

Scribbles

Bringing colour to your lives

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From the Editor's desk...

I still remember writing out an outline for the Inter-Business Group Competitions (IBGC) on an one-side A5 paper (typical of me!). In 1998 I was new to the Group; we were talking of one policy, uniform application etc., and I felt that everyone did not feel that we belonged to one entity. What could HR do? Those were the thoughts that lead me to scribble an outline for what was called IBGC.

Generally, I love challenges and despite skepticism from my boss downwards, I was given a 'go ahead' and IBGC was announced. The HR team did a terrific job of supporting me through this - none of them had ever done anything like this before!

I consider Cricket Medley as one of my best creations ever (to date!) In the next couple of years IBGC turned into Sanmartini. Year 2000 was its best. Today, when I look at the year 2000 participation list, it is the who's who at Sanmar. How much has happened over a decade! It is also difficult to forget the rivalry between the Engineering and Chemplast teams and the nail biting finale-the Quiz-which declared one of them the Champions. Sanmartini brought people together, it broke down hierarchies, it spotted talent, it talked of organisational issues, it honed skills and last but not the least, it provided a platform for people to have fun!

Sanmartini was re-born in 2012 thanks to Vijay Sankar, who has been telling me from last year to re-start it. Many participants from yesteryears were not around. Why, for even the key organisers in HR, Sanmartini was new! I am not going to dwell on the events per se.

The subsequent pages of this special issue do so. I feel so encouraged to read about the experiences of people. So happy at the young talent, including from branches, that came forward and participated. So grateful to my senior colleagues who instantly agreed to be judges and sat through the day, with their enthusiasm and focus not abating.

So thankful to my husband and daughter who did not complain about me for about a month, since I was setting questions for the Quiz or planning events for Cricket Medley in the evenings and had no time for them!

Finally, so proud of the team that worked behind the scenes. They were new to this. I spent only a couple of hours on each event with them. They in turn did meticulous planning, roped in people with different strengths to execute each event professionally. Just a mere 'thank you' does not suffice.

I asked myself did Sanmartini 2012 satisfy the objectives? I believe it did that and more, going by what people said and wrote.

Wishing all colleagues and their families lots of success and mocktail of lovely and memorable colours in all your lives during 2013.

Ananda Jagan





IBGC (Inter Group Business competitions) - 1998.



Sanmartini - 1999.



Sanmartini - 2000.



Sanmartini - 2002.

Sanmartini ... Memories down the lane...



Sanmartini – Season II - Behind the Scenes

“Sanmartini” was one event many old timers spoke about and there were times when many of us had asked / pleaded / pestered SJ, if we could revive it. It came as a pleasant surprise to all of us in HR when the event was announced again.

Our initial euphoria of the event being revived and being in the core committee underwent a rain check when the veterans who organised the Season - 1 of “Sanmartini” explained the amount of detailing and behind the scene work involved.

Venue - The Core committee’s work started with trying to identify a venue where all the programmes could be conducted. We had spent close to three days hunting down a hall that would suit our requirement. At one venue we were not allowed to wear shoes inside the hall, elsewhere the timings were restricted, Sabha managers considered themselves next to God! (I even thought opening a hall would be a good investment opportunity by the time we finalised the hall). Music Academy – was our final choice not that we had too many options to start with!

Our first learning – book the halls atleast six months prior to the programme. (Could understand the trouble parents underwent when they were trying to get their children married!)

Team Names & Colours - The more ‘creative’ members of the core team started work team names, colours that would be representative of each team, the posters and invites that were to get distributed to the various locations. It was imperative that the team names synchronised with “SANMAR” and the greek gods came to the rescue. The true spirit of ‘Sanmartini’ was captured brilliantly by the colourful yet elegant posters and banners.

Team Name	Team Colour	Team Composition
S ocrates	Blue	Chemplast – Cuddalore, Karaikal and Vedaranyam
A pollo	Orange	Corporate office (except those specifically mentioned), Shipping and Berigai
N yx	Green	SFL Viralimalai + those in 4th floor at Cathedral Road from SETL
M idas	Yellow	SETL –Karapakkam + Chennai Branch + those in satellite branches in South India
A tlas	Purple	Chemplast - Mettur
R hea	Red	SETL Products - Viralimalai + 2nd floor at Cathedral Road from SETL
Z eus	White	Mumbai, Pune, Baroda, Surat & Jamnagar
P oseidon	White	Delhi & Kolkata

T Shirts - Our colleagues S Hanumanth Rao and G Purushothaman identified a Vendor and we got delivery of the T-Shirts on time. The only problem was the sizes were not the same as universal sizes! – Now this was a DISASTER! When we wanted to make this up by ordering more of the bigger sizes, the vendor refused to take the order! It couldn’t get any worse than this. But the teams were very accommodating and our ordeal was somewhat lessened when many of them squeezed into the outfits and showed up in true spirit of camaraderie.

Our next learning – ensure we get a sample of every size (even if it was universal) and colour before we place the final order and make payment only **after the programme!**

Prizes / Gifts – what do we give away as prizes – medals / books .. what? .. we unanimously agreed that it should be some thing that the employee will take home and will be used by the family. After much debate, we finalized on “Tupperware”. What better way to reach the families than through the kitchen.

Food / Snacks – now this was actually the simplest to organize but difficult to serve – we already had regular vendors, hence did not take time to organise. The venue had stringent rules on anything related to food and we had to work around those parameters. There was a certain amount of uncertainty since we did not get confirmation on the usage of the food area till the day before – but in the end it was all well co-ordinated with seamless support from our colleagues in Administration and Human Resource departments.



Talk it Out!
(Debate)

An interactive and representational argument.

Criker Medley
(A game combo)

Combo of games testing mental ability and skills.

All Roads Lead to Rome
(Variety Entertainment)

A variety programme relevant to an organisational context.

Sanmartini
A cocktail of explosive games

Events 2012

Bridges and Tunnels
(Presentation)

Way of communicating ideas and information.

Off Beat!
(Quiz)

Test on recent business and management topics and events.

Participations / Nominations for the various events – This was the most difficult part .. every day there was some change or the other in the nominations. This only reflected the intensity of the competition – the fact that the teams wanted to put their best men / women in the best possible slots. This made, ensuring that the final list of participants did get their certificates of participation was a tough task due to continual changes.

Travel and Stay - Co-ordinating with Administration on bulk booking of hotel rooms – K V Neelakantan and K Jayaram were enthusiastic in helping us arrange rooms at good rates. But the number of cancellations and changes in dates of the programme left them a wee bit exasperated.

Cuddos to Administration teams across all locations - for their untiring support during the entire event. Sanmartini brought out Passion, Team spirit, Talent and rejuvenated the minds of many – it was fun at work!

Learning:

- Nuances of event management.
- Working with uncertainties and changes (be prepared for the unexpected).
- Budget Management
- Working with what was available (innovate).
- That mistakes are not “stop signs” they are just “diversions” on the road to success.

Organising “Sanmartini” taught us how to sail “The Ship”. A lesson we would not get from any B-school.

I am not afraid of storms for I am learning how to sail my ship.
- Louisa May Alcott

Sanmartini Core Team.



SCORE BOARD	
Team	Final Tally
Socrates	900
Apollo	515
Nyx	605
Midas	645
Atlas	755
Rhea	650

G Senthamizh Chelvan and J Sridhar receiving Sanmartini 2012 Championship Trophy on behalf of Team Soctrates from N Sankar during The Sanmar Group Annual Day 2012.

Sanmartini, Then and Now

A H Kesari Prasad - *Team Rhea,*
Xomox Sanmar, HO.

I am writing this article in my well-earned capacity as a Sanmar veteran who enjoyed (and continues to enjoy) Sanmartini.

Since I've already mentioned that I'm a veteran, I'm allowed the luxury of being hazy about dates and years. When Sanmartini first started around 1998, I was just a spectator and didn't take any active part. The events were held at the Music Academy. I distinctly remember one of the events centered around Customer Service. The team from Karapakkam (or probably Baroda Branch) simulated a phone call from Reliance in Jamnagar to Karapakkam and the conversation went something like this:-

Reliance: Hullo, is this Sanmar?

Karapakkam Operator (KO): No, this is Dura.

Reliance: Can I speak to Mr. Mohan?

KO: Which Mr. Mohan?

Reliance: What do you mean "Which Mr. Mohan"?

KO: Do you want Mr. R Mohan from Fisher or Mr. K R Mohan from Dura or Mr. S.Mohan from B S & B?

Reliance (whispered conversation among themselves in Hindi): He's asking which Mr.Mohan?

Other person from Reliance (whispers in Hindi): That's the problem with these guys from the South. Everyone is called Mohan or Balasubramaniam or Venkataramani.

——— and that's how it went on.

The other unforgettable cameo came from S.Ravi (representing Cath Road). There was this scene of some visitors having come to the office and while they're busy talking, Ravi comes in as the Canteen boy who brings coffee and quietly insists "Saare, token". This scene is still etched in my mind.

Then there was the Sanmartini Presentation event held at Savera Hotel. The Baroda team had this young unknown called Deepesh Nanda. The topic was about the way forward for JVs or something like that.

There was a glitch in the computer and the ppt would not open immediately. Unfazed, Deepesh launched into his topic and made a forceful presentation with some totally new thinking. That's when he came to the attention of the senior people in Sanmar. I'm not saying that Sanmartini alone played a role in Deepesh's rapid rise in the organisation, but it certainly acted as a catalyst.

I was the Captain of the Karapakkam Team for the event held (I think) in 2001 and I discovered leadership capabilities I did not know I had. We had called our team K-Smart (after K-Mart) and the tag line was "The one stop shop for talent". It was great fun going through the different events such as Cricket Medley, Treasure Hunt, Quiz etc., and the icing on the cake was winning the Championship. One member of the family was allowed to be part of the team for the Quiz and my son Sandeep, G Shriram and I won the quiz. The quiz master was Ramkumar Shankar (who had not yet rejoined Sanmar), so you can imagine that it wasn't an easy quiz to win.

Perhaps I owe some thanks to S Gopal because when Ramkumar rejoined Sanmar in 2002, Gopal proposed our names for the MMA Quiz and that's how my association with Ramkumar in quizzing started.

Fast forward now to 2012. Sanmartini has come alive again and I've seen some unbelievable talent from locations such as Viralimalai, Mettur, Karaikal etc. However, the best performance was the show put up by the GETs from Karapakkam on the theme of Teamwork.

I was the Mentor for Team Rhea which consisted of a mix of people from Cath Road and Viralimalai. Perhaps, it was this "distance" that prevented Team Rhea from putting up a better show, especially in events such as Debate and All Roads Lead to Rome. Dinesh, the Team Leader and T Subramanian, the Dy Team Leader no doubt did their best to enthuse the teams among their busy schedules but the other teams were better.

Sanmartini, to my mind, is an excellent vehicle for unearthing latent talent and must be continued.

One disappointment was the sparse attendance from family members even though all were cordially invited. Perhaps, more efforts must be put in to broadbase participation and there must be some specific events meant only for family members. Food for thought for Sanmartini 2013!!



Sanmartini - 2000.



Sanmartini - 2012.

Sanmartini, a terrific metaphor of life

D M Senthil Kumar - *Team Socrates, Chemplast Sanmar, Cuddalore.*

After the announcement of Sanmartini 2012 in mid September, our colleagues across Cuddalore and Karaikal plant were given proper jolt with necessary care to trigger the zeal in them for participating in various events.

The team members spirit had gone down with the setback faced in the first event and a sort of aversion had cropped in towards the ensuing programmes, which seriously crippled the progress.

At this juncture we had reinstated the faith in them by attributing "It does not matter how many times we fall, It all matters how we get up each time we fall."

We made the team to instill extra courage and put in efforts with cent percent faith to make things happen rather than hoping just things would happen on its own.

The thought process of the team had gradually changed, the intransigence turned into a broader out look and the team geared up for the next event in a lively manner.

The experience from the first event had pushed the Socrates team towards extra care in allocation of time for preparation and adding in additional commitment to prove in the ensuing programmes that, "Socrates" won't fade away.

Socrates team had become stronger by striking the bull's eye in each and every event then after, for achieving accolades and came out with flying colours at the end of every event.

The last event, "Bridges and Tunnels" had infused tension among the team members to display colorful performance. Our team members were burning midnight lamps, working on the preparation of the slides even on Sundays, members gathering at the home of the respective group lead for practicing the presentation, stated the momentum of winning spirit.

An interesting part to be added is that the pressure of the team members had been well understood by the homemakers who had also extended their support on sparing the "Sunday".

The performance of the team was exemplary in the Bridges and Tunnels event. Our team had grasped 3 prizes in the event which skyrocketed the overall score of the group to come out as the "Winning Team".

Sanmartini has taught all the members, "how to handle pressure tactfully, how to interact with each other, how to connect with people more efficiently and effectively, how to take the right decision at the right time to get the right result".

Sanmartini clearly showed us "Team work will work if each and every member of the team works towards the common goal".

"Sanmartini is not just a game, it's a terrific metaphor of life".

Sanmartini thoughts

Dr. Krishna Kumar Rangachari
- *Team Apollo, Cabot Sanmar, HO.*

Sanmartini gave an opportunity for Sanmarites to work across locations/hierarchy/designations in a team environment.

Personally, it gave me an opportunity to work with folks both in HO across businesses and folks in Berigai in an outside of work type environment.

Turned out to be a great initiative to foster and simulate team work, showcase individual and team capabilities in various areas such as communication skills, presentation skills, decision making in critical junctures and general aptitude.

Through the various programmes of Sanmartini, I gained a first hand experience of how the Apollo teams fortunes rose up and down based on the capabilities.

Sanmartini is a great forum and tool for management development and should be continued in the coming years.

Kudos to the team that put this event together!





Sanmartini..... my experience

S Balaji - *Team Apollo,*
Directors' Office, HO.

My feel of Sanmartini.....

Destiny isn't thrilling, it is the road that leads to the destiny that is....

Here is my experience and take away of Sanmartini!

Myself and Mr K Rajendran were part of Team 'Apollo' and took part in the Debating competition. It was a fierce competition. I must confess that that this is the first time that I participated in a debating competition, even though I had made presentations, etc.

We started preparing for the competition two days before the actual competition as both myself and Mr Rajendran were travelling and were missing each other to sit and brainstorm the topic. We spent time and got our points well written for the first round. The spirit to participate was more in us than winning and hence we did not bother much about the finals inspite of the topic being announced earlier.

I did have the initial nervousness to be on the stage but it waned as I saw many encouraging and supporting faces in the audience – our fellow Sanmarites. We prevailed through the first round, infact topped it, and thereby assured of a place in the finals.

I must tell you, this is where the skills sets that were honed at Sanmar came handy. We had just an hour or so to prepare for the finals. After completing a couple of important official work, we sat in the basement, prepared our points for the finals and delivered it well – we came third in the competition. To sum up the above, one could see the real corporate skill sets coming to play there - Participation, Spirit, Team work, Focus on what you do leading to SUCCESS. This is what Sanmar is all about and I am sure, SANMARTINI brought it out well.

Overall, Sanmartini, was a very well run event brought out the talent within the group, kindled the competitive spirit and created lots of relationships, between factories, between branches, between floors, which probably in a business context would not happen.

NOW, everyone is looking forward to the next (San)Martini - let us keep exploring!



Individual prize winners (From LtoR) R Venkatakrishnan, A Nageshwari and N Praveen Kumar



Team Atlas



Team Nyx



Team Apollo



Talents in myriad hues

Major SK Nair - *Team Atlas, Security & Administration, Chemplast Sanmar, Mettur.*

The wonderful cocktail of events for tapping the various potentials of the employees of the group was, indeed, a splendidly intoxicating one. Mettur team named after the mighty Greek hero the “Atlas Team” was formed comprising employees - especially younger ones-who were encouraged to come forward and showcase their talents so that their potential could be tapped. Their hidden talents were unearthed in almost all the spheres of presentation, skills and leadership, through the medium of one-act plays/ short skits, debates, Cricket Medley and the like.

Short topics on various issues were given at first, to look into the team’s skill in oration. Their talents came out in myriad hues. Their mannerisms like speaking with hands more than words, scratching their heads to find the right words, inserting their hands in the pockets to find solace and putting on an anglicised accent to portray a confident self were all hurdles, which the mentors had to take on as a challenge.

After the initial screening, the team was groomed in every way. Every individual’s little detail was worked into and sharpened to become strong characteristic traits. It was here that the hands of mentors and self worked just the way a sculptor would chisel out minute details out of a crude stone to give it a desired shape. Tips on modulation of speech along with stress and intonation were given and viola! The team performed to such an extent that they created waves and ripples in the actual Group competition with debate as well as won individual prizes too.

This initial onslaught in Debate competition set the tempo for other group teams. Sad, we could not keep up the tempo in the middle of the Sanmartini due to other unavoidable commitments, however the aim of desire to excel was sowed in.

Behind the scenes of Cricket Medley

Rajesh Jagan - *Team Apollo, Purchase, Chemplast Sanmar, HO.*

Of all the events that were held in Sanmartini 2012, the event which I enjoyed and had lots of fun was Cricket Medley.

Looking back on how it all went about seems to be an interesting one. We initially had problems in finding the team members interested for Cricket medley. Then we had to understand the rules of the game and we came to know that other than the topic name, nothing similar to cricket was there.

We had a few hiccups at the start to choose the right playing XI and when I was selected unanimously as the Captain of Apollo team, I decided to take the responsibility of taking the team forward. Then we started talking people to understand what was the event all about and we got some clues from some who had played this event before.

Reading the rules that were laid out, we had to figure out who was strong and weak on which aspects and then we formed the playing XI. We made sure that we understand each other, meet regularly and have some discussions on the various questions/ puzzles that may arise finally in the event.

Came to know that Captain’s knock was an important scoring and made sure I clearly understood my team members’ likes in various fields.

We all went to the event without much expectation on the outcome of the event. When the games were announced, we clearly laid down the strategies on who will pay each of the 12 games, keeping in mind the rules and penalties that were informed.

It was indeed fun throughout the 12 games we played and it was both excitement and tension for everyone as each round progressed.

We scored good runs in most of the games and were on top until the last round. In the last round, a B-School Yorker question bowled us completely.

Even though we did not get the first prize (which we thought we would get during the middle of the event) we all felt happy to get a third prize in the end, since basically we all came there to have fun and YES we certainly had FUN playing this Cricket Medley event.



Criker Medley
(A game combo)
31st October 2012

1



Team Rhea

2



Team Socrates

3



Team Apollo





'TEAM WORK' On & Off stage

H Karthik - *Team Midas,
BS&B, Karapakkam.*

The event named "All Roads Lead To Rome" made us speculate within us what this was all about. As there were points to the number of participants, we started enrolling the name without having any idea about the event and finalised the team.

We thought it is a flat track to bat, but there came a bouncer from Ananth and Purushoth that all the short-listed participants not coming. This was the time we had our topic – Team Work. A phone call was made from the HR department to the GETs requesting all the trainees to assemble at the training institute.

With topic being 'TEAM WORK' we thought to differentiate ourselves in not what we were presenting but how we did it. Jadhav suggested that we did something in 'Ultra Violet Act'. We met at the breakfast hall and discussed about the concept. The challenge was how to take the concept of OTC, associated with SETL, to other business audiences. Thus the brain storming session took place and the whole act was devised the same night i.e. on 30 Oct 2012.

Rehearsals went rigorously with changes, suggestions, alterations and so on. Finally we were ready and did the presentation to RB Satish Kumar and got his acceptance. All were set to go to Rome through Music Academy.

2 November the day of the event, we all entered the venue and half the team went white with fear, as they were new to stage life. Many were cued into their 'i pods' and few fooling around not to let the pressure get to them. With all the mutual support within us we were ready at last.

Seeing the response from the audience let us say we did well. A standing ovation from most of the audience filled us with satisfaction. Random people from the organisation, whom GETs did not know walked up and congratulated them for their performance. We had come a long way from doubts over the feasibility of the idea, to putting up a good show and getting the audience accolade.

At the end of the day, what we had to take home was not only the "TUPPERWARE" but also TEAM WORK, which we essentially did knowingly or unknowingly, as many people were a part of this both on and off the stage.

The Sanmartini experience

N Palanisamy - *Team Atlas,
Chemplast Sanmar, Mettur.*

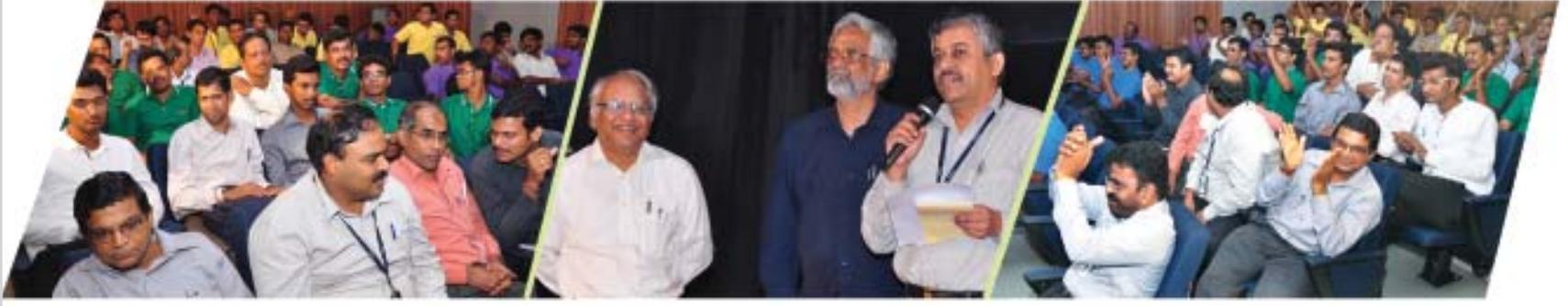
When I saw the mail from Sarada that I was nominated as a Team leader for the Mettur team for Sanmartini'12, I was wondering whether I was the right person for the job. But the motivation, the support from my colleagues gave me the confidence.

The response from the employees to participate in the first event (Debate) was overwhelming. Though we wanted only 12 participants, around 50 of them came forward to participate. The screening committee had a very tough time in shortlisting the participants. After selecting the participants, the trainers took lot of pains to mould them despite their busy schedules. Even before the announcement of topics for the debate, mock debates were conducted on a variety of topics to make sure that the participants understood the nuances of impressing their views on a learned audience.

Even when the competitions were being held at Chennai, the participants were always in touch with us, sometimes they even 'broadcast' running commentaries. We all felt immensely proud, when we learned that two teams from Atlas made to the final, and our joy knew no bounds when Atlas team won the first prize. We felt that the copious showers which drenched Mettur that day was a blessing from the God to celebrate our victory.

As the events progressed, our teams did not fare as well as we would have wished, but that didn't deter us from continuing to prepare our best for the rest of the events. The second place in Quiz took us one step forward. The Atlas team management took great pains and effort to keep the participants in the last event (Presentations) enthused, and we all knew that with a good show, it was still possible to become champions. We never failed in motivating them by telling the story of "Hare and Tortoise".

It was proved right, as the final day totally belonged to Team Atlas, the participants bagging several prizes and accumulating vital and valuable points, which pushed our team to second place, behind the champion team by only a very few points.



Team Midas

All Roads Lead
to Rome
(Variety Entertainment)
2 November 2012



Team Socrates



Team Nyx



The Nyx and Martini challenge

S Sethuraman - Team Nyx,
Sanmar Foundries, Viralimalai.

I heard the words SANMARTINI & NYX for the first time. Then I checked the meaning of NYX and MARTINI and become wiser by knowing two more words in English. Learning started in SANMARTINI.

The Journey toward Sanmartini started

The interest shown by youngsters in participation as well as helping the other events where they were not participating is commendable to say the least. There was all-round contribution and efforts from all the participants and encouragers from SFL.

There were many people, who kept asking why not me as part of the game? Probably we missed some winners by oversight.

Experience and the challenge

We had a good time in Debate & Skit.

In the Skit, the responsibility given to me was to write a poem on

TEAM WORK, which I effectively delegated to my daughter Nivedita who did that in no time to my surprise.

Incidentally the poem was appreciated by lot of people, which justified the delegation!

There were also challenges in Participation, given the priority for the Business interest.

The night of 2 Dec after Skit, the young team quizzed Sarada with grit on some marks allotment. Sarada magnanimously allowed the people to question her and explained them the logic. For me the episode exhibited the WILL to WIN.

Cheers and Actions

It has been a mix of cheers and actions for future. We had a meeting after the completion of all events where KM asked the individual to share the experience.

The common phrases used by people were INTERESTING; I never knew I can do this, learning a new thing, a different time which was needed badly.

Personally, I felt that I have LEARNT A LOT from youngsters and also 'done a Job' with satisfaction.

The journey, the destination, the feast...

R Doraisamy - Team Atlas,
Chemplast Sanmar, Mettur

It all started with the communiqué on Sept 13, announcing the relaunching of Sanmartini.

The first two words in the communicate after the Title Sanmartini, set the tone.. "A Cocktail.." ..Aaha.. aahaaa.

It was indeed a cocktail – a delicious cocktail.. of sharing, learning, mentoring, coaching, understanding, wondering, exploring and above all a process of coming together, working together and enjoying the fun all the way.

The by products of getting to know quite a lot of team members across several functions and departments, coming together, thinking together, working together, strategising, planning, executing, refining the strategies, plans, reworking, enjoying the fun of creating something together in the midst of constraints on time which all of us faced. It is just incidental that we also managed to be runners up!!

I never thought that several of our fellow sanmarites are so resourceful, knowledgeable and enthusiastic... But for Sanmartini, this would never have come to light. I am sure, now that they exhibited their potential, we will find ways and means to tap their talent, refine their skills and make them realise their full potential.

It might be hard to believe, but the participants in the events of debate and presentation rehearsed with us at least about 7-8 times, debating and presenting the same thoughts, ideas, topics and arguments umpteen times, but we could see the quality of debates and presentations getting richer and richer by the day.

The way we prepared for the skit was unmatched!!! As most of us were busy, we did not have any idea about the theme until one day before our departure... By the evening, we prepared a script, and by late night our team managed to assemble a decent looking costume to fit our robot with!!! We had time to rehearse only twice

before we left for the event. It doesn't matter that we missed the prize but we felt as if we won the prize...

About 36 hours before we departed for the quiz event, we managed to download about 140 pages of business quiz questions and answers and mailed the file to all the participants in the quiz, and we allotted 20 pages each for 7 participants to thoroughly mug up, and then these seven participants shared the questions and answers with the rest of the participants.

The main takeaways for all of us Atlas team members (and for that matter for all the other team members too) are...

- An exposure to a very competitive event for the first time to many of us, which certainly encouraged us to become better participants in future events.
- An opportunity to work together as a team, to enjoy the fun of working together in a different environment, but all the same competitive, deadline driven and knowledge oriented.
- An understanding of the quality of the talent and competition outside.
- Generation of enthusiasm and interest to learn and keep oneself upto date and become competitive in different environments.
- As the topics for all the competitions were so relevant to the basic principles of management like planning, organising, leading, working together, safety, culture and values, the whole event served as a training program with several modules.

We propose to take this process forward and build on more competitive teams and to follow and adopt the principles of management and engagement we learned by preparing for sanmartini and replicate the same joy, fun and success on the job too.



Off Beat!
(Quiz)
3rd November 2012



Team Rhea



Team Atlas



Team Socrates





An amazing personal experience

P Manivannan - *Team Atlas, Chemplast Sanmar, Mettur*

I participated in two events, “Talk it out” (Debate) and “Bridges and Tunnels” (Presentation) and am extremely glad that my team got the first place in both the events. The victory was made sweeter and tastier by the fact that I received the prizes from our Chairman. It is an understatement to say that I was thrilled, enthralled and fascinated! When I was awarded a special prize as the best individual performer in “Bridges and Tunnels”, I even doubted whether I deserved such recognition.

As I never participated in such events during my school or college days, this recognition, based on the evaluation of such eminent panelists came as a pleasant surprise, and motivated me to spend more time in updating my knowledge and skill levels. I took the competitions seriously and burnt quite a lot of midnight oil in collecting and analysing data and facts, surveying different groups of my colleagues and drafting, redrafting, refining and polishing my material several times.

I learnt much more than what it needs to win in competitive events, when Ramkumar Shankar called me personally on my mobile and congratulated me immediately after the announcement of results, when Sarada Jagan profusely appreciated me for my efforts and when some of my mentors recognised me by inviting me for dinner and presenting gifts.



Bridges and Tunnels (Presentation)

6 November 2012



Individual prize winners (From LtoR) P Manivannan, CPK Kashyap and S Prasanna.



1

Team Socrates

Safety is everyone's responsibility



2

Team Socrates



3

Team Atlas



1

Team Atlas

Profile of a successful leader in Sanmar - Now and in 2020



2

Team Midas



3

Team Nyx



1

Team Atlas

Sanmar Values and Culture



2

Team Socrates



3

Team Rhea

2013 - The Year Ahead Sun Signs by *Rishiraja*

A spirit of change marks 2013. The North Node of the Moon also known as the Dragon's Head and as Rahu, will be in Scorpio throughout 2013. The South Node of the Moon also known as Dragon's Tail and Ketu, will be travelling through Taurus – the sign opposite Scorpio. Saturn in Scorpio, Neptune in Pisces and Jupiter in Cancer will form a harmonious triangular configuration in the second half of 2013. This can make some of your dreams come true.



Aries (20 March - 20 April)

Be open to change and challenges in different walks of life. Your adaptability will determine your state of happiness. Play by the rules, be diplomatic. Devote more time to study and writing. A good time to build bridges with family and relatives. Go out and network. Short trips for business and pleasure will yield good results. The second half of 2013 could bring better fortune on the domestic front. You can enjoy the fruits of your hard work. Take care of your health.



Taurus (20 April - 21 May)

Generally a good time for finances and money matters, but keep an eye on expenditure. Don't get involved in too many things. The second half of 2013 is a good time to improve communications with relatives. New opportunities around the corner to get wealthier, healthier, happier and famous. Don't think about changing your profession. Better to work as a team, but be careful about choosing collaborators. Keep a leash on emotions and be objective. Good times ahead.



Gemini (21 May - 21 June)

A favorable time for you to expand your horizons, could be beneficial for the future. Time to rejuvenate your mind, body and soul. Get into a busy, regular routine of activities and work to make your dreams come true. Things will get better as the year progresses. Practice patience at home, reach out to your friends. Be cautious about financial and health matters.



Cancer (21 June - 22 July)

There is an increased sense of optimism and good fortune. A good year to pursue your hobbies and creative interests. New pathways open up, take decisions without being swayed by others' opinions. Feel comfortable to take on challenges. Invest wisely as the year progresses. Networking in mid-year sets the tone for the rest of the year. Foreign connections become stronger.



Leo (22 July - 23 August)

A good time to expand your social network. Try to redirect your energies towards self improvement, and self fulfilling activities. Strike a balance between home and vocation. Responsibilities in your private life may increase. Personal and professional partnerships can be fruitful. Be careful with money. A roller coaster year, with ups and downs. A good time to travel. Your hard work will pay dividends. You will win recognition and respect.



Virgo (23 August - 23 September)

A good period for you in work, research, and metaphysics. New relationships on the domestic front. A good time to have fun and mingle with like-minded people. Pursue your hobbies and interests and improve your persona. Networking brings respect and good results in the long run. Be level headed in money matters. Your health will improve. Long distance travel is on the cards.



Libra (23 September - 23 October)

Put your financial matters in order with greater self-discipline. Do not get bogged in routine, prioritise issues and take decisions without delay. Adopt a flexible attitude towards change. You may see a shift in place and people. Make the most of what you have. Spend more time in artistic pursuits. Cultivate patience, control your temper, and pay attention to your health.



Scorpio (23 October - 22 November)

Take the initiative for positive changes. Additional responsibilities may come your way and you may find others looking to you for guidance. You will reap the benefits of your hard work and efforts in the years to come. The first half of the year bodes well for financial matters. Engage in creative activities, and in spiritual and relaxing pursuits. Family will contribute to your happiness. Avoid taking risks in business. Do not neglect your health.



Sagittarius (22 November - 22 December)

Relationships are important, be friendly and cooperative. It will be easier to get others people's support to achieve your goals. A time to dream about the future and prepare for it. Happiness on the family front. Be careful about finances and curb your risk taking tendencies. Take care of your health. Be patient.



Capricorn (22 December - 20 January)

Be open and flexible to change. A good time to upgrade your technical skills and move up the professional ladder. Take on more responsibility but be a team player. Retain good friends, expand your network, they will stand by you. Be open to new experiences, but be true to yourself. Pay attention to your health and that of your family. Your interest in religious and spiritual matters grows.



Aquarius (20 January - 18 February)

A good time for introspection, rethinking, and to move towards your goals. Devote more time to vocational activities, but develop your creative and artistic interests too. Giving up something could bring in substantial non-materialistic rewards. Develop your communicative skills, exciting new opportunities can open up. Pay attention to your health. Overcome problems with confidence. Financial matters and your status could look up as the year progresses.



Pisces (18 February - 20 March)

A good time to foster relations with family and friends. Spend time on hobbies, and develop interest in academic, metaphysical and spiritual matters. A good time to get away from the routine and explore new places. Your fortunes start improving mid-year. Be diplomatic and watch your words. Your efforts and achievements will start winning appreciation. Take care of your health.

This is a compilation from internet sources for the interest of the reader. It need not necessarily convey an exact reading of the future.