneek Jain, COO, Mahle Filter Systems India and Mr Puneet Gupta, Plant Head, Mahle Filter Systems India. In pursuit of its corporate social responsibility, Anand has been actively supporting social initiatives in collaboration with the SNS Foundation, CSR wing of Anand and this park and sports complex are one of the examples.



Gabriel attends KTWOTA Meet at Bangalore

Gabriel India took this meet as a nice opportunity to showcase its product range to the opinion leaders of the trade

Gabriel aftermarket participated in Karnataka Two-Wheeler Workshop Owners and Technicians Association (KTWOTA) annual meet at Bangalore on June 23, 2013. KTWOTA is one of its kind association in South India, managed by professionals and has a membership strength of more than 5000 workshop owners in the state. Gabriel India used this nice opportunity to showcase its product range to the opinion leaders of the trade, that is, the actual end users. More than 2000 registered small and medium workshop-owners' and leading



>> Gabriel team with wholesale dealers



>> Gabriel team with the winner

mechanics from all over Karnataka attended the day-long event at Jnana Jyothi Auditorium and 742 of them registered in Gabriel stall. The new products displayed at the stall generated great interest among the mechanics and workshop owners and several inquiries were converted into business by Gabriel wholesale dealers present at the meet. Mr Sanjay Kumar, DGM, Retail Lubes of HPCL and the event sponsor, was also present in the Gabriel stall to demonstrate solidarity as a co-branding partner of HP-Gabriel Premium Front Fork Oil. Towards the end of the event, Gabriel India organised a lucky draw at the main auditorium and four lucky winners were gifted rewards in the presence of attendees and eminent dignitaries and celebrities. The entire event was a successful branding effort cum manufacturer-end-user relationship building project, organised by Gabriel aftermarket team, represented by G Bhatt, A K Raman and Abhjeet Sadhu.



Sher Bagh enthralled aftermarket partners

Aftermarket partners were amazed with the hospitality extended to them during their visit to Sher Bagh, Ranthambhore. Let's read out some of the experiences being sent to us

I had a wonderful experience at Sher Bagh, Ranthambhore. It was hosted keeping in mind minute hospitality details. In total, the entire programme was very well organised. Our Indian Economy is in a transition phase. And, all our business modules need to change from being people driven to systems driven. This is where I was most impressed by your vision on inventory management, project 'What When Where (WWW)', etc. I assure you that 'Bahal Motors' will always lend its unconditional support to implement the changes that you plan.

Harminder Bahal
Bahal Motors, Pune

I express my thanks for the warmth and hospitality extended during the Anand Retreat. It was truly a memorable experience. I had a great time and got a platform for a fruitful interaction with the other dealers on their best practices. We are looking forward to the launch of project WWW.

Manindor Kandhari
Bharat Industrial and Engg Corp, Vijayawada

Thanks so much for the wonderful trip and experience. The hospitality at Sher Bagh offered us an amazing touch with the nature.

Nimisha
Auto Parts Distributing India, Mumbai

It will be an understatement to say that the trip was "fantastic". I enjoyed each and every moment of it. All the arrangements and the entire stay was as luxurious, comfortable and warm as we could have ever thought of. As I had remarked there, we felt as if we are part of an Indian 'baraat'. Arrangements can be made by anyone, but the warmth

associated with it is what matters.

I am glad that I decided to stay for the entire programme. The best part is that among all the fun, we were able to manage almost eight to nine hours of intense and fruitful discussions. I guess it was our first such detailed interaction. I was amazed to see the organisation representative's hands-on knowledge about the market conditions, the customer and dealer behavior and possible problems faced by channel partners. At the same time the aftermarket repre-



sentatives talked effortlessly about the future plans of after-market that are largely driven by automated world class processes. It is extremely rare to find such a combination of practical knowledge as well as modern business practices.

Thank you for giving us this opportunity. We shall look forward to more such interactions in the future.

Nitin Gupta
Siyaram Brothers, Delhi



From passion to business

Mr Jaisal Singh was barely a few months old when he first came to Ranthambhore. As a child, growing up in these wilds, with legends like Fateh Singh Rathore and Valmik Thapar, it was only natural that Jaisal Singh developed an enduring passion for wildlife. In 2000, Sher Bagh was born, pitched within the family's private estate just outside the Ranthambhore Tiger Reserve. While Ranthambhore was in his blood, the association with Jaisalmer was the culmination of his parents' first romance with the city nearly four decades ago. Jaisal Singh's marriage to Anjali Anand, an accomplished artist and entrepreneur wedded his passion for wildlife with her fine aesthetic sense for creativity and strong business instincts. The Serai, Jaisalmer was the result of this partnership and opened its doors to receive guests in 2008.

Anjali and Jaisal Singh's passion for wildlife, desire for perfection and discerning eye soon led to a venture beyond Indian shores. Africa has long been a favourite family destination. The allure of that ancient continent led them to invest in their first African venture in Kenya, and The Elephant Pepper Camp in the North Mara Conservancy was added to the company portfolio. The Elephant Pepper camp is located in one of the greatest wildernesses of the world. The camp has attained a 'Gold' Eco rating for its commitment to conservation and sustainable model. It is one of only three camps to be awarded this rating in all of Kenya.

We bring you the latest coverage featuring Anjali and Jaisal Singh and their story, from one of the UK's leading magazines, 'House & Garden' in its editorial segment: 'A Guide to the Most Beautifully Designed Hotels in the World'.



LIVE NOW!



YOUR INTRANET @ **ANAND** 

Anand has launched an intranet portal for its Delhi users to strengthen its communication channels internally. Called as 'Connect', the portal has interactive features like Leadership Blog, Employee offers, Suggestion box, Open Door Meeting, Right to know, Hall of Fame and much more.

<http://connect/>

Widest Range of solutions to the Indian Automotive Industry

Ride Control products, Drivetrain components, Brake systems, Safety products, Filtration systems, Gaskets, Piston Rings, Engine Bearing, Clutch Facings, Steering Systems. How many more does one name. With 19 companies, 50 locations, Anand provides not only the widest range of automotive components and systems in India, but also the finest. And standing testimony to that in India, in cars, in bikes, in trucks, in three wheelers for five decades now, it's usually a case of Anand inside.

ANAND 

www.anandgroupindia.com

ANSYSCO **BEHR**  **CYI**  **faurecia** **GABRIEL** **Haldex** 

MAHLE **MANDO** **PERFECT CIRCLE**   **SUJAN**  **Valeo** **VICTOR**