

# V connect

Vol. 23, No. 4

The Employee Communication Newsletter of L&T Valves

October 2023

## The Achievers Special



# V connect

## About the Cover

The cover art was created by Joshitha H, daughter of Haridoss Dheena, DGM - Manufacturing Operations



## From the Editor

It was quite an achievement, putting together the achievers special in time!

We thank you for the nominations and suggestions.

We thank all writers, designers and co-ordinators who worked together like an F1 pit crew - with speed and precision and zero margin of error.

Teamwork, not surprisingly, is the main theme of the professional achievement stories. While the superstar spouses talk about cultures, challenges and meeting of minds, the featured kids are girding themselves for a battle (it's a sign of our times or perhaps I am overthinking).

New in this issue: The distributor pages are back, and we started a personal finance page. Do mail Vinayak for advice but remember to read the fine print.

The response to July issue was good. We hope the incessant mails and surveys, Kanchee Connect as well as the V-connect Corner have enhanced your engagement with the newsletter.

We have made a beginning.

If you would like to work with us to create a better newsletter, do mail me.

Thanks,

**Babu**

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# Message from the Chief Executive



Dear Team,

I am excited to communicate to you in this edition of V-Connect, where we come together to celebrate the theme of "Achievement and Appreciation".

In the last quarter, we, as a team, accomplished remarkable feats. We have achieved zero Lost Time Incidents (LTI), achieved all-time high orderbook, booked breakthrough orders from the Americas and reached our lowest Net Working Capital (NWC) levels.

We had informed the world that output of our integrated facility would exceed the combined output of the stand-alone plants. I am so happy to inform you that we achieved this feat in less than six months, and we have the responsibility to sustain and improve it.

This sense of achievement extends beyond the confines of our workplace and permeates our lives, influencing the way we grow, learn, and contribute to our community.

Appreciation goes hand-in-hand with achievement. I want to take a moment to express my appreciation for each one of you for your efforts and contribution towards our achievements. It's important to recognise the people who make our journey more meaningful. Every member of our team brings a

unique perspective and invaluable skills that enrich our work environment. I would recommend every one of you to use platforms like Hi5 and Spot Appreciation to express your gratitude.

Furthermore, let's not forget the families, friends, and mentors who support us in our endeavours. Their support plays a vital role in your success, and we appreciate their contributions as well.

As we celebrate our achievements and express our gratitude, let's also acknowledge that the spirit of progress and innovation within each of you is the driving force behind our ongoing success. You have the power to make a difference, both within our company and beyond.

Thank you for your unwavering dedication, and let's continue to reach new heights together.

Warm regards,

**S Kalyanaraman**

# Decoding Achievement



The dictionary meaning of the word ‘achieve’ is ‘to complete something by hard work and skill’ or ‘to gain something, usually by effort or skill’. The word traces its origins to early 14th century, where the word ‘acheven’ in Old French meant ‘to perform, execute, accomplish’. By the late 14th century, the meaning had evolved to become ‘gain as a result of effort’ and later ‘to finish, accomplish, complete’.

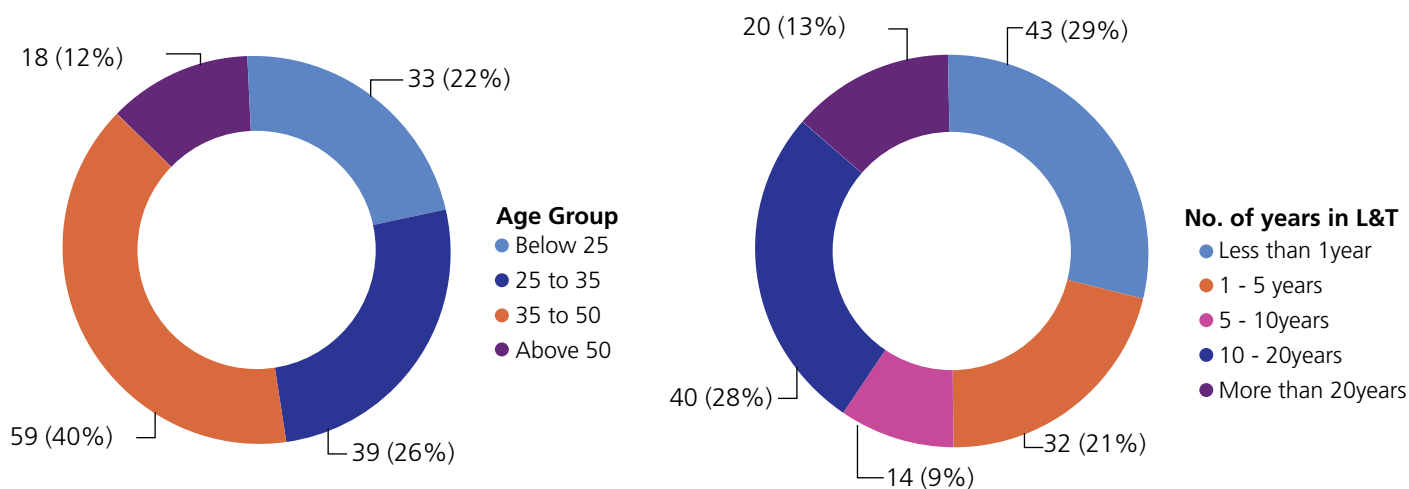
Skill, talent, hard work, money, innovation, age... Which of these - or which combination of factors - play a critical role in determining whether a person becomes an ‘achiever’? Does the sense of achievement and being recognised as an achiever have many layers and interpretations to decode?

Then again, ‘achievement’ as a word and a concept has different meanings for different people. How do we then bring together the different perspectives to derive a coherent understanding of what we regard as achievement?

When in doubt, ask.

Which is what we did. We asked you all, at L&T Valves, to tell us your thoughts on what ‘achievement’ means. We are happy to share that 149 employees from across offices in different locations shared their thoughts.

## Survey Respondent Demographics



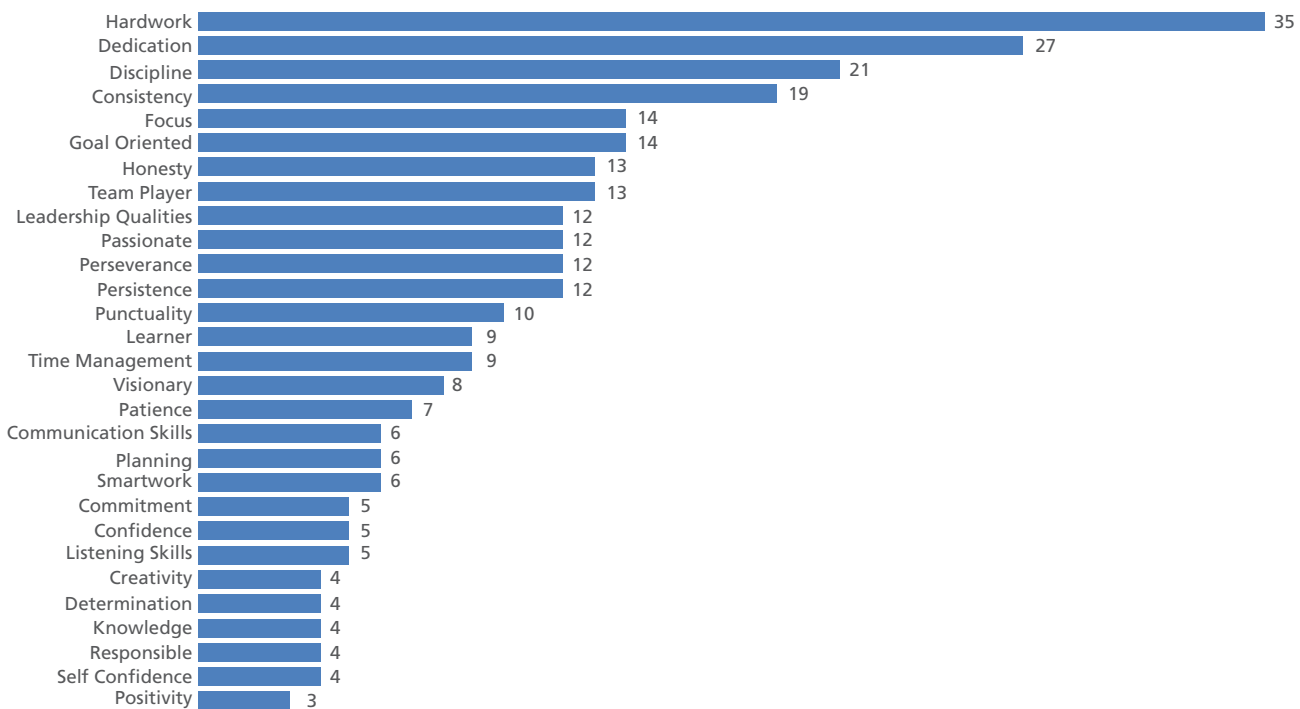
The questionnaire covered the full gamut of the many aspects that one could use to determine what makes for an achievement, and to 'measure' whether a person could be considered an achiever.

This is what you had to say...

### What makes someone an Achiever?

Hard work was the top quality listed as being key to becoming an achiever by 23% of all participants. Qualities-wise, hard work was followed by dedication (18%) and discipline (14%).

Interestingly, we found the importance of hard work reducing as the age of the respondent increased!



### Does 'hard work' always lead to achievement?

Yes, say 51% of participants. They believe hard work will always lead to victory. On the other hand, 26% of participants remained unsure, while 23% of participants disagreed.

Here also, the younger lot seemed more optimistic regarding the correlation between hard work and achievement.

### Is there an age limit for achievement?

Not at all, said 99% of employees.

### Can we say that achievement is only a job well done?

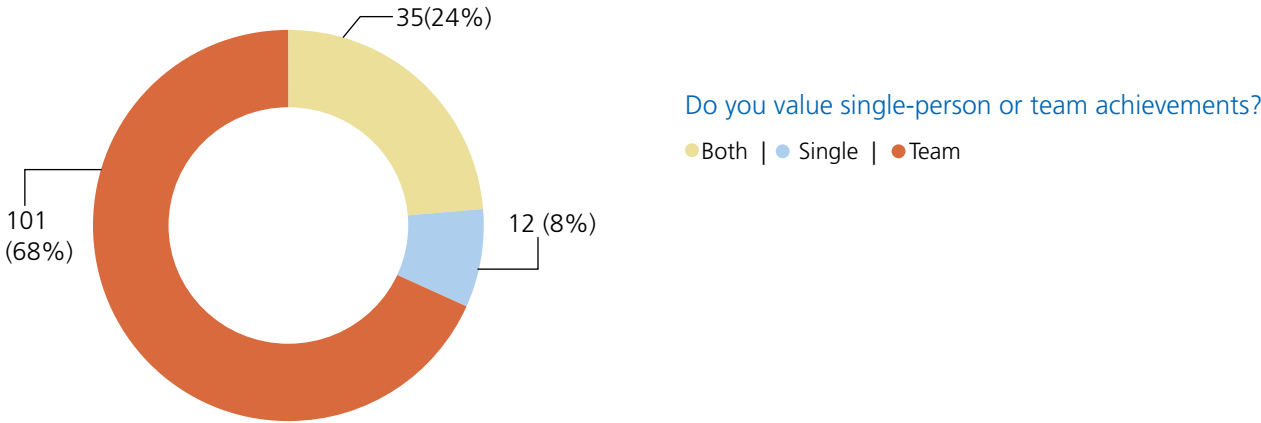
No. 76% of participants were quick to disagree. They firmly believe that achievement is more than just a job well done. But 9% felt that, yes, a job well done may be counted as an achievement (No one above the age of 50 years felt that a job well done can be counted as an achievement).

### Then, is achievement a one-time goal?

No, say 92% of respondents - favouring the view that it is a continuous, ongoing journey. On the other hand, 4% felt it is a one-time goal only, and 4% remained undecided.

**With all this in mind, how should we view group vs individual achievements?**

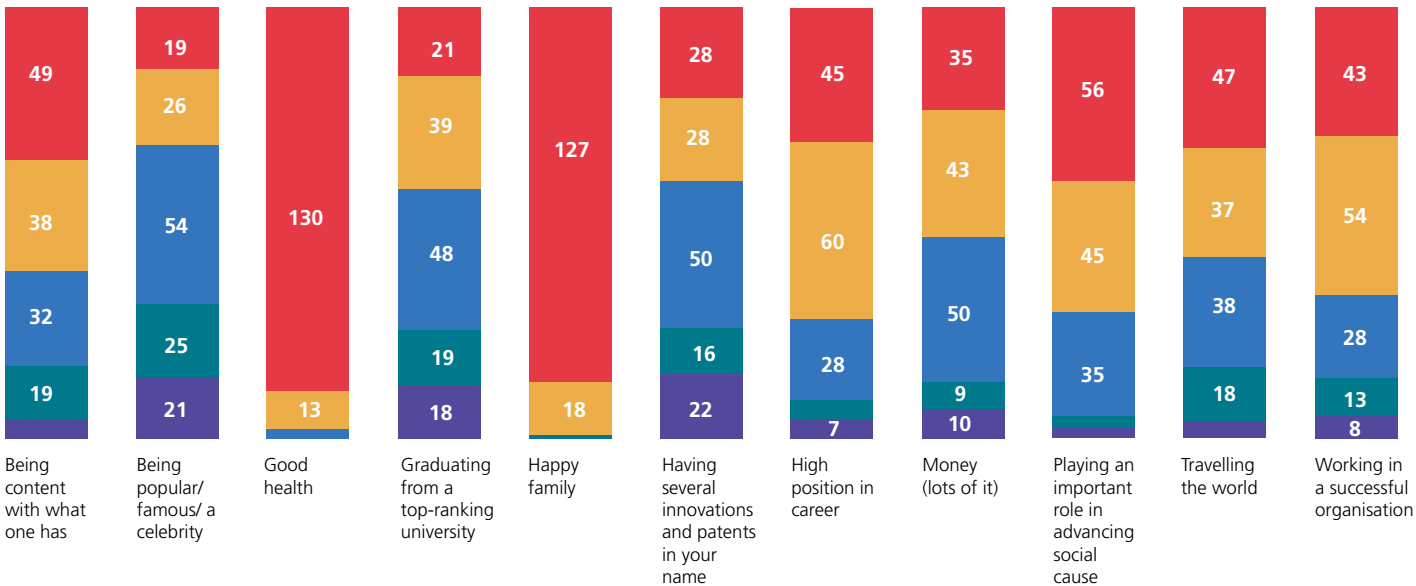
A heartwarming moment and a win for inclusivity - 68% of participants said they value group achievements more than single-person achievements. This was consistent across age groups.



**Personal Achievement**

With work-life balance becoming a matter of serious concern, we should shed light on the personal side of things too. What are some factors that contribute to 'personal achievement'?

Health is truly wealth, apparently. After all, when 87% of participants say that maintaining one's health is seen as an important aspect of personal achievement, we have to bring back the age-old adage. A happy family follows closely, with 85% of participants favouring it as an important factor. The third most important aspect is playing an important role in advancing a social cause, as chosen by around 38% of participants.



**When it comes to corporates, the L&T flag flies high**

When asked about organisations, L&T stands as a 'role model' for achievement.

It is a truly gratifying moment when employees believe their own organisation to be a great one - and L&T can pat itself on the back for this. Out of 149 survey participants, 71% named L&T as an organisation that had gone to great heights in terms of achievements.





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# When Men and Machines Move, Together

*What does it take to shift machinery and people from one functioning plant to another functioning plant, and ensuring that production is not affected? Project management and team spirit at its finest. We spoke to the key members of the Integration Team to find out how it all happened.*



An email from the Chief Executive in the first week of December 2022 informed employees of L&T Valves of a new move: All manufacturing operations of L&T Valves in India will be integrated at the Kancheepuram plant by 1 April 2023.

J Suresh, Plant Head, Kancheepuram took the lead for the integration project which involved four important domains - people, assets, inventory and IT systems. "We approached the project very systematically and formed specialist teams at KPM and CBR."

The key challenges were:

- Redesigning the processes and plant layouts at Kancheepuram to accommodate the influx of people, machines and raw materials

- Dismantling, transporting and reinstalling machines including Trevisan machining centres which weight over 30 tons
- To ensure that production was not disrupted, and that output of the integrated plant exceeds the output of stand-alone plants

The operation involved the shifting of over 1200 assets, and the entire operation had to be completed within 120 days. "Our first thought was about the space constraint," says Srinivasa Kannan K, DGM - PLED, who played a key role in the project. "In 19 acres, we had to accommodate all the assets from a 24-acre plant. We had to ensure that power requirement was taken care of.

We also had to arrange for office space for the people."

In a major departure from conventional methods, a centralised machine shop was created in A building for the machining operations of all products groups, thereby avoiding duplication of assets, processes and effort. Gunasekaran C, DGM - PED, Sundar S and team worked closely with the CE and plant head to develop a revolutionary layout increase productivity and enhance throughput.

The movement of five Trevisan machining centres which are large and extremely sensitive, to A building was a key milestone. Reassembling at site and ensuring that the machines



were correctly calibrated posed a major challenge that was successfully overcome.

Diligent planning was the backbone of integration. All assets were catalogued, priorities and interdependencies were charted and their movement to final locations were planned, says M Thiyagarajan, who led the operations on ground at Coimbatore. Proper timelines and budgets were established, down to the numbers of trucks needed to move the assets. With this overarching dismantling-and-reassembly blueprint in place, weekly meetings were held to review the progress of the move and to root out issues that had arisen.

Elavarasan Pandian, AGM - Safety in CBR supported by Pughazhendi A, Executive - PLED ensured the safety and sustainability angles of the project. Pughazhendi recalls the risk evaluation and mitigation exercise, safety workshops for all employees and the extensive briefing for shopfloor executives regarding the changes in processes and resources, and how to handle them. Every morning, a toolbox meeting was held to go over the 'mistakes' or 'lags' observed the previous day and to prepare for the day at hand.

High-risk activities were classed under the 'permit to work' system, and the safety managers would monitor all such activities to ensure that all safety aspects were adhered to. This was one key reason why the integration exercise was a zero accident/ zero casualty experience - a laudable achievement indeed.

A key aspect that facilitated the smooth integration was the top leadership's involvement in every aspect of the exercise. The management's positive approach to the move helped employees to embrace the change with a whole heart. According to Pughazhendi, "They would hold daily meetings and come to the shopfloor directly to see what the issue was and how to resolve it." Fund allotment, a critical part of the whole process, was obtained without any issues, says Ramesh S of PLED. "They understood our difficulties in working and ensured that we had the space and support to carry out our work." SCM and Finance departments supported the PLED team with accelerated vendor onboarding and payments.

KPM PLED team, Pughazhendi recalls, worked through many Sundays and holidays to ensure minimum disruption to production during the integration

process. "We would work after the shift till the next morning, and during Pongal holidays we were in the plant installing power boards and cables".

Through the whole integration process, ISD, led by Ramesh Seran, ensured that the IT backbone is ready and able to address the challenges of KPM 2.0.

The team drew bonded tightly together through it all. Every day, WhatsApp messages flew thick and fast as updates and news were shared and triumphs celebrated. Every little challenge became a cause for putting heads together to come up with innovative solutions. Some requirements were unique. For example, the road connecting the plant and the highway had overhead cables crisscrossing the road at a height of 15 feet. So, the PLED team at Coimbatore had to ensure that the loaded height of all truck was less than 15 feet!

The integrated Kancheepuram plant has been up and running for six months without issues or disruptions - and the throughput has already exceeded the combined output of the pre-integration plants - and nothing spells achievement louder than that.

## The Human Angle

We had assured in our first communication that the integration would not entail any job loss. According to Srihari Annaiah, Head - H& and IR, "We, supported by the leadership team, addressed the concerns raised by employees very humanely".

The majority of employees from Coimbatore moved to Kancheepuram, some were transferred to other L&T businesses and a few with relocation constraints chose to resign.

It is a matter of great pride that the integration happened without any HR/IR issues and is considered one of the smoothest in the L&T group.

## No Tree Left Behind

The planned office block and casting yard at KPM 2.0 posed a threat to 75 trees occupying the footprint, till Pughazhendi A and team stepped in. They carefully removed the trees with their roots, replanted them inside the campus and nurtured them to health.

# Raja Hits a Six

*This world cup season, let us celebrate our QC champ*



The process of learning, and the knowledge gained, is the ultimate reward. Raja Chacko, DGM - Quality Control lives by that credo. He has completed ASNT Level III in six Non-Destructive Examination (NDE) methods. "It is rare for people to go beyond one or two methods, especially if it is not directly related to one's scope of work, but Raja is committed to improving himself, so I will not be surprised if his tally goes up further," says Pemmaraju Raghavendra, Head - Operational Excellence at L&T Valves.

Raja has gained advanced qualifications in Radiographic Examination, Magnetic Particle Examination, Ultrasonic Examination, Visual Examination, Leak Testing and Dye Penetrant Examination methods. With these qualifications under his belt, he is certified to not only perform the given set of examinations but also to train and certify NDE personnel in these methods.

"What motivated me to complete the higher levels of NDE qualifications was a desire for continuous improvement and a commitment to excellence in my field. I wanted to set myself apart as a subject matter expert and be capable of addressing the most challenging and critical technical challenges. I was motivated by a personal drive to contribute significantly to the industry I serve," he says.

So, what was it like, balancing a full-time job, studies and familial responsibilities? "A challenge, for sure," says Raja. He explains how he structured his studies: "Time management was crucial. I created a study schedule that accommodated my

work hours and ensured that I dedicate sufficient time to my studies every day."

On the home front, Raja says he benefited greatly from his family members' support. "My family provided emotional support and fully understood the demands of my having to balance work and education. Their encouragement and belief in my abilities were vital during challenging moments."

The qualifications have helped Raja in his workplace in many ways - and benefited the organisation, too. For one, clients seem to be more amiable towards his suggestions, as they trust him as an expert. The quality department is often sandwiched between manufacturing and customers; it is like a tightrope walk and Raja is handling that balance well.

According to Raja, "These qualifications have opened opportunities for me to work on complex projects. I have benefited from career advancement and a deeper understanding of the domain." Raja plans to stay updated on the latest technologies and methodologies in NDE as well as conduct research, publish articles and share knowledge through mentorship and training programs. "Ultimately, I want to be at the forefront of innovations in NDE that enhance the safety and quality of products and systems in various industries."

# Making A Change with Words

*Writing is something that always came to me naturally, from short stories and poems during my school days to being able to write about anything under the sun, it's been an enlightening journey.*



Throughout my school days, I have always looked at writing as an outlet, but the turning point came during my college days. During the pandemic, when we shifted to online classes, I took up an internship at IcyTales, a portal that shares entertainment and lifestyle content on a wide range of topics. It was during this internship that I developed an ardent interest in writing. I learnt to put myself in the reader's shoes, read extensively on the topic, and identify what readers would like to know on the same. Writing here gave me a sense of fulfilment, as I felt like I was making a change in my own small way by spreading knowledge and creating content that would satisfy the reader's curiosity.

After several months of interning as a writer, I moved up to become an editor at the portal. Meanwhile, I managed to freelance for several startups and websites, for their blogs and social media campaigns.

With placements came a new direction in life – I got the opportunity to join L&T Valves. Here, I was fortunate enough to get the chance to contribute to V-connect, as well as L&T IPM's PRISM.

It is rightly said that reading is the foundation for writing. I'll forever be grateful to my parents for the reading habit they inculcated in me, since my childhood. While writing has been my outlet, reading has been the fuel for my imagination. Growing up, I read about the hills of Dehradun through the eyes of Ruskin Bond, and the nuances of daily lives described by RK Narayan and Sudha Murthy. Working at Kancheepuram

allowed me to restart my reading habits, as the commute gave me ample time to pick up some of my favorite genres and authors. My favourite book currently would be Khaled Hosseini's 'A Thousand Splendid Suns' - a book that visualises a story much more vividly than any movie could. While Khaled Hosseini's books are memorable, my all-time favourite author would be Agatha Christie. Her thrillers with Hercule Poirot in the lead are truly intriguing. My personal favorites would be "And then there were none", and "The ABC Murders" two attention-grabbers that keep your eyes glued to the plot till the end!

When joining L&T, one of my concerns was of I'd have to drift away from writing when working in a core industry. However, I have been lucky enough to get ample opportunities here for exploring my creative side, thanks to the team here. Here, I got to explore writing on topics out of my comfort zone. Further, access to platforms such as Coursera helped me identify interesting areas such as renewable energy and sustainability. I look forward to reading, learning and writing more on these topics in the future.

# The Marathon Man

*For this achiever, it is not just about the distance covered, but the will to reach the finish line. No matter how far away it is, he will cross it. In record time.*



When Thiyagarajan P of Quality Control, participated in his first long distance run, the Larsen Memorial Run of 2017, he had no idea that it would transform his life completely.

He had a special regard for Henning Holck-Larsen, the cofounder of L&T, as a man who had changed the lives of many people and decided to go along with his colleagues and signed up for the run. He did not do any special preparation or training - he just joined in and ran the 5 km run.

He finished 34th in a field of over 500 participants.

The result surprised him. Even though walking had been an option, he had run the full stretch without giving in to physical and mental fatigue. He was struck by a thought: If he was fit and able to run, why not do more of it and why not do it well? Thus began his daily routine of training.

In 2018, he ran the LMR again, and came in 3rd in the Men's 5 km category with a time of 22 minutes and 30 seconds. He also participated in the 5K Fun Run and came in 2nd with a time of 22 minutes and 29 seconds. In 2020, due to the pandemic, the LMR took on a virtual avatar; Thiyagarajan got the 1st Runner Up award with a tag time of 24 minutes and 19 seconds.

Thiyagarajan's family supports him in his running endeavours, with his wife encouraging their children (aged 10 and 5) also to participate in runs.

He doesn't make a show of it, but his penchant for running has garnered attention at the office. Many of his younger colleagues started to accompany him on runs, with three of them becoming regular running buddies.

He has also encountered scepticism, with some wondering why he has taken up a such a 'complicated' hobby.

For Thiyagarajan, running has unleashed more than just physical potential. It has helped him develop his self-confidence, grit and forbearance. In the last few years, he has completed his graduation and post-graduation, securing a rank in his Masters programme in green manufacturing engineering at Anna University.

"As I ran, I began to see how, sometimes, things may be very difficult, but we should not give up. When we are running, the mind-body connection may become weak at times, and we may feel like giving up. At such times, our motivation kicks in and we keep going. Same way, we need to deal with challenges that come up - by refusing to give up," he explains.

At work, Thiyagarajan has a reputation for going the extra mile. On the track, he has his eyes set on a 21 km half marathon. Watch this space for more...

## From Malayalam to Mandarin

*Learning a new language boils down to old-fashioned hard work. It is not intelligence that counts. You have to be determined and put in a sincere effort.*



Deepa Venkatesh once went shopping in a market in Shanghai and picked up a beautiful flower vase. The man took out a calculator, typed '360' into it and showed her the number. She took the calculator and typed '25' in it - her final price.

The shopkeeper began to berate her in English for being stingy. Deepa responded in fluent Mandarin, telling him that she had heard him say that the price was 20 Yuan!

The surprised / shocked expression she saw on his face was priceless!

Deepa's tryst with Mandarin - a language spoken by about 12% of the world's population - came about from sheer necessity. When her husband and she moved to Shanghai in 2008, she struggled with everyday transactions because English was not widely spoken there. "I would mime, asking for milk and the shopkeeper would point to alcohol!" she recalls.

An earnest love for learning new things planted the seed of a thought: Why not learn Mandarin?

Her husband encouraged her to pursue a formal language course, and she enrolled in the Shanghai East China Normal University, the top university in Shanghai for the Hanyu Shuiping Kaoshi (HSK) or 'Mandarin Level Test' - a certification course that measures language proficiency.

Deepa says that her teacher pointed to her lack of a strong accent as an advantage in learning the new language. Over the next three years, she worked hard on grasping the pronunciation, consonants, vowels, tones and grammar - often jotting down notes in Malayalam to help her identify the differences.

She fell in love with the language.

In 2011, Deepa's husband was posted in Chennai, where she began to teach Mandarin. Life then took her to Kuala Lumpur, Malaysia in 2013 (where she currently resides).

In Kuala Lumpur, she joined the Hainan University and wrote the HSK 4 exam. By the time she finished the HSK 5 exam, the pandemic had set in. Deepa was among the few students chosen as a teacher training candidate - with a full scholarship - for a one-year online course. She was then chosen for an intense two-and-a-half-year teaching training programme that qualified her to teach Mandarin as a foreign language.

Deepa is not just fluent in spoken Mandarin, but in writing Hanyu Pinyin as well. She enjoys teaching, and says a lifetime will not suffice for exploring the beauty of the language.

Add to that formula, an open mind, a good ear, and the motivation that knowing one more language means better bargains in more countries!



# All The Right Moves

*Did you know that moving is regarded as one of the most stressful life events?*



For Aparna Raghavendra, wife of Pemmaraju Raghavendra, moving does not entail stress - it is an opportunity to thrive in a new culture. Originally from Hyderabad, Telangana, she lived in Surat, Gujarat, for over 20 years - and adapted to the move so well, she now calls the city her second home.

In 1999, Aparna got married and moved to Gujarat, where her husband was posted. A young bride, she had to adapt to two new cultures at one go - a new family and a new city. "Gujarati culture was so new to me" recalls Aparna. The L&T township that they lived in was in the outskirts of the city. With her husband away at work, it fell to Aparna to get acquainted with the new surroundings. She started to ride a two-wheeler and went around exploring the streets and shops. She also started to connect with the local residents. "People there are very good, so it was easy to mingle with them."

The extreme climatic conditions presented a challenge, as did the non-availability of South Indian vegetables and spices. Furthermore, back then, the city was still developing and was not the advanced commercial hub it is today. Aparna had to travel around 10 km just to get household necessities. There was also a lack of communication options. "We didn't have a phone back then. There was a landline phone in the colony, and we had to 'book' the call one week or 10 days in advance. We would go and register our name and phone number, and inform them of the day and time when we would call our parents' home."

Aparna says that her husband's preoccupation with work and career was a blessing in disguise. When she was pushed to explore and expand her horizons, she was able to tap into her potential and become independent in every sense. With time, she learnt Gujarati, made friends, and even took up a job as a teacher in the English medium shift of a local school. "I used to leave home at 6.15 every morning, drop my son off at school, and then go to my own school." Her shift would end at 1 p.m. and she would then go to buy groceries or other things. She soon became adept at managing her job and home.

In 2021, when her husband moved to Coimbatore, and then more recently to Kancheepuram, Aparna welcomed the moves (Since her move to Tamil Nadu, she has become fluent in Tamil - another feather in her linguistic cap). "You must be open to adapt to a new culture and language. When you work on making the others comfortable, they will also open up to you easily," she says. A key ingredient to making a move successful, she says, is to keep minimal expectations. Enjoy what comes your way without getting too stressed about how things 'should' be. Near Zen-like advice, one might say.

If given a choice to move to any place she wanted to...Aparna is quick with her response: "I would tell my husband, 'Let's go back to Gujarat!'"

## Radio Ga Ga

*This go-getter definitely has a lot to juggle - home, children, work, passion...How does she do it all?*



Meenatchi Balamuthukumar, better known as Meena Bala, is a Jill of all trades. She holds down a job at Infosys, is a voiceover artiste, a radio jockey, runs a YouTube channel, writes Tamil poetry and is an orator. Did we mention that she has two kids as well?

Phew! That's a lot of hats for one woman!

Meena's interest in the media goes back to her school days when she participated in several stage dramas and oratorical competitions. Her friends often told her that her voice resembled that of a newsreader's. When she came across digital platforms to develop her skills, Meena made full use of them.

To date, Meena has narrated more than 75 storybooks and seven series in the radio app, Pocket FM. She is associated with Mirchi Plus, Kuku FM and Pratilipi FM. She has lent her voice to TV commercials and the main female character in a yet-to-be-released Tamil movie.

Her YouTube channel, Tamil Thedal (literally 'The Tamil Search'), started as a Facebook page. Meena writes Tamil poems, an artistic expression that stems from her love for the language. She wanted to learn more about the language - which led to her 'thedal'. In time, she changed it to a YouTube channel, and today uses it as a platform to talk about Tamil, nature and trees.

In a day and age where 'content creators' are quitting their day jobs to become influencers, Meena says she never thought about quitting her full-time job to nurture her passion. "IT taught me a lot and I gained self-confidence here. In the IT field, learning is perpetual, and it will be always in line with the current technology trend. So, I never thought of quitting IT," she says.

Meena credits her family for her success in maintaining a balancing act. "My husband Bala supports me every day in my profession and passion. When I return late from work, he helps me with the household chores and ensures that I get enough rest after a tiring day. When I spend time doing voiceovers, he takes care of the kids and maintains a peaceful environment. He encourages me every time I want to start something new. My mother-in-law is like my mother - she takes care of my children and me! What I am today is all thanks to my family's support."

"Our marriage was arranged, and we did know each other before. It's been 11 years and she is my best friend. She is outspoken, kind, and friendly. As her husband I want to support her to achieve her dreams. She is working in IT and manages her job as voice artist too. She used to write lot of Tamil kavithai for me, in turn I would like to use this opportunity to tell her I love you"

# Taekwondo Tornado

*If you want a friend who would stand up for you against bullies - and make sure they learnt their lesson well, you might want to make friends with Shakthi!*



Shakthi P, daughter of Nisha K, Manager - Legal & Contracts, International Sales, is a class 11 student and one of the youngest achievers of 2nd dan black belt in taekwondo. Shakthi started learning taekwondo at the age of 10. Prior to that, she had tried out swimming, karate and skating, but none of them seemed to give her a sense of fulfilment. Then, one day, her parents chanced upon a school that was training students in martial arts.

It was a serendipitous moment – and the start of a long line of achievements for young Shakthi.

She has won several medals at district, state, national and international level tournaments. Her medal tally for the current year alone stands at 10 (6 Gold, 2 Silver and 2 Bronze). Shakthi has been featured in newspapers, magazines and has been appeared as a guest in the Doordarshan show ‘Mangaiyar Cholai’. More notably, she has been selected for the prestigious ‘Khelo India’ tournament by the government of Tamil Nadu.

The impressive part is the way in which Shakthi has managed to juggle both school and taekwondo practice and tournaments. A typical weekday starts at 8 am, when she leaves for school. After coming home at 5 pm, she gets an

hour’s rest before heading for taekwondo practice from 6 to 9 pm. Homework starts after that (She does wish she could teleport herself like Harry Potter, so that the travel from school to home can be cut down!). On Saturdays and Sundays, she has five to six-hour sessions, with the duration extending if she is practising for a competition. There are no complaints - her love and passion for the sport keep her going.

“When I have matches or competitions coming up, I focus fully on taekwondo. When it comes to exams, I study at the last minute, but I usually get good marks,” Shakthi says with a smile, belying the effort that goes into ensuring that all aspects of her life are well balanced.

So, who are her favourite stars in the sport? “Jade Jones of Britain and Ahmed of Jordan,” she replies. “Ahmed won the first gold medal in Olympics for his country, so I am very inspired.”

In the long run, Shakthi hopes to become a pilot or a tech researcher, even as she keeps blazing her trail in taekwondo. We wish the young achiever the very best and keep our fingers crossed for her to bring home an Olympic gold like her role model.

# Silambam Star

## *Over to a young practitioner of an ancient martial arts form*

Nithya Prashanth, son of Muralidharan S of Pre-Sales, first saw the ancient martial art of silambam when on a holiday in his native village in Tirupattur District. The six-year-old was fascinated by the moves and wanted to learn silambam. His parents supported him and luckily, they found a class near their house.

Today, the Class 10 student has become proficient in silambam and has participated in stage shows, cultural events, and inter-school competitions. Even though many of his friends learn karate and other martial arts, Nithya does not want to move away from this traditional art form. "Many of my friends find silambam to be very new, they don't know much about it, but I enjoy it," he says.

The art of silambam goes back to the 4th century BC, and the term refers to both the art itself and the bamboo staff that is used as the primary weapon. There are many forms of silambam, Nithya shares, depending on the type of weapon used. He wants to learn all of them, but finds the one with iron blades to be the most taxing given the heavy weight of metal blades.

Agility, hand-eye coordination, strength, balance and focus are seen as essential qualities to master silambam. As with all martial arts, regular, continuous practice is seen as a must to keep the mind and body fit and conditioned.

"My silambam teacher is a retired army officer, so he makes us do some army exercises. We have to do a full set of exercises before starting our session," says Nithya. Classes are held from 5.30 to 6.30 am every day, and students choose their own routine of whether they want to go every day or on alternate days. During the COVID pandemic, classes were suspended due to movement restrictions, and students had to practice on their own. Nithya shares that he had slipped up a bit during that time, and even gained some weight. However, the realisation that gaining weight might come in the way of his advancing in the art got him back on track - and he makes sure that his hours of practice are kept up.

Currently, with his Class 10 Board Exams coming up, Nithya says he is not able to go for classes regularly, but he does practice on his own at home to keep up his fitness and ease of handling the staff. "I practice with my silambam on the terrace. After the exams are finished, I will go back to my regular routine of classes," he says.

Learning and practising the martial art form, he says, has helped him improve his focus and discipline – which helps him greatly in balancing his routine of schoolwork and practice. He is a good student and participates in cultural activities at school.





# Academic Achievers

*Congrats! We are proud of you.*

## Post Graduate

## Graduate



**Ashrafali L S**  
S/o S Liyakathalikhhan



**Afrin Banu L S**  
D/o S Liyakathalikhhan



**Ashlin S L**  
D/o T Selvaraj



**Chandrakanth P**  
S/o M Pugalenthii



**Madhumetha K**  
D/o P Karunakaran

## Class X



**Dharini N**  
D/o P Nithianandam



**Nandhini D**  
D/o P Dayalan



**Narendra P**  
S/o M Pugalenthii



**Santhoshini K**  
D/o R Karthikeyan



**Veeramanikandan A**  
S/o M Ananthavel



## Class XII



**Abinayasri A**  
D/o K Arumugam



**Akshaya Sri S**  
D/o A Sankaran



**Dheepika K**  
D/o C Kathirvel



**Janardhanan R**  
S/o V Rangaraj



**K Manikandan**  
S/o G Kamalakannan



**S Manisha**  
D/o G Sasikumar



**Pooja S**  
D/o K Srikanth



**Ragulvaidya V M**  
S/o V Murugan



**Srithanuja**  
D/o V Kanthamani



**Tejashree M J**  
D/o C Magesh



**Vashanth G**  
S/o T Govindaraj

# Delivering Competitiveness

*Technology, Cost and Speed are the major differentiators in our industry as the competition is intense and our market is widely dispersed with players of different scale and coverage*



**Please describe your journey at L&T Valves. Please mention some memorable milestones.**

After graduating from Guindy Engineering College I started my career as GET at TVS in 1987. During my five-year stint at TVS I had the opportunity to work in Just-In-Time (JIT) system for FMCG products as I was in procurement function.

While I felt it monotonous to operate for long in a stabilized product environment, I was looking for exiting opportunities elsewhere. That was the time when I got an opportunity to join L&T Valves (erstwhile AIL, MM Nagar) in Nov 1992 and was assigned to establish JIT line for CI Plug valves. Though the concept was completely new and unexplored in valve industry at that point of time, our management encouraged me and my team to devise and implement the system, extending their full support.

Starting with the tag line of “re-orientation of procurement function in the context of JIT”, we could bring about radical changes in operating systems and create a well-oiled supply chain machinery aligned with the needs of uninterrupted supplies with compressed lead time. As a team we achieved a very high level of inventory turns of around 27 and could churn out valves within record time of 8 hours from the time

castings are received. This was in fact looked at as a role model within L&T Group attracting visitors from various other units.

During the last 3 decades of my journey in this great organisation, our Management was kind enough at every instance to provide me opportunities to work in almost all functions including F&A, which enabled me to get 360-degree visibility. When I was asked to get into IT & Digital arena in 2021 I was a bit hesitant as it was a new area requiring domain specific deeper knowledge. However I took up the challenge based on the confidence reposed on me and the unstinted support extended by our Management. I now feel glad to share the fact that the digital initiatives rolled out by our DigiTeam during the last couple of years have received accolades in various forums, which could not have been possible but for the visionary and digital-savvy approach of our Chief Executive Mr S Kalyanaraman.

**How do you leverage your diverse skills, qualifications, and experiences to excel in the current role?**

Success of any Digital or IT project lies in clear understanding of the user needs, identifying the right solution and creating an appropriate wireframe capturing all the user needs and preferences.

As we are in a product business operating in a project environment, we face the operational challenges of varieties and variants coupled with high volumes and unpredictable demand. It therefore becomes imperative for IT professionals to have proper understanding of various processes as well as the practical challenges faced by users of different functions.

Fortunately, I had opportunities to work hands-on in all major modules of SAP spanning MM, SD and FI as an end-user in different functions in the past and had exposure to SAP and APO implementation as core team member. I can therefore clearly visualise the user needs on one side and the associated system implementation challenges on the other side for appropriate system design.

My focus has always been on training my DigiTeam members on the practical aspects of every function impacting the user

needs and to give them cues on the appropriate selection and structuring of system design. My experience in the past in internal audit function really helps me in designing appropriate internal checks and control measures at every stage of system design.

#### **What do you consider your greatest achievement?**

I get a sense of fulfilment whenever I think of the 2-year successful journey (2006-07) that I undertook as the team lead in conceptualising foundry JV mechanism, screening and selection of JV partner, project analysis and placement of proposal, drafting agreements, company formation, execution of the project, commissioning and production ramp-up.

I consider this as one of the significant achievements as I was vested with the key role as the project SPOC for all technical, financial, and legal matters and had opportunities to work with the foundry partner, Auditors, L&T Capital and various other external agencies in setting up the new company.

#### **How do you ensure that L&T Valves has a competitive advantage over other players in the valve industry?**

I feel that Technology, Cost and Speed can be the major differentiators in our industry as the competition is intense and our market is widely dispersed with players of different scale and coverage.

Keeping this in mind, we have been focusing on adopting various digital tools and techniques to automate processes to improve speed and reduce cost. We are also working in developing a Collaborative Ecosystem (CES) networking customers and supply chain partners to provide better customer experience.

Actions have also been initiated to implement digital systems in shopfloor to enhance productivity which will yield dual benefits of cost as well as delivery competitiveness.

#### **What are the biggest challenges that you faced in your position? And how did you address them?**

I feel that robotic automation in shop floor for processing as well as inspection, IIOT for predictive analytics in shop floor, AI-ML for automation of routine processes, mobile apps for suitable applications and processes need to be in our radar.

#### **What are some of the latest trends or technologies in IT and Digitalisation that you are excited about?**

Currently we are focusing in four major areas; one on big data analytics covering end-to-end processes to enable insightful decisions at various levels; the second is on process automation deploying AI-ML technology as well as in SAP processes aiming

at multi-fold increase in productivity in various areas; the third in developing a Collaborative Ecosystem and the fourth on digital shopfloor.

#### **What are some of the key projects your team is working on?**

As I mentioned earlier, deployment of robotic process automation in shopfloor coupled with a comprehensive data analytics platform can enable production ramp-up to contain cost and compress delivery time.

Providing better customer experience through a collaborative eco system will certainly help in enhancing trust and improve our brand image.

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

As I mentioned earlier, deployment of robotic process automation in shopfloor coupled with a comprehensive data analytics platform can enable production ramp up to contain cost and compress delivery time.

Providing better customer experience through a collaborative eco system will certainly help in enhancing trust and improve our brand image.

#### **Something about your family**

My family consists of my wife, my son and myself.

My son is a Chartered Accountant working with one of the world's largest investment banks. His good sense of humour and loquacious nature is a great stress buster for me. A shutter bug, charcoal artist, writer and a pianist, he charms us with his aesthetic works.

My better half is a homemaker who is constantly supporting, complementing, supplementing and nurturing us to walk through all aspects of life through her encouraging and comforting words. She has varied interests from microbiology to cooking, to learning new things.

#### **What is your favourite movie and why?**

'Magalir Mattum' is a movie which I'll always remember as it brought great joy to my wife. She was inspired to search and find her school and college buddy whom she had lost contact with for more than two decades. I'll always remember the spark in her eyes when she narrated the first mail received from her buddy.

# Long Service Awards

Our Congratulations to the Awardees

**30**  
YEARS



**Srinivasa Kannan K**, DGM - PLED

**25**  
YEARS



**Mohana Murugan S**, Manager - R&D

**15**  
YEARS



**Amal Raj P**, Asst. Manager - PLED



**Arumugam G**, Asst Manager - TMBV QC





**Balaji M**, Executive - F&A



**Baskaran J**, Asst. Manager - LSV



**Devakumar K**, Asst. Manager - TMBV



**Ganesh Pandian S**, Asst Manager - LSV



**Maswood Ahmed**, AGM - Design



**Meganathan K**, Supervisor - PLED





**Raja Chacko**, DGM- QC



**Udaya Kumar K**, Executive - Engineering

# Adieu!

*Here's wishing SPR a healthy and happy retired life.*



Shera Padmanabhacharya Rajanish (SPR), a mechanical engineer, joined L&T Valves Division at Baroda in August 1987

He holds the unique distinction of having led the international, domestic, power and special projects businesses of L&T Valves

Mr Rajanish was with L&T Valves for more than 35 years



# GET, set, go...

Welcome to L&T Valves.

Meet the GETs and CAs who are going to shape the future of valves.



**Abhay  
U**

**Educational Qualifications:**

B. Tech, NSS College of Engineering, Palakkad.



KANCHEEPURAM

**Why I joined L&T Valves?**

I was deeply interested in becoming a part of L&T, a distinguished company with a prominent presence in India and abroad. I believe that contributing to L&T would be a valuable opportunity for my career development.



**Bhashita  
VUMMITI**

**Educational Qualifications:**

B. Tech in Mechanical Engineering, MIT, Andhra Pradesh



KANCHEEPURAM

**Why I joined L&T Valves?**

As L&T is an esteemed company which deals with massive projects, I felt it provided a good opportunity for a fresher to learn new skills, gain experience, and have exposure to the industry.



**Abhirami  
P**

**Educational Qualifications:**

B. Tech in Mechanical Engineering, Minor in Chemical Engineering, Government Engineering College, Kozhikode



KANCHEEPURAM

**My perception about L&T Valves before I joined the company:**

A good working environment with lots of opportunities to learn and grow.



**Bala  
SWAPNA K**

**Educational Qualifications:**

B. Tech, Andhra University College of Engineering.



CHENNAI

**My perception about L&T Valves before I joined the company:**

As L&T valves is a top valve company, I had good expectations about the work and life I was going to get.



Karamsetty  
CHANDANA

**Educational Qualifications:**  
Chartered Accountant  
& Cost Accountant

CHENNAI

**My first day at L&T Valves:**

Simply great. Being able to visit a factory and know the process of valve production gave an insight about the company. It was my first visit to a manufacturing unit.



Vishwanath  
M

**Educational Qualifications:**  
B. Tech in Mechanical  
Engineering, Odisha University of  
Technology and Research.

CHENNAI

**My first day at L&T Valves:**

It was delightful, and I received the welcome kit



Ajay  
KUMAR C

**Educational Qualifications:**  
B. Tech in Information  
Technology at Andhra University  
College of Engineering,  
Visakhapatnam

CHENNAI

**Something I learnt about myself while working at L&T Valves:**

We have been learning a lot from the day we joined L&T Valves. Amidst all of them, the thing I learnt about myself is I can complete the work on time before the deadline. I am dedicated towards the work given and I learnt how to handle the things after working at L&T Valves.



Gautham  
KRISHNA

**Educational Qualifications:**  
B. Tech Mechanical Engineering,  
TKM College of Engineering,  
Kollam.

KANCHEEPURAM

**Something I learnt about myself while working at L&T Valves:**

Grateful to HR and department heads for giving me opportunity to learn and prove my potential in Special Projects R&D. The last one month in L&T Valves' design department was interesting and at the same time challenging as well. — Those periods helped me realise the importance of being an excellent engineer and being a productive designer. I also learnt to be a part of the system and to provide quality work. I am happy getting opportunities to explore my passion.



## Anusha P

**Educational Qualifications:**  
B. Tech in Computer Science  
and Engineering from Jawaharlal  
Nehru Technological University,  
Gurajada, Vizianagaram



CHENNAI

### Qualities of my team that makes me happy to work with them:

I'm happy being with my team members. They never fail to match my vibe every time. Talking about the particular or individual qualities, I would say about their amicable nature, the fun jokes, and their encouragement they give makes them irreplaceable.



## Sivaprasad M

**Educational Qualifications:**  
Chartered Accountant



CHENNAI

### What is the best piece of feedback you have received from a colleague in L&T Valves?

Explore every department in the company to gain knowledge.



## Enian C

**Educational Qualifications:**  
BE Mechanical Engineering from  
SSN College Of Engineering



KANCHEEPURAM

### What I enjoy the most about my job:

The thing I enjoy about my job is facing new problems daily and tackling the challenges involved in solving it.



## Sameera VAIKAR

**Educational Qualifications:**  
B. Tech Mechanical Engineering,  
from VIT Vellore



KANCHEEPURAM

### Which house at Hogwarts would I be sorted into?

Ravenclaw. I'll be honest, I'm not particularly brave or courageous, but the general opinion about me, is that I'm intelligent and smart.



Gopal  
MAURYA

**Educational Qualifications:**  
B. Tech, Madan Mohan Malaviya  
University of Technology,  
Gorakhpur

 KANCHEEPURAM

**Which MCU/DU character do I relate to the most:**  
Loki, because he never shares his plan, and his actions are unexpected and thrilling.



Akhilesh  
S

**Educational Qualifications:**  
BE in Computer Science &  
Engineering, Andhra University  
College of Engineering  
Visakhapatnam,

 CHENNAI

**One superpower I wish I had:**  
I always wished I had teleportation powers so that I could travel places and learn about different cultures without any barriers.



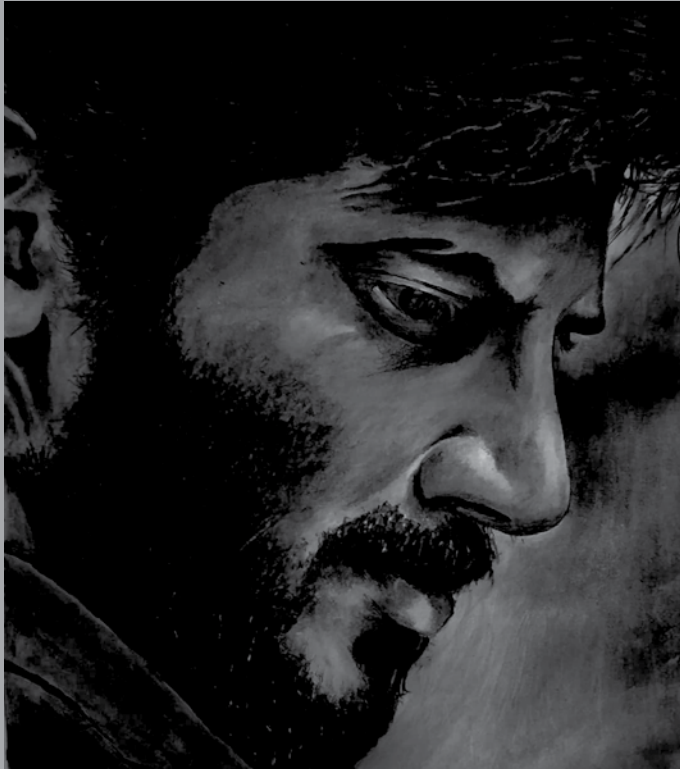
Kothollu  
SIREESHA

**Educational Qualifications:**  
Chartered Accountant

 CHENNAI


**A book I would recommend:**  
The Girl in the Room 105. This is suspense thriller story about a girl's murder. I would recommend reading it because was an exciting book.

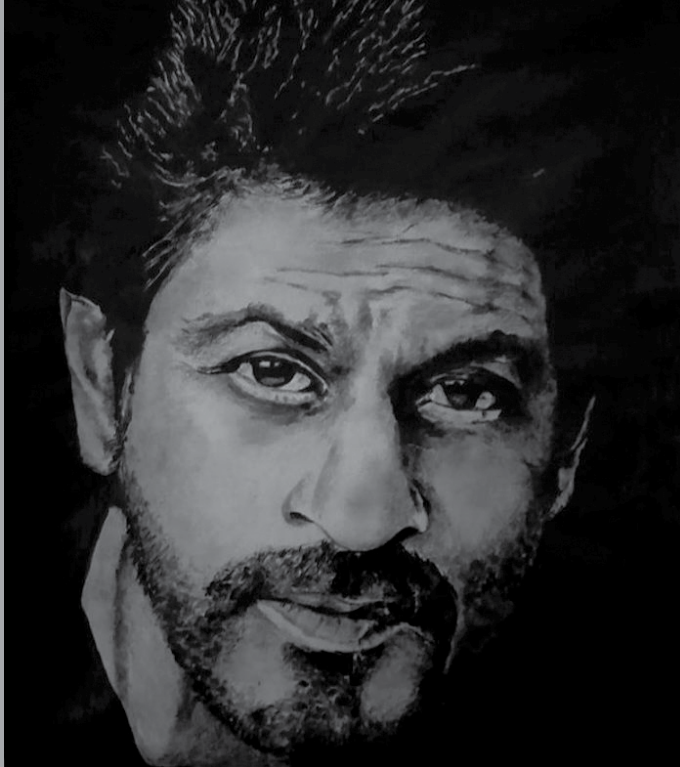




## Stars in Black & White

Portraits by Anandu A of Pre-Sales.  
Each pencil sketch is a labour of love that takes over 15 hours to complete.

 /anandu\_anikkil



# Team Profile **Middle East & Africa**



*Anjani Ranjan Das, Prasanth Prasad, S Venkatesh and Praveen Kumar at Adipec 2023*

My team handles business development and sales in the Middle East and Africa. We promote the L&T Valves brand, maintain relationships with end users, EPC customers and skid manufacturers. We also secure and manage approvals.

The team comprises Anjani Ranjan Das (who takes care of UAE, Oman and Qatar), Praveen Kumar (Kuwait, Saudi Arabia and Bahrain) and I (Africa). Gopal Krishnan is the newest member of the team and is based in Saudi Arabia. We have distributors and agents across the region who act as our extended arm.

Team ME&A is supported by Prabhakaran S, Palanivel NG and Anandu A in Pre-Sales and Karthik R and Viswanath K in CMT.

In 2012, I became the 2nd person to be posted in the Middle East. Since then, the business grew from USD 7 million to 40 million necessitating more people on the ground.

**Key Achievements:**

- Comprehensive approval from ADNOC, 2013.
- Orders from ADNOC offshore - USD 10 million
- Largest order for top-entry ball valves, 2018 (Petrofac for KOC)
- First order for Inconel ball valves, 2018 (McDermott)
- Approvals with Egyptian end users, 2019
- Approval for L&T Valves Arabia, 2022
- Largest order for Hastalloy valves, 2023

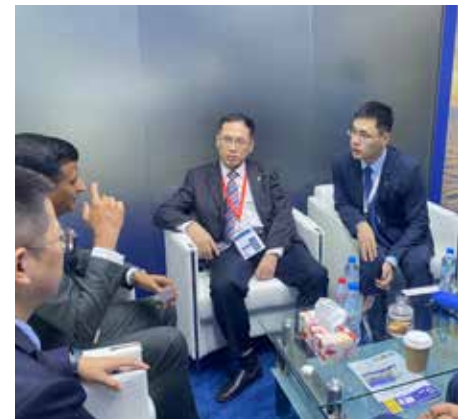
**The secret of your success:**

All my team members are technically strong. But more importantly they have built enduring relationship with our customers and the channel partners. Our high team spirit also helps.

*- Prasanth Prasad*



# Adipec Album





**Kalyanaraman S**  
Chief Executive



**Venkatesh S**  
Global Head of Sales



**Suresh J**  
Head - Manufacturing





**Rakesh S Vibhuti**  
Senior DGM - SCM



**Vijayarangan M**  
AGM - QA



**Shanmugam A**  
Veeyes Foundry



## What Makes L&T Valves Special?

*Excerpts from the speech of Nitin Shah,  
Shah Precicast at Foundry Meet 2023*

L&T Valves goes out of their comfort zone and tries to do more than what the customer expects - whether it is chemical, mechanical or radiography testing or R&D. An important thing that stands out is the TDC that L&T Valves has formulated which conveys to the suppliers the controlled chemistry requirement, which is often over and above ASTM or DIN requirements.

The product variety that they have which enables customers to get most of the products from under one roof.

The clientele that they have developed over time. I think that world's most famous oil and gas companies - in one or the other way - have been using their valves from a long time. This clientele did not come overnight. It also did not come about because of special/ low prices. It came with the hard effort of making quality valves day in day out over a period of time.

A fantastic technical team and fantastic design of their products.

The training and clarity that their SCM and Quality Team give to suppliers. It urges the foundries to be on their toes always, for each and every casting, big or small.

Good systems like ASN, OMNI, Navodyaya, etc. which are beneficial to L&T Valves as well as the foundries.

The whistle blowing policy.

# Industrial Agencies

*We as a team are always available to our customers.  
This attitude helps us to build a strong credibility with our clients.*

## About the company

The company was founded by my uncle – Mr PS Arora and mother – Mrs Neena Kaurin 1993 after we shifted from Delhi to Chandigarh. The vision for the company was to promote quality engineering products required by industry of Punjab and Chandigarh

Till Date Company's focus are quality products which support our customers in improving overall productivity and comes at an optimal cost.

After inception, the first company we partnered with for distribution was ALL. Later years we added Bechem speciality lubricants, Orbinox knife gate valves and AVK sluice valves. We also added predictive maintenance solutions from Teledyne Flir, USA and Ultasound based solutions from SDT, Belgium. In the last 30 years, we have partnered with our good principals to build many long term clients.

## The journey with L&T Valves

Our partnership with L&T Valves has been a long and fruitful one. We saw many changes in the company as we grew together. There are still a few familiar faces in the company, and we cherish working and growing along with them.

Working as L&T Valves Distributor was an excellent experience. A globally leading valves brand name with a proven track record in the industry, solution which are known for performance, and reliability in challenging conditions. The company's approach has always been understanding problems, listen, and then provide suitable solutions. During our almost 30 years long tenure with L&T Valves we have broken many records.

L&T Valves management is also approachable; our colleagues at L&T support us whenever we get stuck. L&T always offer an empathetic ear that hears our problems, accepts our feedback which I think is the first step towards building a strong and long-term relationship which keeps growing.

We have enjoyed the show so far with L&T Valves and going forward we wish to grow with them.



## The future

The way we sell is changing a lot. Today customer has access to lot of new options and is influenced by EPC players, third-party consultants, aggregators and contractors. Many a times we are selling to a contractor/ EPC rather than an end customer. Outsourcing is the name of the game. Additionally, today selling also include the challenge of optimum price, as customer has a defined budget, and he has to buy best within that limit. It's very important that we as a team start adding value to customer from the indenting stage, incorporate certain unique specifications so as competition gets limited to few equivalent players. At Industrial Agencies, we have a display variety of competition valves at our godown, to which we invite buyers to look and understand how L&T's Valves are different and then take an informed decision.

Approaching a client, with various other services, other than a single product, is the focus for the future. We target to work as an overall solution provider and perceived as a supplier who can save overall cost of ownership. Further as a team we work closely with clients' maintenance teams to have better understanding of required services and products required by them. Further a strong service back is made available to client which further forges our relationship with them as we are at their side during rough phases at site.

We are passing through times where India is racing to become the preferred manufacturing hub for the World. Considering this opportunity, we can grow exponentially in valves in the domestic market

### Our values and attitudes that keep us moving forward

We always ask our customers to get in touch with us for any technical/ engineering solution. We as a team are always available to our customers. This attitude towards our customers helps us to build a strong dependability and credibility with our clients.

We don't sell on prices; we are normally priced higher than market, but quality and reliability cannot come cheap. Being in market we try to highlight our Unique Selling features and try our selves compared in prices only to equivalent players.

### My educational background and career

I completed my B.Tech in Chemical engineering from Thapar Institute of Engineering and Technology, Patiala. After working in Thermax in sales and marketing team I did my MBA from IMT Ghaziabad. Through campus selection I was placed with Deloitte Consulting.

I joined Industrial Agencies in 2012. I along with my colleagues have crossed numerous hurdles and memorable milestones. From a rented office to our own building, own storage, and workshop. Now we are almost 13 people strong.

### My greatest achievements

I believe that bottlenecks in field arise with a stagnant mindset, which pigeonholes us. Our own thought processes restrict us, we need to go beyond a narrow mindset and crack a client. Recently a multi crores worth of order had already been given to a competitor still we persevered and received that order. This gave my entire team a feeling of great achievement.

For me the real achievement comes when the people working with me grow and take decisions independently. I have always believed in thought that if the people you work with are happy, the numbers will grow on its own.

### My family

My Mom, Mrs. N Kaur heads our family. I have reached great heights in life today all because of her hard work and sacrifices. My little sister is settled in Australia.

My wife, Jasleen Kaur is an interior designer. We are blessed with two boys, Ashneer Singh who is 10 and Veeransh who is 3. Ashneer is a creative kid while Veeransh according to his name is a warrior by nature.

### My favourite book/movie/TV show

Fountain head by Ayn Rand. The story was about an untraditional thought an architect carries and highlights the challenges which the protagonist faces and was inspiring. Atomic habits by James Clear were another excellent read. The book details how we form habits, elaborates on a framework for creating a habit, how your subconscious can be trained by altering small things and creating good habits.

My all-time favourite movie is Rocky starring Stallone. I watch it every year and whenever I am at the lower node of life.

My favourite TV show is Shark Tank. I get to learn about emerging start-ups, gain new ideas and perspectives, and learn something along with entertainment.

## IHM Valves stand at IPEC Expo, Hyderabad



# What to do with your MONEY?

*Do you save it or spend it? If save, how? If spend, where?*

Let us look at one fundamental question - What is spending? Spending can be of 3 types – one's day to day expenses (let's call it "regular expenses"). Then there is one-off spending like a dream iPhone or an exotic vacation (let's call them "irregular expenses"). The final category is where one spends a significantly large amount – say to buy an automobile or a dream home or jewels (we will call these "capital expenses" for now).

Let us explore this question further by asking how much should you spend on these? Should be a fixed amount or a percentage of your incomes? And another fundamental question, what should you spend it on?

We will first explore a bit more on these "capital expenses". There are appreciating capital expenses and there are depreciating capital expenses. Things which usually have a reduction from the original spend is called a depreciating capital expense (say automobiles – which typically reduces their value over time – unless it's a rare piece which is not in production). And then comes the appreciating capital expenses (like land, building, jewellery). These items are expected to have an appreciation in their value over time (we will now call them "investments" and not "appreciating capital expenses").

Now that we have basics set, let's get back to the same question of how much should you spend and on what.

Straight answers now - Spend as low as possible on your regular expenses. Avoid irregular expenses. Spend on appreciating capital expenses. But can we do that in reality? Humans are emotionally driven. We fall into all kinds of seductions (imagine the beautiful iPhones flaunting big apple logo or the new 400 CC Triumph bike).

Now, I am a big fan of automobiles. I like living a comfortable life and don't mind spending a bit on my comforts. Can one live without it? Absolutely! Do you want to live like that? Absolutely not! I am a person who likes to be happy while buying things I like. Man, I also like the gratification of seeing a hefty bank balance. But this is not about me. So, let's stop here.

Let's answer a couple of fundamental questions...

1. How much to save? It is absolutely one's personal decision. I have an excel template plotting the spend and the likely income on the assets that I have invested in. This excel template tracks the assets that I have at the end of every year to know how much I am excess or short of.
2. Where to invest these savings? There are several investments options that one can invest in. Fixed deposits, recurring deposits, equity instruments, debt instruments, mutual funds, small cases, gold, gold deposits, national savings certificates, provident fund (PF), voluntary PF, term plans, etc. These are just the basics – popular ones. The list goes on.
3. What are good assets? It is purely a personal decision. It depends on your risk appetite and financial commitments. I like to have my portfolio diversified (FDs, PF, mutual funds, equities, gold). Age is an important factor. The adventurous side does not always stay with us forever. We tend to become less risky as the age progresses.

Investing in the right assets at the right time is an art. Take the case of a housing property, it is not always necessary that the prices of the property you bought goes up. It can remain stagnant or even reduce. The market can contract or crash at any point. The general belief is "higher the risk, higher the return". Be aware that this does not always hold good. Both buy and sell should be at the right time. Good timing is important.

Returns on investments can be through periodical returns or increase in the value of the investments. A housing property can give you rental income and appreciation in value of the property. An equity investment can give you dividend income, bonus shares, capital appreciation etc. FDs can give you interest income. The important point to note here is that these investments should give you any one of these to the least.

The interesting question left is what the rate of return should be. It should at the minimum give you the returns of an FD. That's the least risky investment to us. Anything above this number is a good enough return to start with. All efforts (or research) can be made to increase this return.



Having a decent liquidity (i.e. money that is immediately available) is important. Don't go and block all your funds in equity instruments or housing properties. Have a balance of everything. Too much of anything doesn't end up good (remember the proverbial phrases).

Now on to the summary of all this:

1. Save more & invest more
2. Invest in good assets
3. Let the money grow
4. Let these assets give you regular returns (or increase in their value)
5. Keep a track of your investments regularly

Like it is important for me to know what GAD, PIM, Actuator, Triple offset, pressure class, RT etc is, it is important that you should also learn a few jargons in the investment front. Learn what PE, ROI, Book value, PAT, EPS, ROE etc are. Learn about the tax implications too (at the end, all incomes attract IT)

Please be aware, there are several people (read as influencers) giving their views on the investments and saving plans and the "30:40:30" rules. Not everything works for everyone. Do your own research. Interested in financial knowledge?? Google 'em.. It's not rocket science.

PS: (Not just) Mutual fund (but all) investments are subject to market risk. Please read the offer documents carefully before investing.



### Where is my money...

I take a fair amount of risk with my money. I have about 60% of the money in equity or equity related instruments and mutual funds. About 30% in deposits or other risk-free debt instruments. Balance 10% in various other instruments. I do not hold any gold or real estate investments. For some reasons, I do not have a great opinion about gold as a mode of investment (or maybe I am not mature enough to understand the importance of this metal).

The equity (or related) and mutual fund investments I hold are also diversified. I hold large, medium, and small cap investments. Large caps contribute 60% of the portfolio at present while mid and small contribute 20% each.

These equity investments are also diversified for various industries like banking, construction, pharma, FMCG, IT and IT services, telecom, and logistics.

I strongly believe in having a balance of all investments. I also believe in having sufficient liquidity.

This asset allocation is purely based on my comfort level. Please have an asset allocation based on your comfort levels and financial targets.



**Vinayak Sankar R**  
Manager - F&A

# What has Q2 ever given us?

Asks Joselin.

Send in your answers to [V-connect@Lntvalves.com](mailto:V-connect@Lntvalves.com). Try not to Google.

1. This author was born on 1 August, his famous novel includes a sperm whale, a one-legged sailor, and Ishmael. Name the author.
2. On 17 August 1877, Asaph Hall discovers the second satellite of a planet of the solar system. The satellite is named after the Greek god of fear and panic, son of Ares and Aphrodite. Name the satellite.
3. On 2 September 1666 a fire beginning at a baker's turns into an inferno which almost razes the entire city allowing the city to be designed and rebuilt by architect Sir Christopher Wren. What is the name of this city?
4. 15 September, the birthday of Mokshagundam Visvesvaraya is commemorated by India, Sri Lanka, and Tanzania, for his contributions to these countries. Visvesvaraya was involved in projects like Khadakvasla Dam, KRS dam, etc. and instrumental in the founding of State Bank of Mysore, Mysore Soap Factory and Mysore Iron and Steel Works. What is his birthday celebrated as?
5. This famous statue was unveiled on 28 October 1886. It was a gift from France to US. Its pedestal is inscribed with the words "Give me your tired, your poor, Your huddled masses yearning to breathe free." Name the statue.
6. The eighteenth amendment to the US constitution became effective on 28 October 1919. Also, known as the Volstead Act it prohibited the production, sales and transportation of beverages containing more than 1.28% of this ingredient. Name the ingredient.

## V-connect Quiz Answers



17 people connected the dots, one person got it right.  
Congrats **SM Pradeep Kumar, R&D!**

### The answers:

1. Giraffe bread
2. Petromax
3. X - Hamburger University. Y – Hamburgerology
4. Objects which are used for Ball tampering in Cricket
5. AV-8 Harrier II jet
6. EVM Machine (Electronic Voting Machine)
7. Morsing / Morchang

# காஞ்சி Connect

V-connect Kancheepuram Special

October 2023

## L&T Valves Celebrates SNS's Ascent



With Mr S N Subrahmanyam (SNS) ascending to become the company's Chairman & Managing Director (CMD), we celebrated the occasion with much pomp and gaiety.

## Doubling the Speed

*The objective is to double the productivity and achieve 100% on-time delivery (OTD) by maximising throughput*



The project is mentored by VV Risbud, VP - Manufacturing Technology & Digitalisation, Heavy Engineering, who led the transformation at HED leveraging 'Theory of Constraints' which he imbibed directly from Eliyahu M Goldratt, the originator of the concept.



J Suresh, Head - Manufacturing is the sponsor of the project and M Mahesh, DGM - Central Planning heads the DTS Squad.

SSA Consulting Group and Throughout Management Systems have been engaged as consultants for the project.

# எல்&டி வால்வ்ஸ் நிறுவனத்தின் கூட்டாண்மை சமூக பொறுப்பு (CSR)

சாதனை என்பதை வார்த்தையில் சொல்வது எளிது ஆனால் அவை நம்முள் தூண்டும் உணர்வுகள் மற்றும் யோசனைகள் மிக அசாத்தியமானது. இச்சாதனை என்பது வெற்றியை உள்ளடக்கியது மட்டுமன்று. நம்மைத்தாண்டி பிறரையும் சாதனைக்குள் வளர்ப்பதற்கு அவர்களின் சாதனைகள் நோக்கிய பாதையை ஒளிர்ச் செய்வதையும் உள்ளடக்கும்.



கூட்டாண்மை சமூக பொறுப்பு (CSR) என்பது ஒரு நிறுவனம் தனது வணிகம் மற்றும் அதனால் ஈட்டும் இலாபங்களுக்கு அப்பால் சமூக பார்வையை சீர்தாக்கி பார்ப்பது மற்றும் சமூக பொறுப்புடன் நிறுவனத்தை செயல்படுத்துவதுமாகும். பெரு நிறுவனங்களுக்கு கூட்டாண்மை சமூக பொறுப்பு இருப்பதால் அந்நிறுவனத்தின் வளர்ச்சி இலக்குகளைத் தாண்டி சமூக பொறுப்புடன் சமூகத்தில் செயல்படுவதாகும். இவை சமூகத்தை நேர்மறையாக மாற்ற முயற்சிப்பதுடன் நிறுவனமும் வளர்ச்சிப் பாதையில் நடைபயிலும். மேலும் நிறுவனம் சார்ந்த சமூக பொறுப்பு சமூகம், சுற்றுச்சூழல் மற்றும் உலகம் முழுவதும் நிலையான வளர்ச்சியை ஊக்குவிக்கிறது.

எல்&டி வால்வ்ஸின் கூட்டாண்மை சமூக பொறுப்பின் கண்ணோட்டம் என்ற உள்ளடக்கிய வளர்ச்சியின் மூலம் நிறுவன வளர்ச்சியை துரிதப்படுத்த முடியும். ஒரு நிறுவனத்தின் கூட்டாண்மை சமூக பொறுப்பு என்பது சுகாதாரம், தண்ணீர், கிராமப்புற மேம்பாடு, கல்விப்பணி மற்றும் திறன் மேம்பாடு ஆகியவை முக்கிய செயல்முறை காரணிகளாக காணப்படுகிறது. எல்&டி வால்வ்ஸ் மூலம் மேற்கொள்ளப்படும் மிகமுக்கிய பணி கல்விப்பணி, மாணவர்கள் திறமைசாலிகளாக்குவதற்கு தேவையான வாய்ப்பு வசதிகளை மாணவர்களுக்கும் ஆசிரியர்களுக்கும் அளிக்க கடமைப்பட்டுள்ளது.

அக்கல்விப்பணியின் ஒரு பகுதியாக 2023ம் ஆண்டு ஆகஸ்டு மாதம் 8ம் தேதி காஞ்சிபுரம் மாவட்டம் வையாவூர் கிராமத்திலுள்ள அரசு உயர்நிலைப்பள்ளியின் இரண்டாவது மாடி கட்டடம் கட்டுவதற்கான பூமிபூஜை நடைபெற்றது. இதற்கு முன்னர் 2021ம் ஆண்டு இப்பள்ளியின் தரைதளம் மற்றும் முதல் தளம் எல்&டி வால்வ்ஸ் மூலம் கட்டப்பட்டு வழங்கப்பட்டது. தற்பொழுது வையாவூர் அரசு உயர்நிலைப்பள்ளியால் தரைதளம் மற்றும் முதல்தளம் வகுப்பறைகள் பயன்படுத்தப்பட்டு வருகிறது. இப்பள்ளியின் தலைமை ஆசிரியை திருமதி. உஷாராணி இப்பள்ளி புதுப்பிக்கப்பட்டதன் இவசதியும் அமைக்கப்பட்டு வழங்கப்பட்டதால் மாணவர்களின் சேர்க்கை இவ்வாண்டு அதிகரித்துள்ளது. அவ்வாறு மாணவர்களுடன் பள்ளிக்கு வரும் பெற்றோர்கள் உட்கட்டமைப்பு வசதிகளை பார்த்து

இதுவரை வசதிசுறைவு காரணமாக பள்ளிக்கு அனுப்பாமல் இருந்த மாணவர்களை மீள் வகுப்புக்கு அனுப்பி வைத்துள்ளனர். மேலும் இரண்டாவது தளம் எல்&டி வால்வ்ஸ் மூலம் கட்டப்படுவதால் அதிகமான வகுப்பறை வசதிகள் ஏற்படுத்தப்பட்டு மாணவர்களின் சேர்க்கை எண்ணிக்கை அதிகரிக்கும் என தலைமை ஆசிரியை தெரிவித்தார்கள். மேலும் 2022-ம் ஆண்டு காஞ்சிபுரத்தில் ஆற்காட் நாராயணசாமி முதலியார் அரசினர் பெண்கள் மேல்நிலைப்பள்ளி புதுப்பிக்கப்பட்டு வழங்கப்பட்டது.

காஞ்சிபுரம் மாவட்டத்திலுள்ள ஆரம்ப சுகாதார நிலையங்களில் சுகாதாரம் சார்ந்த வசதிகள் ஏற்படுத்தி ஏதுவாக எல்&டி வால்வ்ஸ் நிறுவனம் பல முயற்சிகள் எடுத்து வருகிறது. அவை 2022-ம் ஆண்டு காஞ்சிபுரம் மாவட்டத்தில் திருப்புகுடி ஆரம்ப சுகாதார நிலையம் மற்றும் பரந்தூர் ஆரம்ப சுகாதார நிலையம் ஆகியவை 2022ம் ஆண்டு புதுப்பிக்கப்பட்டு மக்களின் பயன்பாட்டிற்காக வழங்கப்பட்டுள்ளது.

எல்&டி வால்வ்ஸ் நிறுவனம் நேரடியாக சமூகம் சார்ந்த மக்களுக்கு அவர்களின் தேவைகளை நிறைவு செய்வதில் அர்ப்பணிப்புடன் செயல்பட்டு வருகிறது. இவ்வாறு சிறிய முயற்சிகள் எல்&டி வால்வ்ஸ் மூலம் செயல்படுத்தப்படுவதால் இந்த சமூகம் மற்றும் அதனை சூழ்ந்துள்ள மக்களிடம் சிறிய அலைகள் போன்ற தாக்கத்தை உருவாக்கி நேர்மறையாக சமூக மாற்றத்தை ஏற்படுத்தும்.

தேசப்பிதாவின் வார்த்தைகளில் “நாம் உலகத்தின் கண்ணாடிகள், வெளி உலகில் நடைபெறும் போக்குகள் அனைத்தும் நமது உள் உடலிலிருந்து வெளிப்படுகிறது. நாம் நல்ல எண்ணங்களுடன் சமூகத்தில் செயல்படும் பொழுது அவை வெளி உலகிலும் நல்ல மாற்றத்தை உருவாக்கும். பிறர் மாற வேண்டுமென விரும்பாமல் நாம் நல்ல சமூக மாற்றத்தை உலகில் விதைக்கும் பொழுது சமூகம் நல்ல வளர்ச்சியினை அடையும்” என்பதை நாம் நினைவுகூறவேண்டும். எல்&டி வால்வ்ஸ் இந்த சமூக மாற்றம் சார்ந்த முயற்சிகளை தொடர்ந்து செயல்படுத்திவரும்.



# Cheer Your Peers

*I Appreciate, You Appreciate, We Appreciate*



On 29 September, the Appreciation Campaign was launched at KPM. Supported by Corporate HR, the campaign strives to promote a culture of appreciation and recognition, to encourage employees with words of praise, encouragement and affirmation, to acknowledge their good work and to offer them a high five of appreciation - in person and also online, on Hi5, the rewards & recognition portal.

The campaign focuses on promoting bonding between team members, creating successful leaders and adding a humane angle to employment. Applauding positive traits like camaraderie, trust, collaboration, teamwork, dedication, hard work, innovation and creativity is the cornerstone of the campaign.

Around 300 employees, across departments and roles, participated in fun activities at KPM that promoted bonding and teambuilding. After the event, the Hi5 portal witnessed a spurt in activity, with more employees sharing appreciation messages using the portal.

To quote Srihari Annaiah, Head - HR & IR, "The appreciation campaign was scheduled at the right time, in the middle of the year, to boost employee morale and prepare them for future challenges. The presence and addresses by SKN and the leadership team inspired the employees."

## Visitor Gallery



KN Rajkumar, Area Manager - L&T Chennai Area Office accompanied by S Parthasarathy, Assistant Manager - Admin visited our plant on 15 September.

## New Borns!



Selvam M and Nansi Kumari S were blessed with a baby boy, Vidhulan S, on 7 September 2023

Sarathkumar H and Manju Priya S were blessed with a baby boy, Gowshik S, on 11 September 2023

Sathishkumar J and Selva Sumitha A were blessed with a baby boy, Sree Nithin S, on 8 August 2023

## Kancheepuram Cards



A postcard is a card, usually of size 6" x 4", used for sending messages without an envelope.

In 2023, postcards seem to be a figment of the past, of bygone days of letters, post and post offices. But organisations such as Postcrossing with 804,717 members in 209 countries are trying to revive the magic of sending and receiving postcards. Check out [www.postcrossing.com](http://www.postcrossing.com).

Closer to home, Postcards Ville is doing their bit, designing postcards on themes as rich and varied as our culture - and recently they launched 12 postcards featuring illustrations of our own Kancheepuram by artist Muralidharan Alagar. The cards feature temples and traditions and is available at [www.postcardsville.com](http://www.postcardsville.com).

**Postscript:** In case you need one more excuse to send a postcard to a loved one, 1 October was the world postcard day.

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