

Issue 23, April 2018

BLOG

Balmer Lawrie
Organisational Gazette



Editorial

It was overwhelming to work on this issue of Balmer Lawrie Organisational Gazette [BLOG] as the theme is Foundation Day celebrations. Balmer Lawrie stepped into its 152nd year on 1st February 2018. Every year on this day, the Balmer Lawrie flag is hoisted at every location, a pledge is administered and C&MD's message is read out. The celebrations follow on the Sunday post 1st February. So, to mark the occasion this year, various programs were organised in the four regions on 4th February 2018 and this issue of BLOG brings you glimpses of those much awaited events and functions.

Foundation day celebrations fill our hearts with immense pride and reminds us of the strength of togetherness and team bonding. There's a very popular and beautiful quote by Helen Keller on team working - *"Alone we can do so little, together we can do so much."* The strength of togetherness is magical and can work wonders especially in an organisation like ours, which is so diverse. It is this strength of togetherness that binds every Balmer Lawrien across locations not only pan India but also in our units and offices abroad. This feeling of oneness, relentless commitment and unfettered energy of Balmer Lawriens have kept the company going strong even after a century and a half. The best part is that with each passing year we feel stronger and more committed.

Come April we gear up to start the new financial year with focussed objectives and renewed vigour. Our organisation signs the MOU with the Ministry of Petroleum and Natural Gas. The MOU targets guide us further to set smart KPTs aligned with the organisational goals. Balmer Lawrie is a highly performance driven organisation and the PMS timelines are stringently followed. This year too we are well on target. Hope the new financial year will be a great one for our company and all of us!

Enjoy reading this issue of BLOG and please send me any suggestion, feedback or contribution at mukhopadhyay.mohar@balmerlawrie.com. Cheers to FY 2018-19!



Balmer Lawrie signs MOU 2018-19 with Ministry of Petroleum & Natural Gas



Balmer Lawrie signed the Memorandum of Understanding (MoU) for 2018-19 with the Ministry of Petroleum & Natural Gas (MoPNG) on 27th April 2018. The MoU was signed by Shri K D Tripathi, Secretary, MoPNG and Shri Prabal Basu, C&MD, Balmer Lawrie & Co. Ltd. in the presence of Senior Officials of the Ministry and Balmer Lawrie. The MoU targets include turnover, operating profit, return on investment with focus on capacity utilization, production efficiency, trade receivable, inventory management, R&D, innovation and technology upgradation, capital expenditure, return on investment in JVs and human resource management.

The MoU was signed by Shri K D Tripathi, Secretary, MoPNG (L) and Shri Prabal Basu, C&MD, Balmer Lawrie & Co. Ltd. (R)

उल्लेखनीय घटनाक्रम @ बामर लॉरी



एसबीयू: लॉजिस्टिक्स सर्विसेज (एलएस) ने 28 फरवरी 2018 को चेन्नई बंदरगाह से अबू धाबी, संयुक्त अरब अमीरात

में आईएमओ कक्षा -1 निर्यात शिपमेंट को सफलतापूर्वक संचालन किया। यह हमारे देश की आजादी के बाद पहली बार है कि रक्षा मंत्रालय, भारत और रक्षा मंत्रालय, संयुक्त अरब अमीरात के बीच एक अनुबंध के अनुसार डीजी क्लास 1.1 और 1.4 जी कार्गो की इतनी

बड़ी मात्रा में एक शिपमेंट के तहत भारतीय सरकार द्वारा किया गया है। यह एक बहुत ही संवेदनशील और महत्वपूर्ण शिपमेंट था क्योंकि माल को डीजी क्लास 1.1 और 1.4 जी के तहत वर्गीकृत किया गया था। बामर लॉरी ने 169' x 20' शिपर स्वामित्व कंटेनर, माल हुलाई और रेल/सड़क की व्यवस्था की और अंततः महासागर का उपयोग करके बहुआयामी परिवहन किया। महासागर में यात्रा शुरू करने से पहले, इस माल को कस्टम क्लियर किया गया और निर्धारित समय पर जहाज पर लोड किया गया, जो एक बहुत चुनौतीपूर्ण काम था। इस ऐतिहासिक शिपमेंट को निर्बाध रूप से प्रबंधित करने के लिए एलएस टीम को बधाइयाँ। यह वास्तव में बीएल के लिए एक महत्वपूर्ण अध्याय रहा।



ओबेरॉय ग्रैंड होटल, कोलकाता में 27 फरवरी को आयोजित स्मार्ट लॉजिस्टिक्स शिखर सम्मेलन पुरस्कार 2017-18 के पहले संस्करण में बामर लॉरी ने पूर्वी क्षेत्र में सर्वश्रेष्ठ सीएचए पुरस्कार जीता, जिसे गेटवे मीडिया प्राइवेट लि. द्वारा प्रदान किया गया। बामर लॉरी को सार्वजनिक और निजी दोनों क्षेत्रों के ग्राहकों के मामले में नवाचार, सूचना प्रौद्योगिकी के नवीनतम रूपों को अपनाने और लगातार ग्राहक संतुष्टि प्राप्त करने के लिए मान्यता प्राप्त हुई।

ईटी नाउ - एमओडीआई अवॉर्ड्स 2018 में बामर लॉरी को वर्ष की सर्वश्रेष्ठ औद्योगिक पैकेजिंग कंपनी के रूप में चुना गया। एसबीयू: आईपी के नवाचार वर्षों, गुणवत्ता बेंचमार्क की स्थापना, परिचालन और बिक्री प्रक्रियाओं के बेजोड़ निष्पादन और बेहतर ग्राहक संतुष्टि ने इस पुरस्कार को जीतने का मौका प्रदान किया। श्री रमन रॉय, अध्यक्ष, नेस्कोम के हाथों से यह पुरस्कार प्राप्त किया गया। टीम आईपी को बधाइयाँ!



उल्लेखनीय घटनाक्रम @ बामर लॉरी

एसबीयू: लेदर केमिकल्स ने 31 जनवरी से 2 फरवरी 2018 तक चेन्नई में आयोजित अंतर्राष्ट्रीय चर्म मेला (आईआईएलएफ) 2018 में भाग लिया। बामर लॉरी ने अपने चमड़े के रासायनिक उत्पादों को प्रदर्शित करने हेतु मेले में एक स्टॉल लगाया। श्री प्रवाल बासु, अध्यक्ष व प्रबंध निदेशक, श्री डी सोधी सेल्वम, निदेशक [विनिर्माण व्यवसाय], श्री के स्वामीनाथन, निदेशक [सेवा व्यवसाय] और श्री ए रत्न शेखर, एसवीपी [एचआर] द्वारा स्टॉल का दौरा किया गया। श्री डी सोधी सेल्वम, निदेशक [विनिर्माण व्यवसाय], अतिथि के रूप में, आईआईएलएफ 2018 के दौरान चेन्नई कन्वेंशन सेंटर में 2 फरवरी को इंडियन लेदर टेक्नोलॉजिस्ट एसोसिएशन (आईएलटीए) द्वारा आयोजित संगोष्ठी की अध्यक्षता की। इस अवसर पर मुख्य अतिथि पद्मश्री और पद्मभूषण, डॉ. टी रामस्वामी थे।



श्री प्रवाल बासु, अध्यक्ष व प्रबंध निदेशक ने 17 से 20 मार्च, 2018 तक दुबई में बीएल्यूई संयंत्र का दौरा किया। 19 मार्च को दुबई स्थित बीएल्यूई संयंत्र में महामहिम श्री हशर मक्तौम, अध्यक्ष, बीएल्यूई एवं श्री प्रवाल बासु, उपाध्यक्ष, बीएल्यूई एवं अध्यक्ष व प्रबंध निदेशक, बामर लॉरी द्वारा उच्च गति 20 एल, मल्टीलेयर ब्लो मोल्डिंग मशीन का उद्घाटन किया गया। इस अवसर पर श्री विश्वजित नंदी, मुख्य कार्यकारी और अन्य अधिकारी उपस्थित थे।

एसबीयू: रिफाइनरी & ऑयल फील्ड सर्विसेज ने कचरे से संसाधन उत्पादन के क्षेत्र में इसके योगदान की मान्यता में कॉर्पोरेट उत्कृष्टता के लिए मेक इन इंडिया फाउंडेशन अवॉर्ड जीता। यह पुरस्कार मुंबई के प्रेस क्लब में 29 मार्च 2018 को आयोजित एक समारोह में जल संरक्षण, प्रोटोकॉल, ओबीसी कल्याण मंत्री माननीय श्री राम सिंघे ने दिया। बामर लॉरी की ओर से श्री एन रमेश और श्री केदार पंसे ने ट्रॉफी प्राप्त की।



एसबीयू: ग्रीसेस & लुब्रिकेंट्स मीट, 'आरोहन' का आयोजन 22 और 23 फरवरी 2018 को विशाखापत्तनम में किया गया। बैठक के दौरान जी & एल टीम को श्री प्रवाल बासु, अध्यक्ष व प्रबंध निदेशक और श्री डी सोधी सेल्वम, निदेशक [विनिर्माण व्यवसाय] द्वारा संबोधित किया गया।

उल्लेखनीय घटनाक्रम @ बामर लॉरी



47 वां राष्ट्रीय सुरक्षा सप्ताह 4 से 10 मार्च 2018 तक बामर लॉरी की सभी इकाइयों और प्रतिष्ठानों में मनाया गया। हफ्ते का पालन सुरक्षा कर्मचारियों द्वारा सुरक्षा प्रतिज्ञा ग्रहण के साथ शुरू हुआ एवं इसके बाद अध्यक्ष एवं प्रबंध निदेशक के संदेश को पढ़ा गया। हफ्ते के दौरान कर्मचारियों के लिए खतरे की पहचान, प्रश्नोत्तरी, आशुभाषण, सुरक्षा स्कीट, निबंध और नारे लेखन प्रतियोगिताओं का आयोजन किया गया। देश भर में बामर लॉरी के अधिकारियों के लिए 'रक्षात्मक ट्रेनिंग' पर एक प्रशिक्षण आयोजित किया गया था। स्वास्थ्य लाभ के लिए, विनिर्माण इकाई, असीटी में कर्मचारियों के लिए एक योग शिविर आयोजित किया गया और सीएफएस, मुंबई में डॉक्टर द्वारा एक स्वास्थ्य वार्ता दी गई थी जिसमें उन्होंने व्यक्तिगत स्वच्छता, रक्तचाप, आहार, शारीरिक कल्याण आदि के बारे में बताया। कर्मचारियों के बीच सुरक्षा जागरूकता पैदा करने के लिए अभ्यास सत्र का आयोजन किया गया। कर्मचारियों के बीच सुरक्षा प्रथाओं पर जागरूकता पैदा करने में यह कार्यक्रम सफल रहा। बामर लॉरी ने चालू वित्त वर्ष के दौरान कोई लॉस्ट टाइम इंजरी (एलटीआई) नहीं देखा जो बामर लॉरी के लिए एक महत्वपूर्ण मील का पत्थर है। संगठन में व्यवहार आधारित सुरक्षा [बीबीएस] की संस्कृति बनाने के लिए दिए गए विशेष प्रोत्साहन के कारण यह संभव हो पाया है।



सेंट्रल पब्लिक सेक्टर एंटरप्राइजेज (सीपीएसई) अर्थव्यवस्था के मूल और सामरिक क्षेत्रों के विकास में एक महत्वपूर्ण भूमिका निभा रहे हैं। सरकार ने देश के तेजी से सामाजिक और आर्थिक परिवर्तन के लिए 'न्यू इंडिया 2022' का व्यापक दृष्टिकोण तैयार किया है। सीपीएसई के कामकाज और प्राथमिकताओं को संरेखित करने के उद्देश्य से, सार्वजनिक उद्यम विभाग (डीपीई) ने सीपीएसई की भूमिका और कार्य को पुनः परिभाषित करने के लिए एक अभ्यास किया। इसमें संबंधित हितधारकों के साथ व्यापक चर्चाएं और विचार-विमर्श शामिल थे और 9 अप्रैल 2018 को विज्ञान भवन, नई दिल्ली में डीपीई द्वारा आयोजित सीपीएसई सम्मेलन में यह परामर्श प्रक्रिया समाप्त हुई। माननीय प्रधान मंत्री श्री नरेंद्र मोदी ने सभा को संबोधित किया। सीपीएसई के प्रशासनिक मंत्रालयों के सचिव, सी&एमडी और अन्य बोर्ड स्तर के निदेशकों ने इस सम्मेलन में भाग लिया। बामर लॉरी का प्रतिनिधित्व अध्यक्ष व प्रबंध निदेशक, निदेशकगण एवं कार्यपालकों द्वारा किया गया। यह सम्मेलन काफी सफल रहा।



बामर लॉरी ने 11 से 14 अप्रैल तक चेन्नई में रक्षा प्रदर्शनी संगठन, रक्षा मंत्रालय, भारत सरकार द्वारा आयोजित प्रतिष्ठित रक्षा प्रदर्शनी, डिफेक्सपो 2018 में भाग लिया। समारोह का उद्घाटन माननीय प्रधान मंत्री श्री नरेंद्र मोदी ने किया था। बामर लॉरी ने प्रदर्शनी में एक स्टॉल लगाया और अपने विविध उत्पादों और सेवाओं का प्रदर्शन किया।

C&MD's Message on the occasion of 152nd Foundation Day (1st February 2018)



Prabal Basu
Chairman & Managing Director

Time flies; a year has passed by post our completion of 150 years! While we cherish this momentous milestone, there are few things that we need to take note of in order to foster our glory and heritage, continue earning profits and enhance our strengths. When we were celebrating the completion of our company's 150 years, we developed a special logo with a tag line to commemorate the occasion. The tagline read – "150 years of commitment and beyond...". Today, while we step into the 152nd year of our company's existence, it becomes very crucial to not only sustain our performance but also maintain the goodwill with customers and other stakeholders such that we are able to live up to our commitment in the future years. Agility and innovation in our business processes would be key to achieving excellence and for the company to sustain its position as a market leader in the various businesses it operates.

I feel happy that in the last year we witnessed some accomplishments which helped in brand enhancement of our company. Our Manufacturing Businesses won the prestigious National Awards for Manufacturing Competitiveness (NAMC), SBU: Logistics won several awards during the year and we won the "Rajbhasha Award" for best performance in official language implementation during the 'TOLIC (PSUs) – Kolkata' half-yearly meet held in Kolkata. The award was given away by Hon'ble Governor of West Bengal and Bihar, Shri Keshri Nath Tripathi. We successfully held our 100th AGM in September 2017, which was a noteworthy milestone for our various stakeholders.

As a responsible corporate citizen focus on the triple bottomline has always been our key objective. In view of this we have aligned well with the initiatives of the Government of India (GOI). GST was rolled out and implemented as per the government directives. We launched the "Balmer Lawrie Start-up Fund", an initiative which is in line with the GOI's initiative of 'Start-up India'. We signed an MOU with IIM Calcutta Innovation Park for incubation of start-ups and have successfully taken forward few projects. As a member company of MoPNG, Balmer Lawrie contributed Rs 75 Lakhs each for the Skill Development Institutes (SDIs) at Bhubaneswar, Kochi and Visakhapatnam and will be contributing to the SDIs to be set up at Rai Bareilly, Guwahati and Ahmedabad. Some of them have started the courses on skill development. Balmer Lawrie has helped to design the course on Logistics, Temperature Controlled Warehouse Management in the institute at Visakhapatnam. Our company has also engaged around 42 trade apprentices under Apprenticeship Act 1961 in its various manufacturing units all over the country and as part of the National Apprenticeship Promotion Scheme (NAPS) 40 apprentices are being engaged as consultants for travel / ticketing and custom house agent.

We are continuing to provide support and spread awareness on the Swachh Bharat Mission. Various CSR initiatives were undertaken like the construction of overhead tank in Sayli village, construction of toilets in schools at Rajasthan and Maharashtra and community toilets in Mumbai and Delhi, health camps for *Safai Karmis* and distribution of soaps in Chennai, Swachhta walkathon etc. Balmer Lawrie has also sponsored vending machines for sanitary napkins and incinerators in four government schools in Kolkata. It has been our endeavour to make Balmer Lawrie a 100% safe place to work. We were able to achieve Zero LTI for more than 365 days in all our operations, in the current fiscal and the 10 Golden Safety Rules were launched in March 2017 during the Safety Week celebrations.

On the occasion of our Foundation Day, I would urge all of you to collectively work towards achieving our mission of remaining profitable always and gain market leadership in all our business segments. At the same time we need to nurture and take forward our culture, legacy, values and traditions. Hope the years ahead will be full of growth and success for Balmer Lawrie!

My best wishes to all my colleagues and their families.

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Our company celebrated its 152nd Foundation Day on 1st February 2018. To mark this occasion a function was organised at Swabhumi, Kolkata on 4th February, which was attended by the Board of Directors, employees and their families. The function was inaugurated by Mr. Prabal Basu, C&MD. Long service awards were given away and the programs included performances by the employees and their children. The highlight of the evening was a musical performance by "BL Melodies", a band formed by employees and a performance by the popular singer Jolly Mukherjee. As part of the celebrations, Talent Hunt, Rangoli, Photography and Sit and Draw contests were organized besides an inter-department Football Tournament, which witnessed enthusiastic participation from the employees. During the Foundation Day, the book "The Making of Next" capturing the last 25 years history of Balmer Lawrie was launched. The book has been penned down by two ex-Chairman & Managing Directors of Balmer Lawrie, Mr. Swapan Kumar Mukherjee and Mr. Viren Sinha.



FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION



FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Inter-departmental Football Tournament



Glimpses of the football tournament



The winners, Team LS, receiving the trophy from C&MD and Directors



Team HR & Admin posing with the runners-up trophy with C&MD and Directors



Mr. Tanmoy Bhattacharjee receiving the 'Best Player' award from Director [Service Business] in the presence of C&MD

The inter-department football tournament was held on 26th January 2018 at Kolkata. The tournament was inaugurated by Mr. Prabal Basu, C&MD. Seven teams – Logistics Services, Logistics Infrastructure, Travel & Vacations, HR & Admin, Industrial Packaging, Greases & Lubricants and Information Technology – participated in the event with much enthusiasm. In all ten matches were played and the Logistics Services team emerged winners. HR & Admin walked away as runners-up. Mr. Tanmoy Bhattacharjee of G&L, Kolkata was judged the best player. The prizes were given away during the Foundation Day celebrations at Swabhumi.

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Rangoli Competition

A rangoli competition was held on 1st February for units and offices in the Eastern Region. The Corporate Office was divided floor wise. In all there were eight teams.



First prize was won by 2nd floor, Corporate Office, Kolkata



Rangoli by 1st floor



Rangoli by 4th floor

*Joint winners of the second prize were 1st and 4th floors,
Corporate Office, Kolkata*

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

The third prize was jointly won by IP, Kolkata and 3rd floor, Corporate Office, Kolkata



Rangoli by IP, Kolkata



Rangoli by 3rd floor

Photography Competition

The theme of the competition was 'Life through the Lens'.



First prize was won by Ms. Sagarika Basu, Vigilance Dept., Kolkata



Mr. Ritabrata Chatterjee, Administration Dept., Kolkata bagged the second prize



Mr. Amit Paladhi, HSE, Kolkata won the third prize

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Talent Hunt Competition

To encourage participation of employees' children and spouse a Talent Hunt competition is held as part of the various competitions organised during Foundation Day celebrations. The finalists of the various categories – Music, Dance and Instrument – perform on the day of the celebrations. The winners are given away prizes.

Music



*First – Tina, daughter of
Mr. Dipak Karmakar, Greases
& Lubricants – Kolkata*



*Second – Rajkumar, son of
Mr. Lakhinder Nayak, Greases
& Lubricants – Kolkata*



*Third – Arindam, son of
Mr. Alok Kumar Das,
Industrial Packaging - Kolkata*

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Dance



First – Rimita, daughter of Mr. Gour Pal, Greases & Lubricants – Kolkata

Second – Mandrita, daughter of Mr. Mriganga Chatterjee, CFS – Kolkata



Third – Ishanwita, daughter of Mr. Indranil Chatterjee, Administration Dept., Kolkata



FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION

Instrument



Aritra, son of Mr. Amit Paladhi was the only performer in the Instrument category. He played the synthesizer.

Sit and draw Competition

A sit and draw competition was organised for employees' children on 4th February at Swabhumi during the celebrations. There were three categories. The names of the winners are as follows:

Group A – Draw as you like	
1 st	Aishika d/o Mr. Mitava Ganguly, Logistics Services - Kolkata
2 nd	Rudrabha s/o Mr. Chinmoy Chikan Mondal, G&L - Kolkata
3 rd	Adrita d/o Ms. Ashmita Ray Chaudhury, Corp Comm - Kolkata

Group B – Clean India	
1 st	Mrinmoyee d/o Mr. Tanmoy Bhattacharjee, G&L - Kolkata
2 nd	Nishita d/o Mr. Dilip Kumar Das, Admin & CSR - Kolkata
3 rd	Aritra s/o Mr. Amit Kumar Paladhi, HSE - Kolkata

Group C – Save Fuel	
1 st	Astha d/o Mr. Ashutosh Das, G&L - Kolkata
2 nd	Rajni d/o Mr. Ram Ekbal Yadav, G&L - Kolkata
3 rd	Anushikha d/o Mr. Dinesh Yadav, G&L - Kolkata

FOUNDATION DAY CELEBRATIONS IN THE EASTERN REGION



***** Congratulations to all the winners! *****

FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION



FOUNDATION DAY CELEBRATIONS IN THE NORTHERN REGION



In the Northern Region the Foundation Day celebrations commenced with releasing of green & white coloured balloons. The various programs included sit and draw contest for children, races, musical chairs and golgappa eating contest, musical programs and long service award distribution amongst others. The winners were given away attractive prizes. The employees and their families had a great day and cherished every moment.

FOUNDATION DAY CELEBRATIONS IN THE WESTERN REGION

FOUNDATION DAY CELEBRATIONS IN THE WESTERN REGION



The Foundation Day celebrations at Mumbai was organised in the Buntara Bhavan, Kurla (East). The program commenced with lighting of the lamp by the senior leadership team in the Western Region. During the function long service awards were given away and variety of programs like magic show, skit by employees, dance performances by special children, quiz contest etc. were organised. Over all it was a fun filled show with employees and their families enjoying thoroughly.

FOUNDATION DAY CELEBRATIONS IN THE SOUTHERN REGION

In the Southern Region as part of the Foundation Day celebrations employees and their families visited a theme park near Chennai on 4th February 2018. It was a day long outing which was enjoyed by one and all. The long service awards were distributed on 1st February at Manali, Chennai.

KNOW YOUR LEADER...



Mr. K Swaminathan
Director [Service Business]

1. Your motivation to stay with Balmer Lawrie

At 25 years when I joined Balmer Lawrie (BL), I was provided with a company leased accommodation in an upcoming area in Madras (an independent house of 1200 sq ft on a 3000 sq feet of land with coconut trees, mango tree, lemon tree et al). I was allotted a Maruti 800 car in early 1989 (loan amount equivalent to on road price of Rs 97266), a status symbol those days. With these perquisites I almost gave up looking at the appointments column. From a more serious point of view, I had an excellent administrative and functional boss who gave total freedom to perform. Right from day one I was made to "feel wanted" in the organisation. I remember the day I came to the Corporate Office (within a few days of my joining BL) when I met the then GM [Finance], Mr Ray Chaudhuri, who first asked me which flight I would be taking to return to Madras although I was not entitled to travel by air at that time as I was an Accounts Executive (the present equivalent to E2 grade). Despite difference in levels, he gave his car for my visit to Grease Division Kolkata that day.

Everyone who I met in Head Office made me feel completely "at home". It was a great start to my career in BL. I too had a good team in Accounts and despite working in a place like Manali, a sleepy industrial hub notorious for its poor connectivity those days, for 6 days a week, I could still remain energised right through the week; thanks to an excellent work ambience. Manali operations for Balmer Lawrie started in February 1987 and till probably early 1988, we did not have even one single landline in Manali. Needless to add that there was no intercom as well. Despite such apparent issues, working in a "just commissioned unit" with almost full complement of new staff was a great experience.

Accounts closing used to be almost a 75 day affair with us staying till 9 pm every day. Those days, no one used to say that they felt like switching jobs, or they were not treated well etc. It was teamwork at its best. Looking back, I would say that the primary reasons why I have had a long stint in BL is due to excellent colleagues, fantastic bosses, a highly motivated team, complete freedom to do innovative work/original work, recognition for the work, meeting the periodic alphabetical aspirations (those days we used to call Grades in Alphabets and one moves from A to H grade). Even today, I fully believe, BL is one company where one can start one's career and end up as the CEO. Sky is the limit to perform. It is a company where the trust reposed in you is probably more than even what your parents/siblings repose in you. You feel for the company as if it is a family member.

2. Significant professional and personal achievements

My father retired when I was in 8th standard and it was tough with 4 siblings all studying at that time. From 10th standard, I was the school topper in all tests/exams. I was a University rank holder in B.Com. I completed my CWA and CS before I was 24 years.

Professionally, the first thing that made me feel good was when I helped Chennai Accounts to take P&L account and Balance sheet from the system, based on Trial balance (which was manually done till 1988). Elevation to Director in 2015 was a good feeling and I reminisced the comments of the wife of one of my early bosses in 1987, who said that I would do well and go on to become a Director of this company if not an MD.

3. Who all are there in your family?

My wife, Dr. Lakshmi is a Neonatologist (treats new born babies) and Heads the Dept. of Neonatology in a referral hospital in Chennai. My daughter Madhupreetha is studying in Vidya Mandir, Chennai. They stay with two of my sisters in Chennai.

4. Who is the person who influenced you the most and why?

Many have played a role in what I am today. My boss, Mr R K Verma, VP (Technical) in EID Parry

KNOW YOUR LEADER...

reposed such faith in me that I do not know whether I really deserved that. I learnt during my interaction with him the value of making a good report and how important it is to ensure that even a big report is made interesting to read.

5. What is your favourite one liner?

"This too will pass...". When one is pushed to the wall, it is better not to get frustrated or dejected. Just as good times do not last for ever, even bad times do have limited shelf life.

6. What are your hobbies?

I love listening to Carnatic music and I formally learnt the same when I was in school. I watch ICC tournaments where India features and Grand slam tennis tournaments.

7. Which is your favourite travel destination?

Right from childhood, I always loved the Bangalore city. Even today, that's my favourite destination.

8. Two things that you would want your colleagues to know about you

I can control my anger and keep my BP under check most of the times.

I had 4 major surgeries in a period of 3 years and Team Balmer Lawrie was with me right through this difficult spell in my life. I used to walk pretty fast and skip alternate steps while climbing to the first floor of Sewree administrative building and I climbed the same steps with crutches too for a few months.

9. Your management style or mantra

Consistency in performance is extremely important rather than efficiency in bursts and bouts. Steady performance over a period will ensure that one reaches the top. One should bide his time and there is no point in pushing oneself unnecessarily if there is a gap between your own expectations and your superior's assessment.

10. Message for all Balmer Lawrie employees

You are working in a gem of a company. It has clocked over 150 years and everyone working here has an onerous responsibility to carry the mantle of this company for many more centuries. Every great company has a rich tradition and heritage and BL is no exception. Even as we absorb and embrace newness, we should make it a point to preserve the age defying traditions.

KNOW YOUR FELLOW BALMER LAWRIEN...



Rajesh Raghavan
Chief Manager [CFS], Mumbai

How long have you been working with Balmer Lawrie and currently what is your role/dept?

It has been quite an eventful tenure of close to 10 glorious years since I joined Balmer Lawrie in September 2008. As a Unit Head of Container Freight Station, Mumbai, I am responsible for the entire day-to-day functioning of the Unit which includes adding on new customers under our fold, retention of existing ones, overall operations, commercials, IR etc. to name a few.

What do you like about Balmer Lawrie?

Balmer Lawrie is an esteemed transnational diversified conglomerate with significant presence in both Manufacturing and Services sectors and it is this reputation, which it carries, that drew me in. By fostering cultural diversity in the workplace, Balmer Lawrie has gone a long way in contributing to the

continuous improvement of employees' skills and boosting the overall team morale.

What is your most memorable moment in Balmer Lawrie?

In the year 2011-12, SBU: LI won the best SBU award within the organization and that was a proud moment since it was a recognition of the team's efforts and encouraged us to strive for greater excellence. Another moment which would remain etched in my memories was when I along with Mr. Manas Kumar Ganguly and Mr. P P Rathnakar had the opportunity to receive the Best CSR award for Balmer Lawrie during the South Asia Maritime and Logistics Forum 2017 held in Mumbai.

Who is your inspiration in life and why?

My family and friends continue to inspire me because they love me unconditionally, accept me the way I am and they give me the freedom to be my own self. My seniors in the organization continue to inspire me because of their professional approach and that helps me to strive harder and endeavour to achieve the best and even exceed my own and their expectations.

Place you belong to and who all are there in your family?

I was born and brought up in Mumbai although my roots belong to Kerala. My family comprises my mother, wife and my darling 11 year old daughter, whom we have fondly named as "Sara".

What are your hobbies?

My hobbies primarily include travelling to exotic places such as Leh and wildlife sanctuaries. I also love to get engrossed in reading and watching thought provoking movies, which help me to transcend into a completely different world.

How does it feel to be part of an organisation that has a rich legacy of 150 years?

Undoubtedly, it is an amazing feeling to be a part of an organization which has such a rich legacy where each and every employee is heard, feels valued and where true talent is recognized.

KNOW YOUR FELLOW BALMER LAWRIEN...



Vaishnavi Bubesh
Senior Manager [Finance],
Associate Services, Chennai

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I have been working in the Accounts & Finance function for 12 years. I joined as Assistant Manager in CFS, Chennai and had the opportunity to work in the Accounts function of all the Service Businesses in Chennai. My present role is Senior Manager [Finance], Associate Services - Chennai and I also hold the responsibility of Finance Head of SBU: Leather Chemicals.

What do you like about Balmer Lawrie?

Balmer Lawrie is a good company that gives you the freedom to explore and learn things on your own. It is a company that also gives you the opportunity to swim in the ocean on your own but saves you as a lifeboat in times of hurdles and hardships during the journey.

What is your most memorable moment in Balmer Lawrie?

The moment when I received the 10 years long service award is the most memorable. This moment made me recollect and cherish my memories of one whole decade as a Balmer Lawrien. I also fondly remember the days spent with the CFS team especially moments like starting the day with a mithai from a senior staff. Another period which is very memorable for me is my four and half years stint with the Travel - Chennai team, which gave delightful memories like celebration of staff birthdays, anniversaries and also the women's day celebrations.

Who is your inspiration in life and why?

My husband is my first inspiration in life, who constantly supports and motivates me to achieve my goals. He advises me all the time to distinguish between my professional and family role and accordingly strike a balance. He also encourages me to discharge my professional duties efficiently and effectively, while on service. My boss in my previous company, Bharat Electronics Ltd., Mr. Dhrub Ranjan's attitude and patience inspired me the most in my life till date. Next is my first boss in Balmer Lawrie, Mr. K Swaminathan who had hopes and belief on me that I would always diligently do the assigned work and deliver good results. That hope made me execute the initially assigned work well and helped me achieve my first goal in my career ladder. Others who inspired me include all my bosses during my journey in Balmer Lawrie and to name a few, Mr. Udayan Ghosh from whom I learnt crisis handling and subordinate motivation; Mr. Hariharan from whom I learnt the importance of building professional knowledge; Mr. Louis and Mr. Prabhakar who taught me the art of being result oriented and last but not the least Mr. Manoj Lakhanpal who always stressed on timely delivery and answering to the point in few words. My present bosses also inspire me in handling things in a professional manner.

Place you belong to and who all are there in your family?

I belong to Chennai and my husband and I are blessed with a daughter B Keerthana Abhinave, who is awaiting her 12th results and a son B Dhiraesh, who is in Class 6.

What are your hobbies?

Sudoku, word building, watching movies and housekeeping. I also love to play shuttle badminton with my children during vacations.

How does it feel to be part of an organisation that has a rich legacy of 150 years?

I feel proud to be a Balmer Lawrien and serve a company that has a rich legacy of 150 years.

KNOW YOUR FELLOW BALMER LAWRIEN...



Ashish Kumar

Head [Sales] - North & GOI and PSU
Businesses, [Logistics Services]

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I have been working with Balmer Lawrie for the last 1 year and 5 months. Before that, I was associated with Balmer Lawrie as a customer of SBU: Logistics, while I was managing the exports of The Cotton Corporation of India. I joined Balmer Lawrie as Head - Govt. & PSU Accounts (SBU: Logistics) in December 2016 and played a pivotal role in coordinating and liaising with the Union and State Governments and delivering the key project of National Technical Research Organisation (NTRO) before schedule during March 2017. That helped considerably to achieve the highest ever turnover and profits for SBU: Logistics and creating customer delight. After that I was entrusted with getting new business and developing new ties and better relationship with various Ministries. I have been focussing my efforts in convincing senior bureaucrats and top management of PSUs under MoPNG and MOD to bring in business opportunities in ocean freight. I am based out of Delhi.

What do you like about Balmer Lawrie?

Undoubtedly, the rich legacy of 150 years. One can never imagine or find any other example of any company, which started as an entrepreneurial venture and went on to become a part of the Government of India as a PSE, never incurring loss in its entire history. This is simply incredible. Another aspect which enriches Balmer Lawrie is the diverse set of businesses in which it operates as this provides an opportunity to its employees to develop different skill sets.

What is your most memorable moment in Balmer Lawrie?

When I joined Balmer Lawrie, it was a time when SBU: Logistics had not been able to capitalise on dismantling of Transchart and we were not known to be a player in ocean freight business. However, after joining I have been able to create a lot of awareness in the Government/PSU space especially in MoPNG and MOD/MODP resulting in addition of 3 new big clients in ocean freight including IOCL and significant increase in ocean freight volumes. We can expect bigger businesses from the domains we are focussing only if we meet deliverables in a time bound manner.

Who is your inspiration in life and why?

As you evolve as an individual with varied experiences in life, you would surely be inspired by a lot of people with the way they conduct themselves, their proficiencies and strength and especially the way they treat and manage people. The most inspiring person in my life has to be my father surely. He was a senior bureaucrat and a man of virtues. I have realised that even more when he is not with us anymore. He passed away two and a half years ago. He was magnanimous and touched lives. Even the best in business in the Government sector (especially in All India Services) have great things to speak about him which inspires me to be more like him, though I know I cannot be even 1% of him. He was magnetic; people who had interacted with him for few minutes also still remember him and every bit of what he had said.

Also, I have been inspired by the Tata Group especially Tata Motors and Tata Steel while Mr. Ratan N Tata was at the helm of affairs in his first tenure as Chairman. Tata values, culture and ethos are an epitome. I was fortunate to get an opportunity to join as a Graduate Engineer Trainee (GET) in Tata Motors and work with the coveted International Business Division in the strategy team wherein I have prepared management reports for Mr. Tata himself. I was given a lot of independence to accomplish something special by way of on the job training in executing responsibilities entitled as TAS profiles. Today, companies have to carry out CSR activities due to legislations but for the Tata group CSR was always in their DNA. A prime example is the formation of JUSCO in Jamshedpur. The city does not have a municipality and is completely managed by JUSCO and another example is the humanitarian work done by the Tata group after the 26/11 attacks in Mumbai, which is difficult to be emulated. I am sure people who have worked for the Tata group will vouch for this.

KNOW YOUR FELLOW BALMER LAWRIEN...

Place you belong to and who all are there in your family?

I come from Madhubani (renowned for its internationally acclaimed Madhubani paintings), a small town in Bihar. As my father was a bureaucrat, our family was based out of Patna initially and thereafter moved to Delhi. We have our roots intact at our native place and Delhi is our second home. I have my mother and a younger brother in my family.

What are your hobbies?

I have been a great cricket buff and never miss a series. Also, since my childhood I have been interested in organising social and cultural events of large magnitude. This aspect was groomed further by the Tatas during my GET period at Tata Motors. I was the General Secretary of the GETs of my batch. Additionally, I am keen on debating on issues related to politics and business. I believe that an accepted leader with a mandate is the biggest marketeer.

How does it feel to be part of an organisation that has a rich legacy of 150 years?

It feels great to be a part of the Balmer Lawrie (BL) family. I always felt the aroma of the rich BL culture and even more when I was an outsider. With this rich heritage comes huge responsibility of taking the organisation in the right direction by keeping intact its ethos. With a lot of impetus on roles and responsibilities in the Vision of CPSEs for 2022, our task is huge. We need to plan ourselves accordingly and emerge as leaders in implementation of the set objectives.



Indrani Mukherjee
Deputy Manager [HR], IP-Kolkata

How long have you been working with Balmer Lawrie and currently what is your role/dept?

I joined Balmer Lawrie on 3rd July 2017 as Dy. Manager (HR) in IP – Kolkata. Now it is almost a year since I am working here. I am handling the HR and administration activities of the unit.

What do you like about Balmer Lawrie?

Balmer Lawrie is a very professional, dynamic and well-diversified organization wherein there is an SBU concept. Though a PSU, there are many areas similar to a good private organization as well. In other words, Balmer Lawrie is a combination of the positives from both PSUs and private organizations. Seniors are very supportive and colleagues are also very friendly here. In a nutshell, the work environment is very good in Balmer Lawrie.

What is your most memorable moment in Balmer Lawrie?

In my tenure of nearly one year in Balmer Lawrie, my most memorable day was on 4th February 2018 when we celebrated our 152nd Foundation Day at Swabhumi. It was the first time in my life to be a part of such grand celebration of the Foundation Day of any organization. Our Unit (IP – Kolkata) won the third prize in Rangoli competition. It was a very memorable moment for me when we went on stage to collect the trophy from our honourable C&MD and Directors.

Who is your inspiration in life and why?

My mother is my biggest inspiration in life. She is very understanding, patient and cool-headed woman. From my mother, I have learnt to stay focussed in order to achieve my goals. It is because of my dear parents that I am here today.

Place you belong to and who all are there in your family?

I was born and brought up in the steel city of Durgapur. I did my schooling from Durgapur. My small and sweet family consists of my father and mother. My father is a retired executive from SAIL (Durgapur Steel Plant) and my mother is a homemaker. I feel lucky to have such wonderful and understanding parents.

What are your hobbies?

Some of my hobbies are travelling to different places, reading books, watching movies and listening to music. I love to travel because by travelling we can explore new places, people, their culture, ethnic food, environment etc. Moreover, it refreshes our mind and soul.

KNOW YOUR FELLOW BALMER LAWRIEN...

How does it feel to be part of an organisation that has a rich legacy of 150 years?

It is a matter of great pride and prestige for me to have got a chance to become a part of Balmer Lawrie, a highly diversified organization having a rich legacy of 150 years. It gives me goose bumps to think that I am working in an organization which has completed 150 years! I am lucky to become a part of the Balmer Lawrie family.

AWARDS & ACCOLADES



Viraj, son of Mr. Rajendra Sanap, Plant Head, G&L - Silvassa participated in the World Scholar's Cup conducted globally by Yale University, USA. The contest was held in Ecole Mondiale World School, Mumbai on 27th and 28th March, 2018. He won 8 medals and one trophy and has been selected for the global rounds to be held in Malaysia, Australia and Spain.

TALENT UNLIMITED

सब कुछ बदल गया

क्या ये वही हूक है जो पहले भी उठती थी
जब तेरा जिक्र हुआ करता था
अरसे बाद किसी की जुबा पर तेरा नाम
कानो में मानो मिस्री घोलती है
सुना है तुम्हारे यहां कुछ भी नहीं बदला और मेरा बहुत कुछ बदल गया है
वो सुबह-सुबह नुक्कड़ पर पोहे जलेबी की सोंधी खुश्बू तो होती है
पर अब वो पट्टी पर बैठे गगन दादा
जो सभी आते जाते लोगों को नमस्ते किया करते थे
अब नहीं दिखते
शाम तो आज भी वैसी ही होती है,
बच्चे भी मैदान में खेलते हैं
पर गोरइयों की चहचाहट
वो उनके घोंसलें नहीं दिखते
वो स्कूल वो कॉलेज वो गलियारा सब वैसी ही है
पर उनमें कोई अपना सा नहीं दिखता
बड़ा अजीब है मन्ज़र तुम भी नहीं बदले
ना कुछ मुझ में बदला
लेकिन सब कुछ बदल गया
चलते तो हम दोनो है पर अब परछाई नहीं दिखती।

जितेश चंद्रन, आई पी - वडोदरा

LIFE THROUGH THE LENS...

As part of the Foundation Day celebrations in the Eastern Region a photography competition titled 'Life through the Lens' was organised. Below are the winning entries:

First - Sagarika Basu, Vigilance
Dept. - Kolkata



Second - Ritabrata Chatterjee,
Administration Dept. - Kolkata



Third - Amit Paladhi,
HSE - Kolkata