

V connect

Vol. 24, No. 3

The Employee Communication Newsletter of L&T Valves

July 2024



**Transforming
Manufacturing
with Tech**




V connect

From the Editor

Hi,

The current issue marks the uninterrupted run of three year for V-connect, post-covid.

Many colleagues contributed ideas, content and time to create these tiny time capsules and I thank you for your support.

While the covid-era newsletters spoke about the war against the virus, life in a lockdown, managing a remote team and the new normal, the post-covid newsletters covered topics as rich and diverse as pushing boundaries and breaking paradigms, OTD and customer value, innovation and integration, and milestones and roadmaps.

Not surprisingly, cover story of the first post-covid issue was Digitalisation. Check out the [issue](#). We sure have come a long way since then; but our commitment to Digitalisation remains strong.

Personally, a digital application that I would like to see in action is an employee communication channel. A mobile-friendly, interactive app that would deliver fresh content and actionable insights, complementing the quarterly V-connect. Incidentally, we are building a team for the digital newsletter and in case you would like to be a part of this initiative, please mail me at kuriakoseb@Lntvalves.com.

Thanks,

Babu

v-connect@Lntvalves.com

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Message from the Chief Executive

Dear Colleague,

As we reflect on the first quarter of the year, I am filled with pride and excitement about the significant progress we have made in our growth. We are making steady progress in sales and cash management with a healthy order book. We have also performed significantly well in the improvement initiatives we have identified especially in our digital transformation journey. This transformation is a crucial evolution that is reshaping our industry and redefining how we operate and deliver value to our customers.

Digitalisation has become the backbone of our strategic initiatives, enhancing our efficiency, enabling us to offer superior products and services, and allowing us to remain competitive in an ever-changing market.

While we have made remarkable strides in creating a planning dashboard, Integrated Full Kit management system (IFMS), Integrated Project management & Tracking system (IPMTS), Integrated data analytics system (IDAS), Digital Document Approval System (DDAS), Quality Document Management System (QDMS), we need to make fullest use of the applications to reap the benefits. We should demonstrate our commitment to embrace digital technologies in key areas of the business. There is still much to be done, and together, we can achieve even greater milestones. We are collaborating with consultants and service providers as a part of our Doubling the Speed (DTS) initiative to build a gamut of applications to enhance our digital transformation. I encourage you to actively take part in the initiatives and enhance your skills and remain updated.

Artificial Intelligence (AI) has come a long way in the recent years and the past year has seen significant advancements in this field. It is transforming the business environment in a big way. A lot of developments are happening in Generative AI, Artificial general intelligence and Artificial super intelligence. I advise every one of you to start using these technologies even in a small way to draft an email or to analyse data, etc. and get accustomed to it as this is going to be the skillset demanded in future.

As we continue this path, I encourage you to remain curious, stay collaborative, and keep pushing the boundaries of what is possible. The future is digital, and with your support, we are well-positioned to lead the way.

Regards,

S Kalyanaraman

Transforming Manufacturing with Tech

A Look at Global Trends

The manufacturing industry, particularly for complex components like industrial valves, is embracing a wave of powerful technologies to optimize operations, ensure quality, and gain a competitive edge. These technologies collectively contribute to the concept of 'smart factories', where technology seamlessly integrates into every aspect of manufacturing. Let's explore how these solutions can be implemented.

Smart Factories: The Quantifiable Future of Manufacturing

Smart factories offer significant potential for transformation and quantifiable benefits:

Sensor-Driven Operations: Sensors embedded throughout the factory collect real-time data, enabling continuous monitoring and optimisation of processes, contributing to increased efficiency and reduced waste.

Digital Stores: Inventory management is digitised, with materials tracked using GPS, RFID, and other technologies, leading to optimised inventory levels, and reduced carrying costs.

Robotic Metrology & Welding: Robots are used for precise measurements and automated welding, ensuring the accuracy and consistency of components, while improving efficiency and reducing the risk of human error.

Predictive Maintenance: IIoT sensors predict when machines need maintenance, preventing unexpected breakdowns and minimising downtime, ultimately increasing overall equipment effectiveness (OEE) by 10-20%.

Quantifiable Impact:

Overall Equipment Effectiveness (OEE): Smart factories can increase OEE by 10-20%, a key metric for measuring manufacturing productivity.

Reduced Waste: By optimising processes and improving quality control, smart factories can reduce waste by 10-20%.

Increased Revenue: A study by Capgemini found that smart factories can increase revenue by 5-10%.

Let's dive deeper into the key technologies enabling smart factories:

Generative AI (Gen AI): The Cognitive Powerhouse

Streamlined Document Processing: GenAI automates data extraction from purchase orders, technical specifications, and inspection reports. This reduces manual effort, minimizes errors, and expedites processing times, improving customer service. A valve manufacturer could use GenAI to automatically extract technical specifications and quality standards from customer orders, ensuring accurate production and reducing the risk of errors.

Predictive Maintenance: By analysing sensor data from valve assembly lines, GenAI can predict potential equipment malfunctions. This enables proactive maintenance, preventing costly downtime and ensuring uninterrupted production. A company specialising in heavy machinery could employ GenAI to analyse sensor data from large industrial valves, predicting potential failures such as seal leaks or actuator malfunctions.



Industrial Internet of Things (IIoT): The Networked Factory

A network of connected sensors on valves and machines provides real-time data for:

Enhanced Quality Control: IIoT sensors can continuously monitor valve performance parameters like pressure, temperature, and flow. This allows for real-time identification of anomalies and potential quality issues. Any deviation from preset parameters would trigger an alert, allowing operators to take corrective action before the valve fails or causes a production issue.

Optimized Inventory Management: IIoT tags on valves can track inventory levels throughout the manufacturing process, from raw materials to finished products. This ensures efficient stock management and avoids stockouts or overstocking. A manufacturer of large-scale industrial piping systems could utilize IIoT tags on valves and other components to track their location and movement throughout the factory.

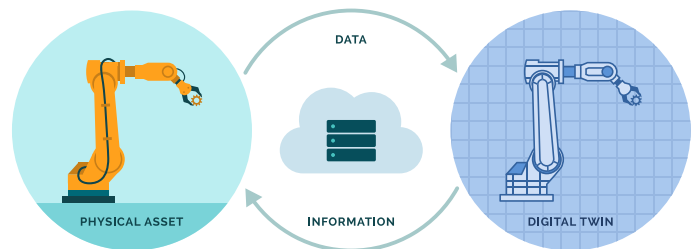
Improved Safety Monitoring: IIoT sensors can monitor environmental conditions within production facilities, ensuring adherence to safety regulations and preventing safety incidents. In a heavy machinery manufacturing plant, IIoT sensors could monitor environmental conditions like gas levels and noise levels.

Vision Analytics: The Eyes of the Factory

AI-powered cameras can automate visual inspections:

Automated Valve Inspection: Vision analytics systems can inspect valves for defects like cracks, misalignments, or faulty welds, ensuring the highest quality standards. AI-powered cameras could be used to inspect valve castings for defects such as porosity, cracks, or dimensional inaccuracies.

Streamlined Material Management: Smart cameras can visually identify and locate valves within warehouses, improving picking and packing efficiency. In a large valve manufacturing facility, vision analytics could be employed to guide autonomous vehicles or robotic arms in the movement and placement of heavy valves and components.



Digital Twins: The Virtual Replica for Real-world Optimisation

Creating digital replicas of valve assembly lines allows for:

Virtual Design and Testing: Engineers can virtually design and test different valve assembly line configurations to optimize production flow, identify bottlenecks, and improve overall efficiency. A company designing a new type of high-pressure valve could create a digital twin to simulate its performance under various operating conditions.

Remote Monitoring and Optimization: Real-time data from the physical production line can be fed into the digital twin, enabling remote monitoring of performance and continuous optimization of valve assembly processes. A manufacturer of industrial pumps could use a digital twin of their production line to monitor the performance of each pump in real time, enabling remote optimization of pump settings, ensuring maximum efficiency, and minimizing energy consumption.

Cloud Computing: The Scalable Engine for Manufacturing Data

On-demand access to computing resources in the cloud empowers manufacturers to:

Scalable Data Management: Store and analyse massive amounts of valve production data in the cloud. Advanced analytics tools can identify trends and patterns, enabling data-driven decisions for valve design, production processes, and maintenance strategies.

Collaborative Engineering: Cloud-based platforms facilitate collaboration between design, engineering, and manufacturing teams working on valve development and production, improving efficiency and innovation. A team of engineers spread across different locations could collaborate on the design of a complex valve assembly using a cloud-based platform.



SAP S/4HANA ERP: Integrated Business Management

This next-generation enterprise resource planning (ERP) system offers:

- Real-time processing and a simplified data model
- Integrated suite of business applications
- Serves as a digital core for advanced technologies like AI, Machine Learning, and IoT
- Enables manufacturers to optimize operations and gain a competitive edge by providing a unified view of business processes and data.

In conclusion, these technologies are revolutionizing the manufacturing industry, particularly for complex components like industrial valves. By implementing smart factory solutions, manufacturers can achieve significant improvements in efficiency, quality, and innovation. The integration of GenAI, IIoT, vision analytics, digital twins, cloud computing, and advanced ERP systems creates a powerful ecosystem that drives the future of manufacturing.



Aswin Kumar T

Experienced project manager in Digitalization for manufacturing industry, driving technological transformation to enhance efficiency and competitiveness. Passionate about implementing smart factory solutions, optimizing production with data analytics, and fostering innovation.

The IT Crowd



Ramesh Seran

24+ years in L&T Valves, managing IT Infrastructure which covers data center management, IT network, data backup/ security of server applications, end-user IT devices hardware, software installation & support and IT procurement. Handled various system and database upgrades/ migrations of SAP ERP and other key applications including periodic disaster recovery drills.



Palani Kumar K B

Global SAP S/4 HANA certified in SD & MM modules of techno-functional consultant with 16 years of experience, adept at handling all SAP modules. Proven track record in leading and implementing SAP projects, customizing, and optimising solutions to meet global business requirements. Experienced in end-to-end project management and successful implementation of digital solutions.



Natarajan K

Manager in IT with over 30 years of expertise in SAP and database management and offering business application technical assistance, in varied industries spanning across valve manufacturing, electrical controls, gear box manufacturing and auto ancillary.



Ramkumar R

SAP functional and testing specialist with 6+ years of experience, with specialisation in material management module. Has been with L&T Valves for the last 1 year.



Gowtham G

IT professional with 6 years of work experience in SAP testing & support. Has been with L&T Valves for the last 1 year



Jayaram B

Data Analyst with 3 years of experience in SQL, Python, Power BI, Excel, and RPA. Adept at automating repetitive tasks through RPA and developing data analytics platforms.



Sathishkumar J

Server support engineer specialised in maintaining and optimising the backbone of IT infrastructure, ensuring servers operate seamlessly. The role involves troubleshooting complex issues, implementing robust security measures, proactively monitoring performance, and backups, and fine-tuning server performance to support organisational needs effectively.

Making the Most of Machines & Minds

We keep hearing about terms like IoT, IIoT and digitalisation – but how do you bring it all together to create an elegant system that frees up manual effort, enables improved productivity and seamless communication – while keeping stakeholders involved and enthusiastic? We sit down with Ramesh Srinivasan, Head of IT, to learn more about the journey of digital transformation at L&T Valves.



Digitalisation is seen as the next big leap to achieve multi-fold improvement in efficiency and innovation. However, the process is complex and demanding - identifying deep-seated pain points and addressing them, even while keeping all stakeholders on board. More so, when you have a desire that information should be accessed with ease and efficiency, and the click of a single button. How did they do it all? Ramesh Srinivasan, Head of IT at L&T Valves, captures for us, in a nutshell, the L&T Valves' journey of digitalisation.

When did digitalisation start at L&T Valves?

We started our digitalisation journey in June 2021.

Previously, we had been focusing primarily on our ERP system, which is an SAP platform that was implemented in December 1999. So, it handles the entire set of transactions, right from order entry up to the invoicing and collection. In this process, we have been carrying out customisation, and around 600+ customised programs have been developed during the last several years.

In 2021, our Chief Executive gave a clear visionary direction saying that we need to move beyond the ERP system and try to build a comprehensive system with collaboration with all of our stakeholders. So, there should be one source of information, rather than creating more and more systems, sub-systems, each having its own gateway, user IDs and passwords and so on.

Our CE gave a dictum that there should be one entry, one data, one information, available for the whole organisation at the click of one button. With that in mind, we started the digitalisation journey in 2021.

Can you tell us more about the main digitalisation initiatives that you have undertaken at L&T Valves?

When we look at the major digital initiatives, they involve a three-stage process. The first is digitisation, then comes automation of the relevant processes, and finally, integration with the digital approval process so that the entire digitalised information gets processed, and is passed on through various stages through automated workflows. We have carried out such initiatives extensively across various areas, starting with our invoicing, and then delivery notes, E-way bill processing and whatnot. This is one part of the initiative.

The second part relates to resource optimisation. We have deployed multiple tools and technologies, such as IIoT (Industrial Internet of Things) for a TPM track online project to measure overall equipment effectiveness or OEE of around 10 CNC key machines (which are very costly machines!). From their seats, the authorised personnel can see on their laptops, what job is ongoing in each one of these machines, and what has been the OEE performance for the day, for the month, for the period, or whatever it is.

The other aspect of digitalisation I want to touch on is the logistics optimiser and tracker. This is a .NET-based portal, which is integrated with our internal stakeholders as well as with our logistics provider. They're now seamlessly connected. This has led to a reduction in our inbound logistics cost close to around 20%.

You must be handling an enormous load in terms of data.

True. Our business is very complex in terms of variance, variety, the number of jobs that we handle. If you look at the overall numbers, we handle close to around 22,000 customer order line items.

And we handle around 40,000 line items in the stores. The size of the items and weight varies from a few grams up to 40,000 kg per piece. Obviously, everything does not move every month in a normal manner. So, there is no straightforward way to predict demand. Moreover, our vendor base, and our sub-vendor base, has close to around 200 vendors, across multiple locations.

What are some previously manual effort-intensive areas that have been freed up by digitalisation?

One important area I would say is in GST reconciliation. We have created a system that can 'talk' to the GST government portal, and to our SAP ERP system seamlessly. We have close to 2,50,000 invoices getting generated from various vendors every year. So, the entire set of invoices are automatically tracked, and the GST credit and input tax credit is matched. This is a very complex process. Today, around 120 crores of GST and GSTRs are being handled seamlessly by digital systems.

I can quote one more example - the automation of all our test stands. Our valve test stands have been automated so that once the valve is loaded, you select the program, automatically, like a CNC machine, it loads the right pressure, it holds for the right time, it records all parameters, and everything is digitalised. It is integrated with our SAP ERP system, and nobody needs to intervene in between. All the data is automatically recorded. Whenever our third-party inspectors come, we just run the record electronically, and show them. We can even send the data through emails and other modes.

Another important aspect is the integrated full-kit management system. Given the diversity of our materials and the customer orders, we have around 22,000 customer sale orders being live at any given time. And having to track materials for close to 40,000 line items was a real challenge. So, we developed an integrated full-kit management system in our SAP. At any time, the live data system throws for the entire backlog, what is the availability of full-kits, where the valves can be immediately made, and if there are shortages, it will tell what the shortages are being experienced. So, we have visibility on the entire stretch of material availability at the click of a button.

From the working capital management front, we have done digital initiatives on something called Digital Inventory Analyzer (DIA). It gives what we call 'intelligent information'. It compares available excess inventory with the shortage list in the background and throws out a summary of excess items that can be effectively used. This has yielded significant benefits in terms of inventory reduction, thereby easing working capital position.

Likewise, we are right now working on another project called MPT or Milestone Payment Tracker to enhance collection efficiency. We are running with 90% of our backlog in projects with more milestone payments. This is a project in progress. It should go live by the end of August 2024.

Apart from these major initiatives, we have embarked on a couple of initiatives to create a collaborative ecosystem. On one side, we connect with our customers through a CRM-based portal, which we have partly developed and partly under development.

On the other side, we have a portal for vendors that has been developed as an Integrated Project Management and Tracking or IPTMS system.

Our CE also envisioned to have a single page comprehensive dashboard to get a 360 degree update covering all business parameters. Based on this, we developed a platform called IDAS or Integrated Data Analytics System which contains 16 modules covering sales prospects, production, revenue, collections, material cost, status tracking of every project, on-time delivery performance, OEE, capacity utilisation and other key parameters. This has aided in taking insightful business decisions.

Every day, all of our senior members, including our CEO, CFO, and others, get the dashboard at a prescribed time in their mailbox.

This has been one of our 'zero investment' projects developed with our internal IT resources.

You have looked deeply into what are the requirements, and adapted digitalisation to meet the challenges of each of these areas. Yet, no matter what the benefits, change is often difficult for people to accept. How did you get them to accept the changes?

On successful launch of every digital system we could see lots of enthusiasm among the connected users who were involved in the development. We gave them opportunity to share their success stories with other departments which fueled digital spirit amongst others.

Such sharing of success stories created improved awareness among users that similar things could be done in their own areas. After implementation we capture the voice of customer, and share it in different forums so that the message is spread across the organisation. We also solicit their feedback post-implementation, to give them the confidence that, yes, we are with them - that it's not just the end of the journey but just the beginning.

We have a small team - Digi team, and our members regularly conduct sessions with various functional departments, looking at the possible areas where digitalisation can support the operations and address pain areas, and solicit the department members' views and ideas on what more can be done.

Also, every month, we have a review at a leadership level, where our CE is present. At the meeting, I present the details, department-wise, of how many projects are initiated, what has been implemented, and what is in progress. Looking at the overall development, every department feels the need to enhance participation from their side in the digital front.

Our CE has been a key driving force in bringing digital transformation across our organisation. With continued emphasis from his side on this front, we have witnessed wide patronage from all functional departments leading to implementation of more than 50 projects during the last couple of years.

This particular methodology has helped us greatly, and we have a good level of digital transformation across the organisation. To sustain this process, we have nominated a couple of our team members for a digital ambassador programme. We also have a digital catalyst program

Can you tell us more about the digital ambassador and digital catalyst programmes?

The digital ambassador programme gives the staff a basic idea of the various digital techniques and technologies and the tools available, and various use cases. For example, there are various applications where IoT has been deployed across industries. It makes them aware of the tools and techniques available, and how it can be driven across the organisation to make it sustainable.

In the digital catalyst programme, the staff get a hands-on experience of how the entire transformation process is to be carried forward and sustained. It focuses more on the finer techniques.

With all of these initiatives, what are some key benefits the organisation has gained?

We have seen multi-fold improvement in productivity in the areas of supply chain, quality, stores, sales and finance. In the shop floor, our productivity has gone up by close to 40 per cent.

With the green initiatives, we could cut down to two metric tonnes of paper usage per annum, which is the equivalent of a couple of tons of CO₂ emission reduction. We have more

projects getting rolled out, which will aid in further reduction of paper consumption by another three metric tons every year.

We could achieve 20% reduction in our inbound logistics costs.

Through digitisation of over 70 quality reports, we could achieve multifold improvement in productivity and reduction in document processing time.

In order to provide instant access to customers for the above quality reports, we have created a mobile app named 'Valve Digital Passport'.

Apart from all this, we have seen around 30% revenue jump aided by insightful information provided proactively to users through IDAS platform.

You manage a huge amount of information. How do you manage data safety and confidentiality?

We have to first classify the information. Certain things are meant only for internal stakeholders - even within that, at various levels, we have filters. Say for example, a report that goes to our CE is very comprehensive, whereas a report that goes to the manufacturing team is split into multiple layers. Only the concerned layers of information are made available to the people through workflows. That is how we have configured our IDAS platform. Relevant configuration has been done in the system, so that only filtered reports goes to respective people on a daily basis through email.

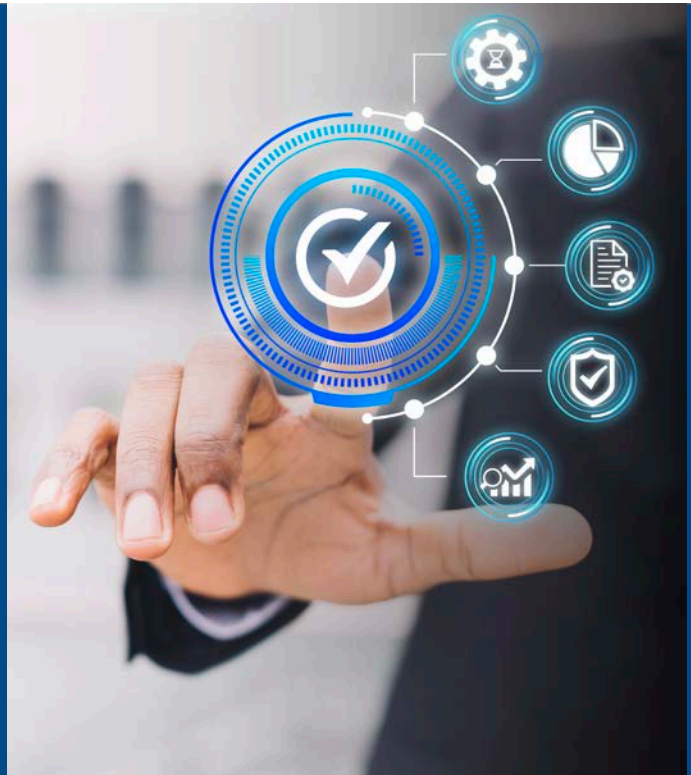
Likewise, for customers, we have given connectivity only for the valid documents relevant to them.

From the device protection perspective, we have Falcon Crowd Strike antivirus, which is basically an endpoint detection and response (EDR) tool. This takes care of device protection and it is installed in all devices.

For server protection, we have a separate data security, apart from standard firewall. We also have additional web application-based firewalls. For laptops, we plan to implement BitLocker encryption to protect data.

When it comes to data security, we have disaster recovery systems in place, which is handled by our L&T corporate data center at Powai. We have a back-up primary server and a secondary server where the data is being stored parallelly, and we have DR mock drills being done periodically, so we do have all of our comprehensive protection systems, both from internal as well as from external perspective.

Digital Approval System (DAS)



Overview:

The Digital Approval System (DAS) is an innovative internal platform designed to streamline workflow processes, enhance efficiency, and provide a seamless user experience for managing approval requests within the organization. With features such as customisable route creation, request submission, approval workflow management, and secure digital signatures, DAS empowers users to efficiently manage document approvals while ensuring accountability and transparency throughout the process. The system's robust authentication and authorisation mechanisms, coupled with various security considerations, ensure the confidentiality and integrity of user data and interactions. Overall, DAS serves as a valuable tool for optimizing workflow productivity and facilitating seamless collaboration within the organisation.

Purpose and Goals:

The current approval process within our company involves cumbersome and time-consuming tasks such as approving file notes and other documents, which require manual signatures and physical handling of paperwork. This manual process is prone to errors and delays, hindering overall efficiency. The purpose of this portal is to revolutionize and automate the approval process within our company. By introducing DAS, we aim to transition to a streamlined, efficient, and entirely digital workflow. Employees can raise their requests digitally, accompanied by supporting documents, eliminating the need for manual processing. This automation accelerates the approval process, reduces the risk of errors associated with manual handling, and allows employees to get their requests digitally approved by superiors or heads based on their requirements.

Implementation Details:

The backend logic of the project is implemented using the Flask web framework in Python. It consists of several components working together to handle request submission, approval workflow, database interactions, and other functionalities. Flask routing and views define the endpoints and logic for handling HTTP requests from users. Database interactions are performed using the pyodbc library to connect to query the underlying SQL Server database.



Anusha

Innovative software engineer with expertise in Python, web development and SQL. Adept at solving complex programming challenges, particularly in data structures and algorithms (DSA) and dynamic programming. Passionate about learning new technologies and continuously expanding technical skills. Always ready to tackle the next big problem.



Ajay Kumar

Experienced web developer specializing in both frontend and backend development, with strong skills in project management, creative design and innovative problem-solving. Proficient in HTML, CSS, JavaScript, PHP, MySQL and currently expanding expertise in Angular and .NET. Known for being a strong decision-maker and service-focused professional dedicated to delivering high-quality solutions.



Swapna

I'm a creative problem-solver and software engineer specializing in web development. I spearheaded the development of an advanced approval system for stakeholders, utilizing my expertise in HTML, CSS, JavaScript and Python. When I'm not coding, I relish exploring the latest technological innovations and trends.

The frontend of the project is responsible for providing a user-friendly interface for interacting with the application. It encompasses HTML templates for rendering the structure of web pages, CSS stylesheets for styling the appearance of element and JavaScript for adding interactivity and dynamic behaviour to the user interface.

Main Features:

The Authentication system only allows users in the database to create accounts by entering their PS No., fetching stored data, and creating a strong password. An OTP sent to the user's company email verifies the account. Admins can modify user details in the database. The portal, built on Flask, has session expiry and token authentication, limiting access to one browser session for two hours. Users can create routes with up to five levels for sequential routing and level 1 can have up to seven sublevels for parallel routing. Users can raise approval requests with supporting documents and track approvals with status indicators (green for <48 hours, amber for 48-72 hours, red for >72 hours). Pending approvals and tracking flows are managed through tables that display request status and provide modification and download options.

Further Actions – Way Forward: External Users

To facilitate efficient approval processes, we have identified several key categories that require customer approval: General Assembly Drawing (GAD), Inspection Test Plan (ITP), Painting Procedures & Systems (PPS) and Weld Procedure Specification (WPS). To ensure these approvals are obtained seamlessly, we are extending to external stakeholders, enabling effective interaction between external users (such as customers, vendors, consultants and auditors) and internal users. This enhancement aims to streamline communication and approval workflows, improving overall efficiency.

Digital Wishlist

Nagaraja P

Gong, AI-powered Sales Tool - Analyses sales calls and meetings to provide actionable insights and recommendations. This Tool helps to improve team productivity, increase pipeline predictability, drive revenue growth, etc.

Tableau, Business Intelligence and Analytics Software - Offers advanced data visualization tools to track sales performance and identify trends. The analytics platform makes it easier to explore and manage data, and faster to discover and share insights that can change businesses.

Adi Sessa Reddy

Logi Options+ (Plus): Customization App

Kalaimaran P

A streamlined, **AI-driven project management platform** that integrates task allocation, progress tracking, and real-time communication.

Raja Chacko

Mobile Apps for Field Services: Developing or adopting mobile applications for our field service teams can enhance their productivity. These apps can facilitate real-time communication, access to technical manuals, and remote troubleshooting, thereby improving service delivery and customer satisfaction.

Pughazhendi A

CMMS, Computerised Maintenance Management System will help us to streamline the various maintenance processes by proper scheduling and organizing necessary resources and address the critical tasks promptly, we can automate routine tasks and focus on proactive maintenance to improve overall operational productivity.

Integrating Enterprise Resource Planning (ERP) system with sustainability initiatives. This will help us identify hot spot to take informed decisions gradually without effecting the operations by optimising our supply chain and enable transparency in our results. ERP system integrated with sustainability initiatives and results will help our business in long term and improve our credibility in the global market.

MS Rajaraman

- Proposals automation
- Automatic 3D models & drawing generator.
- Documentation storage portal
- Quick retrievals of QC documents
- Shop floor/ stores improvements
- Project updates tool
- AR for plant tour
- E-training modules for new engineers
- Digital handbook for engineers on iPad

Based on Digital Transformation & Automation session at the Strategy Meet

Ganeshkumar S

Quick Response Quality Control

Khelvestes Lin Yufan

Employee Wellbeing App
(with option to submit suggestion anonymously)



L&T Valves Arabia Inaugurated

The facility was inaugurated by Mr Anil Parab, Whole-Time Director & Sr. Executive Vice President (Heavy Engineering and L&T Valves), in the presence of Mr Ahmed Al Zahrani, Director, Industrial Development & Strategic Supply, Saudi Aramco and Mr Kalyanaraman S, Chief Executive and Whole-Time Director, L&T Valves on 5th May, 2024. The event was attended by senior personnel from hashtag#Aramco, key end-users, EPC companies, the L&T Group, and associates.







Our Man in Arabia

Syed Aslam, Head - Operations, L&T Valves Arabia, has over 20 years of experience in manufacturing, product development, material planning and pre-sales.

Syed joined L&T as GET in 2004 after graduating in mechatronics engineering from Thiagarajar College of Engineering, Madurai. He later completed MBA in HR, and MS in Manufacturing Management from BITS, Pilani.

He started his career with the Pneumatic Actuators product group at the Kancheepuram plant. Soon he moved to sales coordination as well as import procurement of critical items. It was during this period that Syed's bond with Aramco became strong - he played a key role in securing Aramco approval for the KPM Plant. He also contributed to the development of FBE-coated Valves for Aramco.

In Oct 2013, Syed was transferred to the Coimbatore plant where he successfully established the Double Block & Bleed Plug Valves range and executed major projects from IOCL & HMEL. Over the next few years, he handled execution of power valves and rolled out the first Digital Shop Floor Initiative of L&T Valves that involved RFID tags, traveller cards as well as ERP enhancements. The Functional Qualification Test of 26" Class 600 Main Stream Isolation Valve for Nuclear Power Corporation of India Limited was a highlight from this era.

In April 2017, Syed moved to Special Projects Group that manufactures valves for Defense, Nuclear & Aerospace (DNA) industries and successfully executed many critical and classified projects. From 2022 to 2024, Syed was Head of Global Pre-Sales and supported the sales team to secure all-time high order inflows.

Syed relocated to Saudi Arabia in 2024 and is currently the Head of Operations at L&T Valves Arabia Manufacturing LLC. His wife, Benazir Nisha, is a homemaker and a fashion designer. He has three kids, Syed Rayyaan who is in Class 7, Aatifa Shahnaz, Class 4 and Syed Zayyan Yamir who is one-year old.

Over to Syed Aslam: "It has been amazing, working with L&T Valves. The company gave me lot of independence and learning opportunities and is like a family to me. Overall, my journey at L&T Valves has been fruitful and satisfying - made possible by a mix of inspiring leadership, uplifting work culture and customised career development initiatives.

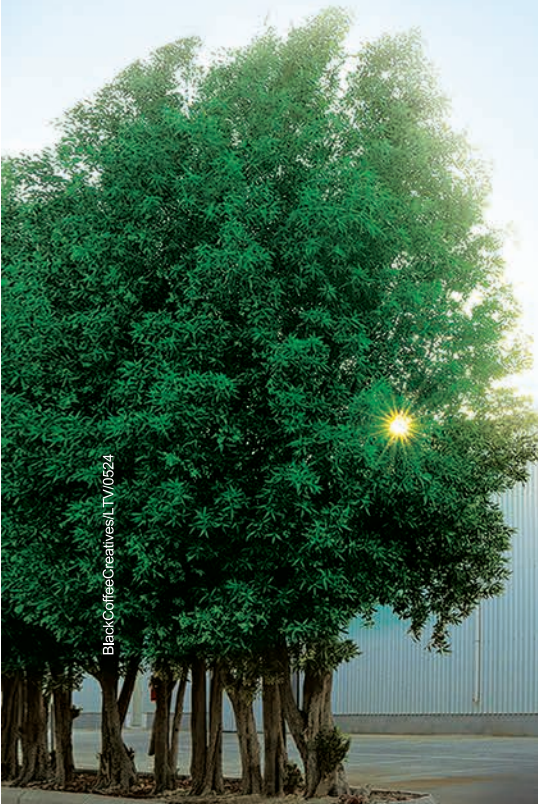
A NEW ERA OF FLOW-CONTROL SOLUTIONS FOR ENERGY

Manufactured in Saudi Arabia

L&T Valves Arabia Manufacturing LLC, based at Al Jubail, Saudi Arabia manufactures reliable flow-control solutions for oil & gas, power and allied industries. The company is a subsidiary of L&T Valves, a valve major with a legacy of excellence that spans six decades and six continents.

The products of L&T Valves Arabia are approved by the leading energy majors in the kingdom.

Contact us today. Be a part of the new era of flow-control solutions.



L&T Valves

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Email: ContactUs@Lntvalves.com www.Lntvalves.com



Professional Excellence

From Good To Great

Based on the workshop conducted at L&T Valves Strategy Meet

Professional Excellence

The definition of a professional is 'one who renders a specific service for payment' or 'a person engaged in a specified activity, as a paid occupation rather than as a pastime'. The term finds frequent reference in the field of sports. The opposite is usually an 'amateur' who is 'working to excel' or making some effort to become a professional. A professional, therefore, is someone 'who excels in his work'.

A surgeon can't perform a surgery thinking, 'I will try this time' or 'I shall do it right next time'. Being a professional means doing things right every time. Meeting the requirements every time. Professional Excellence is continuously improving even beyond just 'meeting the requirements.'

Culture - Excellence as a Way of Life

The performance of a professional is measured in terms of efficiency or productivity and effectiveness which refers to the quality of the result. For organizations, while performance is an important dimension, employee engagement takes an equal or higher importance when it comes to excellence. The latter has a greater influence and impact even on the former.

Healthy organization culture means performance improvement is achieved through higher employee engagement. Each employee, as a professional, contributes to this by thriving for excellence.

One may call some of his past achievements 'Good'. For example, marks/grades in school, university rank, gold medal and securing a job with a reputed corporate against stiff competition. When all these are achieved consistently, we call it 'Great'. We cannot consider one such rare achievement as excellence and rest on our laurels. For a professional, excellence is doing everything to the expectations and beyond every time.

Excellence is not achieving a 'Great' feat once in a while. It's all about observing and ensuring even a small improvement in everything we do, every single time we do. How often we are in that state of mind to be consistent?

Here are a few ways to being an excellent professional.

Recognizing Patterns

We all of us follow a certain set of patterns in thinking, talking and doing. Some of the patterns support us for a long time and some may have ceased to be supportive. We follow the same patterns and expect greater results. Becoming aware of, assessing, and changing these patterns when required, to make them supportive is the first step towards excellence.

Dealing with Comfort Zones

We surround ourselves with thoughts and actions that make us feel at ease and happy. When asked 'how are you?', the typical reply is 'as usual' or 'getting along'. This is 'survival' or 'playing it safe' attitude which results in mediocracy. These are typical indicators of the comfort zone. We occasionally step out of our comfort zone by exploring new things despite fear during the weekly off days. Eg. trekking, riding, skydiving, etc.

Excellence is an attitude which always seeks excitement, visualizes abundance and gets the most out of life. This calls for expanding the comfort zone by going for your dreams with confidence, embracing the unknown and leading a fulfilling life. It is imperative to be ready to venture into new learning and acquiring new competencies.

Turning Dreams into Reality

How many of us go for our dreams? When you add details and a timeline to your dream, it becomes your goal. Over 90% of professionals with goals refer to their KPIs/ KRAs/ OKRs as their goals, which are in fact a part of the organization's goals shared with them.

Consider watching one of your colleagues getting awarded say, 'Employee of the Month'. You and quite a few others get excited to set yourself a goal to win the award the next month. The possibility of achieving this goal depends solely on how long you have this goal on top of your mind. Carrying the goal in your thoughts always and feeling enthused by the thought of achieving the goal is paramount. To sustain this state of excitement we need to be aware of the purpose.

How many of us have higher personal goals, the thought of achieving which can excite and energize you? Having and nurturing your higher personal goal is key to reducing work related stress and to generating the required energy and enthusiasm.

Set and be aware of an excellent goal for yourself that scares you a little but excites you a lot.

Staying Above the Line

Being aware of your approach or attitude towards things around you is critical to moving towards your great goal. When your office elevator is not working, what do you do? Are you the one that finds excuses, curses your luck, blames others, sees The Problem, often in denial and waiting for others to take the call?

Having excellence as the way of life requires you to move above this line. This means you see possibilities, make choices, take actions and seek solutions. Gracefully taking responsibilities and ready to be accountable. Be open to feedback about you and be ready to give feedback to others. Be proud to own the thoughts and feelings from all the experiences around you. Here you call the maintenance and happily claim the stairs to burn some calories.

Empower People to Stay Above the Line

- While you are always willing to take initiative, encourage others who show initiative to learn and experiment.
- Be ready to share responsibilities. Appreciate people taking responsibility to act, communicate and troubleshoot
- Demonstrate accountability when things do not go as expected. Encourage people willing to take risks, proactively get involved and do not give up easily.

Overcoming Barriers

One of the major barriers to excellence is external obstacles or stimulus. Words and deeds of others often trigger ill-feeling that leads to demotivation and reduced morale. 'Someone said something and that spoilt my mood'.

Life is the collection of all the experiences. As Stephen R Covey says, you may not have control over 10% of the events of your life. These stimuli may hurt you or make you feel bad. However, the remaining 90% of your experiences are the way you 'respond' to such stimulus.

This is your 'response-ability'. The way you recognize each stimulus, turn a little away, look at the list of options in front of you, visualize the consequence of each option, choosing the best option and then giving your response. While the first five steps happen in your mind, it should not take much time. Practicing responding instead of reacting can save you from regrets and stressful times.

After all, it's your attitude towards the things around you that makes up for your experiences and therefore, your LIFE.



SY Kumar is a professional trainer with over two decades of experience in training. He has delivered over 1800 workshops since 2016 on various topics to 19,000+ participants.

Disclaimer: This article neither refers to nor represents the contents of the best-selling book, Good To Great by James C Collins or any other publication carrying the same name

Strategy Meet

The meet was held at Kaldan Samudhra on the beautiful shores of Bay of Bengal on 6 April 2024. Here's a comprehensive overview of the key discussions and decisions that emerged from the pivotal gathering.



In the dynamic world of business, staying ahead requires strategic foresight and meticulous planning. Our latest annual strategy meeting brought together key stakeholders to align our goals, evaluate our progress, and set the stage for future growth.

Our Chief Executive has outlined the direction and objectives - 'Panchatantra' - in Transcend'24 event on 1 April. This was kept as the core theme of the meeting and groups were formed to brainstorm the initiatives that need to be taken to achieve the objective.

The strategy meeting commenced with a thorough review of the past year's performance. Key performance indicators (KPIs) were analysed, highlighting areas of successes, and identifying challenges that need to be addressed.

Key highlights were:

- **Smoothest Integration:** Successful integration of facilities within the timeline planned
- **Order inflow:** All time highest order inflow achieved, spread across various customers like EPCs, Distributor and GOI.
- **Revenue Growth:** A notable increase in revenue post integration which is more than the output of both the plants in the previous year
- **Cash Management:** Sustained nil borrowing for two consecutive years. Improved GWC & NWC compared to last 5 years.
- **Inventory management:** Significant improvement in consumption and disposal of excess inventory

Meeting the OTD, improving upon the customer communication, approval of KSA facility and reducing the rework levels were some of the key challenges encountered in the previous year.

Building on the insights from the past year, several strategic initiatives were outlined for the upcoming months. These initiatives are designed to capitalize on our strengths, address identified weaknesses, and leverage emerging opportunities.

An essential component of the meeting was dedicated to risk management and contingency planning. The team identified potential risks that could impact our strategic initiatives and developed mitigation strategies.

The annual strategy meeting underscored our commitment to continuous improvement and proactive planning. By reviewing past performance, setting clear objectives, and preparing for potential risks, we are well-positioned to achieve our goals and drive sustainable growth. As we move forward, the insights and decisions from this meeting will serve as a guiding framework, ensuring that we remain agile and responsive in a dynamic business environment.

Bhavishya Inauguration



On 3 June 2024, Mr S Kalyanaraman inaugurated the new office block of L&T Valves at Kancheepuram, aptly titled Bhavishya (Future) and announced a plan to transform workspaces at the plant.

The CE's Office, Board Room, R&D and Finance will be based in Bhavishya.

Making of the *Mamta Singh* Mural



You can't miss it at Bhavishya - and you shouldn't! The mural tells the story of our six-decade journey and here is the story behind the mural.

Excerpts from our interview with Mamta Singh

The beginning

"I got a very detailed brief from the L&T Valves team. This was very helpful as it helped me get a clear idea of what to portray in the mural - the history, vision, values..."

First stop - TC1

"We had a long discussion with the CE about how he envisioned the mural to be. I took down my notes and planned to work on it in the evening".

The workshop was planned the next day

"When I reached Kancheepuram and checked into the hotel, it was almost night. I worked till around 9.30 pm but the design was not nearing completion. And the workshop was scheduled for 9 am, the next day!"

With a massive time-crunch on hand, Mamta requested that the workshop be shifted by a day, so that she could complete the design.

Vox Populi

The design

The word 'TRUST' forms the centre-piece of the mural
 "Because it is what the company is all about. Trust is there in every aspect of the company."

1961

"That was very special. We wanted to place the inception of the company in context, and in 1961, what was the big thing that happened? Yuri Gagarin, the first man going into space."

To lend it a quintessential South Indian flavour, in line with its location in the famed 'silk city', Mamta chose to include elements such as the Kanjivaram sari, the famed temples and beautiful kolams along the borders.

"On day-2 we completed the design and I went to the factory in the evening and started sketching on the wall."

The staff enthusiastically participated in the project

"Normally, I finish sketching the basic design on the wall, then the employees come and fill in colours during the workshop. Here we had people coming in and checking on the progress well into the evening."

"Over 150 employees participated in the workshop and we worked all night and completed the mural by 6.30 am the following morning. It was non-stop 25 hours of work!"

The real happiness

"When a mural is completed, the employees call their family on video calls and show them the mural, they take selfies, make it their DP and so on. When people participate, they find a piece of themselves in that mural. To all of them, it is a source of joy. And witnessing that joy is my greatest reward!"

Nagajothi J

Contributing to the mural was an incredible experience. It allowed me to leave a lasting mark on Bhavishya and create an enduring memory.

Pughazhendi A

The mural is highly creative and transformed the space adding colour and inspiration to our daily lives. The choice of design is attractive, the way the colours blend and the imagery flow seamlessly is impressive, its serves as a focal point and gets everyone's attention and helps to start seamless conversation on our history & emotions.

Raja Chacko

The mural beautifully captures our community's spirit and cultural heritage. This mural not only enhances the aesthetic appeal of Bhavishya but also serves as an inspiration for all who see it.

Sarathkumar H

The mural created with the involvement of all employees symbolizes unity and collective creativity. The vibrant colours and intricate design reflect our shared commitment to progress and innovation making it a truly inspiring addition to our workspace.

J Suresh

Novel idea. Excellent showcase in a single wall of the heritage of Kancheepuram city, our company and our value systems

NR Venkatesh

The mural has nicely depicted the history and evolution of L&T Valves, especially KPM. It also highlights L&T Valves vision and the path to future progress.

From Part-time Artist to Full-time Muralist

"It was 2014, I saw people painting and selling mugs online and I felt it was something I could also do. I looked up some tutorials, practiced for a month and got some cafés to display my mugs. I also practiced on other media" One day, Mamta called her friends over to paint on the walls of her house. She took pictures of the artwork, posted them online and the rest is history.

From then on, her artistic journey has taken her to different parts of the world and around the country. Mamta also conducts workshops and has taught more than 20,000 people to date.

Pride Month

In recognition of Pride Month, the ladies of KPM organized an event to demonstrate support to the LGBTQ+ community and raise awareness about related issues.

LGBTQ+

LGBTQ+ is an acronym that stands for Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning), with the "+" representing other sexual orientations and gender identities. This term encompasses a diverse range of sexual orientations and gender identities that differ from heterosexual and cisgender norms.

The Rainbow Flag

The rainbow flag, created by Gilbert Baker in 1978, has become a widely recognized symbol of the LGBTQ+ community. Each colour in the flag represents different aspects of the community, such as life, healing, sunlight, nature, harmony, and spirit.

Pride Month

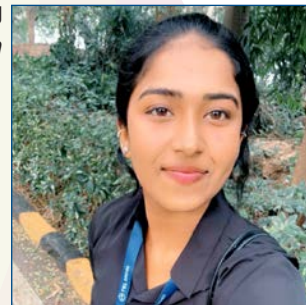
June is celebrated as Pride Month to commemorate the Stonewall Uprising of June 1969, a pivotal moment in the fight for LGBTQ+ rights in the United States.

Objectives:

1. Increase visibility of LGBTQ+ individuals and issues
2. Advocate for equal rights and protections
3. Educate the public about LGBTQ+ history and experiences
4. Foster a sense of community and support

Supporting Pride Month demonstrates a commitment to diversity, inclusion, and equal rights for all individuals, regardless of their sexual orientation or gender identity. It's an opportunity for organizations and individuals to show solidarity with the LGBTQ+ community and promote a more inclusive society.

Nagajothi J
DEI Champion





Partner Summit Domestic Distributor

The Summit was an opportunity to strategize for a brighter future, recognize outstanding performances and celebrate in style reports Nagaraja P, Head - Domestic Distribution Business



Domestic Distributors are the extended arm of our business and for the past five decades, their unmatched efforts have been instrumental in expanding our reach to diverse geographical locations, thereby providing prompt support to our valuable customers and enhancing our brand image. This collaboration has significantly improved our customer satisfaction index, reflecting the success of our combined efforts in delivering quality products and services.

The recent Partner Summit held in Chennai marked a momentous occasion for our distributor business, celebrating the highest ever order inflow and sales achievements in 2023-24. This milestone is a testament to the dedication, and strategic efforts of our entire team and partners. The summit was not only an opportunity to strategise for an even more ambitious future but also recognise outstanding performers and celebrate in style.

The top performers from each region were recognised for their ability to exceed budget expectations and drive significant growth in their respective regions. Special awards were presented to Rajdeep Industrial Products for their outstanding performance, Industrial Agencies for unmatched customer relations and Multimode for securing a breakthrough order.

The summit also served as a platform for strategic discussions aimed at tripling our business by 2025-26. Teams engaged in brainstorming and created action plans to drive our business forward.

The Future of Distribution

- Examining emerging trends and innovative approaches to distribution.
- Identifying new market opportunities and potential areas for expansion.

Driving Growth Through Automation

- Exploring the role of automation in streamlining operations and increasing efficiency.
- Assessing how automation can reduce costs and improve service delivery.

Sky is the Limit - B2B E-Commerce Trends

- Discussing the potential of e-commerce platforms in driving sales growth.
- Delving into digital advancements and their impact on B2B transactions.
- Promoting effective use of e-commerce websites and digital marketing strategies.



Rajdeep Industrial Products
Order Inflow Champion



CRS Marketing
Best Order Booking Performance - WRO 1



R&B Enterprises
Best Order Booking Performance - WRO 2



IHM Valves
Best Order Booking Performance - SRO



Apex Valves
Best Order Booking Performance - ERO



Multimode Equipments
Breakthrough Order



Industrial Agencies
Best Order Booking Performance - NRO,
Unmatched Customer Engagement

These sessions were highly interactive, with teams actively participating, sharing insights, and collaborating on strategies to enhance our distribution capabilities. The ideas generated and the action plans proposed are expected to be instrumental in achieving our ambitious growth targets.

One of the summit's key achievements was development a common understanding and unified strategy among all partners. By aligning our goals and sharing best practices, we have laid a strong foundation for collaborative growth. The shared commitment to tripling our distribution business by 2025-26 is now backed by concrete plans and a collective resolution to succeed.

The Partner Summit was a resounding success, both in terms of celebrating our current achievements and setting the stage for future growth. The recognition of top performers and the strategic discussions have energized our teams and partners, setting us on a clear path to our ambitious goal. With continued collaboration and dedication, we are confident in our ability to reach new heights and achieve unparalleled success in the coming years.

Six Decades and **Going Strong**

J Suryanarayanan, the first authorised stockist for L&T Valves in India, continues to be a major player in the Eastern region. We speak to Mr SP Raman, the head of the company, about the long association with L&T Valves and the changing market dynamics

The Beginning

The company was set up by my father. He moved to Calcutta in 1947 and started a business selling valves and hardware in 1956. The relationship with L&T started in 1967. We were well known for our Gate Valves and our major customers were from the oil industry. I completed graduation and joined the business as a partner in 1980.

The Relationship with L&T Valves

We are proud of being the oldest stockist for L&T Valves. With L&T Valves it always feels like a personal association more than a business. We could represent the company with confidence and they would always back us up. Over the years they have supported us with competitive pricing and reliable deliveries.

Wishlist

There is room for improvement in the pricing and delivery of special and actuated valves. Clear demarcation of territories and customer lists would create a healthy situation for both L&T Valves and the distributors.

Since most of the PSU and others are going by the L1 tendering model, we need to be more proactive in our pricing strategy to remain competitive.

Also, I feel invoices, certificates and other documents should be made available in an online portal for ease of access and operation.

Changes in the Last Decade

One of the biggest changes has been the shift to price as the deciding factor. Our engineers visit customers to understand processes and suggest the ideal product for the line. This is because we believe in establishing and maintaining a long relationship that goes beyond price. Now, a lot of new manufacturers have come in. Many of them have little or no knowledge about the technicality of the valves and they are more interested in the sale than the relationship.

Many companies today prefer to settle for the lowest price and consider L&T Valves only for critical or high-profile requirements.

Earlier, whenever the client faced a problem, we would go to the customer's place along with L&T. We had the time, they had the time and we would discuss changes in design, materials, etc. that would solve the problem. Today the customers search for it on Google and then look for the lowest price point!

Our Strategy

The truth is, even with all these changes, our strength lies in our knowledge and technical expertise. That helps us stand out in the market. I feel finding a niche where we can use our expertise is very important.

My Family

My family consists of my wife and three children. My elder daughter is a PhD in biotechnology. My son is a mechanical engineer. He did his MS in USA and he is working with a corporate. My second daughter has done her MBA from Birla Institute of Technology, Noida. She plans to step in and take an active role in the company.

Success Mantra

I am very dedicated to my business, and I am available for the customer 24 x 7. However, I also ensure a good work-life balance. I make time for family gatherings and relaxation. I feel that discipline, hard work and punctuality have helped me do well in business and life.

Challenge is the **New Constant**

ServCon Global, Jamnagar is the latest addition to our nationwide network of distributors. But the relationship that Kuldeep Anand, the Founder, shares with L&T Valves dates back to 2010 when he joined us as a SFE. Kuldeep talks about the highlights of his journey and the factors that motivated him to go to the 'other side'.



The Story So Far

I completed BE from Bangalore in 2008 and became as a Stockist Field Engineer in Jamshedpur in June 2010. I worked with the stockist to execute orders for Tata Steel and Tata Motors. We also got some big orders for Triple-offset Butterfly Valves. In 2011 I joined the L&T Valves team in Ahmedabad and in time, I began handling Gujarat and MP. Adani Power was being set up then, and I secured a significant order for control valves.

In 2013, I moved to Jamnagar to handle Reliance petrochemical complex expansion project and was part of the core team managing the account. I was in Jamnagar from 2013 to 2020 and played a key role in establishing and running our Jamnagar facility and service centre.

In 2016 I moved to aftermarket as head of business development and in 2020, became Section Head of WRO2 at Baroda. Then, in 2020, covid hit us, we lost a colleague and the management wanted me back to Jamnagar. In 2022, I decided to start ServCon Global.

At that point, there were no more big challenges, no thrill. No part of my job was making me restless. I had always wanted something that takes me out of comfort zone! So, I thought, why not start my own company. Atma nirbhar Bharat ki taraf ek aur kadam.

Reactions

The management was surprised. I had been selected as a high potential employee and HR did offer me a lot of options inside the company. My family was supportive. My daughter was just five years old then, and our lifestyle was not very luxurious. Also, my boss Mr Krishnakumar had taught me how to take calculated risks!

Starting and Running a Company

As an entrepreneur, you are no longer in charge of one department, you have to handle all departments, from end to end. Fortunately, I had gained the right experience by then, having worked on the setting up and managing the Jamnagar facility.

The Biggest Strength of L&T Valves

As an entrepreneur, I would say the biggest strength is their complete focus on customer satisfaction. It is their top priority. Even if the cost of a product is low, if a customer needs it urgently, they will ensure that it reaches the customer on time and fulfils the need.

Suggestions

I feel the company needs to sharpen its focus on its specialties - the hero products. I also feel the SFE programme should be relaunched since it helps develop and add new customers.

My Family

My parents live in Bihar. My wife holds an MBA and handles all administration work for the company. Our daughter is seven years old.

What has Q2 ever given us?

*Check out questions from our guest quizmaster Joselin.
Please send your answers to v-connect@Lntvalves.com.*

1. This women's rights convention took place from 19 to 20 July, 1848. It was a pivotal movement in the American Feminist program. Its famous attendees include Elizabeth Stanton Cady, Lucretia Mott, Frederick Douglass and many others. Name the convention that takes of name of the place it was held in.
2. The armistice agreement of this war was signed on 27 July 1953. The country was liberated by USSR and the US at the end of the Second World War but soon plunged into war. Today the nation exists as two countries, divided by the 38th parallel, with different political philosophies and governments. What is the name of this war?
3. This movement was a part of the Indian freedom struggle. It was launched during the Bombay session of the INC on 8 August 1942. MK Gandhi during the launch of this movement says "Here is a mantra, a short one, that I give you. You may imprint it on your hearts and let every breath of yours give expression to it. The mantra is: 'Do or Die'. We shall either free India or die in the attempt; we shall not live to see the perpetuation of our slavery". What is this movement?
4. This famous Italian sailor funded by Spanish monarchs set sail on 3rd August 1492 in three ships Nina, Pinta and Santa Maria. Today, a country, a province, a city and the capital of a country bear his name. Name this famous navigator and the places named after him.
5. This treaty signed on 3rd September 1783, marked end of a war that gave freedom to thirteen territories. The colonies that obtained freedom had the support of France, Spain and the Dutch Republic. Name this treaty and the war it concluded.
6. This famous author born on 25 September 1897 won the Nobel Prize for Literature in 1949 and two Putlizers in 1955 and 1963. The title of the author's most famous book comes from the following quote by Shakespeare in Macbeth "Life's but a walking shadow, a poor player/ That struts and frets his hour upon the stage,/ And then is heard no more. It is a tale/ Told by an idiot, full of sound and fury,/ Signifying nothing." Name the author and the novel.

Answers to April 2024 Quiz

1. Rowlatt Act and Jallianwala Bagh Massacre
2. Charles Darwin
3. Julius Caesar
4. Eiffel Tower
5. NATO
6. World Book and Copyright Day, 23 April

And the winners are **Syed Aslam S and Sumith S**

காஞ்சி Connect

V-connect Kancheepuram Special

July 2024

How many L&T-ites does it take...

Were you thinking of changing a lightbulb?
No! We are talking about painting a beautiful mural.

Like the one at Bhavishya. Where our employees collaborated with the well-known muralist Mamta Singh to create an evocative work of art.

For more behind-the-scenes news, check out the article in V-connect.



Kondattam Kronicles



The get-together of Kancheepuram employees was held at Fairfield by Marriot, Sriperumbudur on 25 May 2024. There was chendamelam and karakattam, singing and dancing, game zone and nostalgia corner, opportunities to put one's hair down or up - and Team KPM had a blast. SKN congratulated the team on their achievements and assured all support to scale greater heights in performance and productivity.





KPM Kondattam was a thanksgiving celebration to acknowledge the dedication, hard work and commitment of each and every staff in KPM in achieving record numbers in 2023-24 as well as completing the integration process successfully. As the name indicates, it was a fun-filled celebration with games and cultural performances - and our employees proved their dancing moves are as good as their valve manufacturing skills.

Srihari Annaiah



Congrats to Academic Achievers



Aakash T - 10th
S/o Thangadurai P



Krithiga RK - 10th
D/o S Ramkumar



G Preeetha - 10th
D/o Ganeshkumar S



Vinusha S - 10th
D/o Sugumar S



M Varshaa - 12th
D/o Mohana Murugan S



S Bhavanasri - B Tech
D/o Satheesh Kumar M



S Anisha - BSc CS
D/o Sasikumar DM



We welcome
2024 GETs to
L&T Valves.
**Let's do
great stuff
together.**

