

5th Edition

Sept, 2017

सिंकाई




adventz

SIMON
India

HIGHLIGHTS...



Spotlight

Candid Conversation



Article of the month



Health Care



SIL Highlights



Travel Diaries



.....& many more



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From The Editors Desk..

Zinnia Sachdeva

Together Everyone Achieves More

Working in an organization for past five years, I have realized that there is a lot of potential and enthusiasm among the employees to do any task at hand. While we do believe in active discussions and sharing of information, there is always scope of improvement for the better functioning of teams. In an effort to confront the same in a small way, Kindle team came up with an idea of having an editorial on Teamwork. I did some very basic research on the topic which I would like to share with you all.

First and foremost, why teams are important today?

Business problems today are too big for any one person to solve. So, it's much more effective to have agile teams at solving problems than having lone geniuses. Therefore, being able to work well with others is a standard requirement, at least in our industry for sure.

Next obvious step is: Which skills are the most valuable when it comes to working in team?

Intelligence is definitely a crucial skill. But, when we overvalue an individual's abilities, it becomes detrimental as a team. It's not an individual's IQ that separates our best people from the rest; it's their ability to work well as part of a team, that we should be celebrating. The specific set of skills that can foster teamwork are:

1. Active listening: Great teams are made up of great listeners. When you listen actively to what the other person is saying, you can more easily follow up with the person letting them know what you heard and what follow up questions you might have. When team members start actively listening to each other, everyone becomes smarter.

2. Giving and receiving honest feedback: There needs to be a continuous flow of information between the members of a team—and most of it needs to be positive. Our associates should be encouraged to say "Great job!" and "Thank you!" to each other far more than they should share criticism. At the same time, individuals need to be willing to confront the hard truths about their own performance without becoming defensive.

3. Valuing team contributions, not ego stroking: We all want to be seen as smart and capable, especially in the workplace. But it's by making contributions to the team or community that can actually earn influence and trust—not the ability to show off how smart you are. Great team members have a willingness to admit they don't have all the answers. Rather, they seek to talk through problems and think on their feet in order to reach the best conclusions with the help of their team.

Next is: What circumstances can cherish and what can inhibit team effectiveness?

When we have talked about attributes to effective teambuilding environment, it becomes all the more imperative to have right conditions as well that the teams can thrive upon. The conditions that enable collaborative environment are:

1. Compelling direction: The foundation of every great team is a direction that energizes, orients, and engages its members. Teams cannot be inspired if they don't know what they're working toward and don't have explicit goals.

Continued...

03

2. Strong structure: Teams also need the right mix and number of members, optimally designed tasks and processes, and norms that discourage destructive behaviour and promote positive dynamics.

3. Supportive context: Having the right support is the third condition that enables team effectiveness. This includes maintaining a reward system that reinforces good performance, an information system that provides access to the data needed for the work and last-but not the least-an educational system that offers training. While no team ever gets everything it wants, leaders can head off a lot of problems by taking the time to get the essential pieces in place from the start.

The two corrosive conditions that the teams are vulnerable to while achieving effectiveness are:

- a) US versus THEM approach
- b) Incomplete Information

Apart from the three enabling conditions that we have discussed so far, there is one more condition. This condition can remedy the particularly corrosive team environment. This condition is:

4. Shared mind-set: The solution to us versus them approach and incomplete information is developing a shared mind-set among team members—something team leaders can do by fostering a common identity and common understanding.

Now that I have talked about all the major stuff that I came across, there is one more thing which I want to address. Although it is not talked about openly in meetings, it persists in the thoughts of all and a kind of stereotype has developed around. Curious! Well, it is believed that Women and Teamwork don't go hand in hand. I am not saying everybody thinks that way but it is commonly held that women are less cooperative and believe in concealing information. For those who hold slightest of belief in this supposed hypothesis, I would like to cite a research finding of a PhD candidate at Harvard that says: **Women get less credit for Teamwork.**

(Please refer URL I am attaching for the complete article: <https://hbr.org/2016/02/proof-that-women-get-less-credit-for-teamwork>.)

While summarizing the article, I would like to say that there is no rocket science to achieve a better workable environment. All the principles discussed above are very simple, only thing needed is the intention to do so. So, let's all step forward to work towards a positive work environment and keeps our Oxytocin level high!!! (Just for your information, Oxytocin is a brain chemical that is linked with the degree of trust. The more Oxytocin our brain releases, the greater is the degree of trust. Being a Chemical Engineer, it will be very unfair of me to not link everything back to chemicals.)

SPOTLIGHT

Odisha Cement Ltd. (OCL)

Erection of AQC Boiler is complete, integral piping is in progress. TG and ACC erection is in progress. The site activities along with piping, electrical & instrumentation work are in full swing. Entire team is working very hard to complete the erection and achieve targets set before it.



Mundra LPG Terminal Private Ltd. (MLTPL)

30% 3D model review at SIL office is scheduled on 7th & 8th Sept. 2017 with all stakeholders (MLTPL-PDIL-TCE-PLL). Soil investigation & topographic survey is completed & final report is submitted. Ground breaking ceremony was done on 4th Sept. 2017. Pre-cast pre-stressed boundary wall construction started at site. Civil contractor mobilized & batching plant erected at site. Major Mechanical packages like Flare system, Liquid Nitrogen storage package are ordered. Electrical & Instrumentation packages are ordered on sub EPC basis.

Govind Sugar Mill Ltd. (GSML)

SIL has bagged this order from Govind Sugar mill where SIL will set up a sugar bag handling system, molasses tank and related civil construction. The project location is Lakhimpur Khiri. Project duration for completion of first phase is 15th October 2017 which comprises of sugar bag handling system and second phases completion is by February 2018 comprises of rest of work. All major procurement activities have been completed. Civil excavation work has been started.

Gujrat State fertilizers & Chemicals Ltd (GSFC)

Installation and commissioning of DCS, PLC and UPS is completed. Installation of EMCC, MCC, APFC panels, DC System is complete and testing is in progress in the new substation building. Erection of towers, heat-exchangers, vessels, cooling tower, VAHP chiller is complete and integral piping is in advance stage.



SIL Team visit to IOCL Bottling Unit, Panipat

SIL is working on a proposal enquiry on EPC basis for constructing LPG Bottling (Cylinder) Unit for one of the clients. W.r.t., SIL team, consisting of Ms. Geetika, Mr. Swapnil, Mr. Mandeep Jain and Mr. Gunveet, visited IOCL Bottling unit for a day to understand their bottling facilities. The visit helped in getting a detailed insight of LPG Storage, Pumping and Bottling operations along with understanding safety systems. We are keeping our fingers crossed to win this proposal.

LPG / 18 Months Schedule and Execution Strategy / Step-1

LPG project was awarded to SIL with 18 months schedule, which is going to be industry benchmark.

We are all aware that activities for Mundra LPG project are going on full swing. All team members of this project are leaving no stone unturned to meet the project schedule.

To implement this schedule, lot of innovative ideas are being implemented.

As an important step towards bringing significant progress to the project, P&ID review workshop was held on 9th – 10th August at SIL office. Workshop was attended by personnel from MLTPL (Owner), PDIL (PMC) and SIL including TCE. There was an active participation from all attendees. Process and instrumentation department played an important role in this workshop. The prime objective of the workshop was to understand the concerns raised by Owner / PMC on first issue of P&ID from engineering as well as operation point of view. This workshop further enabled SIL / TCE to identify the requirements which can form part of change order. Since P&ID is a key engineering document, consensus from all concerned parties on this document is must. And, P&ID review workshop was a remarkable step in this direction. MLTPL and PDIL teams had members from disciplines other than process and instrumentation too. Thus, this opportunity was fully utilized by other disciplines of SIL also to discuss / resolve respective engineering issues with their counterparts.

To conclude, discussions across the table are more productive and interactive than discussions over phone / emails. On the same thought, it is recommended that whenever possible, try to resolve and have discussions in person instead of writing mails. In short, knock and talk.

Looking forward to the same spirit & enthusiasm for all the remaining steps to achieve the milestone.

Team MLTPL LPG

Candid Conversation with Mr. Debatosh Dutta

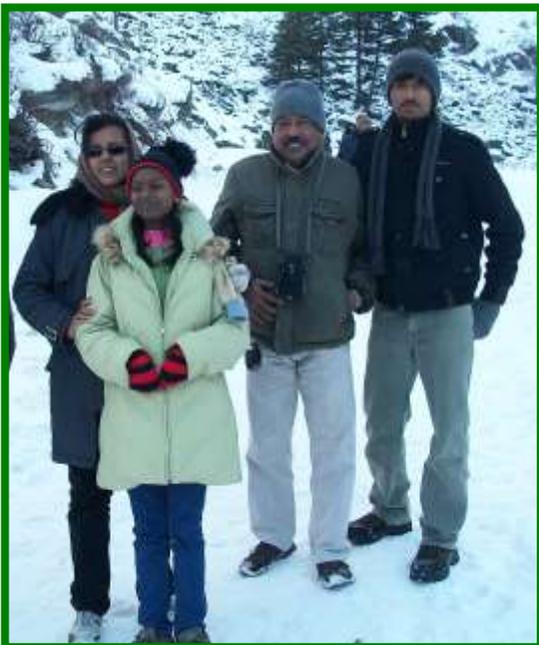
Interviewer(s): Ankit Kumar & Gunveet Singh



- **We would like to know about your family.**

My immediate family members are my wife, son & daughter.

While my son stays with me in Dwarka, my wife stays in Dokandara within Kalimpong district of West Bengal in the beautiful Darjeeling hills along with her mother. My daughter, who is currently in class 12th stays in her school hostel in Kalimpong city. My son is a Mechanical Engineer by qualification and is a teaching professional in the field of English & Mathematics. My mother passed away in 2014 and father exactly a year later. I have 3 siblings, 1 brother and 2 sisters.



- **What three words best describe you?**

I am Sensitive, truthful to self and others and hardworking.

- **Tell us about your first job?**

I did my Bachelor in Civil Engineering from Shibpur Engg. College in 1981, now popularly known as IEST (Indian Institute of Engineering, Science & Technology) followed by Masters in Structural Engineering from IIT Kharagpur in 1983. Post this, I joined M/s. D. K. Constructors with 1st job assignment being of soil testing and site works in IOCL, Haldia for 1.5 years and then moved to Engineering starting with M/s Turnkey International Ltd., followed by Desein Pvt. Ltd., Engineers India Ltd., Bechtel and Technip before moving to SIL.

- **How should success be measured? By that measurement, who is the most successful person you know?**

To me, success is measured when employee(s) working under you gains knowledge from your sharing of experience, learns and goes further up in their career.

According to me in life my Grandfather was the most successful person because it was from him that I learned how to be truthful to self and others even in the most difficult of situations.

My most successful moment was when even after a few years of leaving Technip, I received a complimentary email on my birthday, which mentioned "We still remember those golden days of the Department under your leadership. We will always remember you for all what you have done for us"

- **Where did you go last weekend? What did you do?**

Last weekend, I went to Banaras to visit my relatives – Mamiji and Mausaji families. I had just spent time with them and enjoyed the view of the Ganges from the roof top.

- **What was the best time period of your life? What do you think would be the best time period of your entire life?**

The best time period of my life was the 7 years of my hostel life.

Another best time period I am expecting is post retirement because I believe after fulfilling all responsibilities of life, I can fulfil my dream of touring around the world.

- **What's your favorite way to waste time?**

Well my favorite way to pass and waste time is watching sports, playing advanced Sudoku levels, playing spider solitaire and obviously travelling.

- **What is any controversial opinion you have?**

I do not have any controversy about myself. However, if I have to mention about any topic of controversy, I believe the Kashmir issue is one of them.

- **What's your favorite season? Why?**

Winter is the season I enjoy the most because of the availability of variety of foods & vegetables. Also with proper precaution you can enjoy the weather to the maximum including travelling.

- **How much time do you spend on the internet? What do you usually do?**

I am not at all addicted to internet. Only on weekends I use internet to have a look for latest news, sports, etc. The only point where I am using internet the most is for online shopping, bill payments and banking transactions since the last 10-12 years.

- **Which is your favorite song?**

I love Rabindranath Tagore songs and one of my favorite is "Godhuli Gagane Meghe Dekhe Chhilo Tara" along with Indian Classical music.

- **We are not yet done. We want to know your favorite song on which you would like to dance.**

I cannot dance on fast music due to my age but yes I can dance on any beats.

RAPID



FIRE

Your Hobbies

: Playing advanced Sudoku levels and Spider Solitaire, Watching sports.

Favorite Cuisine

: Bengali cuisines, however, Mutton biryani is my favorite food

Last Movie you saw in multiplex

: Piku

Favorite Holiday Destination

: Auli in Uttarakhand & Kashmir (both during winter)

Favorite Actor

: Naseeruddin shah & Smita Patil, From Hollywood Industry - Dustin Hoffman & Meryl Streep

Favorite Sports and Sportsperson

: Soccer (outdoor) & Badminton (indoor)

Shining Stars

ARTICLE OF THE MONTH

We quote **Jack Kemp** to begin

“There's no limit to what free men and free women in a free market with free enterprise can accomplish when people are free to follow their dream.”

Last month we saw a lot of empowering paradigms around the world which are making headlines and screaming out loud “Women Power”.

Be it **Peggy Annette Whitson** who is an American biochemistry researcher, NASA astronaut, and former NASA Chief Astronaut breaking the record for most total days spent in space by any NASA astronaut which is more than 665 days or **Nirmala Sitharaman** who formerly served as a Minister of State for Finance and Corporate Affairs under the Ministry of Finance and the Minister for Commerce and Industry has been now elevated as the first full time female Defense Minister of India .

Also allow us to kindly take a moment to bring in notice the recent laurels the girls have earned for our country.



P V Sindhu , who is currently world's no 4 in the BWF World Ranking & first Indian woman to win an Olympic silver medal, recently won silver medal at the 2017 BWF World Championships . Also, **Divya Deshmukh**, a 11-year old Indian Chess player from Nagpur, created history as she secured gold in the U12 World Cadet Chess championship held in Brazil. She remained unbeaten throughout the 11 rounds as she ended with 9.5 points in the girls' category, winning eight and drawing three games. She finished one point clear of USA's Nastassja A Matus.

As many quotes, *“A woman is like a tea bag – you never know how strong she is until she gets in hot water. Women are never stronger than when they arm themselves with their weaknesses”.*

At last it can be concluded that the day has come when men recognized woman as his peer, not only at the fireside, but in councils of the nation. This is the perfect comradeship, the ideal union between the genders that will result in the highest development of the race.

Kindle Team

THE SECRET OF GETTING AHEAD IS GETTING STARTED

We don't realize the enormous power of just simply...Starting. How many times have you had an idea and then you just let it go. You think about it but then somehow you just talk yourself out of it. I am sure literally everyone who is reading this has had these moments. Sometimes we just start overthinking and over analysing. We feel we are not good enough or thousands of other petty reasons like these. I say petty because I know for a fact that 99% of those "reasons" are just made up in our head (I am guilty of this too). Unfortunately, most of us have been conditioned to doubt ourselves and unless we make a voluntary effort to change this mindset, we will just keep on overthinking about our ideas. I'll try to keep this one really short and sweet.

The only way to convert that idea/thought into a reality is to just simply START. It's not about being perfect. It's not about being right. It's all about starting. Just start! You will learn on the way. Even if you fail miserably, you'll be better equipped for your next task. I realize that for some of us, not starting is mainly due to the fear of failure. But we have to understand that failing is beautiful. It is the very process of failing that guides us towards the light. Even Thomas Edison failed 1000 times while inventing electric bulb, but the most important thing is that he dared to start his greatest invention. I'll end this one by sharing a quote I had read earlier.

"First step to success is to begin"



Puneet Kumar Sharma

RHYME TIME

Confessions to Lord Krishna !

हैं कृष्ण,
अर्जुन नहीं हूँ मैं,
दुर्जन हूँ,
मैं आज का, समाज का।
पशु प्रवृत्ति से सराबोर हूँ,
मनुष्य हूँ,
मैं नाम का, रिवाज का।।

व्यक्तित्व-हीन व्यक्ति हूँ,
दिशा-हीन अभिव्यक्ति हूँ।
अतिशयोक्ति हूँ आत्मकामी की,
नगण्य-रूपी सहनशक्ति हूँ।।

हैं कृष्ण,
सुदामा नहीं हूँ मैं,
शिशुपाल हूँ,
मैं आज का, समाज का।
पशु प्रवृत्ति से सराबोर हूँ,
मनुष्य हूँ,
मैं नाम का, रिवाज का।।

मर्यादित राम का अपवाद हूँ,
संत कबीर की अंतयेष्टी का विवाद हूँ।
बुद्ध का मौन नहीं, नानक के शब्द नहीं,
मैं ही इस घोर कलयुग की बुनियाद हूँ।।

हैं कृष्ण,
भीष्म नहीं हूँ मैं,
भस्मासुर हूँ,
मैं आज का, समाज का।
पशु प्रवृत्ति से सराबोर हूँ,
मनुष्य हूँ,
मैं नाम का, रिवाज का।।



Vibhore Mathur
(Parul Mathur's Husband)

प्रेम-देश

एक प्रेम शिक्षक होता हर विद्यालय में,
होता प्रेम पुस्तक, और होता प्रेम पाठ
और होते यहाँ-वहाँ प्रेम पाठशाला।
प्रेम रस बंद बोतलें होतीं,
हर नुक्कड़ पे होती प्रेम मधुशाला।

इन बंदूकों को त्याग अग्नि को,
फूल लिए हाथों में, होती प्रेम पुलिस
होता प्रेमाश्रम, होता प्रेमालय और होता प्रेम थाना।
हरे-भरे प्रेम बागीचे होते,
हर डाल पे जिसके चिड़िया बैठी गाती प्रेम गाना।

न होती सीमायें, ना होते सीमा रक्षक
चटकीले रंगों की वर्दी में होती प्रेम सेना।
होता प्रेम मंत्रालय और ईमानदार प्रेम मंत्री।
ना होते दरवाजे उस प्रेम महल में,
खड़े हो बस, सबका स्वागत करता वो प्रेम संतरी।

प्रेम ध्वज लहराता सात गगन में
एक सुत्र में गूँथा होता ये प्रेम चमन।
धनवान इस देश में होता वो प्रेम धनी।
एक धर्म होता प्रेम का, और होता प्रेम भजन,
एक प्रेम धुनि होती और होता प्रेम बाजा,
प्रेम मग्न प्रजा होती, और काश !!!
मैं होता प्रेम में पागल राजा।



Deepak Singh

SIL HIGHLIGHTS

BUSINESS TRAVEL



Mr. Tribhuvan Shankar Darbari and Mr. Rakesh Verma had been to Russia for a business trip in the last month (August'17). There were very fruitful meeting with some of the technology giants i.e. JSC NUIF (PhosAgro group company), Russian Railways, Gazprom (a global energy company), etc. Major discussion with these companies was related to have business association. A business meeting with vice chairman international congress also took place at his office.



SIL HIGHLIGHTS

COFFEE WITH HR

CWHR is a platform introduced for employees to place their individual concern and share their ideas about work environment with HR. HR calls employees for a coffee and have an informal conversation on various work related aspects.



FIRST EYE



To capture the idea of young employees through a focused communication platform for encouraging innovation & challenging the status quo a Unique platform 'FIRST EYE' has been introduced.

Young employees been called for a discussion with CEO to present their views, concern & ideas.

SIL MOMENTS

INDEPENDENCE DAY CELEBRATIONS @SIL



Like every year, on 15th August 2017 we celebrated Independence Day in full enthusiasm. The celebration begun in the 2nd half of office at 4:00PM with Mr. Rakesh Verma's speech.



There were a lot of fun activities like T-shirt Painting competition, Singing, Shayari, Fun Games, Quiz followed by prize distribution.



SIL MOMENTS

INDEPENDENCE DAY CELEBRATIONS



Naman Mathur
Son of Ms. Ruchi Mathur
Winner of
Employee's kids painting
competition.



NEW ARRIVAL
Mr. Sourendra Nath
Banarjee
Blessed with a Baby
Boy

Travel dairies

WE TRAVEL not to escape life, BUT FOR LIFE not to escape us

When you travel to a faraway land and the first sound to your ear is “Pardesi Pardesi Jana nahi” you should know that you are in Mauritius. Their love for Indian music comes from the fact that their ancestors have roots in India.

We flew to Mauritius in the month of June and reached around 2 pm at the Sir Seewoosagar Ramgoolam International Airport. The temperature was 23° C , what can give us more respite (we came from 38 oc). The flight was of around 7 hours and we wanted to rest. The journey from the airport to the resort was around 1 hour with full of picturesque views. It was so green and very remotely populated. We reached the resort; it was a beautiful place with a personal beach. We rested the remaining part of the day as we were jet lagged a bit.

Our first encounter with our surroundings happened in the morning. It was like we were in a dream land.

The next few days were spent in exploring Mauritius. We were staying in the north part of the county and it

was so beautiful and calm. The main attractions that we visited were Ile Aux Cerfs Island with beautiful clear water, Seven Coloured Earths are a geological formation comprising sand of seven distinct colours, an interesting feature of Colored Earths is that the dunes seemingly never erode, in spite of Mauritius' torrential tropical rains. Very near to this site is the Chamarel waterfall.

The rest of our days were spent amidst the Sun, the Sand and the Sea and enjoying the water sports. The kids loved the place because they were free to play with the water and the sand as much as they wanted to.



Everyone knows that bringing back souvenir gifts are common habit. You can get some exotic products such as perfume oils, or hand-made bags. You may even buy freshly made flavored tea bags or freshly grounded coffee...

For those who have a soft corner for small replicas of ship models will surely appreciate the art work of local craftsmen who specialize in making these replicas representing the marine historical stories of Mauritius.

The best part of a holiday is that you feel so fresh and energetic but on the hind side the feeling that your holiday is coming to an end makes it longing for more.



Shakshi Arora

HEALTH STORE

Preventive Health Check – Invest Today for a Healthy Tomorrow

Dr. P.S. Ahuja, Director

Thanks to the advancements of modern medicine, people around the world are living much longer lives. But now the goal of medicine is not just to add years to life but quality to life.

Just like investing in a retirement fund, it is extremely important to invest in your health today in order to enjoy a healthy and productive life in your later years. Of course, an unexpected circumstance is part of life and often unavoidable. Sometimes sudden accidents and illnesses can destroy our ambitions and seriously affect quality of life.

Most of these constitutional diseases start off very silently and the patient is unaware of their presence until it is too late or a catastrophic event occurs. This has prompted many corporate institutions and Multinationals to ensure that their employees are checked on regular basis to keep their experienced workers healthy and to circumvent loss of effective man hours due to illness.

It is extremely important for us to do everything in our means to reduce the risks of the unknown. By educating ourselves, taking the preventive measures, we can greatly increase our chances of avoiding or at least correcting and managing health problems as soon as they begin to surface.

The periodic check up also tells us what we are doing wrong with our bodies. Once these unhealthy lifestyle habits and other risk factors are identified, the check up experience can become a launching pad for a drastic lifestyle transformation and improvement.

The vision of Asian Institute of Medical Sciences is an expansion on this, with a view to make these facilities available to the common man. Since the treatment of Disease has become very expensive, emphasis is on prevention & early detection

The aim of conducting a PHC is :

To detect and prevent diseases at a early stage and institute appropriate life style changes with minimum medication

To offer a comprehensive and thorough health check package tailor made for corporate sector and for specific common ailments (Diabetes, Hypertension, obesity, cardiac problems & cancer)

The packages at Asian Institute of Medical Sciences is encompassing health checks for early detection of diseases.

SHOWCASE

CELEBRATIONS BY SIL EMPLOYEE'S KIDS



Daksh
Raj Narayan's Nephew



Dikshaan
Akhil Yadav's Son



Tarsh
Honey Rastogi's Son



Kushal
Surender
Parmar's Son



Kaarvi
Sachin Panwar's Daughter



Kairav
Anjana Sagar's Son



Ritisha
Vikas Dhiman's Daughter



Myra
Parul Mathur's Daughter



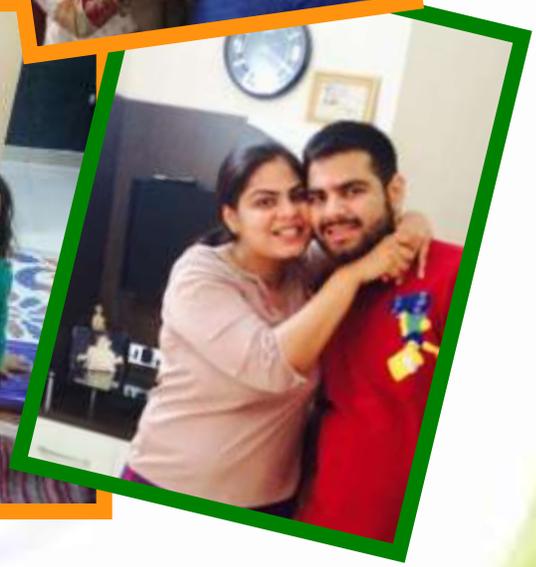
Shreyan
Joyraj Dhar's Son



Vihaan
Mamta Sharma's Son

SHOWCASE

RAKSHA BANDHAN



By Vikas Dhiman



By Vinay Talkhade



By Mehak Jain
(Mandeep Jain's Daughter)



Fun Section

1. Can a kangaroo jump higher than a house?
Of course, a house doesn't jump at all.
2. Doctor: "I'm sorry but you suffer from a terminal illness and have only 10 to live."
Patient: "What do you mean, 10? 10 what? Months? Weeks?!"
Doctor: "Nine."
3. What's The Difference Between People, Who Pray In Temple And People Who Pray In A Casino?
Those In Casino Are More Serious.

Teacher: Today, we're going to talk about the tenses. Now, if I say "I am beautiful," which tense is it?
Student: Obviously it is the past tense.



FUNWAAP!
PUNISHMENT IS A JOKE

Question By A STUDENT !!



If A Single Teacher Can't Teach Us All The Subjects, Then.. How Could You Expect A Single Student To Learn All Subjects??

CHALLENGE
Only a Genius can say these four words, four times really fast without getting tongue twisted.
EYE, YAM, STEW, PEED

In a train, ticket checker to a santa: Ticket please!
Santa: I don't have.
TT: Where do you want to go?
Santa: Lord Ram's birth place, Ayodhya!
TT: Come, lets go!
Santa: Where?
TT: Lord Krishna's birth place, Jail.



FUNWAAP!
PUNISHMENT IS A JOKE

You: Teacher!
Teacher: Yes?
You: Would You Punish Me For Something I Didn't Do?
Teacher: Of Course Not.
You: I Didn't Do My Homework.



An english professor wrote the words: "A woman without her man is nothing" on the chalkboard and asked his students to punctuate it correctly.
All the males in the class wrote: "A woman, without her man, is nothing."
All the females in the class wrote: "A woman: without her, man is nothing."
Punctuation is powerful!