

# V connect

Vol. 23, No. 3

The Employee Communication Newsletter of L&T Valves

July 2023

## Enhancing Customer Value



**Special Feature**  
Mobile Photography Contest

# V connect

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## Letters to the Editor

Please send your feedback, suggestions and comments to [kuriakoseb@Lntvalves.com](mailto:kuriakoseb@Lntvalves.com)

## From the Editor

'Most people don't care'.

That sums up the results of the newsletter readership survey that we did last month.

The details:

- Only 60 employees participated
- 38 people were interviewed in person and 22, online
- Only 2 people from outside TC1 and KPM responded
  
- 13% have never read the newsletter
- 23% couldn't recall the name of the newsletter
  
- 25% of the readers feel the need for improvement

**People want V-connect to be a platform to share experiences and information. To connect, collaborate and learn. People want V-connect to celebrate the things that make us tick.**

We thank you for the feedback.

Let us work together and transform V-connect into a newsletter that touches and enriches all our lives.

Thanks,  
**Babu**

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Edited by Babu Kuriakose for L&T Valves, L&T Campus, Manapakkam, Chennai 600089 | [kuriakoseb@Lntvalves.com](mailto:kuriakoseb@Lntvalves.com) | +91 98412 83512

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# Message from the Chief Executive



Dear Colleague,

I hope this message finds you in good health and high spirits. As we continue to strive for excellence, we should focus on the most critical aspect of our business: enhancing customer value. Customer value encompasses the entire customer journey; from the moment they discover our brand to the post-purchase support they receive.

In today's rapidly changing marketplace, customer expectations are constantly evolving. To meet and exceed these expectations, we must consistently deliver exceptional value and experiences. To help us cultivate a culture of enhancing customer value, I would recommend that we focus on the following key parameters:

- **Deepen our understanding:** Gain deep understanding of our customers' needs, preferences and pain points. This knowledge will allow us to tailor our products, services, and interactions to better serve their unique requirements.
- **Elevate customer experiences:** Every interaction counts! Let's go the extra mile to provide personalised, seamless experiences at every touchpoint.
- **Continuous improvement:** Let's continuously improve our products, processes, and services. Encourage feedback from customers, identify areas for enhancement and take proactive steps to meet and exceed their expectations.

- **Empower teams:** Our employees are our greatest asset. By fostering a culture of ownership and accountability, we can ensure that each customer receives world-class attention and care.
- **Foster innovation:** Innovation is key to staying ahead in a competitive market. By pushing boundaries and challenging the status quo, we can uncover innovative ways to enhance customer value.

By prioritising customer value, we lay a strong foundation for our long-term success and build lasting relationships with our valued customers. Let's join forces to embrace this theme of 'Enhancing Customer Value' in all that we do. Together, we will delight our customers, differentiate ourselves from the competition and secure a prosperous future for L&T Valves.

Thank you for your ongoing dedication and commitment

Regards,

**S Kalyanaraman**

# The Global Perspective

*S Venkatesh, Global Head of Sales in conversation with Sreelakshmy S, CMT*

**How would you describe your journey with L&T Valves? Please mention some memorable milestones and achievements.**

I have had a fantastic journey in L&T spanning almost 25 years. I started with procurement and then moved to planning, production, sales co-ordination and sales. L&T/AIL trusted my capabilities and gave me opportunities to learn and contribute.

I had many memorable milestones in my career including being part of the initial team deployed to the Kancheepuram plant. Seeing that plant grow into the mainstream is a memorable moment in my life. Other milestones include getting the first cryogenic orders for AIL for Bonny Island and Sakhalin projects, developing major partnerships with EPC like JGC and Chiyoda, developing the Korean EPC market, and being part of the team that set up and developed the L&T Valves factory in China.

**What are the strengths of our sales and marketing team?**

Our sales teams are highly technical, with the ability to work closely with customers to provide unique solutions for their flow-control problems. As a team we believe in adding value to our products by providing correct technical advice, pre and post-order support as well as service support. We have sales personnel working around the globe in time zones closer to the customer.

**What are some of the challenges we have faced recently and how have we overcome them?**

We remain sensitive to the end-users' need to keep a tight grip on their capex. That is why we are constantly reviewing and improving our manufacturing processes, to eliminate waste and lower costs. We believe significant cost savings can be realised by implementing more standardisation and support initiatives by the oil & gas industry, such as via the IOGP. Standardisation is a complex process which brings a number of challenges for manufacturers, but standardisation will ultimately benefit us all.



**How do you think we can use technology to drive sales and add value to customer?**

As a manufacturer, we have always remained alert to emerging technologies which could be gamechangers. For example, we were early adopters of 3D modelling which has since become a mainstream design tool for valve OEMs.

We have brought almost all sales processes online including project pursuit, offer tracking and, of course, order processing and execution. We intend to offer customers online access for order status monitoring which will help them know the exact status of their orders in realtime basis.

**In recent times, what strategies have we implemented to boost order inflow?**

L&T Valves is known in the market as a solution provider for critical valves and we have leveraged our extensive global

approvals, product range and solutions to boost order inflow. Special focus has been provided to actuated valve solutions and we have set up an in-house automation team for providing better value for customers at a faster delivery. We have further consolidated our capabilities in exotic alloys and clad valves where we are now able to provide customers with optimal solutions at shorter lead time. We have also set up a local manufacturing facility in Saudi Arabia to cater to our major customers in Saudi Arabia like Aramco and Sabic.

#### **What are the prime geographic areas of focus for L&T Valves for the next few years?**

L&T's prime focus will be on North America where we see a tremendous opportunity for growth utilising our high acceptance rate as well as our warehouse facility in Houston. We are seeing a positive traction in North America and expect business to more-than-double in the coming financial year. Middle East & Domestic markets will continue to be the mainstays for L&T Valves, supported by project business from contractors in Asia Pacific and Europe.

#### **What gives L&T Valves a competitive edge over other players in the valve industry?**

- Global acceptance
- Quality accreditations
- Strong in-house manufacturing capability
- Experienced design team
- Strong foundry supplier base
- Global marketing network
- Global network of service partners

#### **Over the years, have there been major changes in the way customers perceive value? Have there been changes in the way we deliver customer value?**

Customers are increasingly looking beyond quality, cost and delivery when it comes to evaluating the value of manufacturer offerings. Customers value technical support - both pre and post-order, transparent and timely communication and an unwavering commitment to contracts and agreements.

Sustainability is in focus and a good ESG would soon become a requirement to participate in the global market.

We have opened a plant in Saudi Arabia to address the local content requirements, and a warehouse in USA to boost customer confidence. We believe in being closer to the customer. We now have people on the ground in major markets providing solutions to customers in their own time zones. Our distribution and support networks are revitalised and expanding.

Our Pre-sales, Contracts Management and Logistics teams have been reorganised keeping the customer at the centre, and I am sure these would enhance customer value.

We strive to simplify life for our customers. We are responding to increasing calls for automation and digitalisation. We are working closely with gland packing manufacturers to reduce fugitive emissions. Leveraging our expertise in the energy sector, we are developing solutions for the hydrogen market.

#### **For young sales and marketing professionals – what advice or tips would you give?**

I would advise young sales engineers to be technically strong on products, standards and specifications. This will help them to answer and support customers, in turn earning their respect and trust. Another advice I would like to add is to honour commitments to customers.



**Sreelakshmy S**  
CMT

# End-to-end Service

*Aftermarket is our newest business vertical but customer support was always an integral part of our corporate DNA. Sriram V, Head - Aftermarket, touches upon the developments in his domain.*

### What is Aftermarket?

Aftermarket or after-sales are spaces for supplementary goods and services procured after the purchase of the original product. Aftermarket products and services include maintenance, repairs, replacements, spare parts or accessories, and upgrades to increase system performance/ efficiency.

Aftermarkets are estimated to “contribute about 25% of all revenue and 40-50% of all profits for manufacturing companies” (Holmström). The average operating margin from the aftermarket business is higher than the operating margin from new equipment sales. In fact, during difficult times, aftermarket sales keep many businesses afloat.

Aftermarkets services as a strategy was introduced by KC Gillette in 1906 when they started selling replacement blades for its razors. This came to be known as the ‘razors and blades business model’ and was copied by many companies.

### Enhancing Customer Value

Aftermarket solutions increase product lifecycle and asset efficiency. They also provide a continuous support network for customers to rely on, increase value-creation and enhance customer experience.

From a manufacturers’ perspective, it increases a company’s connection to its customers, extends the duration of relationship with customers, builds long-term customer relationships and nurtures customer loyalty. According to the Harvard Business Review, “Depending on which study you believe, and what industry you’re in, acquiring a new customer is anywhere from five to 25 times more expensive than retaining an existing one”.

Regular interactions throughout the lifetime of a product increases the trust customers place on a company and ultimately creates unmatched competitive advantage. Companies also gain feedback on product performance, customer processes and applications, needs and desires, and the enhanced learning facilitates the creation of innovations that further enhance customer value.

START UP	SUPPORT	SUSTAIN	STRENGTHEN
Inspection, Preservation & Storage	Performance Monitoring	Emergency Response	Shutdown Service
Installation & Commissioning Testing at site	Preventive / Periodic Maintenance	Troubleshooting & Diagnostics	Retrofits & Upgrades
	On-site Training Programmes	Repairs, Overhauls, & Modification	Spares Supply





### L&T Valves Aftermarket

We believe in maximising the product life and reducing total costs of ownership (TCO) and Aftermarket is an initiative very much in line with our strategic vision. Our Aftermarket evolved gradually - from emergency support and complimentary services to comprehensive solutions that cover warranty service, troubleshooting, AMCs, shut-down jobs, repairs, site assessment, inventory management, etc.

As the original equipment manufacturers, we understand our valves better and offer specific, customised solutions for each of the problems encountered by customers. We have facilities that offer quick solutions and reduce repair costs. There is also a network of authorised associates and repair shops to cater to customer needs in different geographies.

### Highlights:

- **RIL Hazira** Refinery Shutdown. We overhauled and tested over 1500 valves of various types in three weeks with 60 people working round the clock.
- **IOC Panipat**. We removed 22 high pressure butt welded GGC valves from the line, reconditioned and reinstalled them within 18 days with 15 technicians.
- **Sipchem, KSA**. Reactor VV Overhauling. We won appreciation from the customer for the safe, timely and high quality aftermarket support.
- We manage aftermarket facilities at **Reliance Jamnagar** and **BPCL Bina** which help them in attending to the breakdowns and repairs of valves immediately.
- We have also been maintaining valves at various terminals of **IOCL**, **HPCL** and **BPCL** assuring trouble-free operation.



**V Sriram**  
Head - Aftermarket

# Houston Chronicles

*In April 2022, L&T Valves USA LLC moved to a new facility in Missouri City, within the Greater Houston metropolitan area.*



**Sachin Murumkar**  
DGM, Business Development  
- Americas

Houston is considered the energy capital of the world and all key players in the energy industry including end-users, EPCs, equipment manufacturers and distributors have a presence there. We have had an office in Houston for over two decades. Recently, to enhance our service to the industry as well as increase visibility in the market, we moved to a new office-cum-warehouse complex in Stafford, the valve distribution hub of Houston.

**The total inventory of all valve manufacturers in Stafford is estimated to exceed USD 700 million.**

The US thermal power industry relies on very tight turnarounds with minimum downtime and lays great importance on on-time deliveries. The industry also values support provided for workshops attended by industry professionals.

Our campaign, powered by our inventory and unfailing support from KPM, has helped us gain significant share of the business and accolades from major contractors.







## Quick Facts:

- Area: 32,500 sq.ft.
- 15 workstations and conference rooms
- Storage facility for 5,000 valves
- Forklift with 5T capacity for material handling
- Valve assembly-disassembly stations
- Hydrotest facility
- Marking and packing facilities



I would like to thank L&T Valves for their outstanding customer service. You are always there when we need a quick response on a quotation, technical support or simply a delivery request. Your professional expertise is always available whenever it is needed. Thank you for the superior support.

### **Jay Russell**

Branch Manager, National Valve  
A Floworks Company



Team Americas with S Venkatesh



With David Dodson, power industry veteran and Chris Gentry, mechanical service specialist at Southern Company

# A Journey of Innovation and Reliability

*Our customer-centricity and commitment to technical excellence transformed a challenge into opportunity*

## The Challenge

A leading industrial conglomerate in the agrochemical and specialty chemical sector faced recurring valve issues. Their insecticide production lines required valves that could withstand corrosive and erosive fluids such as Thiophosphoryl chloride, and the ball valves which were in use jammed and got damaged very frequently.

## The Solution

We tested the line fluid with Hastelloy C22, known for its exceptional corrosion and erosion resistance, and based on the promising results proposed the material.

We approached the challenge with an open mind and discussed the advantages and limitations of each type of valve for the application, and Triple-offset Butterfly Valve (TOBV) emerged as the optimal solution to the issue.

During discussions, the customer highlighted the need for fast-acting actuation and adherence to their defined HAZOP procedures that were integral to their risk management approach. TOBV valves with SIL-3 capability instilled confidence in the customer. Valves with pneumatic actuation with AFC/AFO modes, feedback signals and SOVs with 2oo2 redundancy were proposed to meet the requirements. Air reservoir circuits were also incorporated to ensure compressed air and nitrogen intake during prolonged air failure situations.

## Co-creating Value

The customer placed orders for valves including Emergency Shutoff Valves in sizes up to 10" and their satisfaction with our approach to the issue opened up opportunities in other process lines and plants.

The success story exemplifies the power of customer-centricity, perseverance and technical expertise. By addressing the challenge with innovative solutions, we reinforced our position as a reliable and trusted solution provider and launched a symbiotic partnership.



**Dhananjay Pandey**  
Head - Sales, NRO

# What do you do to enhance the value of your customers in your day-to-day work?



**Syed Aslam S**  
Head - Global Pre-Sales

Our young and dynamic Pre-Sales team operates with their prime focus on Customer Delight. From analysing customer requirements to producing high quality bid proposals, they achieve customer satisfaction by personalising products and services to meet customer's perception of value.

The key to enhancing customer value begins from within the team, and our Pre-Sales department pays special attention to development and collaboration within team members. By fostering a culture of continuous learning, development, and networking with peers, the team has been able to better cater to the journey of enhancing customer value.

#### 4 Focus Areas of the Pre-Sales Team:

##### Responsiveness

Exceptional communication with internal and external stakeholders

##### Compliance

Ensuring legal compliance, as well as compliance to production and procurement requirements prior to giving delivery commitments

##### Accuracy

Following the principal of 'First Time Right', especially in order entry

##### Ownership

All obstacles are faced head-on, and appropriate solutions are worked out with no shortcuts



**Nagaraja P**  
Head - Distribution Business

I consistently strive to understand their needs, provide prompt and efficient support, and actively seek opportunities for improvement and innovation.

By maintaining open lines of communication, delivering high-quality services, and cultivating strong relationships based on trust and collaboration, I aim to exceed customer expectations and ensure their satisfaction while driving long-term success for our organisation.

# Making L&T Valves A Fabulous Place to Work

Over to Srihari Annaiah, Head - HR and IR on his vision



*"I want to create a high-performance work culture by attracting, retaining and motivating the right talent, and leveraging their full potential"*

Inspirational leaders understand and empathise with the emotions, needs, and concerns of team members. He actively listens and seeks to understand different perspectives, fostering a culture of inclusivity and respect. He provides support, encouragement, and mentorship; helping individuals to reach their full potential. An empathetic leader inspires loyalty, fosters strong relationships, and creates a sense of belongingness within a team or organisation.

## **What do you think are three qualities necessary to be an inspirational leader?**

An inspirational leader should be a visionary with a clear and compelling vision for the future, articulating a long-term goal that motivates and excites. A visionary leader should also adapt and communicate his vision effectively, making it relevant and meaningful to different individuals or groups.

A leader should demonstrate integrity and be genuine in words and actions. He/she must stay true to their values and principles; consistently demonstrating integrity and ethical behaviour. By being transparent and honest, he builds trust and credibility. Leaders with integrity are also willing to admit their mistakes, take responsibility, and learn from failures. His integrity creates a positive and open environment where people feel comfortable and inspired to follow their leader.

## **What accomplishments would you want your team members to achieve in the next 2 to 3 years?**

I want my team members to create a high-performance work culture by attracting the right talents, retaining, and motivating the talents available in the organisation by leveraging their full potential.

I want my team to demonstrate excellence in HR, working on the eight pillars of HR Excellence Model, thereby winning the HR Excellence Awards within our L&T group as well as in different forums.

I also want my team members to provide necessary support to other departments: achieving LAKSHYA 2026 goals of meeting ₹ 2000 Crores turnover and a PAT of 12% with 700 employees. By focusing on strategic workforce planning, optimal utilisation of human resources, and increasing the capability of human resources, I am confident that LAKSHYA 2026 is well within our reach.



### How do you see the HR strategy at L&T Valves contributing to the organisation's business strategy?

HR strategy of an organisation plays a crucial role in contributing to the overall business strategy. To meet with L&T Valves' business strategy, LAKSHYA 2026, we have aligned our HR strategies by

- Ensuring a smooth integration process at L&T Valves, involving a transfer of 155 employees from Coimbatore to Kancheepuram, accommodating every employee.
- Organisational restructuring for better line of control and authority
- Role mapping and positioning for better role clarity after integration process.
- Capability building of employees through various training sessions.
- Engaging employees and considering their well-being through various events.

### In your view, what must be the cultural tenets of an organisation?

Cultural tenets of an organisation refer to the core values, beliefs, and behaviours that shape the organisation's culture. Some common cultural tenets are

**Integrity and Ethics:** This involves conducting business with honesty, transparency, and accountability. Upholding strong ethical standards builds trust within the organisation and with external stakeholders.

**Collaboration and Teamwork:** Encouraging a collaborative culture promotes effective communication, cooperation, and the exchange of ideas. It fosters a sense of shared purpose, collective problem-solving, and a supportive work environment where individuals work together towards common goals.

**Innovation and Adaptability:** Encouraging creativity, experimentation, and risk-taking. Embracing change and being adaptable to evolving market trends and customer needs helps organisations stay competitive and agile.

**Customer Focus:** It involves understanding and meeting customer needs, actively seeking feedback, and consistently striving for customer satisfaction. A customer-focused culture reinforces the organisation's commitment to providing high-quality products or services.

**Employee Development and Well-being:** Providing opportunities for skill enhancement, career advancement, and work-life balance. Supporting employees' physical and mental health helps create a positive work environment and enhances employee satisfaction and retention.

### What is the one change you would like to see in the coming year at L&T Valves?

I wish the integration process which went ahead smoothly by accommodating every employee, to culminate as a successful integration process yielding desired revenue by keeping employees engaged and creating high-performance culture.

### What are your hobbies?

Reading newspapers, jogging, badminton, watching TV.

### What do you think is the best way to engage and motivate millennials?

Engaging and motivating millennials requires understanding their unique characteristics, preferences, and values. Few strategies to motivate millennials in the workplace are to

- Provide meaningful work and offer opportunities for them to work on projects aligned with their interests and providing regular feedback on the impact of their work.
- Encourage teamwork.
- Recognise their achievements and celebrate milestones publicly to foster a culture of appreciation.
- Encourage work-life integration through initiatives such as wellness programmes.

### What is your advice for a young budding engineer in the manufacturing industry?

- Develop a strong technical foundation in engineering principles, theories, and practices relevant to their field.
- Embrace continuous learning and be open to learn from colleagues, mentors, and industry experts. Engage in professional networks, attend conferences, and participate in training programs to stay updated.
- Develop strong communication skills to effectively convey technical information, collaborate with cross-functional teams, and present ideas or project updates to stakeholders. Also, practice active listening to understand different perspectives and build strong work relationships.
- Foster a problem-solving mindset to learn to analyse data and seek innovative solutions to challenges.

### What are the top-3 achievements of your career?

- The smooth integration at L&T Valves which involved transfer of 155 employees from Coimbatore to Kancheepuram – achieved with the guidance from Mr Kalyanaraman and support from my team.
- Established a HR department in Cethar Limited and catered to all their HR requirements for their growth plan from Rs 500 crores to Rs 1500 crores.
- Championed JK Fenner to the 'People Management Award' within JK Group.

# World Environment Day

*According to a UN report, the rise of greenhouse gases and other environmental issues would push a million species to the brink of extinction in the next few years. The future of our planet is distressing and urgent action is required.*

In 1972, the United Nations General Assembly established 5 June as World Environment Day and this year marks the 50th year of celebrations. This year the celebrations were hosted at Abidjan, Côte D'Ivoire in partnership with the Netherlands. The objective of the celebrations is to raise awareness about environmental concerns, encourage sustainable development and most importantly mobilise people to come together to preserve the planet. This day functions as a day of awareness and reckoning.

The theme of this year's celebration was 'Solutions to Plastic Pollution'. Plastics have infiltrated every corner of the planet; cities, forests, mountains, rivers, and oceans are all contaminated by plastics. **"The average person eats at least 50,000 particles of microplastic a year and breathes in a similar quantity, according to the first study to estimate human ingestion of plastic pollution" (The Guardian).** Today, plastics are ubiquitous and so is plastic pollution.

"Humanity produces over 430 million tonnes of plastic annually, two-thirds of which are short-lived products that soon become waste. **The social and economic costs of plastic pollution range between USD 300 to 600 billion per year" (United Nations Environment Programme).**

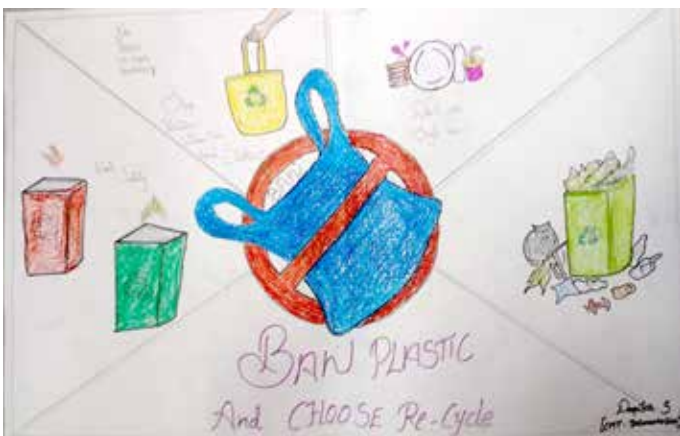
To commemorate World Environment Day, L&T Valves undertook several initiatives to raise awareness about plastic pollution. All employees of L&T Valves Kancheepuram undertook a pledge to protect the environment, to follow a sustainable lifestyle - and to avoid single use plastics.

Trees absorb carbon dioxide and reduce the amount of carbon dioxide in the atmosphere and check global warming. Hence, we celebrated World Environment Day by planting more trees in our Kancheepuram campus. Native species best suited for the environment were selected and the saplings were planted by visiting customers and our employees.

Art is a form of creative expression and can be employed to shed light on contemporary issues. We used art to raise awareness about environmental issues and drawing, painting, photography and speech competitions were organised for employees and their children.

Antony Jayaraj J, Mokesh R and Sugumar S won the photography competition. Deepika S, Prakash P and Saravanan E won the drawing competition.





Deepika S

Antony Jayaraj J



# Tree Transplantation

## The Sustainable Way to Protect Green Cover



### Pughazhendi A

Senior Engineer - Plant Engineering,  
L&T Valves, Kancheepuram

As temperatures soar, global warming has become a common household term. Due to the rising temperatures, rapid climate change occurs, and the consequences are vast. Global warming and climate change together endanger and threaten life and biodiversity on earth. Concerns are raised every day about human activities which aggravate this situation. It has become imperative to alleviate this situation by undertaking sustainable ventures.

To manage the emission of greenhouse gases and reduce rising temperatures trees are important. Trees absorb CO<sub>2</sub> and reduce the amount of CO<sub>2</sub> in the atmosphere. Therefore, afforestation and reforestation measures are necessary for tackling global warming and climate change. But during the age of rapid urbanisation, afforestation can be difficult. Still, the green cover of a place can be protected through tree transplantation efforts.

At L&T Valves Kancheepuram plant, the location identified for the new manufacturing infrastructure was home to around 75 trees. Rather than cutting down the trees, we decided to transplant these trees to a new location in the campus to protect and preserve our green cover.

The trees at the site included black plum, portia, java olive, copperpod, spanish cherry, neem and Indian beech and coconut and areca palms. We formed a team to collaborate with experts and

map the individual shifting and handling requirement for each variety based on its nature and complexity. Our goal was to ensure 100% survival and the team took up the challenge with much enthusiasm.

Before transplantation, the branches of the trees were trimmed to one-third of their original size for ease of transportation and to ensure stability after transplantation. The trees were carefully uprooted to ensure that the roots were not damaged and moved using excavators and cranes. We ensured that the pits were large enough to accommodate the root ball, and were filled with layers of red soil, manure, coco peat and coir dust to provide necessary nutrition to the trees. After positioning the trees, the pits were filled with river sand, red soil and manure till the roots were fully packed.

The success rate of transplantation depends on various factors like species, size, health and adaptability of the trees and environmental conditions. By complying with all requirements and through careful planning and execution, we were able to achieve 65% sprouting after 2 months. We are still working to improve the survival rate.

The team faced several challenges during the process and learnt a lot too. In the end, it gives us immense satisfaction when we work towards environmental protection and sustainable growth.



# Long Service Awards

## Our Congratulations to the Awardees

**30**  
YEARS



**KR Pillai**, AGM - F&A

**15**  
YEARS



**Balagurusamy K**, AM - QC



**Balaji V**, Executive - Operations

People



**Balakrishnan R**, Asst Manager - Operations



**Daniel C**, Executive - QC



**Gopal V**, Asst. Manager - Stores



**Gopi J**, Executive - Operations



**Jeya Pandian R**, Executive - Operations



**Karthikeyan J**, Asst. Manager - SCM





**Kumaran G**, Manager - Operations



**Manikandan S**, Executive - QC



**Manikandan VS**, Asst. Manager - QC



**Mohanraj M**, Asst. Manager - CPD



**Narasimman I**, Executive - Operations



**Palani Kumar K B**, Asst. Manager - ISD

People



**Prabhu D**, Executive - Operations



**Prabhu G**, Manager - Operations



**Pradeep Kumar SM**, Executive - R&D



**Praveen Kumar S**, Executive - Operations



**Rajesh S**, Executive - PLED



**Ranganathan S**, Asst. Manager - CMG



Happy Retirement

*We value your contribution. Thank you!*



**Kumaran K**



**R Soundarrajan**



**Selva Kumar G**, Executive - FG Stores



**Sudhagar E**, Executive - PLED



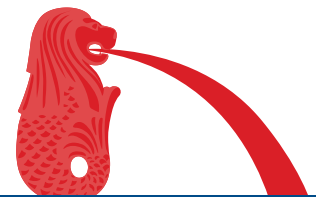
**Thiyagarajan P**, Asst. Manager - QC

# New Horizons, New Hopes

*Congrats and all the best!*



**Dhananjay Pandey** took over the reins of NRO in June 2023 with the additional responsibility of WRO2. Earlier, he headed the combined WRO as well as WRO1. DP is a mechanical engineer (2007) and an alumnus of IIM-A Management Education Programme (2019). Dhananjay is married to Shambhawi and the couple has two daughters, Aadvika and Anvesha.



**Khelvestes Lin Yufan**, based in Singapore, is Regional Sales Manager - Southeast Asia since June 2023. He holds a bachelor's degree (Hons) in mechanical engineering from the University of Newcastle, Australia and has 13 years of experience in the valve and actuator industry. Khelvestes is married and has two daughters.



**Mugilan KR** joined L&T Valves in June 2023 and currently heads WRO1. He completed BE mechanical engineering in 2001 and PGDBA from Symbiosis in 2012. He is currently pursuing an MTech in manufacturing management from BITS Pilani. He has extensive experience in the forging industry. Mugilan is married to Suganya and the couple has two daughters, Mathivizhi and Thendralmozhi.

# We Manufacture Valves that Make India Proud

*The Special Projects Operations at Kancheepuram is the newest and smallest product group of L&T Valves. But also, as the name indicates, a very special group.*

The Special Projects team manufactures custom-engineered valves for defence, nuclear and aerospace projects as well as mission-critical valves for the energy and process industries. The team comprises seven specialists whose hallmarks are creativity and out-of-the-box thinking.

E Kalathiappan, a BE in mechanical engineering and a chartered engineer, heads the team.

G Sundar, equipped with a master's degree in computer aided design, handles planning, production and product management, supported by U Arasu Subbiah, a mechanical engineer.

P Ramkumar, a mechanical engineer with MSc in engineering business management, manages machining, supported by S Pradeep, a mechanical engineer.

K Prassana Manikandan is the welding expert. A production engineer with a PG certificate in welding engineering and master's in manufacturing management, he is also a welding inspector certified by the American Welding Society.

S Arul, a mechanical engineer, exclusively handles the SCM function for the Special Projects team.

The team members possess extensive knowledge in diverse domains such as exotic materials, welding, machining, testing and automation. They combine their expertise and share their insights to make the team excel.

Members of the team mentioned that they are more than colleagues and have bonded into a family over the years. They often get together for celebrations and cricket matches.

- **Kalathiappan has clocked 34 years with L&T Valves. He has worked in MPK, CBR and KPM plants**
- **Arasu is the youngest member of the team**
- **Sundar is a proficient table tennis player**
- **Ramkumar and team had won the 2021 Engineers Day paper presentation contest**



U Arasu Subbiah | S Pradeep | K Prassana Manikandan | S Arul | E Kalathiappan | P Ramkumar | G Sundar



# Microbots: Small is More



*Exploring the boundaries of technological revolution, this is Ahin Honymon, a mechanical engineer, currently a GET at L&T Valves. Being a part of the design and development team, I leverage my skills for technical innovation to bring about ingenious solutions.*

Ahin Honymon, GET

We humans are curious about how far we could go in terms of scientific accomplishments. With the advancements of science, as discoveries become sophisticated, we look forward towards more sustainable, cost-efficient, and compact products that are useful for mankind. We have started digging deep into different fields of studies with an aim of enhancing current scientific knowledge.

Robotics is one such prolific field. We have gone through many iterations of robots that replicate human behaviour; we have manufactured robots as tall as 8.46 m but how far have we gone in exploring the areas that are too small for the naked eye? This is where the idea of micro robotics comes into the picture. The integral idea of creating a robot is to emulate the functions of humans such as gathering data to process, extracting insights, and making decisions to implement them by modifying a robot's behaviour. When these characteristics are reduced in scale, we enter the world of micro robotics.

## Evolution

Micro robotics typically deals with robots that range in size from a few micrometers to a few centimeters. The concept of microbots first

emerged in 1980. Researchers were focused on developing theoretical frameworks, locomotive principles and investigating materials for micro-scale fabrication. The development of Micro Electromechanical systems (MEMS) provided a breakthrough in microbots technology. MEMS offered fabrication techniques that allowed for integration of mechanical, electrical, and sensing components on a microscale.

The beginning of the journey of miniaturisation commenced in the stomach of a mouse, where a small robotic motor was deployed to explore a completely new world. These bots were propelled by the mouse's own gastric acid to deliver its payload..

We can draw a lot of similarities with what we see in movies where a submarine with human crew is shrunk down to microscopic level and sent on a mission inside a human to explore.

Printed circuit boards propel small magnetic robots electromagnetically, with the capacity to adjust their speed and movement in two axes as well as rotationally. Magnetic levitation is a method of operating magnetic micro robots, which could improve positional resolution.



## Applications

The evolution of microbots has been intertwined with advancements in micro fabrication techniques like 3D printing, photolithography and so on. The usage of such micro systems could range from micro assembly, micro fabrication, and micro positioning. These small robots can also be programmed to work with each other to build macro-scaled structures like trusses through mutual communication.

Microrobot Type	Size Range	Features	Applications
Magnetic Microrobots	Sub-millimeter to millimeter	Magnetic actuation, precision control	Medicine (drug delivery, targeted therapy)
Bio-Inspired Microrobots	Sub-millimeter to millimeter	Biomimetic design, locomotion mechanisms	Medicine (microsurgery, diagnostics)
Nanobots	Nanometer to micrometer	Molecular-scale components, manipulation	Medicine (targeted drug delivery, diagnostics)
Microscale Swarm Robots	Sub-millimeter to millimeter	Cooperative behaviour, swarm intelligence	Environmental monitoring, agriculture
Lab-on-a-Chip Microrobots	Micrometer to millimeter	Miniaturized analysis platforms, fluid handling	Medical diagnostics, chemical analysis
Microscale Surgical Robots	Sub-millimeter to millimeter	Precision tools, teleoperation or autonomous control	Minimally invasive surgery
Microrobotic Grippers	Micrometer to millimeter	Grasping and manipulation of small objects	Micro assembly, lab automation
Biorobots	Sub-millimeter to millimeter	Living cells or organisms integrated with robotics	Biological research, bioengineering
Microswimmers	Sub-millimeter to millimeter	Propulsion mechanisms, navigation capabilities	Drug delivery, targeted therapy
Micro Aerial Vehicles (MAVs)	Millimeter to centimeter	Flapping wings or propellers for flight	Surveillance, inspection, environmental study

environment, make real-time decisions, and adapt their actions accordingly. They could be used for surveillance in sensitive areas or disaster-stricken regions, providing real-time information and can also assist in the handling and disposal of hazardous materials, reducing the risk to humans.

### Microbots in Valve Industry

Theoretical uses of microrobots are endless. The potential of micro robotics to change the way we deal with damages and errors in manufacturing is immense. In the near future, we could probably think of using micro robots in our valves to investigate damages and aid repair. Microrobots may offer unique advantages in enhancing valve performance, maintenance, and monitoring. They could be employed to inspect and maintain valves by navigating intricate valve assemblies and perform tasks such as cleaning, lubrication, repair, and inspection. Microrobots equipped with sensors and cameras could detect leaks by monitoring pressure, temperature, or fluid composition. By continuous monitoring of parameters such as pressure differentials, flow rates, and actuation force we can obtain real time data which enables predictive maintenance.

Microrobots exemplify the incredible advancements humanity has achieved in the realm of miniature robotics. Their ability to perform tasks at a microscopic scale opens a myriad of possibilities and are poised to revolutionise industries and redefine our understanding of what is possible. It is imperative that we continue to explore this area while keeping ethical considerations in mind; ensuring a future where microrobots are used responsibly for the betterment of society.

Microrobots equipped with sensors can monitor environmental parameters, such as water quality, air pollution, and soil contamination. Think about a swarm of nanobots released into the atmosphere which could quickly break down harmful molecules and turn it into harmless materials. They can also aid in the restoration of damaged ecosystems, such as coral reefs, by assisting in the transplantation of coral fragments.

In the future, microrobots may perform complex surgical procedures with high precision and control, enabling delicate interventions. They may also be used to monitor diseases real-time, deliver targeted therapies, or even repair damaged cells.

Microrobots with 60 joints have been developed to move quicker than before.

New advances such as electro-adhesive foot pads and origami-based ankle joints allow it to navigate more sophisticated contours, allowing it to work in difficult-to-reach places and traverse narrow gaps, making it suitable for safety inspections. Microrobots might play a role in the synthesis and assembly of nanomaterials with advanced properties and could also conduct non-destructive testing at a microscopic level.

Recent developments have focused on enhancing the autonomy and intelligence of microrobots with miniaturised onboard processors, advanced control algorithms and artificial intelligence techniques that have empowered microrobots with decision-making capabilities and adaptive behaviour. These intelligent microrobots can perceive their

# Can we look back in time?



Ronak Tandi, Special Projects

*Passionately shaping the future of engineering, I'm Ronak Tandi, a mechanical design engineer with expertise in 2D and 3D modelling, and innovative design solutions. Currently, a GET in the Special Projects group at L&T Valves, I contribute to cutting-edge initiatives in Defence, Nuclear, and Aerospace industries.*

Can we look back in time? Has anyone invented a time machine, yet? What would it even look like? These questions have captivated the minds of people for ages, fuelling endless speculation and imagination. While we may not have invented a traditional time machine like the ones portrayed in movies, I am about to introduce you to something extraordinary that has reshaped our understanding of history - a time machine that has been with us all along.

When we think of time machines, we often envision complex devices with flashing lights and spinning dials. However, a time machine can be any mechanism or concept that allows us to peer into the past or glimpse into the future. And believe it or not, our very own eyes possess the remarkable ability to transport us through time.

The secret lies in the nature of light. Light takes time to travel from its source to our eyes, and this journey through space carries information from the past. Let's consider the example of sunlight that takes approximately 8 minutes and 20 seconds to reach us from the Sun. So, when we look up to see the Sun, we are actually seeing it as it appeared 8 minutes ago. Our vision becomes a

window into the past, and in that sense, our eyes can be seen as time machines.

In ancient times, humans observed the movement of celestial bodies and the movement of Sun and Moon. Trying to make sense of these patterns, they formulated a rudimentary model of the universe in which Earth occupied the central position, and everything revolved around it. This geocentric model provided a basic understanding of the celestial motions, but it failed to explain the precise trajectories of planets like Mars and Mercury.



**Nicolaus Copernicus** dared to challenge the prevailing notion, proposing the idea that the Sun, not the Earth, lay at the centre of the solar

system. Copernicus realised that by placing the Sun at the focal point, everything fell into place, and a myriad of cosmic puzzles could be solved. However, fearing backlash from the Church and fellow astronomers, he kept his theories hidden. Without direct observations or concrete evidence to support his ideas, Copernicus's notions remained unproven.

It was half a century later when **Galileo Galilei** decided to conduct his own investigation by crafting his own telescope. What he witnessed through his telescope astounded him and shattered the existing beliefs. Galileo realised that the Church was wrong and Copernicus had been right all along. This marked the birth of a true time machine, one that allowed us to see beyond the limitations of our unaided vision and journey into the depths of the past.

The quest for understanding continued as astronomers debated the position of our galaxy, the Milky Way, in the grand tapestry of the universe. The ongoing discussion became known as 'The Greatest Debate', surpassing the intensity of court cases or political arguments. To settle this dispute definitively, astronomers sought to



construct more powerful telescopes capable of peering deeper into space and further back in time. Their efforts culminated in the construction of the colossal 100-inch telescope on Mount Wilson, Australia which provided crucial evidence and conclusively disproved the notion that the Milky Way stood at the centre of the cosmos. However, this discovery only fuelled a race to build even more advanced time machines that could peer into the future and unveil the secrets of the universe's origins.

In a quest to transcend Earth's atmospheric constraints, scientists turned their attention to placing telescopes in space. Enter the **Hubble Space Telescope (HST)** - a monumental leap forward in astronomical exploration. The HST revolutionized our understanding of the universe, uncovering countless galaxies, planets, and black holes. Its unparalleled power allowed us to look back approximately 13.3 billion years, making it the most potent time machine ever constructed.

Yet, the fundamental question that ignited this journey still lingered unanswered - where did we come from? In pursuit of this profound query, astronomers have developed the most advanced time machine to date - the **James Webb Space Telescope (JWST)**.

The JWST acts as a remarkable 'time machine' of sorts. When we gaze at celestial objects using the JWST, we are essentially peering back into history. The telescope's powerful instruments can capture light that has travelled 13.8 billion light-years to reach us. By analysing this ancient light, scientists can study the early stages of the universe, the formation of galaxies, and delve into the birth and evolution of stars.

Through its ability to see and analyse the farthest reaches of the cosmos, the JWST offers us invaluable insights into the origins of our universe. It unlocks a time capsule of celestial events, unveiling the secrets of our cosmic past and deepening our understanding of the vast tapestry of time and space.

While we continue to explore the universe and search for answers, it's amazing to think that our own eyes have been time machines all along. They've allowed us to see the past and unlock the mysteries of our existence.

In conclusion, the concept of a time machine has taken various forms throughout history. While we may not have a physical device that can transport us through time as portrayed in science fiction, our understanding of the universe and the use of advanced telescopes have allowed us to peer into the past and witness the unfolding of cosmic events. From the observations of ancient civilisations to the groundbreaking discoveries of Copernicus, Galileo, and the development of telescopes like the Hubble and James Webb Space Telescope, we have expanded our perception of time and deepened our knowledge of the universe's history. As we continue to explore and unravel the mysteries of the cosmos, the journey through time will remain a captivating pursuit for humanity, driven by our innate curiosity and thirst for knowledge.



*JWST unlocks a time capsule of celestial events, unveiling the secrets of our cosmic past*

# My Most Recent Holiday

*We thank all participants for making our mobile photography competition a grand success.  
I always knew we gonna click as a team.*



01. Sringeri, Dhamini K | 02. Tripura, Soumyadip Raha | 03. Mehendi, Bhargavi L | 04. Thiruvannamalai, Arunkumar K | 05. Coimbatore, Suriya Subramaniya | 06. Thennagur, D Chandrasekharan | 07. Central Station, K Udaya kumar

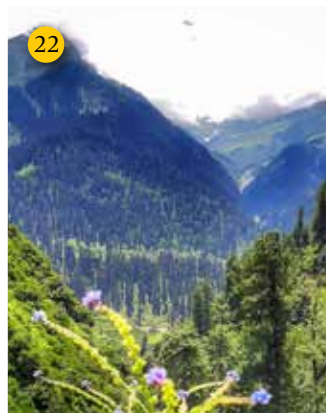




08. Malampuzha, Sumith S | 09. Sirumalai, N Marimuthu | 10. Pondicherry, Jayaram B | 11. Chikkamagaluru, Ezhilarasan P | 12. Goa, Gowtham S | 13. Vaigai Dam, Durairaj S | 14. Gobichettipalayam, Hariharan A



*Sivaram Anbalagan won the V-connect Mobile Photography prize for a pic shot during his holiday in Parambikulam. The winner was selected by Arjun Dogra.*



15. Yercaud, Sandeep Kumar K | 16. Kotagiri, Mohammed Faraz J | 17. Parambikulam, Sivaram Anbalagan | 18. Kedarkantha, Sandeep More | 19. Srinagar, Menaga K | 20. Valparai, Muthukumaar C R | 21. Velliangiri, Karthikeyan R | 22. Kasol, Mithilesh Malviya | 23. Yumthang, Trupal Bhavsar



**Arjun Dogra**

Arjun Dogra is a highly accomplished commercial photographer with over 20 years of experience. He has worked with a diverse range of clients, including renowned brands from different industries and his portfolio includes advertisements, product photography, fashion shoots, lifestyle campaigns and industrial photography.

Arjun, with a keen eye for capturing captivating images, has played a huge role in defining the visual aesthetic of L&T Valves communication.



24



26



27



25



# Hidden Gems

*We thank all movie buffs for the recommendations.*

*Please note we are saving some recos for future issues. Happy viewing!*



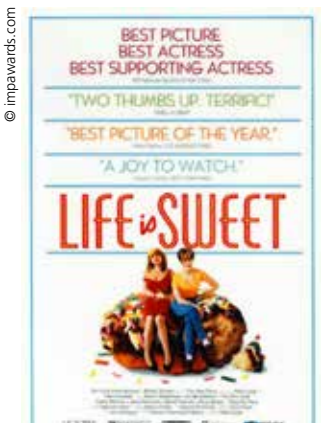
**October Sky**  
Directed by Joe Johnston, 1999

This is an inspiring and touching movie. It is the powerful true story of Homer Hickam who loves rocketry. Living in a small mining town, he dreams of launching rockets with his friends while dealing with bullying and rising family tensions.  
- Suggested by Praveenkumar R



**Annihilation**  
Directed by Alex Garland, 2018

Annihilation is a sci-fi movie that edges on psychological horror. The movie is set against the backdrop of a meteor crash on earth which has created a boundary surrounding itself that is sealed off from the public. The film follows four women who venture into the area and their discovery of life beyond our comprehension.  
- Suggested by Sreelakshmy S



**Life is Sweet**  
Directed by Mike Leigh, 1990

This movie portrays the sweet highs and bitter lows of a working-class family in a British suburb which resonates with our lives. Its originality, characterisation and screenplay are exceptional. The movie reminds us that even life's most ordinary moments are to be cherished. Overall, it is a feel-good movie with a tinge of emotions.  
- Suggested by Aravind Siddharth S



**Mouna Ragam**  
Directed Mani Ratnam, 1986

People who grew up in the 70s and 80s would remember this film. But for the millennials and Gen Z, it might be a lesser-known gem. This is the story of a free-spirited girl who has her own beliefs, and isn't afraid to express them. Released 37 years ago, the film was considered ahead of its times. Ilayaraja's songs were an extra bonus.  
- Suggested by Durairaj S



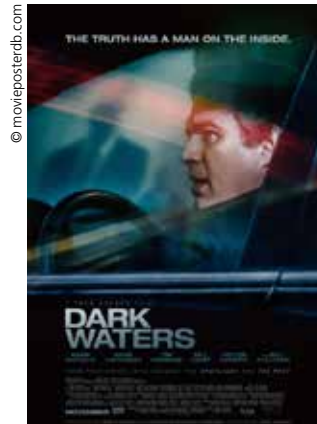
# Postcards from the Edge

*Joselin Benita, the Marcom intern, thought the recos weren't edgy enough. So here goes...*



**Midsommar**  
Directed by Ari Aster, 2019

American teenager Dani, her boyfriend Christian and his friends take a trip to Sweden and end up in the midst of a sinister pagan cult and soon things take a turn for the worse. The contrast between the brutality of the murders and the beauty of the pastoral setting, the bizarre events and symbolism, all fuel paranoia and the movie manages to scare even with the lights on.



**Dark Waters**  
Directed by Todd Haynes, 2019

The movie is based on a New York Times article on a case filed by lawyer Robert Bilott against DuPont after a series of mysterious animal deaths. The movie traces Bilott's long legal battle to link the company to the contamination of water resources in West Virginia but in a way talks of the hopelessness of living in a dying planet.



**Last night in Soho**  
Directed by Edgar Wright, 2021

The movie revolves around shy Eloise Turner who in her dreams often visits the London of the Swinging Sixties. The movie walks a thin line between reality and dreams and as the disco lights strobe, it offers a dizzying portrayal of the past and the present, of memories and mental illnesses.



**My Sister's Keeper**  
Directed by Nick Cassavetes, 2019

The movie, based on Jodi Picoult's book, follows the life of Anna, who is conceived through in-vitro fertilisation to save her sister who suffers from leukaemia. When Anna is asked to donate one of her kidneys, she goes on to file a medical emancipation suit which opens the floodgates on moral, ethical and emotional conflicts.

# V-connect Quiz

Connect the dots and mail your answers to [v-connect@Lntvalves.com](mailto:v-connect@Lntvalves.com) to win a gift voucher



1. Sainsbury's renamed its famous 'Tiger Bread' based on a suggestion given by one of their tiny tot customers Lily, "Why is tiger bread called tiger bread? It should be called 'X' Bread". Identify 'X'.

2. The German brand 'X' is known for paraffin lamps used in the sub-continent during power failures. Fun fact: The brand is well known in Tamil Nadu for its reference in a famous comedy duo's joke. Identify 'X'.

3. A world-famous restaurant chain has started a university called 'X' to hone the skills of restaurant managers in restaurant operations, leadership skills, customer service, operations, and procedures. The university has eight campuses worldwide and over 275,000 people have graduated with a degree in 'Y'. Identify 'X' and 'Y'.

4. Connect these objects... Clue: it's related to sports.



5. Professor AG Rao and Professor Ravi Poovaiah, faculty members at the Industrial Design Centre, IIT Bombay, handled the industrial design of 'X'. ECIL, Hyderabad handled the electronics. The device was the subject of various controversies yet is still in use. Identify 'X'.

6. In the mid-1990s, a world-famous sugary beverage company started a sales promotion campaign - customers purchasing their product could collect points that could be redeemed for gifts such as T-shirts and sunglasses. For seven million points, the prize was 'X'. The lack of a disclaimer in the commercial led to a long legal battle between a consumer who managed to collect the points and the company. This event recently gained interest due to a Netflix documentary based on this event. Identify 'X'.

7. 'X' is a musical instrument widely used in Indian classical and folk music. It is usually played by plucking a part called the metal tongue. It is categorised as a percussion instrument in Indian classical music. Scan the QR Code, listen to the audio and identify 'X'.



Quizmaster **Aravind Siddharth S**  
QC, KPM

# Little Super Star

*Joshitha is a student of Class 7 at SSVM Global School, Coimbatore. She is the class topper, draws like a dream, writes stories and plays the keyboard.*

*We are proud to feature her surreal masterpiece 'The Metamorphosis of Light and Darkness' and the BTS story.*



**Joshitha H**

Daughter of Haridoss Dheena,  
AGM - Manufacturing Operations

## The Metamorphosis of Light and Darkness: Nurturing the Inner Light

In the artwork, the transformation of a woman's radiance into darkness serves as a profound moral lesson. Her face shines like a galaxy, symbolising her vibrant spirit and goodness. Yet, a single lie infiltrates her life, causing her heart to grow cold and her good deeds to wither away.

This visual narrative reminds us of the delicate balance between truth and deceit. It highlights the fragility of trust and the devastating consequences of dishonesty. The woman's transformation from light to darkness reflects the corrosive power of lies, capable of tarnishing even the brightest of souls.

This artwork challenges us to consider the moral implications of our actions. It invites introspection, urging us to cultivate honesty, empathy, and compassion. By nurturing our inner light, we can create a ripple effect, illuminating the world around us and inspiring others to do the same.



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# காஞ்சி connect

V-connect Kancheepuram Special

July 2023

## It feels good to be in your hands!

We are happy and proud to present the inaugural issue of Kanchee Connect, the exclusive employee newsletter of KPM. We hope you enjoy reading the newsletter. We welcome your comments and suggestions. Please email your feedback to [v-connect@Lntvalves.com](mailto:v-connect@Lntvalves.com) or WhatsApp 98412 83512.

Thanks, The Editor

## Making a Difference

*We introduce a team of ladies that handles quality control documentation and plays a significant role in enhancing customer value*

L&T Valves is committed to manufacturing and delivering quality products. We take pride in our pervasive quality culture that goes beyond industry and customer demands to ensure customer satisfaction. Traceability is of paramount importance to us, and the scale and complexity of our operation brings to fore the need for a reliable quality control documentation unit.

**KPM generates an average of 60,000 sets of documents every year. If kept end to end, the documents would stretch from Kancheepuram to Bangalore.**

At our Kancheepuram plant, a team of 29 qualified and trained ladies handle all aspects of quality documentation - from procurement through manufacturing, inspection, testing and approval. They co-ordinate with user departments and functions to acquire, generate, verify, upload and share documents.

While diversity and inclusivity prompted recruitment of more women in manufacturing functions, it was a conscious choice to involve women in quality documentation. Mr Vijayarangan, Head - QA, is very happy with that decision and feels female employees in quality documentation are more dedicated, detail-oriented, innovative, and collaborative. They adapt to change faster and ensure seamless communication.

We wish the ladies in QCD at KPM a rewarding career.







## 5S ஐந்து சகர கோட்பாடு

### 5S என்பது

நம்மில் பெரும்பான்மையினர் 5S முறையை வெறும் Housekeeping உத்தியாகவே கருதுகிறோம். உண்மையில் Housekeeping என்பது 5S இன் ஒரு பகுதி மட்டுமே.

5S என்பது உற்பத்தித்திறன் மேம்பாட்டு முயற்சிகளின் தொடக்கப் புள்ளியாகவும், பணியாளர் ஈடுபாட்டிற்கான எளிமையான வழிமுறையாகவும் பயன்படுகிறது.

5S கோட்பாடு என்பது பணித்தள அல்லது பணியிட அமைப்பு முறையைக் குறிப்பதாகும். இது 'ஜப்பானியர்களால்' உருவாக்கப்பட்டு, பயன்படுத்தப்பட்டு வரும் ஒரு வழிமுறையாகும். ஜப்பானியப் பொருள்கள், தரவரிசையில் முதல் இடத்தில் இருப்பதற்கான முக்கியமான காரணங்களில் இதுவும் ஒன்று.

### 5S முக்கியத்துவம்

5S ஆனது கழிவுகளைக் குறைக்கும் வகையில் வடிவமைக்கப்பட்டுள்ளது, அதே நேரத்தில் ஒரு ஒழுங்கான பணியிடத்தை பராமரிப்பதன் மூலம் உற்பத்தித்திறனை மேம்படுத்துகிறது மற்றும் நிலையான செயல்பாட்டு முடிவுகளை அடைய காட்சி குறிப்புகளைப் பயன்படுத்துகிறது.

### 5S தொடங்கியதின் காரணம்?

CBR ஆலையை KPM ஆலையுடன் ஒருங்கிணைப்பதின் பலனாக நாங்கள் எங்களின் அனைத்து வளங்களையும் சீரான முறையில் அதிகப்பட்சமாக பயன்படுத்த திட்டமிட்டோம்.

எங்களின் வழக்கத்தில் இருந்த 5S முறையை மிகச் சிறப்புமிக்கதாக மாற்றத்திட்டமிட்டோம். இதன் பயனாக நாங்கள் எங்களின்

- உற்பத்தி தளம், மனித வளம், இயந்திரம் மற்றும் உற்பத்திக்கான உபகரணங்கள் போன்ற அனைத்து வளங்களின் பயன்பாட்டை மேம்படுத்தவும்,
- ஆலை செயல்பாட்டு செலவைக் குறைக்கவும்,
- தேவையற்ற உதிரி பாகங்களின் இயக்கங்களைக் குறைக்கவும்,
- சுத்தமான மற்றும் இனிமையான சூழல், சுய ஒழுக்கம், மற்றும் உற்பத்தி தளத்தை விரிவுபடுத்தவும்,
- பாதுகாப்பு மேம்பாடு, ஊழியர்களின் மன உறுதி மற்றும் மனநிலை மேம்படுத்தவும்

திரு. முகுந்தன், அவர்களின் வழிகாட்டுதலின்படி, L&T Valves தலைமை நிர்வாக அதிகாரி மற்றும் ஆலை தலைமை அதிகாரி மேற்பார்வையின் கீழ் 1S பணியை திரு. பெம்மாராஜு ராகவேந்திரா மிகச் சிறப்பாக வழிநடத்தி, நிறுவனத்தில் உள்ள அனைத்து துறையினரின் (PG, Quality, HR, EHS, PLED, PED & ISD) ஒத்துழைப்புடன் மிக நிறைவாக செயல்படுத்தப்படுகிறது.



**Sivaram Anbalagan**  
Manager - Quality



**Thiyagarajan P**  
Asst. Manager - Quality



# 1S

**Seiri** - செய்ரி (வகைப்படுத்துதல்)  
பணியிடத்தில் தேவையற்ற பொருட்களை  
வரிசைப்படுத்தி அப்புறப்படுத்துங்கள்.

## அல்லவை அகற்றி, நல்லவை பெறுக

பயன்கள்:

- நமக்கு உபயோகப்படுத்த நிறைய இடம் கிடைக்கிறது.
- தேவையுள்ள பொருள்கள் இருப்பது துல்லியமாகத் தெரிகிறது.
- இருப்பில் இருக்கும் பொருள்களைச் சிறந்த முறையில் பயன்படுத்தலாம்.

# 4S

**Seiketsu** - செய்கெட்சோ (நிலைப்படுத்து)  
எப்பொழுதும் பணியிடத்தில் உயர் தரமான  
பராமரிப்பை பராமரிக்கவும்.

## முயற்சி திருவினையாக்கும்

பயன்கள்:

- குழப்பங்கள் ஏதுமின்றி, அவரவர் தன்னிச்சையாக செயல்பட வழிவகுக்கிறது.
- அடுத்தவர்களைக் கேட்டுச் செய்ய வேண்டிய அவசியமில்லாமல் தானாகவே செய்ய முடிகிறது.
- எப்பொழுதும் பணியிடத்தில் உயர் தரமான பராமரிப்பை உறுதிசெய்கிறது.

# 2S

**Seiton** - செய்தோன் (வரிசைப்படுத்துதல்)  
தேவையான பொருட்களை நல்ல முறையில்,  
வரிசைப்படுத்தி, அடையாளம் கண்டறியும்  
தன்மையை நிறுவுதல்.

## செய்வதை திருந்த செய்

பயன்கள்:

- தேடும் நேரம் மீதமாவதுடன், மன உளைச்சல் இன்றி செய்யும் வேலையைச் சிறப்பாகச் செய்ய முடிகிறது.
- சுத்தமான இடத்தினால் நமக்குக் கிடைப்பது, அதிக உற்பத்தி, உயர் தரம், குறைந்த செலவு, குறித்த நேரத்தில் சேவை.
- பாதுகாப்பான பணியிடம் & திருப்தியான வாடிக்கையாளர்.

# 5S

**Shitsuke** - ஷிட்சுகே - (நீடிக்கச்செய்)

பணியிடத்தில் நல்ல நடைமுறைகளை தொடர்ந்து  
கடைப்பிடிக்கவும், பின்பற்றவும், மற்றவர்களுக்கு  
தொடர்ந்து கற்பிக்கும் முறையாகும்.

## உண்மையில் ஒழுக்கம் நன்மையில் முடியும்

பயன்கள்:

- சுத்தமான மற்றும் இனிமையான பணியிட குழுவாக்கு வழிவகுக்கும்.
- தரம் மற்றும் உற்பத்தியை மேம்படுத்தும்.
- குழப்பங்கள் ஏதுமின்றி, அவரவர் தன்னிச்சையாக செயல்பட முடியும்.

# 3S

**Seiso** - செய்சோ (சுத்தப்படுத்துதல்)  
உங்கள் பணியிடத்தை நன்கு சுத்தம்  
செய்யவும், அதனால் தரை, இயந்திரம் மற்றும்  
உபகரணங்களில் தூசி இல்லாமல் சுத்தமாக  
வைக்கவும்.

## சுத்தம் சோறு போடும்

பயன்கள்:

- இயந்திரங்களில் உள்ள கோளாறுகள், எண்ணெய்க் கசிவுகள், செப்பனிடப்பட வேண்டிய பகுதிகள் உடனடியாக கவனத்திற்கு வருகிறது.
- உபகரணங்கள், கருவிகள் சரிபார்க்க ஏதுவாகிறது.
- பொருள்களை கெட்டுப் போகாமல் உடனடியாக உபயோகப்படுத்த முடிகிறது.

## முதல் கட்டத்தில் L&T Valves 5S

5S திட்டத்தின் முதல் கட்டமாக 1B கட்டிடத்தை தேர்வு செய்து, 1S பணியை தொடங்கினோம். 1B கட்டிடம் சிறு மண்டலங்களாக பிரிக்கப்பட்டு, 1S திட்டத்திற்கான கால அட்டவணை வெளியிடப்பட்டது மற்றும் இதற்கான பணிகள் முழு மூச்சுடன் தொடங்கப்பட்டது. இந்தப் பணியில் கடைநிலை ஊழியர் முதல், முதல் தலைமை அதிகாரி வரை மிகுந்த ஈடுபாட்டுடன் செயல்பட்டனர். இதன் பலனாக தேவையற்ற பொருட்கள் பணியிடத்தில் இருந்து அகற்றப்பட்டு, தேவையான உபகரணங்கள் சேமிக்கும் இடம் அதிகப்படுத்தப்பட்டது. சிறு துளி பெருவெள்ளம் என்ற சொல் போல, 1S என்ற சிறு துளி ஊற்றெடுத்து 5S என்ற பெரு வெள்ளத்தை ஏற்படுத்தி, இந்த திட்டத்தின் குறிக்கோளை முழுவதும் பூர்த்தி செய்யும் என நம்புகிறோம்.

## 5S பயன்பாடு நமது இல்லத்தில்

5S அலுவலகத்தில் பின்பற்றுவது மட்டுமல்ல, அதை நம் வீடுகளிலும் பயன்படுத்தலாம், இது செயல்திறனை மேம்படுத்துகிறது, குறைந்த இட உபயோகத்திற்கும், மேம்படுத்தப்பட்ட பராமரிப்பு மற்றும் மேம்படுத்தப்பட்ட பாதுகாப்புக்கு உதவுகிறது.

# New Borns!



Prakash P and Hemalatha B were blessed with a baby boy, Dharshan, on 8 April 2023. The couple also has an older daughter Diya.



Marghub Ahmad and Saika Azmi were blessed with a baby boy, Rayyan, on 9 April 2023.

# Congrats! We are proud of you.

Class  
XII



**Harshini S**  
D/o Sankar P



**Neeraj Balaji L**  
S/o Loganathan J



**NB Nithyajayam**  
D/o Natarajan K

Class  
X



**Gokulakrishnan T**  
S/o Theerthagiri E



**AM Harsini**  
D/o N Marimuthu



**Rakshitha R**  
D/o Ramajeyam K



**Ranjana G**  
D/o Ganesan G

Please send photographs and details of academic achievers to [V-connect@Lntvalves.com](mailto:V-connect@Lntvalves.com) for the next issue

Edited by Babu Kuriakose for L&T Valves, L&T Campus, Manapakkam, Chennai 600089 | [kuriakoseb@Lntvalves.com](mailto:kuriakoseb@Lntvalves.com) | +91 98412 83512

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