



Team Work@Varroc

संघकार्य

✽ यदि व्हेरॉक को गौरवपूर्ण वैभवशाली बनाना है,
सभी कंपनीयो मे सर्वोत्तम साबित करना है।
एक ही सिधा साधा रास्ता, कड़ी मेहनत अपनाना है,
संघकार्य की भावना को अपने दिल में जगाना है,
अपनाएँ हम सब मेहनत को,
करवाएँ हम सब मेहनत को
व्हेरॉक तरक्की करे तो होंगे हम सब जन श्रुशहाल
कार्यकुशलता से लोग जुडे तो क्यों हो हम बेहाल,
सही तंत्र, सही मंत्र, TPM भी हो सही सही
उत्पाद, गुणवता का सम्मान करे, बने अपना
मूलमंत्र यही।
अपनाएँ हम समुह कार्य को,
करवाएँ हम समुह कार्य को,
सबके मेहनत के फल से हम होंगे कामयाब
तंत्रग के मानस की पूर्ती रहे सबका ख्वाब,
गुजरेगे सुख चैन से सबके हफते महिने साल
हम सबके मेहनत से ही होंगी व्हेरॉक की रोशन-
- मशाल।

दिपक बागणीकर
सेक्युरिटी ऑफीसर
वेरॉक पॉलिमर्स प्रा.लि.-१



BUSINESS PARTNERS UPGRADATION THROUGH TPM WAY

Varroc has been focusing on strengthening its operations, products and services from the viewpoint of economic, environmental and social sustainability. While the Company continues to improve its own performance, it has chosen to focus on sustainability among its Business Partners as well. This approach has deepened our relationship with Business Partners and at the same time taken the sustainability commitment of the Company to the next level.



The Business Partner TPM Kick-Off 2011 ceremony.

Working on the philosophy - "***strengthening self - supporting partners - spreading sustainability***", the Business Partner TPM Kick- Off Ceremony for Aurangabad region was organized on Sep 14, 2011 at VEPL II. The chief guests for the event were M. P. Sharma (VP-Corporate Materials), Arvind Gupta (Technical Advisor-Varroc Group) and K. Muralidharan (President-



The dignitaries at the function-L-R : M.P. Sharma, Arvind Gupta & K. Muralidharan

Metallic Division).

The event commenced with Trivikram Kulkarni giving basic thought about TPM concept and need for further consolidating TPM in our organization. Next, Mukesh Deshmukh from Corporate TPM explained about the foundation of TPM (i.e. 5 S Activities) and 8 Pillars in details. He also talked about elimination of 16 losses approach. Sunil Verma presented achievements at VEPL-IV in Handle Bar Assembly achieved via TPM.



M.P. Sharma guiding and motivating all the Business Partners

Following this, K. Muralidharan gave a profound message to Business Partners to adopt and implement TPM techniques for the growth of organization. M.P. Sharma guided and motivated all the Business Partners to implement TPM Techniques by sharing his experience with TPM. Later on, Prakash Khose (Business Head-Forging Division) addressed the audience about the team work required to implement TPM. Moving ahead,



Arvind Gupta motivating all our Business Partners to adopt and implement TPM techniques

Arvind Gupta motivated all our Business Partners to adopt and implement TPM techniques starting from the Top Management to the operator Level. At the end, Anoop Sharma, Plant Head VEPL-I & IV, shared his thoughts on the TPM and how he had taken efforts to reach to the height of excellence.

To walk the talk, all the Business Partners along with the dignitaries and participants from Varroc, took the TPM oath - **“To achieve Zero Defect (Q), Zero Accident & Zero Break down (A), we are committed to implement TPM activities to boost our Performance (P) at our Plant, with the guidance of Varroc Group”** and marked their signature on the oath.



The Business Partners signing the TPM oath.

Our Business Partner list includes:

1. M/s Tower Mechanics
2. M/s Shree Pressing
3. M/s Vardhaman Precision
4. M/s Manish Engineering
5. M/s Sanjay Techno Plast Pvt. Ltd
6. M/s Darshan Plastic
7. M/s Kirdak Auto Components
8. M/s Dhananjay Auto
9. M/s Naresh Engineering
10. M/s Raj Auto Ancillary



The Business Partners handing over the oath to Arvind Gupta

An open house discussion was initiated with the Business Partners where representative from various companies took active participation. Some of them were Kunal Thirani, M.D. Tower Mechanics, Prasad Kokil, M.D. Sanjay Techno Plast Pvt. Ltd and Sunil Kirdak, M.D. Kirdak Auto Components. The discussion aimed to bring synergy among the Business Partners to help Varroc grow organically.



Rajesh Baheti, DGM Corporate Materials addressing the gathering

Trivikram Kulkarni
Deputy Manager
Corp. Materials
& Projects



TPM IMPLEMENTATION AT BUSINESS PARTNER END

Varroc signature word is “Excellence”. As the word implies Perfection, Varroc Group truly substantiates this through the complete value chain of its operations.

The manufacturing industry is globally under going through a volatile phase. As a result, the theory of Survival for the Fittest is applicable across horizons. We must be thankful to the vision of top management for foreseeing the scenario and adopted various best practices to control the internal cost and

as the kick off date for reinstating the relationship with our Business Partners. The visited suppliers’ representatives expressed their gratitude to Varroc management for keeping faith in them and handholding them for the implementation of global best practices at their respective manufacturing locations. On the date, they also affirmed the total support for TPM implementation at the respective supplier locations.

During the event, our core team shared their experiences on TPM implementation and the unique advantage of TPM with the selected Business Partners.



Varroc Pantnagar Team with Corporate Purchase team and Business Partners

maintaining the up to date manufacturing systems. The Total Productive Maintenance (TPM) is one of such best practices.

The management strongly believes in the development of its employees & the Business Partners. As such our continuous focus is on our Business Partners. Their holistic development is the prime goal for us. In our endeavor for the same, Varroc Pantnagar team along-with the Corporate Supply Chain Management (SCM) team took an initiative for upbringing the systems at Business Partner manufacturing locations.

Following our religious values we always aspire to start something unique on the selected auspicious day during the year. Therefore, we chose the day for Lord of Prosperity, Lord Ganesha, i.e. Sep 1, 2011

At the end of the session, all the invited Business Partners firmly reflected their sincere aspire for TPM implementation. In fact they were totally charged up to implement the best practices at their manufacturing locations which they have been experiencing at Varroc for years. And another success journey begins ...



P.S. Khurana
Plant HR Head
Pantnagar



Purna Sadashiv
Asst. Manager-HR
Pantnagar

**VPPL-TOOL ROOM: MEETING
CHALLENGES ON THE EXPORT
TOOLING FRONTIER
EXPORT MOLD FOR GLOBAL FORD
PROGRAM THROUGH FAURECIA
INDIA**

To be the Supplier of Choice for all local & Global OEMs, it is must that we keep enhancing our expertise in all aspects of development like Design, Process Know-How & most important of all “Tooling”. A vision by Ram Shejwal, AVP Tech Center to look for such beyond the business opportunities & as a step towards this focussed effort -Varroc successfully made a tool for Console for Global OEM and as the immediate customer “Faurecia”, which happens to be one of our respected Global benchmark. Such opportunities and exposure provide us the much needed experience to not only test but also upgrade our capabilities in targeted product categories.

VPPL-Tool Room has always been captive and always catered to business exclusively for polymer Plants. It was decided to explore commercial tooling to gain working knowledge and experience for such kind of parts which call for complex all round engineering expertise in areas of product design, CAE and Tooling. Also, from Business continuity point of view to keep Toolroom busy in the event of the natural spikes and lows of automotive cycles with our regular customers, this opening has helped to keep our options open, though in-house molding business has always has been a priority.

In May this year we had a visit from FAURECIA Techno – Commercial team,

who evaluated the capabilities and capacities of the VPPL-Tool Room to handle moulds for their export programs being managed from their India operations. Through subsequent meetings and visits from their International experts, Varroc was selected to make the Plastic Injection Mold of “LHD Base Console” for Ford B515 program. This was not one of the regular tooling’s and Faurecia were running way behind their schedules for this mold due to some internal reasons and looked up to Varroc to support them in this time of trouble as overshooting the program timelines was very much on cards for them. The challenge was well taken up by the team. Through motivation and guidance of Ram Shejwal the tool was kicked off starting with the ‘Tech Day’ at Faurecia where they gave a brief of their standards and way of working.

There were many things new for this program:

- This was the first time we were making commercial and export tooling.
- This was the first time a “Console” was being made at Varroc.
- This was the first time the team was exposed to Global tooling standards and adapting to the same was one of the most challenging initial hurdles as we have always been used to our time tested and proven tooling standards.
- This was the first time for Faurecia also where they were expecting the first trial of the Console mold in less than 10 weeks and they got it as per their plan.

The unique technologies used in this “LHD Base Console mold” are:

- Core “side wall pull mechanism” which is unique and innovatively applied to release the undercuts on the side wall without which the product designers’ intent would never

have been met.

- Double layer construction for the hot runner system – to isolate the Hot Runner from the ejection system in the cavity half.
- Nitrogen Gas Spring used for actuation of the undercut release insert from cavity half.

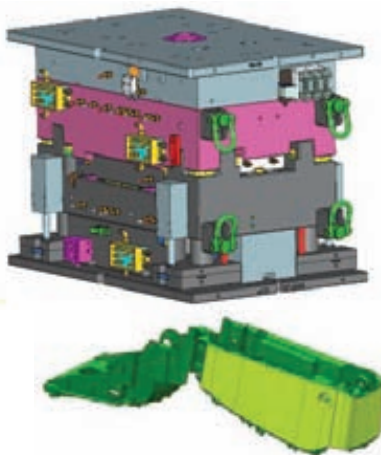
Ajar Siddannavar- DGM Tool Room led the team to meet the customer time lines and with the required quality expectation of an Export Mold. He has been ably supported by:

Tool Design: -Pranay & Bhupesh who worked tirelessly to understand the standards and then design the mold which was one of the most complicated molds designed at Varroc. The mold design was vetted by Faurecia global experts and then only necessary go ahead for manufacturing were given. Satish Manager Process and Tooling from Faurecia has also given his valuable time and knowledge to complete the mold design as per requirements.

Mold Manufacturing: - Sharad, Davidson, Gajanan, Rupesh, and R Deshmukh, Deepak, Manoharan, Gawande and their team members played a key role in the execution with strategic planning to ensure seamless flow of process. The materials and logistics team also played important role in getting all the elements in place at right time.

This venture has opened up avenues for tooling of Door Trims and Glove Box which besides giving us the cutting edge in tooling also gave to the team the valuable inputs from product design and joining process perspective thereby widening our knowledge bank for similar such applications.(which were soon realized by the team in Mahindra Scorpio refresh Console)

Team work and right spirit have made this challenge a success which can be measured by offers for new business and continuous tooling partnerships being offered by Faurecia to us.



Mold wt :- 11 tons
 Mold Size:-1725 * 1260 *1395
 Molding M/c :- 1400 Tons
 Part Size :- 830* 245* 290 – 850 gms



VPPL-Tool Room team



Ajay Siddannwar
 DGM – VPPL
 Tool Room



Kripal Bedi
 Sr. Manager - Tooling

FELICITATION BY INCOME TAX DEPARTMENT

Varroc gets another feather for the cap. On the occasion of completion of 150 Years of Income Tax regime in India, the Income Tax Department has felicitated Varroc Group on July 24, 2011 at Pune. This crown and glory of Varroc Group is on account of the fact that it is one of the top tax payers in Pune Region of the Income Tax Department and the highest tax payer in Aurangabad commissionerate. This award reveals the honesty, sincerity and integrity always displayed by Varroc Group which follows such values in spirit also. We are really proud of our leader Shri Tarang Jain, for encouraging professionals to comply with all legislations and thereby, contributing to the nation building by way of paying all due taxes. Our Group enjoys good reputation in the eyes of Income Tax department for these reasons.

During the ceremony various renowned personalities like Shri Chandu Borade, the famous cricketer of former times, Shri Dhanraj Pillai, the magician of Indian Hockey and the Chief Commissioner of Income Tax, Pune were present. On behalf of Varroc Group, Anil Malhotra, Associate Vice President (Corp.Finance) received the Award, which consists of one trophy (Photo exhibited) and a nice bouquet.

While the Income Tax Department has bestowed the award on Varroc Group being one of the top tax payers, our Group, as a sincere and honest tax payer has also ensured the following:

1. A totally law abiding assessee.
2. Met all tax compliances timely and in an absolute manner.
3. No prolonged litigation or any contentious issues on the part of the company which may jeopardize the interest of the revenue.
4. Bonafide behavior of the Group.

Let us take vow that we will ensure that Varroc Group will achieve more and more

such awards in the years to come and will be a committed organization for a prosperous, peaceful, sincere and honest India.



B. Padmanabhan
Group CFO



VARROC CRICKET TEAM ROCKS!

To paraphrase Mother Teresa's quote, "People, who play together, stay together".

The philosophy of funatwork@varroc is a part of the organization's culture. As part of team building exercise, Varroc regularly organizes interplant sports competitions like cricket and badminton. Also, we actively take part in lot of tournaments. After-all, work life balance is extremely important.

Recently, Varroc Cricket Team has won the Shahid Bhagat Singh Cricket Trophy in the Final Match against City Police, Aurangabad held on April 29, 2011 at MGM Ground under the captaincy of Mahendra Jadhav. The Chief Guests for the event were M.P. Sharma, B.D. Bambode - Deputy Commissioner of Labour Aurangabad region, Ravindra Naidu - Joint President

Varroc Team beat the City Police Team by 8 runs and won the prestigious trophy for the second time. The members of the Varroc team are:

| Sr.No. | Name of the Player |
|--------|----------------------|
| 1 | Mahesh Jahagirdar |
| 2 | Sanjay Modak |
| 3 | Arun Dani |
| 4 | Mahendra Jadhav |
| 5 | Sandeep Dutt |
| 6 | Jeevan Jadhav |
| 7 | Pravin Kotgire |
| 8 | Sarang Naik |
| 9 | Keshav Kumar Tummala |
| 10 | Shaikh Mujahed |
| 11 | Anant Neralkar |
| 12 | Pradeep Jagdale |
| 13 | Ganesh Kakade |
| 14 | Sameer Joshi |



The Varroc Cricket Team

Birla Precision Technology Ltd., Udhav Bhavalkar - President Shahid Bhagat Singh Krida Mandal and Sanjay Chincholikar - GM Marketing and Projects Cosmo Films. The Man of the Match and Man of the Series award were bagged by Pradeep Jagdale and Anant Neralkar carried away the Best Bowler award.

Sanjay Modak
Plant HR Head
DIPL



TEAM WORK

Coming together, Staying together & Working together is Success

Building a teamwork culture is an essential part of making any business or organization successful in the long term. Employees not only produce better work if they feel like they're members of a team, they also tend to enjoy their work and workplace more. Fostering teamwork is creating a work culture that values collaboration. In a teamwork environment, people understand and believe that thinking, planning, decisions and actions are better when done cooperatively.

Create a Culture of Teamwork: How to create effective teams, team work and team building is a challenge in every organization. Work environments tend to foster rugged individuals working on personal goals for personal gain. To make teamwork happen, these powerful actions must occur.

Role for building team culture by Leader:

Listening : (caring) – To understand employees' problems in work & removing the hurdles. There is no substitute for caring. **Teaching** : Transmitting knowledge & values, reinforcing values within team for enhancing one's commitment to the values.

Facilitating : Help people put into practice what they learn under constant assistance, guidance & support.

Leader / Facilitator should possess skills to :a) **Demonstrate** – faith in team work & philosophy of working together. Action oriented, providing guidance, advice and inspiration. b) **Communicate** – communication ability play a vital role in encouraging to express view points and understanding people & improve performance. c) **Train** – To provide guidance & harness the best from everyone. Accordingly, the leader has to plan & carry out training sessions for the overall benefit of team & individuals.

Elements For Effective Team Work:

1. Clear objective & agreed goal.
2. Openness & confrontation on ideas.
3. Support & trust.

4. Cooperation, commitment & conflicts on opinion.
5. Sound procedure in decision making. Flexibility in arriving at decision.
6. Consultative & empowering Leadership.
7. Learning from experience.
8. Establishing sound relationship.
9. Development of member.

It is said that the most important things in team work are good relations between coworkers and effective communication.

Guidelines For Good Communication

1. Seek knowledge & know your responsibility.
2. Practice what you preach.
3. Listen carefully
4. Control your desire to pass judgment before understanding it empathically.
5. Question : whether the other person understood what you want to convey.
6. Understand other person's point of view.
7. Conciliate: in case of disagreement.
8. Not to damage someone's ego, protest it.
9. Unmask misunderstanding before they create conflicts.
10. Think before making comment. Avoid impulsive talking.



Laxmikant Bhenki
Dy. Manager
Corporate TPM

WORLD DANCE DAY

International Dance Day or World Dance Day is celebrated every year on 29th April. World Dance Day was started in 1982 to commemorate the birthday of Jean-Georges Noverra, who was a famous dancer of his time (1727 – 1810) and the creator of modern ballet. The day is organized by International Dance Council (IDC), an umbrella organization within UNESCO for all kinds of dances.

The aim of this celebration is to create the awareness and importance of dance among people. The message of world dance day is "to celebrate dance, to reveal the universality of this art form to cross all political, cultural and ethnic barriers and bring people together with a common language – "Dance".

There are many different forms of dance, ranging from classical dance to hip-hop, belly dancing, flamenco and traditional folk dances. The word "Dance" means the movement of the body to music, usually in a rhythmic way. Dance can be done either alone, with a partner or as part of a large group.

While dance has been an integral part of human culture, it still has not been given any place in academics. As the statistic speaks, in more than half of the 200 countries in the world, dance does not have any legal text and there is no fund allocated in the state budget to support this art form. Therefore, the central idea of celebrating this day is to encourage governments around the world to introduce dance in educational institutions.

In India, we have our own dance forms, like Bharatnatyam from Tamil Nadu, Mohiniattam and Kathakali from Kerala, Yakshagana from Karnataka, Kuchipudi from Andhra Pradesh, Odissi from Orissa, Manipuri from Manipur, Sattriya from Assam and many more regional and folk dances. We also adopted western dance forms and today it has become a part of our modern life. However, classical dance in India have its own reputation and it constitutes the ideal mean for bringing people together from different regions of India.

In Indian culture, dance has so much importance to religious worship and spirituality. From the most ancient of scriptures, one can see that Lord Shiva has his imprint on the concepts of dance and music. Being Lord Nataraja of dance and Omkara, the God of the first sound of "OM" from which all music and sounds emanate, Lord Shiva holds particular importance in dance and music.

From this, one can see how the importance of both expressions is embedded in religious worship. In aspects of Hindu worship, the presence of dance as a way of reenacting spirituality and as a way of reverence to the holy power of Hindu divinity are essential to the worshippers of Hinduism. It is an extension of this belief where one sees the importance of dance and music in secular arenas, as well.

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THE GURU PURNIMA

BY RIMA RAMACHANDRAN

IN INDIAN culture, we give great respect to our gurus (teachers). Gurus are often equated with God and always regarded as a link between the individual and the immortal. Our perception of guru describes in this Sanskrit sloka-

*Guru Brahma Guru Vishnu
Guru Devo Maheshwara
Guru Sankshar Para Brahma
Tasmai Sree Gurave Namaha*

(Meaning: Guru is verily the representative of Brahma, Vishnu and Shiva. He creates, sustains knowledge and destroys the weeds of ignorance. I salute such a guru).
Guru Purnima a traditionally celebrated festival in



Tiny tots during a celebration

India, especially by Hindus and Buddhists, falls during the month of Ashadh (July-August) on the day of Purnima (full moon). The festival is dedicated to the expression of gratitude towards the teacher by his/her disciple. They offer puja (worship) to their gurus on this day.

Actually, when we go back, we see, the day is sacred to the memory of the great sage Vyasa, who edited the four Vedas (Rig, Yajur, Sama and Atharva), wrote the 18 Puranas, the Mahabharata and Sriamad Bhagavata. Vyasa is regarded as the guru of gurus. The period "Chaturmas" (4 months) begins from this day. In olden days, the wandering spiritual gurus and their disciples used to settle down at a place during this period for their study and discourse.

Especially, those who follow the Guru-Shishya Parampara, celebrate this festival around the world. Aurangabad is not an exception. We also, at our Dance Academy in Aurangabad celebrate this festival every year in a traditional way with great enthusiasm. On this occasion, we organise programmes to worship our gurus followed with variety of traditional cultural programmes, including Bharatnatyam as the main attraction.

Going back to the student-teacher relationship, it would be a great obedience to our gurus if we remember them on this occasion and if possible visit them to convey our gratitude. I would request all the student fraternity to take note the importance of this day and offer your gratitude to your Gurus.

Rima
Ramachandran
D/O P. P.
Ramachandran
DIPL



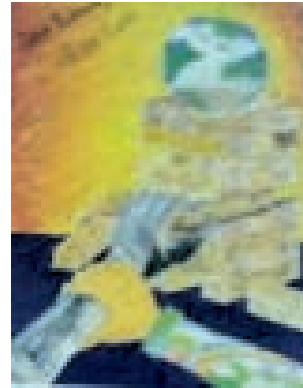
MESSAGES VIA STREAK OF COLOURS

The canteen at VEPL II recently underwent a renovation. Unlike any other renovation, this renovation was different. The striking singularity of this renovation were the paintings hanging on the walls from our young artists Eshita Sharma, daughter of M. P. Sharma and Rutuja Todarwal, daughter of Santosh Todarwal, DGM- Corporate Materials.

Eshita's paintings revolve on the idea to bring colors, vibrancy and freshness to the canteen aura through bowls filled with fresh fruits. Her light-filled palette of rich colors expresses the richness of a fruiting garden and appeals to the appetite.



On the other hand, Rutuja's paintings reflect how human beings have evolved and paralysed Mother Nature through greed and ignorance. Her sensitive images evoke the reminiscences of a period when life was uncomplicated and happiness was found in the simplest of activities.



These two different thoughts complement each other. While Rutuja's painting brings out the hunger for money within humans, Eshita's paintings make us realize that the hunger within humans should be pacified with Nature's offerings and not with money.



Eshita Sharma
D/O M.P. Sharma
VP – Corporate
Materials

Rutuja Todarwal
D/O Santosh Todarwal
DGM – Corporate
Materials

* समुह कृत्य (टीम वर्क)

" आजच्या या स्पर्धात्मक युगात समुह कार्याची - जास्तीत जास्त भावशक्ती आहे. कुठल्याही क्षेत्रामध्ये गोलान नसू. त्यागीकृती समुह कार्याची गरज आहे. उदा. क्रीडाक्षेत्रामध्ये, क्रीकेट. पासून ते फुटबॉल, रंग रंगीत पर्यंत समुहाने एकजूतीने संघोर्णना - स्पर्धात्मकते फसे हरवायचे हे समुह असल्याशिवाय शक्य होणार - नाही.

"आपण ज्या ग्रीकणी काम करतो. त्यागीकृती सर्वांनी एक - जूतीने, एकमताने, सर्वांनी मिळून जर काम केले तर ते काम चांगल्या परिणामीने व वेळीच होते. समुहाने (टीम वर्क) काम केल्याने कुठल्याही गोष्टी मध्ये अडथळ निर्माण होणार नाही. व कुठल्याही प्रॉब्लेम चींवा कठीण मधील फीण समस्या साध्या व सोप्या परिणामीने सुटते. - आणि, तो फायदा आपल्या स्वताहाला तर होतोच त्याचबरोबर आपल्या हीपार्टनेटला तसेच कंपनीला पण घेता. आणि ते काम आपल्यांनांमध्ये जे समाधान समुहाच्या (टीम वर्क) च्या, येण्यावर दिसते. त्यातच - बरूप आनंद असतो. आपण जर समुहाने (टीम वर्क) ने काम नाही केले तर समस्या बरूप वास्तु जाताना. सर्व प्रश्न गुणागुणीचे होत - जाताना. स्वताहा, मध्ये एकटेपणाची भावना निर्माण होते. कुठल्या काम, व्यवस्थीत होत नाही. मनुष्य स्वताहाच्या आत्मविश्वास गमवून वसतो.

म्हणूनच समुहाने काम केल्याने आत्मविश्वास वाढतो. काम - करण्याच्या उत्साह वाढतो. किचारीची वेपणघेवाण होते. व मनुष्य - कुठल्याही काम आत्मविश्वासाने करतो.

एक उदाहरण द्यायचे म्हणजे मध्यभागा ह्या समुहाने मद्य - गोळा करून एक मद्याचे पोळे तयार करताना. व त्या मद्याच्या - पोळाला कोणी हात जरी लावला तरी सर्व मद्यभागा त्यांच्यावर - हल्ला करतात. म्हणजे एकट्या मद्यभागांला हे शक्य झाले नसते. हे सर्व समुहाने शक्य झाले. एकट्या लढ पाहिजे.

लोकमान्य टिडकांनी केलेले सार्वजनिक गणेश उत्सव, महात्मा - गांधीची चळवळ चढवव तसेच आत्ताचे स्वतंत्र उदाहरण द्यायचे. म्हणजे देशाच्या अष्टाचारविषयी आठ्ठा हजार यांनी केलेले उपोषण व त्याला सर्व देशातून, सर्व स्वरातून लोकांकडून मिदलेला पाठींबा - समुहाने पाठलेली वेळी, मोर्चा हे सर्व समुह कृत्याने (टीम वर्क) ने सर्व शक्य झाले.

TEAM WORK@VARROC

मी आमच्या फॅमिली मधील विवाह प्रसंगानील एक प्रसंग सांगू इच्छितो. मी लहान असतांना व्हणजे ४थी ते ५वी एका अमेन-
 त्यावेळेस माझ्या ओठ्या व्हीणीला एक लग्नासाठी स्वयं आहे होते.
 माझे वडील स्पर्कारी दवारवाण्यात सुपरवायझर असल्यामुळे मूक गावी -
 कधी व्हीलप नाही. बदली आल्यानंतर नजे गाव मिळेल त्या गावी
 राहवे लागत असे. जे स्वयं व्हीणीसाठी आहे होते ते अगोदर आमच्या
 मूक गावी एका मुलीला वधून आहे होते. व त्यांनी त्या स्वयं -
 नकार दिला होता. त्यानंतर ते आमच्या कडे आले होते. त्यांना -
 'आमचे स्वयं पुंज पडले. लग्न ठरले. ज्या वेळेस आमच्या गावी -
 हे समजले. त्यावेळेस सर्व गावातील लोकांनी या लग्नास विरोध -
 केला. पूण वडीलांनी त्यांना सांगितले की मी उरदा बाळ दिला.
 आता हे लग्न होणारच... ह्या लग्नाला व्युप विरोध आला. माझे -
 'काका वेगळे या लग्नाला गावातील कुडीस येणार नाही. म्हणून
 सांगितले होते. लग्न होऊ वेगळे नाही. अशी धमकी पत्र आले होते.
 'आम्ही सर्वजण व्युप घाबरले. पूण आम्ही ज्या गावात -
 राहत होते. त्या गावातील सर्व लोकांनी व दवारवाण्यातील -
 सर्व लोकांनी मित्रमंडळीनी जे सहकार्य व पाठींबा दिला ते -
 'आम्ही कधीच विसरू शकणार नाही. लग्न धुमधडाक्यात पार -
 पडले. पर पमास्तीत मंडळीनी व्युप सहकार्य केले. आज -
 माझी बहीण सुखले पुण्यात राहत आहे. आणि व्हीणीमुळे व
 त्रिजाजीमुळे आमची सर्व फॅमिली पुण्यात आहे.

या सर्व गोळीच्या प्रेरणेमधून मला आमच्या वेगळे -
 कंपनीच्या मेन्टनन्स मध्ये टीम वर्कचा व्युप फायदा झाला.
 'आम्ही सर्वजण समुहाने व टीमवर्कने कोणतीही समस्या असो -
 संज्ञान मशिनु प्रेक डाऊन दीपी. इस नहीन मशीन अंते -
 मेडान व फुटलेही काम आम्ही आमचे साहेब माझे सहकार्य -
 मित्र उरुत विचार करून भगव निर्णय घेतो. या समुह कार्यमुळे
 'आमच्यामध्ये कामाचा उत्साह वाढतो. नवीन गोळी त्रिकणासाठी
 मुक्ये शक्य होते.

यावरून मला एकच सांगावये आहे की समुह -
 कार्य हे कीती महत्वाचे आहे. हे यावरून समजते.
 पेशू या म्हालीची वात ! समुह कार्याचे करू शकतात.



श्री० दिलीप महाजन
 मेन्टनन्स
 वेल्डिंग इन्फॉर्मट सिस्टीम
 प्रा. लि. चारुण पूण

* विद्यार्थ्यापुढील समस्या / प्रश्नीचिन्हे *

शिशुवर्गात नाव दाखविलेले विद्यार्थ्यांसाठी पदवी घेईपर्यंत विद्यार्थ्यांची विद्यार्थीदशा चालू असते. अलीकडे विद्यार्थ्यांची अवस्था यथ्या अर्थाने 'दशा' च्या भासा आहे. कारण विद्यार्थी शिवाणाच्या केंद्रस्थानी असता, तरी परिघावर मानून अनेक प्रश्नीचिन्हे असतात. ही प्रश्नीचिन्हे साध्या विद्यार्थीदशेबरोबर त्याच्या सोबती फेर घेऊन नाचतात. त्यांना यशास्वीपणे तोंड देणे ही त्यांच्यापुढे फार मोठी समस्या आहे.

आजच्या विद्यार्थ्यांचे जीवन हे नानाविध प्रश्नांची मंजुषा आहे. या मंजुषेतील प्रश्न सोडविण्याचे तेज आणि मंत्र जो आत्मसात करतो, तोच यशाचे शिखर गाढतो. पण एक जोहू मानून नव्हे, असा विद्यार्थी शानार्थी न होता केवळ परिक्षार्थी बनतो. ह्याचे कारण हेही आहे की आजच्या विद्यार्थ्यांवर विविध विषयांचा बोझ आहे. मर्यादीत वेळ एवढा सादा अभ्यास कसा संपवायचा हा विद्यार्थ्यांपुढील मोठा प्रश्नीचिन्हे आहे.

एक भेडभाबणारे प्रश्नीचिन्हे असते ते शिवाणाच्या माध्यमाचे. अनेक विचारवतानी शिवाण हे मानूभावेतुनच घ्यावे, असे सांगितले आहे. पण त्याकडे कोण लक्ष देतो? मुत्सेना काहीच करत नसते पण मुभांचे आरंवीतले मान घोर्या प्रतिष्ठेच्या ट्यासपाशी त्याला इंजनी माध्याभाच्या शास्त्रे घाबतात. त्यामुळे मुलाच्या ज्ञानगुटणात आणि शास्त्रे इंजनी माध्यम प्रशा कात्रोत मूल सापडते. ज्या मुलाला मानूभावाही पुरतेपणी येत नसते, त्याला सर्व विषय इंजनीतुन शिकवे लागतात त्यामुळे मुलावर दबाव निर्माण होतो. त्याची आकलनशक्ती कमजोर होते. तसेच दिवसभर नोकरी करून संध्याकाळी दमून-भागून आलेल्या आरंवीताना पाठ्याच्या अभ्यासाचे लक्षा पुरीवणे करणे होते. त्यामुळे ज्ञान मुयांच्या मनापर्यंत निरपचनच नाही.

अभ्यासात यश मिळवून तरी आजच्या विद्यार्थ्यां पुढील प्रश्न सुटले आहेत का?

उच्चशिक्षणासाठी त्यासाठी हवा त्या शिक्षणाबाबत प्रवेश घेता येतो का? (क्रियेकढ) त्याच्या मनाविषयी केवळ आई वीडल्यांच्या दबावामुळे त्याच्या नको असलेल्या अभ्यासक्रम शिकवारावा लागतो तेव्हा प्रवेश घेतांना अनेक अडसर ओलांडावे त्यागतात. जागा कमी व त्यामानाने भाषणी अधिक ! या व्यस्त प्रमाणांमुळे सर्वत्र जुंज उडते मग कुशाचार, वशिलेबाजी आदींच विद्यार्थ्यांच्या आवडत असलेली शिक्षणशाखा तो निवडू शकत नाही. मग तो मनातल्या मनाने मडफडतो, प्रगतिरू होतो.

या साऱ्यागरीनर विद्यार्थ्यांसाठी अनेक प्रश्नांना सामोरे जावे लागते. येण घाल्यांच्या घरात विद्यार्थ्यांसाठी अभ्यासासाठी पुरेशी जागा नसते. निवांतपणा नसतो. पातळ अशिष्टांग किंवा सुशिष्टांग असले तरी त्यांचे मार्गदर्शन मुलांला मिळतेच असे नाही. एक तर या स्वर्धर्मा जगात खूप गुलमिळून घुलून घुलून टोण्याचे पडपण असते. शिक्षणानंतर नोकरीचा प्रश्न त्यांच्यापुढे उभा ठाकतो. नोकरीचा प्रस्मापुत्र त्यासाठी वाकुल्या दाखतो. स्वतःचा व्यवसाय हा नोकरीवृत्त्या प्रमाथे उपाय अशी घोषी आशा त्यासाठी दुष्प्रतिरी दाखवतो. पण क्रियेक युवक स्वयंरोजगार कसा करू शकत (इदयोजक होणे) ही सोपी गोष्ट नाही, तेव्हा जीवयेणी स्पष्टी व गेदव्यपटार आतेच !

प्रश्न, प्रश्न आणि प्रश्न ! विचारवंतांच्या मते, मागुसि हा आयुष्यभर विद्यार्थ्यांचे असतो मग असतो असा प्रश्न पडतो कि, ते त्यांचे प्रश्न सुटणाद तरी केरा ? कोण परत या प्रश्नाचे उत्तर ? हाही एक प्रश्नच नव्हे काय !

विद्यार्थ्यांच्या समस्या या समाजाच्या समस्या आहेत. अशा इष्टी कोनातून जेव्हा त्यांचा पाटपुरावा व त्यांचे निराकरण केले जाईल, तेव्हाच ते नुकसान टुंके शकत.



Rekha Bhore
FID
DIPL

PLANT NEWS

PANT NAGAR – ADD ANOTHER MILESTONE TO TPM VOYAGE

The 2nd BAL/BAVA Kaizen competition was held on Sep. 27, 2011 at TPM Hall of BAL-PN. The jury members for the event were D.T. Jadhav, Avinash G Bhatlavande and P. Batta. The Kaizen competition was based on two themes :

- i. KK Pillar
- ii. QM Pillar

VEPL-PN was declared the First runner up in both the themes. Total 14 BAVA-PN members and BAL-PN had participated in the competition. The results declared are as followed:

| Category | KK Theme | QM Theme |
|------------------------|------------|------------------------|
| Winner | BAL-PN | Endurance Technologies |
| First Runner up Prize | VEPL-PN | VEPL-PN |
| Second runner up prize | Minda Corp | TSN |

For KK Pillar, the Kaizen theme was “To reduce the paint yield loss in paint shop”. The winning Kaizen team members are Kuldeep Singh, Susheel Kumar, Sarjeet Singh and Vijay Pratap.



Kuldeep Singh and his team with First runner up prize for KK Pillar

For QM Pillar, the Kaizen theme was “To prevent Customer complaint of seat not fitting on chassis”. The winning Kaizen

team members are Kalyan Chakraborty, Mitesh Bhakt, Sunil Singh, Gurnam Singh and Gaurav Sirohi.



Kalyan Chakraborty and his team with First runner up prize for QM Pillar Kaizen.

This is second time in yr. 2011-12 that VEPL-PN has won awards in both the Kaizen themes and would continue to strive to be best in whatever we do.



VEPL-PN team receiving First runner up prize for KK Pillar Kaizen.

VEPL-PN team receiving First runner up prize for QM Pillar Kaizen.



Harish K. Sharma
Dy.Mgr- TPM
VEPL-PN

TPM SLOGAN COMPETITION - 2011

DUROVALVES has once again made its presence felt in CII -TPM Club India by winning the TPM SLOGAN competition in 11th TPM NATIONAL CONFERENCE held on Sep 6-7, 11 at Chennai.

The competition was conducted in three categories i.e.

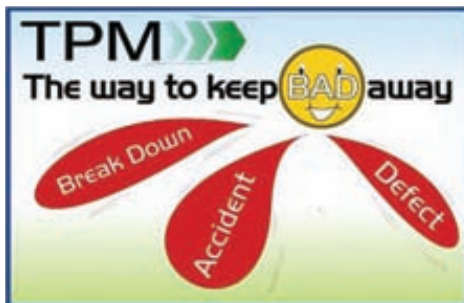
i) TPM General Category –to create awareness among the employees, contractors, customers, suppliers and other supporting services to communicate TPM effectiveness in the organization.

ii) TPM Pillar Category – to reflect the importance of TPM pillar activity and its usage. Slogan helps to understand the in depth meaning of how pillar helps to make daily work easy and enhance contribution.

iii) TPM Circle Category – to make employees feel the importance of their job and march towards team participation & involvement, knowledge sharing, good culture building and create value for them and for the organization.

Durovalves bagged away the award in TPM General Category by competing with tier-1 companies in India namely, Sundaram Fasteners, Bajaj Auto, M&M, Endurance, Marico, PepsiCo etc. There were altogether 700 entries from all this companies. The participants of the team are:

1. M/s. Yogita Aher.
2. Patil Pramod B.



The award winning TPM slogan

6th BAVA Kaizen Competition.

DIPL added another feather in the cap by winning the 6th Bajaj Auto Vendors Association (BAVA) – Kaizen Competition (Waluj Cluster) held on July 1, 2011 at Ajanta Ambassador. The Chief Guest for the event was Ram Bhogale, Chairperson for BAVA- Waluj Cluster.

The 'SANKALP TPM CIRCLE' from Durovalves, emerged as the winner. Our team has achieved this glorious success by competing with the top twenty two Kaizen Presentations selected from a number of other presentations. The participants were all from Tier-1 Bajaj Auto Vendors in the Waluj Cluster including Badve Polymers, Minda Industries, Gabriel, AEPL, Metalman, Endurance etc. The theme of the winning Kaizen was “To eliminate wastage on tooling in press area”. The winning team members are:

- a) Jaiwal K.R.
- b) Bijagare Manoj
- c) Ketkar S.A.
- d) Dande Arun
- e) Pramod Patil



The winners of 6th BAVA Kaizen Competition



Pramod Patil
Dy. Manager-TPM
DIPL

GET-TOGETHER AT VEPL V

As a part of our employee engagement activities and to bring together our employees to discover new friends and to strengthen old bonds, a get-together for our workers was organized on August 5, 2011 at Lemon Tree. The chief invitees for the get-together were Prakash Khose, BU Head -Forging Division, Amol Pawar, Plant Head - VEPL V, Subhash Patil, President Marathwada Udyogik and General Kamgar Sangathana and Kishor Patil.

The lamp lightening ceremony was carried out by our esteemed dignitaries Prakash Khose, Subhash Patil and Kishor Patil. Following this, a motivational speech for our workers was delivered by Subhash Patil. Next, a heart-warming speech for our employees was given by Kishor Patil. Also, our BU Head, Prakash Khose shared M.D. sir's vision was with all employees. Adding to above inputs, our Plant Head, Amol Pawar briefly elaborated the Plant performance & challenges.

The vote of thanks was given by the Plant HR Head, Makrand Kulkarni. The evening was filled with fun and frolick and the employees had a great time with each other.



The employees group photograph

Makrand Kulkarni
Plant HR Head
VEPL V



TRAINING ON STRESS MANAGEMENT

“Every individual carries her or his own doctor inside,” says Albert Schweitzer, the American physician, and medical missionary.

Stress is an everyday occurrence in the hectic lives that most of us lead. Stress is not always bad. It's how we manage stress (or don't) that causes the many physical and mental health problems related to stress. According to a recent survey, it has been observed that a majority of workers (52%) are more stressed because of work than home.



The participants attending the seminar

We at Varroc aim to provide a stress-free work environment, recognise where stress is becoming a problem for staff and take action to reduce stress. Hence, a team of four eminent doctors were called from National Education Trust, Nagpur to conduct a seminar on Medicine Free Life and Stress Management on August 9, 2011 at VEPL VII for our employees.

Dr. Lawrence Jadhav shared a five-point therapy which included Head Massage, Water Drip Therapy, Music Therapy, Aroma Therapy and C-L-C (Clap-Laugh-Cry) to manage stress. Dr. Sangram Singh, on the other hand, talked about Naturopathy and other healthier ways to manage stress. He emphasized that one should follow a proper regime involving morning walk, Yogasana, Pranayam & Accupressure in order to get benefits of the age old science.

Taruna Mishra
AM -HR
VEPL-VII



VEPL – VI PLANT NEWS

BAL TPM Excellence Award

The TPM journey at VEPL VI commenced with the enunciation of TPM Policy at the Plant on Feb 02, 2007. Since then there was no looking back. We have successfully challenged the BAL TPM Award in year 2008 by working on the 5 pillar activity. In 2008, our main focus was to bring about improvements on Shop floor. In 2009, we mainly focused on sustaining the activities. In 2010, BAL declared a new award – “BAL TPM Excellence Award”. Our Plant qualified on all the pre-requisite for this award and thus could compete for this award.

The targets in all pillars were set as per BAL TPM Excellence Criteria. Our team employed the widely and deeply approach in each area. We submitted the TPM Activity Report to BAL and on basis of that BAL conducted the audit on Mar 11, 2011. The auditors were R S Bhatt, D T Jadhav and M Samaga. Auditor first saw the complete presentation on each pillar and then there was audit on Shop-floor. Operator & Supervisors from each section explained, demonstrated their activity to achieve the Plant targets. Auditors were very impressed to see the involvement of all employees in TPM Activity. They expressed that team spirit at VEPL VI set under the guidance and support from our Plant Head, D D Bansal is incredible and undeniable.

The result of audit was declared on the same day. With this VEPL VI has become the 1st BAL Vendor to achieved BAL TPM Excellence Award.



VEPL-VI Plant Head D.D. Bansal receiving BAL TPM Excellence Award from Rajiv Bajaj

We received the prestigious award through the hands of honorable Rajiv Bajaj and Pradip Srivastava (COO - BAL) in "BAL Annual Vendor Meet" held at Hotel ISTA, Pune on Apr. 8, 2011.

BAVA Chakan Cluster Kaizen Competition

VEPL VI team participated in 6th BAVA Chakan Cluster Competition and won the 2nd Runner up Award Prize. In first round our Kaizen was selected among the 26 Best Kaizens scrutinized by BAL from various vendors. The Kaizen theme was to prevent the Potential Accident on UG Blinker Conveyor Line. The Kaizen was presented by Girish Bhegade and Shankar Aswale from Assembly. The winning team consists of D Rikame, Mangalgatti, Kiran Ichalkaranji and Hiralal Barge.

The winning Trophy was given to the Team during the BAVA Convention held on Aug 3, 2011 through the hands of Hon. Chief Guest Sandip Karnik (SP – Pune Rural).



VEPL-VI Plant Head D.D. Bansal receiving the 6th BAVA Chakan Cluster Competition award.

Winning BAL Q Gold Award

Quality First, Leave the Rest. Going by MD sir's aspiration, VEPL-VI won the BAL Gold Award held on Aug 3, 2011 for Quality for sustaining less than 250 ppm for customer complaint for 24 months in the trot.

This was possible due to the efforts and dedication of Production & QA Team under the able support of Baljee Srivastava (QA Head), Annasaheb Shette (Customer Support), D Rikame & Balbir Jadon (Production Head). We received this award by the hands of Hon. Chief Guest Sandip Karnik (SP – Pune Rural) in presence BAL

High officials & Cluster Vendors in BAVA Convention. Next, our Team will be striving to achieve the BAL Platinum Award in next year.



VEPL-VI Plant Head D.D. Bansal receiving BAL Gold Award

Winning Best of Best Award at 26th CCQC 2011

VEPL VI Teams has emerged as the winner of "BEST OF THE BEST " Award at the 26th Quality Circle Convention held by QCFI.

Around 102 case studies were presented in this coveted event and we have to compete with Industries giants like TATA Motors, Kiroloskar, KOEL, Minda Industries, Cummins, Lumax, Honneywell, BG Shirke and many more.

The competition is basically in two streams 1) Quality Circle 2) Allied Concept (TPM , Poka Yoke, Kaizen, Six Sigma etc) . Then judges gave the Three Main Award (1, 2, 3 position) in each Stream. The overall best case study gets "Best of the Best Award".

The winning Team comprises of Vishal Malhaskar (QA) , Guddu Singh (QA) , Satyan Patil (Prd) , Bhushan Patil (Prd) and Hiralal Barge. With this we have got the



The winners with the Best of Best Award at 26th CCQC 2011

direct entry to the National Competition to be held in month of Dec 11.

3rd Inter Dept. Kaizen Competition

On Sep 3, 2011 we conducted our 3rd Kaizen Competition and we got an overwhelming response. We scrutinize 32 Kaizens from the long List. 10 Kaizens were of Operator Level Category, 15 Kaizens were Supervisor Level Kaizen and 7 Kaizens in Manager Level Category. It was indeed very tough for our Plant Head, D D Bansal and A Mathew (Associate VPR&D) to judge the Best. The winners are:

| S.No | Category | Award Description | Kaizen Theme | Process no | Department |
|------|------------------|-------------------|--|---------------------|----------------|
| 1 | Operator Level | 1st Position | To reduce incomplete coating due to less Silicon flow | At Pushkar Shinde | Welding (Prd) |
| 2 | Operator Level | 2nd Position | To prevent defect and rework loss in Rear Fanter Assembly | At Bhagwan Shinde | Assembly (Prd) |
| 3 | Supervisor Level | 1st Position | To reduce the Inhouse Rejection in manufacturing due to Motor Stoppage | At Guddu Singh | Welding (QA) |
| 4 | Supervisor Level | 2nd Position | To reduce the maintenance Spare Cost of manufacturing plant through OIAT | At Shrikant Hiralal | Welding (Mgmt) |
| 5 | Manager Level | 1st Position | To Reduce the Material Loss through Layout Improvement | At D Rikame | Assembly (Prd) |
| 6 | Manager Level | 2nd Position | To Reduce the Product Cost of Tail Lamp in New Model | At M Shringi | R&D |

Winning Best Slogan Certificate

Recently, CII-TPM Club India has organized "TPM Slogan Campaign -2011" for promoting TPM activities in Indian Companies. Our Plant was honoured by CII-TPM Club India through certificate of appreciation during "11th TPM National Conference" held at Chennai on Sep 6-7, 2011.



The winners with the Best Slogan Certificate

In this TPM Slogan Campaign, total 80 companies participated with more than 700 TPM Slogans across India. We had sent 15 Best Slogans contributed by the Team and won in TPM Circle Concept Category.

The winner TPM Slogan is – ***TPM: Total People Movement towards Excellence.*** The slogan was contributed by Hiralal Barge. Besides this, in this Conference our team was present to compete for Kaizen Championship Trophy in which the winners of 16th & 17th Kaizen Conference have to present their Kaizens. The Kaizen Presentation was given by Girish Bhegade. Though we could not win this competition but being in India's Top 10 Kaizens was a great achievement for us.



Hiralal Barge
Plant TPM Coordinator
VEPL-VI

**KNOW YOUR CUSTOMER WELL
JAPAN**

In this article the background to business in Japan is explored.



Meeting Etiquette in Japan:

- Greetings in Japan are very formal and ritualized.
- The traditional form of greeting is the bow. The extent to which one bows depends upon one's relationship to the other person as well as the situation.
- The deeper one bows, the more respect it shows.

- It is good to wait to be introduced since it is impolite to introduce oneself.
- Gift-giving is highly ritualistic and meaningful
- The ceremony of presenting the gift and the way gift it is wrapped is very important. Hence, every gift should be wrapped.
- Lilies, camellias, lotus blossoms or white flowers of any kind should not be given as they are associated with funerals.
- Potted plants are not to be given as they encourage sickness.
- A bonsai tree is always acceptable.
- Give items in odd numbers, but not 9.
- Gifts are not opened when received.



Body Language:

- Nodding is very important.
- When listening to a Japanese person speaking, especially in English, one should nod to show one is listening and understanding the speaker.
- Silence is a natural and expected form of non-verbal communication.
- One should not stand close to a Japanese person. Avoid touching.
- Prolonged eye contact (staring) is considered rude.
- One should not show affection, such as hugging or shoulder slapping, in public.

- Avoid signaling to someone with forefinger.
- The Japanese extend their right arm out in front, bending the wrist down, waving fingers.
- One should not signal or summon older people.
- While sitting, both the feet should be erect on the floor and not with ankle over knee.



Business Meetings Etiquette:

- Appointments are required and should be made several weeks in advance.
- It is best to telephone for an appointment rather than send a letter, fax or email.
- Punctuality is important and one should arrive on time for meetings.
- Since Japan is a group society, even if one thinks he will be meeting one person there are chances for a group meeting.
- The most senior Japanese person will be seated furthest from the door, with the rest of the people in descending rank until the most junior person is seated closest to the door.
- It may take several meetings for Japanese to become comfortable and open up.
- A request should never be refused, no matter how difficult or non-profitable it may appear.
- The Japanese look forward to a long-term relationship.
- It is great to always provide a package of literature about one's company including articles and client testimonials.
- Always give a small gift, as a token of esteem and present it to the most senior person at the end of the meeting.

Business Negotiation:

- The Japanese are non-confrontational.
- They have a difficult time saying 'no', so one must be vigilant at observing their non-

verbal communication.

- It is best to phrase questions so that they can answer yes.
- Group decision-making and consensus are important.
- Written contracts are required.
- Japanese prefer broad agreements and mutual understanding so that when problems arise they can be handled flexibly.
- Avoid losing one's temper or raising one's voice during negotiations.
- Some Japanese close their eyes when they want to listen intently.
- The Japanese seldom grant concession. They expect both parties to come to the table with their best offer.
- The Japanese do not see contracts as final agreements so they can be renegotiated.



Business Dress Etiquette:

- Business attire is conservative.
- Men should wear dark-coloured, conservative business suits.
- Women should dress conservatively.

Business Cards:

- Business cards are exchanged constantly hence, invest in quality cards.
- It is wise to have one side of your business card translated into Japanese.
- Business cards should be given with the Japanese side facing the recipient.
- One must make sure the business card includes title, so that Japanese know one's status within organization.
- Business cards are given and received with two hands and a slight bow.
- During a meeting, business cards are placed on the table in front in the order people are seated.

to be continued..

"The ratio of We's to I's is the best indicator of the development of a team".

-Anonymous

"Talent wins games, but teamwork and intelligence wins championships."

-Michael Jordan
American NBA Basketball Player

"Strength lies in differences, not in similarities"

- Stephen Covey
writer and management consultant

"It is literally true that you can succeed best and quickest by helping others to succeed".

-Napoleon Hill
American author and earliest producers of the modern genre of personal-success literature

"Coming together is a beginning. Keeping together is progress. Working together is success".

-Henry Ford
American industrialist, the founder of the Ford Motor Company

"A group becomes a team when each member is sure enough of himself and his contribution to praise the skills of the others".

-Norman Shidle
Author of *"The Art of Successful Communication"*

"When a team outgrows individual performance and learns team confidence, excellence becomes a reality".

-Joe Paterno
Penn State football Coach

"Teamwork is the fuel that allows common people to attain uncommon results".

-Andrew Carnegie, "The Steel King"
Scottish-American industrialist, businessman and entrepreneur

"Many of us are more capable than some of us . . . but none of us is as capable as all of us!!"

-Anonymous

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