

Embrace,  
Evolve,  
Excel



**Vardhmān**

Delivering Excellence. Since 1965.



JULY-SEPT 2023

HOUSE JOURNAL  
OF VARDHMAN GROUP

# Contents

<b>Editor's Note</b>	<b>01</b>
<b>Management Speak</b>	
• From the Chairman's Desk	<b>02</b>
• From the Vice Chairman's Desk	<b>03</b>
<b>Cover Story</b>	<b>04</b>
<b>Feature Articles</b>	
• Unleash the Journey of Achievements	<b>05</b>
• Unlocking the Power of Lateral Thinking for Personal & Professional Growth	<b>06</b>
<b>In the Spotlight</b>	<b>08</b>
<b>Business Buzz</b>	<b>09</b>
• Embracing Lifelong Learning: Thriving in a Rapidly Evolving Era	<b>10</b>
• Sustainability : An Integral Component of the Industrial Ecosystem	<b>11</b>
<b>Read to Lead</b>	<b>11</b>
• Fostering Leadership Excellence	<b>12</b>
• The Tale of Transformation & True Greatness	<b>13</b>
<b>Events &amp; Activities</b>	<b>14</b>
<b>Poet's Corner</b>	
• ਨਸ਼ਿਆਂ ਦੀ ਬਿਮਾਰੀ	<b>17</b>
<b>Reader's Digest</b>	
• IKIGAI: A Path to Personal Evolution	<b>18</b>
• The Pursuit of Excellence in Life & Work	<b>19</b>
• Leadership Unveiled: Impact, Influence & Inspiration	<b>20</b>
• The Path of Embracing Innovation, Evolution and Excellence in the Steel Industry	<b>21</b>
<b>Sports &amp; Recreation</b>	<b>22</b>
<b>Environment, Health &amp; Safety</b>	<b>23</b>
• Birthday Bash	<b>24</b>
• Embrace the Opportunities : A Journey Towards Courage and Growth	<b>26</b>
• The Art of Acknowledging Compliments in the Workplace	<b>27</b>
• स्वस्थ रहने के सरल नियम	<b>28</b>
<b>Training &amp; Development</b>	<b>30</b>
<b>CSR : Doing our Bit</b>	<b>32</b>
Harnessing Spiritual Power : Mastering Your Mind	<b>35</b>
<b>Awards &amp; Recognitions</b>	<b>36</b>
<b>Welcome Aboard</b>	<b>39</b>
<b>Let's Meet</b>	<b>40</b>

# Editor's Note



In our relentless pursuit of personal and professional excellence within the ever-evolving contemporary era, we are confronted by challenges that demand more than sheer determination; they require a mindset capable of adaptation, learning, and thriving. To navigate this path effectively, we must first embrace a profound shift in our perception of obstacles, recognizing them as invaluable opportunities for growth and advancement.

At the heart of this transformative journey lies the cultivation of an open and inquisitive mindset. In a world of constant flux, success hinges on our unwavering willingness to acquire fresh knowledge and confront novel challenges. By nurturing an attitude of curiosity and adaptability, we not only embrace change but also position ourselves to thrive amidst its shifting currents.

"Evolve" invites us to embrace change and continuous improvement as an integral part of our lives. It reminds us that stagnation is the enemy of progress, and by evolving, we unlock our true potential. It's a call to adapt, learn, and expand our horizons. In today's fast-paced environment, embracing change is not merely a choice; it is a necessity. The world we once knew is in a perpetual state of transformation, and those who are resistant to change find themselves at a disadvantage. Instead, we must welcome change as a positive force—an opportunity to reinvent ourselves, our strategies, and our outlook. In the words of Jeff Bezos, "What's dangerous is not to evolve."

"Embrace" emphasizes the importance of acceptance and open-mindedness. To truly evolve, we must embrace new ideas, challenges, and opportunities with enthusiasm and resilience. It encourages us to foster a culture of inclusivity, where diversity of thought is celebrated.

The circle of individuals we choose to surround ourselves with is equally pivotal as the people in our lives wield a significant influence on our journey. Opting for a positive and supportive network of friends and companions who genuinely believe in our capabilities can be instrumental in propelling us toward our loftiest aspirations. Their encouragement and constructive feedback serve as the driving force that propels us higher and farther on our path to personal and professional excellence.

While the pursuit of success is often demanding and exhilarating, we must not neglect the imperative of self-care. Maintaining physical and mental well-being is essential to sustaining the momentum required for excellence. Nourishing our bodies with wholesome foods, ensuring adequate rest, and engaging in regular physical activity all contribute to our overall health and resilience. A healthy body and mind provide the foundation upon which we can build our dreams.

Furthermore, let us not lose sight of the broader context within which our journey takes place. Responsible growth and progress require a harmonious relationship with our environment. We should consistently approach our pursuit of success with deep reverence for the interconnected world we inhabit, committing ourselves to its well-being and preservation. After all, genuine excellence should never be achieved at the cost of the world that nurtures and sustains us.

Success is not a solitary endeavour; it is a shared voyage of growth and transformation. As we embrace the challenges and changes along the way, we discover that success is not solely about reaching a destination; it encompasses the growth and evolution experienced throughout the journey itself.

Finally, "Excel" serves as the destination in this transformative journey. It reminds us that by evolving and embracing change, we set ourselves on a path to excellence and achievement. It's a reminder that our potential is boundless when we commit to continuous growth. Every challenge, every setback, and every obstacle is an opportunity to learn, adapt, and become better. Embrace each opportunity for learning and development, emerging as a beautifully transformed individual. This, in essence, is the true measure of accomplishment.

With these guiding principles as your compass, you can confidently and purposefully navigate the challenges and opportunities that life presents. Embrace change, foster an inquisitive mindset, nurture a supportive network, prioritize self-care, and safeguard the environment. As you embark on this transformative journey, remember that personal and professional excellence is not a static destination; it is a dynamic and ever-evolving path.

Vivarta Atre  
Corp. Comm.



# Management Speak

## From the Chairman's Desk

Dear Colleagues

Success, something that has intrigued people for ages, can take shape through personal accomplishments and the fulfilment of lifelong dreams. Although the path to success is often strewn with challenges and obstacles, it is a goal that can be reached. By adopting essential principles and fostering a mindset centered on growth, anyone can set off on a journey to turn their dreams into reality.

In this endeavour, it is crucial to acknowledge that success is not a one-size-fits-all destination. Each person's definition of success is unique, reflecting their values, passions, and individual circumstances. Some may find success in personal contentment, while others seek professional recognition or the achievement of specific objectives. Understanding your own vision of success serves as a fundamental starting point, allowing you to tailor your actions and decisions to align with your personal goals.

The initial step towards success involves embracing your distinctive qualities, strengths, and aspirations. Self-awareness serves as a guiding light to understand your potential and use it effectively. Dedicate time to self-reflection, contemplating your values, interests, and skills. Fully accept your passions and talents, as they are the seeds of success. Aligning your goals with your authentic self, forms a sturdy foundation for a significant and gratifying journey.

Embracing success also entails accepting failure. Rather than viewing it as an insurmountable obstacle, successful individuals regard setbacks as invaluable opportunities for growth. They draw wisdom from each experience, using it as a catalyst for progress. Adopting a positive mindset empowers you to embrace challenges, enabling you to persevere and overcome obstacles.

In addition to embracing personal qualities, adopt an "Adaptability" mindset. Uncertainty is a constant factor that can disrupt anyone's equilibrium. In such moments, possessing a flexible and adaptable mindset is crucial for navigating challenges and emerging stronger. As human beings, we possess the innate capacity to embrace change, evolve alongside it, and excel despite the uncertainties it presents. Lifelong learning is also imperative. Foster a growth-oriented mindset and acknowledge the value of continual learning. One needs to stay updated on the emerging technologies, trends, and industry developments..

Success is not a static state but an ever-evolving process that demands continuous growth. Evolution involves cultivating a growth mindset marked by resilience, adaptability, and a relentless thirst for knowledge. Embrace the mindset of a perpetual learner, actively seeking opportunities for personal and professional development. Broaden your horizons by acquiring new skills, seeking mentorship, and committing to

ongoing self-improvement. Surround yourself with individuals who motivate and challenge you, creating an environment conducive to growth.

As you evolve, it is crucial to adapt to changing circumstances and embrace innovation. In a world that changes rapidly, success often hinges on the ability to embrace change and leverage it to your advantage. Be open to novel ideas, explore emerging trends, and embrace technological advancements. Embracing change allows you to remain agile and navigate uncharted territories, positioning yourself at the forefront of progress.

Identifying transferable skills is another facet of evolution. Assess your existing skillset and pinpoint abilities that can transition to other higher roles. Strong communication, problem-solving, and adaptability skills are highly sought-after attributes across various professions.

The pinnacle of success is reached through the pursuit of excellence. Once you have embraced your true self and embarked on a journey of growth, it is time to channelize your energy into excelling in your chosen field or endeavour. Set clear and attainable goals, breaking them down into actionable

steps. Cultivate discipline, consistency, and unwavering determination in your pursuit of excellence. Embrace a strong work ethic, understanding that success depends not only on talent but also on dedicated effort and commitment.

Excel by harnessing the power of collaboration. Success is seldom achieved in isolation but often through effective teamwork and collaboration with others. Foster robust relationships, build networks, and surround yourself with individuals who share your vision. By harnessing the collective strengths and expertise of a team, you can propel yourself to greater heights of success.

Success is a perpetual voyage that calls for embracing your true self, evolving through continuous growth, and mastering your chosen path. It requires self-awareness, unwavering resilience, adaptability in the face of change, and a steadfast commitment to excellence. Embrace the challenges, setbacks, and victories that you encounter, for they are the stepping stones on your path to a thriving life.

As you embark on your journey, may it be infused with unbridled passion and a profound sense of purpose. Let your unwavering determination to achieve your aspirations propel you forward, lighting the way to your unique vision of success. Remember, in the pursuit of your dreams, every step taken and lesson learned is an invaluable part of your journey.



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

## From the Vice Chairman's Desk

Dear Colleagues

The journey towards personal and collective growth begins with a fundamental principle - the art of embracing the things that never change. In a world where the only certainty is change itself, we must find solace and strength in the stability of our core values and beliefs. At Vardhman, we have ingrained this philosophy into the very fabric of our organization. We embrace our roots, our heritage, and the timeless values that have been our guiding light for decades. By anchoring ourselves in these enduring principles, we lay a solid foundation upon which we can construct our future.

To truly thrive in a world characterized by constant change, we must evolve. As Charles Darwin famously stated, "It is not the strongest of the species that survives, nor the most intelligent, it is the one most responsive to change." In our dynamic environment, we must be ever-ready to adapt to new technologies, shifting market dynamics, and global challenges. At Vardhman, our commitment lies in remaining agile, innovative, and forward-thinking. We not only embrace change but actively seek it as an opportunity for growth.

Ultimately, our quest for growth culminates in the pursuit of excellence. This excellence is not confined to personal achievements but extends our contributions to the success of our organization. It is about each of us becoming the best versions of ourselves and collectively striving for greatness. To quote Vince Lombardi, "Perfection is not attainable, but if we chase perfection, we can catch excellence." At Vardhman, excellence is our constant pursuit in all that we do, and we firmly believe that every member of our team possesses the potential to excel and contribute to our shared success.

To embark on this journey of evolution and excellence, we must hold three fundamental beliefs dear to our hearts. First and foremost, we must believe in ourselves. As the age-old adage reminds us, "Doubt kills more dreams than failure ever will." Self-belief forms the bedrock upon which all our accomplishments are built. When we possess unwavering confidence in our abilities, we become unstoppable forces of positive change.

Secondly, we must acknowledge the profound power of unity and collaboration. No extraordinary feat is achieved in isolation. It is through our collective efforts, mutual support, and the harnessing of our combined strengths that we accomplish remarkable feats.

Lastly, we must place our trust in the limitless potential of our organization. Vardhman boasts a rich history of success. We

must have faith in our strategies, and our ability to adapt and flourish under any circumstances. It is with this unwavering belief that we can surmount challenges and ascend to new heights of achievement.

At Vardhman, we have consistently remained devoted to the holistic development of our team members. Our culture is deeply rooted in the conviction that the intellectual growth of individual is the cornerstone of organizational prosperity. We offer comprehensive training and development programs meticulously tailored to the unique needs and aspirations of our team members. We foster mentorship opportunities, actively promote cross-functional learning, and provide a nurturing environment that places a premium on innovation and forward thinking.

Our commitment to Embrace, Evolve, and Excel permeates every aspect of our operations. Whether it's our ongoing employee empowerment initiatives, our unwavering emphasis on diversity and inclusion, or our relentless pursuit of staying at the forefront of our industry, we remain steadfast in our mission to inspire and empower individuals to realize their full potential.

The journey of Embrace, Evolve, and Excel transcends the personal realm; it is a collective voyage we undertake together at Vardhman. As we stride ahead, let us steadfastly continue to embrace our unique qualities, evolve in harmony with the shifting tides of time, and excel in our collective mission to transform Vardhman into a place where dreams are not merely fulfilled but transcend every expectation.

**Suchita Oswal Jain**

**Vice-Chairman & Joint Managing Director**



# Cover Story

The cover page of our publication, themed "Embrace Evolve Excel," presents a visually compelling representation of this profound concept. At its center, a captivating face is depicted, bathed in a luminous and vibrant shade of bright yellow. This face serves as a powerful symbol, embodying the theme's core message.

The central theme of the cover page revolves around the idea that each of us is an integral part of an ever-expanding universe. This notion is artfully conveyed through the cosmic backdrop that envelops the central face. It illustrates the interconnectedness of all life forms, emphasizing that we are all threads in the tapestry of the cosmos.

Furthermore, the image on the cover signifies the belief that all sentient beings share a universal consciousness. It portrays the individual as a unique and essential component of this grand cosmic network, underlining that our actions and choices have far-reaching effects that resonate throughout the universe.

The bright yellow hue bathing the central face symbolizes the moment of enlightenment and self-awareness when we embrace the truth about our existence and our place in the universe. This transformative realization serves as the catalyst for personal growth and evolution.

As we embrace this truth, the cover page visually conveys the concept of evolution by transitioning the bright yellow color into a spectrum of colors. This transition symbolizes personal growth and progress, representing our journey toward excellence in all our endeavors.

In summary, the cover page artfully captures the essence of "Embrace Evolve Excel" by presenting the self as an integral part of the cosmos. It invites readers to contemplate the profound interconnectedness of life, the power of embracing truth, and the boundless potential for personal growth and achievement.



# Feature Articles

## Unleash the Journey of Achievements



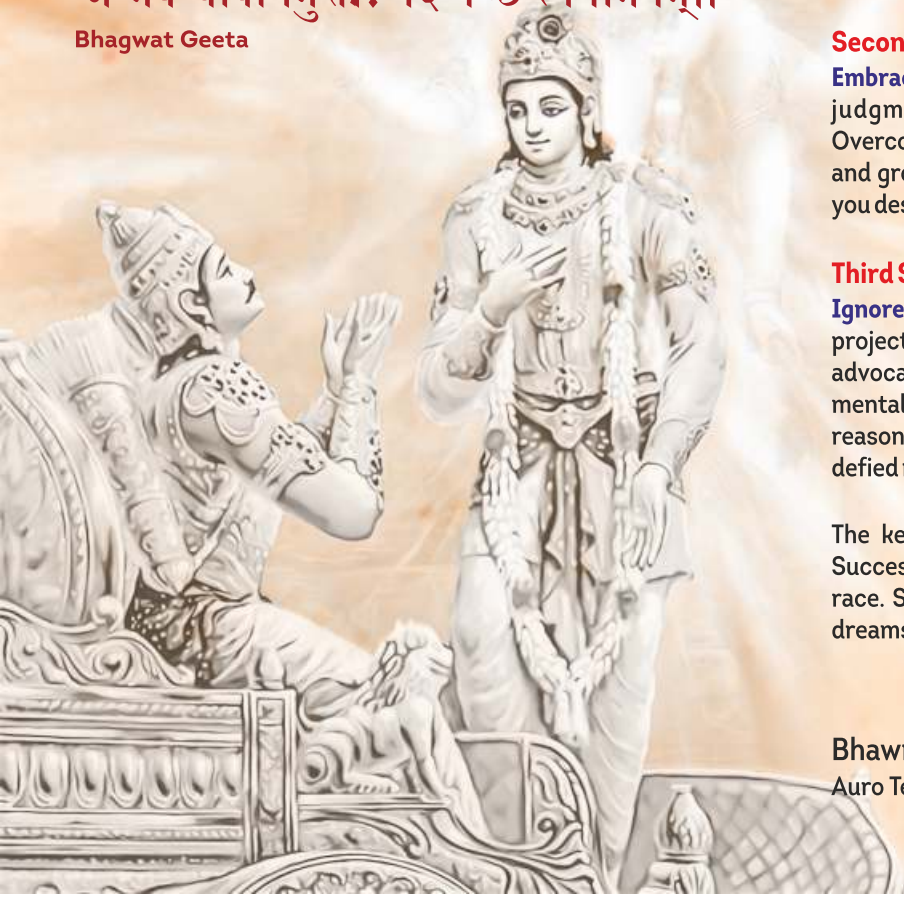
When it comes to mastering anything, the key is to commence with repetition, not perfection.

Cosmos believes in your every efforts,  
Certainly this sighs for your discomforts,,  
Joyous is your journey of achieving,  
Enlighten yourself with the art of giving,,  
Embrace, Evolve, Excel as we know SKY is the limit,  
After every failure stand firm don't ever fall or sit,,

During my childhood, my mother shared a story with me that has always helped me dealing with setbacks in life. The story goes like this: A teacher divided her class into two groups, giving each group distinct instructions. The first group had to create a single perfect pot in a day, adhering strictly to specified dimensions. The second group's task was to create as many pots as possible in a day without any specific dimensions. When the teacher assessed both groups' pots, she was astonished. Group 1's pot was far from perfect despite their singular focus, whereas Group 2's pots, produced through repetition, approached perfection even without specific guidelines. The moral of the story is clear: perfection can be attained through repetition and practice.

“कर्मजं बुद्धियुक्तं हि फलं त्यक्त्वा मनीषिणाः।  
जन्मबन्धविनिर्मुक्तः पदं गच्छन्त्यनामयम्॥”

Bhagwat Geeta



With this in mind, there are Three Sigma principles to unlock the path to accomplishment.

### First Sigma Rule

**Discover Yourself Through Failure** : Failure can help you build resilience and persistence. If you persist after failing, you'll eventually find success. The saying "If at first attempt you don't succeed, try, try again" reflects the idea that persistence pays off. Failure allows you to analyze what did and didn't work, fostering critical thinking and innovation.

### Second Sigma Rule

**Embrace Your Fears** : Courage isn't the absence of fear; it's the judgment that something else matters more than fear. Overcoming initial trepidation is vital for creative exploration and growth. Be fearless in your pursuits, for beyond fear lies all you desire.

### Third Sigma Rule

**Ignore the Naysayers** : Naysayers often lack belief in themselves, projecting their limitations onto you. They discourage your ideas, advocating for "realism." Recognize their crab-in-the-bucket mentality - they fear your success. Don't let their emotional reasons deter your ambitions. History is filled with those who defied naysayers to achieve greatness.

The key is to identify your passion and pursue it diligently. Success may take time, but remember, slow and steady wins the race. So, lace up your hard work shoes and strive to turn your dreams into destiny.

Bhawna Kapil  
Auro Textiles

# Unlocking the Power of Lateral Thinking for Personal & Professional Growth



In today's rapidly changing world, the relentless pursuit of innovation and creative problem-solving isn't just a nice-to-have; it's a must-have for success. Traditional ways of thinking, the ones that follow established paths and step-by-step processes, are no longer sufficient on their own. We find ourselves in an age of constant change and ongoing disruptions, where the status quo is a sinking ship. It's in this challenging landscape that we discover the power of lateral thinking - a concept pioneered by the visionary Edward de Bono.

Lateral thinking is, in essence, an unconventional and non-linear approach to problem-solving and generating fresh ideas. Unlike its more structured counterpart, vertical or logical thinking, which tends to stick to the well-trodden paths, lateral thinking is an adventurer. It encourages us to boldly explore uncharted territory, take unconventional routes, and break free from the constraints of established patterns. It's the art of venturing into new territories, making creative connections, looking at information from unusual angles, and, above all, mastering the skill of thinking "beyond the box."

So, as we navigate this complex and ever-evolving landscape, let's embark on a journey to unravel the magic of lateral thinking. It's a journey that promises to unlock the doors to innovative ideas, liberate us from the chains of stagnation, and usher us into a new realm of transformation and growth.

## The Bounty of Lateral Thinking

Lateral thinking is more than just a fancy term; it's a secret weapon with manifold benefits that are instrumental for both personal and professional growth. To start, it serves as the key to shatter mental barriers and biases that often hinder progress. By challenging the status quo and existing notions, lateral thinking broadens our horizons, unveiling hidden possibilities that were previously concealed. It emboldens us to question our assumptions, examine problems from kaleidoscopic angles, and actively pursue innovative solutions.

Furthermore, lateral thinking is the crucible where creative breakthroughs are forged. When we unshackle ourselves from the chains of linear thought processes, we unleash the floodgates of creativity and imagination. This wellspring of inspiration powers innovative problem-solving, spawning fresh ideas capable of transforming organizations and rewriting societal norms. Lateral thinking catapults us into the ranks of change agents, capable of igniting transformation wherever we tread.

In the realm of decision-making, lateral thinking emerges as the North Star. Traditional approaches often lean heavily on past experiences or established frameworks, which can be woefully inadequate when faced with complex, uncharted challenges. Lateral thinking techniques broaden our field of vision, encouraging us to explore diverse possibilities and make decisions informed by a broader tapestry of perspectives.

## Cultivating Lateral Thinking: Practical Strategies

First and foremost, it's essential to recognize that thinking is not a sporadic event but an ongoing process. Scientific studies in

neuroscience have illuminated the fact that the human mind remains in a state of constant generation of thoughts, even when we are not consciously aware of it. This understanding is pivotal to the cultivation of lateral thinking because it emphasizes the ceaseless nature of thought generation.

One of the key strategies to embrace in this journey is to welcome discomfort when thoughts appear to be "wrong" or divergent from the norm. Research in the realm of creativity corroborates this notion, suggesting that discomfort or cognitive dissonance can serve as a powerful catalyst for breakthroughs in thinking. It's when we step outside our comfort zones and challenge conventional ideas that new perspectives and innovative solutions often emerge.



Moreover, it's imperative to realize that repetitive and habitual thoughts can significantly hinder lateral thinking. These patterns of thinking can lead to unproductive reiteration of ideas and stifle the exploration of alternative viewpoints. Lateral thinking thrives on the ability to break free from established mental patterns and venture into uncharted territory.

In essence, the journey to enhance lateral thinking begins with recognizing the continuous nature of thought, welcoming discomfort as a potential source of creativity, and breaking free from the constraints of repetitive thinking patterns. These practical strategies lay the foundation for unlocking our lateral thinking potential and fostering innovation in our thought processes.

Enhancing mental effectiveness involves the integration of scattered thoughts into a coherent picture. This aligns seamlessly with the concept of lateral thinking. As we delve into the realm of lateral thinking, it becomes evident that lateral thinking, too, is about breaking away from established mental patterns and embracing the continuous flow of thoughts. In this context, lateral thinking can be seen as a dynamic form of mental mapping.

Much like the technique of mind mapping, lateral thinking allows individuals to visualize information in novel ways. It encourages thinking outside the conventional boundaries, enabling individuals to see the bigger picture while also zooming in on specific details. It's akin to shifting between the "top view" and



"street view" of a problem, where lateral thinking serves as a tool to navigate this mental terrain.

When we actively practice lateral thinking, we are, in essence, engaging in a mental mapping exercise. We're connecting seemingly unrelated thoughts and ideas, creating new pathways, and ultimately enhancing our mental throughput. This process not only boosts creativity but also equips with a unique problem-solving skill set that can be applied across various domains. So, the journey of improving mental throughput and fostering lateral thinking beautifully converge, offering a comprehensive approach to enhancing cognitive abilities and innovation in thought processes.

The Theory of Constraints (TOC) approach, plays an integral role in the journey of improving mental throughput and fostering lateral thinking. It has gained widespread recognition and application across diverse industries, including manufacturing and project management. At its core, TOC focuses on identifying constraints within a system, much like lateral thinking identifies mental constraints, and then leveraging these constraints to optimize resource allocation.

The parallel between TOC and lateral thinking lies in the process of exploiting constraints. Just as lateral thinking encourages us to embrace discomfort and cognitive dissonance, TOC prompts organizations to identify bottlenecks or constraints and exploit them to their full potential. By doing so, both lateral thinking and TOC aim to unlock hidden opportunities and efficiencies that might otherwise remain unnoticed.

Furthermore, TOC emphasizes the alignment of systems around identified constraints, mirroring the lateral thinking process of connecting seemingly unrelated thoughts and ideas into a coherent mental map. This alignment is pivotal in both contexts, as it ensures that the entire system, whether it's an organization or an individual's thought process, functions harmoniously and efficiently.

In essence, the TOC approach, with its focus on constraints, optimization, and system alignment, seamlessly complements the strategies for enhancing lateral thinking and mental throughput. It provides a structured framework for organizations to improve efficiency, just as lateral thinking offers a structured approach for individuals to enhance creativity and innovation in their thought processes. Together, these approaches pave the way for success by fostering a holistic and innovative mindset in problem-solving and decision-making.

In the pursuit of enhancing lateral thinking and embracing the Theory of Constraints (TOC) as a way to success, it is vital to recognize and address blocks to clear thinking. These impediments, such as ticking a narrow local view, symptomatic treatment, premature judgment, and unfounded assumptions, can significantly hinder both lateral thinking and TOC's effectiveness. By expanding one's perspective and challenging preconceived notions, individuals can overcome the block of a limited viewpoint, enabling them to see the bigger picture and uncover innovative solutions.

Moreover, symptomatic treatment, a common pitfall in problem-solving, is something that both lateral thinking and TOC aim to mitigate. Lateral thinking prompts individuals to dive deeper into the root causes of issues, much like TOC's emphasis on identifying constraints and their underlying factors. By addressing the root causes instead of surface-level symptoms, both approaches facilitate more effective and sustainable solutions.

Premature judgment, another cognitive barrier, is a roadblock to lateral thinking and TOC alike. Lateral thinking encourages

withholding judgment and exploring divergent ideas without immediate dismissal, fostering creativity. In a similar vein, TOC emphasizes the need to exploit constraints before evaluating their long-term viability, allowing for experimentation and learning.

Unfounded assumptions, a common cognitive bias, can be detrimental to lateral thinking and TOC's objective of optimizing resource allocation. Recognizing and challenging these assumptions is essential in both contexts. Lateral thinking encourages individuals to question assumptions as a means of unlocking new perspectives, while TOC relies on accurate data and questioning assumptions to make informed decisions.

## The Lateral Thinking Saga

In the realm of personal growth, lateral thinking emerges as the guiding star. It empowers us to explore the untrodden pathways of our potential and stumble upon passions we never knew existed. By embracing critical and non-linear approaches to personal development, lateral thinking encourages us to challenge the status quo, take calculated risks, and unlock the full spectrum of our capabilities. As a beacon of creativity and innovation, it guides us to craft lives that resonate with meaning and fulfillment.

In the professional arena, lateral thinking is the driving force behind success. It fuels the engines of innovation, propelling organizations forward by inspiring audacious exploration of uncharted territories, birthing innovative products, and reshaping business paradigms. In an era marked by increasing complexity and market disruptions, lateral thinking is the compass that navigates the treacherous waters of uncertainty, ensuring organizations stay ahead of the curve.

As we harness the transformative power of lateral thinking in both our personal and professional lives, we chart a course toward success that leaves an enduring imprint on the world. We become not mere spectators but active participants in the Creative Revolution, inspiring future generations to embrace the boundless potential of lateral thinking. Always remember, progress flourishes when we dare to think differently, and lateral thinking serves as the bridge to a brighter and more innovative future.

Lateral thinking is an exquisite journey where tradition and innovation harmoniously coexist. It is where we draw wisdom from those who came before us while boldly pushing the boundaries of what's possible. By honing the art of lateral thinking, we equip ourselves with a versatile toolkit, empowering us to navigate the ever-evolving landscape of challenges and opportunities.

As we continue our quest for success, remember that lateral thinking is our steadfast compass, guiding us through uncharted territories, revealing hidden connections, and uncovering novel solutions. It forms the bedrock of the Creative Revolution, propelling us forward, urging us to challenge the norms, and redefining the limits of human potential.

In this exhilarating journey, we are not merely an observer but a catalyst for change, setting an inspiring example for future generations. By embracing lateral thinking, we become a luminary of innovation, motivating others to join the revolution and pioneer new frontiers of creativity and problem-solving. Together, we can shape a future where lateral thinking reigns supreme, where every challenge is an opportunity, and where personal and professional growth knows no bounds.

**D K Sindwani**  
Director, Corp Affairs

# In the Spotlight



Ms Suchita Oswal Jain, VC & JMD has been recognized as “CSR Person of the Year 2023” in “India Corporate Social Responsibility Awards” held in August’2023.



# Business Buzz



Bhoomi Poojan, IT Building, Corporate Office, Ludhiana



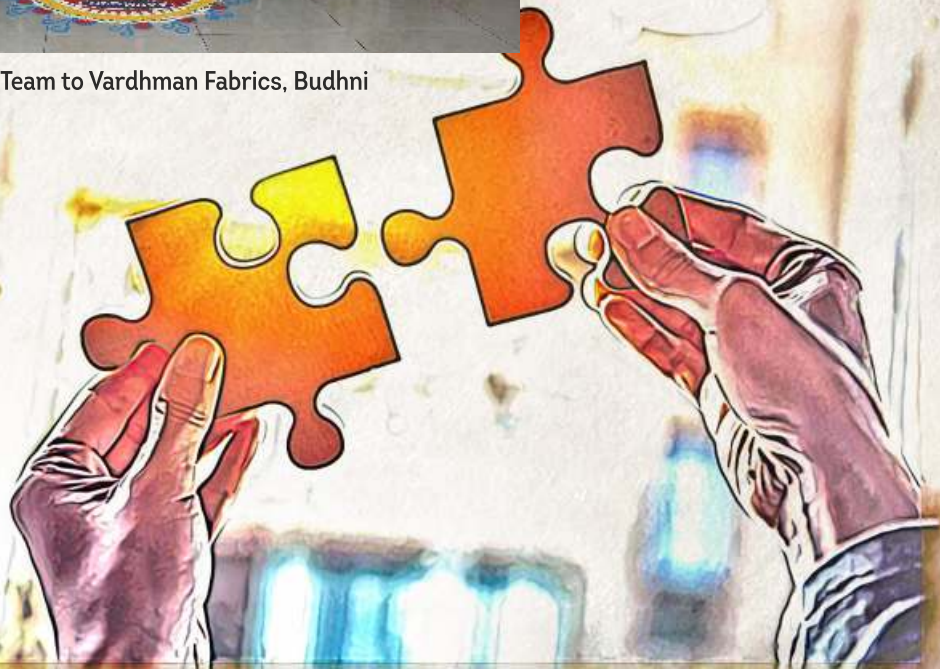
Innauguration of New Coal Lab, VAL, Jhagadia



Japan Exlan visit on the event of plant completing 25 years, VAL, Jhagadia



Visit by GAP Team to Vardhman Fabrics, Budhni



## Embracing Lifelong Learning : Thriving in a Rapidly Evolving Era



We find ourselves in an era characterized by rapid transformation and progress, where the knowledge and solutions that served us well yesterday may no longer suffice for the challenges of tomorrow. This is a time when relying solely on the wisdom of the past may prove inadequate in addressing future challenges. In this dynamic and ever-changing world, continuous learning has evolved from being a mere choice to becoming an absolute necessity. The benefits of embracing lifelong learning go beyond skill acquisition; it drives personal development, nurtures professional achievements, and ensures our ongoing relevance in the face of constant change. In this article, we will explore the essence of Evolve, Embrace, and Excel.

### **Staying Current with Industry Changes :**

Continuous learning enables you to stay in sync with the ever-evolving trends and developments in your industry. It equips you with the latest tools, innovations, and best practices, ensuring your continued relevance and competitive edge in the market.

**Enhancing Skill Sets and Competence :** The process of continuous learning broadens your skill set, enhances your expertise, and allows you to explore new areas that pique your interest. By committing to learning and skill improvement, you not only welcome new opportunities but also pave the way for advancements in your career.

**Fostering Innovation and Creativity :** Learning activates our minds, ignites curiosity, and inspires imaginative thinking. It encourages us to challenge conventional approaches, venture into unexplored realms of thought, and fosters innovation - the driving force behind personal growth and success.

**Improving Adaptability and Resilience :** The ability to learn and adapt is crucial in today's volatile and uncertain world. Embracing learning wholeheartedly nurtures adaptability and resilience within yourself, equipping you with the capacity to navigate changes and conquer challenges confidently and swiftly.

**Cultivating Personal Growth and Satisfaction :** Beyond its professional benefits, continuous learning contributes to

personal growth. Lifelong learning broadens our horizons, fosters a sense of accomplishment, and kindles the flames of personal contentment and joy.



**Building a Stronger Professional Network :** Continuous learning often involves participating in seminars, workshops, online courses, and industry events. These platforms not only provide learning opportunities but also enable you to connect with like-minded individuals and cultivate a more robust and diverse professional network.

Continuous learning is a potent tool that can promote personal growth and professional success in today's fast-paced and dynamic environment. By staying updated with industry changes, improving your skills, nurturing innovation and creativity, enhancing adaptability and resilience, fostering personal growth, and building a stronger professional network, you can remain well-informed and poised for success. Keep in mind that the pursuit of knowledge never ceases on your path to success. Therefore, embark on the journey of lifelong enlightenment, as it can propel your personal and professional development toward excellence.

Anoop Kumar  
Arihant Spinning Mills

## Sustainability : An Integral Component of the Industrial Ecosystem



Sustainability is defined as "fulfilling the needs of the current generation without compromising the needs of future generations." It requires maintaining a delicate balance between economic growth, environmental stewardship, and social well-being.

In the current landscape, an increasing number of companies are recognizing the importance of sustainability as a central tenet of their business strategies. They are making "sustainable manufacturing" a focal point of this noble concept. Sustainable manufacturing involves creating products through economically viable processes that minimize adverse environmental impacts while simultaneously promoting employee welfare, benefiting the community, and ensuring product safety.

Sustainability isn't just beneficial for the environment and society; it also offers significant advantages to industries, including:

**Cost Reduction** : Sustainable practices often lead to reduced operational expenses, making businesses more efficient and profitable.

**Enhanced Reputation** : Commitment to sustainability builds a positive image, fostering trust among consumers and stakeholders.

**Competitive Edge** : Sustainability initiatives can differentiate a company from its competitors and attract environmentally conscious customers.

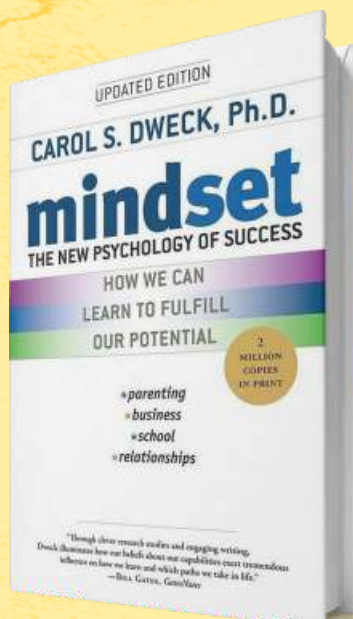
In the case of Vardhman Textiles, the company places great emphasis on the implementation of various tools and technologies to achieve "sustainable manufacturing."

Sustainable manufacturing is not merely an option for industries; it has become an absolute necessity. Embracing sustainability is vital for long-term viability in the marketplace.



Sajal Jain  
Vardhman Fabrics

## Read to Lead



"Mindset: The New Psychology of Success" by Carol S. Dweck explores the concept of mindset and its profound influence on personal and professional development. Dweck introduces two primary mindsets. First, the fixed mindset, which is characterized by the belief that one's abilities, intelligence, and talents are fixed traits determined at birth. People with a fixed mindset often shy away from challenges, fear failure, and are more concerned with proving themselves than with personal growth. On the other hand, Dweck presents the growth mindset, where individuals see their abilities as qualities that can be developed through effort, learning, and persistence. Those with a growth mindset welcome challenges, view failure as an opportunity to learn, and are motivated by the process of self-improvement.

Throughout the book, Dweck provides compelling examples from various domains, including education, sports, business, and personal relationships, to illustrate how these mindsets shape behavior and outcomes. She argues that mindset is not a fixed trait but rather a belief system that can be changed and cultivated over time. Key insights from the book include the power of belief in influencing behavior, the critical role of effort in achieving mastery, and the significance of embracing challenges and setbacks as catalysts for growth. "Mindset" ultimately offers a transformative perspective on personal development and success, highlighting the importance of adopting a growth mindset to unlock one's full potential.

## Fostering Leadership Excellence



In our organization, we believe in cultivating exceptional leaders by fostering a conducive environment within our factories. We recognize that effective leadership encompasses a range of qualities, including integrity, self-awareness, courage, respect, empathy, and gratitude. A good leader should possess the ability to adapt and learn continuously while exerting influence through effective communication and delegation. Equally vital is a profound understanding of safety, operational excellence, integrity, respect, and health in the industrial context.

We have created an environment conducive to gradual development, from simplicity to sophistication, where we continually nurture our people by providing them with opportunities for growth. Our focus encompasses the following critical aspects:

### Impenetrable Safety Standards

- We uphold the highest safety standards as non-negotiable.
- We never compromise on safety.

### Operational Excellence

Our forward-thinking culture and dedication to research and development enable us to anticipate changes, adapt quickly, and harness the transformative power of emerging technologies.

- We foster innovative solutions that bring significant value to our clients.

### Respect

- We hold deep respect for the environment and the communities in which we operate, addressing societal concerns.
- We value all individuals and cultures equally, treating everyone with utmost respect.

### Integrity

- Our ethical stance is non-negotiable, and we hold ourselves to the highest standards of integrity.
- We honor our commitments so as to safeguard trust and confidences of our stakeholders.

### Health

- We offer a wide array of activities to promote well-being of our employees. Our "Swasth Raho Mast Raho" is one such initiative in this direction.
- We are dedicated to empowering our female workers through specialized training programs that prioritize their health and development, much like the PACE program.

By fostering an environment conducive to both personal and professional growth and by offering comprehensive training programs, we have witnessed individuals in modest positions ascend to the pinnacle of leadership, excelling in their roles. Our commitment to providing opportunities for development, irrespective of one's starting point within the organization, has not only empowered our employees to reach their full potential but has also proven to be a valuable asset for our company. We take immense pride in seeing our employees thrive, as their success reflects the effectiveness of our approach and the strength of our inclusive and growth-oriented culture.

**Shoyeb Beg Mirza**  
Anant Spinning Mills



## The Tale of Transformation & True Greatness



In a distant, desolate field, amidst unforgiving conditions, a humble flower dwelled. Despite enduring harsh adversities, this fragile bloom never ceased gazing toward a towering mountain. There, fortunate flowers reveled in lush greenery and gentle breezes, cradled by nature's bounty. The humble flower yearned to join them, to immerse itself in the mountain's beauty and serenity. Each day, it whispered fervent prayers to the heavens, clinging to the hope that someday, its dreams would materialize.

Miraculously, on a fateful day, the heavens heard the flower's entreaties, and a divine decision was made to fulfill its deepest desires. Tenderly, someone plucked the flower from the desolate field and transplanted it atop the magnificent mountain, surrounded by kindred blossoms.

Initially, the flower rejoiced, intoxicated by the breathtaking vistas. It basked in the sun's warm embrace and twirled with the gentle mountain winds. However, with time, fierce gales swept

across the mountain, testing the flower's mettle. Alas, the flower was unprepared for the relentless tempests. Despite its valiant attempts to anchor itself in the mountain's soil, it eventually succumbed to the tempest's unyielding force, shattering its delicate petals and stem. The flower's ephemeral dream lay in ruins, and it wilted away, returning to the very earth from which it had sprung.

Yet, in its final moments, the flower discovered tranquility and wisdom. It recognized that its destiny was not to grace the mountaintop; its purpose resided in the humble field where it had first blossomed. In a remarkable transformation, the flower evolved into a towering tree with numerous branches, nurturing the growth and flourishing of other diminutive plants below. Unwittingly, it became an inspiration to those in the field, demonstrating that even in the face of adversity, one could aspire to greatness and radiance.

Sagar Gangwal  
Auro Textiles



# Events & Activities

## Independence Day



Arihant Spinning Mills, Malerkotla



Auro Textiles (Processing), Baddi



Auro Textiles (Yarn Dyeing), Baddi



Auro Weaving Mills, Baddi



Vardhman Apparels, Ludhiana



VAL, Jhagadia







Vardhman Yarns, Satlapur



VMT, Baddi



VSGM, Ludhiana



VSM, Baddi

## Teej



Arisht Spinning Mills, Baddi



Auro Spinning Mills, Baddi



Auro Textiles, (Printing), Baddi



## Teej



Auro Weaving Mills, Baddi



Vardhman Fabrics, Budhni



VSGM, Ludhiana



VSS, Ludhiana

## Other Festivities



Brahma Kumari Sisters tied rakhi to Corp heads on eve of Raksha Bandhan, Corporate Office, Ludhiana



Foundation Day, Arisht Spinning Mills, Baddi



Vishwakarma Jayanti, Anant Spinning Mills, Mandideep



## ਨਸ਼ਿਆਂ ਦੀ ਬਿਮਾਰੀ

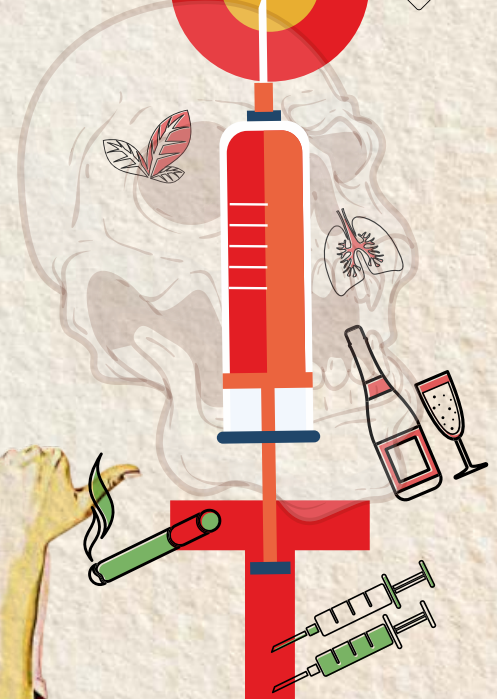
ਨਸ਼ਿਆਂ ਨੂੰ ਜੜ੍ਹ ਤੋਂ ਵੱਢੋ, ਇਹ ਨੂੰ ਘਰ ਵਿੱਚੋਂ ਕੱਢੋ  
ਭੈੜੀ ਇਹ ਬਿਮਾਰੀ ਆ,  
ਟੀਕੇ ਨਾ ਲਾਓ ਨਾ ਲਾਓ, ਦੇਸਤੋ,  
ਡੋਜ਼ ਇਹਦੀ ਮਾੜੀ ਆ ।

ਛੋਟੀ ਉਮਰੇ ਪੁੱਤ ਮਾਪਿਆਂ ਦਾ, ਭੇਟ ਨਸ਼ੇ ਦੀ ਚੜਿਆ,  
ਨਿੱਤ ਪੇਪਰ ਵਿੱਚ ਆਉਂਦੀਆਂ ਖਬਰਾਂ, ਪੁੱਤ ਓਵਰਡੋਜ਼ ਨਾਲ ਮਰਿਆ,  
ਦੱਸੋ ਇਹ ਜਵਾਨੀ ਭੇਟ ਨਸ਼ੇ ਦੀ ਕਿਉਂ ਚਾੜੀ ਆ,  
ਟੀਕੇ ਨਾ ਲਾਓ ਨਾ ਲਾਓ, ਦੇਸਤੋ,  
ਡੋਜ਼ ਇਹਦੀ ਮਾੜੀ ਆ ।

ਬੁੱਢੇ ਮਾਪੇ ਰੁਲਦੇ ਫਿਰਦੇ, ਉੱਤੋਂ ਬੇਰੁਜ਼ਗਾਰੀ ਮਾਰੇ,  
ਸਾਕ ਸਬੰਧੀ ਕੋਈ ਨੀ ਪੁੱਛਦਾ, ਪਾਸਾ ਵੱਟ ਜਾਂਦੇ ਨੇ ਸਾਰੇ,  
ਜਵਾਨੀ ਲੱਗੀ ਕਿਹੜੇ ਪਾਸੇ, ਉਲੱਝ ਗਈ ਤਾਣੀ ਆ,  
ਟੀਕੇ ਨਾ ਲਾਓ ਨਾ ਲਾਓ, ਦੇਸਤੋ,  
ਡੋਜ਼ ਇਹਦੀ ਮਾੜੀ ਆ ।

ਜਸਵਿੰਦਰ ਖੇੜੀ ਦੀ ਕਲਮ ਕੂਕਦੀ, ਨਸ਼ਿਆਂ ਨੂੰ ਠੱਲ ਪਾਓ,  
ਸਿਸਟਮ ਕੋਈ ਪੱਕਾ ਬਣਾਕੇ, ਡੁੱਬ ਚੱਲੀ ਜਵਾਨੀ ਨੂੰ ਬਚਾਓ  
ਤੰਬਾਕੂ ਖੈਨੀ ਖਾ ਖਾ ਦੇਹ ਕਿਓਂ ਸਾੜੀ ਆ  
ਟੀਕੇ ਨਾ ਲਾਓ ਨਾ ਲਾਓ, ਦੇਸਤੋ,  
ਡੋਜ਼ ਇਹਦੀ ਮਾੜੀ ਆ ।

ਇੰਸਪੈਕਟਰ ਜਸਵਿੰਦਰ ਸਿੰਘ  
ਅਰਿਹੰਤ ਮਿੱਲ ਮਾਲੇਰਕੋਟਲਾ



**DRUGS**  
**YES**  
**TO LIFE**

# Reader's Digest

## IKIGAI : A Path to Personal Evolution

Ikigai is a profound Japanese philosophy centered on discovering one's purpose in life and cultivating lasting happiness. In the Japanese language, "Ikigai" translates to "a reason for being," the essence of what makes life truly meaningful and worthwhile, or the motivation to leap out of bed each morning. It represents your "raison d'être."

In essence, Ikigai posits that when you identify your life's purpose and actively pursue it, you experience profound fulfillment and satisfaction. This purpose can manifest in both your personal and professional life, emphasizing the significance of meaningful relationships and contributions to your community.

Living in harmony with your Ikigai allows you to allocate your time and energy to pursuits that genuinely matter to you. It engenders a sense of purpose and meaning in everything you do, ultimately leading to increased happiness and a more enriching life overall.

### Discovering Your Ikigai : The Four Elements

The first step in embracing Ikigai involves recognizing its four key elements:

#### Passion :

Identifying what brings you joy and excitement.

#### Mission :

Understanding why your passion holds significance for you.

#### Vocation :

Transforming your passion into a meaningful occupation.

#### Profession :

Achieving success and recognition in your career.

These four elements collectively unveil your sense of purpose and meaning in life, motivating you to pursue activities that bring you happiness and fulfillment.

To find your Ikigai, explore your passions, talents, and values, and seek opportunities to align them with the needs of the world around you. This journey of self-discovery will reveal what truly drives you and empowers you to make a positive impact on the world.

### Key Lessons from Ikigai

Living in alignment with your Ikigai is an ongoing process, an ever-evolving journey of self-discovery. To achieve a sense of purpose, direction, and fulfillment in life, consider the following principles:

**Slow Down and Savor Life :** Cherish the present moment, appreciating life's small joys rather than rushing through it.



**Keep Pursuing Your Passion :** If you love what you do, it's not work. Don't retire from what you're passionate about; staying active is key to a long life.

**Practice Mindful Eating :** Adopt the "hara hachi bu" approach, eating until you're about 80% full to prevent overeating and promote better health.

**Smile and Laugh :** Embrace positivity, surround yourself with supportive friends, and relish the happiness they bring.

**Exercise and Dance :** Physical activity is essential for a long and fulfilling life, as advocated by the Ikigai philosophy.

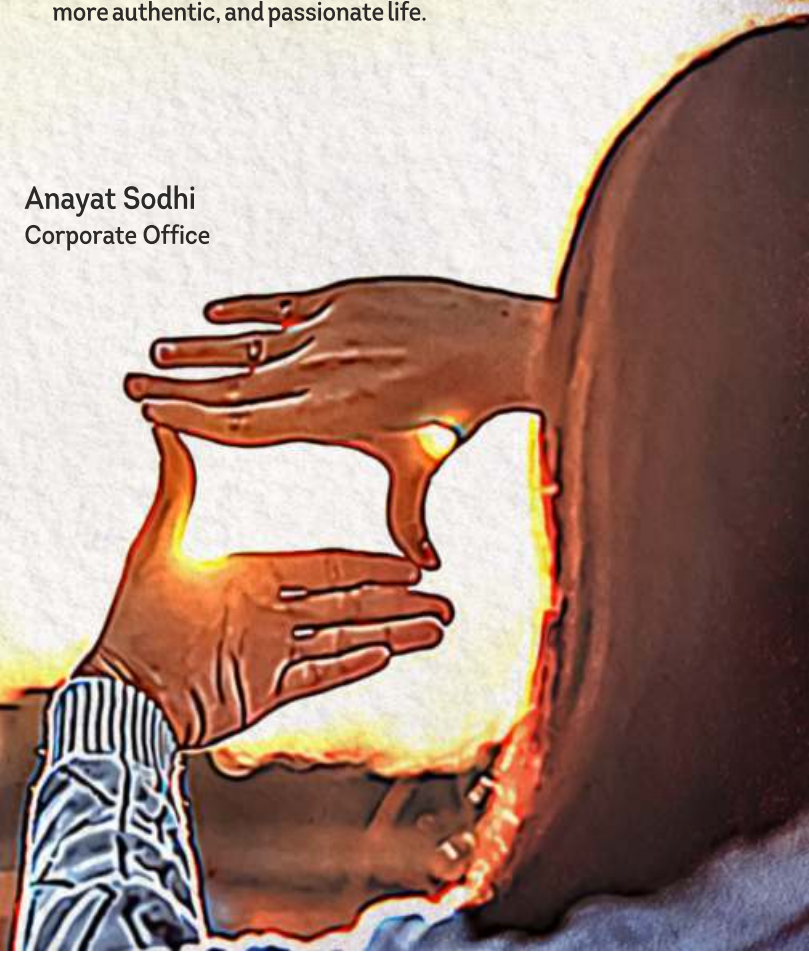
**Live in the Moment and Cultivate Gratitude :** Mindfulness and gratitude are essential for experiencing Ikigai, helping you find contentment in the present.

**Connect with Something Greater :** Engage with a purpose beyond yourself, contributing to a greater good.

### Benefits of Ikigai

The Ikigai philosophy yields numerous benefits, such as increased self-awareness, enhanced mental health and well-being, improved relationships, and a more profound sense of purpose in your work. It serves as a roadmap to lead a happier, more authentic, and passionate life.

Anayat Sodhi  
Corporate Office



## The Pursuit of Excellence in Life & Work



Excellence is a quality that sets individuals, organizations, and societies apart from the rest. It represents the relentless pursuit of becoming the best of ourselves and reaching new heights in every endeavour. One must adopt a growth mindset, nurture a deep passion for continuous learning and development, set high standards, embrace a strong work ethic, and consistently challenge oneself.

Other than achieving exceptional results it is a holistic approach to life that encompasses dedication, discipline, and a commitment to continuous improvement. It extends beyond professional pursuits and is displayed in our personal lives as well. One can strive for excellence in areas such as relationships, health, and personal growth, from fostering strong connections to practicing self-care and setting ambitious personal goals.

The pursuit of excellence is not without challenges; we may encounter such things as self-doubt, fear of failure, and complacency, but one should keep focus on the journey towards excellence. It is a lifelong journey of self-discovery, growth, and unwavering determination to achieve greatness.

By embracing a mindset that embodies excellence, individuals can tap into their full potential, exceed their own expectations, and leave a lasting legacy. Whether in personal or professional realms, the pursuit of excellence fosters personal growth, enriches relationships, and creates a positive social impact. It is a path worth embarking on for those seeking to unlock their true potential.

Sumit Agarwal  
Arihant Spinning Mills



# Leadership Unveiled : Impact, Influence & Inspiration



Leadership transcends titles and designations; it embodies the concepts of impact, influence, and inspiration.

**Impact** - Leadership is about achieving transformative change.

**Influence** - It involves inspiring and motivating others, spreading the passion for your work.

**Inspiration** - True leaders inspire their teammates and stakeholders alike.

Great leaders are not characterized by the absence of weaknesses but by the presence of clear strengths. Leadership traits are instrumental in effectively evaluating and providing feedback for accomplishing goals and nurturing future leaders.

**Here are some invaluable and impactful leadership traits :**

**1. Effective Communication** - A strong leader must possess excellent communication skills. Clear and concise communication fosters transparency and a positive working environment. Leaders should convey expectations, provide constructive feedback, and engage in meaningful discussions.

**2. Active Listening** - Leaders should actively listen to all, offering undivided attention, maintaining eye contact, and demonstrating empathy. Active listening enables leaders to understand differentiated perspectives, concerns, and aspirations, facilitating accurate feedback and issue resolution.

**3. Objectivity and Fairness** - Leaders must exhibit objectivity and fairness in all interactions. Evaluations should be free from bias or favoritism, ensuring credibility, trust, and equal opportunities for all.

**4. Empathy and Emotional Intelligence** - Effective leaders consistently display empathy and emotional intelligence. They consider the emotional impact of feedback, recognizing that

each individual may react differently. Leaders with high emotional intelligence navigate sensitive conversations with empathy, motivation, and support for improved performance.

**5. Coaching and Development** - Strong leaders view challenging situations as opportunities for learning and development. They provide constructive feedback, encourage innovative ideas, identify areas for improvement, and offer guidance for enhancing performance. They collaborate with their teams in setting achievable goals and providing necessary resources for professional growth.

**6. Accountability** - Leaders hold themselves accountable for evaluations and decisions, setting an example and promoting a culture of accountability within the organization.

**7. Adaptability** - An adaptable leadership style fosters an environment where every organization member can contribute their opinions to find innovative solutions for unforeseen challenges. A culture of equality and justice is vital for implementing change.

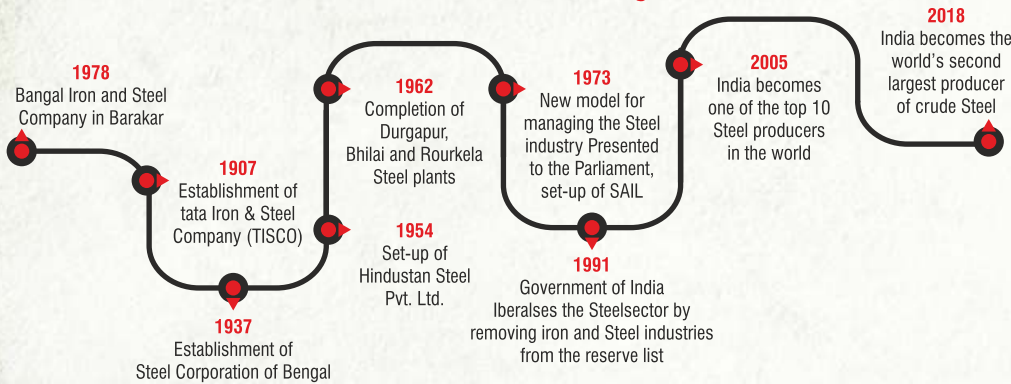
**8. Confidence and Assertiveness** - Leaders need to be confident and assertive, clearly communicating expectations, expressing their opinions, and making tough decisions when necessary.

In essence, leadership is embodied in the quote: "A leader is one who knows the way, goes the way, and shows the way." Leadership is not a static position; it's a dynamic journey that combines impact, influence, and inspiration to drive individuals and organizations toward success.

Ritesh Pandey  
Arihant Spinning Mills



# The Path of Embracing Innovation, Evolution, and Excellence in the Steel Industry



The concept of "Embrace, Evolve, and Excel" finds profound application within the steel industry. This approach is instrumental in navigating the evolving landscape of the industry and ensuring sustainable growth. Let's delve into how these principles can shape the future of the steel sector.

## Embrace Innovation

Innovation is the cornerstone of progress in the steel industry. Embracing new technologies and processes that enhance efficiency while reducing environmental impact is crucial. This includes adopting cutting-edge methods like electric arc furnaces, hydrogen-based steel production, and carbon capture and utilization. Furthermore, energy management plays a pivotal role. Implementing robust energy management systems to monitor and optimize energy consumption, investing in energy-efficient equipment such as Variable Frequency Drives (VFDs), solar lighting, and upgrading inefficient air compressors, pumps and motors are some of the paramount steps.

Process optimization through the application of 3R principles (Reduce, Reuse, Recycle), automation, and robotics for precision tasks, lean manufacturing practices, and predictive maintenance powered by data analytics are pivotal elements. A culture of continuous improvement, encouraging employees at all levels to propose and implement efficiency-enhancing ideas, could be a game changer.

## Evolve with Market Demands

The steel industry must be agile and responsive to evolving market demands. Product diversification is the key - expanding the range of steel products to meet changing customer requirements is imperative. Special application steel alloys for industries such as automotive, aerospace, and renewable energy are illustrative examples. Quality improvement should be an ongoing commitment, consistently exceeding industry standards and customer expectations.

Technological advancements, including automation, artificial intelligence, and data analytics, are invaluable tools for optimizing production processes and enhancing efficiency. Investment in Research and Development (R&D) to develop new steelmaking technologies, materials, and applications ensures that companies remain at the forefront of innovation. Environmental responsibility, encompassing greener practices

and reduced carbon emissions, is increasingly vital. Forming global partnerships can facilitate access to new markets, technologies, and expertise.

By embracing the concept of evolution, the steel sector can maintain its agility, innovation, and competitiveness in a rapidly changing global landscape, ensuring long-term success and sustainability.

## Excel

Excellence is the pinnacle of achievement in the steel industry, requiring a holistic approach to quality, efficiency, and productivity. Here are key steps to excel in this dynamic sector:

Quality assurance is paramount, consistently delivering products that meet or exceed industry and customer specifications. Embracing cutting-edge technologies and automation enhances production efficiency, reduces costs, and elevates product quality.

Sustainability and environmental responsibility are non-negotiable, involving actions such as reducing carbon emissions, harnessing renewable energy, and adopting circular economy principles. Operational efficiency remains a continuous pursuit, reducing waste, increasing yield, and optimizing resource usage.

A customer-centric approach builds strong relationships, providing exceptional service tailored to customer needs. Investing in talent development fosters a skilled and motivated workforce, nurturing a culture of innovation and continuous improvement.

Financial prudence ensures stability and investment capacity for future growth. Regulatory compliance is mandatory, staying updated with industry regulations and adhering to safety, environmental, and quality standards.

Finally, robust risk management strategies mitigate potential supply chain disruptions and market fluctuations, ensuring resilience in the face of uncertainties.

In conclusion, the path to success in the steel industry lies in embracing innovation, evolving with market demands, and striving for excellence in all facets of operations. These principles not only drive growth but also contribute to a sustainable and responsible future for the industry.

Kunal Juyal  
VSS

# Sports & Recreation



Auro Weaving Mills, Baddi



VSM, Baddi



Sports Meet, Corporate Office, Ludhiana



Arihant Spinning Mills, Malerkotla



Arisht Spinning Mills, Baddi



Auro Spinning Mills, Baddi



Auro Textiles (Fabric Processing), Baddi



Auro Textiles (Printing), Baddi



Employee Engagement, VMT, Baddi



Girls Picnic, Vardhman Fabrics, Budhni



Singing Contest, Anant Spinning Mills, Mandideep



Sports Event, VSS, Ludhiana



# Environment, Health & Safety

## Environment



Ms. Surabhi Malik, IAS with Mr. Sachit Jain and Madam Soumya Jain at Miyawaki Forest Anniversary, VSS, Ludhiana



Tree Plantation done at Vardhman Yarns under Vardhman Plantation drive from 15<sup>th</sup> Aug' 2023 to 31<sup>st</sup> Aug' 2023



Swachh Vayu Diwas 2023 conducted by Ministry of Environment, Forest and Climate Change Govt. of India, Anant Spinning Mills, Mandideep

## Safety



Fire & Safety Training, Vardhman Fabrics, Budhni

## Health



Dental Camp, Anant Spinning Mills, Mandideep



Health Camp, Corporate Office, Ludhiana



Health Session, Auro Textiles (Yarn Dyeing), Baddi



Nutrition Day, Vardhman Apparels, Ludhiana

# Birthday Bash



Auro Textiles (Fabric Processing), Baddi



Auro Textiles (Printing), Baddi



Auro Weaving Mills, Baddi



VAL, Jhagadia





Vardhman Apparels, Ludhiana



Vardhman Fabrics, Budhni



VMT, Baddi



VSM, Baddi



VSS, Ludhiana





## Embrace the Opportunities: A Journey Towards Courage and Growth

Have you ever been presented with an opportunity that filled you with excitement and anticipation, only to let it slip away, haunted by the regret of your decision? Alternatively, have you ever overanalyzed an opportunity to the point where it lost all its vitality, leaving you stuck in the same uninspiring role within an organization that no longer challenges your capabilities? If so, it's time to embrace your abilities, harness your passion, and seize the upcoming opportunities that life presents.

Most of us have found ourselves in these situations, reacting with fear and later rationalizing our choices to soothe our conscience. While this coping mechanism may temporarily provide solace, it eventually leads to remorse over the chances left unexplored, the paths untaken, and the opportunities we were too timid to grasp. Sometimes, it even feels as if it's too late to rectify our choices.

In my experience, I've observed that people typically fall into five categories in how they respond to opportunities. Take a moment to reflect on which category resonates with you and discover how you can summon the courage and enthusiasm to face life's opportunities head-on.

Reaction 1: "I don't deserve it." This reaction is prevalent when you doubt your worthiness of the opportunities presented to you. Often, individuals who share this sentiment exhibit signs of shame and self-doubt, questioning, "Who am I to deserve this?" If this rings true for you, recall Brené Brown's wise words from her book "Braving the Wilderness": "Stop scouring people's faces for evidence that you're not enough." Recognize your inherent qualities, character strengths, and how you consistently demonstrate them.

Reaction 2: "I can't do this." Another common response arises from the belief that you lack the capability to pursue an opportunity successfully. This self-limiting belief can become a self-fulfilling prophecy, hindering your growth. Recent research underscores that individuals develop mastery through action. To bolster your confidence in your abilities, reflect daily on past and present instances of your success, learning, and personal growth.

Reaction 3: "It's not worth trying." Sometimes, we dismiss opportunities with what appears to be a rational assessment, but often, it masks a fear-driven reluctance to explore the unknown. Justifications such as "It's too challenging," "No one can accomplish this," or "It will take too much time" can hinder your progress. In such moments, disconnect from your logical mind and engage with your emotions. Consider what the opportunity means to you, how your unique strengths can shine, and the positive impact you can make.

Reaction 4: "I have to get this!" While fear often prompts avoidance, striving can also be driven by the fear of inadequacy and the need for approval or recognition. Some individuals relentlessly pursue success at the cost of their overall well-being or sabotage their achievements under the pressure to maintain them. If this resonates with you, foster awareness of your behavior, connect with your desired life path, and assess how the opportunity aligns with your broader goals.

Reaction 5: "I'm really excited—but let me sleep on it." The most enlightened response comes from individuals who are self-aware and grounded in their sense of self and purpose. They possess both a long-term vision of their ideal life and a broad perspective on how their actions impact others. Their decisions to embrace or decline opportunities are driven by joy, courage, acceptance, and gratitude.

Before you become disheartened by your initial response, remember that life is a journey of personal growth and transformation. Increased awareness of your reactions enables you to approach life with open arms. As author and educator Parker Palmer wisely put it, "If the unexamined life is not worth living, it's equally true that the un-lived life is not worth examining." Embrace the opportunities that come your way, and let them be stepping stones on your path to growth and fulfillment.

Sanket Chavan  
Arihant Spinning Mill



# The Art of Acknowledging Compliments in the Workplace



Compliments at the workplace are a gracious and polite way to express praise, respect, affection, or admiration from one person to another. Giving and receiving compliments in the workplace is a common behavior that not only brightens the room but can also make someone's day. However, what's not so common is the awareness of how to effectively give and receive compliments.

Receiving a compliment is an achievement in itself. It means you have earned someone's respect and admiration, and you should take pride in that moment. But the question is, how do you respond to it? This is the perfect opportunity to learn how to gracefully accept a compliment and express gratitude to the person who praised you. Often, we respond to compliments with phrases like, "Oh, no, not really," "I don't think so," or "It's okay," undermining our efforts and self-worth. Instead, we should acknowledge the compliment with appreciation, respond with a smile, and offer warm words of thanks. This not only fosters positive relationships with coworkers but also boosts your self-confidence.



**Here are some steps to enhance your experience of receiving compliments:**

**Responding to Compliments :** The simplest and most effective way to respond to a compliment is by saying "Thank you." This one phrase conveys your acknowledgment and appreciation for the recognition.

**Express Your Gratitude:** When receiving a compliment, express your gratitude to the person. Recognize their effort in taking a moment from their busy schedule to praise you. You can say, "I appreciate that you noticed," "It means a lot," or "That's very kind of you."

**Politeness Matters :** The tone and manner in which you respond are crucial. Ensure that your response is generous, polite, and respectful.

**Ask for Clarification:** If you find yourself in a situation where you don't fully agree with the compliment or it's unclear to you, take a moment and ask for clarification. Don't just react; respond thoughtfully. You can say, "I sincerely appreciate your compliment. Could you please tell me what specifically you liked about it?"

**Learn and Grow :** Nobody is perfect, and there's always room for improvement. Approach compliments with a positive attitude and a willingness to learn from them.

Accepting compliments in the workplace goes beyond mere recognition; it involves nurturing positive connections with your coworkers. When you respond with genuine appreciation, you contribute to fostering a work atmosphere that is more encouraging and collaborative.

Neha Rani  
Arihant Spinning Mills

## स्वस्थ रहने के सरल नियम



आधुनिक युग में खराब जीवनशैली के कारण हम अस्वस्थ रहने लगे हैं, जिससे हमें कई बीमारियां हो जाती हैं, इसलिए स्वस्थ रहना बहुत जरूरी है। हम एक स्वस्थ जीवन जी सकते हैं अगर कुछ बातों का ध्यान रखते हैं। इस लेख में आज हम कुछ ऐसे नियम बताएंगे जो स्वस्थ रहने के लिए आवश्यक हैं।

### स्वस्थ आहार लें

आप भी जानते होंगे कि हमारे खानपान का सीधा असर हमारे स्वास्थ्य पर पड़ता है। उदाहरण के लिए, गर हम तली-भुनी भोजन, ठंडे पेय और जंक खाद्य पदार्थों का सेवन करते हैं, तो हमारे शरीर में वसा बढ़ने लगता है, जो हमें मोटा करता है और हमें कई बीमारियों की ओर भी ले जाता है। ठीक उसी रह, अगर हम हरी सब्जियां, मछली, अंडे, फल, दूध और अन्य खाद्य पदार्थों को अपने आहार में शामिल करते हैं तो हम ना सिर्फ स्वस्थ रहते हैं बल्कि बीमारियों से भी बचते हैं। इसलिए, अपने आहार में संतुलित मात्रा में प्रोटीन्स, विटामिन्स और अन्य मिनरल्स अवश्य शामिल करें।

### पर्याप्त नींद लेना चाहिए

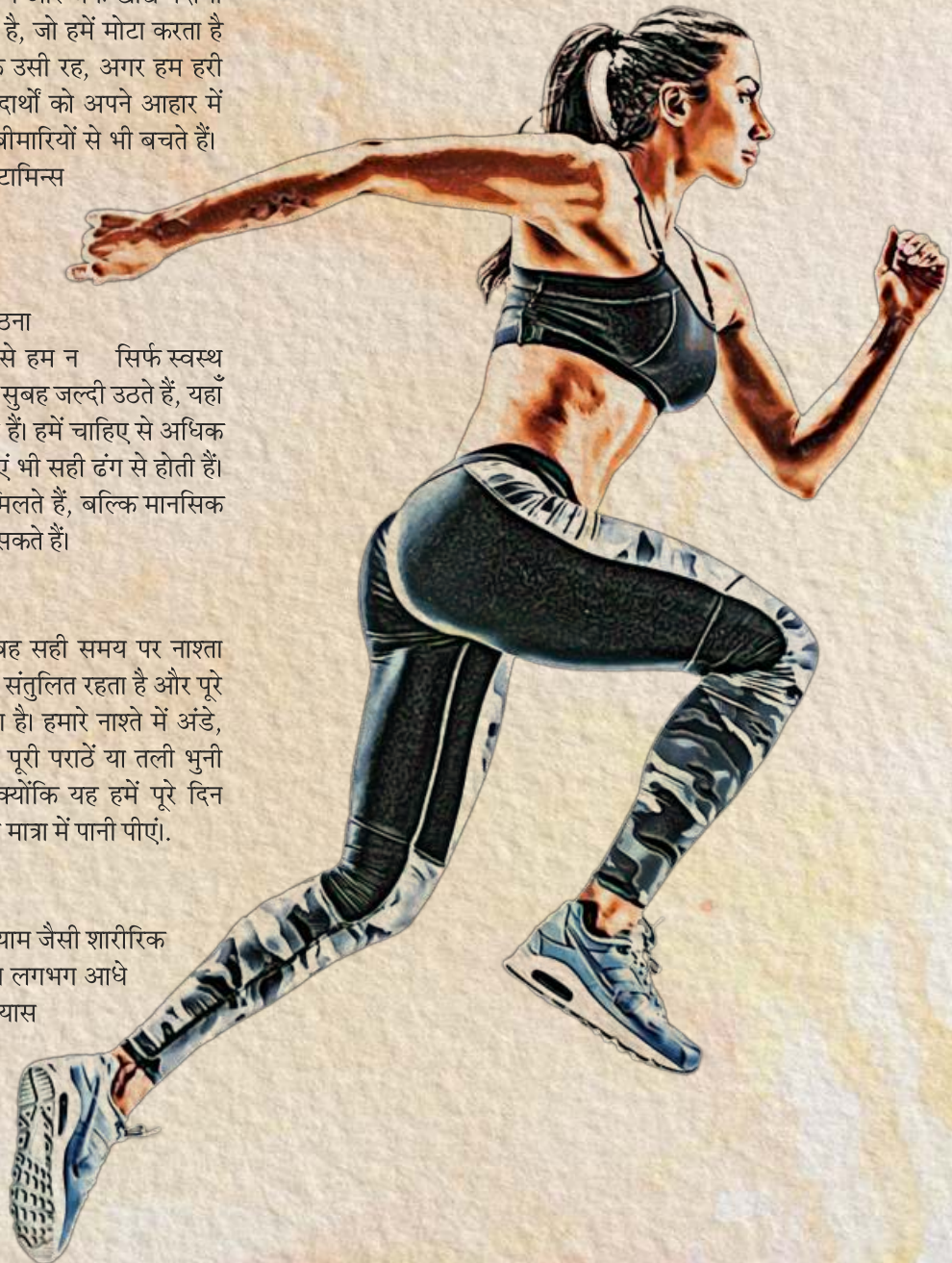
हमारे शरीर को स्वस्थ रखने के लिए सुबह जल्दी उठना चाहिए और रात को जल्दी सोना चाहिए। ऐसा करने से हम ना सिर्फ स्वस्थ रहते हैं बल्कि खुश भी होते हैं। रात में जल्दी सोने से हम सुबह जल्दी उठते हैं, यहाँ तक कि जल्दी सोने के बाद भी हम पूरी तरह से सो जाते हैं। हमें चाहिए से अधिक नींद मिलती है, जिससे हमारे शरीर की विभिन्न प्रक्रियाएं भी सही ढंग से होती हैं। समय पर सोने और उठने से ना सिर्फ शारीरिक लाभ मिलते हैं, बल्कि मानसिक लाभ भी मिलते हैं, जिससे हम सकारात्मक महसूस कर सकते हैं।

### सुबह का नाश्ता अनिवार्य है।

समय पर खाना खाना एक स्वस्थ आदत है, जैसे सुबह सही समय पर नाश्ता करना। नाश्ते में भरपूर खाना खाने वाले लोगों का वजन संतुलित रहता है और पूरे दिन तरोताजा महसूस करते हैं, एक अध्ययन ने बताया है। हमारे नाश्ते में अंडे, दूध, मक्खन, फल आदि शामिल हो सकते हैं, लेकिन पूरी पराठें या तली भुनी चीजों की जगह दलिया का सेवन करना बेहतर है क्योंकि यह हमें पूरे दिन ऊर्जावान रखेगा और चिड़चिड़ापन को दूर करेगा। पर्याप्त मात्रा में पानी पीएं।

### व्यायाम करें

हमारे शरीर के स्वस्थ रहने के लिए खेल खेलना या व्यायाम जैसी शारीरिक गतिविधियां करना वास्तव में महत्वपूर्ण है। हमें हर दिन लगभग आधे घंटे से ४० मिनट तक चलने और सक्रिय रहने का प्रयास करना चाहिए। जब हम प्रतिदिन व्यायाम करते हैं, तो इससे हमारे शरीर को भरपूर ऊर्जा मिलती है। यह हमें किसी भी बीमारी से छुटकारा पाने में भी मदद करता है। सुबह उठते ही व्यायाम करना वास्तव में आपके शरीर के लिए अच्छा होता है।



## स्वस्थ रहने के कुछ अन्य दैनिक उपाय भी महत्वपूर्ण हैं:

- १ भोजन करते समय बहुत अधिक पानी पीने की सलाह नहीं दी जाती है। आपको बीच में सिर्फ एक बार ही पानी पीना चाहिए। यदि संभव हो तो भोजन के आधे घंटे बाद पानी पियें।
- २ प्रतिदिन योग करना हमारे शरीर के लिए अच्छा होता है। यह हमें गंभीर बीमारियों से भी बचाता है।
- ३ आपको बाहर से लौटने के बाद, बाहरी वस्तुओं को छूने के बाद, घर में खाना पकाने से पहले और खाने से पहले अपने हाथ अच्छी तरह से धोने चाहिए।
- ४ अगर घर पर बच्चे या बुजुर्ग हैं तो आपको साफ-सफाई पर अधिक ध्यान देना चाहिए, क्योंकि बच्चों और बुजुर्गों को बीमारी होने का खतरा रहता है।
- ५ भोजन में पौष्टिक आहार, दूध, दही, सलाद, फल, अनाज, हरी सब्जियां आदि का प्रयोग करना चाहिए। सब्जियों को हमेशा उपयोग से पहले धोना चाहिए।
- ६ खाना पकाते समय सोयाबीन तेल, सूरजमुखी तेल, मक्के का तेल या जैतून के तेल को प्राथमिकता देनी चाहिए।
- ७ ज्यादा देर तक एक ही स्थिति में नहीं बैठना चाहिए।
- ८ अपने शरीर और दिमाग को स्वस्थ रखने के लिए हमें योग करना चाहिए। व्यक्तिको सकारात्मक सोचना चाहिए और कार्य-जीवन में संतुलन बनाए रखना चाहिए।
- ९ अधिक खाना, कम खाना और अनुचित समय पर खाना स्वास्थ्य के लिए हानिकारक है।
- १० सोने से पहले इलेक्ट्रॉनिक गैजेट्स को दूर रखना चाहिए क्योंकि यह हमारे दिमाग को नुकसान पहुंचाते हैं और सही से आराम नहीं करने देते हैं। इससे इलेक्ट्रॉनिक वेक्स निकलती हैं जो हमारे लिए खतरनाक होती हैं। ये मस्तिष्क और शरीर को कमजोर करती हैं।

स्वस्थ शरीर में स्वस्थ मस्तिष्क का निवास होता है। जो व्यक्ति बीमारी से बचा रहता है वह हर क्षेत्र में सफलता प्राप्त करता है।

संतुलित आहार की कमी से कुपोषण हो जाता है तथा स्त्रियों में रक्तकी कमी, घेंघा रोग, बच्चों में सूखा रोग व रतौंधी तक हो जाता है। यह सब संतुलित आहार की कमी से होता है।

इन सबको ध्यान में रखते हुए हमें अपने आहार को संतुलित बनाना ज़रूरी है।



# Training & Development



Awareness Session on Welfare Scheme,  
Anant Spinning Mills, Mandideep



Monthly Inspection Round, Auro Dyeing, Baddi



Regional Connect Program for Scheme Recruits,  
Auro Spinning Mills, Baddi



Quiz Competition, VSGM, Ludhiana



Scheme Recruits Meeting, Vardhman Fabrics, Budhni



Training for Scheme Recruits,  
Auro Textiles (Fabric Processing), Baddi



Training Program, Arihant Spinning Mills, Malerkotla



Workshop on Leadership,  
Auro Textiles, (Fabric Processing), Baddi



## Behavioral Training Program



Auro Textiles (Fabric Processing), Baddi



Auro Textiles (Yarn Dyeing), Baddi



Auro Textiles (Printing), Baddi

## P.A.C.E



Auro Textiles (Fabric Processing), Baddi



Auro Weaving Mills, Baddi



# CSR : Doing our Bit

## Education

In alignment with UN Sustainable Development Goals 4



Provided 120 Benches to 5 Government School of Mandideep, M.P.



Inauguration of Washroom Facilities for Boys and Girls and Pathways in Government High School Lehra Rohi, Zira Block



Provided Utensils to Anganwadi in Raisen, Sehore, Bhopal and Hoshangabad District M.P.



Inauguration of Dining Hall for Mid- Day Meal at Rajjowal Govt. High School, Ludhiana



Planted 200 fruit saplings in the Government College Campus of Kirti Nagar, Ludhiana under Vardhman Plantation Drive Initiative



## Healthcare

In alignment with UN Sustainable Development Goals 3



Provided financial contribution to Advance Eye Research Centre, PGI Chandigarh for the corneal transplantation of poor, needy, and marginalized families. Every year we contribute Rs. 30 lacs to PGI Eye Research Centre and till now a total of 2500 poor patients are benefited under this project.



Organized Super-Specialty Health Camp in Village Chakaldi, Sheore MP. The Mega Health Camp was organized by Vardhman Fabrics, Budhni and the District Administration Sehore, for envisaging better health and related facilities for the tribal society. Under the health camp 1500 people were benefited



Under Project "NANDINI" Awareness Session was organized on Menstrual Hygiene in Baddi & Budhni

33



Distribution of Nutrition Kits to 100 TB patients of Nalagarh Block, Baddi under TB Mukta Bharat Abhiyaan



Provided Vehicle to Mata Chintpurni Temple Trust for free service of food to poor and needy people in district Una, HP. On this project, we will be providing free food (Langar Sewa) every day to 2000 people. The project cost is 15 lac.



## VAL, Jhagadia



Constructed Aanganwadi at Govali, Gujarat



Constructed Porch Shed at Dharoli, Gujarat

## VSS, Ludhiana



E Classroom developed for R&D Centre Focal Point, Ludhiana



Provided Artificial Limbs to 2500 handicapped to help them move back to routine life and save their livelihood



Vardhman Textiles Ltd. received Certificate of Honour from India CSR Awards for Large Impact to its CSR project 'Nandini'



Glimpse of awareness session organized under the CSR initiative 'Promotion of Women Empowerment', Project 'Chetna'.

# Harnessing Spiritual Power : Mastering Your Mind



In the chaotic and fast-paced world we live in, it's easy to become overwhelmed by the constant stream of thoughts and emotions that bombard our minds. Many of us are in search of ways to regain control of our mind and find inner peace. One path towards this serenity is through the practice of spirituality. By delving into the depths of your own soul and connecting with a higher power, you can learn to control your mind and find harmony in your life. In this article, we will explore the profound connection between spirituality and mental control and share some practical steps to embark on this transformative journey.

The mind-spirituality nexus is a profound connection that has been recognized by numerous cultures and belief systems throughout history. It acknowledges the interplay between our mental state and our spiritual well-being. By understanding and harnessing this connection, you can master your thoughts, emotions, and reactions, ultimately leading to a more balanced and fulfilled life.

## Self-awareness

The first step to controlling your mind through spirituality begins with self-awareness. In our busy lives, we often overlook our thoughts and emotions, allowing them to control us. Spirituality encourages us to take a step back, observe our inner world, and understand ourselves on a deeper level. This self-awareness is the first step towards gaining control over your mind.

## Meditation and Mindfulness

Meditation and mindfulness are the most powerful tools that spirituality offers to gain mastery over your thoughts. Through regular practice, you can learn to quieten the noise in your mind, focus your thoughts, and be present in the moment. This not only reduces stress but also empowers you to make conscious choices about how you react to the world around you.

## The Power of Affirmations

Affirmations are the positive statements that help reprogram your mind by replacing negative or self-sabotaging beliefs with constructive ones. Spirituality often incorporates the use of affirmations to align your thoughts with your higher self. Repeating affirmations daily can gradually shift your mind-set towards greater clarity and positivity.

## Gratitude and Forgiveness

Cultivating an attitude of gratitude and practicing forgiveness are essential aspects of controlling your mind through spirituality. Gratitude shifts your focus from what's lacking to what's abundant in your life, while forgiveness frees you from the

burdens of anger and resentment. Both these practices lead to a peaceful state of mind.

## Connecting with a Higher Power

One of the core tenets of spirituality is connecting with a higher power or universal energy. Whether you follow a particular religion or subscribe to a more holistic spiritual belief, this connection provides a sense of purpose and guidance that can help you control your mind. It's a source of strength and support during difficult times.

## Self-Care and Healthy Habits

Spirituality encourages self-care and healthy habits, both of which play a crucial role in controlling your mind. When you nourish your body and mind through proper nutrition, exercise, and rest, you create a strong foundation for spiritual growth and mental control.

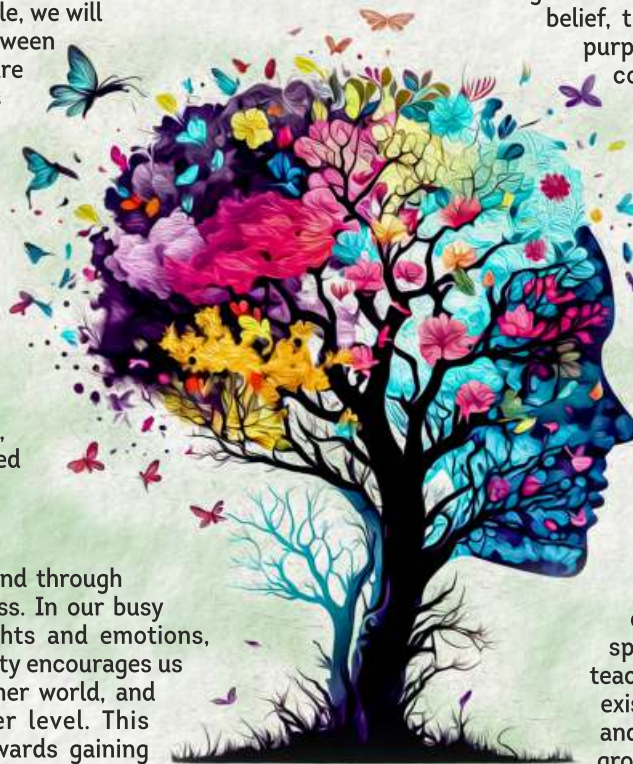
As we descend deeper into the understanding of life's profound essence and purpose, we find that spirituality offers a guiding light. It teaches us that the true purpose of our existence is to accumulate experiences and cultivate qualities for our personal growth. This wisdom helps us realize that

all things have their own beginnings and endings, allowing us to release the burdens of stress and unnecessary attachments, making space for greater, better, and more significant aspects of life.

It is the hope that this spiritual awakening will eventually give rise to an ideal human society where one candle can light another without losing its own flame. Spirituality, independent of any belief system or dogma, is a natural facet of being human. It invites us to recognize our true self, our essence, and learn to be guided by it. By connecting with this inner essence, we undergo a profound transformation characterized by joy and freedom, elevating our vibratory state and infusing our lives with energy. To attain this state, we must observe the ego's games and resistances, cultivating trust and embracing the art of letting go.

This journey isn't just about controlling your mind; it's about unlocking your true potential and finding a deeper sense of purpose in your life.

Tejwinder Singh  
VSS



# Awards & Recognitions



Maintenance Team won 'Platinum Award' in ' Non-Auto Sector Improvement' in 18<sup>th</sup> CII Six Sigma National Competition, Arihant Spinning Mills, Malerkotla



QC Recognition for 36<sup>th</sup> CII, Auro Textiles (Fabric Processing), Baddi



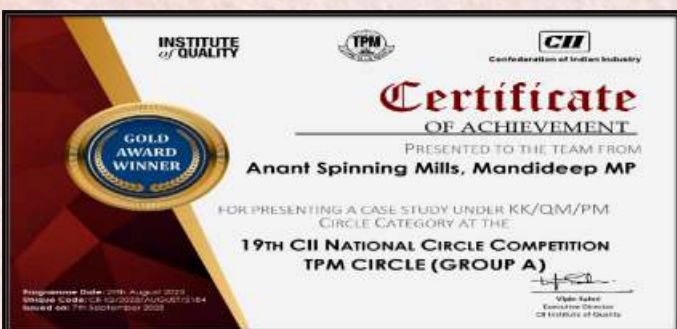
'Platinum Award' in 16<sup>th</sup> CII International Competitiveness & cluster Summit, Vardhman Fabrics, Budhni



'Silver Award' in 16<sup>th</sup> CII International Competitiveness & Cluster Summit 2023, VMT, Baddi



Winner at 36<sup>th</sup> CII QC, Auro Textiles (Yarn Dyeing), Baddi



**Vardhman Yarns, Satlapur**



'Maintenance Team' won 'Gold Award' in 46<sup>th</sup> CII National Level Kaizen Competition



'Mechanical Engineering Team' won 'Gold Award' in 46<sup>th</sup> CII National Level Kaizen Competition



'Production Team' won '1<sup>st</sup> Runner Up Award' in CII Inter Industry Supervisory Skill Competition



'HR Team' won '2<sup>nd</sup> Runner Up Award' in CII Inter Industry Supervisory Skill Competition



'Costing & MIS Team' won 'Gold Award' in 19<sup>th</sup> CII National Level TPM Circle Competition



'Safety, Mechanical & Electrical Team' won 'Platinum Award' in 19<sup>th</sup> CII National Level TPM Circle



'Production Kaizen Team' won '1<sup>st</sup> Prize' in 12<sup>th</sup> CII Madhya Pradesh State Level Kaizen Competition



Karamveer Appreciation Award, VSM, Baddi



Kaizen Award, VSS, Ludhiana



Q.C Felicitation Program  
Auro Textiles Processing Division, Baddi



Q.C. Reward Recognition Ceremony at Shopfloor  
Auro Textiles Processing Division, Baddi





# Welcome Aboard



**Poorva Bhatia**  
Manager, Finance & Accounts  
Corp. Office



**Harman Singh**  
Manager, EHS  
Corp. Office



**Nagbhushan Basavraj Sadlapur**  
AVP, Steel Melt Shop  
Vardhman Special Steels Ltd



**Girish Dua**  
Sr. VP, Processing Production  
Vardhman Fabrics



**Ashish Sharma**  
Assistant Manager, Electrical &  
Instrumentation Engineering  
Vardhman Fabrics



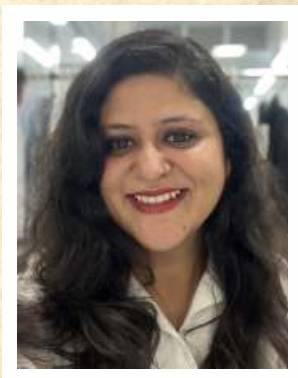
**Piyush Jindal**  
Assistant Manager, Logistics  
Corporate Office



**Bhagirath Ahirwal**  
Assistant Manager, Administration  
Vardhman Yarns



**Animesh Kumar**  
Assistant Manager, Sales & Marketing  
Gurugram Branch



**Malvi Boni**  
Manager - Merchandising  
Vardhman Apparels



**Harsimran Singh**  
Assistant Manager, Administration  
Arihant Spinning Mills



# Let's Meet



## 1. Your association with the Group has been for a long time. Can you provide examples of how you handled difficult personal or organizational issues and the outcomes of those situations also what kind of support you have received all along?

My association with the Group has indeed been long, spanning nearly 32 years; I joined as an Executive Trainee at Hoshiarpur way back in June 1991. Hoshiarpur holds a special place in my heart as it also happens to be my hometown. Over the years, my career journey has taken me through various roles and challenges within the organization.

Initially, my work portfolio revolved around Capital Purchase and Imports at Vardhman Yarns & Threads Limited, Hoshiarpur under the guidance of Mr. G S Woodwal & Mr. IMJS Sidhu sir. In the year 1993, Mr. Updeep Singh, my mentor and guide, recognized the systematic approach in my work and recommended my transition to a corporate role. However, due to certain circumstances, I couldn't make that shift instantly.

Later in the year 1994, I moved to Corporate Projects and Purchase (CPPD), where the first assignment given to me was to streamline the Documents Management System. This enabled the team to retrieve any document in less than 5 minutes. It was a great learning experience as I got the opportunity to work with the top leadership i.e. Mr. D L Sharma M.D. VYTL & Hon'ble Chairman sir.

After 4 years at CPPD, got an assignment that required me shifting to Delhi, where I worked at Vardhman Acrylics under the guidance of Mr. B K Choudhary. In 1998, I returned to VYTL Hoshiarpur. Again in 2006, I re-joined at CPPD, and spent long 15 years on various projects, wherein the challenges were both demanding and rewarding.

One of the most challenging phases of my career was in the year 2021 when I assigned the responsibility of managing HR, IR, Admin, and Commercial at VSGM, Ludhiana. The added complexity due to COVID-19 pandemic made this role highly demanding. Managing the worker's colony of 1600 residents, arranging for their basic necessities such as ration and medical support were formidable challenges.

Another notable task assigned by Hon'ble Chairman was to analyze VSGM's business, which was facing challenges due to shrinking domestic sales. My analysis proposed a shift towards exports, a decision that entailed numerous audits and compliance requirements.

Successfully managing these audits, we achieved high-rankings from the global customers like Walmart, Inditex, Decathlon, Michaels etc. Mr. Neeraj Jain JMD's support bolstered my efforts.

## 2. Please share something about your background. Educational / Professional / Personal to help us know you better. (Could include personal life and family details)

I hail from Hoshiarpur and come from a family with a humble background whose persistent support has been my foundation. My parents instilled in me the values of Honesty, Integrity, and Hard Work, along with a deep respect for elders.

My educational journey led me to Bachelor's degree in Commerce from Punjab University, followed by Master's Degree from Maharshi Dayanand University, Rohtak. I got several opportunities to get training from renowned institutions like IIM-A, ASCI- Hyderabad, CII etc. and have worked with almost all prominent Consultants like KPMG, Deloitte, Accenture, IBM, and E&Y etc.

In my personal life, I would give all the credit to my Parents, and my solicitous wife, Mrs. Seema Ohri, who is my constant source of inspiration and has stood by me through thick and thin. We have an adorable daughter, who works as a Consultant at Westpac Bank in Australia, and a charming son studying in 12th grade. Their support has been invaluable in my journey.

## 3. How would you describe the company culture, and how do you foster it within your team or department?

The culture within our organization is deeply rooted in Discipline, Ethics, Continuous learning, and Sustained Growth. Our Chairman Sir along with leaders like Ms. Suchita Jain, Ms. Sagrika, Mr. Neeraj Jain, and Mr. Sindwani, set the tone for our company culture through their exemplary leadership. They lead by example, demonstrating honesty, dedication, supportiveness, and a commitment in spreading happiness throughout the organization

## 4. Are there any changes that you have noticed since you joined Vardhman? What changes are you anticipating in the near future?

Since joining Vardhman, I've witnessed a notable shift towards increased Speed and Efficiency in our operations. This expeditious transformation, dubbed the "Era of 20-20," has been supported by the implementation of systematic approach through Standard Operating Procedures (SOPs) across all functions. Looking ahead, I anticipate that Vardhman will continue to prioritize Speed and Efficiency, building upon the foundation we've established for streamlined processes and agile decision-making.

## 5. What role do you see technology playing in the future of the company, and how are you preparing for it?

Our company's future massively relies on Technology including data-driven decision-making. We're committed to continuous

technological advancement, to maintain our competitiveness in the Textile industry.

We have invested in new Technologies and Automation, seamlessly integrating them into our manufacturing units. This has led to improved efficiency, reduced errors, and energy conservation through effective monitoring. We've wholeheartedly embraced technological advancements to enhance our overall efficiency.

**6. How do you prioritize and manage your time and tasks to stay productive and focused on goals?**

I've established an effective date-wise tracking system, prioritizing them by due dates, with more than 95% on-time completion rate. This approach has streamlined my workflow, replacing the traditional journal-based tracking.

Prioritizing time management, I begin my day by assigning tasks and setting specific time slots for daily activities, preventing time monopolization and ensuring productivity. Organizing work into distinct units and maintaining a clutter-free workspace enhances my efficiency.

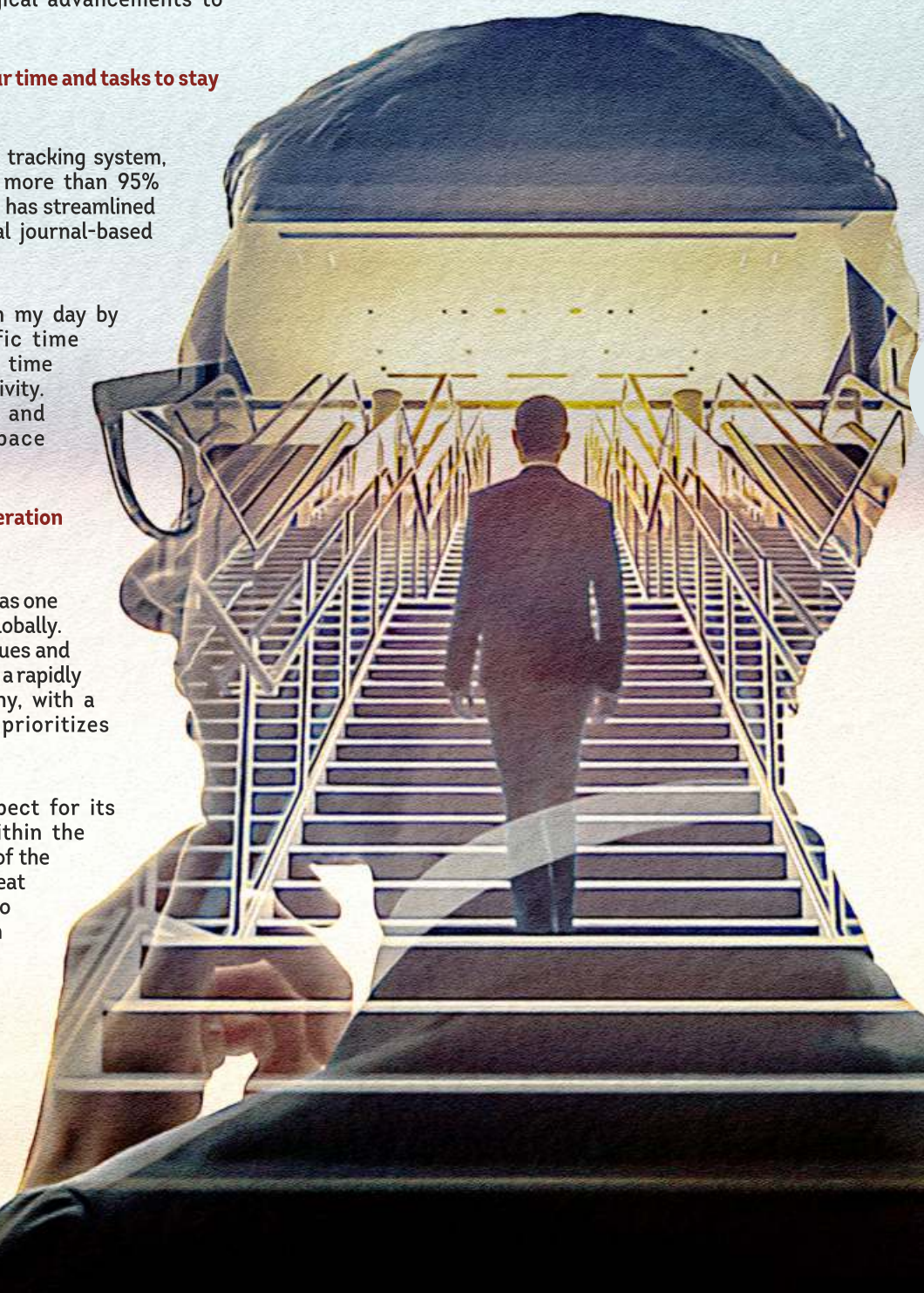
**7. What is your advice to the young generation joining Vardhman?**

Vardhman, in my experience, stands out as one of the best organizations in India and globally. The company upholds strong ethical values and ensures a safe working environment. It's a rapidly growing and well-established company, with a deeply involved management that prioritizes continuous Learning and Development.

The group commands immense respect for its integrity and value system, both within the country and internationally. As a part of the Vardhman family, we are accorded great respect wherever we go, a testament to the hard work of the Chairman Sir, Jain Madam, and the senior management.

To future Vardhman team members, my message is to work with Integrity and unwavering dedication, as your efforts are recognized and valued.

**Mr. K.K. Ohri**  
Senior Vice President  
CPPD





**Sri Aurobindo**

## **Sense-Improvement by Practice**

*Another cause of the inefficiency of the senses as gatherers of knowledge, is insufficient use. We do not observe sufficiently or with sufficient attention and closeness and a sight, sound, smell, even touch or taste knocks in vain at the door for admission. This tamasic inertia of the receiving instruments is no doubt due to the inattention of the buddhi, and therefore its consideration may seem to come properly under the training of the functions of the intellect, but it*

*is more convenient, though less psychologically correct, to notice it here. The student ought to be accustomed to catch the sights, sounds, etc., around him, distinguish them, mark their nature, properties and sources and fix them in the citta so that they may be always ready to respond when called for by the memory.*

*It is a fact which has been proved by minute experiments that the faculty of observation is very imperfectly developed in men, merely from want of care in the use of the senses and the memory. Give twelve men the task of recording from memory something they all saw two hours ago, and the accounts will all vary from each other and from the actual occurrence. To get rid of this imperfection will go a long way towards the removal of error. It can be done by training the senses to do their work perfectly, which they will do readily enough if they know the buddhi requires it of them and giving sufficient attention to put the facts in their right place and order in the memory.*