

# Creativity & Well-Being



Vardhman

## Vardhman

Delivering Excellence. Since 1965.



JAN - MAR 2024

HOUSE JOURNAL  
OF VARDHMAN GROUP

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## EDITOR'S NOTE

Dear Readers,



Welcome to the latest edition of our magazine, where we explore the intricate relationship between creativity and well-being at Vardhman. Here, we firmly believe that nurturing creativity isn't just about driving innovation; it's also about cultivating a culture of holistic well-being among our team members. Creativity, characterized by the application of skill and imagination to generate novel outcomes, has long been revered for its capacity to stimulate minds and foster innovation.

Engaging in creative pursuits, spanning activities like painting, writing, music, dance, and cooking, serves as a channel for self-expression and emerges as a potent instrument for enhancing overall well-being. Creative expression provides a platform to articulate sentiments that may be challenging to convey verbally, offering an outlet for emotions. Moreover, it nurtures mindfulness, allowing individuals to be fully present in the moment and alleviate worries.

Recognizing the importance of creativity in the professional realm is crucial. When applied to daily work life, creative thinking transforms mundane tasks into engaging challenges and unlocks meaningful results. Both employees and managers play a pivotal role in fostering creativity within their teams.

Throughout these pages, you'll delve into the diverse ways in which creativity and well-being intersect within our organization. From mindfulness workshops to initiatives promoting work-life balance, we prioritize initiatives that support the mental, emotional, and physical health of our team.

Fostering creativity at our workplace involves encouraging a mindset that values innovation and approaches challenges with a fresh perspective. By incorporating creative thinking and problem-solving into daily operations, we can achieve breakthrough results.

We're deeply committed to nurturing creativity within our teams, recognizing that it's through creativity that we unlock our full potential and propel ourselves forward. Let's continue to cultivate a culture where creativity is not only celebrated and valued but also embraced, empowering each of us to reach greater heights of success and fulfillment.

As you immerse yourself into various stories, may you be inspired to prioritize your own creativity and well-being. Remember, by nurturing your creativity and caring for your well-being, you not only unlock your full potential but also contribute to a happier and healthier workplace.

With gratitude, we're thrilled to share insights that illuminate the profound connection between creativity and well-being. We are inspired by our commitment to nurturing creativity within our teams, as it is through creativity that we unlock our full potential and drive progress. Let us continue to cultivate a culture where creativity is celebrated, valued, and embraced, empowering us all to achieve greater heights of success.

Vivarta Atre  
Corp. Comm.



# FROM THE CHAIRMAN'S DESK

Dear Colleagues

In the realm of creativity, there exists a pervasive myth—that creative thinking is a sporadic spark of genius reserved for the select few endowed with innate talent. However, the truth is far more enhancing: creative thinking is a skill that can be cultivated and honed through practice, accessible to anyone willing to embark on the journey of self-discovery.

I'm delighted to see our team focusing on creativity this quarter, as it truly embodies the essence of our organization. In the thriving heart of our organizational culture, the intersection between creativity and well-being rises as a symbol of encouragement, guiding us through the turbulence of uncertainty and the promise of transformation.

Contrary to popular belief, creative thinking is not an elusive muse that strikes at random; rather, it is a deliberate and systematic approach to tackling challenges from fresh perspectives. Even if you don't consider yourself a naturally creative person, there are numerous strategies and techniques you can employ to harness the power of creative problem-solving in your daily life.

By adopting a growth mindset and embracing the belief that creativity is a skill that can be developed over time, you open yourself up to the world of endless possibilities and opportunities for innovation. Our organizational ethos mirrors this philosophy, where we believe in the potential for growth and innovation within each member of our team.

Building your creative skills begins with cultivating a sense of curiosity and open-mindedness towards the world around you. Challenge yourself to look at familiar situations from new angles, question assumptions, and explore alternative solutions to problems. By breaking free from conventional thinking patterns and embracing ambiguity, you pave the way for fresh insights and breakthroughs.

Innovation cannot flourish in vacuum; it requires a fertile ground—a mindset that transcends complacency and embraces the transformative potential of creativity. Enter creative fitness—a concept akin to nurturing the vitality of our imagination, much like tending to our physical well-being maintains the health of our bodies. Creative fitness isn't just about honing artistic skills or brainstorming new ideas; it's about fostering a mindset that remains agile, curious, and open to the possibilities of the unknown.

Practice also plays a crucial role in developing your creative skills. Set aside dedicated time each day for creative exercises or activities that stimulate your imagination and stretch your creative muscles. Whether it's writing, drawing, or experimenting with new hobbies,

consistent practice will help cultivate your creativity and foster a deeper connection with your innate creative potential.

Creative problem solving offers a wealth of benefits for individuals, fostering unique, practical, and effective solutions that save valuable time and resources. Beyond mere problem-solving, it serves as a catalyst for innovation, empowering you to generate novel ideas, products, and services that drive competitive advantage.

Furthermore, don't underestimate the power of collaboration in fostering creativity. Surround yourself with diverse perspectives and engage in brainstorming sessions with colleagues, friends, or mentors. By bouncing ideas off one another and building upon each other's contributions, you can amplify your creative output and generate innovative solutions that transcend individual limitations.

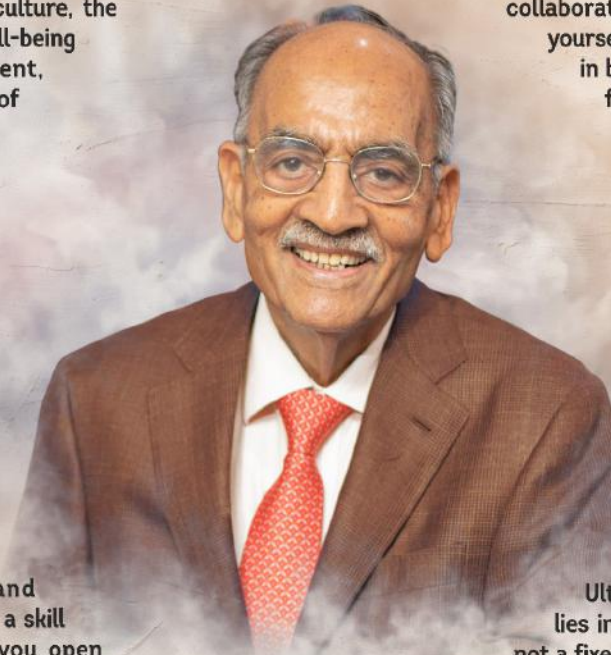
Creative problem-solving nurtures a collaborative spirit within teams, leveraging diverse strengths and perspectives to generate inventive solutions. By tapping into the collective creativity of individuals, we can cultivate a culture of innovation and resilience.

Ultimately, the key to unlocking innovation lies in embracing the belief that creativity is not a fixed trait but a skill that can be cultivated through practice and perseverance. By adopting a proactive approach to creative problem-solving and incorporating creative thinking into your daily routine, you can unleash your full creative potential and make meaningful contributions to the world around you.

The journey of creative problem-solving serves as a gateway to unlocking innovation and achieving success in our everyday lives. By embracing the principles of creative thinking, we empower ourselves to navigate obstacles with ingenuity and resilience. Through creativity, we not only discover unique and effective solutions but also cultivate a mindset that fosters continuous growth and achievement.

At Vardhman, we believe that staying creative is not just about finding answers to immediate challenges—it's about nurturing a mindset that enables us to think critically, adapt to change, and ultimately, reach our goals with clarity and confidence. Join us in embracing the transformative power of creativity for a future filled with innovative solutions and endless possibilities.

**S P Oswal**  
**Chairman & Managing Director**



# FROM THE VICE CHAIRMAN'S DESK

Dear Team

Creativity and mindfulness are deeply ingrained within the fabric of our organizational culture. They serve as catalysts for progress and the very foundation of our pursuit of excellence. These elements propel us beyond the confines of routine and familiarity, urging exploration into uncharted territories of innovation.

In a world teeming with challenges, creative thinking emerges as our guiding light, illuminating new paths and unlocking doors to unforeseen possibilities. Within our organization, we foster an environment where team members are encouraged to embrace creative thinking as an integral part of their problem-solving approach. Here, fresh ideas aren't just welcomed but celebrated and nurtured.

The cultivation of a culture of creativity is pivotal for paving the way for inspired solutions and groundbreaking advancements. Creativity, at its core, involves reframing tasks or problems, viewing them through different lenses, and utilizing intuition to generate innovative ideas. It transcends routine thinking, encouraging exploration and reimagination.

In the textile industry, which is laced with fast paced changes, embracing a culture of creativity isn't merely advantageous; it's essential. Fostering a creative mindset may demand effort and time, but the rewards are invaluable for individual growth and collective success. Curiosity and creativity empower individuals to thrive, revolutionizing problem-solving and driving innovation forward.

Mindfulness emerges as a key ally in unlocking creativity, enhancing the quality of thoughts, and fostering mental flexibility. Recognizing the pivotal role that creativity plays in problem-solving, both within and outside the workplace, is paramount for adaptation and growth.

In our organization, creativity isn't just another soft skill; it's a dynamic force that propels us toward continuous improvement and innovation. By understanding, cultivating, and harnessing the power of creativity, we embark on a journey of perpetual growth and transformation, both personally and professionally.

Amidst the vitality of our organizational culture, creativity is celebrated as a cornerstone of success. Each member of our team contributes to our collective journey of innovation and excellence. Together, we navigate uncharted waters, fueled by the power of creative thinking to tackle challenges and seize opportunities.

The integration of creativity into our problem-solving processes becomes a strategic imperative for adaptation and thriving amidst constant change. By fostering a culture that values and nurtures creativity, we empower our teams to not only address current issues creatively but also to proactively anticipate and navigate future challenges with ingenuity.

Creativity isn't confined to traditional notions of artistry; it's a multifaceted approach that permeates every aspect of our organization. It fuels our capacity to explore novel solutions, develop groundbreaking products, and enhance existing processes, driving us toward innovation and growth.

Our commitment to creativity extends beyond the boundaries of conventional thinking, creating an environment where fresh ideas flourish and thrive. We prioritize the well-being and creativity of our employees, recognizing that a supportive and inclusive workplace is essential for innovation to flourish.

In essence, creativity and mindfulness form the heart and soul of our organizational ethos. They inspire us, guide us, and empower us to reach new heights of success and achievement. Together, let us continue to celebrate and harness the transformative power of creativity for a future filled with endless possibilities and innovation.



**Suchita Oswal Jain**  
Vice-Chairman & Joint Managing Director



SPECIAL EDITION

# The TEXTILE MAGAZINE

WORLD'S LEADING TEXTILE INDUSTRY MAGAZINE

Suchita Oswal Jain  
Aashita Brückner  
Cornelia Buchwalder  
Amol Shah  
Anita Sharma  
Aarti Jhuajhuria  
Sals Kannan  
Suchita Anand  
Dr. P. AIE Ram  
Dr. D. Thilagavathi

## EMPOWERING WOMAN LEADERS

### REVOLUTIONIZING THE TEXTILE INDUSTRY!

**LEADING WITH GRACE & STRENGTH**  
In conversations with women leaders from across the textile value chain, from manufacturing textiles, providing technology, industry associations and more importantly academia, we gain insights into their professional journeys, inspirations, and aspirations.

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EMPOWERING LEADERS

Suchita Oswal Jain  
Vardhman Textiles Limited

**"Together,**  
we can create a more equitable, inclusive, and prosperous future for generations to come."

THE TEXTILE MAGAZINE

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EMPOWERING LEADERS

## Leading the Way to Innovation and Empowerment

As the world celebrates International Women's Day, it's imperative to shine a spotlight on the remarkable achievements and contributions of women leaders across various industries.

In the textile sector, where innovation, resilience, and creativity intersect, women are breaking barriers and driving positive change. One such exemplary leader is Mrs. Suchita Oswal Jain, the Vice Chairman and Joint Managing Director of Vardhman Textiles Limited. Her journey epitomizes dedication, perseverance, and a steadfast commitment to excellence, making her a beacon of inspiration for women in the industry & beyond.

**Professional Journey**  
Mrs. Suchita Jain's association with Vardhman Textiles commenced at a time when the company primarily focused on yarn production. Unfettered by the challenges that lay ahead, she embarked on a journey of forward integration by establishing Vardhman's first fabric

**Inspiration and Leadership**  
Mrs. Suchita Jain's passion for the textile industry was crystallized during her formative years, rooted in a family deeply entrenched in the

**Textiles: A Beacon of Innovation**  
Vardhman Textiles stands as a testament to Mrs. Suchita Jain's leadership and unwavering commitment to excellence. With a turnover of over a billion dollars, Vardhman ranks among India's vertically integrated textile factories. From yarns and fabrics to garments and steel, Vardhman's diverse product portfolio caters to global markets, including brands like GAP and Zara.

...provided her with invaluable insights into the technical and commercial facets of the business. Through relentless perseverance and a commitment to excellence, Mrs. Jain has paved a trail of innovation in the industry.

...can unlock its full potential and drive sustainable growth. Her vision for the future is anchored in the belief that empowering women is not only a moral imperative but also a strategic imperative for organizational success.

On International Women's Day, Mrs. Suchita Jain's exemplary journey serves as a beacon of inspiration for women in textiles and beyond. Her leadership embodies resilience, determination, and a relentless pursuit of excellence, inspiring countless individuals to dream big and achieve their goals. As we celebrate the achievements of women leaders like Mrs. Jain, let us renew our commitment to promoting gender diversity, empowerment, and inclusivity in all spheres of life.

**Together, we can create a more equitable, inclusive, and prosperous future for generations to come.**

THE TEXTILE MAGAZINE

EMPOWERING LEADERS

By fostering an environment that nurtures talent, cultivates diversity, and fosters innovation, the textile industry can unlock its full potential and drive sustainable growth.

Mrs. Jain's emphasis on innovation, sustainability, and corporate social responsibility has propelled Vardhman to the forefront of the industry, setting benchmarks for quality and reliability. The company's relentless pursuit of excellence, coupled with Mrs. Jain's strategic vision, has cemented its position as a leader in the textile landscape.

**Promoting Gender Diversity and Empowerment**  
As a woman leader in the male-dominated textile industry, Mrs. Suchita Jain champions gender diversity and empowerment within Vardhman Textiles. Through initiatives like the P.A.C.E. program (Personal Advancement & Career Enhancement) and structured leadership development programs, she aims to increase female representation in leadership positions and foster a supportive work environment. By promoting inclusivity, equality, and professional development, Mrs. Jain underscores the importance of harnessing diverse talent for organizational success. Her steadfast commitment to creating opportunities for women to thrive reflects her belief in the transformative power of diversity.

**Vision for the Future**  
Looking ahead, Mrs. Suchita Jain envisions a future where women's leadership roles in the textile industry are recognized for their expertise, leadership, and sustained efforts to promote gender equality, support women's professional growth, and create inclusive workplace cultures. By fostering an environment that nurtures talent, cultivates diversity, and fosters innovation, Mrs. Jain believes that the textile industry

...can unlock its full potential and drive sustainable growth. Her vision for the future is anchored in the belief that empowering women is not only a moral imperative but also a strategic imperative for organizational success.

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**Together, we can create a more equitable, inclusive, and prosperous future for generations to come.**

THE TEXTILE MAGAZINE

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Annually, we produce 2.40,000 metric tons of yarn and 220 million meters of woven fabric, providing direct employment to over 30,000 people.



ET Inspiring Women Leaders Award conferred upon Ms. Suchita Oswal Jain

# COVER STORY

In this captivating edition of our magazine, we explore the concept of creativity and holistic well-being. Exploring the intricacies of human imagination, we uncover how nurturing one's creative essence can enrich every dimension of existence.

On the cover, a kaleidoscope of vibrant energy unfolds as diverse individuals gather around a shared vision. Minds ablaze with inspiration, they come together to ignite the flames of creativity and embark on a collective quest for innovation and problem-solving.

While traditional creative vocations like art and music may not encompass the realm of every professional, we challenge the notion that creativity is confined to specific domains. Instead, we uncover the myriad ways in which creativity can infuse every facet of our work and lives, sparking innovation through unconventional thinking and embracing emerging technologies.

The deep influence of integrating creativity into our daily pursuits is evident, amplifying not only the excellence of our outcomes but also the satisfaction derived from purposeful endeavors. Furthermore, it cultivates a comprehensive sense of well-being, nurturing our physical vigor, mental clarity, and emotional fortitude.

It is evident that embracing creativity as an integral part of our lives yields multifaceted benefits. Beyond enhancing productivity and job satisfaction, it nurtures a holistic sense of well-being, fortifying our physical, mental, and emotional resilience. As we continue to harness the power of creativity in our endeavors, let us embark on a journey of exploration and innovation, enriching our lives and shaping a brighter, more fulfilling future for ourselves and those around us.





# FEATURE ARTICLES

## The Chair Test and Life's Creative Solutions



In the realm of academia, where complexity often reigns supreme, a philosophy professor once decided to challenge his students with an unusual test. The scenario was simple but perplexing. He lifted his chair up and kept it on his table. Now he turned toward the board and wrote, "Prove that this chair does not exist."

The whole class was surprised and confused yet all students started writing long complex explanations. Among all there was one student who completed that test in a minute and handed the paper to the professor, attracting surprised glances from his classmates and the professor. Some days later class received their grades for the test and the student who took just a minute to complete the test was announced the best answer.

His answer was, "Which chair??"

In this seemingly simple scenario lies a profound lesson about creativity, problem-solving, and the beauty of simplicity. We often find ourselves entangled in the intricacies of life, overthinking and complicating matters that might have straightforward solutions.

Creativity flourishes when we embrace simplicity, allowing our minds the freedom to explore uncharted territories unburdened by unnecessary complexities. The chair that seemed to defy existence was a challenge to break free from the mental constraints that hinder our imaginative thinking.

The chair test teaches us that sometimes the most brilliant solutions are not found in intricate explanations but in the ability to simplify, to question the unnecessary, and to appreciate the beauty of uncomplicated answers. So, as we navigate the complexities of life, let's not forget the power of simplicity - a guiding principle for both creativity and well-being.



Himani Dewanta  
P&IR  
Auro Spinning Mills, Baddi

## The Art of Delayed Gratification: A Creative Journey to Well-Being



Imagine being four years old, presented with a plate containing the ultimate treasure—a piece of chocolate. You're informed that you can indulge in that chocolate whenever you wish, but here's the twist: if you patiently wait a few more minutes, you'll be rewarded with not one, but two chocolates!

This scenario echoes the essence of the renowned psychological experiment known as "The Marshmallow Study." In this experiment, preschoolers faced the challenge of delaying gratification, and the outcomes were nothing short of fascinating. Fast forward to adulthood, and those who demonstrated the ability to resist immediate temptation were thriving across various life aspects—they attended superior schools, achieved higher grades, cultivated healthier relationships, earned more, and experienced greater happiness and well-being.

Delayed gratification involves exchanging present happiness for a greater future reward—opting for two chocolates instead of one. Yet, it's a skill many of us find challenging to master.

So, how can we nurture this crucial skill in the context of creativity and well-being?

**Rule #1: Out of Sight, Out of Mind** - If you're on a creative journey that involves reframing your habits, start by ensuring

your environment supports your goals. Just as you wouldn't keep tempting treats around while on a diet, eliminate distractions that hinder your creative flow. Remove anything that might derail your progress, allowing your creative journey to flourish.

**Rule #2: Remind Yourself of What You're Gaining** - In the pursuit of creative excellence and well-being, draw attention to the positive outcomes associated with choosing delayed gratification. For instance, resisting the allure of a tempting treat could be a conscious step towards achieving your health and creativity goals. By emphasizing the gains, you empower yourself to make choices that align with your creative and well-being aspirations.

**Rule #3: Surround Yourself with the Right Influences** - Creativity and well-being often thrive in a supportive community. If you aspire to enhance your ability to delay gratification, immerse yourself in an environment that values this trait. Connect with like-minded individuals who share your commitment to balancing immediate desires with long-term creative and well-being goals.

These rules provide a starting point for your creative journey towards mastering delayed gratification. While they may not offer an instant solution, they serve as valuable tools to guide you through the challenges. Remember, setbacks are a natural part of the process. Embrace the journey, savor the small victories, and, if you must, indulge in a chocolate or two along the way!

**Vijender Rana**  
Fabric Marketing  
Auro Textiles, Baddi, H.P.



# The Power of Curiosity: Boosting Creativity and Well-Being



In the rich tapestry of human experience, curiosity emerges as a vibrant thread, weaving its way through our quest for knowledge, innovation, and personal growth. But what does this mean for us at Vardhman? Well, it's not just about sparking creativity, it's about nurturing curiosity to boost both innovation and the mental and emotional well-being of our employees.

Curiosity serves as a catalyst for creativity, igniting the spark that propels individuals to explore, experiment, and think outside the box. When we embrace curiosity, we invite new perspectives, challenge conventional wisdom, and embark on journeys of discovery. In the fast-paced and ever-evolving landscape of the textile industry, cultivating a curious mindset becomes indispensable for staying ahead of the curve.

Recognizing the intrinsic link between curiosity and creativity is pivotal. By encouraging employees to ask questions, seek novel solutions, and delve deeper into their areas of interest, the organization lays the foundation for innovation to thrive. Whether it's exploring sustainable manufacturing practices, optimizing production processes, or designing cutting-edge products, curiosity serves as the driving force behind transformative ideas. In Vardhman, we practice Kaizen and TPM (Total Productive Maintenance) methodologies. These practices not only enhance the thirst for curiosity within our people but have also played a significant role in our numerous achievements. Many of our Kaizen initiatives have garnered recognition from manufacturers and OEMs, who have incorporated our results into their own manufacturing processes.

However, the significance of curiosity extends beyond its role in fueling creativity, it also exerts a profound influence on mental and emotional well-being. Research in psychology has highlighted the positive impact of curiosity on various facets of human flourishing, including cognitive function, emotional resilience, and overall life satisfaction.

When individuals engage in activities that stimulate their curiosity, whether it's learning a new skill, delving into a challenging project, or pursuing a hobby, they experience a sense of fulfilment and intrinsic motivation. Curiosity stimulates the brain's reward

pathways, releasing dopamine—a neurotransmitter associated with pleasure and motivation—thus enhancing mood and reducing stress.

Moreover, cultivating curiosity fosters a growth mindset, wherein individuals embrace challenges as opportunities for learning and development rather than obstacles to be avoided. By reframing setbacks as valuable learning experiences, a person can navigate uncertainties with greater resilience and adaptability, thereby safeguarding their mental well-being in the face of adversity.

Furthermore, curiosity nurtures empathy and interpersonal connections, as individuals strive to understand different perspectives and engage in meaningful dialogues. In a collaborative work environment like Vardhman, where teamwork and communication are paramount, fostering curiosity cultivates a culture of openness, inclusivity, and mutual respect, thereby enhancing the overall organizational climate and employee satisfaction.

As we embark on the journey of exploring the nexus between curiosity, creativity, and well-being, let us embrace the spirit of inquiry as a guiding light in our personal and professional endeavors. By nurturing curiosity within ourselves and others, we not only unlock the gates to innovation but also cultivate a culture of holistic well-being, where individuals thrive, ideas flourish, and the human spirit soars.

In conclusion, curiosity serves as the cornerstone of creativity and a cornerstone of mental and emotional well-being. By fostering a culture of curiosity, we not only unleash the full potential of our workforce but also create an environment where innovation flourishes, and individuals thrive. So, let us embark on this journey of curiosity, exploration, and growth, knowing that the path ahead is illuminated by the boundless possibilities that await us.

**Umesh Girnarkar**  
Industrial Psychologist  
Vardhman Fabrics, Budhni



# BUSINESS BUZZ



Madam Sagrika Jain's Visit at Vardhman Fabrics, Budhni



Jakob Muller Group & Benninger Visit at Vardhman Fabrics, Budhni



UNIQLO & TORAY Team (Japan) visit at our ReNova Plant, Baddi



RF DRYER Inauguration at Auro Dyeing, Baddi



Inauguration of New Quality Circle - Sambhav at Auro Textiles (Yarns Division), Baddi



TPM Week Inauguration at Vardhman Acrylics Jhagadia



Farewell of Shri B. K. Choudhary, MD, Vardhman Acrylics, Jhagadia



Inauguration of New Block of Girls Hostel at Vardhman Spinning Mills, Baddi



# Cultivating Creative and Innovative Thinking



In the ever-evolving journey of personal and professional growth, the principles of Creative and Innovative Thinking (C.I.T.) act as guiding lights, leading us towards a realm of continuous improvement.

Creativity, as a bridge, enhances the efficiency of our pursuits, transforming ordinary tasks into captivating experiences. It brings life to routine and sparks a flame of imagination.

Innovation, akin to a ladder, propels our interest to new heights, infusing novelty and curiosity into our daily routines. It serves as the driving force behind exploration and new perspectives.

Thinking, when coupled with intention and strategic planning, becomes the escort to triumph. Thoughtful consideration and analysis pave the way for successful outcomes, providing a pathway for achievements.

In my role at the CIT department, an acronym for Continuous Improvement Team, or as I fondly refer to it, Creative Innovative Thinking, I am privileged to work within a framework that encapsulates five fundamental principles guiding our endeavors:

- Intense Observations**
- Cognitive Skills**
- Examining all perspectives**
- Ideas Generation**
- Imagination and curiosity**

Creativity and wisdom stand as synonymous forces, while innovation, fueled by technology, forms the strongest limbs of

progress. The cultivation of ideas reflects growth, and incessant poise becomes the inspiration for personal and professional journeys.

The reflection encapsulates the symbiotic relationship between creativity, innovation, and growth. It highlights the synergy between cultivating ideas, maintaining unwavering poise, and achieving inspiration.

## Fostering Creativity:

**Emphasizing the Process :** Delve into the process rather than rushing to conclusions. Learning and exploration during the process are crucial for personal and professional development.

**Improving with Practice, Feedback, and Motivation :** Creativity is a skill that can be honed with practice, constructive feedback, and intrinsic motivation. It grows exponentially with experience.

**Being Mindful of Your Surroundings :** The importance of being observant cannot be overstated. Innovations and discoveries often originate from our surroundings, making attentiveness a crucial characteristic.

In the quest for personal and professional fulfillment, cultivating a creative and innovative mindset is paramount. The principles of C.I.T. serve as guiding lights, encouraging us to embrace simplicity, question assumptions, and appreciate the beauty of uncomplicated answers. As we navigate the intricate tapestry of life, let's not underestimate the power of creativity - a driving force for both personal and professional well-being.



**Bhawna Kapil**  
CIT  
Auro Textiles, Printing Division

## Embracing Out-of-the-Box Thinking

The concept of "creativity" is often intertwined with inspiration, suggesting that creativity emerges when inspiration strikes. Everyone possesses unique skills that can be tapped into by engaging in various activities, ranging from artistic pursuits like painting and drawing to more hands-on tasks such as crafting, stitching, embroidery, hairstyling, nail painting, and participation in games. Even activities like crossword or puzzle solving and introducing changes in routine work contribute to unlocking one's innate creativity. Engaging in creative activities has a positive impact on mental, emotional, and physical well-being. Creativity has the potential to boost self-esteem and self-confidence providing individuals with a sense of accomplishment and pride, thus inspiring further creativity.

Creating something unique and meaningful is a source of accomplishment and pride, sparking inspiration. Creativity serves as a beautiful avenue for self-expression and emotional release. Many individuals find relief and use it to convey their thoughts, emotions, and experiences, allowing the expression of feelings that can't always be articulated through words.

Examining the relationship between creativity and wellness reveals a direct link to satisfaction. Satisfaction, when present, enhances positivity within a work environment. A positive mindset adapts to situations with a constructive outlook, generating the best ideas and leading to increased productivity. The satisfaction level is reflected in an individual's attitude towards their work, including factors like shifts, working hours, working days, organizational policies and procedures, and their family and social relationships.

"Creativity and wellness have a powerful relationship. Engaging in creative activities reduces stress and promotes self-Confidence, a sense of appreciation and achievement, a feel of successful and have overall impact of Well- Being".



Seema Kumari  
HR Dept  
Arisht Spinning Mills

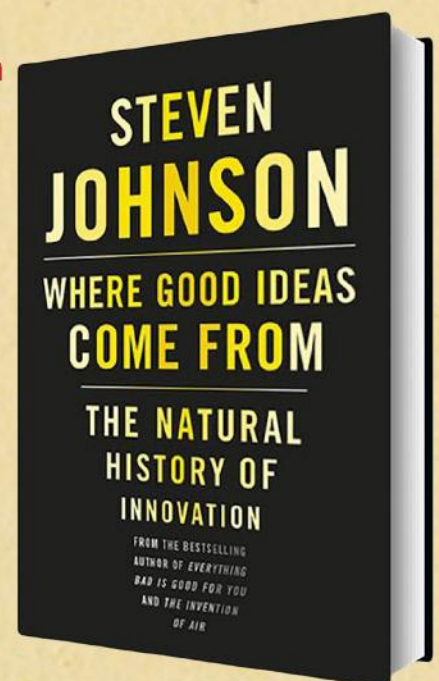
## READ TO LEAD

### Where Good Ideas Come From' by Steven Johnson

"Where Good Ideas Come From" by Steven Johnson is a thought-provoking exploration into the origins of innovative ideas and the environments that nurture creativity. Johnson analyzes the patterns and dynamics underlying the birth of groundbreaking concepts, tracing them across history and various disciplines. The book challenges conventional notions of how ideas are formed, arguing that they often emerge from a complex interplay of diverse elements rather than solitary "eureka" moments.

Johnson introduces the concept of the "adjacent possible," where new ideas are often the result of the combination and recombination of existing elements. He identifies key factors that contribute to idea generation, such as open networks, diverse environments, and the exchange of knowledge. Drawing on historical examples and contemporary case studies, the book illustrates how breakthroughs are more likely to occur in environments that encourage collaboration, serendipity, and the free flow of information.

"Where Good Ideas Come From" is a compelling journey into the intricacies of creativity, shedding light on the unpredictable and often surprising nature of innovation. Johnson's insights challenge readers to rethink the traditional narratives surrounding creativity and to consider the broader ecological contexts in which ideas flourish.



# EVENTS AND ACTIVITIES

## New year Celebrations



Corporate Office, Ludhiana



Arihant Spinning Mills, Malerkotla



Auro Club, Baddi



ReNova, Baddi



Vardhman Fabrics, Budhni



VSGM, Ludhiana



VSM, Baddi



VSS, Ludhiana



# Republic Day Celebrations



Auro Weaving Mills, Baddi



Vardhman Apparels, Ludhiana



Vardhman Spinning Mills, Baddi



VSGM, Ludhiana



Anant Spinning Mills, Mandideep



Arisht Spinning Mills, Baddi



## Lohri Celebrations



Corporate Office, Ludhiana



Arisht Spinning Mills, Baddi



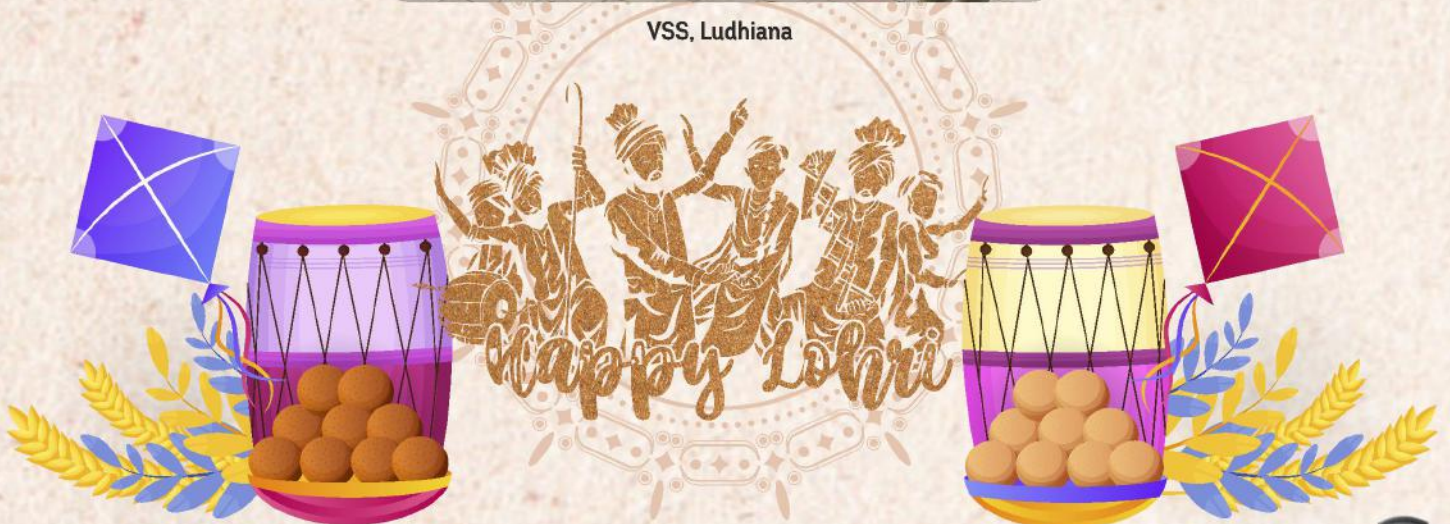
Vardhman Apparels, Ludhiana



Vardhman Yarns, Satlapur



VSS, Ludhiana



# Women's Day Celebrations



Arihant Spinning Mills, Malerkotla



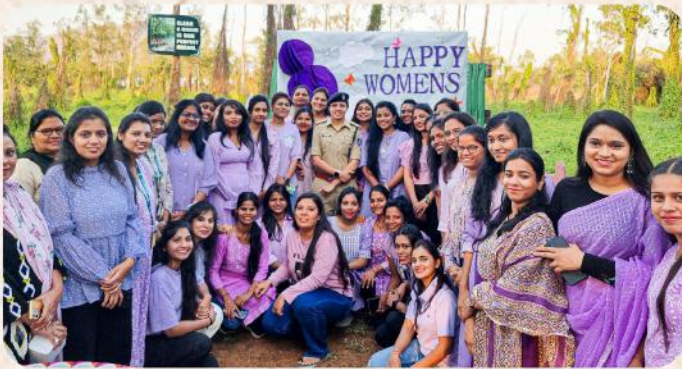
Auro Dyeing, Baddi



Auro Spinning Mills, Baddi



Vardhman Apparels, Ludhiana



Vardhman Fabrics, Budhni



Vardhman Yarns, Satlapur



VSGM, Ludhiana

## Holi Celebrations



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Vardhman Apparels, Ludhiana



VSM, Baddi

# HOLI

## Other Festivities



Annual Day Celebrations at Arihant Spinning Mills, Malerkotla



Collaborating for Helping Hands Initiative by Vardhman Fabrics, Budhni



Saraswati Pooja in Workers Colony, VSM, Baddi



Worker's Farewell Auro Textiles (Processing Division), Baddi



Inauguration of Anantdeep Magazine at Anant Spinning Mills, Mandideep



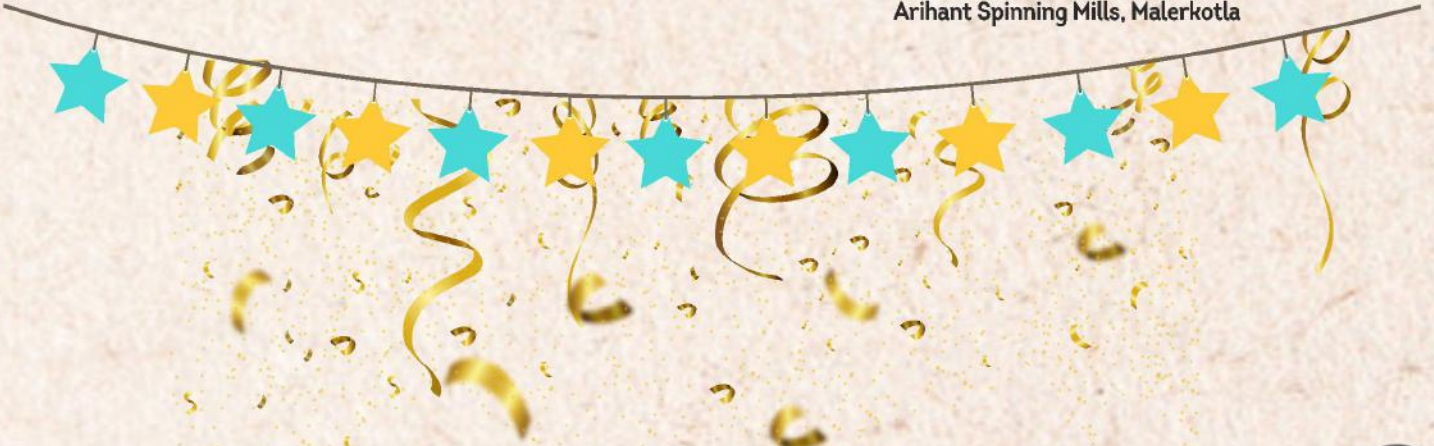
Kite Flying Competition at VMT, Baddi



Basant Panchami celebration at Auro Dyeing, Baddi



Celebrated International Day of Happiness at Arihant Spinning Mills, Malerkotla



## पर्यावरण संरक्षण के 365 दिन



मेरा नाम सचिन कुमार चौबे है, और मैं अनंत स्पिनिंग मिल्स में सेनेटरी इंस्पेक्टर के रूप में कार्यरत हूँ। हमारी संस्था में मानव विकास के कई कार्यक्रम, विभिन्न मंचों द्वारा संचालित होते हैं, जैसे कि झलिली सर्किल, टीपीएम, सुझाव योजना, और अन्य प्रतियोगिताएँ, जिसमें इंजीनियरिंग मेंटेनेंस और उत्पादन विभाग का नाम बड़े-बड़े मंचों पर लिया जाता है और उन्हें सम्मानित किया जाता है।

इसी धारणा के साथ, हमने निर्धारित किया कि हमारे विभाग का नाम भी ऐसा होना चाहिए जो हमारे विभाग के कार्य को दर्शाता हो। हमने साल के प्रत्येक दिन १ पेड़ लगाने का लक्ष्य लिया और इसे चैन पद्धति के माध्यम से किया। मतलब था, आज यदि आप पेड़ लगाएंगे तो कल किसी और से पेड़ लगवायेंगे। इस रिकार्ड को पूरा करने के लिए हमारे यूनिट अनंत स्पिनिंग मिल्स के हार्टी कल्चर विभाग ने साल के ३६५ दिन का लक्ष्य रखने की योजना बनाई जिसकी शुरुआत ०१ जनवरी २०२३ से की गई।

किसी भी कार्य को करने के लिए लाभ और हानियों का विश्लेषण करना महत्वपूर्ण होता है, लेकिन पर्यावरण संरक्षण के लिए वृक्षारोपण एक पुनीत कार्य होता है, जिससे केवल लाभ ही होते हैं। यह लक्ष्य बहुत बड़ा था, और ३६५ दिनों तक इस सेवा को प्रदान करना कठिन था। प्रत्येक दिन ड्यूटी पर आना, प्रांगण परिसर में पेड़ लगवाना और पेड़ देना - यह सभी कार्य बहुत कठिन लग रहे थे। लेकिन सभी ने मदद की और मुझे समर्थन दिया। यूनिट हेड श्री एच.एम. त्रिपाठी ने भी कहा कि मदद जो चाहिए, वह संस्था द्वारा मिलेगी।

१२ महीनों में, हर महीने हर दिन पेड़ लगाने का काम, सभी मौसमों में, बहुत मुश्किल था। इसके लिए, श्री सुरेश चोपाड़े जी ने अपनी टीम के साथ समय पर पेड़ उपलब्ध कराने के लिए समर्थन दिया।

इसी बीच, एच.आर. विभाग के श्री मुकेश वत्स जी ने वर्ल्ड वाइड बुक ऑफ रिकॉर्ड्स के हेड ऑफिस में प्रतिदिन की जानकारी साझा की।

इसकी शुरुआत ०१ जनवरी २०२३ रविवार से श्री राजकुमार सिंह जी ने आम के वृक्ष लगाकर की। २१ जनवरी २०२३ को, हमारी ई.डी. सुश्री सागरिका मैडम जी ने अनंत स्पिनिंग मिल परिसर में एक पेड़ लगाया, और इस प्रयास की सराहना की। शुरुआत में, एक और नई चीज़ देखने को मिली। जन्मदिन के अवसर पर एच.आर. विभाग की तरफ से एक विशेष पुरस्कार दिया जाता था, पर उस पुरस्कार की बजाय, एक सुंदर हरा-भरा पेड़ दिया जाने लगा।

प्लांटेशन ड्राईव बहुत तेज गति से चलने लगी। इस सफल अभियान के दौरान कई लोगों ने सहयोग किया, जैसे कि श्री शशांक खरे, श्री दिनेश यादव, और श्री उमेश गिरनारकर। फरवरी माह की पांच तारीख को श्रमदान का आयोजन किया गया था ताकि प्लांटेशन ड्राईव को सफल बनाया जा सके। इस कार्यक्रम में ७०-८० लोगों ने एक स्थान पर रखी हुई खाद को पेड़ों तक पहुँचाने के लिए सहयोग किया और पेड़ों के आसपास लगे हुए खराब इलाकों को साफ किया गया। साथ ही, पेड़ लगाने के लिए कई गड्डे भी खोदे गए।

हमारे जे.एम.डी श्री नीरज जैन सर जी ने २१ फरवरी २०२३ को अनंत स्पिनिंग मिल परिसर में एक पेड़ लगाया गया और इस ड्राईव की सराहना की। समय बीतते हुए अच्छा लग रहा था, होली के आगामी पर्व के अवसर पर, हमने पर्यावरण की सुरक्षा के लिए गोकाष्ठ और गोबर के कंडों का उपयोग कर होली मनाई। इस महीने में, गर्मियों के दिनों में पेड़ों की देखभाल के लिए निरंतर जल प्रदाय की गई और इसे ७-८ मार्च को आई. आर. विभाग की टीम ने सफलतापूर्वक पूर्ण किया। अप्रैल महीने में, हमने हमारे माननीय डायरेक्टर श्री एस. सर के जन्मदिन को उत्सवित किया और ७९ पेड़ों को रोपा गया। फिर मई महीने में, हमने १०० दिन का रिकॉर्ड पूरा किया और वृक्षारोपण के मुद्दे पर प्रतियोगिता आयोजित की, जिसमें सभी लोग शामिल हुए। जून में, विश्व पर्यावरण दिवस के अवसर पर हमने २०१ पेड़ लगाए।

जुलाई माह से वृक्षारोपण की संख्या भी बढ़ती गई और विभिन्न विभागों के सदस्यों ने इस मुहिम में सक्रियता दिखाई। इसके साथ ही, हमारे विभागों के बीच एक प्रतिस्पर्धा भी आयोजित हुई, जिससे ड्राईव को और गति मिली। अगस्त के आने के साथ, बारिश के मौसम के बावजूद, हमने पेड़ लगाने के प्रयासों की निरंतरता को बनाए रखने के लिए योजना बनाई।

सितंबर माह में, हमारे एच.आर./आई आर/लाईजनिंग और सी.एस.आर. विभाग ने एक भव्य कार्यक्रम का आयोजन किया। इस कार्यक्रम का शीर्षक "पर्यावरण की सुरक्षा" था, जिसमें



मध्य प्रदेश पर्यावरण विभाग के अधिकारियों की मौजूदगी में विशेष भाषण दिया गया। सभागार भरपूर था, जिसमें हमारे यूनिट हेड श्री एम. त्रिपाठी सर, श्री आर. के. सिंह और पर्यावरण विभाग के श्री सराफ ने पर्यावरण के महत्व पर चर्चा की। समारोह के दौरान, माननीय श्री सराफ ने यूनिट हेड श्री एच.एम. त्रिपाठी को एक शील्ड और प्रशस्ति पत्र से सम्मानित किया, साथ ही हार्टीकल्चर विभाग के पर्यावरण मुहिम को समर्थन देने वाले श्री सचिन चौबे और उनकी टीम को भी सम्मानित किया।

अक्टूबर के आने के साथ, हमें ऑडिट का संदेश मिला और ऑडिट आरम्भ हो गया। कार्यक्रम के दौरान, ऑडिट टीम के हेड श्री बोहरा जी ने अपने टीम के साथ एक दिन पेड़ लगाने का कार्य किया, जिससे हमारे पर्यावरण में सुधार हुआ। नवंबर के प्रारंभिक दिनों में, हमने दीपावाली के अवसर पर नवग्रह पेड़ों की वाटिका लगाई, जो हमारे राष्ट्रीय पर्व को और भी यादगार बनाती है। ३१ दिसम्बर-२०२३ को मैडम श्रीमती शशि पाल जी द्वारा आम के पेड़ का वृक्षारोपण किया गया। इस अवसर पर, हमारे डायरेक्टर एम. पी. लोकेशन श्री एस. पाल सहित, यूनिट हेड श्री एच. एम. त्रिपाठी जी, श्री पी. ढींगरा (वर्धमान यारुंस), श्री राजीव आंग्रा, श्री आर. के. सिंह, श्री मुकेश वत्स, और श्री सुरेश दूबे जी उपस्थित थे। इस साथगान के साथ, हमने ३६५ दिनों की यात्रा में प्लांटेशन ड्राईव को पूरा किया।

हमारे वर्धमान ग्रुप के चेयरमैन परम पूज्यनीय श्री एस.पी. ओसवाल जी, वाईस चेयरमैन मैडम सुश्री सुचिता जैन, जे.एम.डी. श्री सचि त जैन सर, मैडम सागरिका जैन, मैडम सौम्या जैन, जे.एम.डी. श्री नीरज जैन सर तथा वर्धमान ग्रुप की समस्त ईकाईयों के यूनिट हेड एवं परिवार सदस्यों द्वारा हमारे प्रयासों की सराहना की गई। उनके साथ ही, हमारे संस्थान के अन्य कर्मचारियों और परिवार सदस्यों ने भी इस प्रयास में हमारा साथ दिया।

श्री हनुमान जी ने सही कहा था कि जब मन में ठान लें, तो संसार में कुछ भी असम्भव नहीं है। हमने एक वर्ष में पेड़ लगाने का संकल्प किया और इसे पूरा करने के लिए प्रयास किया। यह कठिन काम था, लेकिन हमने अपनी निरंतर प्रयत्नों से इसे सफल बनाया। इस कार्य के सफल पूर्ण होने पर, हमारे उच्चाधिकारीगण ने हमें सम्मानित किया और उनके साथ हम एक विशेष अवसर पर एकत्रित हुए, जिसने हमें और भी प्रेरित किया।

### Sachin Kumar Chaube Anant Spinning Mills



# वृक्षारोपण के कुछ पल



# READER'S DIGEST

## Finding Joy and Fulfillment in Creative Endeavors



Expressing yourself creatively, whether through drawing, writing, or dancing, allows you to share parts of yourself that are difficult to articulate. This process fosters self-awareness and self-acceptance by enabling exploration of different aspects of your identity.

Engaging in creative activities can have a calming effect on your mind. When you immerse yourself in tasks like drawing or crafting, you temporarily set aside worries and experience contentment. Additionally, creativity triggers the release of dopamine, a neurotransmitter associated with feelings of happiness and reward.

Moreover, cultivating creativity enhances your ability to think innovatively and tackle challenges effectively. It fosters a mindset of thinking outside the box, leading to improved performance in various aspects of life, including work, and equips you with better problem-solving skills.

Creativity also serves as a powerful tool for emotional expression and resilience. By channeling emotions into creative outlets like writing or art, negative feelings can be transformed into something

positive. This ability to process difficult emotions enables bouncing back from challenging times and finding solace in self-expression.

Furthermore, creativity allows individuals to tap into their passions and values, infusing their lives with purpose and significance. Whether through pursuing creative hobbies or integrating creativity into professional pursuits, actions align with what truly matters, leading to deeper fulfillment and life satisfaction.

Additionally, engaging in creative activities often facilitates positive social interactions and communication skills. Whether joining creative groups or participating in community art projects, individuals connect with like-minded individuals and forge meaningful relationships. These connections provide vital emotional support, fostering a sense of belonging and contributing to overall well-being and happiness.

**Jyoti Sharma**  
Arihant Spinning Mills, Malerkotla





## Igniting Workplace Innovation



In the professional world, creativity emerges as the driving force behind innovation. It's not confined to new products but extends to enhancing efficiency and productivity. Despite the perception of a routine job, infusing creativity into daily work life is transformative. This mindset shift transcends job titles, unlocking meaningful results and turning the workplace into a hub of innovation.

Many individuals view their work as a daily routine, a cycle of tasks confined within office walls. The misconception that there's no time for creativity prevails, often fueled by the fear of taking risks. Yet, embracing creative thinking at work breaks the monotony, offering a pathway to more meaningful outcomes. Creativity, contrary to common belief, isn't exclusive to certain roles but is a tool for everyone, fostering emotional investment in one's work and mitigating the fear of failure.

### **The Threefold Benefits of Fostering Creativity:**

**Enhanced Teamwork :** Creativity inspires collaboration, with the process encouraging employees to work together. A mindset of continuous learning empowers the workforce to seek innovative approaches, turning unique ideas into fully formed solutions through teamwork.

**Cultivating a Creative Culture :** Encouraging creativity boosts employee satisfaction and commitment, making the workplace more attractive. Content employees are more likely to stay loyal, creating a positive cycle of innovation.

**Elevated Problem-Solving :** Creative thinking empowers employees to devise innovative solutions, introducing novel methods for task accomplishment and contributing to a more efficiently run business.

Apart from these, participating in creative activities not only acts as a mental escape, diminishing stress and fostering relaxation but also serves as a valuable platform for self-exploration and experimentation. The process of creativity encourages individuals to confidently engage in independent thinking, ultimately contributing to personal growth and resilience.

Remember, in the world of creativity, the worst enemy is self-doubt. Embracing creativity in the workplace is not just a business strategy; it's a holistic approach that transforms work into a dynamic, fulfilling experience.



Neeraj Sofat  
Digital & IT.  
Corp Office, Ludhiana

## Creativity : The state of Flow



Creative thinking at the workplace is a fundamental aspect of our organization's culture and expression. Different from personnel intelligence, which usually refers to being adept in intellectual skills, creativity refers to generating ideas and behaviors in novel or familiar situations. It's the ability to think outside the box, to come up with innovative ideas and solutions, and to make the workplace a more interesting and beautiful place.

Creativity holds significant importance in our lives, enabling individuals to enter a state of flow where they can effectively respond to stress, minimizing its impact. This state of flow allows individuals to rise above perceived stress and enter a "Cool" neurological state, where creativity flourishes effortlessly. In these moments of creativity, individuals experience a sense of detachment from stress and self, entering a zone where excellence becomes innate nature.

Moments of creativity are characterized by detachment, with creative individuals demonstrating masterful control and analytical solutions in their endeavors. They navigate effortlessly between boredom and anxiety, maintaining a relaxed yet highly focused quality of attention. Observing someone deeply engrossed in their most challenging task gives the impression that the difficult is easy, with peak performance appearing natural and routine.

In the pursuit of creativity, individuals often embody the essence of an "Artisan" - a term originating from Japan for those with creative skills capable of producing distinctive products. Artisanship involves creating innovative work, simplifying complex practices with novel and practical ideas. Unlike personal and emotional intelligence, artisanship focuses on generating solutions that deviate from traditional methods and approaching situations in unique ways.

Characteristics of an artisan may include divergent creative thinking or personality traits associated with openness to

experience. Identifying artisans often involves assessing explicit creativity, past engagement in creative activities, and interest in continuing such activities in the future. Engaging in activities that capture one's attention easily can lead to a state of flow, where individuals perform optimally due to repetition or experience.

Creativity is not only valued in daily life and work but also significantly impacts health and well-being, as well as competency. While traditional approaches to creativity focus mainly on personal and mental traits, organizational researchers increasingly explore the social and workplace implications of creativity, as well as the influence of various factors on creative output. Work culture and environment play crucial roles, influencing both the frequency of creative approaches and the level of creative output.

Creativity positively affects individuals' ability to find quick solutions to life's challenges, enhancing life satisfaction and reducing stress. High levels of creativity are associated with longer life expectancy, with even slight increases in creativity reducing mortality risk by 12%. Persistent concentration coupled with excessive worrying often leads to anger or anxiety, affecting individuals' behavior. Research indicates that individuals with higher creativity experience greater satisfaction in their lives and workplaces, even after considering perceived stress levels.

While there is no consensus on how to cultivate creativity, psychology widely acknowledges that it can be developed through practice at any stage of life, provided one is willing to learn. This underscores the significance of directing one's passion towards productive pursuits and maintaining resilience in the face of failure. By embracing setbacks as opportunities for growth, individuals can unlock their creative potential and pave the way for a more innovative and fulfilling life journey.



Sagar Gangwal  
Finishing  
Auro Textiles, Baddi

# SPORTS AND RECREATION



Women Carrom Tournament at Anant Spinning Mills, Mandideep



Indoor Fun & Games for Staff organised at Arisht Spinning Mills, Baddi



Khel Utsav 2024 Organised at Vardhman Fabrics, Budhni



Organized Cricket Premier League at Arihant Spinning Mills, Malerkotla



Outdoor Recreational Games held at VMT, Baddi



Sports Meet held at VSS, Ludhiana



Sports Day Inauguration done by Madam Sagrika Jain at Auro Textiles (Processing Division), Baddi



VSS, Ludhiana Cricket Team Won the League Cricket Matches Organised by Vardhman Group

# ENVIRONMENT, HEALTH & SAFETY

## Environment



Plantation done by Madam Sagarika Jain at Anant Spinning Mills, Mandideep



VSS, Ludhiana developed two Miyawaki Forest in the area of 1.5 Acres



Sapling Plantation done by Mr. T. C. Gupta and team on New Year's Eve at Anant Spinning Mills, Mandideep

## Health



Awareness Session On World Cancer Day at Anant Spinning Mills, Mandideep



Dental Camp Organised at Corporate Office, Ludhiana



Health Awareness session held at VMT, Baddi



Health Checkup Camp Organised at Arihant Spinning Mills, Malerkotla



Medical Camp by ESI at Auro Textiles (Processing Division), Baddi

# Safety



Safety Week badge distribution at Corporate Office, Ludhiana



LPG Awareness and Drawing Competition organised during Safety Week in Vardhman Spinning Mills, Baddi



National Safety Day Badge Pinning at Anant Spinning Mills, Mandideep



National Safety Week Celebration at Auro Dyeing, Baddi



Safety Awareness Rally during Safety Week Celebration at Arisht Spinning Mills, Baddi



Safety Day Celebration at VSGM, Ludhiana



Safety Week Celebration at Arihant Spinning Mills, Malerkotla



Poster Making Competition for National Safety Week at Vardhman Yarns, Satlapur



Self Defence training for Safety of Female Staff organized at Vardhman Fabrics, Budhni

## A Path to Well-Being: Feel the Power of Creativity



*"The desire to create is one of the deepest yearnings of the human soul" - Dieter F. Uchtdorf*

Creativity is a powerful force - a dynamic spark that drives innovation and progress. It's not just about creating art or producing novel ideas - it's about envisioning new solutions to old problems, thinking outside the box and daring to dream of a better future.

Whether it is an artist using their work to shed light on societal issues, a scientist thinking creatively to address environmental challenges, or a community leader innovating ways to uplift their neighborhood - creativity is at the heart of making a positive difference. In fact, some of the world's most significant advancements and impactful initiatives have come from those who dared to think creatively - innovators, artists and thinkers.

Creativity has long been thought of as a key piece of the wellness puzzle. Studies show that engaging in creative practices can significantly enhance well-being by providing avenues for self-expression, reducing stress, fostering a sense of accomplishment, and promoting problem-solving skills. Whether you play music, write stories, arrange flowers, or sew fabulous outfits, tapping into your creativity generates good feelings. The process of creating allows you to enter a state of flow, where you are fully immersed and focused, leading to a sense of fulfilment and satisfaction.

Many people miss out on the joy of creative expression because they fear they are not 'talented' or that they are not good at a particular activity. But if one can let go of the need to be good at something, one can have a lot of fun.

Here are some things you can do to weave creative wellness principles into even the busiest schedule:

### Seek something soothing -

The meditative quality of many creative tasks - such as repetitive stitching while knitting, chopping ingredients for a recipe, or sanding wood for a carpentry project - inherently soothes the brain and body, which can be emotionally satisfying.

**Join an art or pottery class** - While you learn something new and enjoy artistic activity, you may also benefit from social interaction with others and the chance to make new friends.

**Try dance** - Dancing is known as a stress reliever that releases endorphins and it can be a good workout too.

**Use the magic of music** - Make releasing more of those feel-good endorphins a regular practice by belting out some of your favorite tunes. Music can help ease muscle tension and decrease stress hormones.

**Journal and doodle** - To wind down after a stressful day at work, pull out a blank journal and chronicle your day with doodles. You can experiment with different shapes and colours and even download doodling apps to help spark an endless number of creative ideas.

**Express yourself through poetry and writing** - Expressing your thoughts in new ways can be a cathartic exercise. A simple daily diary can help you release feelings onto a page instead of keeping them bottled up inside.

**Visit a museum** - Make enjoying arts and cultural venues a way to relax and broaden your horizons.

**Have fun cooking** - Join a cooking class or buy a cookbook focused on foods you're not used to preparing and get creative in the kitchen. Start a Cooking Club with your friends. Not only will the club foster fun and social interaction, but it will also allow you to experience something completely new and have something to look forward to.



Creative pursuits can be anything which makes use of your talents or interests, and you can follow your passions within your work or beyond your work. Creating can be restorative, expressive, a place of personal autonomy, a conduit for self-awareness, and a source of meaning and purpose. No matter how you choose to maintain your creative muscle, the process will set the conditions for greater happiness, which will set the stage for even more creative activity.

Anayat Sodhi  
Industrial Psychologist,  
Corporate Office

## Spearheading Productivity and Efficiency



In today's rapidly evolving business landscape, the key to success lies in embracing innovative solutions that streamline processes and drive efficiency. Auro Textiles Fabric Division, Baddi, exemplifies this by implementing HR letter automation and launching the state-of-the-art Grievance Portal "Happy to Help". This groundbreaking initiative led by Ms. Smita Chandel, HR Head of the Fabric Division Auro Textiles, has resulted in significant time savings and a remarkable boost in productivity.

Acknowledging the imperative for an enhanced HR system, we spearheaded the vision and execution of a holistic solution. Traditional methods of HR letter generation, grievance management, and record-keeping proved cumbersome and error prone. Recognizing this challenge, we seized the opportunity to transform these workflows, propelling the HR department towards unprecedented efficiency and excellence.

### Introducing "At Your Service": HR Letter Automation

Tackling a common challenge for HR departments globally, the time-consuming task of generating various HR letters, from offer letters to experience certificates, was ripe for innovation. This transformative solution not only reduces letter turnaround time but also eliminates errors associated with manual data entry.

With precision, the automated system ensures letters are generated in compliance with company policies and legal requirements. This enhancement has not only elevated communication quality with employees but has also liberated HR professionals' time, allowing them to focus on strategic priorities.

### Introducing "Happy to Help": Grievance Portal

In response to the essential task of addressing employee grievances, we introduced a centralized and intuitive platform. The Grievance Portal, fondly known as "Happy to Help," enables employees to effortlessly submit

grievances, monitor their resolution progress, and engage directly with the HR team.

This portal not only streamlines the grievance resolution process but also fosters transparency and accountability within the organization. By providing employees with a dedicated platform to voice their concerns, Auro Textiles Fabric Division has cultivated a culture of inclusivity and responsiveness in the workplace.

The implementation of innovative solutions at Auro Textiles Fabric Division's HR department has yielded remarkable results. HR letter automation has significantly saved time and effort, enabling HR professionals to concentrate on strategic initiatives like workforce planning, talent development, and employee engagement. Additionally, the Grievance Portal has boosted employee satisfaction and facilitated quicker issue resolution, thereby lessening the workload on the HR team. This heightened efficiency has translated into enhanced productivity and a more adaptable HR function.

These initiatives highlight the transformative potential of technology in HR management. Embracing such innovations is crucial for competitiveness and workforce well-being.

Moving forward, we aim to further enhance our processes, including the implementation of online vehicle requisition and exploring artificial intelligence for predicting and preventing HR issues. These efforts underscore our commitment to a positive workplace culture.

In conclusion, the journey of HR automation and the Grievance Portal at Auro Textiles Fabric Division sets a standard for modern HR practices. Under visionary HR leadership, the company has elevated its function to drive organizational success.

Atul Chandel and Rahul Raghuvanshi  
HR Department  
Fabric Division, Baddi



# BIRTHDAY BASH



Anant Spinning Mills, Mandideep



Auro Dyeing, Baddi



Auro Textiles (Yarn Dyeing Division), Baddi



Auro Textiles (Yarns Division), Baddi



Auro Weaving Mills, Baddi



Vardhman Acrylics, Jhagadia



Vardhman Special Steels, Ludhiana



VMT, Baddi



VSM, Baddi



# TRAINING & DEVELOPMENT



**Training Session on Conflict Management  
at VTDC Campus, Ludhiana**



**Organizational Awareness Training Program held  
at Vardhman Fabrics, Budhni**



**POSH awareness session at Auro Textiles(Yarn Division), Baddi**



**Safety Training at Anant Spinning Mills, Mandideep**



**Training Session held by Brahma Kumaris  
at Vardhman Apparels, Ludhiana**



**Behavioral Training Program held  
at Auro Weaving Mills, Baddi**



# CSR: DOING OUR BIT

## Education



Provided 200 benches to four Government schools in Ludhiana, Punjab



Distributed Projectors to 15 Government Schools in Ludhiana, Punjab

## Healthcare



Provided Dental OPG and other Medical equipment to the District Hospital Narmadapuram Budhni, M.P



Conducted awareness session under Project "NANDINI" on Menstrual Hygiene in Baddi & Budhni



Organized 'Gyan Vigyan Mela' under 'Project Nandini' at Vardhman Fabrics, Budhni



Provided Blood Donation Couches to Rehras Sewa Society, Ludhiana Punjab



Organized a Free multi-specialty Health Checkup Camp for Poor & Needy people in Mandideep



Provided Ultrasound Machine to Ek Noor Neki Da Hospital Alamgir, Ludhiana Punjab



Provided Delivery Table & Inverter for Labour Room to Government Mother & Child Hospital Ludhiana, Punjab



Contribution of Rs.25 Lacs to Poor Patients Funds of DMC Hospital & Managing Society, Ludhiana for the treatment of underprivileged patients



Provided Financial Contribution to Digestive Diseases Care Foundation (DDFC) for Research and Development, Ludhiana Punjab



Provided Elevator Facility to ISKCON Temple in Ludhiana, Punjab



Distribution of 30 Sewing Machines under CSR by Vardhman Special Steels, Ludhiana



Dental Checkup Camp organized at Rajiv Gandhi Colony by VSS, Ludhiana



Donated laboratory equipment at Sevashram Hospital Bharuch by Vardhman Acrylics, Jhagadia



## Nurturing Creativity : How it Enhances Your Brain and Well-being



Creativity isn't just about artistry or innovation—it's a fundamental part of what makes us human. It's about seeing the world in a fresh light, finding connections in unexpected places, and daring to imagine new possibilities. When we tap into our creative instincts, we're not just solving problems or coming up with ideas; we're nurturing our brains and enriching our lives in countless ways.

Think about the last time you lost yourself in a creative pursuit—whether it was painting, writing, or simply daydreaming. Didn't it feel like a breath of fresh air for your mind? That's because engaging in creative activities isn't just a pastime; it's a workout for your brain. Studies show that flexing your creative muscles can boost cognitive function, improve memory, and sharpen problem-solving skills. And the best part? It's not just about the result—it's about the joy of the process, the satisfaction of bringing something new into the world.

But creativity isn't just good for your brain; it's good for your soul, too. In today's fast-paced world, stress and anxiety can weigh us down, leaving us feeling overwhelmed and disconnected. That's where creativity comes in. Whether you're painting a picture, strumming a guitar, or crafting a story, creative activities offer a refuge from the chaos of everyday life—a chance to slow down, focus inward, and find a sense of peace and purpose.

And it's not just about finding solace in creativity; it's about finding strength, too. Studies have shown that engaging in creative pursuits can boost self-esteem, reduce symptoms of depression and anxiety, and increase feelings of happiness and fulfillment. By expressing ourselves creatively, we tap into a deep well of resilience and inner strength, empowering us to face life's challenges with courage and grace.

But creativity isn't just a solo endeavor; it's something that can bring us together, too. In the workplace, fostering a culture of creativity can lead to increased collaboration, better problem-solving, and a more vibrant and dynamic work environment. When we encourage each other to think outside the box, share ideas, and experiment with new approaches, we create a space where innovation can thrive—and where everyone has the opportunity to shine.

So, whether you're picking up a paintbrush, strumming a guitar, or simply letting your imagination run wild, remember, creativity isn't just a luxury—it's a vital part of what makes us human. So go ahead, embrace your creative spark, and let it light up your world.



Priyanka  
Arihant Spinning Mills, Malerkotla

## The Synergy of Creativity and Well-being : Nurturing the Mind, Body, and Soul



Amidst the hustle and bustle of modern life, where stress and anxiety frequently dominate, prioritizing well-being has become essential. Individuals are constantly exploring various avenues, from mindfulness techniques to physical exercise routines, to improve their overall quality of life. In this pursuit, creativity often stands out as a powerful but sometimes overlooked ally.

Creativity, often associated with artistry and innovation, holds profound implications for mental, emotional, and physical well-being. Beyond its conventional manifestations in the arts, creativity permeates every facet of human existence, offering a transformative force that enriches life on multiple levels.

At its core, creativity is the capacity to generate novel ideas, solutions, and expressions. Engaging in creative endeavors not only stimulates cognitive processes but also fosters a sense of fulfillment and purpose. Whether through painting, writing, cooking, or problem-solving, tapping into one's creative potential instills a profound sense of accomplishment and self-efficacy.

Numerous scientific studies underscore the profound impact of creativity on mental health. Research has shown that engaging in creative activities can alleviate symptoms of depression, anxiety, and stress. The act of creation serves as a form of self-expression, allowing individuals to channel their emotions and thoughts constructively. This cathartic process can promote emotional resilience and provide a therapeutic outlet for navigating life's challenges.

Moreover, creativity nurtures cognitive flexibility and resilience, essential qualities for adapting to change and overcoming adversity. By embracing experimentation and embracing uncertainty, individuals cultivate a mind-set conducive to

innovation and growth. This adaptive capacity not only enhances problem-solving skills but also fosters a sense of optimism and resourcefulness in the face of obstacles.

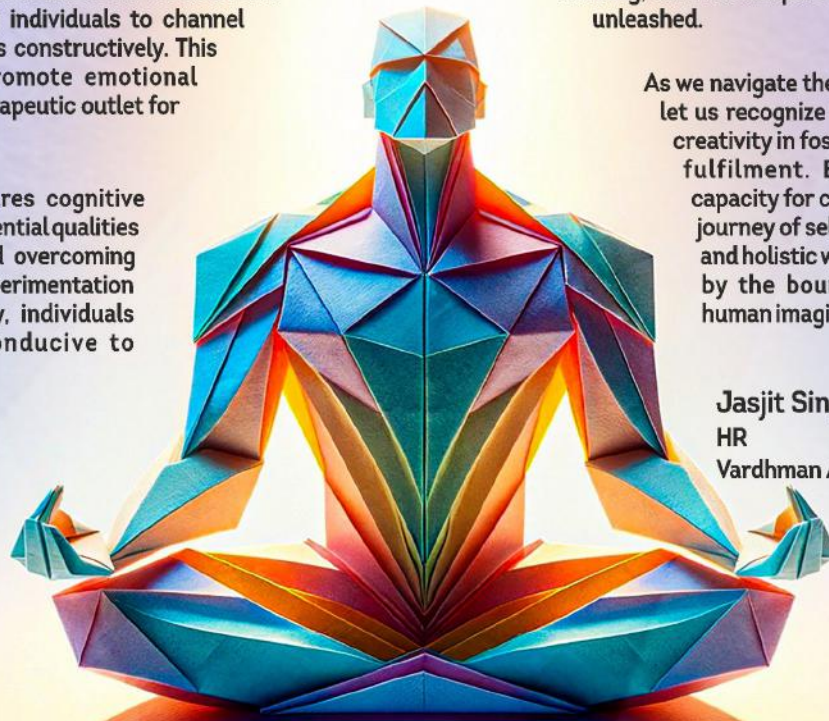
Beyond its psychological benefits, creativity also exerts a profound influence on physical well-being. Engaging in creative pursuits often entails immersive experiences that promote mindfulness and flow—a state of deep concentration and absorption in the present moment. Such experiences have been linked to reduced levels of cortisol, the stress hormone, and increased feelings of relaxation and contentment.

Furthermore, creativity has been shown to enhance neuroplasticity—the brain's ability to reorganize and form new neural connections. Regular engagement in creative activities can preserve cognitive function and mitigate age-related decline, promoting lifelong brain health and vitality.

In essence, creativity serves as a gateway to holistic well-being, nourishing the mind, body, and soul. Cultivating creativity requires a willingness to embrace curiosity, experimentation, and vulnerability—a journey of self-discovery and growth. Whether through artistic expression, problem-solving, or innovative thinking, each has unique creative potential waiting to be unleashed.

As we navigate the complexities of modern life, let us recognize the transformative power of creativity in fostering resilience, vitality, and fulfillment. By embracing our innate capacity for creativity, we can embark on a journey of self-expression, self-discovery, and holistic well-being—a journey enriched by the boundless possibilities of the human imagination.

Jasjit Singh  
HR  
Vardhman Apparels, Ludhiana



# AWARDS & RECOGNITION



VSGM Spinning Maintenance Team Won "GOLD AWARD" in 15TH CICU KAIZEN COMPETITION 2023 on 24 Jan 2024



Anant Spinning Mills Maintenance team Won Platinum award (Top Most award) in CII 48th Kaizen Competition



Auro Dyeing, Baddi Team received the QC AWARD IN QCFC Competition



Auro Textiles (Yarn Division) won NCQC 2023 held in Nagpur





**Gold Award to QC Jagriti in QCFI,  
Jaipur Chapter- Auro Weaving Mills, Baddi**



**Gold Award under Renovative Category in Roller Printing Machine  
to Mechanical Engineering Team  
in 47th CII National Kaizen Competition**



**Vardhman Fabrics, Budni QC team (UMANG-Process)  
won 1st Runner-up in CII Regional National level QC Competition**



**Vardhman Yarns, Satlapur Production Unit 6 Team won  
'Par Excellence Award' in 37th National Convention  
on Quality Concepts (NCQC)**



**VSS, Ludhiana Team won 2nd Position  
in 15th National Kaizen Award organized by CICU**

# LET'S MEET



## Amit Jain

Asstt. Vice President  
Corporate Projects || Logistise || CSR

through the challenges involved in the purchase of capital and revenue items linked with projects. Diverse challenges awaited me in the Garments division, where I served as the head of VNGL's commercial and accounts. My contributions didn't go unnoticed, earning commendation from the Chairman, who personally acknowledged the positive transformations initiated by me.

In times of Covid 2020, I ventured into Acrylic Business Marketing, gaining insights into dealership network management, criticalities of new product development, and knottiness of B2C product marketing. In April 2022, I was given the role of the head for the Civil section in the Projects department under the guidance of Mr. Manoj Bansal. As the Group CSR & Logistics Head, my role extended beyond the conventional, highlighting the need for versatility and determination.

All these roles, though challenging, have helped enrich my persona, and I owe a significant part of my success to the unwavering support from both the leadership that includes CMD Sir, VC Madam, JMD Sir and my seniors, and the dedicated team. Mrs. Shakun Oswal Madam holds an irreplaceable and monumental position in my life, her presence having left an indelible mark of significance and profound impact on my journey.

Vardhman, to me, is more than an organization; it's a close-knit family where mutual support is engrained in our culture, and everyone contributes to the success and growth of one another.

**What family traditions or values do you believe are essential to pass on to future generations?**

Our family values revolve around education, mutual support, hard work, gratitude, and balance. Rooted in our modest background, we prioritize academic excellence, celebrate individual achievements, and foster unity.

I have pursued a Master's in Business Administration and a Post Graduate course in Materials Management. The management has generously provided me with the invaluable opportunity to participate in the Management Development Program at XLRI and specialized training on Negotiation Skills from ISB.

My wife, Dr. Puja Jain, has done her Ph.D after completing her M.Com. and MBA and is currently serving as an Assistant Professor at Sri Aurobindo College of Commerce & Management, Ludhiana. Our son Aashray Jain is pursuing an MBA at the prestigious Faculty of Management Studies, University of Delhi. He has recently been selected as a summer intern at Aditya Birla Group.

**How has your career path shaped your perspective on success and fulfilment?**

My 26-year journey with Vardhman Group has profoundly shaped my perspective on success and fulfilment, significantly influencing both my personal and professional dimensions. Starting as an IR officer trainee in October 1997 at Auro Spinning Mills Baddi under Mr. Ashwani Sharma's guidance, I prioritized worker welfare, laying the foundation for my commitment to employee well-being.

In July 1998, I pivoted to a role in the Central Purchase department, refining procurement skills over a 12-year tenure until early 2010. Managing additional responsibilities in husk and coal purchase, central group logistics and transitioning into VSGM's commercial echelons, I navigated complexities in inventory management and warehousing.

My corporate managerial role from 2014 helped me learn to sail



Gratitude is ingrained in our family culture, recognizing blessings and support, while we emphasize balancing personal and professional pursuits for holistic well-being and fulfilment.

### How have technological advancements impacted your life, and what are your thoughts on the rapid pace of change?

My journey has witnessed the evolution from manual indenting and floppy disks to the current era of instant file transfers and advanced technology. This experience has underscored the rapid pace of change, reshaping not only the way we work but also fostering environmental consciousness.

Remaining dynamic in my professional journey is a personal priority. I consistently enhance my skills through workshops, staying updated on industry trends and emerging technologies. Recently, our focus on implementing the Transport Management System in logistics has brought excitement and valuable learning experiences. The volatile nature of technological changes fuels our enthusiasm, and our adaptability ensures successful navigation through these transformative times.

### Are there specific strategies or mind-set shifts that helped you navigate difficult times?

In challenging times, I rely on strategic time management and a goal-oriented approach to navigate complexities. Prioritizing tasks aligns my efforts with broader objectives, ensuring efficient use of time. Meeting deadlines is non-negotiable, and I carve out focused time slots for deep work, minimizing distractions. Juggling multiple profiles demands a strategic mind-set, with each receiving dedicated time and a tailored approach to address unique needs. This well-organized and comprehensive management strategy has been instrumental in overcoming challenges and maintaining productivity during difficult periods.

### Vardhman's culture is known for cherishing diversity and inclusion. How have you fostered this culture within your team?

Within my team, fostering Vardhman's culture of cherishing diversity and inclusion is paramount. Open communication, transparent dialogues, and regular team meetings are integral to our culture, ensuring everyone's voice is heard. Emphasizing adaptability and honoring individual strengths distinguishes our team. We foster camaraderie through informal family gatherings, strengthening our bonds and teamwork. I prioritize providing growth

opportunities and encouraging active participation in decision-making, creating a cohesive and purposeful environment. For newcomers, I emphasize cultivating a mindset of continuous learning, viewing challenges as opportunities for personal and professional growth. By aligning with Vardhman's values and understanding the organization's essence, team members prioritize dedicated learning for ongoing improvement and actively contribute to the company's development.

### Since you enjoy travelling, could you share a travel destination or any standout experiences that hold a special place in your heart? Additionally, what hobbies or activities bring you joy outside of work?

One of the most memorable travel experiences etched in my memory is a delightful trip encompassing Bangalore, Mysore, Ooty, and Kodaikanal. This journey was characterized by diverse landscapes, vibrant cultures, and unique destinations, creating some unforgettable moments. The historical charm of Mysore, the scenic beauty of Ooty, and the serene ambiance of Kodaikanal, each destination contributed to a rich and immersive travel experience. In my leisure time, I find joy in two main pursuits. Firstly, spending quality time with my family is a source of genuine happiness and connection. Additionally, I have a passion for playing sports, which not only serves as a recreational activity but also contributes to my overall well-being.



## Nurturing Creativity: A Journey of Growth and Innovation



As we reflect on the remarkable journey of the past year, it's evident that the path to success has been paved with creativity, resilience, and unwavering commitment to excellence. We embraced the challenges head-on, leveraging creativity as our guiding light to navigate through uncharted territories and emerge stronger than ever.

The cornerstone of our success lies in our ability to harness the power of creativity to drive innovation and overcome obstacles. From crafting internal Standard Operating Procedures (SOPs) to devising ingenious mechanisms, our organization's creative solutions have propelled us towards achieving our targets. Securing the 2nd position in the Centralized Scrap Yard management 5S audit stands as a testament to our unwavering dedication to excellence and continuous improvement.

The journey of transformative projects, exemplified by initiatives like the Inter Unit Buyer (IUB) project for dyes and chemicals, has been a continuous learning curve for our team. These projects have not only yielded significant gains but have also provided ample opportunities to enhance our skill sets and broaden our horizons.

From my initial role as the Head of Department (HOD) of AT-Processing & AT-Printing

Processing Stores, my responsibilities expanded to include overseeing operations at Auro Weaving, Mahabir Spinning Mill-I&II, and later, assuming additional responsibilities at Auro Dyeing.

"Progress is impossible without change, and those who cannot change their minds cannot change anything."

This ethos has guided us through transformative changes, such as the centralization of all five merging units' stores into the Centralized Main Store of Fabric Division Baddi, ushering in a new era of efficiency and collaboration.

As we reflect on the milestones achieved and the challenges overcome, it becomes clear that our journey of transformative projects has not only reshaped our operations but also our mindset. It has been a testament to our team's resilience, adaptability, and unwavering commitment to excellence. Moving forward, let us embrace this spirit of innovation and collaboration, knowing that the road ahead may be challenging but also filled with opportunities for growth and success. Together, we will continue to push boundaries, inspire change, and make a lasting impact in our industry and beyond.



**Naresh Thakur**  
Materials  
Auro textiles, Baddi

# WELCOME ABOARD



**Navneet Singhai**  
Unit Commercial & Accounts  
Vardhman Fabrics



**Lakhbir Kumar**  
Unit Commercial & Accounts  
Arihant Spinning Mills



**Rahul Chauhan**  
Steel Melt Shop  
Vardhman Special Steels Ltd



**Ajit Kumar Tiwari**  
Unit HR & IR  
Vardhman Fabrics



**Sidharath Verma**  
Raw Material Procurement  
Corporate Office



**Vipin Chourasiya**  
Unit Administration  
Vardhman Yarns



**Vijay Jaiswal**  
Unit Administration  
Auro Textiles



**Munish Kumar**  
Printing & Yarn Dyed Production  
Auro Textiles



**Umaretiya Fenish Rameshbhai**  
Research & Development  
Vardhman Special Steels Ltd



**Mukesh Mishra**  
Electrical & Instrumentation Engineering  
Vardhman Fabrics



**Amit**  
Rolling Mill  
Vardhman Special Steels Ltd





**Sri Aurobindo**

## **The Aim of Life ; Four Theories of Existence**

*Our theory of the integral knowledge admits Mind as a creative principle, a power of the Being, and assigns it its place in the manifestation; it similarly accepts Life and Matter as powers of the Spirit and in them also is a creative Energy. But the view of things that makes Mind the sole or the supreme creative principle and the philosophies that assign to Life or Matter the same sole reality or predominance, are expressions of a half-truth and not the integral knowledge. It is true that when Matter first emerges it becomes the dominant principle; it seems to be and is*

*within its own field the basis of all things, the constituent of all things, the end of all things: but Matter itself is found to be a result of something that is not Matter, of Energy, and this Energy cannot be something self-existent and acting in the Void, but can turn out and, when deeply scrutinised, seems likely to turn out to be the action of a secret Consciousness and Being: when the spiritual knowledge and experience emerge, this becomes a certitude, – it is seen that the creative Energy in Matter is a movement of the power of the Spirit. Matter itself cannot be the original and ultimate reality. At the same time the view that divorces Matter and Spirit and puts them as opposites is unacceptable; Matter is a form of Spirit, a habitation of Spirit, and here in Matter itself there can be a realisation of Spirit*

*It is true again that Life when it emerges becomes dominant, turns Matter into an instrument for its manifestation, and begins to look as if it were itself the secret original principle which breaks out into creation and veils itself in the forms of Matter; there is a truth in this appearance and this truth must be admitted as a part of the integral knowledge. Life, though not the original Reality, is yet a form, a power of it which is missioned here as a creative urge in Matter.*