Bob Proctor, the American author and a travelling motivational speaker of repute, began his successful journey with humble and nondescript steps. His dedication and steadfastness of purpose to rise above the mundane, and his achievement of triumph and recognition find resonance in his own words “Accountability is the glue that ties commitment to the result…”

The true meaning of the word Accountability emerges only when one steps forward with conviction to engage with it personally. The word needs an individual to exemplify it, to provide value and consequence. Else, it is just another exotic word. Hence... the importance of the ‘I’ in Accountability.

The unprecedented lockdown in wake of the Corona pandemic has thrown up opportunities where each one of us is called to be accountable in our efforts to break the spread of the virus. How we choose to react to the directives, will establish the extent of success in bringing an end to the pandemonium. Thus... the situation calls for the ‘I’ in Accountability.

The stories reaching us about our many ‘front-liners’ who have stepped forward to defend our country and countrymen from the vicious virus attack at great risk to themselves are legion. A telling case of those from the noble profession putting up their hand... to demonstrate the ‘I’ in Accountability.

We too have stellar cases to be spoken about and be proud of, within our organization. Our ever-willing colleagues from ADM ensuring resources at office, quite akin to emergency services, keep working 24x7. Our efficient HR & Finance ensuring salaries on time are disbursed on time. The resourceful ITM team supporting colleagues who ‘work from home’ with round-the-clock support. An able leadership and Management, demonstrating its focus and empathy to tide over the current times of economic and health uncertainties. And finally, a dedicated workforce - the real strength of any organisation, who have rallied together to ensure continuity in the business, as best possible, from their homes, reinforcing the ‘I’ in Accountability.

We are passing through unparalleled times which will be remembered for generations to come. History has many tales. But tales of valor and victory always outlive those of calamities and tragedies. And being infused with accountability qualify them as success stories, for when the dust settles, we will remember them as the time when many amongst us chose to identify with the “I” in Accountability.

engineering.tomorrow.together.
Dear Colleagues,

We all are going through a serious crisis resulting out of the unfortunate spread of COVID-19 virus, which has impacted the daily life of all individuals across the globe. The Government, Medical Fraternity, Emergency Services and Police Personnel are doing a great service to mankind to minimize the damages. Depending upon how long this pandemic continues, apart from the precious lives of people, the business scenario across the globe is also likely to be affected badly.

I am sure that you all are taking utmost care of yourselves and your family members, and following the guidelines issued by the Government as well as our group from time to time, so that you remain safe and healthy.

In accordance with the seriousness of the situation and the directives given by the Government, we promptly took steps to stop operations from all our offices in Mumbai and Pune. During this period, some of you have been doing great work from your residences to the extent feasible via laptops and telephones, so that our urgent business & important organizational issues are not affected. Some of our colleagues from IT & Administration Departments have had to visit our offices for emergency measures to ensure the proper working of IT networks as well as security measures, so as to ensure maintenance of proper cleanliness and hygiene etc. I would like to thank and laud the efforts put in by these individuals during the lockdown, from their residences as well for the emergency maintenances of our offices, as mentioned above.

By the time you receive this journal, we might be appraised of the further plans of the Government, regarding lockdown or other measures.

Organizationally, you will agree that we have to also ensure minimum financial damages arising due to the temporary closing down of our main operations, as well to ensure that proper workload is maintained, when we restart operations at the full levels.

We are in constant touch with our customers, parent company tkIS and other stakeholders, appraising them about the status from time to time. We are also assuring our Customers that we will do our level best to minimize the delays in their respective projects, once normalcy is restored.

I sincerely seek your cooperation in this regard.

Dear Colleagues, I would like to appeal to you not to panic in this situation, but support the Government’s initiatives and directives for staying safe.

I am sure, you will find this house journal interesting and informative, and I request you to share it with your family, as it will be a welcome change to you and your family during these hard times.

With my best wishes and greetings to you and your family.

Stay Safe!

Sincerely,

P D Samudra
CEO & MD

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Town Hall Meetings

Town hall meetings were held in Mumbai and Pune for employees with a view to explaining the new BU CPT structure and set up. The meetings were addressed by Dr Sami Pelkonen, CEO BU CPT, Mr G Lubke, CFO BU CPT and Mr PD Samudra, CEO & MD. The presentations started with a Safety film on the ongoing MOL project, and included a deep dive into the new BU set-up, the major projects being worked on, key financials and the plan for the coming period. Mr Samudra presented an overview of the business of our organisation, while reiterating our support to the new set-up. The team also fielded questions from the employees.
Global Engineering Meetings

A number of Engineering Heads from various disciplines from thyssenkrupp visited our offices in early Feb 2020, to discuss the ongoing cooperation on projects, the role of our organisation as an Engineering Centre of Competence, and specific projects currently being collaborated on like the MOL Project.

The delegation included M/s Liege Robson - COO BU CPT, Detlef Sassenberg - Head, Engineering Management Global and Dr Savas Laziridis - Head Global Engineering. M/s Peter Hafner - Engineering Director, MOL Project and Uwe Hahn - Project Director, MOL Project were also present.

The delegations had meetings over 4 days with our Apex Members, Engineering Heads and Project teams.
Business

A spate of business activities characterise the quarter gone by...

Ongoing Major Projects - Customer Appreciation

SHV Energy
LPG Terminal Project

Our Customer SHV Energy has written in appreciating our teams for their excellent efforts in bringing Phase 1 of the Terminal Project to a prompt and satisfactory close. An email from the Customer said: ‘Thank you for the support rendered on our project. We are majorly in-line with the scheduled activities of Engineering, Procurement and Construction, which would not have been possible, without your support!’

The LPG Terminal EPCM Services project at Tuticorin includes new Propane and Butane tanks of 15,000 MT each and expansion of an existing LPG tank to 1.2 mio MT.

Nayara Energy
Petrochemical Units Project

Nayara Energy has complimented our teams for their efforts in completing the Extended Basic Engineering deliverable for the Propylene Recovery Unit, MTBE Unit and FCC Unit within the agreed time frame. In Nov 2019, when the appreciation was received from the Customer, our team had also completed almost 4/5 of the Extended Basic Engineering work on the Unsaturated LPG Treatment Revamp Unit, well ahead of the schedule for this unit. Since then further progress has been achieved on the project.

We are rendering Project Management Consultancy Services for this project that is heralding Nayara Energy’s entry into the petrochemical sector.

Customer Appreciation

‘This is a remarkable achievement! Very tight schedule and well-delivered!’
Mr Sergey Denisov, Chief Development Officer, Nayara Energy

‘Congratulations for meeting important milestone of our ADP-1 Project. Once again, you have met a very tight schedule. We commend the stupendous efforts of your team over the last 4 months. Please convey our sincere appreciation to all your team members for meeting our Project requirements.’

Mr A Jeyprakash, GM-Projects, Nayara Energy, writing in to Mr Mauro Rebello, Project Manager
Completed Projects

Gujarat State Fertilisers Corporation
Cryogenic Ammonia Storage Tank

We have successfully commissioned the new 10,000 MT Cryogenic Liquid Ammonia Storage Tank with associated facilities for Gujarat State Fertilizers & Chemicals Limited (GSFC) at their Shore Terminal at Sikka, Gujarat.

The Ammonia tank supports the fertiliser major’s Di-Ammonium Phosphate complex in Sikka. The project uses our cup-in-tank (double-integrity) design.

Prior to the commissioning of the project, the substation was inaugurated at the hands of Mr Sujit Gulati, IAS - MD, GSFC and Mr PD Samudra, CEO & MD. Mr PG Waray, COO & ED - Project Execution and members of our site team were also present.

Punjab Alkalies & Chemicals
Caustic Soda

We have successfully completed the expansion of Punjab Alkalies & Chemicals Limited Caustic Soda plant at the customer’s facility in Nangal, India. This increases the production capacity of the plant by 50 percent to roughly 100,000 tons and the company’s total capacity to 133,000 tons of caustic soda per year.

The plant deploys the proven BM 2.7 single element electrolysis technology from thyssenkrupp Uhde Chlorine Engineers, which is used in the majority of caustic soda plants in India. The project involved replacing the existing cell elements with the sixth and latest generation of thyssenkrupp’s energy-saving and highly durable membrane cells as well as debottlenecking the existing plant to increase production capacity.
In Dec 2019, we successfully commissioned the 450 tpd Phosphoric Acid plant for Coromandel International Limited at their Vishakhapatnam plant in Andhra Pradesh, India. The scope of the contract included arranging of license, know how, Process Design Package, Basic and Detail Engineering, Project Management, Technical Procurement and Supervision during Construction, Start-up and Commissioning. The plant which is based on the Di-Hydrate technology of Prayon, Belgium, is functioning smoothly.

The plant was inaugurated in Feb 2020. Mr PV Chepe, Chief Engineering Officer & Executive Director - Engineering attended the inauguration where the efforts of our team were again complimented.

Mr PV Chepe is felicitated by Mr MM Murugappan, Chairman - Coromandel International at the inauguration.

At left is Mr Sameer Goel, Managing Director of Coromandel
Indian Oil Corporation
Indmax Bongaigon

Mechanical Completion has been achieved for the Indmax FCC Unit and the Gasoline Dehydrosulphurisation Unit (Prime G+) of the Indmax project at Indian Oil Corporation’s Bongaigaon refinery at Assam. Work is on to complete the Offsites and Utilities sections of the project. The Mechanical Completion Certificate for Prime G+ Unit was received by the LSTK-2 contractor M/s Technip from the Indian Oil’s CGM (PJ), IOCL Mr. Kailash Pati, in the presence of our site team.

Earlier, the Mechanical Completion Certificate for the FCC Unit was issued to the LSTK-1 contractor M/s LTHE. The project is expected to be completed in the coming months, with execution of the Offsites and Utilities section of the project. We are rendering FEED and PMC Services.

Indian Oil Corporation
Polypropylene Project

Train 1 of the Polypropylene Plant at Indian Oil Corporation’s Petrochemical Complex in their Paradeep Refinery has been successfully commissioned. Coming on the heels of the commissioning of Train 2 in July 2019, the milestone effectively marks the completion of the prestigious Rath Chakra Petrochemical project for the refining and downstream petrochemical major. The project involved rendering of FEED and PMC Services for the 2 x 340,000 TPA Polypropylene Units, the license for which is supplied by Basell Poliolefine Italia. The plant is now under commercial operation.

Kutch Chemicals
Caustic Soda Project

Mechanical Completion has been achieved for Kutch Chemicals Caustic Soda plant at Kutch, Gujarat. The project represents another first for us, with the plant featuring the largest-ever number of Cell elements (231) used in an electrolyser. The state-of-the-art Caustic Soda plant deploys the Generation 6B Membrane Cells. The scope of services including basic and detail engineering, project management services including technical procurement, proprietary supplies, supervision during civil and structural erection work as well as supervision services during start-up, commissioning and performance test run. Guarantee Test Run on the 421 tpd Caustic Soda plant is in progress, with 3 electrolysers already having been commissioned.
Safety

All our Construction sites across the country maintained their Safety record of man hours without Lost Time Incident (LTI), with sites holding Safety programmes and celebrating Safety Days. Our Indian Oil Corporation Indmax Site recorded a Safety milestone of 15 million safe man hours without LTI. A Certificate of Appreciation was received by our site team on completion of this milestone.

Industry Interaction

Outstanding Young Chemical Engineer (OYCE), Mumbai

We continued our association with the academia, supporting the 13th edition of the OYCE Contest held in Feb 2020 as principal sponsor of the event. The 2020 edition was organised by Indian Institute of Chemical Engineers (IIChE) Mumbai Chapter and the Institute of Chemical Technology (ICT) at the latter’s campus in Mumbai. Mr VK Joshi, Sr General Manager and Head Business Development, was Chief Guest of the event and presided over the Valedictory Function. Mr JP Soni, Sr General Manager and Head Process and a member of the National Advisory Committee of the IIChE, participated in the Experts’ Panel Discussion on ‘Emerging Trends in the Chemical Industry’. The event featured presentations in two categories - the Working Professionals Category which we sponsored, and Undergraduate Category.
Refinery & Petrochemicals Technology Meet, Bengaluru

Mr Atul Bhalerao, General Manager & Head - Sales (Industrial Specialities) read a paper on our HPPO (Hydrogen Peroxide to Propylene Oxide) at the Refinery & Petrochemicals Technology Meet at Bengaluru in Jan 2020. The Evonik-Uhde technology can produce high quality Propylene Oxide using Propylene and Hydrogen Peroxide. The 4-day meet brought together the Who’s Who of the Refinery, Petrochemicals and Downstream Petrochemical fields including experts and technocrats from India’s refining majors. Senior executives from IOCL, RIL, BPCL, CPCL, MRPL & other refineries, and a number of representatives from international Licensors were also present.

ETAP Conference, Mumbai

Ms Neerja Singh, Manager - Electrical presented our capabilities in ETAP (Electrical Power System Analysis Software) at the ETAP India User Conference 2020 in Feb 2020 in Mumbai. The paper covered aspects pertaining to the effect of large motor starting on a system where ETAP Software is deployed. An actual case study for an important project was cited to validate the presentation. The presentation also included a case study on Harmonic Analysis in ETAP, prepared by our Mr Ashish Patankar, DGM Electrical, PO.
Mr Indranil Chakraborty, General Manager & Head OSH, read a paper entitled ‘OSH Cultural Transformation - A Journey’ at the International Conference on Occupational Health (ICOH) 2020 organized by the Indian Association of Occupational Health, Mumbai Chapter. In OCCUCON 20, a parallel event, Chakraborty presented a paper on ‘Rural Mass in Construction - OSH Challenges & Mitigation’ While the former paper detailed the progress made by us in the Safety journey, the latter paper dealt with the myriad challenges in Safety encountered at construction sites, and how, through a scientific approach, using both established Safety theories and tools and well-defined Safety strategies, they were overcome. The papers, which were selected by a panel of eminent Safety experts in advance, were well-received. The high profile event covered a variety of Safety topics for a variety of fields and was attended by Safety experts and practitioners from across the globe from various sectors.

VDMA, Mumbai

Mr PD Samudra, CEO & MD addressed members of the VDMA (German Engineering Federation) at the association’s 5th International Management Meeting held in Mumbai in Oct 2019 at the BSE Complex in Goregaon, Mumbai. The Meeting was attended by the association’s members from the Process Technology sector of the VDMA. The audience included manufacturers of Industrial Valves, Process Plant & Equipment, Pumps & Systems, Compressor, Compressed Air & Vacuum Technology. The topic of Mr Samudra’s presentation was ‘Indian Process Industry - Challenges & Opportunities.’
Awards

Dun & Bradstreet Award

We were adjudged Winners in the Professional Business Services Category in Mid-Corporate segment at the Dun & Bradstreet SME Awards 2019. The award, was received by Mr KS Rao, CSO & ED - Business Development, Sales & Proposals at the hands of Mr Pratap Chandra Sarangi, the Hon Minister of State for Micro & Small and Medium Enterprises (SME), Animal Husbandry, Dairy & Fisheries at New Delhi in Nov 2019. The award was conferred after a nationwide evaluation of organisations applying. Criteria included business model, proof of operational excellence, achievements in the year 2019, financial results and other parameters.

Engineering Export Promotion Council of India (EEPC)

The Engineering Export Promotion Council (EEPC), Western Region has awarded us the ‘Special Trophy for Excellence in Engineering Process Outsourcing Services’ for the year 2017-18 in the Medium Enterprise category. The award comes in recognition of our Export Performance in the year, and represents the fifth consecutive year that the prestigious award has been conferred on us by the EEPC. The award is expected to be handed over in the coming period.
The ‘I’ in Accountability

In the 1999 film The Confession, actor Ben Kingsley (of Gandhi and other epics fame), shattered at the loss of his son due to what he perceives as a less-than-concerned attitude of doctors of a hospital, takes the law into his own hands and deals with them severely. Equally aghast and clear in his mind that as responsible public officials who have taken an oath to work for society, they should have responded to his pleas for help, he then takes the next unimaginable step of turning himself in to the authorities for his act, holding himself accountable for his ‘crime’.

The story merits close attention from all quarters, and applies to everyone in society today, irrespective of the sphere or situation we find ourselves in. Across all walks and circles, the word ‘commitment’ is used all too frequently. We commit to do, we commit to perform, we commit to act, we commit to conduct ourselves in a particular manner. Yet while the end result or the consequences of our actions are reviewed, what is sometimes forgotten in the afterglow of success or the aftermath of a debacle, is that we are accountable for these results or consequences.

Cut to the global scene for a moment for just one example. For as long as one can remember, Greenpeace has been sounding alarm bells about the plastic menace and its impact on the oceans. Some countries and some cities have banned the use of disposable plastic, but for a majority of us plastic bags are still the favoured means of carrying materials. ‘It’s just one bag, what difference will it make’, we argue, little thinking that we should be accountable for our action of using the bag, not just because it was proscribed, but also because we are aware of its impact on the environment.

Accountability is indeed the watchword for every human being and citizen. The citizen who is responsible to live by the laws of the land and the precepts of society, the family member who commits to helping his family grow economically and fraternally, the factory worker who trains in implementing the processes of his employer, the executive who undertakes to maintain confidentiality of his work, the public official who takes an oath to discharge his functions in the interest of the citizens, the employee who by virtue of his position and role is called to conduct himself professionally and discreetly.

Greta Thunberg, the 17-year old climate change activist, Time Person of the Year, and Nobel Prize nominee, perhaps epitomizes Accountability at its very best. Standing up for what she believed in, she started out convincing her family that change in their attitude was needed to reduce their own carbon footprint, and followed that up by never flying herself – even to speak or be felicitated on the world stage in countries other than her homeland.

That’s Accountability for you! Seeing commitment to its correct end. Standing up. Owning up. Taking responsibility. Starting with me. I.

Leroy Santos
Business Development
Let it be me!

It is common to see people blaming one another when things go wrong. At work, the blame game sets in over lack of clarity in scope or split of work, job responsibilities, expectations, cooperation between peers and more. In relationships, fingers are pointed over misplaced emotions, misunderstandings, excessive demands, unsaid expressions and so on.

But what would have happened should every individual in the chain have taken responsibility completely for his or her own part. Yes, that would mean being accountable. If each one of us exhibits qualities of accountability in our own areas, be it at work or in our personal lives, the results would almost always be positive and the question of a blame game would cease to exist.

Imagine if Accountability were to be displayed by each one of us in the COVID-19 scenario, we would not need imposition of stricter law and order to make people understand the criticality of maintaining social distance from fellow humans, following appropriate personal hygiene, avoiding hoarding of essential items, and even refrain sulking on the thought of not being able to move around in their cities, country or world. There would be no need to indulge in a blame game, as infection cases rose.

A sense of accountability can be displayed by an individual only when he or she completely realises one’s role and responsibilities. In the present scenario, each of us plays a part in our own way. Each role is important and crucial in the chain. Citizens contribute by following advice given. Front-line workers play a larger role, and decision makers carry the greatest burden as they steer the entire effort. Its as important to know the consequences of one’s actions. Being conscious of our own roles and understanding the consequences of our actions, would instil in us the responsibility with which we should respond, act and behave in any given situation. At this point, it is also important to set aside any negative influence as these represent the enemy of clarity.

Displaying accountability would also result in healthier and happier relationships between people. On the professional front, each accountable employee would in turn mean an accountable team delivering to the best of its capabilities.

And the final result would be a successful, stronger and a better version of the human race. Reduced stress at work, emotionally stable relationships and less chaos in times of any crisis would be some of the wonderful outcomes when each one of us understands and conforms to the “I” in Accountability.

Just like charity begins at home, let accountability start with me. Why should I wait or expect it of others? As the words of a famous Elvis Presley song go: Let it be me!

Sayali Pradhan
ITM

The Big Picture

I remember, back when I used to spend the summer vacations in my village, my cousins and I would be assigned the daily task of filling the drums with water from the well. We would split the work between us, so one of us would draw water from the well, another pour water into the buckets and the rest would ferry the buckets of water to the drums and back. Each of us would go about it like clockwork, careful not to spill the water, so we could fill up the drums quickly and go back to play.

That was perhaps my first lesson in accountability, but I have come to learn that ownership and accountability apply to all situations and across all ranks, be it in a society or an organization. Otherwise, there would be ‘leaks’ or consequences that may require some form of damage control or re-looking into. It is like a game of Sakhil (chain) we often play in our youth. Even if one person withdraws his hand, the chain is broken and the purpose is defeated.

In these sensitive times of the COVID-19 pandemic, we find ourselves in situations we only believed happened in movies or books. The ability of the virus to spread through human contact places a huge onus, not just on civic authorities, law enforcement officers, medics or a select few, but on each one of us.

Many of us may be confident of surviving the infection and don’t see a reason why we must practice social distancing and avoid public places. We feel that since everyone else is staying home due to the lockdown, it gives us the license to freely roam about the streets, like we owned them. What if everyone thought this way? Such brash behaviour puts others who wouldn’t survive it (and those who may) at risk by acting as carriers of the virus. We must be aware of how our decisions fit into the bigger picture and act responsibly.

It is equally important to uphold ethics and accountability in the use of technology and online activity, and not propagate misinformation and panic.

Fortunately or unfortunately, accountability of the lack of it, can have a cascading effect. While the lack of accountability can foul things over, displaying accountability and adherence to rules encourages others to follow suit.

So let’s all promise to be accountable, not just for our own, but also for others’ safety. Let’s see the big picture!

Rhea Johnson
EL
Home Run

COVID-19 has taken over our lives. It determines how we feel, act, live. For most of us, it will even determine how we think, plan and act. And yes, for some of us, it may even determine how we sleep, as we reflect on the devastation that the virus can wreak on our families and their future. For national leaders and organisation heads, charged with the responsibility of leading their country or companies, the burden is even more, as it extends to their ships they are trying to steady in these trying times.

The national lockdown means that all of us are homebound, with a huge amount of time on our hands. This is especially true of office-goers, who despite being connected to their office systems, arguably still have a quantum amount of time on their hands. Relative strangers to long-term work-from-home situations, this enforced situation, also allows us time for introspection with regard to our commitment to our organisation as dedicated employees. Though there will always be the odd job that has to be done by way of household chores, one needs to bear in mind that this is not a holiday. Rather it is a workday from a different location!

It is worthwhile evaluating how best we can imbibe this feeling of working despite being in relaxing surroundings, with family members and children regularly doing the rounds. The first could be targeting to sit down at one’s desk at the time we usually attend office. The next is to attire oneself in a similar manner to as if we were working at office. I know many a friend who says he feels good, being dressed for office, when working from home! Since many of us may use video calling facilities with business associates, attire and personal grooming in this face-to-face interaction are of the essence. We need to remember that we continue to represent our organisation! Then of course, we need to be available to field calls throughout the day, so its best to set aside the temptation of ‘taking a break or taking a nap’ due to the comfort and easy access to ‘a relaxed workplace’.

Having brought the seriousness in our approach to the work-from-home scenario, there is one specific aspect that we need to also bear in mind, especially in these times. A work-from-home scenario opens up the possibility of socializing or even running outdoor errands. Avoiding these altogether is mandatory especially in these times, in order that we do not endanger either ourselves or those around us!

This is one ‘home run’ that we need to perfect!

Leroy Santos
Business Development

The I Word

In the Gita it is said that karma is the reward of itself. The result, further, is never in your control; only your efforts are. But indirectly, these efforts also contribute to the result. We have all experienced situations of either shouldering responsibility ourselves or transferring the responsibility to someone else. But what makes you a complete person is when you yourself take charge and hold yourself responsible or accountable. Do that, and irrespective of the success or failure that ensues, you will be recognised as a person that can be depended on, & a person who can be relied upon to take responsibility.

Good managers understand this, because the greater success comes from having responsible team persons in the long run. In my life too, I have come across a number of situations where I had the option of either taking responsibility or passing it on to another person. But in the end, I chose to assume responsibility for the tasks, setting aside all thoughts of the result.

Take my final year engineering course, where our team had to appoint a project group leader. There were no ambiguities about the role. We all knew that a group leader assumed maximum responsibility and work to do in the project, and should the progress not be good, he stood to be taken to task by the project guide. I knew this well, yet I decided to raise my hand and opt to be the group leader. I am aware that it may have looked a little selfish, as if I was seeking glory, but then no one was unaware of the efforts and hard work involved. Happy that I was volunteering, the others didn’t object. As the project progressed, I experienced the several downsides of being a leader. But the positives exceeded the downsides. I learnt a lot of things including how to manage people. Looking back, I think I evolved tremendously as a person.

At office, in the course of a project, I was given an option to delegate an important task to a junior, or do it myself. I chose to do it myself, even though it meant spending extra time at office. I remember thinking then that I was accountable for the success or failure of that task. As things turned out, the task was successful. My greatest reward? My boss saying to me: “I can depend on you more in future now.”

I remember volunteering at home to organise a family tour. Normally the prerogative of my father, I decided to ask him permission to manage it myself. There was considerable work, especially in the nature of researching before effecting bookings. I remember checking, making notes, telephoning etc before finalising arrangements. It was hard work. But the end result was a happy and successful family outing of the kind we had not experienced before. Yet for all the appreciation, the most satisfying was the
The New Worktable

The world is grappling with the novel Corona virus or COVID-19 since the beginning of 2020 – a tumultuous year that will be remembered for generations to come. A microscopic virus is the new enemy and its titanic battle with humankind has already assumed World War proportions in terms of the countries affected and lives it has claimed. Civilian curfews, sirens or lock-downs which are synonymous to war times are back in practice in cities and towns. Homes have now become the new bunkers and shelters, where people have been urged to stay put, avoid moving out in public places & refraining from gathering in groups – all with a hope of slowing the rampant spread of the contagion and ‘flattening the curve’.

The world over, people are being forced to stay away from their offices. Companies and institutions have been forced to shift operations to homes of their personnel. Time-out? No! Time-off? No, again! Life for the office-goer has continued, with living rooms now functioning as war-rooms and command centres. Digital tools for communication and collaboration have become the new Morse code!

And this is where the much-maligned, often-ignored dining table comes in. Yes, the worn out dining table- once the place to invariably dump odds and ends, before being cleared unceremoniously at dinner time, if at all, by elders in the household, even as most in the family plonked on the sofa sets, dinner in hand. Suddenly, in the Work from Home scenario (WFH to use the acronym) the dining table has been catapulted to ‘most-sought-out place’ in homes. Suddenly, it is in high demand by everyone. Not just for meals, but for discussions, gatherings, prayers and also work!

Across homes, the dining table is now the new work desk, experiencing an immense amount of traffic by the hour! Of various kinds. Cellphones, laptops, papers, satchels, files, stationery, coffee mugs, snack bowls and more. Around the clock, from all of them. Grandma to grandson, fathers to sons, tiny tots to teenagers.

On a lighter note, the table is also receiving a lot of attention in terms of cleaning, as sanitizers and soap solutions are liberally applied to keep infection by the virus at bay.

And on a happy note, the table is also bringing people and families together to communicate and relate even more than ever before.

When the crisis is over, this period will be remembered for many things. But also for the time, when our dining tables became the new work desks!

Lijo Joseph
ITM
“Give a man a fish, and you feed him for a day. Teach a man to fish, and you feed him for a lifetime”.

I was lucky and fortunate to understand the meaning of this phrase quite early in life. I say this because I got my first job and started earning money in the second year of my graduation studies. It was a part-time job, and nothing near what I have now. Yet, it made me feel financially independent to a certain extent. This made me understand the importance of being financially independent.

I don’t think I would call myself a helpful person. Or socially-oriented for that matter. Gregarious and friendly yes, but not overly helpful. But somehow, that first job, coupled with my innate desire to reach out in friendship to people, inspired me to help many people in various types of employments. My huge friend circle supported by effective networking, so that over a period of time I could reach many different types of candidates who had a fairly good educational background, albeit with certain limitations. Some of them, due to these limitations, were not absorbed in the main stream.

Yet, they all possessed commendable dedication and a very good application of mind. All that they needed was an opportunity to showcase their talent, someone to trust in their abilities, a small push and sometimes a strong connection to get there. I played that role. I connected them to the concerned persons and left it there, enquiring of them after a while if they had made headway.

Looking back it was a win-win situation for all. Candidates had the realisation that they had it in them to take up employment and survive in the competitive world. Employers felt happy because they could have an employee of their choice at a remuneration that was reasonable, and one who could be moulded as per their requirement. And I was happy because I could connect people, take my desire to increase my circle of helpful influence further, and be accountable to the human being in me.

Looking back, the immense pleasure and satisfaction that I got cannot be described in words. I am sure that whether they expressed it to me or not, I would have been surely blessed by them for whatever little I could do for them. My list of those I reached out to included many from the less-privileged - a watchman, household help, plumbers, electricians, masons, cooks and waiters – and also many for white collar professions in small, medium and MNCs – including engineers and support staff. Many of the former had studied in a vernacular medium due to which they could not speak fluent English.

This sometimes resulted in lack of confidence, a feeling of inferiority and they could not venture to approach prospective employers due to various unknown fears. I could sense these feelings, tried to help them overcome, taught them spoken English, little grammar and reposed some confidence in them that they could overcome their shortcomings and become a bread winner for their respective families. I could identify with them because I too had studied in a Marathi medium school, I too was also an average student during my school and college days, and I too had to struggle a lot to speak fluent English.

I think I have been successful, for most of them stay in touch. We greet each other from time to time, when our paths cross. We enquire about each other. A part of me believes that they too will reach out to others in need too, just as I am sure that they reflect, as I did, that every small act is in effect, a reiteration of our commitment to the accountability that should imbue each of us.

Smita Gambhir
CPM - PO
Creative Contributions

Dedicated to our front-line fighters

Mother Earth Appeals

Be Safe... Wear a Mask

Jibimon Philip
CONS

Andrea Joseph
do Lijo Joseph
ITM
Fitness clearly runs high at thyssenkrupp Industrial Solutions India. In 2 separate events in the cities of Mumbai and Pune, colleagues donning resplendent brand blue tees, put their best foot forward as they ran the race of their lives. The start at both the events was typically enthusiastic, the mood buoyant, the euphoria palpable. thyssenkrupp banners in place, the teams were ready and raring to go. Yet on Sunday Jan 19 2020 in Mumbai and on Feb 9 2020 in Pune, when the teams hit the track, they quickly realized that no amount of preparation could have readied them for this. In front of them was a sea of humanity. Participants in all age groups, from all ages, all dressed for some sporting fun, had turned out. This was the spirit of Mumbai, the maximum city, the city which never sleeps as the saying goes; this was Pune, arguably one of the most erudite and culturally-advanced cities in Western India.

The races were flagged off in the presence of many celebrities and film stars. But the day belonged to the organisers and the participants who had decided to make the event their own. Each of the categories had their share of participants, starting with the Dream Run and ending with the full Marathon.

The organisers had done a remarkable job with the facilities, making them truly world class events. The absence of traffic along the route made the cities almost unrecognizable. The routes gave the participants an unrestricted view of the heritage spots and the architecture. With their electric blue tees, Team thyssenkrupp looked the part. At the start a huge banner proclaimed both the brand promise 'engineering. tomorrow. together' and the focus of the company - Plant People! The mood was highly enthusiastic and the spirit of camaraderie, remarkable to say the least. Mr Indranil Chakraborty, Head of OSH, speaking after the event said : "There is nothing more inspiring than a team effort, and all my colleagues were super excited about participating at the event. I loved it!" Mr NR Chitre, CFO and Executive Director commented : This was the spirit of Mumbai in all its splendour. I enjoyed being a part of this!'

Ms Sneha Dhanavade of Business Development, participating in her first marathon remarked : I had heard a lot about this event, but never got down to participating. I am thrilled to have run alongside my colleagues! At Pune, Mr Sunil Rohom, DGM-Project Management was over the moon : "I never dreamt an event such as this could boost my confidence. To think I did 5 kms in 29 mins! Next stop 10 kms!" And Dr Ulf Steffen Baumer, CTO and Executive Director, who participated along with his family said : It was wonderful to run on the streets without the traffic. It was a dream come true for me.

Though all in team tk completed the course for their respective events, a couple of performances merit mention. In Mumbai, Mr Amit Mainde of Business Development and Mr Sameer Shirur of ITM completed the full marathon (42.2 km). In Pune, Mr. Ingo Bressina (tkAG delegate working on the NCIC fertiliser project) secured 19th place in the 10km run with a time of 48:24 minutes, while Mr Sagar Goregaokar of Piping and Mr Balasaheb Rhatwal of Electrical completed the same distance in 41st and 42nd place respectively.

Both events were well-organised by our ADM and Sports teams. The results were clear to see as Team tk stood out. At the finish line as our team collected their finisher’s medals, and took photographs to share with their families and friends, the mood was still buoyant despite the exertions. Mr Nainesh Wadke, Head of Finance, who also helped put the team together as part of the company’s Sports Committee at Mumbai, summed it up nicely when he said : I was apprehensive at the start due to a few fitness issues. But running along with our team made me forget all that. Now I am ready for more. Together!"
Images:
1. Team thyssenkrupp Industrial Solutions India at the Mumbai Marathon
2. A section of the team at the finishing line
3. Team thyssenkrupp with the Municipal Corporation of Greater Mumbai Headquarters in the background

Neerathon Pune

Our colleagues from PO at the Neerathon
Family Time

Pune Office Picnic

Our Pune Office embarked on a Family Picnic to Prathamesh Resorts in the outskirts of Pune earlier this year. The outing was a great day for colleagues to meet, relax and interact with colleagues and their families in a light cordial and relaxed atmosphere. Images from the day-long event...
We continued our focus of supporting academia as part of our CSR commitments for 2018-19. This time around, we journeyed to the remote villages of Maharashtra to extend educational support at a village in Ghargaon, which is situated in the Taluka Shrigonda of Ahmednagar District.

Our donation of Computers with e-learning software, Projector with Screen, Infrastructural facilities and amenities will benefit the Students and Teaching Staff of the Sai Yuva Kala Krida and Sanskrutik Mandal’s Savitribai Phule Primary and Mahatma Phule Secondary School located at Ghargaon. Both these schools are residential schools and provide education from Nursery to Standard Xth. The students are from economically-backward sections of society, many of them hailing from families of workers from local sugar factories and kilns. The School boasts of an admirable academic performance, with a pass percentage of 90-100% every year.

The school has an “A” category rating by the Government. Aside from academics, the School also emphasizes physical training, sports and cultural activities for the students.

CSR

Reaching out to our students in need...

E-learning and Educational Aids - Savitribai Phule Primary and Mahatma Phule Secondary School, Ahmednagar

The CSR project at Ahmednagar, as with other projects was implemented by our colleagues - this time from our Pune Office.

M/s Mahesh Khamkar, Electrical (who introduced this project),
Shashank Yadwad, Administration
Kavita Lomate, Civil
Bhagwat Phad, Piping
Devesh Sharma, Inspection and Expediting
Sagar Lagad, Instrumentation
Chandrashekhar Nair, Procurement
K Suryakumar, CSR Consultant

A big round of appreciation for them, as for the others who worked assiduously for the success of the other projects in 2018-19.
Training and Growth

Our HR organized a series of training programmes for a cross-section of employees in various functions in the last quarter. The programmes were largely conducted by external experts. A summary of training programmes held...

Orientation for new colleagues

New Colleagues, freshly recruited by the company, were welcomed into the organisation and given an introduction and orientation session conducted by respective function heads of the company. The programme was supervised by our Senior Management. A total of 38 colleagues benefited from this 1-day session held in the last week of January 2020.

Train the Trainer Programme

Our HR team continued its focus of keeping a high level of proficiency in our training teams, with another Train the Trainer Programme that was directed at ensuring our internal trainers retain their core strength and impart their domain expertise in the most effective manner.

The 2-day programme was held at Uhde House in mid January 2020 and attended by approximately 12 functional experts.

Training on Contract Management

A two-day Contract Management Workshop aimed at providing participants with an understanding of the contractual provisions and their implications was held in the last week of Jan 2020. This was an advanced-level workshop covering many operational issues and challenges faced by our teams involved in the process of interpreting, executing and managing contracts. A total of 25 colleagues from various functions like Commercial Project Management, Legal, Sales, Business Development, Finance, Construction Management, and Project Management from VKO and PO attended this programme.
Leadership Training for Lead Engineers (LE)

A Leadership Training programme for Lead Engineers in various technical departments was held in mid Feb 2020 with a view to enhancing the effectiveness of our Lead Engineers by transforming their mindset and skills, so as help them build positive work relationships and drive greater results for the organisation. Some 19 Lead Engineers attended the two-day programme. Leadership Training is a critical part of the LE training programme.

Organisation Development Workshop

A Leadership workshop on Systemic Dynamics was held for the Senior Management of the company in mid Feb 2020
Dear Colleagues,

With the whole world is struggling to rise above the latest patch of Corona Virus, SARS-CoV-2, we need to do our best to support the initiatives of Government and our organization to fight this pandemic and emerge winners. We are sure all of you are investing your best efforts to remain safe. Even as we do so, let us also pay attention to an area we often ignore, especially in this regard. There is a lot of information about the virus out there, but it makes sense for us to refer and assimilate only authentic information from reliable sources - the WHO, ILO and various Government advisories and websites.

In keeping with the theme of this issue, “The I in Accountability”, this article serves as an appeal to each of our colleagues to assume responsibility for the safety of oneself and one’s fellow employees and family members at the workplace, jobsite, office and home. Let’s strive together for a working environment that supports employee accountability & communication that will help ensure a safer and more productive workplace at large.

Let’s have a look at how our Safety activities have progressed recently.

- Establishing Employee Ownership and accountability is one of the major factors for creating a good safety culture of an organisation. Our Top management leads in creating such an environment through active participation in various initiatives, regular reviews of the health and safety objectives, programmes and performance in the Apex Committee Safety Meetings, Safety GEMBA walks to places of work etc. Employees also support ideas through various teams of employee volunteers like first aiders, floor marshals and safety committee members at all our work locations.

- Effective communication among the various groups and employees on various safety aspects in the form of “HSE Flier”, “Weekly Dashboard”, “Capturing online Safety Observations”, various safety promotional events & other safety awareness circulars and most importantly active participation/contribution by the employees in these initiatives help to continually improve safety culture within our tkIS.

- To monitor the responsibility and accountability, one has to measure the performance. Towards this, attainable HSE goals & objectives on safety expectations, both at organisational and individual level are set, necessary resources are provided and results are measured and monitored. Success on achievements are celebrated, efforts are rewarded and recognised and in cases where we are unable to achieve the targets, lessons are learnt out of such failures.

The intense involvement & accountability of our employees also reflect in the good safety performance of our various construction sites. Following sites have achieved these significant safety milestones:

- Indmax Bongaigaon Site achieved more than 15 million safe man hours
- Utkal Alumina achieved more than 5 million Safe man hours
- Farabi Petrochemicals Construction Site at Al-Jubail, KSA achieved 8 million safe man hours
- GNAL Construction Site, Dahej achieved more than 3.5 million safe man hours
- Utkal Alumina achieved more than 15 million Safe man hours
- GNAL Construction Site, Dahej achieved more than 3.5 million safe man hours

Various safety promotional activities are regularly conducted at construction sites. Special events were conducted to celebrate “National Safety Day/ Week” in March 2020, “National Road Safety Week” in January’20, “International day for Natural Disaster Reduction” in Oct’19, World Aids Day” in Dec’19 etc. Safety awareness sessions, competitions and mock drills were effectively conducted at offices and construction sites which facilitated in further consolidating the positive safety culture at our workplaces.

We also recently organised “Human Safety Audit” at IOCL BS VI Project site at Paradip Refinery and GNAL site at Dahej with an aim to evaluate the involvement and accountability on safety, of our construction teams at sites.

Our new OSH initiative on digital technology for “Online recording of safety observations and incidents” has successfully been implemented in all our construction sites and response and result in number of HSE observations is very encouraging. These proactive measures further strengthen the HSE culture within the organisation.

Our HSE performance in the current financial year October 2019 - March 2020 has been good. We have clocked more than 17 million safe man hours.

We all know that this is a very challenging time which probably nobody has faced in their lifetime. Let us keep up the high level of energy and positivity and utilize the time available for “work from home”, being in touch with our customers and fellow employees and doing creative professional activities during this challenging time. Suggested options include, development on training modules, work procedures and honing of professional skills through online courses. You may also consider delivering a webinar!

Under the prevailing situation, we have a bigger responsibility and accountability to support our government and management in our fight against this global challenge by “complying with safety instructions circulated through Government notifications, customer guidelines and by our management, whether it is our workplaces/ sites or at homes”

Let us remain professionally active, all the time.

Take care, be safe.

Sincerely,

CARE Editorial Team
Madan Singh, Parth Gokhale,
Nitin Pandit, Indranil Chakraborty
we Care Activities at Site

Congratulations are due to our site teams at the Indian Oil Corporation Indmax Bongaigon site, where a new Safety record of 15 million Safe Man Hours without Lost Time Incident (LTI) was achieved recently.

National Safety Day Celebrations - A Round-up

At the GNAL Caustic Soda Site in Dahej

Safety Address

Workforce partaking in the Safety Celebrations
Mock Safety Drill in progress

Hoisting of the Safety Flag

Utkal Alumina Refinery Site, Rayagada

Safety Assembly and Flag Hoisting

Safety Address

Indian Oil Corporation BS VI Refinery Site, Paradip

NALCO Alumina Refinery Site in Damanjodi, Odisha

Safety Address

Giving the Safety message
Early Days Corona Awareness Programmes

Our construction sites across the country started Awareness Camps for COVID-19 in January and February 2020, before the situation assumed pandemic status. A pictorial walk-through...

GNAL Caustic Soda Site in Dahej

NALCO Alumina Refinery Site in Damanjodi, Odisha

Indian Oil Corporation Indmax Site, Bongaigaon
Our Colleagues

Welcome Aboard!

A warm welcome to our new colleagues who entered our folds recently. We wish you the very best for your careers with tkIS India!

Civil & Structural
Amey Kadu
Anuja Yadav
Arnab Banerjee
Avijit Chakraborty
Chinmay Deo
Dipak H Wagh
Kiran Gade
Mayur Shargaonkar
Mayur Kadam
Rakesh Dudam
Sudesh G Shinde
Vaibhav Ahir
Vishnupriyanka C

Contracts Management
Sunil Shaw

Electrical
Bhumitkumar Kansagara
Jitendra Darekar
Sanket S Gaonkar

Industrial Services
Sameer Bhimarao Khataivkar

Information Technology Management
Ankur B Gole
Ankur R Choudhary

Inspection & Expediting
Akshay Virkar

Instrumentation / Automation
Ashishkumar Sejpal
Nutan P Kudalkar
Rajeshree Eknath Majlekar
Tushar Paymode
Yash N Dalal

Mechanical
Ghananil Yamaji Thakare
Onkar Muranjan
Pramod Ramgonda Khot
Pratik Vijaykumar Thakkar
Shubhanjay Madhav Argade

Planning
Rakshit Dongre

Plant Design & Piping
Shiva Lalsare
Dnyaneshwar S Jadhav
Prashant Wani

Plant Design & Piping - Pune
Prasad More
Sanket S Bhosale
Yusuf H Shaikh

Process
Dhairya Savla
Sruthi Namboodiri
Chetan M K Mogla
Ranjit Saha
Vaibhav Mahajan

Procurement & Supply Management
Nihar Thakkar
Pankaj Arulkar
Roshan Chand
Umesh Pawar

Project Management
Rajesh Patil

Site Management & Supervision
Jaykrushna Pradhan
Mohammad Javed Anwar

Sad Demise

Mr KT Thampi, erstwhile Deputy Managing Director of our company, passed away in Mumbai recently. Active until the very end, Mr Thampi was a truly inspirational figure during his career with our company.

A diligent, highly motivated and astute professional, Mr Thampi enjoyed a good rapport with Customers and our group company in Germany, as well as with the employees, whom he held in high regard.

He was a Member of the Board of our company for a number of years.

On behalf of the Management and employees, we Up-to-date commiserates with his family, and prays that his soul rest in peace.
Our congratulations to our long-serving colleagues in the 30, 25 and 20 year categories. Congratulations also to our colleagues in the 15, 10 and 5 year categories.

### 30 years

- Annie Lemos, ED’s Office
- R D Lokhande, Instrumentation & Automation
- P D Redkar, Electrical
- Suhas Inamdar, Procurement & Supply Management
- G D Nayak, Site Support & Construction
- Prakashan M V, ITM

### 25 years

- Parag Chepe, ED’s Office
- S Gnanasekar, Engineering
- Dhananjay Joshi, Instrumentation & Automation
- Roland Correia, Administration
- M B Chheda, Electrical
- Malvina W Lawrence, Administration
- Vijay Gajjar, Inspection & Expediting
Hussains In-the-making

A look at her smiling, benevolent face would never reveal her creative side. Yet the fine arts are a such a big thing in her life, that the moment you ask her about her achievements, Mr Sangeeta Kannan, our Sr Coordinator - HR is transformed. Gone is the smile, replaced instantly by an intensity that comes from her passion for drawing and sketching.

‘I am still a student of art,’ she says modestly, ‘and I have way to go.’ Yet Sangeeta has some amazing creations to her credit. Equally adept at sketching and painting, she has been at it from her youth. Her passion for the palette and teesel has been passed on to her 15 year old son Nitish, who is no mean artist himself, though he prefers sketching in pencil or charcoal. Between mother and son, they have put together a small collection, and she hopes one day to hold an exhibition of their own.

Sangeeta with her son Nitish and her daughter Rhea, who has a passion for singing