

V connect

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The Employee Communication Newsletter of L&T Valves

October 2024

**GIRLS
GET IT
DONE!**



V connect

From the Guest Editor

Hi,



'Girls Get It Done!', the theme of the October 2024 issue of V-connect, grew from 'Everyday Heroes', a feature I wanted to do celebrating ordinary women who accomplish extraordinary things. I thank our CE for supporting the proposal as well as its evolution into a cover story. I also thank our management for the opportunity to guest edit the current issue.

As a woman, I am passionate about amplifying the voices of every female employee and showcasing their talents. This quarter's V-connect highlights our progress and accomplishments. I am confident that this newsletter will provide a holistic view of our women staff, making them feel proud of their contributions.

We are also working to ensure their safety and comfort in all aspects. If you would like to be part of this initiative, please email me at nagajothi.j@Lntvalves.com.

Many colleagues have contributed ideas, content and time to create this time capsule, and I thank all of you for your support.

Thanks,
Jo

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Message from the Chief Executive

Dear Colleague,

I'm excited to share that our overall sales performance in H1 has nearly doubled compared to last year. This achievement is a testament to the hard work and dedication of our entire team. However, to fully capitalize on our momentum and meet our customer commitments, we must continue to accelerate our execution.

As we strive to achieve our ambitious goals, diversity and inclusion remain paramount. Our commitment to fostering a workplace where everyone feels valued, empowered, and can thrive is unwavering. We've set a bold target of achieving a 100:10:1 ratio by 2026, meaning 100 women employees, 10 women managers and one woman functional head.

Our theme for this quarter, **Girls Get It Done!**, aligns perfectly with our commitment to empowering women. We believe in your potential, your talent, and your determination to succeed. Together, we'll break down barriers, challenge stereotypes, and create a workplace where everyone feels inspired to reach their full potential.

Women bring a unique perspective and skillset to our organization. Their diverse experiences, problem-solving abilities, multi-tasking skills and collaborative nature are invaluable assets. By embracing diversity, we create a more innovative and dynamic work environment that better reflects the needs of our customers.

To support our women employees, we are committed to creating a supportive and inclusive environment. Our **Bharathi** forum provides a platform for women to connect, share experiences and offer each other support. To further nurture female talent and groom future women leaders, we have launched the **Winspire** programme. This corporate-level initiative provides mentorship, training and development opportunities to aspiring women leaders, empowering them to reach their full potential.

By investing in our women employees and creating a supportive environment, we are taking significant steps to a brighter future for our company and for generations to come.

Regards,



S Kalyanaraman



Make Way for the **LADIES**



A chat with S Kalyanaraman, Chief Executive, L&T Valves, on the revolution sweeping the company, the industry and the world



Despite being one of the world's most populous countries, India is lagging badly when it comes to female employment. According to the Economic Forum's Gender Gap Report (2022), India ranked 135 out of 146 countries, lagging behind Sri Lanka, Bangladesh and Nepal. The participation of women in India's workforce has been seeing a steady decline over two decades - and it does not bode well for the economy.

"We have all been talking about it in the last few years very vigorously, but the progress on ground is not very encouraging, especially when it comes to the manufacturing sector, which is going to be a major contributor towards the GDP of the country" says Kalyanaraman.

The work to remedy this situation has already started across the industry, with various corporates making necessary changes in their policies and goals. At L&T Valves, the company has set a target of onboarding 100 women in a workforce of 700 employees by March 2026. Of these 100 women, 10 are to be in managerial positions, with at least one woman taking on the role of a department head. With the current female employee strength (excluding contract employees) standing at around 30, it is a steep climb ahead.

"At L&T Valves, we are trying to be conscious. We want to have people in all kinds of roles - not just office roles, but on the shopfloor as well. While we have made some small strides, it is not enough if only I keep talking about it - every one of my managers should start talking about it," says Kalyanaraman, as he stresses the need for gender equality to become a priority rather than a box that is checked off.

Indeed, change is much needed if India wants to experience accelerated economic growth. According to the International Labour Organization (ILO), doubling the percentage of women in the workforce could boost India's growth rate from 7.5% to 9% and raise the country's GDP to \$700 billion by 2025.

Bringing women into the workplace has very tangible benefits, as has been proven by a 10-year research study by McKinsey and LeanIn.org. As quoted from their research findings:

- *Companies with the greatest proportion of women on executive committees earned a 47 percent higher rate of return on equity than companies with no women executives.*
- *Companies in the top 25 percent for gender diversity are 27 percent more likely to outperform their national industry average in terms of profitability.*
- *Companies in the bottom 25 percent for gender diversity were significantly less likely to see higher profits than their national industry average.*

According to Kalyanaraman, the challenges faced are many, including the question of travel or moving to Kancheepuram (where the plant is located), childcare and education, and more importantly, concerns about safety at the workplace.

“It is the responsibility of the company to address and correct these issues. These are all things one has to look at in a holistic way. If you are able to create a work atmosphere where things are positive, productive, and you are going to have a mix of men and women who have the freedom to exchange views, who have openness to change, the benefits that will accrue will be much, much better.”

While infrastructural improvements - including transport, childcare facilities and women’s friendly workplaces - are some areas that L&T Valves is actively working towards, the real change, says Kalyanaraman, will have to come at the individual’s outlook and approach.

The benefits accrue, says Kalyanaraman, from fundamental deep-rooted character traits. “Men lack the ability to multi-task, which women are very good at. When women bring this multi-tasking capability to the workplace, they set in place systems that work much more efficiently - and productivity spirals upwards. Generally, women are more focused and bring out better quality output than men as well. It is also a proven fact that women are not impulsive, and they make mature, balanced decisions. In fact, there are statistics to show that women fund managers do a better job at managing our funds! Most importantly, women have a way of implementing changes or new strategies effectively but without going on the offensive, like a firm hand in a velvet glove.”

When that deep-seated change takes place, says Kalyanaraman, all of the reasons quoted for women not actively participating in the workforce “will be thrown out of the window” - and our country will ascend the fast-track to progress.



Women Who Inspire Me



A person who inspires me - every single day - is my wife, Jayanthi. We are married for almost 31 years now, and I have seen how she managed her own career, raised our son and ran our home so effectively.

Whenever there is an issue to be resolved, she will express her opinion but without offending anyone. She is one person I cannot stop admiring!

J Jayalalitha, Former Tamil Nadu Chief Minister

She was a very intelligent woman who spoke her mind, and articulated her views with a lot of clarity. She was very brave and went head-on with the political and legal system. Many people find her forceful nature to be on the lines of being authoritative, but she was a woman with a vision and she did her best to drive it. Interestingly, she was one Chief Minister, who facilitated her government to stay on even after she passed away. She is one person I truly admire. It is unfortunate that politics did not give her the kind of success she deserved.

Nirmala Sitharaman, Finance Minister

She is very articulate and has a fantastic way of integrating statistics in her responses when she speaks in Parliament. For someone who comes from an ordinary family - and not some business legacy - she has truly forged a success trail, but remains simple and humble. In a video I saw, the speaker on the dais seemed to be having difficulty in speaking, and she immediately took some water and gave it to them. That shows her simplicity and down-to-earth approach.



Disclaimer: The pic does not depict actual shopfloor scenario and was safely simulated to represent the newsletter theme

WOMEN IN MANUFACTURING

BHASHITA

I have been with L&T Valves for one year now, and I am in the Design Department, handling GGC valves.

ABHIRAMI

I work in Projects and Contracts Management and handle customers in India and the Middle East. I joined L&T Valves as a GET in 2023.

MONIKA

I am a 2024 GET and work in Production Planning.

RENUKA

I joined as a GET in Production Engineering in 2022. My work is 50% hardcore manufacturing, and 50% design.

NAGAJOTHI

I have almost five years' experience in HR, and joined L&T Valves in September 2023. I handle training and development, as well as DEI (Diversity, Equity and Inclusion).

PRIYANKA

I am a 2024 GET. I joined Marketing Communication because I am fascinated by communication.

JYOTHI

I have about eight years' experience and joined Quality Assurance of L&T Valves in March 2024.

PRAVEENA

I started as a Personal Assistant to the Plant Head. I found the regular interactions with Production very interesting and moved to the department 7 years ago.



Core Engineering as a Career

RENUKA

My uncle asked me, 'Why you are joining L&T Valves when you have opportunities in IT? It is better for girls.' He felt that working in IT brings better marriage prospects as well as posting close to my hometown. But I decided while studying itself that I should take up this kind of role.

BHASHITA

Actually, people did ask why I chose a core field in engineering, like mechanical, instead of going to IT or Computer Science. I think it's just a stereotype that core branches are more related to physical work. But this is also related to science and technology, where we can explore a lot of things that are not always demanding in terms of physical work also. I believe it important to break these stereotypes.

PRIYANKA

For me also, everyone in my family except my mother started questioning my choice. They told me that IT is the trend – if I take Computer Science or IT, I would easily get good internship, placement and salary. But I was stubborn about choosing Mechanical Engineering, because I felt that it deals with more practical things. Then, in college, the faculty felt that girls might not be able to handle the physical work and kept telling us that we could change the department if we want to.

ABHIRAMI

Nobody in my family asked me why I chose engineering. When I joined this job, people kept telling me that it is hard for girls to survive in Projects and Contracts Management – and that triggered me. If someone says we can't do something, we have to prove them wrong!

PRAVEENA

When I made the shift from Administration to Production, my in-laws were not very happy about it, but my husband was very supportive. My colleagues asked me why I am choosing such a tough department. I didn't pay attention because I was very interested in the role.

Life on the Shopfloor

RENUKA

When I'm on the shopfloor, I feel like there is no difference between men and women when it comes to work. In fact, I went to a women-only college, so there were no boys or men - not even male lecturers. Even so, after coming here, I am not at all hesitant to speak with anyone or ask them work-related questions. Even if he is a Department Head, I feel confident enough to ask them to clarify doubts or teach me.

BHASHITA

I feel safe, but sometimes I do wish there were more women in my department. I also wish the men were more open in terms of talking to women.

PRAVEENA

I feel that many men seem hesitant and worried about talking to women. I am not sure if this is because of POSH or if it is because they are not used to seeing women on the shopfloor but I feel they should open up and become more comfortable with interacting with women like they do with male colleagues.

PRIYANKA

Nobody treats you differently just because you are a woman. In this industry, they see you as just one more person. And I feel we are not 'men' or 'women' when it comes to work - we are here to do what it takes without going into stereotypes.

Bringing More Girls into Manufacturing

ABIRAMI

Don't believe in the stereotypes or judgments made by people, especially when they don't know what happens inside a manufacturing plant. Go for a core mechanical company, learn the technical things, learn the management skills. You will become a more empowered person who can handle all challenges. You will find a new 'you'.

NAGAJOTHI

I feel it has a lot of opportunities and it is a good field for women to go into - and they can definitely achieve great things in manufacturing.

BHASHITA

There are lot of opportunities in terms of science and technology, and innovation - and I feel women would do well in these areas.

RENUKA

Even when my uncle questioned my choice, my father believed in me. He said, "If you feel you can do it, just go for it." The girls should go with that they want to do and not listen to others' words, especially negative comments.

MONIKA

There are so many opportunities here! Explore and learn, and then take a call.

PRIYANKA

Women can do anything, so why stop when it comes to manufacturing?



Leading the change

Fiza Nourin, QC - FBV, leads an all-girl team who handle visual inspection of ball valve components offered for third-party inspections. The team comprising Ashwini, Roopitha, Sandhya and Thenmozhi handles around 1200 sets of components a month and ensures that all components meet product standards and customer requirements.

Fiza says her job has been a source of pride and happiness to her parents. "They are very supportive of me, and they always wanted me to be independent", she says.

She adds she would like to see more girls opt for mechanical engineering as a subject. She aspires to head a product group someday and inspire more girls to follow in her stead.



Trailblazing Transformation

A quick chat with Krithika Venkatesh, DGM - IT & Digitalisation, on her career highs, personal triumphs, and the two things that are her greatest strengths and weaknesses.

Tell us about your education and aspirations.

I did my Engineering in Information Technology from Sri Venkateswara College of Engineering. I developed an inclination towards computers since Class 9 and I was very clear about what I should study after class 12, and what job I should take after college.

So, you pretty much had it all planned out!

Somewhat, yes! I started my career with Computer Associates, which opened up my knowledge to the world of software and helped me to build the foundation for my career. I then moved to Microsoft - and that is where I truly learnt the importance of personal development goals, and how they can be easily forgotten in the midst of our daily workload.

In 2007, I joined the IT Department of L&T Valves to develop business applications that would improve the efficiency of various processes. I have always believed that it is good to be strong in technical skills. The first couple of years at L&T Valves taught me how important it is to understand the business as well. I realised that it is critical to marry the business need or the value that you want to create with the technical idea or solution in any role that you play in the organisation.

In 2021, I took a break in my career to support my son with his studies (from Class 10 to 12). Now, I'm back again at L&T Valves. Rejoining L&T Valves feels like coming a full circle. I'm excited to contribute to the digital transformation journey by leveraging both my previous experience here and from Corporate Digital. The path ahead is bright and clear and it is time to start running!

Memorable projects along the way

In 2013, I got the opportunity to work in the Contracts team for a prestigious project from Reliance and my time in this project reinforced my belief about bringing business needs and technical solutions together. Though I did not have core engineering knowledge, I was still able to deliver what was expected in my role. Having said that, I must thank the management for giving me the opportunity and backing me up at every step of the way and the team for their support throughout the project.

Tell us more your involvement with L&T's digital transformation journey

In 2016, when the L&T Group started its digital transformation journey, I moved from L&T Valves to the Core Digital team. During my five-year tenure in the Core Digital team, I led Worker & Safety solutions across the L&T group. I'm proud to share that both WISA (Worker onboarding platform) and SHEILD (a safety platform - the name is intentionally misspelt, really!), which are used across L&T group companies, were conceptualised and developed by my team. The implementation of WISA came in handy during the Covid lockdown, as it helped us reach out to around 100,000 workers across the country and then bring them back to our construction sites when the lockdown was lifted. I also led the initiative to impart safety training through virtual reality modules, and we developed close to 50 modules, including excavation, working at heights, and electrical safety, to name a few. During this time, I worked closely with the L&T Leadership team across different business verticals.

Working with the top management must have been an enriching experience. Any important lessons from the experience you can share?

Two important things I learnt from this experience are:

1. Never settle for what you have done - keep going for more!
2. Learn how to influence people without authority; it is much needed.

The mentors and bosses who taught you the most

There are two mentors I would mention here: Mr. Anantha Sayana and Mr. Balaji Kasiram, who were my managers during my term at Corporate Digital.

I have learnt and am still learning so much from Anantha - on how to empower your team and how to delegate and his ideology of explaining any complex technology or solution in simple terms. He used to say that if you cannot explain your solution or technology in a way that a 10-year-old can understand, you have not mastered it yourself. This is so true because, as solution providers, we cannot afford to stay on the surface - we need to dive deep into the fundamentals and understand every detail. Even today, he is my go-to person for doubts, both professional and personal.

From Balaji, I learned how to break down complex problems into manageable tasks and tackle them one step at a time. He showed me that actions speak louder than words - it is better to lead with what you do than what you say. With his wealth of knowledge on technology, I still turn to him for technical support.

What are your greatest strengths and weaknesses?

My biggest strengths are my 'Can-do' spirit and the ability to speak my mind. Both of these strengths have helped me achieve something great in every role that I have taken so far. I love challenges and solving those challenges is what drives me to perform better. I would regard my strengths as my weaknesses as well, since I end up having too many things on my plate, or I end up hurting someone when I speak my mind openly. But I must say, all my bosses have been very understanding in that regard, and have been open to feedback.

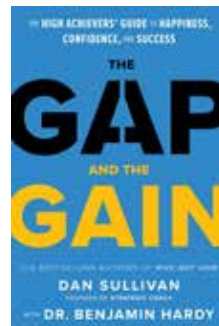
Your greatest work achievements

I would regard my experience in the Reliance Contracts team and Digital team as my greatest professional achievements.

How can we make careers in IT (within the manufacturing sector) more appealing to women?

I want to highlight one unique aspect of IT in manufacturing: Women in these roles are not just developing solutions but implementing them directly as well. This hands-on experience allows them to see the tangible benefits of their work, such as improving production processes or enhancing efficiency. Unlike traditional IT companies, where one might focus solely on software development, working in manufacturing offers the opportunity to be involved in both the solution development and its application. This brings a sense of fulfilment by contributing directly to innovations that improve efficiency and quality on the shop floor. It has also been my personal experience that you develop greater clarity on the problem that is being solved since you are sitting in the shopfloor and seeing, in real time, how your solution is being put to use. Hopefully, more women realise this opportunity and we have more women power at L&T Valves.

Tell us about a book that inspired you



That would be 'The Gap and The Gain' by Dan Sullivan and Dr. Benjamin Hardy. This book emphasises a simple concept about how you measure your progress against a goal. We always tend to measure how far we are from the goal (termed as the GAP) instead of measuring how far you have come (termed as the GAIN). The beauty of this concept is that it can be applied to both simple and challenging goals, personal and professional goals. The shift in mindset of focusing on the GAIN instead of the GAP gives us a sense of satisfaction and drives us forward.

An unforgettable experience in life

In September 2018, I auditioned for a role in stage drama, conducted by the Recreation Club. I got selected and did my first live stage performance in December 2018. I had never acted on stage before, and decided to take it up as a challenge. Memorising close to 30 pages of script and remembering the correct scene and script for a 90-minute drama and delivering it in front of 500-plus people was truly an adrenaline rush! The drama was a great hit, and I went on to take part in three more stage performances.

Tell us a bit about your family

We are a family of three. My husband is the Head of Innovation Marketing at CavinKare, and my son has just started college.

Annakamu

Way back in 1980s, a women who lost her five kids at the time of delivery, handled abusive surroundings with only the support of her siblings, who agreed to her husband's second marriage and stayed with them till her last breath... Her bravery, loyalty and the struggle to live a respectful life makes her a hero.

Her name is Mrs Annakamu, she is my aunt, and I am proud of her.

She hailed from a poor farming family with eight siblings and struggled to live a peaceful life right from her birth. She worked in her husband's grocery shop without earning a penny for more than half of her lifetime. She never shared her struggles and sorrow with others and always had a pleasant smile on her face every time we met.

Everyone will have cute moments about our loved connected to things, songs, movies etc. For me, a cupcake is all it takes to remember my best memories of her.

To recall an incident close to my heart, during my children's ear-piercing ceremony at our ancestral temple, my daughter aged four began whispering her name and our relatives started shushing the child as my aunt was no more by then. I would like to believe that my aunt was there to bless my daughter and that she alone could see her.

K Sivaraj Anandh

Special Projects



C Thulasi

I know of a woman born on 9 October 1969. She got married at 19, gave birth to a girl at 20 and a boy at 21. In February 1993, she was diagnosed with stage II–III oesophagus cancer. She was 24.

At Adyar Cancer Institute, they operated and removed the 1/3rd of the cancer-affected food pipe, after which she could sleep only in sitting position. She was taken to her father's house with her two children and her husband got married again. Her father, who wasn't wealthy but a good man, along with his three sons, provided food, shelter and education for the two children.

The lady is my mother and now she lives with me. I joined L&T Valves as Manager - Pre-sales on 16 September 2024. My elder sister got married and is now raising her family.

My mother is a brave person who lived through numerous surgeries and suffering to save her children - and she is my hero.

Srinivasan S
Pre-Sales



Agnes Preethy



I would like to share my life story with you. I believe it could help you relate to your own life experiences and challenges, and may be useful for overcoming obstacles, especially for those facing physical difficulties. For the past few years, I have thought about writing this story, but I didn't have the courage to share it. Finally, this year, I decided to post it.

Fifteen years ago, I was diagnosed with a rare neurological disorder called Guillain-Barré Syndrome (GBS), which is as severe as polio and has no cure. It completely affected the function of my legs, and I had to walk with the help of a walker for six months. I developed a foot drop in my right leg and experienced gait imbalance, which made it difficult for me to lead a normal life.

I still remember the days when my grandfather would take me to physiotherapy sessions every day and then drop me off at school afterward. That's how I managed to take my first board exams. I must admit, it was a tough time for me. I cried alone often because I had been very active in school, I was the school leader, a JRC (Junior Red Cross) member, and a Bharatanatyam dancer. Accepting the fact that I might never be able to do those things again was heart-wrenching. I even overheard some relatives and neighbours saying that my life was over. But actually, it wasn't. My life was just beginning.

At the physiotherapy clinic, I saw many newborn babies who had lost leg function due to neurological issues, which broke me emotionally. That was when I realized an important truth about life. I consoled myself and set a goal: to do something about neurological diseases. All I had at that time was hope and the unwavering support of my family. I began to thank God for giving me 14 years of normal life.

I went on to score 92% in my 10th-grade exams and 86% in my 12th-grade exams. I then pursued biotechnology for my undergraduate and postgraduate degrees. During 11th grade, my physiotherapist encouraged me to try riding a bicycle. When I heard that, I laughed to myself, thinking I couldn't do it. But my grandfather had faith in me and bought me a brand-new bicycle. Every time I saw it, I built up the courage to give it a try, if only for my grandfather's belief in me. After many attempts, I finally succeeded in riding it.

That was my first real victory.

Throughout my life, people often pitied me and asked about my different walking style. While I always tried to answer them with a smile, it hurt deeply inside. Today, I am pursuing a Ph.D. in neurodegenerative diseases. I have learned that when life puts you through trials, you are the only one who can truly fight your battles.

So, at the end of these 29 years of my life, my message is this: you are the warrior in your own life. Never be afraid to face challenges. If you approach them with confidence and hope, you can overcome them. If someone like me, who was once thought unable to complete even her 10th grade, is now pursuing a Ph.D., then why can't you achieve your dreams?

Epilogue: The above story was written in 2021. Now, three years later, so much has changed! She got married, published two papers in international journals, cleared the NET exam and is in the final stage of her PhD.

She is the heroic woman in my life, my wife Agnes Preethy, BTech, MTech, pursuing her PhD, SET, NET and the proud mother of our daughter, Ciara Seba.

John Kennedy J
Pre-Sales

Prof Vijayalakshmi



During July 2020, I had the opportunity to pursue my MBA and one of the most impactful figures in my academic journey was Vijayalakshmi Mam, my professor for Organizational Behaviour (OB) and Human Resources (HR).

Prof Vijayalakshmi has an impressive background in the HR field, with research articles and studies to her name. During my time as a student, she served as the Chairperson of OB & HR, in addition to her role as a professor. Her deep understanding of the OB and HR segments, coupled with her devotion to teaching, makes her stand out as a true educational leader.

Her passion for research is evident and seems to be ingrained in her very DNA.

Her empathy and ability to connect with students are remarkable qualities that make her classes highly engaging and impactful. She has an exceptional ability to understand the mindset of her students and guide them accordingly, making her a beloved figure in the academic community.

She taught me courses such as OB-II, Competency-Based Recruitment and Selection and Ethics, providing me with a profound understanding of these subjects. Her appreciation for the diversity among students and her encouragement of class participation fostered an inclusive learning environment. This approach not only helped me understand the course

material better but also shaped my way of thinking, learning, and behaving. Her teachings have had a lasting impact on my professional and personal development.

In conclusion, Vijayalakshmi Mam is not just a professor to me; she is a mentor and a guiding light, much like a mother figure who holds a place of reverence in my life. Her contributions to education and her insightful writings deserve to be celebrated and shared with the world. She is truly one of the most inspirational women I have ever known.

Vasanth G
HR

Mala H

The most heroic woman I know, my mother, is no longer with us. She passed away due to cardiac arrest five long years ago, leaving a deep void on my life. During her journey, she faced several struggles - financial, mental and physical - but she persevered with remarkable strength and worked tirelessly to support our family.

Her sacrifices enabled me to pursue my education. The money she earned working in a rice mill helped fund my bachelor's degree, which ultimately led to my placement in this wonderful organisation. Without her support and determination, I would not be where I am today. The recognition I receive is testimony to her hard work and love.

Her spirit and values continue to guide me and I strive to honour her legacy in all that I do. My mother taught me the importance of resilience and hard work, and I aim to make her proud, every day. In my life, she will always be my greatest inspiration.

Sarathkumar H
PLED



Bindu Rajesh

My mother is the most powerful everyday hero I know. She doesn't wear a cape or appear on the evening news, but her quiet strength, determination, and boundless love have profoundly shaped my life and inspired everyone around her.

She is the one person who urges me to get up whenever I am feeling low. It is amazing how she handled everything by herself when she was my age, from running a family, going for work and making time for herself. I have always seen my mother putting her needs aside for the family, particularly for us children. My sister is a state badminton player and has put in tremendous efforts to get where she is in this competitive field. But behind her achievements there lies the efforts of my mother. I still remember how my mother used to wake up everyday at 4:30 am just to get my sister to her badminton coaching. I am in awe at the little things my mother does in her hectic day-to-day life. She would make sure to call us and my dad at her office breaks to ensure we are eating well and are fine.

I am amazed at how careful she is with her money. She manages the finance of the household while juggling everything on her hands. She will manage the inventory in the kitchen and make sure all ingredients are maintained in adequate amounts. When any of us children would fall ill, she would immediately take leave to care of us and spend the whole day with us making us delicacies we love. If I have to picture anyone as a symbol of unconditional love, it would be my mother. I am truly grateful for having that brilliant woman as my mother.

My mother's story is one of quiet heroism - a life of perseverance, love and sacrifice. She may not receive public recognition, but to me, she is the embodiment of grace and strength. Her story is worth sharing because it reminds us that everyday heroes are often the people who quietly, but powerfully, shape the world around them, one small act of love at a time.

Akash R
SCM



Chitra D



It was in 1980. She got married to a man who was brilliant but failed to take care of his own family.

Till that day the woman had not seen the outside world, came from an orthodox Tamil family and was born the daughter of a headmaster. She studied till Class 10 and stopped her studies due to restrictions in family. With minimum education the woman who was abandoned by her husband, started searching for a job.

She was able to get a job in a small organization in Cheranmahadevi town in Nellore district. She joined as the warden of a hostel meant for specially-abled children. She was hard working and got a good name. Her son was her only hope. Days pass by...The woman got old and her son grew up. He got settled in a nice, got married and is now the father of two kids.

The Woman who is the heroine of this story is none than my Mother. I'm proud to have her as my mother and I will make her proud in all possible ways.

Balamuthu Kumar G
QC

Saroja R

My wife embodies what it means to be an everyday hero. In the hustle and bustle of daily life, she stands as a pillar of strength not just for our family but for everyone around her. Whether it's managing our household with grace or guiding our daughter through her education, she does it all with an incredible sense of calm and dedication.

One of the things I admire most about her is how she balances everything. In her role as a mother, she is a constant source of support, ensuring our daughter feels encouraged and confident, especially as she navigates the challenges of studying in the 10th grade. She is always there with a listening ear, never letting her own needs overshadow the well-being of our family. Her selflessness is truly inspiring.

Beyond the home, she is a force of compassion. Whether it's helping out a neighbour in need or organizing small acts of kindness within our community, her empathy touches the lives of many. She never seeks recognition but always strives to make the world around her a better place, one small step at a time.

What makes her story worth sharing is the quiet but impactful way she lives. She may not seek the spotlight, but her actions speak louder than words. Every day, she shows that being a hero isn't about grand gestures but about showing up, being present, and giving love and care to those who need it most. She has made me a better person and taught me that true strength lies in kindness, patience, and resilience.

For me, she is the definition of an everyday hero - someone who lifts others simply by being her true self.

Raja Chacko
QC





Nisha

We sit down with Nisha K, Head - Legal Counsel, for a chat about her work, her inspirations and how the next generation is changing the workplace for the better.

Nisha has been with L&T Valves for over a year now. One of the key assignments she handled was an ongoing case against unauthorised manufacturers and distributors of spurious L&T Valves products. Given that the valves may find application in critical lines handling inflammable or hazardous fluids, a quick resolution was critical to the brand’s reputation and the trust that the customers placed in us.

“We were able to trace spurious valves bought by a customer to an unauthorized manufacturer with operations in Delhi and Mumbai. We filed a case in the High Court of Delhi and the court-appointed commissioner raided the premises and seized duplicate valves, components as well as incriminating documents. Based on the evidence, the High Court of Delhi issued an injunction shutting down their operations and awarded us a compensation of Rs 28 lakhs.”

The case, which was going on for 2 years, was one of Nisha’s notable successes. But she says it is a long road ahead. “The fallout from the failure of a spurious valve is huge, especially if we factor in compensation, insurance, etc. So, we take measures to restrict this kind of activities and prevent the entry of spurious valves into the market - both in India and overseas. We also alert and educate our customers; we tell them to buy valves only from L&T Valves or from our authorised distributors.

Not a ‘Typical 9-to-5’

As a corporate lawyer and in-house counsel, Nisha’s role also encompasses vetting all contracts with customers, vendors and other stakeholders before they are signed by L&T Valves personnel. “Risk mitigation is a key element of my profile. So, it is my responsibility to ensure that the business stays true to its values and legal bounds. This is particularly complex when it comes to

international contracts because the laws vary from country to country. Also, even minute changes between drafts must be reviewed extra carefully to ensure that there are no deviations from what was agreed."

Every month, Nisha provides legal opinion on close to 30 contracts, big and small. "So, corporate law is not a typical 9-to-5 job," she smiles. Although she does not have to go court everyday, the job is quite demanding. Support from family is extremely important and she says Prasanna, her husband, plays an important role in helping her manage the house and in managing their daughter's hectic school and tournament schedule.

Personal Inspirations

Nisha says much of her work ethic was inspired by her grandmother, a woman who worked hard to raise her three children, as well as her own mother whom she calls a 'bold lady'. Another person who has influenced her is Ms Ajitha, a senior counsel at the Madras High Court who serves as an external member of the POSH committee at L&T.

POSH Protection

One of the major factors that encourages more women to take full-time positions in corporates is the availability of legal safeguards against any form of harassment - and L&T Valves management has taken up the implementation of POSH (Prevention of Sexual Harassment) very seriously.

"The act came into effect at L&T Valves in 2013, and even before that, measures for redressal existed in the company. POSH, for us, is not about a checkbox to be ticked off; we see harassment as a violation of woman's fundamental right." Nisha is a member of POSH apex committee at L&T.

The most important aspect of POSH, Nisha explains, is confidentiality. "Many people hesitate to complain because they fear the word would spread, and they would be judged. So, we are very careful about ensuring the highest levels of confidentiality. We conduct awareness sessions every quarter, to make our employees aware of the act and guide them in the process. Every complaint is taken up for detailed investigation; we are not confining this to paper, we are ensuring that all woman employees feel safe in every scenario - at the workplace, while using company transport, while on official tours - and even in the cyberspace."

The good news is that the younger generation is approaching the whole situation with lot of courage. For one, girls today are more confident and do not hesitate to call out wrongdoers, says Nisha. She adds that gender discrimination seems to be reducing among members of the next generation. Most importantly, thanks to the internet and social media, awareness is on the rise, and men and women are careful about respecting boundaries in order to maintain a smooth working relationship.

Momspiration!



Nisha's daughter **Shakthi** was featured in 'The Achievers Special' issue of V-Connect (Oct 2023), as the 'Taekwondo Tornado'. Currently in Class 12, Shakthi has participated in various national and international tournaments and recently won Gold at the zonal competition and Silver at the Nationals.

While her ambition is to become a pilot, she is also looking at the option of becoming a lawyer, like her mother!

Devika

"Dance was a big part of my childhood. While growing up, it was everywhere", says Devika of KPM Quality. She remembers watching her cousins train for Kerala School art festivals, with one of them going on to win the title of 'Kalathilakam'.

Devika's journey as a Bharatnatyam dancer began at the young age of six years, under the guidance of her first master, Birju Maash. In no less than one year, Devika was skilled enough to showcase her debut performance at the Guruvayur Temple in Kerala.

"After becoming a Kalatilakam, my cousin opened a dance school and I continued my training with her until the age of sixteen," Devika shares.

She later went on to regularly perform at sponsored programs and religious functions at her temple.

Despite having to tone down in-person training and performances due to college and examinations, Devika managed to keep up with practice and developments in the world of dance through the virtual world. "I practice on my own with online materials. I also try to keep up with what others are doing with the craft and try to perform at least two or three times a year. After being in this field for over 10 years, my appreciation for dance has grown

tremendously and diversified. I have begun enjoying choreography and the organisational aspects of it."

Born and raised in Edapally, Kerala, Devika was interested in Mohiniattam - the dance style native to her home-state - but decided to commit to Bharatanatyam. "Even my cousins are more oriented to Bharatnatyam. It's more fast paced, whereas you need a lot of patience and softness for Mohiniattam." While her expertise may be in one classical dance form, she still holds a great fascination and curiosity for other dance forms. In addition to starting her Kuchipudi training, she regularly watches and studies some of her greatest inspirations such as actress and dancer Shobana, and Odissi dancer Bijayini Satpathy. Devika also emphasised the need for a multi-disciplinary foundation, with Indian classical music and its principles holding a great presence in her early years of training. "You have to learn the basics of the taalam (rhythm), jatis (syllables), etc. The music and dance have to go together."



Whilst having depicted a variety of mythical characters on stage, Devika shares that she considers Urmila (wife of Lakshmana from the Ramayana) and Devyani (wife of King Yayati in Indian mythology) to be the portrayals closest to her heart. "Urmila is a character that is rarely mentioned anywhere, and Devyani who is supposed to be beautiful and egotistic – that's why they grabbed my attention."

Devika is currently planning to be a part of a group of 12,000 dancers attempting to set a new Guinness world record in Bharatanatyam.

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ప్రియాంకా

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प्रियंका

پریانکا

PRIYANKA



Priyanka of Marcom speaks six languages - Telugu, Kannada, Tamil, Hindi, Urdu and English.

"My Telugu teacher once said, 'To learn anything new, you must have a strong foundation in what you already know'. I truly understood this statement only when my interest in languages grew and expanded," says the young polyglot from Madanapalle, Andhra Pradesh.

When she talks about her seemingly inborn ability to quickly pick up languages, she brings up the fact that her parents share similar interests. "While my mother doesn't necessarily speak many languages, she understands several different languages. Growing up, I remember her listening to a lot of Tamil music even though we only speak Telugu at home. My father also loved watching movies, and a foreign language was never a problem for him."

With a diversity of grammatical rules, social cues and dialect variations to be understood, Priyanka realized that her linguistic abilities were best improved when she held conversations with locals. Having lived in Andhra Pradesh, Karnataka and Tamil Nadu, she noted that engaging in regular, everyday conversation helped her become more fluent and comfortable in the chosen tongue. Simultaneously, she mentioned that her penchant for languages not only made local speakers enthusiastic but also reduced her own sense of feeling like an outsider in a new environment. "Initially, Kannada was daunting, but my peers and friends helped a lot. I quickly realized that people are usually happy when I say that I want to learn a language and they're eager to teach me whatever they know."

Aside from daily conversations and textbooks, Priyanka resorted to news channels, cooking shows, and movies to aid her linguistic goals, "News channels are really helpful in understanding a language's true form and how it's supposed to be pronounced. With cooking shows, I like to focus on how they construct instructions and expressions". After graduating from HKBK College of Engineering in Bangalore, she moved to the L&T Valves plant in Kancheepuram, where she found herself becoming the unofficial translator amongst her colleagues. "Some of my colleagues are from outside Tamil Nadu and don't speak Tamil well. Sometimes, when they face a language barrier, I step in and help."

Priyanka's journey with languages has only just begun. She is keenly interested in German and Russian - and wants to visit the countries someday.



Motorcycle Diaries

I've always been curious about riding bikes. Growing up, I saw a lot of motorcycles, but it was rare to see women riding them, especially geared bikes. I've had my share of biking experiences on bicycles - lots of stunts and injuries - and when it was time to get my license, I went for the MCWG.

Though I got my license, I didn't really have a chance to ride until I moved to Kancheepuram. One day, a friend casually asked if I wanted to ride his bike, and I surprised myself by saying yes. He takes great care of his bike, so I was shocked he'd let me ride, especially since I had little experience aside from my road test. But he handed me the keys and explained what to do, and I took my first ride on a Royal Enfield Meteor 350. I loved the power and freedom - it sparked a new passion for biking in me.

My friends were super encouraging and always willing to let me try their bikes. My mom was also thrilled when I told her I rode one; she even started researching bikes to buy. I felt a ton of support and just wanted to keep riding.

My first long ride was at night from Chennai to Kancheepuram and then to Mahabalipuram. Whenever we went out, my friends were ready to let me ride.

Recently, I took my longest trip from Kancheepuram to Thalakona Forest in Andhra Pradesh. It was a last-minute plan but turned out amazing! We rode through the sunrise, felt the heat, enjoyed cool breezes and saw stunning landscapes. That's when I really felt like I owned the wheels. It was so good that I didn't want the ride to end. We set off at 5:30 in the morning, rode 170kms, and trekked for about 2 hours. It was a long day, covering a total of 350 km, but every moment on the bike felt exhilarating! The views were breathtaking, and there's nothing quite like that feeling of freedom on the open road. Totally worth it!

Now, I'm getting ready for an all-India bike trip that's going to be crazier and more adventurous. I'm also saving up for a Continental GT, which I hope to buy in a couple of years!

Abhirami P
CMT

Winspirational!

I recently embarked on a transformative journey by attending the Winspire training program, which stands for 'Women Who Inspire.' This initiative is specifically designed for women at the early stages of their careers, equipping them with the essential tools needed to navigate challenges and pursue growth.

The session I attended focused on 'Building a Growth Mindset,' led by the exceptional Sonica Aron. With her extensive experience in leadership development, diversity and personal growth, she expertly guided us through this pivotal concept.

A growth mindset, developed by psychologist Carol Dweck, centres on the belief that abilities and intelligence can be cultivated through effort and perseverance. This perspective is crucial in today's fast-paced work environment.

What resonated most with me was how this mindset enables us to approach challenges positively. Obstacles can either discourage us or motivate us to grow, depending on our response. Viewing failures not as roadblocks but as opportunities to learn fosters resilience and adaptability.

One of the most powerful lessons I took away was the importance of continuous learning. Sonica emphasized the need to step out of our comfort zones, whether by mastering new technical skills or embracing feedback. This mindset encourages us to always remain open to new knowledge.

Feedback, often seen as uncomfortable, was reframed by Sonica as a vital gift for growth. Instead of being defensive, we should view feedback as constructive guidance that can illuminate areas for

improvement. Seeking out feedback becomes an integral part of our development journey.

Moreover, the role of self-belief emerged as a recurring theme throughout the training. Sonica highlighted that believing in our ability to grow and succeed is one of the most critical elements of a growth mindset. Often, we face uncertainty or failure, but it's this inner belief that fuels our persistence.

She shared several examples of leaders who faced repeated setbacks but continued to push forward because they believed in their potential to overcome obstacles. This persistence and self-confidence ultimately led to their success, reminding us to trust our instincts even when the path isn't clear.

Another critical aspect we discussed was the importance of building a support network. As women, we encounter unique challenges in the workforce, making it essential to have a solid network of peers and mentors. Sonica encouraged us to seek out communities where we can support each other, share experiences, and grow together.

Mentorship is a two-way street, where both the mentor and mentee can learn from each other. I left the session with a renewed understanding of how vital it is to actively seek out these relationships

and contribute to the growth of others.

Additionally, embracing vulnerability in our learning journeys is essential. It's okay to ask for help and share our experiences; these moments strengthen our connections and enrich our journeys.

The session also touched on the importance of cultivating a culture of trust and continuous improvement in our workplaces. By normalizing the practice of offering and receiving feedback, we create an environment where everyone can thrive.

I found the discussions on reframing failure particularly eye-opening. Rather than viewing mistakes negatively, we should see them as valuable opportunities for growth. This shift in perspective can significantly impact our personal and professional development.

In summary, the Winspire session reinforced that a growth mindset is not just beneficial but essential for success in our careers. It's about embracing challenges, seeking feedback, and nurturing self-belief.

In conclusion, I'm incredibly grateful for the insights I gained from the Winspire training session on building a growth mindset. The lessons learned from Sonica Aron will undoubtedly stay with me throughout my career.



Dhamini K
Design

Team SRO



B Manikandan, Head SRO

Mechanical engineer with 16 years of experience with major valve brands. His success mantra is 'Work hard, be kind, and amazing things will happen'. He leads a team spread over four Southern states that brings in 24% of Domestic order inflow.



Vivek Durairaj

Mechanical engineer with experience of 11 years
Handles Tamil Nadu and Kerala

Memorable moment: "When my boss decided to take the backseat during a presentation and put me in the spotlight. Talk about a trial by fire! But the overwhelming appreciation I received boosted my confidence and fuelled my desire to take on bigger challenges in the future."



M Sai Krishnappa

Mechanical engineer with experience of 10 years
Handles Andhra Pradesh

Favourite quote: Dream it. Wish it. Do it



Hari Krishna Papu

Mechanical engineer with experience of 8 years
Handles Telangana

Most memorable moment:
Holding the national flag on one of peaks of Himalayas (more about that later)



Aravind Tallury

Mechanical engineer with experience of 5 years
Handles Karnataka

Life Mantra: Spotting Elegance within the Chaos

MADE IN **SAUDI**
APPROVED BY **ARAMCO**

We celebrate 30 transformative years with Saudi Aramco. 30 years that gave us the courage to think big, think different and think green.

Aramco inspires product development, capability enhancement and sustainability initiatives at our factory in Al Jubail, Saudi Arabia.

We thank Aramco for the privilege, and the opportunity to partner in the local value addition and skill development programmes.



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Derived from the Latin word accordare, which means ‘to bring heart to heart’, accord signifies a state of agreement, harmony and mutual understanding. It is the foundation upon which coexistence and collaborative progress are built. At its core, it involves the alignment of interests, values and goals among different parties. This alignment fosters cooperation, reduces conflicts and paves the way for collective achievements.

On the afternoon of 8 July 2024, our factory in Kancheepuram hosted Accord, Strategic Supplier Meet. This gathering brought together our long-term contract manufacturing partners and celebrated the highest-ever sales from the CMG group. It also marked the first gathering after the integration of our manufacturing plants.

The meet began with a series of working sessions designed to align our strategies and enhance our competitive edge. J Suresh, Plant Head - Kancheepuram, kicked off the presentations by highlighting the integration journey of our manufacturing plants into one and the ongoing improvement actions to assure the expected output from our plant.



Saranvel P
Manager - CMG



R Krishnakumar, Head - India Sales, followed with an insightful overview of our sales and marketing strategies, insisting that Accord is not just a theme - it's our roadmap to achieving excellence together. His presentation further highlighted recent achievements and outlined future goals on improving our distributor business where CMGs are major contributors, emphasizing the importance of synergy between our sales efforts and our partners' capabilities.

Following this, Vijayarangan M, Head - Quality Assurance, delivered a comprehensive presentation on quality management. He detailed the latest quality assurance protocols and shared best practices aimed at maintaining the highest standards of products and exceeding customer expectations. His insights reinforced our collective commitment to quality and continuous improvement.

The open forum that followed was a highlight of the meet, providing a platform for candid exchanges of ideas. Participants focused on identifying opportunities to enhance competitiveness in terms of cost, quality and delivery. This collaborative dialogue resulted in several actionable insights on cost reduction, quality and delivery improvement.

The attendees were also given a tour of KPM plant, providing them with a firsthand look at our operations and recent upgrades. This visit further solidified the understanding and cooperation between our teams.

In the evening session, S Kalyanaraman, CE delivered the keynote address. He highlighted the importance of CMG to LTVL revenue and On-Time Delivery index. He also outlined the management's expectations to grow this business to Rs 500 crores in the next couple of years. The event concluded with a facilitation ceremony for our contract manufacturing partners, recognizing their invaluable contributions to our mutual success.

Accord 2024 was a resounding success, reinforcing our commitment to excellence and partnership. We look forward to continuing this journey of mutual growth and success with our valued partners.



The annual supplier meet named Alloy 2024 was held on 9 July at Chennai, bringing together over 50 partners from across the country. It provided an opportunity to reinforce relationships as well as share our strategic direction and expectations with the foundry fraternity.

Ayyanar S, Head - SCM, welcomed the gathering and highlighted the significance of the event in fostering strong supplier relationships.

S Kalyanaraman, CE delivered an inspiring keynote address. "Our suppliers are the backbone of our operations. This meeting is a testament to our commitment to fostering a collaborative environment where we can all thrive".

S Venkatesh, then took the stage to present current market trends and future projections. He also provided valuable insights on the evolving market landscape and how suppliers can adapt to stay competitive.

T Chandrasekaran, DGM - SCM based in China made a presentation on the latest technologies being used to enhance efficiency and productivity. M Vijayarangan, Head - QA reiterated to the audience about quality requirements and our expectations.

A highlight of the event was the launch of the Integrated Project Management and Tracking System (IPMTS) by the CE. "IPMTS is a digital platform that will revolutionize the way we collaborate with our suppliers, allowing for real-time updates and seamless communication".

J Suresh, Plant Head - KPM, spoke about our Panchatantra, the core value that guide our strategies, partnerships and operations.

Feedback from the Foundrymen

Our journey with LTVL has been one of continuous learning and innovation. Together, we have navigated challenges and celebrated successes.

Shanavas KE

Joint Managing Director, Peekay Steels, Calicut

The support and vision of LTVL have been instrumental in our adoption of new technologies and enhancement of our quality standards.

Prashant Deshpande

Director, AMCON Castings, Rajkot

Being a part of the LTVL family has not only elevated our business but also fostered a culture of excellence and integrity.

Sheshadri Permi

Executive Director, SVE Castings, Bellary



Mahesh M
DGM - SCM



Veeyes Alloys
Outstanding Performance -
Sand Castings



Invac Cast
Outstanding Performance -
Investment Castings



SVE Castings
Award for Significant Contribution -
High Volume



Shah Precicast
Award for Significant Contribution -
Special Grade



Amcon Castings
Award for Significant Contribution -
Machined Castings



Peekay Steels
Award for Significant Contribution -
Large Size Castings



TAS Foundries
Award for Significant Contribution -
Large Size SG Iron Castings



Rainbow Technocast
Strategic Partnership Award - CMG



Lakshmi Ring Travellers
Emerging Contributor Award -
Sand Castings



Coimbatore Super Alloys
Long Business Association

ALCHEMY

In the ever-evolving world of business, certain moments define the future of growth and transformation. For L&T Valves, Alchemy 2024 was one such moment - a remarkable convergence of innovation, partnership and possibilities.

The inaugural global distributor conference held from 9 to 12 August 2024 at Leela Palace Kovalam brought together 45 global partners against the serene backdrop of Kerala's scenic beaches, offering a tranquil environment perfect for relaxation and rejuvenation.

The theme of Alchemy resonated deeply with each participant. Like the ancient art of transforming base metals into gold, L&T Valves and our distributor network, have over the years turned challenges into innovation, collaboration and growth.

Spanning three inspiring days, Alchemy 2024 fostered an atmosphere filled with excitement and enlightenment. From thought-provoking sessions to interactive discussions, the event wasn't merely about business and strategies but also about fostering a renewed sense of purpose and collaboration among our partners. The sessions inspired participants to explore new growth opportunities and to continue building on shared successes.

Our global distributor network - the backbone of our market presence - actively participated in sessions aimed at expanding reach, improving customer experiences and deepening relationships. The event also provided a platform to announce new initiatives like L&T Vikas, a digital platform for business interactions.

Highlights of Alchemy 2024:

- Strategic Discussions/ Presentations: The attendees gained firsthand insights on cutting-edge valve solutions and our future-focused innovations.
- Networking Opportunities: The event fostered invaluable connections, with distributors from various regions exchanging success stories and sharing business strategies to drive mutual growth.
- Recognition and Awards: In recognition of their long-standing commitment and exceptional performance, several distributors and partners were honoured during the award ceremony, inspiring the entire network to strive for even greater achievements.
- Cultural Experience: A conference is not complete without a touch of tradition. We took our participants on a memorable cultural journey, offering a glimpse into local heritage, from temple visits to backwater cruises, delightful local cuisine to captivating traditional dances, that added a vibrant flavour to the proceedings.

Alchemy 2024 was a forward-looking event that reinforced the partnerships that drive our performance in a highly competitive global market. I am sure, the enthusiasm and dedication of our distributors will fuel future milestones, setting even higher benchmarks for the years to come.



Nagaraja P
Head – Distributor Business, India



Partners



J Suryanarayanan



Manilal & Brothers



United Trading Agency



Green Pipings Corporation



Kanit Engineering



Feedback from the Fraternity

We treasure our relationship with L&T Valves and L&T Valves has truly showed me and that I belong to the family. The planning and arrangements at Alchemy was perfect and the hospitality was tremendous.

Tarek Elnaggar

Worldcon Energy Group

The atmosphere at the conference truly embodied the essence of Alchemy - transforming ideas into actionable insights and fostering connections among participants. The hospitality was remarkable; we were treated like royalty throughout the event. The stunning backdrop of Kovalam added an extra layer of charm to our experience.

Hina Gandhi and Siddhartha Atul Gandhi

SAENGINEERS GRP Private Limited

Our partnership with L&T Valves has been a cornerstone of our success, and I am excited about the potential that lies ahead. The serene beauty of Kerala, combined with the rich discussions we had, made the conference a truly memorable event.

Anand D Shah

Rajdeep Industrial Products Pvt. Ltd.

The hospitality from the time we landed and the personal care taken at every corner was amazing. Conferences are family reunions for us and we have been attending since 1996. Without any doubt, the Kovalam conference was the very best.

Akhil Thard

Tirupati Industrial Stores

Alchemy was a tribute to our partnership, trust and success built over many decades. It gave us insights on the endless market opportunities and equipped us with the right contacts and tools to achieve success in the future. We thank L&T Valves for taking care of every minor detail and organising one of the best conferences we have experienced.

Navneet Singh

Industrial Agencies



Valve World India

The inaugural Valve World India Conference and Expo was held in Mumbai on 19 and 20 September 2024. At the summit, Mr Subramanian Sarma, Whole-time Director & President, Energy, Larsen & Toubro, delivered the keynote address on Emerging Energy Landscape & its Impact on the Value Chain.

Being the principal sponsor, it was our pleasure and privilege to present the 'Trailblazer Award' to Reliance Industries Limited for their immense contributions to the Indian valve industry.

The award was accepted on behalf of RIL by Mr B Narayan, Group President, Reliance Industries Limited.

Excerpts from the speech of Mr S Kalyanaraman, Chief Executive, L&T Valves at the event:



India, as everyone says, is at an inflection point, and the economic growth of this country is going to be much better than any of the first world or third world countries. All the credit for this economic development cannot be attributed to the government though they have taken many steps to facilitate the growth.

An Indian corporate that has played a huge role in this economic development is none other than Reliance. Reliance's contribution in India's economic growth is very significant. From textiles, to textile machinery, polymers, petrochemicals and oil and gas, and into telecom, retail, engineering, digital...the list is endless.

We, the valve fraternity, have been one of the biggest beneficiaries of Reliance's investments in the energy sector. Every one of us has grown to this level, thanks to the opportunity given by Reliance. While Reliance had a lot of big investment plans, they also had a very strong conviction that they should promote domestic manufacturers in all possible areas including import substitution. And oil and gas and petrochemical have thrown such opportunities to valve manufacturers like us, it has given us the real kind of opportunity which nobody can match.

So, in this context, in this situation, we take pleasure in honouring our mentor, our industrial leader, Reliance Industries, by presenting the Trailblazer Award, which is a recognition, an acknowledgement of the contribution they have made for development of valve industry in India. We take pleasure in giving this award to Reliance Industries, and I request Mr B Narayan to accept the award on their behalf.



Internally-Cooled Machine Tools

A Revolution in Precision Manufacturing



Cyriac Joy
CMT

In the domain of precision manufacturing, where tolerances are measured in microns and surface finishes are mirror-smooth, the efficiency and effectiveness of cooling systems play a decisive role. Traditional cooling methods, while adequate for many applications, have limitations that can hinder the performance and accuracy of machine tools. This is where internally cooled machine tools, a groundbreaking innovation, have emerged as a game-changer.

Traditional Cooling Methods: A Brief Overview

Before digging into the complications of internal cooling, it is essential to understand the traditional methods that have been followed for decades. These include:

- **External Coolants:** These involve directing a stream of coolant onto the workpiece and tool externally. While simple and effective in most cases, external coolants can lead to coolant mist, which can pose health hazards and environmental concerns. Additionally, they can interfere with cutting operations, especially in deep-hole drilling and other applications where precise control of the cutting zone is critical.
- **Flood Cooling:** This method involves submerging the workpiece and tool in a bath of coolant. While effective for certain operations, flood cooling can be inefficient, as a significant amount of coolant is wasted. Furthermore, it can be challenging to maintain a consistent coolant temperature, which can affect the tool performance.
- **Mist Cooling:** Here, a fine mist of coolant is sprayed onto the workpiece and tool. This method provides effective cooling while minimizing coolant usage. However, mist cooling can contribute to coolant mist and may not be suitable for all applications and poses a threat to the user and the environment.

Why Internal Cooling?

The limitations of traditional cooling methods have prompted the development of internally cooled machine tools. These tools incorporate a network of channels within the tool itself, allowing coolant to flow directly to the cutting edge. This approach offers several key advantages:

- **Improved Cooling Efficiency:** By delivering coolant directly to the cutting zone, internal cooling ensures that the heat generated during machining is dissipated more effectively. This leads to reduced tool wear, improved cutting performance, and higher workpiece quality.
- **Enhanced Accuracy:** Internal cooling helps to maintain precise tool temperatures, which is crucial for achieving accurate and consistent machining results. In situations that demand precise measurements, this becomes especially crucial.
- **Reduced Tool Wear:** By minimizing heat-related stresses, internal cooling can significantly extend tool life. This translates into lower operating costs and reduced downtime for tool changes.
- **Improved Surface Finish:** The ability to maintain optimal cutting temperatures and conditions results in a smoother and more consistent surface finish on the workpiece.
- **Environmental Benefits:** Internal cooling systems can be designed to minimize coolant mist and waste, reducing their environmental impact.

Types of Internal Cooling

There are different types of internal cooling systems:

- **Through-Coolant:** In this system, coolant flows through the center of the tool and exits at the cutting edge. This is a common method for drills and other tools that require a high flow rate of coolant.
- **Annular Coolant:** Here, coolant flows through a channel surrounding the tool's core. This method is often used for end mills and other tools where a more uniform distribution of coolant is desired.
- **Spot Cooling:** This involves directing a small jet of coolant directly onto the cutting edge. Spot cooling is effective for applications where localized cooling is required, such as deep-hole drilling.

Current Applications of Internal Cooling

Internal cooling technology is finding widespread application in various industries, including:

- **Aerospace:** The production of high-precision components for aircraft and spacecraft requires advanced cooling techniques to ensure dimensional accuracy and surface quality.

- **Automotive:** Internal cooling is used in the machining of engine blocks, cylinder heads, and other critical components.
- **Medical Device Manufacturing:** The production of medical implants and devices often involves intricate machining processes that benefit from internal cooling.
- **Mold and Die Manufacturing:** Internal cooling is essential for maintaining tool temperature and preventing thermal distortion during the production of molds and dies.

Challenges and Future Scope

Despite its many advantages, internal cooling is not without its challenges. These include:

- **Tool Design Complexity:** Designing tools with integrated cooling channels can be complex and time-consuming.
- **Cost:** The initial cost of internally cooled tools may be higher than that of traditional tools. However, the long-term benefits in terms of improved performance and reduced tool wear can overrule this initial investment.
- **Coolant Delivery Systems:** Ensuring a reliable and efficient supply of coolant to internally cooled tools require careful consideration of the coolant delivery system.

As technology continues to advance, we can expect to see further innovations in internal cooling systems. These may include:

- **Nanofluids:** The use of nanofluids as coolants can improve heat transfer efficiency and reduce coolant usage.
- **Adaptive Cooling:** Systems that can adjust coolant flow rate and temperature in real-time to optimize performance based on cutting conditions.
- **Integration with Other Technologies:** Internal cooling may be combined with other technologies, such as laser cutting and additive manufacturing, to create even more advanced manufacturing processes.

In conclusion, internally cooled machine tools represent a significant step forward in precision manufacturing. By providing superior cooling efficiency, accuracy, and tool life, they enable manufacturers to achieve new levels of performance and quality. As technology continues to evolve, we can expect to see even more innovative applications of internal cooling in the years to come.

Green Tribology



In today's rapidly evolving world, the focus on sustainability has become paramount, and this extends to nearly every industry. One oft-overlooked yet critical field is tribology, the science of friction, wear and lubrication.

Tribology is associated with mechanical wear and tear of moving parts in machines. Green tribology is a specialized branch that focuses on designing and applying tribological systems that are environmentally friendly and sustainable, involving the creation of lubricants, materials and surfaces that minimize energy loss, reduce harmful emissions and decrease environmental degradation.

By optimizing how components move together, green tribology reduces friction, which dramatically cuts down energy consumption and improves the lifespan of machinery. One of its key contributions is increasing energy efficiency, as up to 30% of energy in mechanical systems can be lost due to friction. By utilizing advanced materials and lubricants, machines can operate more smoothly, consuming less energy and significantly reducing fuel use and carbon emissions in industries like transportation, manufacturing, and power generation. In addition to improving efficiency, green tribology reduces wear and tear on machine parts through innovative materials and coatings, allowing equipment to run longer without maintenance or replacement, decreasing the demand for raw materials and reducing environmental strain. Moreover, it promotes the development of biodegradable lubricants that are non-toxic and break down naturally, offering an eco-friendly alternative to traditional petroleum-based lubricants that pose serious risks to ecosystems.

The emergence of green tribology can be traced to the growing recognition that industrial systems have a significant impact on the environment. As industries continue to grapple with the challenges of climate change, resource depletion, and pollution, green tribology presents an opportunity to address these issues at the core of mechanical and industrial processes. It seeks to design and optimize tribological systems - such as those involving friction, wear, and lubrication - using sustainable methods. Biomimetics, or biomimicry, involves studying natural systems and processes and applying these designs to solve human engineering problems. Many of the breakthroughs in green tribology are inspired by biological systems that have evolved over millions of years to function with minimal friction and wear in their environments. Whether it's the streamlined shape of a fish inspiring efficient vehicle design or the friction-reducing properties of animal joints, biomimetic designs often improve the efficiency, durability, and environmental friendliness of modern engineering. While, in most cases, it is not possible to directly borrow solutions from living nature and to apply them in engineering, it is often possible to take biological systems as a starting point and a source of inspiration for engineering design. Molecular-scale devices, super hydrophobicity, self-cleaning, drag reduction in fluid flow, energy conversion and conservation, high

adhesion, reversible adhesion, aerodynamic lift, materials and fibres with high mechanical strength, biological self-assembly, antireflection, structural coloration, thermal insulation, self-healing and sensory-aid mechanisms are some of the examples found in nature that are of commercial interest.

In the area of biomimetic surfaces, a number of ideas have been suggested such as lotus effect which focus on surface-roughness-induced super hydrophobicity and self-cleaning. The lotus flower is famous for its ability to emerge clean from dirty water and to repel water from its leaves. This is due to a special structure of the leaf surface (multi-scale roughness) combined with hydrophobic coatings. It is therefore desirable to produce non-adhesive surfaces, and applying surface microstructure mimicking the Lotus effect, where gecko effect which stands for the ability of specially structured hierarchical surfaces to exhibit controlled adhesion. Geckos are known for their ability to climb vertical walls owing to a strong adhesion between their toes and a few various surfaces. They can also detach easily from a surface when needed. This is due to a complex hierarchical structure of gecko foot surface. The Gecko effect is used for applications when strong adhesion is needed (e.g. adhesive tapes). The Gecko effect can be combined with the self-cleaning abilities.

Micro structured surfaces for underwater applications, including easy flow owing to boundary slip, the suppression of turbulence (the shark-skin effect) and antibiofouling (the fish-scale effect), Oleophobic surfaces capable of repelling organic liquids are also the remarkable adaptation of biomimetics in tribological application. Such ideas highlights how nature's solutions to survival challenges can inspire groundbreaking technological advancements and the concept of green valves predominantly in control valves, are designed with their entire lifecycle in mind, from production to disposal. Rooted in green tribology - the science of minimizing friction, wear, and environmental harm - green valves incorporate advanced materials and coatings like diamond-like carbon (DLC), biodegradable lubricants, ceramic, or Teflon-based coatings. These reduce friction, extend valve lifespan, and improve efficiency, ultimately lowering energy usage and carbon footprints. Green valves are often made from durable, recyclable metals like steel and brass or lightweight, biodegradable polymers, aligning with circular economy principles. By adopting these energy-efficient valves, industries can help reduce global energy consumption by up to 6%, significantly cutting greenhouse gas emissions and contributing to resource conservation.

As research continues, innovations in materials science, nano-tribology, and surface engineering are expected to open

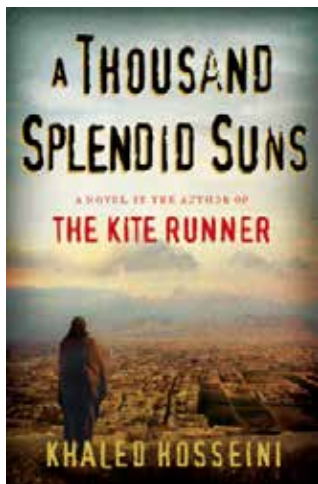
even more possibilities for enhancing energy efficiency and reducing environmental harm and the adoption of concepts like green valves will likely grow, paving the way for greener, more energy-efficient industrial systems. As the world faces increasing challenges from climate change, resource depletion, and environmental degradation, green tribology offers practical solutions that address these issues through improved energy efficiency, reduction of harmful emissions, and the extension of machinery lifespan. By focusing on the fundamentals of friction, wear, and lubrication in an environmentally responsible way, green tribology aligns technological progress with ecological preservation, offering a path forward those benefits both industry and the planet. Governments and industries are increasingly recognizing the value of these sustainable solutions and are investing in the development and implementation of green tribological technologies. Despite its numerous benefits, the adoption of green tribology is not without challenges. The development of high-performance, eco-friendly materials is still in its early stages, and many industries face economic and technological barriers to implementing these solutions. However, as research progresses and the demand for sustainable practices grows, the field is poised to become a cornerstone of environmentally responsible industrial operations. Governments, industries, and research institutions must collaborate to accelerate the development and adoption of green tribology technologies, creating the regulatory frameworks, financial incentives, and educational programs necessary to drive this transition.

Green tribology represents a powerful approach to tackling some of the most pressing environmental and energy challenges of our time. By optimizing mechanical systems to reduce energy waste, decrease emissions, and extend the lifespan of machinery, it offers a sustainable solution that aligns industrial progress with ecological responsibility. As industries continue to evolve, green tribology will undoubtedly play a critical role in shaping a more sustainable future for both the environment and the global economy.



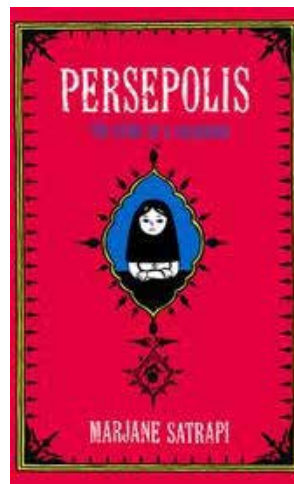
Amrutha PC
CMT

Books with strong, complex women characters recommended by strong, complex women



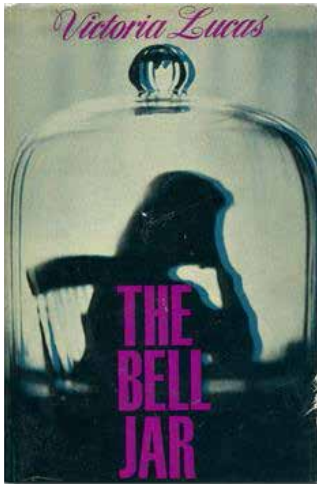
A Thousand Splendid Suns
by Khaled Hosseini

Much like Hosseini's more famous book 'The Kite Runner' this tale is set in war-torn Afghanistan. Mariam and Laila's life coincides when both of them become the wives of Rasheed. Told over a period of forty-five years, the story poignantly captures the unique struggles faced by women in a land embittered by battles and torn apart by wars.



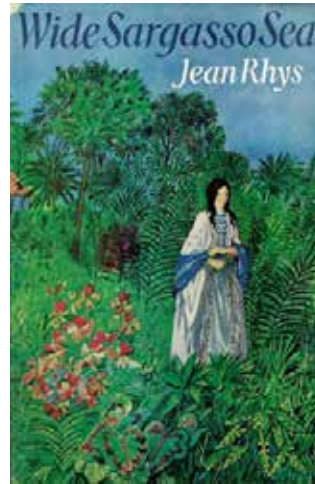
Persepolis
by Marjane Satrapi

This autobiographical graphic novel with black and whites sketches vividly animates a story revolving around life in Iran during and after the Islamic Revolution. This bildungsroman follows Marji as she grows into a young woman, rebellious and headstrong.



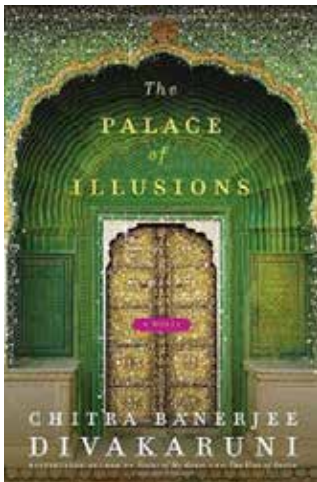
The Bell Jar
by Sylvia Plath

This iconic novel published by Plath under the pseudonym of Victoria Lucas is supposed to be semi-autobiographical. The novel details the protagonist Esther Greenwood's despondence, her musings about violence, death and women's issues and her slow descent into the jaws of depression which the author likens to that of being trapped in a bell jar.



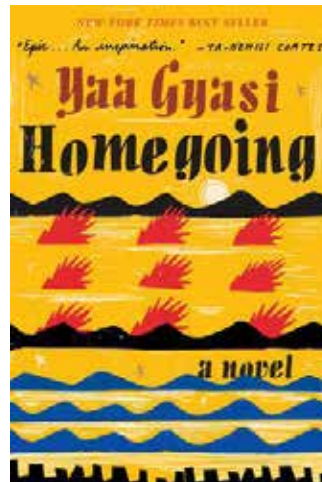
Wide Sargasso Sea
by Jean Rhys

This book is a unique revisioning of another book by a female author with a strong female protagonist: Jane Eyre. This book imagines the life of the mysterious first wife of Mr. Rochester, Bertha. The novel is a stunning exploration of women, West Indies and colonial relations and madness.



Palace of Illusions
by Chitra Banerjee Divakaruni

Another revisioning this time of the popular Indian epic Mahabharata. This book clears the crowded stage populated by the expansive cast of the epic, and places the spotlight squarely on Draupadi. This maligned woman, who is often seen as the cause of the Great War tells her harrowing tale of deviance, defeat, defiance, and destruction.



Homegoing
by Yaa Gyasi

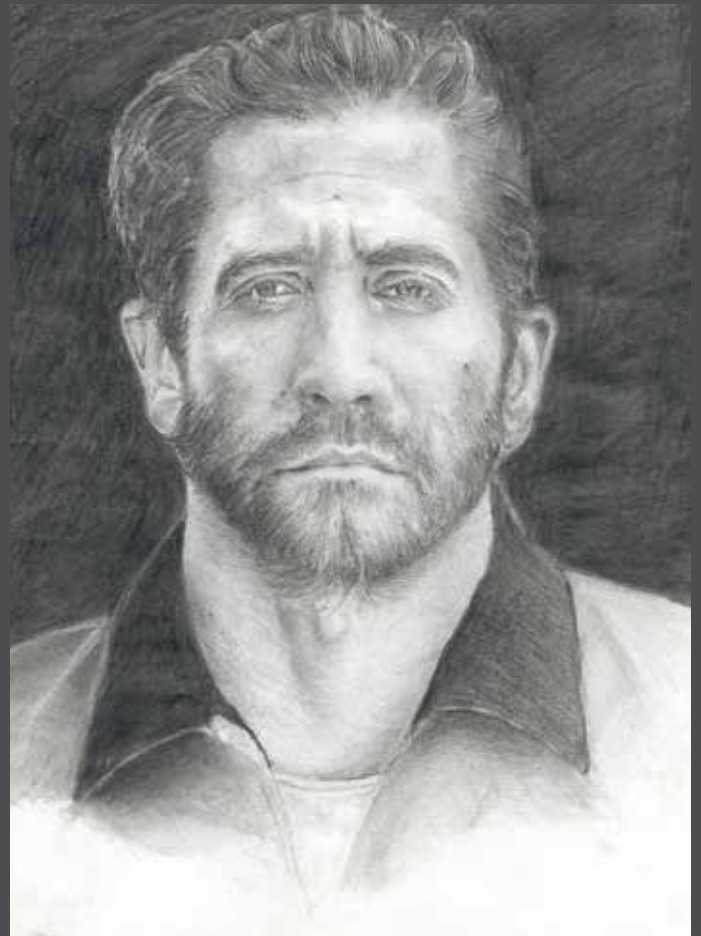
Effia and Esi are half-sisters, their vastly different fates and their subsequent generations of children are detailed in the novel. The book in essence is a fictional historical timeline of Effia's and Esi's families. The journey takes us to different places in Africa and USA, the book closes with the meeting of the descendants of the sisters.

four sketches and a **self-portrait**

In my childhood, my parents saw me scribbling something and encouraged me to try sketching, just like my uncle who's an artist. I enjoyed it for a while, but I stopped after school. Recently, I started sketching again to see where I stand after the long break. Despite the initial push from my parents, I found my own way and interests. I live by the principle, "Do what you like always." For me, sketching is just a hobby, not a passion, but it really helps me to relax. Returning to sketching, it is comforting, and it gives me a break from the pressures in my life. By sticking to what I like, I manage to balance my work and personal interests, staying true to myself. Other than sketching, I like listening to music and watching movies in my free time.

Viswanath K
CMT





Girls, Get It Done

*Exclusive quiz for ladies from our guest quizmaster Joselin.
Please send your answers to v-connect@Lntvalves.com.*

1. This First Lady of the United States of America and later mother of another president of America, wrote to her husband the president about women's issues, one of her most famous phrases is "remember the ladies, and be more generous and favorable to them than your ancestors". Name the First Lady and her husband.
2. The mother of the author of Frankenstein penned a work, which posited that a lack of access to education made women inferior to men. Who is this author? And what is the title of her famous work?
3. This foreign-born woman, became the president of the Indian National Congress. Today, in Chennai her name is immortalized in a beach located in the city. Identify the woman.
4. This Act was passed in 1856, under East India Company rule. Ishwar Chandra Vidyasagar was a prominent campaigner for this bill to be passed. The proposed bill was finalized by the famous Lord Dalhousie. Name the Act.
5. The Universal Declaration of Human Rights adopted by this international organization was the first international document to state "the dignity and worth of the human person and [the] equal rights of men and women." Name the organisation.
6. Protests against this event, included throwing lipsticks, mops and high heels into a 'freedom to change' trash bin. One particular item, thrown into the bin became so famous that it captured headlines and popular imagination. What was the event the women were protesting against?
7. This famous hashtag used by victims in a moment of great courage with others who are victimized in similar circumstances shocked the world and shockwaves were especially felt in Hollywood. Name the hashtag and its originator.

Answers to July 2024 Quiz

1. Seneca Falls Convention
2. Korean War
3. Quit India Movement
4. Christopher Columbus. Country - Columbia, Province - British Columbia, City - Columbus in Ohio and Capital - Washington DC
5. Treaty of Paris, American Revolutionary War
6. William Faulkner, The Sound and The Fury

And the winners are **Dhamini K, Gautham Krishna, Pradeep Kumar SM and Raja Chacko**

Congrats! Amazon vouchers will reach you soon!

காஞ்சி Connect

V-connect Kancheepuram Special

October 2024

Suggestions to make KPM more women-friendly

*Feedback from our employees.
A big thanks to all contributors.*

S Venkatesh

- Recruit more women. Recruit at least 20% in each department
- Improve quality of office space. All office space should be like new B building
- Separate bus for women employees from Chennai and KPM
- Creche facility for women with young children
- WFH for 3 days in a month, when women have difficulties

Srihari Annaiah

- Increase the count of women employees
- Increase the count of flexi women workforce on shopfloor
- Leverage Bharathi Forum to empower women

Krithika V

- Emergency stock of sanitary napkins
- Chairs inside rest room for resting during menstrual periods

Krishna Kumar R

- Ensure safe, comfortable and nurturing environment
- Creche for toddlers
- Flexible working hours
- A portal for anonymous feedback/complaints

Sruthi A

- Hybrid option/ paid leave during menstruation
- Training programmes on physical exercises

Praveena M

- Conduct indoor sport events for women as they would be a real stress buster

Bhargavi Lingineni

- Paid menstrual leave

AK Mehta

- Awareness session to get rid of inequality, biases
- Celebrate women professional achievements and recognise them
- Launch Woman Leadership Development Programme

Nisha K

- Group activities (Official /Fun) to create a friendly and safe atmosphere

Mohanapriya A

- Five-day week and hybrid model, which would enhance work-life balance and encourage more women employees take up new roles

Nagaraja P

- Mentorship initiative to guide younger female employees in career development
- Flexible work hours, remote work or hybrid models to help balance work-life responsibilities
- Leadership training and skill development programmes
- Enhance maternity benefits, offer childcare assistance, and consider initiatives like parental leave for both parents
- Offer essential amenities like daycare facilities, nursing rooms and accessible transportation
- Ensure a safe and secure workplace by enforcing strict anti-harassment policies and providing easily accessible channels for reporting issues
- Celebrate achievements of women through newsletters, awards and special events

Kanakarajan M

Policy Changes:

- Equal Pay: Ensure equal pay for equal work and provide transparent compensation structures
- Flexible Work Arrangements: Offer flexible schedules, remote work options and parental leave policies
- Anti-Sexual Harassment: Establish a zero-tolerance policy and provide a safe reporting mechanism
- Maternity and Paternity Leave: Provide adequate paid leave for new parents

Cultural Shifts:

- Diversity and Inclusion Training: Conduct regular workshops to promote gender sensitivity and unconscious bias awareness
- Women's Resource Group: Create a support network for women employees
- Mentorship Programs: Pair women employees with mentors for career guidance
- Celebrating Women's Achievements: Recognize women's contributions and achievements

Workplace Adjustments:

- Safe Working Environment: Ensure proper lighting, security and privacy
- Lactation Rooms: Provide designated spaces for nursing mothers
- Women's Health Support: Offer health insurance covering women's health services
- Childcare Support: Provide on-site childcare or partner with nearby childcare services

Recruitment and Promotion:

- Inclusive Hiring Practices: Use gender-neutral job descriptions and actively seek female candidates
- Career Advancement Opportunities: Ensure equal access to training, promotions and leadership roles

Accountability and Monitoring:

- Gender Diversity Metrics: Track and report gender diversity metrics
- Regular Feedback: Conduct anonymous surveys to monitor women's experiences
- Accountable Leadership: Hold leaders accountable for promoting gender equality.

Nagajothi J

- Wellness Room with comfortable seating, calming colors, plants, relaxation tools and yoga mats for relaxation, stress relief and mental health support

Congrats to Academic Achievers

Class XII



Balaji M
S/o Manoharan A



Devesh A
S/o Arumugam M



Harish Kumar J
S/o Jayakumar D



Hemachandiran T
S/o Thirunavukkarasu R



Jayantan B
S/o Babu T



Muruganandham M
S/o Manikandan M



Pramoth V
S/o Venkataramanan A



Praveen Kumar S
S/o Sivakumar K



Revanth J
S/o Jagadeesan J



Sandhiya Sri H
D/o Haribabu S



Tejashwini N
D/o Narayanan R



**Vishnu
Ramachandiran B**
S/o Boopalan B



Yogasri D
D/o Dinakaran M

Graduation



Mithunraj M - BE
S/o Manoharan A



Sudharshan R - BE
S/o Ramdass C

Congrats to Academic Achievers

Class X



Hemasri S
D/o Sankar K



Jerlin Sam SL
S/o Selvaraj T



Naveena D
D/o Dinakaran M



Rishi Ganesh S
S/o Senthil N



Sabari Anandhan
S/o J Anandhan



Sanjevi SR
S/o Rajkumar S



Sarvika AD
D/o Arunachalam D



Vishal M
S/o Manikandan M

Post Graduation



M Ravishankar - M.Sc
S/o G Muthusamy



Rajashree S - M.Sc
D/o Shanmugam M

Wedding Bells

We wish you happiness and joy



MG Balaji, SCM, married Jayasudha on 22 August 2024