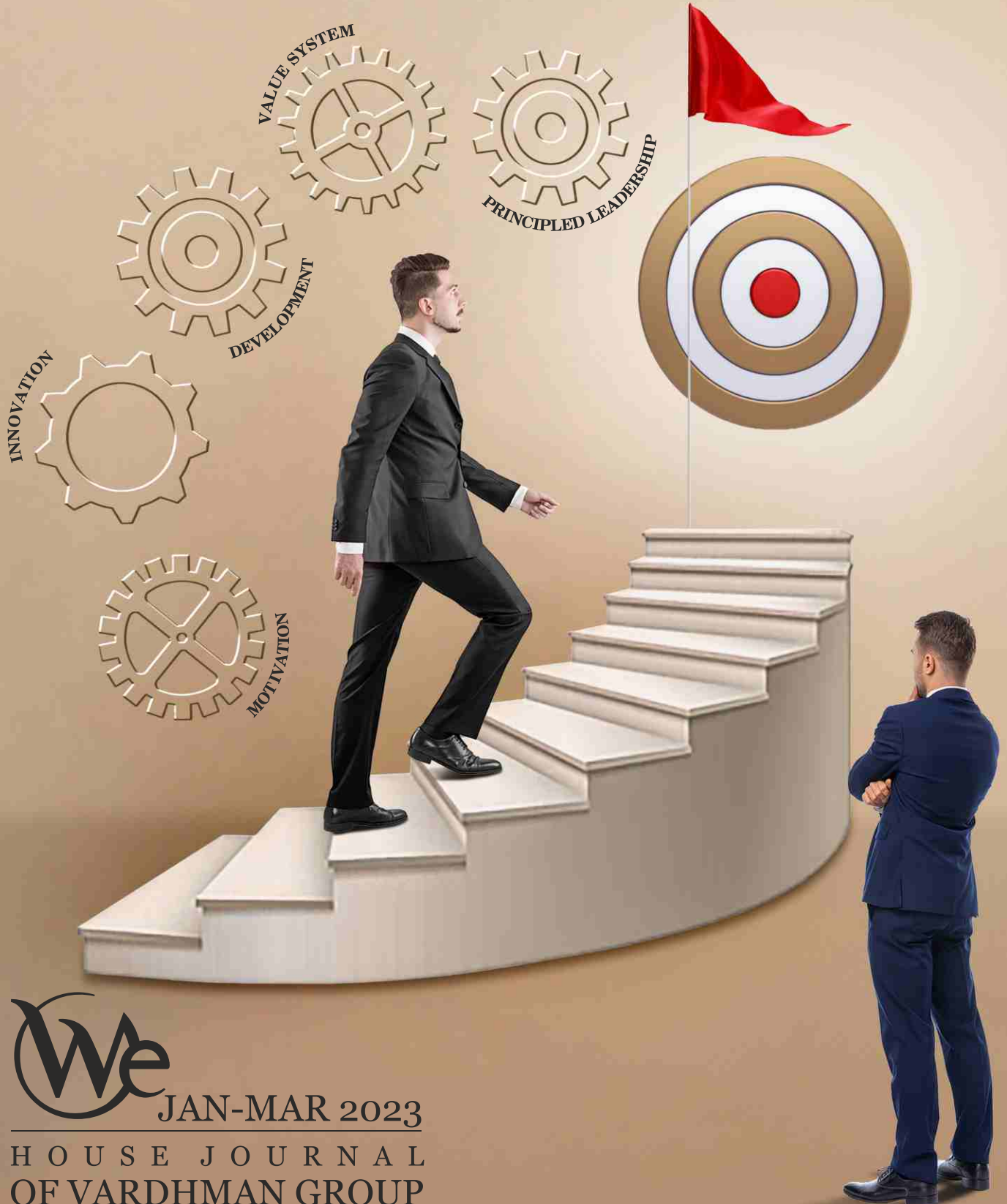


Self Managing LEADERSHIP



Vardhmān

Delivering Excellence. Since 1965.



JAN-MAR 2023

HOUSE JOURNAL
OF VARDHMAN GROUP

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Editor's Note

Unless one knows how to manage self, it would be arduous for anyone to be able to lead others effectively. And, if we don't take the lead, someone else will! Managing self implies cultivating the skills and processes to experience a higher level of self-identity. This facilitates the journey from reactive constraints to proactive courage leading to creative consciousness. It is essential to understand and learn to manage one's own inner dynamics, one's own self, to achieve sustainable peak performance and a continuing experience of inner fulfilment. Often, many people do perform at peak level, but this could be largely due to fear of losing.

To be on the achieving side, we should learn the dynamics of High-Performance. But it is important to understand how one can achieve the highest level of performance. This is possible with the four important laws. First, unless you feel good within your own self, you can never achieve good results on a sustainable basis. Second, feeling good is a skill: cultivating a deeper awareness of oneself. It can be learnt like any other skill. Third, regulating your emotions. Being aware of your feelings will help us to maintain healthy relationships and attitudes. Lastly, being patient with self and others is important for self-management. Leaders have a strong sense of patience. Patience works in tandem with regulating emotions and often requires practice to develop. Remember that everyone works at his/her own pace and style.

The essence of self-leadership is recognizing, discovering, and identifying with one's true self. Leadership implies functioning with proactive and creative attitudes. Most often, we function with reactivity. Why is this so? Because we normally identify ourselves with our Body, Mind, and Emotions, which is a very narrow identity, described as the Ego identity.

One needs to focus on developing the functional dimensions of the self, namely, keeping the body healthy and energized, making the mind more open and creative, and preventing negative emotions. That is why self-managing leadership is not just a personality trait, strategy, or tactic but a package of competencies. It is a transformative way of thinking, feeling, and functioning, a way of life, a way of being.

From domains of leadership to spiritual dimensions of self-management, this issue of 'We' covers an array of topics. Hope you'll find it energizing and encouraging to maximize your productivity, improve your performance at work, maintain composure, and successfully accomplish your personal and professional goals.

We look forward to your suggestions and feedback. Please connect with us at corp.comml@vardhman.com



Parul Tolani
Corp. Comm.

Management Speak

From the Chairman's Desk

Dear Colleagues

It is clearly implied by the saying 'Leaders are made, not born' that anyone can develop leadership traits if he/she follows the steps necessary for effective leadership. Leaders need a strong vision through which they inspire their followers. Many of us believe that visionary leadership is the exclusive domain of individuals because of their unique abilities. But vision can be actualized by anyone who works hard, pays attention to detail and combines both big picture thinking with nuts-and-bolts execution. Leadership can be developed by building a vision, sustaining the momentum, and carrying through the implementation.

Management of self is the first step in leadership, which extends beyond managing and leading others. Self-awareness is the foundation of self-management since it enables one to understand, manage, and control emotions as well as how one responds to the same. It is a pre-requisite for organizational success and empowering people in a fast-changing economy.

To achieve the highest form of leadership, one must practice self-discipline. Practice ensures the ability to resist impulses, maintain focus, and see projects through to completion. It is categorized by a leader's persistence and willpower in dedicating attention to a task until it is satisfactorily finished.

Along with self-discipline, one should also embody authenticity, willingness to be transparent and honest when sharing one's own feelings, values and actions with others. An authentic leader is one who walks with integrity and stays consistent with the Thoughts, Words and Actions. This entails admitting one's mistakes or shortcomings and having the power to sustain a strong work ethic while living personal and organizational values. Leaders need to be fully aware of their strengths and limits by self-observing or seeking feedback from their colleagues.

Another dimension of self-management rests in one's productivity. Being productive includes managing the tasks at hand and effectively prioritizing one's workload to meet goals. It

is important to maintain focus to complete initiatives while staying open to the possibility of shifting priorities when needed. By productively managing self, one will be able to positively influence and generate a culture of self-owned responsibility within the organization.

Being adaptable to change is also an important component of self-management as change often carries emotional factors such as resistance, fear or insecurity. With the ability to remain in a problem-solving mode with a calm and rational approach, an individual will be able to think forward during challenging times rather than getting stuck in the past or bogged down by mistakes.

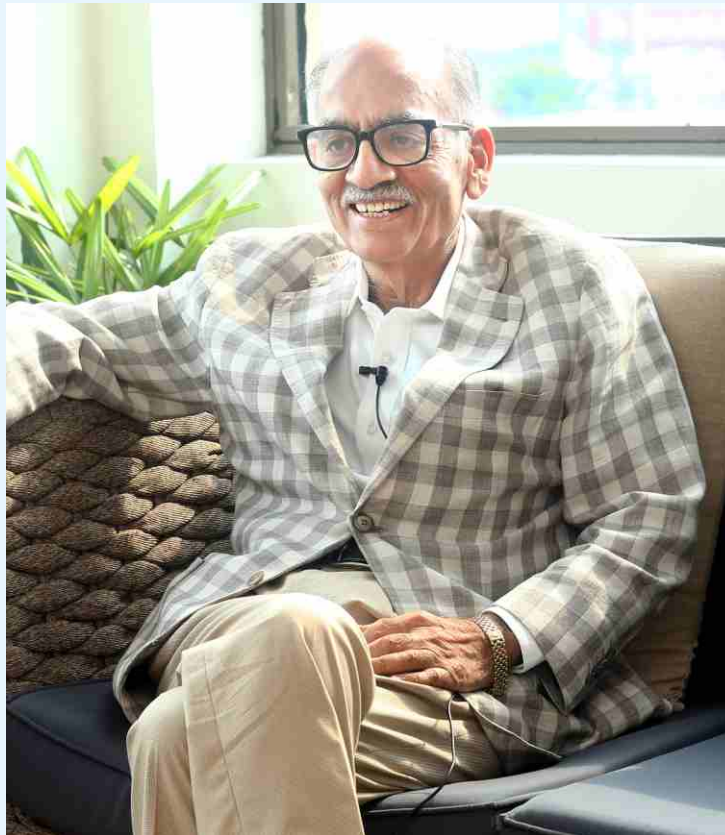
Above all, taking the initiative to inspire for a better future for the organization is the key to self-managing leadership. This requires self-belief, self-confidence, as well as the motivation to go out of the way to do things without being reminded or asked. A strong initiator has the drive to achieve goals, effectively binding and loosening the rules or structures for the sake of the organization and its customers.

Practicing principled leadership for managing self is the best strategy. This requires an understanding of the fact that businesses are formed for the purpose of advancing the state of humanity. Leading ourselves and others up the leadership chain is the route to better health, happiness, and success.

The action of leading, i.e. seeing possibilities, encouraging, supporting and overcoming 'helplessness' with 'hopefulness' needs to be broadly shared across the organization. We need to learn to build 'leaderful' teams to move everyone upward to higher performance and results.

I would like to congratulate the team members who have picked up and contributed to this theme of We Magazine.

S P Oswal
Chairman & Managing Director



From the Vice Chairman's Desk

Dear Colleagues

The greatest paradox of Leadership lies in the principle that people must first lead themselves before they lead others. The finest leaders Lead by Example. They understand to the core that self-leadership is the way that leads to accomplishments. Understanding self and being responsible guides an individual to make fulfilling decisions and build contented relationships.

Self-Managing Leadership is not simply an inborn trait, it is developed through self-reflection, self-awareness, and self-improvement. Most importantly, self-made leaders cultivate the habit of self-perception as regards their strengths, weaknesses, life-principles, and degree of motivation which are supreme to effective self-management. Making considered choices that concur with the belief and value system is the foremost quality that a leader quilts. The strong morality ushers a leader to evolve and be accountable for the actions and become a role-model for others.

The leader who identifies attainable & purposeful objectives and draws up a plan to achieve the same leaps forward to become a capable self-managed leader. In fact, a leader must possess the mettle to endure challenging times and stay committed to goals even when circumstances do not emerge as intended.

During such unsettling times, adaptability is an essential trait that needs to be ingrained by a leader. To enhance their competencies, the self-managed leaders are always keen to shoulder additional responsibilities and acquire new skills in the

process. The processes of 'learning' and 'unlearning' must go side by side. Owning the quality of learning and then un-learning leads to sustainable results and cultivates continuous growth. Accepting vulnerabilities is crucial to leadership as it is the birthplace of innovation, creativity, trust, empathy and courage.



Leading oneself requires constant self-reflection, self-awareness, and self-improvement. It is the foundation of effective leadership and is the key to unlocking one's full potential as a leader. Embrace your potential, for you hold within the capacity to lead not only yourself, but also those around you to a brighter and more fulfilling future.

We at Vardhman have initiated various drives, for instance 'Respect for All', 'Lead by Example' to develop the core-qualities of self-managed leaders. We will keep on adding to this bucket by carrying out more and more activities to embed the self-managed qualities. Particularly, I would like to encourage women teammates to embrace their natural leadership styles, while being open, supportive and collaborative.

I feel a sense of contentment when I see so many of the leaders working with us since the beginning of their careers. It is important to observe and replicate the fervor and enthusiasm with which they are moving forward and sustaining the vision of the Group.

Come along, buckle up, and let's embark on a journey that will take us to the higher echelons of leadership.

Suchita Oswal Jain
Vice-Chairman & Joint Managing Director

Cover Story

A cover of Magazine is the first thing everyone notices. The cover depicts two things. First, it motivates readers to flip the inside pages of Magazine. Second, it gives a sneak-peek of what the magazine covers. Before designing a cover, a lot of research and ideas are placed into the construct, colors and patterns.

The theme for this issue of 'We' is Self-Managing Leadership. The cover page is designed as per the theme. Self-Managing Leadership is to constantly develop the 'inner game' (mindset) and the 'outer game' (action). The inner game consists of intention, self-awareness, self-confidence and self-efficacy to achieve personal mastery whilst the outer game consists of influence and impact.

In the context of the cover page, the person standing does not possess the qualities of Self-Managing Leadership. He is not efficacious in his personal and professional life because he lacks self-management traits. The other person climbing the stairs is embedded with the qualities of self-management and is advancing the path of success. He has a clear vision and maintains focus on his goals.

Self-management can be learned and refined by mastering the skills (motivation, innovation, development, value system, principled leadership) shown alongside the gears. However, the skills are not just limited to the traits as shown in the gears. The self-management skills also include role clarity, goal alignment, strategic planning, self-awareness, emotional regulation etc.

In the above backdrop, take some time to consider in what ways you can excel at self-management and where you wish to improve. Stay conscious of your thoughts, desires, and feelings as you go through your day and take note of those you need to work on. Acknowledging the need for improvement is a big step toward attaining it.

The inspiration behind this concept is the absolute necessity of self-managing skills in all the facets of our personal and professional growth.

Hope you would appreciate the concept of the cover page.



Feature Articles

Pitching for Success



Sagrika Jain
Executive Director

In VCL Season 09, I had the pleasure of debuting my career as a team captain. I was thrilled and nervous at the same time -I did not know the C of cricket. My father has always encouraged me to say 'yes' first, and then figure out how to execute the promise; so, I did.

The bidding process was an eye opener as I realized that VCL is as competitive as IPL. Mr Puneet Gulati with his auction hammer gave me the impression that perhaps I should have gathered beforehand the market insights on 'who's who' of VCL. Nevertheless, I created a team in an ad hoc manner and hoped for the best.

Spoiler alert: We / SHOORVEERS WON!

This is my attempt at sharing my personal journey with you. Here's my take on what really set us apart:

Ownership : The quickest way to build buy-in of my team players was to enroll them in the prestigious selection of our team name and war cry. I was adamant about having both in Hindi because I felt no other language can evoke emotions like our mother tongue (This reaped huge benefits in all our matches).

I set certain expectations very early on. Every day we would walk to the ground to practice together. And every day (barring the days I was on OD) I showed up on time. 12:45 meant 12:45. Initially it was awkward, and I felt like I was punishing my team, forcing them to walk together. Slowly but surely, the distances between us narrowed. The walk together gave us time to discuss strategies, focus areas, and SWOT analysis. More than anything, it helped us to form a sense of unity. After a while, my team started showing up with an unparalleled conviction, come rain, come shine (One day it was raining, and I was discussing whether to cancel practice or not. Before I could cancel, some team players came down with their armor ready for battle. Ownership unlocked.)

Work hard but play harder : I focused on creating an environment of fun. I believe happy people give back way more. Hence there was a business case for it. We broke the ice by pulling each other's legs. Be it Tripathi ji's magnetic attachment to his bat, or Jyoti ji's football fielding. We spared nobody.

On the field you could spot a Shoorveer easily; they would be the ones blowing whistles cheering their team on. We celebrated not just the sixes, but also the singles. I also give a lot of credit to Mishra ji, who created the most hilarious Whatsapp polls to keep things light and audience engaged.

Team comes first : There were countless instances of sacrifice by Shoorveers. From Mishra ji coming for the match 2 days after his baby daughter was born to Jashan and Himanshu ji filing the GST returns till 3 am on a Saturday, there was an unspoken commitment.

Several of my team members were badly injured. From Vishal ji taking multiple MRs to Batra ji and Munish ji coming for practice even with a fracture, these wounded soldiers were ready to fight. Shoorveers who knew they would not be playing still showed up for practice. Now that is the team spirit. I decentralized decision-making to the able hands of the illustrious 'Trimurti'. I placed my trust in them and this dynamic trio became our backbone. Their on-field presence was laser sharp, and they had full authority to do what was best for the team.

Keep your face towards the sunshine : I started every morning by sending a personal message to our whatsapp group. 'Good morning Shooooorveers.....! It set the momentum for the day and reminded us that we have something to look forward to. I had support from two other Shoorveers who religiously sent motivation messages to start the day on a positive note.

We created a shield of good energy around us, one that was impenetrable. At several points in a match if somebody's energy dipped, other Shoorveers would work hard to lift the spirit up and bounce back. As a team we had decided that nobody would count another's mistakes. Missed catches, wide balls, misfields were part and parcel. We backed each other up from start to finish.

Sportsman spirit : When faced with a dilemma we reminded ourselves of the true spirit of the game. In one of the matches, the opponent's players got out and Nari Shakti was asked to bat again. One of the Trimurtis came to me and requested me to bowl as it would be unfair for the woman to face a man's ball. At that moment, I was so proud of my team.

VCL is Management 101. It taught me how believing in people and creating the right environment can bring out the best in each individual.

In the end, I would like to thank my wonderful team for the most precious memories. You were sunshine on a cloudy day. You made me belong.



Spiritual Dimension of Self-Managing Leadership

The value system of each human is an important part of psyche. Values make up the core belief system within us expressed in thought patterns and our behavior. The act of leadership is intimately tied to the value and belief system of the leader. In fact, the value system of leaders heavily impacts their role in the organization, their perception about situations, the solutions they provide, and their interpersonal relationships.

The two types of value systems have been identified in an individual. One is short-term, that is; looking for rewards in the immediate future and is often motivated by monetary or material means. The other is long-term and is more morally and spiritually driven. A self-managed leader has an inner perspective of the meaning and purpose of one's life.

Achieving any aspiration originates internally, and the answers one seeks for the future can be evolved by an enlightened self. The journey to self-awareness is thought-provoking and requires resilience, inner strength, openness, and curiosity to know self. However, success as a leader is often measured by external factors that can be quantified while the internal path is overlooked. Starting with the self is essential for understanding how you will impact others, how you will surmount the challenges, and what purposes will define your decision making.

Aristotle described courage as the mother of all virtues. The indisputable fact is that the mother of courage is selflessness. Therefore, if courage is the mother of all virtues, selflessness is beyond all. Selflessness is putting others first and placing their need above yours. It is realizing that life is not about laboring to meet your needs and preferences, but a mission to reach out to others and help them to actualize their expectations and aspirations. Selflessness is not being consumed by your rights but being propelled by what is right for others.

Selflessness propelled Nelson Mandela to the global stage, made Dr Martin Luther King Jr an unforgotten icon, turned George Washington into an exemplar, made Mahatma Gandhi, father of the nation, and elevated Mother Teresa to sainthood. No great thing has ever been achieved without selflessness. The hallmark of self-managing leadership is selflessness. Through self-leadership, it's up to you to knock down barriers, open doors of opportunity, draw back the

curtains of "could-have-should-have-would-have," and let the light illuminate everyone around. Personal and professional success would come if you know yourself, trust yourself and love yourself.

Being okay with your own self and others is the bedrock tenet of leadership. If you actively practice self-comfort, you can get more mileage out of life situations. Self-comfort helps you figure out the feelings that are making you lighter and happier in the long run. With self-comfort, a leader shall inculcate the personality of 'affective presence'. How an individual tends to make others feel is a consistent and measurable part of leadership personality.



Each of us is "monarch" over our own lives. We are responsible for ruling our actions and decisions. To make consistently good decisions, to take the right action at the right time and to refrain from the wrong actions requires character and self-discipline. A contrary action or behavior would mean losing control of ourselves, doing or saying things that we regret later and missing the opportunities in the process.

Self-Discipline can certainly launch people to success, but mindset of abundance creates a long-term and sustained success that a leader would always desire. A leader with such a mindset shall be clear-eyed about the realities of the world. On the other hand, a scarcity-minded individual would have a tendency to lean into messiness and ambiguity, assuming the environment to be devoid of opportunities. However, the abundance-minded individual recognizes the opportunity to learn and grow from the struggles with a focus on expanding the pie and thus creating new opportunities.

No great leadership is possible without developing a sense of equanimity. The world is full of dualities, it will blow hot and cold, and we will experience joy and happiness as well as some unpleasant moments. These are the realities of life, and they will come and go. If we do not learn to endure them and go through this life as a roller coaster ride, we will never be able to exhibit leadership traits. Developing a sense of equanimity enables an individual to master the art of handling the world around us by managing the world within very well.

If we observe nature carefully, we will understand one aspect very clearly. The whole universe is inter-connected. The physical systems such as mountains, rivers, glaciers in the polar regions have profound effects on us. The plant kingdom and the animal kingdom too exert a considerable influence on us. To achieve prosperity and success in whatever we do, we need to honor the principle of mutual dependence. The spirit of sharing and unconditional giving is the basis on which everything in the world sustains. However, the first lesson a leader in an organization needs to learn to be successful is the value of mutual dependence.

When an individual changes his thought pattern to view setbacks from a lens of failure to the lens of possibilities, optimism opens its doors. There may be failures, but their actual purpose is to make you stronger and wiser. Self-Managing Leaders reflect on the setback, change future course of action, move forward with optimism and enthusiasm. Optimistic leaders use their imagination and mind mapping capabilities to rehearse success.

To achieve higher levels of leadership, a strong current of spirituality must run inside. Spirituality will broaden the vision and embolden the individual to take great steps without fear of failures and significantly increase leadership competence. People endowed with modern education, scientific knowledge and ability to perform need to imbibe spirituality to make a winning combination of an inspirational leader.

The more you master self-leadership, the more you will understand what your subconscious mind is thinking. More importantly, the more power you will have to change the negative self-talk to positive self-talk.

That mental shift is powerful. It delivers greater self-confidence, compassion, and courage. Changing how you think about yourself and what you say to yourself can push you to the next level of goal achievement in all areas of life. Mastering self-leadership allows you to make that shift while directing yourself toward a more fulfilling life.

Mastering self-leadership helps you address challenges of life as you develop the ability to be mindful and empathetic besides harnessing strong emotional and social intelligence. Self-leadership is demonstrated through the expression of these skills, abilities, and values. The goal of self-leadership is to bring alignment to your values through daily actions; these actions then bring you closer to the higher purpose of being.

The ability to lead both in personal life and professional life is a rare but valuable trait to have. The most successful are those who are able to perform in ambiguous situations, sustain strong relationships with others, navigate times of change and challenge, and effectively find the way even through chaotic situations.



D K Sindwani
Corp. Office

Business Buzz



Lean Six Sigma (Kick Off Ceremony) at Corporate Office, Ludhiana



Inauguration of New Ring Frame Machine by Mr Neeraj Jain (JMD) at Arisht Spinning Mills, Baddi



Inauguration of Rapier Loom by Ms Sagrika Jain (ED) at Auro Textiles (Weaving), Baddi



Visit by Ms Sagrika Jain (ED) to Mahavir Girls Hostel, Baddi



Inauguration of new Card TC-12 by Mr Neeraj Jain (JMD) at VMT, Baddi



Vardhman Stall at 24th Edition of YARNEX at Ludhiana



Textrum, Auro Textiles (Fabric Division), Baddi





Plant visit by Ms Suchita Jain (VC & JMD) to VSS, Ludhiana



Inauguration of Manufacturing Excellence Gallery by Mr Neeraj Jain (JMD) at Vardhman Yarns, Satlapur



Visit by Ms Sagarika Jain to Anant Spinning Mills, Mandideep



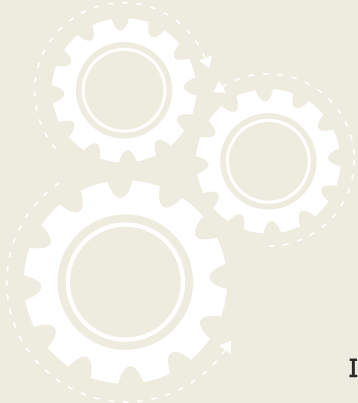
Visit of Ms Soumya Jain to Auro Textiles (Printing), Baddi



Inauguration of Hostel at VSM, Baddi



Inauguration of new Marketing Office at at Auro Textiles (Fabric Division), Baddi



'Target' Team visited Vardhman Fabrics, Budhni

In the Spotlight



An Uncommon Thread

Third-generation entrepreneur Suchita Oswal Jain's contribution has been instrumental in the progress Vardhman Textiles has made over the years

BY KRISHNA GOPALAN



SUCHITA OSWAL JAIN
Vice Chairman and Joint Managing Director, Vardhman Textiles

KEY TAKEAWAY
Considering the textile business is an early age, it made me struggle together, and I grew both as an individual and a professional.

WHEN THE GOING GETS TOUGH
You must not lose the trust. That is my motto.

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SUCHITA OSWAL JAIN, a family textile entrepreneur, is the third-generation entrepreneur of her father's business, Vardhman Textiles. She has been instrumental in the growth of the company over the last few decades. Her professional journey began over three decades ago. She spent her early years in understanding the exports of garments. Coming on the board as executive director, she focused on strategic decisions to move from producing garments to manufacturing fabrics. "At that point, our plant in Raichur, Karnataka, had 64 looms. Today, we have 1,444 looms," she says with a smile. "The approach was to make baby steps and lay the foundations of a larger business."

Under her watch, Vardhman Textiles has become a leader in

apparel fabrics. Only in the case of processed fabric, "we do 800 million metres each year now," she says. The client base includes names such as Gap, Uniqlo, Benetton, Marks & Spencer and H&M. The Indian textile industry employs over 30 million people across its production units in five states—Punjab, Haryana, Uttar Pradesh, Madhya Pradesh, and Gujarat. Vardhman Textiles' consolidated profits over the last five years have grown over three times to ₹ 55.33 crore from ₹ 16.49 crore in FY21.

On the personal front, she took time out to raise two daughters. It is a decision she believes was great, simply because she believes in women's empowerment. "Both my daughters are now involved in the running of Vardhman Textiles. The next generation is clearly taking charge."

—krishnagopalan

Business Today | 18 March 2022



Suchita Oswal Jain Joint MD, Vardhman Textiles, Sector: Textiles Weaving Success

SUCHITA Oswal Jain is a third-generation entrepreneur. The vice president and joint managing director of Vardhman Textiles, Jain joined her family business at the age of 22. Her grandfather Rattan Chand Oswal founded Vardhman Group along with her father S.P. Oswal, who is now the chairman.

Having spent over three decades in her professional role, she was instrumental in the group's major decision of moving from producing yarns to manufacturing fabrics. From 64 looms, the company grew to 1,444 looms, thanks to her vision and approach.

Under her expert guidance, Vardhman

Textiles has become the leader in apparel fabrics. Their client base includes Benetton, Marks & Spencer, H&M and Uniqlo. The company has more than 20 production units spread across the states of Punjab, Haryana and Tamil Nadu. The company employs over 30,000 people in these units.

Jain is a member of various industry bodies including the National Executive Committee of FICCI, the International Textile Manufacturers Federation and Young President's Organisation. She has been felicitated with the Outstanding Woman Leader Award at the 16th World Women Leadership Congress and India CSR Leadership Award 2021.

She has also raised two daughters who are now ready to take the reins of the company.

Team BW

56 | BUSINESSWORLD | 25 March 2022

Ms Suchita Jain (VC & JMD) special coverage in Business Today and Business World

Events & Activities

Vardhman Cricket League



The Winners : Team Shoorveer



Runner Up : Team Mahabali



Reader's Corner

Words & Humans

From my research, I have gathered
The Life of Humans and Words are interconnected.

Just like Humans,

Some words are Good, some words are Bad
Some sound Cheerful, Some sound Resentful.

Just like Humans,

New words are born Everyday
and some words become the time's Prey.

Just like Humans,

Some words are big and some are tiny
Some words make you dull and some shine.

Just like Humans,

Words have their own script
And it is not the same thing, that they all depict.

Just like Humans,

A word's popularity doesn't last for long
By each passing day, a different word gets strong.

Just like Humans,

What matters is a word's soul
In words, outer beauty has no role.

To reduce the conflicts between humans, United Nations
was made

Similarly, to connect all people, English works as an aid.

When the words of different languages are brought along

The result is the formation of a majestic rhyme or a song.

If just like words, we Humans work collectively

Then every work would be completed successfully.



Kamaljit
VSGM



Implementing Self-Management at Workplace

Self-management is the ability to work independently and handle any job or tasks without needing motivation or supervision from others. It is linked to emotional intelligence theory, and this ability can also be called self-regulation. Once we understand self-regulation, we can begin to control and express them appropriately. Someone with self-management skills knows how to avoid distractions during stressful moments. It is supported by the capacity for self-awareness, which creates conscious access to our feelings, thoughts, and desires.

Why is self-management essential at work?

For a company to run efficiently, its people must be able to self-manage. If the majority of employees are unable to adhere to their tasks, plans, or schedules, it would be extremely difficult for the business to achieve its desired goals. Within the company, there will be anarchy and disorder, and operations won't go as smooth or as effective.

When we consider empowering individuals across the organization to become more inventive, resourceful, and creative, promoting self-management becomes even more important. Employees are better able to make informed decisions and contribute to the success of the organization when they are aware of their roles, responsibilities, and goals.

What self-management skills do you need to develop?

A few of the self-management skills one might learn are described below:

Set Goals

Setting goals at work means deciding what is more important and crucial for the organization and creating an action plan to achieve it. It will help you organize your time and actions effectively. And thus, you will be able to decide what you need to do in a clear and comprehensive way.

Plan each Day

Keeping a calendar can help you stay organized. Map out all of your important tasks and prioritize accordingly. At the end of each day, supervise your work and decide the next day's agenda to complete on pending tasks. At home also you can mind map things to assure a productive day. For instance, selecting your outfit the night before, and getting to bed early.

Accountability

Being accountable means taking responsibility for your own thoughts and actions. You should be diligent enough to keep a check on your work and keep on improving to get the best possible results. You should be content with your work and assume responsibility for all your actions. To improve the quality of your output, you need to develop a problem-solving attitude.

Stress Management

Any sort of crisis can occur any time, you must be prepared not to break down during times of stress. With good self-management skills, you can maintain grace even while under pressure. Thus, you will be able to handle your emotions and keep a professional attitude in the office.

Time Management

You can maximize your time by prioritizing tasks, avoiding distractions, and maintaining focus. When you practice effective time management, you set and meet deadlines, work on one thing at a time, and delegate responsibilities correctly.

Initiative

When you work at something without being told what to do, that is initiative. You think about it yourself and act when needed. You use your head to solve difficult and complex problems. Taking self-initiative requires self-belief, resilience, and inner motivation. You plan for tasks and complete them on time. When you take self-initiative, you exert extra effort to make progress on your projects.

Developing self-management skills helps you build a crisis-proof career. It shows that you are prepared to take on any challenge that comes your way.



Arminster Singh
Auro Textiles



Win the Morning, Win the Day

"The early bird catches the worm."

"Just two minutes more," you say, hitting the snooze button on your alarm clock for the third time. We all know that waking up early is a tough job. Your bed is very comfortable. It's too dark in your room to feel awake. You're not a morning person, and that's it. But why do you struggle to wake up in the morning? It's not just about how soft your pillows are. With a better understanding of overall health and bedtime routine, you can learn how to start waking up early.

Believe it or not, a good sleeping schedule can make all the difference. By adjusting the way, you wake up, you can create habits that lead to increased productivity, maximum efficiency and even better emotional & physical health.

Getting up early can be a challenge for many people. Here are some tips to help you get up early in the morning and start your day on the right foot.

Establish a consistent sleep schedule

One of the most effective ways to get up early in the morning is to establish a consistent sleep schedule. Try to go to bed and wake up at the same time every day, even on weekends. Your body will eventually adjust to this routine, making it easier to get up early in the morning.

Create a relaxing bedtime routine

Creating a relaxing bedtime routine can help you fall asleep faster and improve the quality of your sleep. Avoid using electronics before bed, as the blue light emitted from screens can disrupt your sleep cycle. Instead, try reading a book, taking a warm bath, or practicing meditation or deep breathing exercises.

Use Alarm Clock

Using an alarm clock is a tried-and-tested method for getting up early in the morning. However, it's important to choose an alarm clock that works for you. Some people prefer a traditional alarm clock, while others prefer a smartphone app that uses gentle sounds or light to wake up.

Get moving

Once you're out of bed, moving can help you feel more alert and awake. Try doing some light stretching, yoga, or a quick workout to get your blood flowing and your energy levels up. Even a short walk outside can help you feel more energized.

Drink water

Drinking water as soon as you wake up can help you feel more alert and refreshed. Keep a glass of water by your bedside table and drink it as soon as you wake up. This can also help kickstart your metabolism and improve digestion.

Reward yourself

Finally, rewarding yourself for getting up early can help motivate you to do it again. Treat yourself to a cup of warm lemon water (with or without honey) and enjoy light music of your choice before starting your day.

To conclude, getting up early in the morning can be challenging but following the above tips can help you start your day with new energy and focus. Learning how to wake up early will serve you well in many aspects of your life, empower you to keep it up, and help you make peace with your alarm clock.



Arvind Mishra
Vardhman Fabrics



Uncovering the five layers of Self

Before I present my thoughts on the subject, I want you to be aware that there is no thumb rule that has been demonstrated to attain Self-managing Leadership. A person who is guiding his or her goals or attaining them is in a position of leadership. These objectives could be personal or professional.

The term "Self-managing" refers to the process of managing one's own activities without the assistance or supervision of others. It is the capacity to control one's own behavior, ideas, and emotions in a positive and constructive manner. This needs consistent motivation to achieve the goals we're all striving for, meet timelines, and maintain a healthy work-life balance.

Hence, the goal of "Self-Managing Leadership" is to attain the state of bliss and consciousness which can be attained through 'Pancha Kosha'. It refers to the five layers of the human body, also known as koshas. These layers are the physical body (Annamaya kosha), the energy body (Pranamaya kosha), the mental/emotional body (Manomaya kosha), the wisdom/intuitive body (Vijnanamaya kosha), and the blissful body (Anandamaya kosha).

Annamaya Kosha is considered important in the yogic tradition as it represents the physical body and its connection to the mind and the external world. It is the outermost layer of the five koshas or sheaths that makes up the human being according to yoga philosophy. By understanding and caring for the Annamaya Kosha, practitioners can enhance their overall physical health and well-being.

Pranamaya Kosha is the layer that deals with our breath and energy. Practicing pranayama techniques helps to regulate our breath and increase our energy levels, leading to physical and mental benefits such as improved lung capacity, reduced stress, and increased focus. Ultimately, it can help us achieve a deeper state of meditation and self-awareness.

Manomaya Kosha is responsible for processing thoughts, emotions, desires, and sensory information. Understanding and balancing this layer can lead to improved mental and emotional well-being.

Vignanamaya Kosha is known as the "intellectual sheath" and is associated with our knowledge, intuition, and wisdom. The importance of kosha lies in its role in connecting us to our higher consciousness and spiritual awareness. By developing this layer through practices such as meditation and self-reflection, we can gain deeper insights into our true nature and purpose in life.

Anandamaya Kosha is considered to be the innermost sheath or layer of the human body according to Vedanta philosophy. It is said to be the sheath of bliss and represents our true nature. It is important because it is believed that by experiencing and understanding our Anandamaya kosha, we can connect with our true self and attain a state of ultimate happiness and fulfillment. Additionally, the practice of meditation and yoga can help to purify and balance this sheath, leading to greater levels of contentment and joy in our lives.

The Pancha kosha philosophy helps you to understand who you are. With this knowledge, you can transcend the obvious layers of your being, tuning into the subtle aspects of your personality, refining your behavior, and ultimately gaining knowledge of your true self.

"The only way in which anyone can lead is to restore to your belief in your own guidance"
– Henry Miller

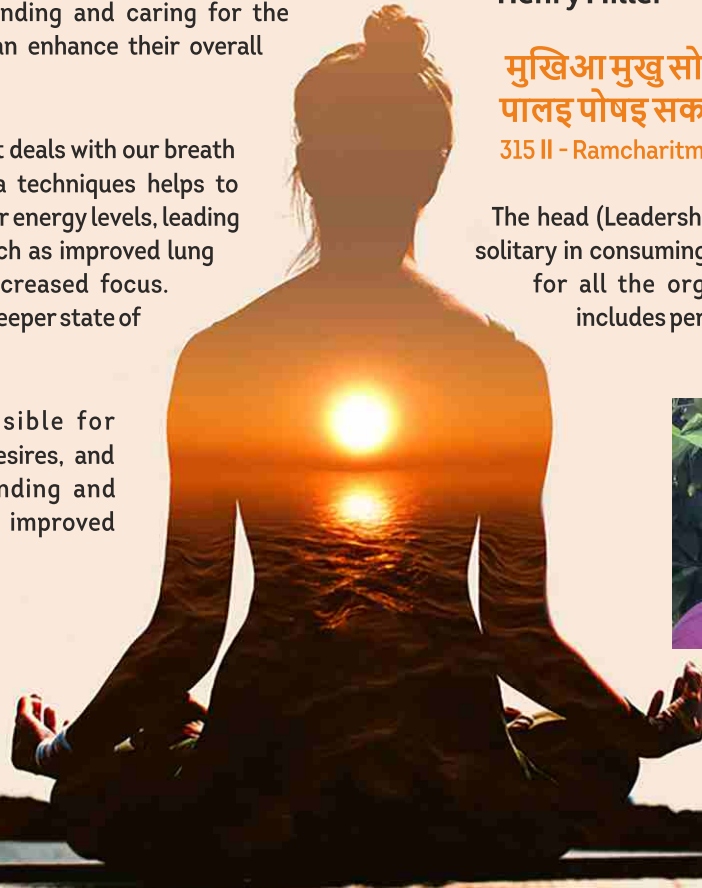
मुखिआ मुखु सो चाहिऐ खान पान कहुँ एक ।
पालइ पोषइ सकल अँग तुलसी सहित बिबेक ॥

315 II - Ramcharitmanas

The head (Leadership) needs to be like a mouth, which is solitary in consuming food and liquids yet prudently cares for all the organs (organizational system-which includes personal & professional).



Ravi Saha
Anant Spinning Mills



Festive Fiesta

New Year



Auro Club, Baddi



Auro Spinning Mills, Baddi



Vardhman Apparels, Ludhiana



Corporate Office, Ludhiana



Auro Textiles (Weaving), Baddi



Vardhman Fabrics, Budhni

Republic Day



VSM, Baddi



Auro Textiles (Processing), Baddi



Auro Textiles (Yarn Dyeing), Baddi



Vardhman Apparels, Ludhiana

Holi



Vardhman Yarns, Satlapur



Auro Textiles (Printing), Baddi



VSS, Ludhiana

Other Celebrations



Vardhman Mahotsav, VSGM, Ludhiana



Knit Week, VSM, Baddi



Annual Day, VSM, Baddi



Lohri, Arisht Spinning Mills, Baddi



Recall To Reconnect, Corporate Office, Ludhiana

UBUNTU : The essence of being Human

A western anthropologist visited Africa one day to study the social behavior of a local tribe. He visited a village named Davedi in Togo. He proposed one game to the kids of the village. The kids enthusiastically consented to participate in the game as proposed to them. He placed a basket full of fruits beneath a tree and instructed the kids that the first one to the basket would win the entire basket and get to eat all the fruits.

He lined them up and raised his hand to give the start signal. Ready. Set. Go!

Do you know what these children did?

The children began to run together after holding each other's hands. They all arrived at the basket simultaneously. Then they all sat down in a large circle and shared the fruits while giggling and grinning constantly.

The anthropologist was astounded by what he observed and questioned why they were waiting for each other when one might have taken the whole basket all for himself or herself.

When the Anthropologist asked them why they did so.

The children shook their heads and replied, "Ubuntu, how can one of us be happy if all the others are sad?"

Ubuntu in their language means:

"I am because we are"

What a wonderful lesson this tale teaches us! And what a better place the world would be if more and more people practice Ubuntu. Wonderful things happen in life, when we are prepared to look out for the benefit of the entire group rather than focusing on just ourselves. None of us can exist in isolation in this world. We are all interconnected, and we all have so much value we can bring to one another's lives if we are willing to. Those children in Africa understood something that we as adults could all take a lesson from.

Let's live our lives with the spirit of Ubuntu!



Ashok Kumar
Auro Textile (Printing)

Be your best Companion

I was sad, I was in fear, sometimes in tear But my feelings even to me are not clear
I want to be a successful and a vigorous leader But I failed to be, even though I am an achiever
I am not realizing what is deficient Am I perfect or am I inefficient?

With all the smiles and cheerfulness, we have a small thin layer of fear, anxiety and stress but we usually ignore such things and start blaming our surroundings for all worries and peculiarity. We usually choose two options:

1. Ignorance: Lack of knowledge, understanding or information about something.
2. Reaction: A response or opposing action, force, influence etc.

Both have their own repercussions. So, obviously the question arises what the solution could be and how to stay sturdy on the emotional side.

Often, we are busy with others' opinions and personalities

While we miss self and our own abnormalities.

'Knowing yourself is the beginning of all wisdom'

--Aristotle

Self-Awareness and self-improvement enables us to be stronger emotionally. Emotional Intelligence can be acquired by Self-Management for which self-awareness is the first step.

Self-Awareness is the prowess to see ourselves clearly and objectively through reflection and introspection. Alternatively, it is knowing our values, personality, needs, habits, emotions, strengths, weaknesses, etc. With a sense of who we are and a vision of the person we want to become, a plan for professional or personal development can be created. It is the ability to focus on ourselves and to introspect how our actions, thoughts and emotions are aligned with our internal standards. If we're highly self-aware, we can objectively evaluate ourselves, manage our emotions, align our behavior with our values, and understand correctly how others perceive us. Moving from passive self-awareness to dynamic action can be greatly facilitated by the following four keys: -

- Being purposeful
- Thinking differently
- Developing skills, and
- Altering our cognitive process

Three "dimensions" of self-awareness:

Bodily self-awareness : It is the ability to recognize and understand the sensations, movements, and position of our body parts. It involves paying close attention to physical cues such as pain, tension, or relaxation, and using that information to adjust our posture, movement, and other physical behaviors. Developing self-awareness of the body can help improve overall physical health and reduce or eliminate bodily suffering.

Social self-awareness : The ability to recognize and understand your own emotions, thoughts, and behaviors in social situations. It involves being aware of how you come across other people and how your actions and words impact them. Developing social self-awareness can help improve your social skills and relationships with others.

Introspective self-awareness : The ability to reflect on one's own thoughts, emotions, and behavior. It involves being able to observe and understand your own experiences, motivations, and reactions to different situations. By practicing self-awareness on a regular basis, you can become more in tune with your thoughts, feelings, and behaviors, which can lead to greater self-acceptance and personal growth.

There are many ways for developing self-awareness such as Meditation, Yoga, Inspirational Reading, following any Hobby or pursuing any Passion. The techniques that work best for us should be adopted because only we can choose what techniques work for us. The goal is to remain comfortable, optimistic and pleased with self and the environment. Attempt to balance it with your own thoughts while you work on it as we are our own best and only buddy.

Be your friend always...

Who will understand you better!!

We are the only one, our story's narrator,

Be grateful to that supreme creator,

Retrospect, rejuvenate and be your energy generator!!

Relax and have calmness just like morning sun rays,

Whatever happens but be your friend always...

It's fine to fall and be drowned,

Our goal-oriented actions one day will surely be crowned,

Take advise, help and respect everyone's all says,

Still in any situation, be your friend always....

Managing time is an art, and it can be learnt but managing self is a practice and it comes with realization. Managing yourself is an important skill for work and life that enables us to organize ourselves. So, it's great time to be the boss of your own self and all the surveillance must begin within us only.



Bhavna Kapil
Auro Textile

The Power of Women

Women Empowerment



Women empowerment is a need of today's society. We at Vardhman always believe in gender equality and providing opportunities to the deserving candidates. Induction of unskilled/Non-ITI workmen in maintenance team started in 2018 and consequently 'Greasing Team' formed from loom cleaners.

With Group's vision of 50 % female workforce, we feel proud to share that, we have introduced female workforce in maintenance department in 2019. Initially, we trained women for basic maintenance activities like oiling & greasing which is said to be backbone of maintenance department for keeping machines healthy and deployed them under guidance. At present, we are having greasing teams with 100% female workforce in all section at both locations in Baddi (AT Weaving & Auro Weaving).

This effort was highly appreciated by Hon'ble ED Madam Sagrika Jain at Maintenance Meet. Moving forward, we selected two female candidates (Ms. Simmpi & Ms. Chandni) who had potential to be Fitter. Currently, they are engaged in maintenance of Tsudakoma Air-jet looms and are being groomed for Fitter role through Non ITI scheme.



Ms. Chandni



Ms. Simmpi

We sincerely express our gratitude to Hon'ble ED Madam Sagrika Jain who recognized & appreciated their efforts and encouraged them in person for breaking the stereotypes of old saying (Maintenance me ladkiyaan kaha kaam kar payengi...). The motivation of both girls is high as they are the Group's First Female Fitter. This is just beginning and we will continue this journey.....

MSM, Baddi

WOMEN

Women's Day



Auro Textiles (Printing Division), Baddi



Auro Textiles (Fabric Division), Baddi



MSM, Baddi



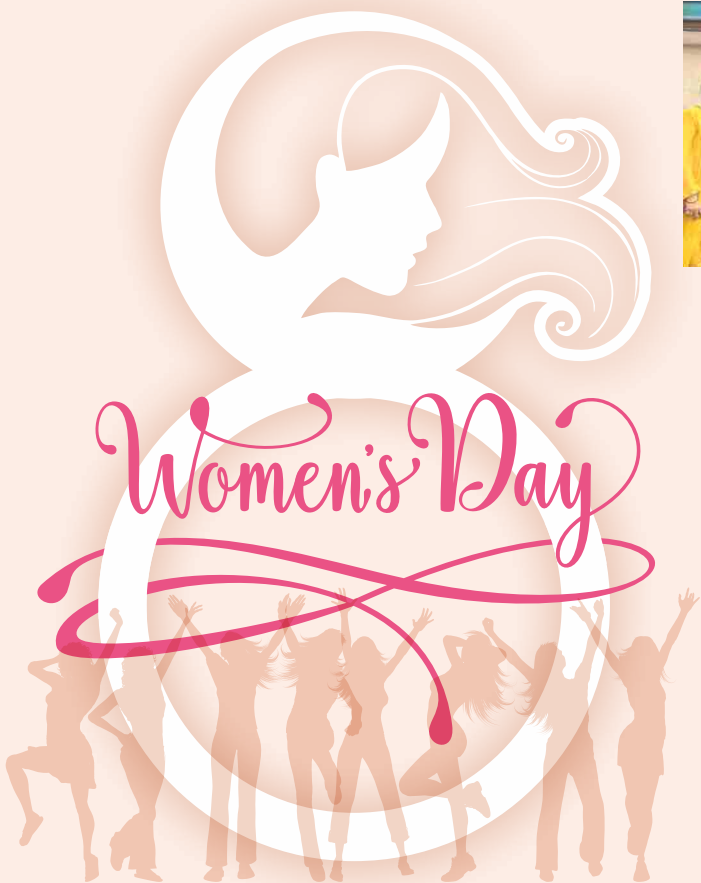
VSS, Ludhiana



VSM, Baddi



VSGM, Ludhiana



Training & Development



NCQC Competition, Auro Textiles (Yarn Dyeing), Baddi



Maintenance Meet, Vardhman Fabrics, Budhni



POSH Training, Anant Spinning Mills, Mandideep



Lead by Example, Vardhman Apparels, Ludhiana



Lead By Example, Auro Textiles (Fabric Division), Baddi



Experiential Training Program, Vardhman Fabrics, Budhni





P. A. C. E Training, Auro Club, Baddi



P. A. C. E Training, Arisht Spinning Mills, Baddi



Training Program, Auro Textiles (Yarn Dyeing), Baddi



Training Session, Auro Textiles (Processing), Baddi



Experiential Learning Program, Vardhman Yarns, Satlapur



Four domains of Team Strength

Four distinct theme categories have emerged from Gallup's research on high-performing teams - Executing, Influencing, Relationship Building and Strategic Thinking. These four domains of leadership strength are critical to the overall effective functioning of a team, especially the leadership.

Executing : Leaders with executing skills are task-focused, driven and able to work tirelessly toward a goal or target. They truly enjoy ticking things off the list, but also - very importantly - able to inspire and drive everyone else's performance too.

Influencing : The influencing domain of leadership strength refers to a leader's ability to persuade, motivate, and inspire others towards achieving a common goal. This domain includes skills such as communication, negotiation, and conflict resolution.

Relationship Building : Relationship building is a key strength within the domain of leadership. It involves developing and maintaining positive relationships with others, fostering trust and respect, and creating a sense of community within a team or

an organization. Strong relationship building skills can help leaders to inspire and motivate their team, improve communication and collaboration, and ultimately drive success.

Strategic Thinking : Strategic thinking is a critical leadership skill that involves the ability to analyse complex situations, identify opportunities and threats, and make decisions that align with long-term goals. It encompasses the ability to anticipate future trends and plan accordingly, as well as the capacity to balance short-term needs with long-term objectives. Developing strategic thinking can help leaders effectively navigate change, innovate, and achieve success.

It can be useful to think about how your talents and strengths help you and the team to execute, influence others, build relationships, and absorb and think about information.

In the table below, circle your strengths and areas to work upon :

Executing	Influencing	Relationship Building	Strategic Thinking
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self - Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>
			

The New Leadership KPI

- Keep People Informed
- Keep People Involved
- Keep People Interested
- Keep People Inspired



Amit Jain
Corp. Office

Mandatory skills for Self-Management

The conscious character or behavior reflects the Self of an individual. Self-Management implies being in control of or in charge of oneself. It is the ability to manage our behaviors, thoughts, and emotions in a conscious, balanced and productive way.

In other words, Self-Management refers to managing stress and maintaining composure even in challenging situations. Leaders with self-managing abilities are steadfast when things are not in the positive territory and optimistically enthusiastic in the situation of crisis and uncertainty.

Self-management improves our behavioral system, thought process and energy levels. It helps us to do the work in a more effective and efficient way. At the same time, it helps us in knowing how we are influencing others whether positively or negatively. With self-managing abilities, we learn to become a better negotiator and also learn the ability to judge how other people react to our actions and reactions. With self-management traits, achieving personal & professional goals becomes easier.

The skills for managing self are equally significant to become a successful leader. Refining such skills undoubtedly requires tremendous time and effort, but in the long run, it will make you a better person with a clear perception of true capabilities.

Task Management, Emotional Intelligence and Listening Skills are imperative for leaders and managers to permeate in their personalities.

Task management here would mean the ability to plan tasks based on priorities. Task management following the 'SELF Task Framework' would mean Subtracting unproductive tasks, Eliminating unnecessary tasks, Limiting certain tasks, and Fostering important tasks. SELF Task management is about setting priorities and doing what is important – first things first.

Social and emotional intelligence has become more important in determining professional success and prestige. A person's ability to perceive, identify and manage emotions provides the basis to acquire competencies that are important for success in the organizational framework. Self-management does have a relationship with strong job performance as Self-managed people lead better teams.

Years of research reveals that Emotional Intelligence is a critical component which distinguishes a high performer from an average performer. Team members having high emotional

intelligence contribute towards the development of high-performance organizations and efficient systems. Research findings prove that emotional intelligence is twice as important as the IQ in predicting the performance outcomes and the improvement in performance is directly related with how emotionally intelligent an individual is.

Another important skill in self-management is the ability to 'listen'. To be a good manager and a leader, we need to learn to be a listener first. Without having the habit of listening, the chances of miscommunication increase which may affect personal and professional health. Thus, impeccable self-management is only possible when we learn to master the skill of listening and then conveying what is desired.

With time and experience, we can elevate our self-management skills. We just need to keep on adapting to the changing dynamics.



Sagar Gangwal
Auro Textiles

Birthday Bash



Birthday Celebration of Ms Sagrika Jain (ED),
Auro Textiles (Printing), Baddi



Auro Textiles (Yarn Dyeing), Baddi



VAL, Gujarat



VSM, Baddi



Birthday Celebration of Mr Mukesh Bansal
(Head, Fabrics Marketing),
Auro Textiles (Fabric Division), Baddi



Sports & Recreation



Auro Champions League, Auro Spinning Mills, Baddi



Blow Up Balloon, Anant Spinning Mills, Mandideep



Prize Distribution of Cricket Tournament by Mr Neeraj Jain (JMD), Vardhman Yarns, Satlapur



Cricket Tournament, Vardhman Apparels, Ludhiana





Environment, Health & Safety

Environment



Tree Plantation by Ms Sagrika Jain (ED) at Auro Textiles (Fabric Division), Baddi

Health



Blood Donation Camp, Auro Spinning Mills, Baddi



Medicine Distribution Camp by ESI, Vardhman Apparels, Ludhiana



Safety Week Celebration



Arisht Spinning Mills, Baddi



Auro Textiles (Processing), Baddi



Auro Textiles (Weaving), Baddi



Vardhman Yarns, Satlapur



VMT, Baddi



Auro Textiles (Yarn Dyeing), Baddi



Safety Training by External Faculty, Mr. G.B. Bhalerao, Anant Spinning Mills, Mandideep



VSGM, Ludhiana



Time Management Skills to foster Leadership

Time management is not just about trying to cram as many tasks into a day or using every minute of your time productively. It's also not about being too rigid or inflexible with your schedule, or sacrificing your health and well-being to get more done. But, it is a way to plan and organize how much time you devote to specific projects, activities and tasks to maximize productivity, efficiency, and success.



There is no one-size-fits-all solution to time management. What works for one person may not work for another, so it's critical to find a strategy that suits your specific needs.

Power Hour : The Power Hour is a time management technique that involves setting aside an hour each day to focus on completing the most critical chores. Start by identifying your most crucial daily duties and your most productive hour. Eliminate all outside distractions and concentrate on your assignment for that one hour. By concentrating completely on your work for one hour, you may make great progress and achieve more in less time

Batch Similar Tasks : Grouping similar tasks implies completing the same kind of tasks in one go. This techniques help in optimizing the workflow and reduce the time and energy required to switch between tasks. For example, grouping similar task can be categorized into the core groups such as Writing, Administrative, delegating etc. By batching the similar tasks together, you can streamline the process and create synergy.

Block Distractions : Distractions are said to be the biggest productivity killers. You may more effectively prioritise your work and manage your time by minimising distractions. This can entail switching off or putting your phone on aeroplane mode, shutting off computer alerts, or working in a quiet environment without outside disturbances.

Overcome Procrastination : The act of delaying crucial or time-sensitive activities in favour of unimportant or non-urgent ones is known as procrastination. It decreases productivity and increases stress levels. Overcoming procrastination can be challenging. To overcome procrastination, you must first understand why you procrastinate and address the root cause.

Leverage & Automate : Leverage is the process of making less effort to effort yield significant result. You may more effectively manage time and accomplish goals by recognising areas where a little effort can provide noticeable rewards. While leveraging

is one way to make the most of your time, automation is a powerful alternative. Automating routine or boring processes allows you to save time and concentrate on more essential duties.

To increase productivity and reach goals, learning time management skills is essential. You will be able to spend your time more efficiently, prioritise your projects, and eventually do more work in less time by acquiring the time management skills mentioned above. In the end, you may lessen your stress, enhance your work-life balance, and lead a happier life.



Sudeep Chaudhary
Corp. Office

Interesting Facts about Working Life

- Monday is the most common sick day.
- Fridays are the least likely sick day. People are much happier and more likely to fulfill their duties on Friday.
- The word "work" is from the Proto-Indo-European word 'werg', meaning "to do."
- The word "employ" is from the Latin 'implicare', meaning to "enfold, involve, associate."
- The word "boss" is from the Dutch 'baas', meaning "a master."
- Over a lifetime, the average person spends about 90,000 hours at work.
- If you work 40 hours a week up until 65 years, you will work just over 90,000 hours in your lifetime.
- Abraham Lincoln was the 16th President of the United States of America (1861-1865). He was self-educated. He did not have a degree.
- Queen Elizabeth II was a trained mechanic. When she was 16, the Queen joined the British employment agency at the Labour Exchange and learned the basics of truck repairs.
- Humans are not the only ones who work. Some animals are hard workers too! Worker bees will leave the beehive once they are about two weeks old. They become foragers flying around up to five kilometres from the hive in search of nectar and pollen. Each trip takes about an hour and they usually complete ten trips a day, making it a very long working day of 10 hours!
- Employees who have more control over the layout and design of their workspace are healthier and happier in the office.
- The average worker spends at least 50 minutes a day looking for lost items and files.

Awards & Recognitions

Anant Spinning Mills, Mandideep



Maintenance Team Won Gold Award in 12th CII National Level Poka Yoke Competition



Engineering Team Won Silver Award in 15th CII National Level 3M Competition

12th CII National POKA YOKE Competition held Virtually on 24th - 25th Jan'23

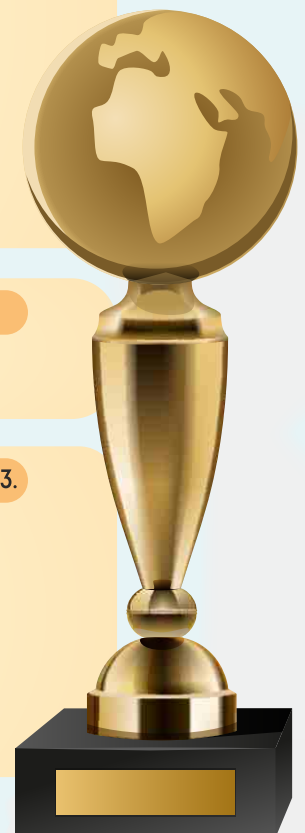
- Maintenance Team won Platinum Award, Arihant Spinning Mills, Malerkotla
- Engineering Team won Gold Award, Arisht Spinning Mills, Baddi
- Weaving Maintenance Team won Gold Award, Vardhman Fabrics, Budhni
- Maintenance Team won Gold Award, Vardhman Spinning Mills, Baddi
- Electrical Engg. Team won Silver Award, Auro Weaving Mills, Baddi
- Maintenance Team won Silver Award, Arisht Spinning Mills, Baddi
- Commercial Team won Silver Award, Arihant Spinning Mills, Malerkotla
- Commercial Team won Silver Award, Mahavir Spinning Mills, Baddi

6th CII National Kaizen Circle Competition - 2023 held virtually , on 2nd & 3rd March'23

- Commercial Team won Platinum Award, Arihant Spinning Mills, Malerkotla

45th CII National Kaizen Competition held at Bengaluru participated virtually on 28th & 29th March-23.

- Process Maintenance Team won Platinum Award, Vardhman Fabrics, Budhni
- Spinning Maintenance Team won Gold Award, Vardhman Fabrics, Budhni
- Maintenance Team won Gold Award, Vardhman Yarns, Satlapur
- Electrical Eng. Team won Gold Award, Vardhman Yarns, Satlapur
- Maintenance Team won Silver Award, Anant Spinning Mills, Mandideep



Vardhman Fabrics, Budhni



Star Challenger Award - Office TPM Team

Vardhman Yarns, Satlapur



Production Team (Unit 3) won Gold Award in 15th CII National Level 3M Competition held at Bengaluru



Commercial Team Won Silver Award in 15th CII National Level 3M Competition held at Bengaluru



'VISWAS' QC Team (Unit 4) participated and achieved the 1st Runner Up at 35th CII QC Regional Finals Competition

Auro Textiles (Yarn Dyeing), Baddi



Quality Circle 'Umang' won Excellence Award at 36th National Convention on Quality Concepts



Appreciation by Mr Neeraj Jain (JMD) to Unit-3 for implementation of 100% Shoes Compliance, Anant Spinning Mills, Mandideep



'Best Suggestion' Award in Safety, Arisht Spinning Mills, Baddi



Awards for Highest Attendance, Auro Textiles (Processing), Baddi



Kaizen Award Ceremony, VSS, Ludhiana



QC Award Ceremony, VAL, Gujarat



Reward for Protecting Plant due to Chemical Fire, VAL, Gujarat

CSR : Doing our Bit

The Vardhman Group, strongly believes that good health plays a crucial role in transforming people's lives. Healthy people can better utilize the opportunities available to them. It is also true that the foremost challenge confronting India currently is improving health indicators of its people especially poor & BPL families.

Vardhman is supporting Government, Charitable & Private hospitals to provide quality services to all set of communities.



Inauguration of "Vardhman Multi Specialty Ward" at Christian Medical College & Hospital, Ludhiana by Dr. Sudhir Joseph (Chairman, CMC Ludhiana Society) in the august presence of Shri S P Oswal (Chairman & Managing Director) and Ms Suchita Oswal Jain (VC & JMD). The Ward is fully equipped with state-of-the-art infrastructure and fulfils all the needs of patients coming for Bone Marrow Transplant (BMT) and other medical services related to Hematology



Inauguration of 108 bedded ENT Hospital Building by Mr. Neeraj Jain (JMD) at 'Bhagwan Mahavir Charitable Hospital', Lachwar Jamui, Bihar



Launched Project Nandni in M.P (Budhni). Inauguration by Shri Ramakant Bhargav (Member of Parliament) and Ms Sagrika Jain (Executive Director)



Financial contribution to Advance Eye Research Centre, PGI Chandigarh for Corneal transplantation of poor, needy and marginalized families



Financial Contribution to Digestive Diseases Care Foundation (DDFC) for Research and Development



Financial Contribution to Ludhiana Education Society in the School for the Deaf Children at Humabran Road, Ludhiana



Inaugurated Textiles Lab in Govt. Polytechnic College, Nasrullaganj, Budhni, MP



Organized Gyan Vigyan Mela among Community Members, Adolescent Girls and Parents at Sikka Slum area, Baddi, HP



Inaugurated Community Center by Mr Mahendra Pal Gurjar (IAS) Additional Deputy Commissioner at Baddi ,HP



Donated Ambulance at Kara PHC Centre by VAL, Gujarat

VSS, Ludhiana



6 Sanitary Napkin Machines installed at Girls Colleges in villages under CSR project Nandini



Distribution of Benches at PAU, Ludhiana



Sewing machine donated to Skill Development Centre (Honor Vikas Kender), ADC Office, Ludhiana.

Learn to Lead



L

Lead with Humility



E

Embrace True Self



A

Act with Courage



D

Develop People & Resources



E

Encourage People & Resources



R

Respect Others by building Trust



S

Serve Others before Self



H

Happy & Contented



I

Initiate new Ideas

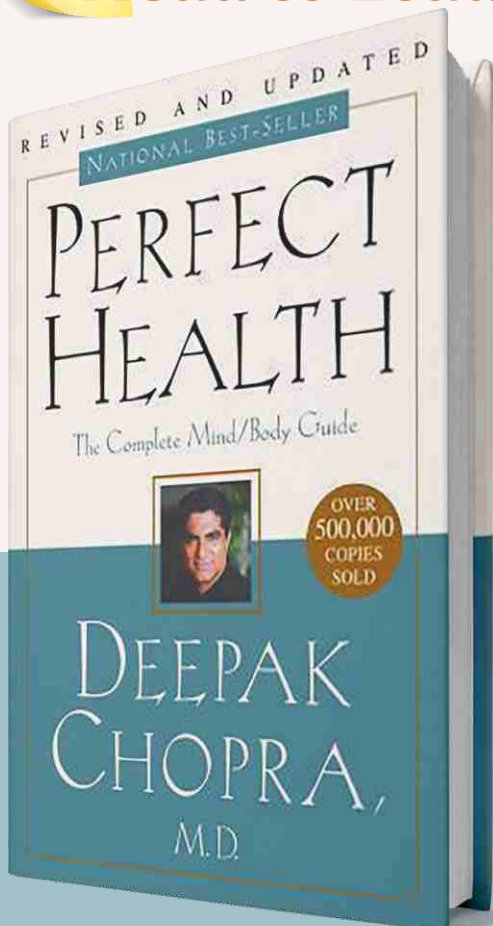


P

Positive Approach



Read to Lead



Perfect Health by Deepak Chopra

The book described how breakthroughs in physics and medicine were underscoring the validity of a 5,000-year-old medical system from ancient India known as Ayurveda (“the knowledge of life span” in Sanskrit). Perfect Health went on to describe how to apply the ancient wisdom of Ayurveda to everyday life. In celebration of this classic work we have created this new edition, revised and updated to include the latest medical research.

Although we experience our bodies as solid, they are in fact more like fires that are constantly being consumed and renewed. We grow new stomach linings every five days, for instance. Our skin is new every five weeks. Each year, fully 98 percent of the total number of atoms in our bodies is replaced. Ayurveda gives us the tools to intervene at this quantum level, where we are being created anew each day. Ayurveda tells us that freedom from sickness depends on contacting our own awareness, bringing it into balance, and then extending that balance to the body.

Perfect Health provides a complete step-by-step program of mind body medicine tailored to individual needs. A quiz identifies the reader's mind body type: thin, restless Vata; enterprising, efficient Pitta; tranquil, steady Kapha; or any combination of these three. This body type becomes the basis for a specific Ayurvedic program of diet, stress reduction, neuromuscular integration, exercise, and daily routines. The result is a total plan, tailor-made for each individual, to re-establish the body's essential balance with nature; to strengthen the mind body connection; and to use the power of quantum healing to transcend the ordinary limitations of disease and aging—in short, for achieving Perfect Health.



Leadership Mantra

Leaders should be courageous to make ultimate decision, be able to delegate effectively, and be a powerful supporter to the team. A leader needs to have very strong moral principles, including behaviour, honesty, and transparency.

Rajeev Mehani
Corp. Office

Discipline, Humility, Clarity and Courage are the prerequisites to be a successful leader.

K K Ohri
Corp. Office

A leader is one who knows the way, shows the way and leads the way. If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

S A Easwaran
Corp. Office

Be Yourself, Express Yourself, Believe Yourself, Embrace Yourself to be at the achieving side of Self-Managing Leadership.

T.C. Gupta
Vardhman Fabrics

A leader is one who does not fear challenges because challenges do not break leaders but actually sharpen them.

Rajiv Angra
Anant Spinning Mills



Welcome Aboard



Nitender Gupta
VP, Projects & Chemical Development
Vardhman Special Steels Ltd



Sajjan Kumar M M
VP, Marketing
Vardhman Apparels



Devendra Bansal
VP, Commercial & Accounts
Auro Spinning Mills



Vijay Singh
Chief Manager, Processing
Vardhman Fabrics



Kamallesh Kumar
Manager, Administration
Auro Textiles



Prashant Dwivedi
Manager, Commercial
Vardhman Fabrics



Manuj Gupta
Manager, Yarn Dyeing
Vardhman Spinning & General Mills



Raj Kumar
Manager, Administration
Vardhman Spinning & General Mills



Vijayant Kumar
Manager, Processing
Vardhman Fabrics



Pardeep Dhand
Manager, Internal Audit & Compliance
Corporate Office



Suraj Bhan
Manager, HR & IR
Arihant Spinning Mills



Sanjeev Kumar
Assistant Manager,
Production Planning & Control
Vardhman Spinning & General Mills



Kirandeep Sharma
Assistant Manager, HR
Corporate Office





Sri Aurobindo

The Super mind as Creator

A principle of active Will and Knowledge superior to Mind and creatrix of the worlds is then the intermediary power and state of being between that self-possession of the One and this flux of the Many. This principle is not entirely alien to us; it does not belong solely and incommunicably to a Being who is entirely other than ourselves or to a state of existence from which we are mysteriously projected into birth, but also rejected and unable to return. If it seems to us to be seated on heights far

above us, yet are they the heights of our own being and accessible to our tread. We can not only infer and glimpse that Truth, but we are capable of realising it. We may by a progressive expanding or a sudden luminous self-transcendence mount up to these summits in unforgettable moments or dwell on them during hours or days of greatest superhuman experience. When we descend again, there are doors of communication which we can keep always open or reopen even though they should constantly shut. But to dwell there permanently on this last and highest summit of the created and creative being is in the end the supreme ideal for our evolving human consciousness when it seeks not self-annulment but self-perfection. For, as we have seen, this is the original Idea and the final harmony and truth to which our gradual self-expression in the world returns and which it is meant to achieve.