

Scribbles

Bringing colour to your lives

Volume No. 6

November - December 2015

Issue No. 6

From the Editor's desk...

The Inter-business Group Competitions (IBGC) was what it was called when launched in the year 1998. Little did I think that it would become a key initiative in our employee engagement process.

During that time, the Group's HR policies and processes were not synchronised across businesses the way it has been done since around 2002. There were hardly any opportunities for even senior people across businesses to interact, except on occasions like the Group Annual Day. Coming from a consulting background, I was pondering on how does one bring a 'sense of belonging to The Sanmar Group'. I believe in timing and luck. The IBGC was born. I did not expect the proposal to be approved by the Corporate Management Board (CMB). I couldn't believe it when it happened.

The large communities were in Engineering and Chemicals and what a competition it was. The best of the best were pitted against each other. Some of the years the competition were held in the main Music Academy auditorium. Several senior people like Ramkumar Shankar, N Krishnamoorthy, Kesari Prasad, K Bala were enthusiastic participants. Competition was high and so was the spirit!

The objectives of Sanmartini stated in my first proposal remain, viz.

- Honing managerial skills
- Spotting talent / potential
- A motivation tool
- Bringing a sense of professional competition
- Creating a sense of belonging to The Sanmar Group.

In my opinion, in this year's Sanmartini, I saw the spirit of professional competition, as it was in the initial years. Hence the nostalgia.

Last year we recognised Atlas for displaying the Spirit of Sanmartini. This year most of the teams did that. Kudos.

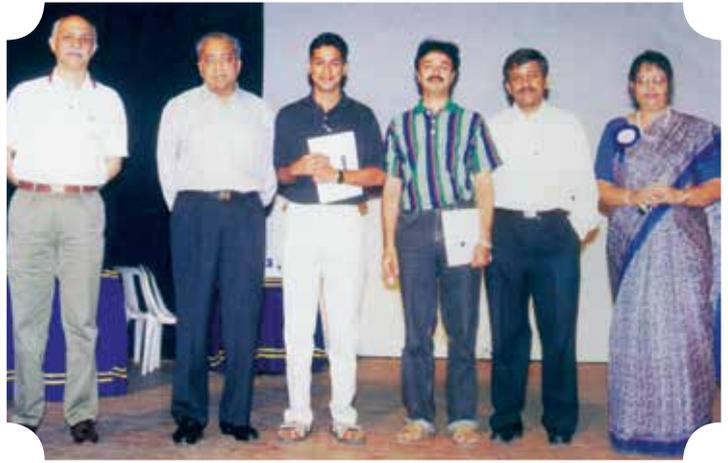
Atlas reached out to more people than ever before. For example, Talk it Out was used as an opportunity for those first time speakers to try out their abilities. Over 100 of them participated in the prelims.

The Socrates team, despite their challenge in coordinating across two locations, seemed to have determined that they will get the Championship back into their fold. Lots of practice and enthusiasm displayed.



Apollo, while battling with participation, pushed many people to give their names. Good levels of participation in the prelims. They also found time to practice for the finals!

Nyx and Rhea seemed more serious than the previous years. Nyx displayed good talent and won awards. Rhea may have missed on the awards, but some of their performances were good, especially in All Roads Lead to Rome. After the last event, as I was walking down, a senior Nyx person told me that they are determined to win the Championship next year. Advance best wishes for that.



Sanmartini - 2002.

The dark horses this year were Zeus and Poseidon. Both teams participated with very high spirits. The commitment of the youngsters was commendable. It also demonstrates the talent that the Group has been able to attract. They would not let me talk to them when they were preparing for the finals of the Talk it Out! 'Mam, could we talk after the finals. We need to focus on that', said one of them. I really liked the focus and the determination. Gen Y has no problems in speaking their mind. They will be competing for the championships from the next year. All teams need to take them seriously.

The quality of the performances in all events was significantly superior to the previous years. That showed the effort participants had put in and the serious role that mentors had played. Judges were taken in by the talent that was displayed.

Creativity displayed in All Roads Lead to Rome was taken to a new level. Do I mention the props used by Socrates (especially the serpent), or displaying picture of the entrepreneur of the year in Time magazine that Atlas did, or creating a kabaddi match that Nyx did, or a hockey match that Rhea did. Each team had put on their best thinking hats to come up with creative solutions to display – 'Execution, whose responsibility?'

A bit of a disappointment was the quality of the reports in Convince Me. We had to have the judges do a second round of reading to choose the best. Hopefully, we will improve on it the next year.

It was heartening to have families come in to witness All Roads... We hope to see more next year. We also wish more of our colleagues will take time off and be with us to cheer the participants.

I sign off feeling confident that we have taken Sanmartini this year to the next level and await to see performances the next year.

Until then, wishing you all the best,

Ananda Jagan

IBGC (Inter Group Business Competitions) - 1998.



SANMARTINI – Behind the Scenes

Still remember distinctly, it was end August and in one of our meetings, the question popped up. Sanmartini this year? It took less than a fraction of a second for us (the organising team) to answer it – an unanimous Yes echoed in the room. Then, the voice of wisdom spoke - Do we make format changes to Sanmartini? Will there be similar support and enthusiasm from the businesses and locations? Is the timing okay? A quick poll, a nod of consent and zoom, we were ready for it this year.

The format remained the same, new members were inducted to the organising team and after finalising the other details the ‘Grand Announcement’ was made.

Each organising member took charge of one event of Sanmartini. It was our responsibility to co-ordinate on dates with locations, follow up with Mentors and Leaders and basically oversee the event till the finals. The task was daunting! Regular meetings were held, updates shared, issues discussed and resolved – the organising team forged ahead.

Preliminary rounds were conducted for ‘Talk it Out’ and ‘Comm.com’ at the various locations (including the branches this year). Meanwhile, we received reports for ‘Convince Me’ (which needed a few follow-ups though) and the floodgates were opened for creative juices to flow during the practice sessions for ‘All Roads Lead to Rome’.

Gnanasekar was pleasantly surprised at the participation of the teams during ‘Talk it Out’. Nithya’s eyes brimmed with joy and pride seeing many a person she recruited enthusiastically contributing their share to Sanmartini. Mahendheren, Venkatesh, Ramadevi and I, though seasoned (if I may say so) were enthused by the heightened gusto displayed during this season.

The Finals arrived – sooner than expected. Strong support from the administration teams of all locations, especially Head Office ensured that the administrative arrangements were smooth and efficient. The co-ordination, on and off-stage hustle and bustle, elevated adrenaline levels and the Spirit of Sanmartini that shone through on both the days of the Finals were experiences that I cannot describe in words.

Year on year (for the last 3 years) we start with some expectations of how Sanmartini would fair and every year our participants come up with overwhelming responses, surpassing all our expectations. Season 4 was no different. The numbers given below prove it.

2015 saw Team Atlas at their competitive best in all the four events. They were on top of their game both at the preliminaries and at the finals. The competition was fierce with Socrates and Apollo giving the winning team a run for the money. Poseidon literally took Sanmartini by storm with its outstanding effort. Zeus, Midas, Nyx and Rhea displayed tremendous enthusiasm and spirited participation, moving Sanmartini to the next level.

Meanwhile, the trophy is generating an enviable travel log within the Sanmar locations. Starting at Cuddalore & Karaikal the first year, making its way back to Karapakkam for the second and moving to Head Office & Berigai for the third year. It is headed to Mettur this year. The intention of the trophy seems clear. Only time will tell whether it will make its way up North (to the branches) or down South (to Viralmalai).

Location wise Participants Details in preliminary rounds - Sanmartini 2015

Team	Location	Take it Out	Comm.com	Convince Me	All Roads Lead to Rome	Total
Socrates	Cudd / KKL	51	65	42	49	207
Apollo	HO/ Berigai	51	64	36	49	200
Nyx	SFL Vml + 2nd floor SFL	44	58	20	42	164
Midas	Kpkm/ Chennai	40	45	30	42	157
Atlas	Mettur	108	106	46	49	309
Rhea	PD Vml + 2nd floor PD	40	42	18	30	130
Poseidon	Delhi, Kolkata	8	-	18	-	26
Zeus	Mumbai, Pune, Baroda, Surat	12	13	12	-	37
Total		354	393	222	261	1230

Rest assured, whichever direction the Trophy may take next year, we the organising committee will be there (all armoured and ready) to take it through.

The organising committee wishes to place on record the continued support and encouragement from the Management and wishes to thank each and every Sanmarite for their participation. Sanmartini surely weaves the Sanmar fabric together and allows for a fantastic coalition of spirited enthusiasm and competitiveness making every participant transcend greater heights. Till next year...

Shilpa Senthilkumar



Talk it Out

Topic: "Flexible employee policies increases employee engagement"



Best Speakers



Comm.com



Convince Me

Topic 1: "Team Work - why is it so difficult?"



Best Presenters



Topic 2: "Safety at Workplace is everyone's responsibility"



Best Presenters



All Roads Lead to Rome

Topic: "Execution - whose responsibility?"



Best actors



A classically organised show

A class of execution blended with entertainment brought us together in well pitched harmony, loads of laughter and time tested chapters wowed us all in this year's SANMARTINI.

This year's show reinforced its well-earned glory of a classically organised show. Sanmartini – 2015 was a well-cataapulted event and finely executed by all the participating teams. It was really an enriching experience for me to see the perfection itself showcasing its different facets in such a coherent manner.

Recalling my own experience, it was exciting to compete with some excellent communicators. 'Talk it Out' proved to be a highly competitive combat with all the members being equally prepared. It is at such times that the thought provoking questions of judges differentiate the best from the better. Some of the finest minds (along with the sense of humor) of SANMAR posed the questions, which not only tested our communication but also the understanding of details of the topic.

'Comm.com' put our ability to work as a team to litmus test. Each member was working in tandem to do all they could to contribute to their team. Some of the new concepts introduced this time took everyone by surprise but also brought a bouquet of entertainment along with it. A special note of a new event - understanding of emotional communication - the concept was really interesting and entertaining and it also emphasised the importance of emotional quotient in any teamwork.

'Convince Me' was a real breakthrough in communication as the members put words to their years of experience and expertise. Topic for the event was highly relevant from the perspective of present business scenario and the preparation of each member put even the dignified judges into dilemma while choosing the winners.

And last but certainly not the least, 'All Roads Lead to Rome'. The topic could have been no better for extracting the creative potential of all teams. It was a reminder to us all that creativity brings spice to our life with every drama bringing out a plethora of fun and messages of execution so perfectly. As the old saying goes "There is only one thing that travels faster than light. And that is OUR THOUGHT." And indeed the thoughts ranging from the times of Lord Vishnu and Indra to the present world of business were finely crafted and executed by every member to give the audience an evening to remember forever.

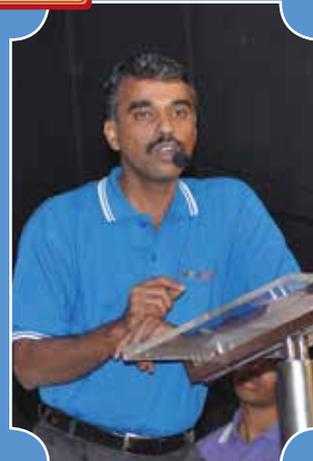
Sanmartini – 2015 was a wonderful event, which gave us a day to learn, introspect, laugh, and definitely remember.

Mukul Kumar Jha





Talk it Out



Comm.com



Everyone took responsibility – on the Road to Rome

Two kick off meetings, one at CSL and the other at Silver beach, made possible by the enticement of Bajji were key to getting the drama off the ground. The basic idea was to incorporate the concepts from the “Complete Manager” training (undergone by some team members earlier) on execution into the drama. Once the ideas were linked to the story, the casting was semi-automatic and by the second day everyone was one with their character! Changing them around was impossible!

We were no longer ourselves, but had become Indra, Narada, Mahabali, Rahu, Mahadeva and Mahavishnu. Menaka got truly coquettish for the duration of the practice! So much into the characters were we, that, we could not imagine ourselves appearing in normal clothing – even for the prelims on location. No matter what the cost. D Bala even went to the extent of getting his ears pierced for his lady role! It took several meetings at different locations to even finalise the form of the drama – particularly when it came to finding costumes. P Murali (Narada) and A Nambi (Indra) were roaming at all hours to find suitable costumes.

It all boiled down to giving off the best show we could – even spending the one off day in 10 hours of practice. But what took the cake was the individual quirks each brought to the refinement of their character – with Mahavishnu (Sandilya) making himself a rotating disc, Mahabali (Prabhu) unwilling to let go of his ‘wrench weapon’ and Narada (Murali) making heroic efforts to follow the script. Having members from Mechanical Department meant great props were made.

There were several hurdles to face all the way through. One team member’s mother was in ICU on the day of the prelims. Another team member’s entire family was going through infections during the practice session for the finals. He himself just recovered from a sore throat – went on to scare little children at the finals! Two younger spirits were popping in and out as three characters! Of course, the liberal aid from fellow colleagues who would pop in from time to time kept the enthusiasm alive – even if there were a million ideas the team had to process for acceptance due to this.

More shocking was the debacle that awaited us on the final stage – with both laptops containing the soundtrack failing. This, after they worked perfectly in the morning! Keeping our cool and actually getting around to stage the show was a true pointer to everyone taking responsibility for execution. The credit for getting it done goes to our sound engineer – Sathaiah. Getting to third place without our original soundtrack and cues and after a nail-biting wait was a special bitter-sweet feeling – a bit downcast on not winning but very proud to have got a prize despite all the hurdles.

G Sanjay Kumar



All Roads Lead to Rome





A good and improved show this year

From the word ‘go’, Sanmartini has the knack of creating flutters amongst the employees – as usual. And this year was no exception, what with the special projects at Head Office like Overseas funding arrangements for Chemicals Division, DOC audit and dry docking at Shipping Division, GET Recruitment drive, etc. Add to this the usual rhetoric of tax audit, half yearly closing, budgeting process, et al. A perfect recipe for trouble, in terms of meeting the number required for scoring maximum participation points.

But the leadership team of Apollo was undaunted. With the usual coaxing, cajoling, forcing and what not, the magical number was not only achieved but even crossed in most of the events. The initial list of participants from Berigai plant looked miserable and a decision was taken to despatch Rameshwari and me to Berigai to shore up participation. This was a hallmark decision in that after their visit to Berigai, the number of participants increased dramatically. All these efforts paid rich dividends at the end of the day. The participation from both HO and Berigai was much higher than that of last year.

Having enlisted participation, the leadership team can’t just relax. The participants, despite their busy work schedule, have to be guided, mentored and motivated for practice. This responsibility was shouldered by the leadership team both collectively and individually. A good and improved show this year by the participants, especially from Berigai. Congrats and thanks to all the participants of Apollo team who put their best foot forward.

PR Somaskandan

Comm.Com-Refreshing Not Just the Basics

The beauty of Sanmartini is that, it blurs the boundaries of one’s definition of ‘comfort’, but doesn’t make you uncomfortable in the process either.

Our Apollo team was one that was raring to go and that was (and will always be) the greatest motivator for me. We clocked several hours after office, practicing for the finals.

No doubt, ‘Comm.com’ was challenging but there was immense learning and exposure in the process. The synergy was simply amazing and so was the rush of adrenaline.

This year’s edition of Sanmartini saw the debut of ‘Guess the Emotions’, where the task was to enact and guess 8 emotions in 16 minutes. We rolled up our sleeves and decided to give the last one, our all. As the timer breathed, we shed all inhibitions and jumped into action (quite literally). If we got this, we would win. As Robert Browning said, “A minute’s success pays the failure of years”.

Indeed, Comm.com not only hit the refresh button on one’s basics, but on one’s perception too. It pushed us to shed our

Talk It Out to express yourself

The talk it out event of this year Sanmartini retained almost all the characteristics of last year except that in the preliminary round and semifinals, the participants could get only 2 minutes instead of 3, to debate on the given topic. Which means one has to be precise and pointed to the subject and also well trained in oratorical abilities.

Throwing out all initial inhibitions, quite a few people evinced great interest in this event from both HO and Berigai. Preparations galore, the ultimate tally stood at 37 from HO and 14 from Berigai for the preliminary round of this event. Thus the participation for this event from Apollo had increased from the previous year no. of 44 to 51 during the current year. This was against the maximum-point-scoring participation of 40.

Since the participation in respect of “For” and “Against” the topic had to be even, the leadership team had to make a judicious choice of people willing to talk on either side so as to do justice to the topic allotted. All the participants took this sportively and answered the questions of the judges with ease. Out of the two teams selected for the semi-finals only one had the chance of making it to the final rounds but they too lost in the tie-breaker. Alas, no team from Apollo could enter the final rounds this year which too made our position weaker. Yes, lesson learnt and this has provided an opportunity for us to improve upon our talents in the year/s ahead.

PR Somaskandan

inhibitions, think out of the box and no matter what laid ahead of us, pursue it head on and give our best shot! Thanks to the untiring encouragement and able guidance of Senior Sanmartians, we could finally make the cut. From the looks of it, getting people to participate wasn't an easy task, I must say and trust me, participating or maybe even winning the trophy would be less herculean a task, than motivating people to participate! Hats off to the core team on that! I hope and pray, in Sanmartini 2016, history repeats, as always!

Harini S Prabhu



Talk it Out



Comm.com





Convince Me on Safety at HO

Our Apollo team comprised the Head Office and Berigai. Many were willing to take the subject on “Team Work” rather than on “Safety”.

As the number of teams on safety was less, Rameshwari and I decided to write on safety topic. We knew that this topic is a tricky one and we are walking on a very thin line, as the scope for this topic was more relevant to plants.

We thought that in order to find the current reality at workplace, it is better that we formulated and floated a questionnaire and get responses from many persons. We made sure that we covered all the floors at HO, across designations and levels.

We then discussed and put forward the action points that needed to be done from the management side and our commitments, to increase the Safety Consciousness and Safety Awareness among HO employees.

On the day of presentation, we were nervous initially, but picked it up after few slides and then handled the Q&A session well. When Ms Sarada Jagan informed that they would try to address some issues highlighted by us, we were much happy. When the results were announced we were extremely happy to note that, we had beaten the teams from plants, to secure the first place in this event.

Rajesh Jagan

All Roads Lead to Rome!

This year’s ARLR preparation at Team Apollo was personally very interesting. Every lesson learnt at college about “Group Work” could be practically observed, first hand.

The first challenge was to get seven teams in place. We started with nine teams and ended up with five at the Head Office. Many wanted to be part of last year’s winning team!

Once the teams were formed, our next challenge was channeling creativity. The number of ideas that each team came up with was mind boggling and surprisingly we found it very difficult to narrow down on what should be the concept.

The third challenge was to hold the teams together and get them to practice. There were teams that practiced from 7 to 10 pm in the evening and from 6.30 am onwards.

Kudos to all the seven teams (five from HO and two from Berigai) that participated in the prelims and put in their best efforts. A special mention to Berigai teams who prepared their skits overnight to help us score the maximum participation points in ARLR.

This year’s ARLR also saw few veterans taking the stage for the first time. It is also worth mentioning that four out of the seven teams were first time participants.

Every team had a new concept and executed it differently. Some of the best works on technology and mythology were on display.

SS Rameshwari

Team chemistry at its best

Even after reaching Chennai to participate in the finals, we were rehearsing the stage plan and the audio-visuals. We had a few more rehearsals and some 11th hour preparations. We reached the venue (Music Academy) well ahead and well prepared for the event. We picked the lots and we would be the last team to perform on stage. We were happy about it as we had time for observing and adjusting to the stage arrangements, until this happened. None of us saw it coming.

It was about 2.00 pm and the finals had almost begun, when the phone bell rang announcing the sudden demise of R Ganapathy's (RG) father-in-law. He was one of the pivot actors in the play and had a crucial role to play. He was shocked to hear the news and wanted to go home (Gumidipoondi) immediately. For a moment the entire team was in panic and we were confused as to what to do next. First, we sent RG home along with HR coordinator Felix. Now we were two down in terms of numbers for the skit. With less than 2 hours away from our performance, we quickly needed to replan the entire play and find another person to fit in. Without disturbing the context and much of the sequence, we were lucky enough to have Muthumariappan (RKM) do a role in the skit. He had just won the first place in the 'Convince Me' event. Since RKM was not able to deliver RG's role, we changed the role of M Saravanan to do RG's part and gave Saravanan's role to RKM so that the entire team could deliver better.

The team chemistry worked well to put up a decent performance before the huge audience. With a drastic change in the roles of the key individuals of the play, we were able to EXECUTE the job to the satisfaction of the audience and leader and to our own joy, successfully.

V Balaji

Tool for team building

Sanmartini is not only a fun at work initiative; it is a well-organised tool for team building and succession development among all locations. The spirit of Sanmartini in both individual development and organisation progress was evident in all the events organised.

Till last year I have not participated in any of the Sanmartini events, but this year I was nominated as the team leader of NYX team. I enjoyed a lot being part of this great team and it also helped me gain close to 150 friends within The Sanmar Group from various locations. I enjoyed the train journey along with the team for the finals and it helped to build a bond with the members.

G Adalarasan





Talk it Out



Comm.com



Well-structured practice sessions

“Ecstatic” is the word I would like to use to describe Sanmartini 2015. Being a GET, I consider myself very fortunate to participate in this year’s Sanmartini events.

Notable changes in this year’s events are well-structured practice sessions organised by location HR, i.e., the initial reluctance to participate was broken by conscious efforts of Felix, who built up the momentum by initiating mock up sessions, which brought in many voluntary participants for the preliminary rounds. Location HR team contributed a lot in moulding the team through a lot of practice sessions. The arrangements for the prelims were excellent, hassle-free and well organised. The employees who participated in these practice sessions found it very interesting and useful, as they were doing something that they had not attempted before. As mentioned by SJ during the announcements of final results, I am confident that we will win as Team Nyx in Sanmartini 2016.

Dipankur Kumar Sinha

Platform to showcase talent

It was a splendid experience in Sanmartini 2015. It was great platform for everyone to showcase their talent. I personally experienced the improvements in me from Sanmartini 2012 to Sanmartini 2015. Except 2013, I had participated in ‘All Roads Lead to Rome’ event every year. First year I was in the backstage and narrated the show. In Sanmartini 2014 I had given a speech. In 2015, I narrated the entire show in front of the audience and my family too. There were no inhibitions this year and I performed confidently. This was possible because of the encouragement and the support given by my colleagues and the management. Also, this year I brought my family for the finals of ‘All Roads Lead to Rome’ and they really had a wonderful time watching all the performances.

S Dinesh Babu

Team work recognised

I was in seventh heaven when NYX bagged the First place in ‘Convince me’.

The Topic was “Team work. Why is it so difficult?” My friend Senthil and I found it really difficult to work as a Team, as he works in the Corporate Office at Chennai, whereas I work in Viralimalai Plant.

However, technology helped us a lot. We did lot of Whatsapping the thoughts and we groomed our presentation to be unique.

RK Muthumariappan

An opportunity to hone interpersonal skills

- Undoubtedly, Sanmartini was really very helpful for a person like me who had just joined back to SFL team after a long gap. It helped to get along with our people from different departments, as we worked as a team on the whole.
- It was also helpful in meeting participants from other branches during the finals. This I felt was particularly helpful because of the motivation it created among the team and me.
- It made me feel as if I went back to college days, but then, the positive point is that, it also helped me realise where I stood in terms of my own communication & interpersonal skills which would be very useful for my career and those we hardly find time to sharpen. Sanmartini brought out my strengths and weaknesses.
- Winning team presentation and individual performance in 'Convince Me', really made me feel good and encouraging.
- Surprising thing is to find Business Heads, Team Leaders, Mentors and HR coordinators taking Sanmartini so seriously both in SFL and in other businesses, and the way they encouraged people to participate in spite of other work priorities.
- Suggestion: Along with the prizes, we can consider small trophies or shields (with company logo), to motivate participants.

R Senthilkumar



Convince Me



All Roads Lead to Rome





Comm.com



Sanmartini – ‘The Fun Quotient’

A lonely fighter fights for the team, a labourer makes time in his busy schedule to be part of something and a normal person takes up a challenge to make a mark - All this is not to be a star, not for recognition but for something that matters more than that – the ‘fun in working together to create masterpieces’, the ‘fun in coming out of the closet to shed the fear and perform’.

It is not about the victory or the failure; it’s about the fun you had that makes things memorable. That is exactly what Sanmartini brought to the table. Who thought an event on grammar and communication could be so much fun. Starting from the dumb charades to guess the emotion, it was completely fun filled. I am pretty sure that every participant would have enjoyed it and the audience would have just enjoyed it even more.

The next big event was ‘All Roads Lead to Rome’ and the topic for this year was ‘Execution is Whose Responsibility?’ As usual it all started out in our conference room, and we were sitting there hurling ideas at each other. We had come up with plenty of ideas, but only one idea caught everyone’s attention and imagination, and that is doing a magic show.

What is ‘Magic’? Magic is nothing but a trick to create an illusion executed to perfection and that we felt would do justice to the topic. Also we decided that we would be doing a UV show where three different people played the role of different body parts of a single person to talk about cohesion and teamwork.

Though we had found our trick and choreographed the UV show we were still missing the story line to bring this all together, and that’s where the Gene and frustrated employee came into the picture. And with this our story line was set. We were going to use the Gene to help a frustrated employee to find the answer of the question given to us through a magic show, where we talk about the team behind the magician and also how the assistants take up the responsibility of executing the trick even though they never get credit. Also we were going to portray about teamwork, communication and cohesion’s importance in execution through the UV show.

We were all pretty confident and our performance too had gone as per the plan. We were all now waiting eagerly for the results and it was a shocker. We had not got through the finals. That is when we realised that we had fallen short, when talking with respect to an organisational perspective. Yes we were all dejected, but we all had fun. ‘Yes we missed the stage; hope the stage missed us back too’.

VS Sri Raam & Anand Shankar R

First Sanmartini participation - experience

During my school and college days there used to be cultural, competitions and stage performances which replenished the mind apart from regular hectic study schedule. This year marks the start of my professional career. Being in a manufacturing company I was dubious whether all those fun time would be over and it's time to pull up the socks to keep engaged with routine official work all the time. But thanks to Sanmartini which enlightened the mind with its creative cocktail of explosive games.

Being new to this company, Sanmartini provided a platform to engage with several people in the organisation within a single umbrella. It was good to see entire Sanmar family across the country getting united from various departments in their location to represent their respective teams with their dazzling coloured attire. Also the events that were in this edition of Sanmar were fun-filled as well as thought-provoking.

I participated in 'Talk it Out' - a debate of different kind; and was fortunate enough to represent the team Midas in the second round. The other events 'Comm.com' and 'Convince Me' set up the pure class of corporate arguments where even the judges were anguished to announce the best ones as everyone was very good on the score scale which set the benchmark of the people in Sanmar. Then finally the stage was set up with 'All Roads Lead to Rome' with exciting and some wonderful performances which proved to be the decider round for many of the teams to lift up the trophy and bring glory to their branch.

It was a delighted feeling for me to be a participant as well as a spectator for this edition of Sanmartini. High tea and lunch on both the days were exceptionally good!!

Vishal M

Lots of takeaways for every individual

Sanmartini is indeed a cocktail of explosive games and I feel fortunate enough to be a part of it. Being one of the committee members for team Midas gave me an opportunity to interact with top officials and share my ideas. As part of the audience, these were the best two days of my life in Chennai. Although huge participation surged in from every team, their talent can hardly be quantified.

'Perfect execution' of Sanmartini was possible by sharing of responsibilities by all. Teamwork is not that difficult was actually depicted by this event. Participants talked their heart out on topics like 'Work experience builds managerial skills, not education' and many more. All roads have certainly led to the newer dimensions on "Execution-Who's responsibility?" Lot of takeaways for every individual. Indeed it was a nectar of success!

Anup Rajkumar Shukla



Talk it Out



All Roads Lead to Rome





Sanmartini - Joyful Experience

This year Sanmartini at Mettur was different from Day 1. The fever was contagious with every employee contributing in some way or the other. Even though, we had set our own target of having 100 plus participants for 'Talk it Out' and 'Comm.com', there was a slight apprehension whether we will have that level of participation. But, the turnaround of our employees for the practice session gave us tremendous confidence and strength.

Many of the employees were doing rehearsals in their houses, in spite of their sons or daughters staring at them, not knowing what had happened to their loved ones. The practice was done in front of mirrors and some were also seen in wash rooms speaking in front of big mirrors to know their body language as a whole.

Sanmartini has helped us bridge gaps between various teams, created a cross boundary bonding between employees, has helped employees bring out their talents and hone their skills. This could be seen in the variety entertainment, where different concepts were thought about. Teams were being formed and altered to suit the characters in the skit. The teams closely guarded their themes and never discussed in public. The rehearsals were done at nights after completion of the day's work and would go on till late night even up to 1.00 am.

The supportive role of the families needs a special mention, as they encouraged their loved ones to perform on stage. The success of Sanmartini could be gauged from the fact that an employee casually remarked that for the past two years, the months of September and October in Sanmar can be called as "Sanmartini Thiruvizha" season similar to "Margazhi Thiruvizha". Sanmartini has become a household name in our residential colonies.

V Sriram Kumar



The success ... the story behind it

It was a great moment for Metturians, when it was announced that Atlas, the Mettur team, had won the Sanmartini trophy this year 2015. Three years of consecutive runners-up position in Sanmartini made the Atlas team taste success this year. The demonstration of 'Spirit of Sanmartini' last year was just one step before success. Our employees are living examples to demonstrate the quote of Swami Vivekananda.

"ARISE; AWAKE; STOP NOT TILL THE GOAL IS REACHED".

We have achieved this success by hard work, dedication and determination of the team to apply the best to the task, whether we win or lose.

It all started on the day when Sanmartini got opened-up on Aug 27, 2015 for this edition. We had a kick off meeting wherein it was communicated, "we can do it and teamwork can achieve the winning". Then the team started putting in lot of efforts and at last the dream of 288 Mettur employees and their family members came true.

Desire is the key to motivation which helps the employees to participate in larger level in the competition; that too this year, there had been 107 participants in 'Talk-it-out', 106 in 'Comm.com', 50 in 'Convince Me', and 63 in 'All Roads Lead to Rome', all voluntary. There were many first time participants who stood on stage for 'Talk it out' and performed well.

Even though the second edition of Sanmartini is being conducted for the fourth year, the employee participation in larger numbers this year increased the hype and tempo to win the competition.

Usually people lose their hope if they face many failures, but our team Atlas is really a courageous team to face the fear of failures and reach the goal. This year has been a wonderful year for our team and we came out in glowing colours as winners of Sanmartini with a decisive margin of 575 points.

If you love what you are doing, you will be successful. There is a Thirukkural which says that even destiny can be defeated by untiresome work.

ஊழையும் உப்பக்கம் காண்பர் உலைவின்றி
தாழாது உஞற்றுபவர்- குறள் 620

Tireless toiler's striving hand
shall leave even the fate behind.

Apart from the tireless effort of the employees, the support given by the family members was really amazing. The time spent in evening & night hours by the employees for



Talk it Out



Comm.com



All Roads Lead to Rome



Convince Me



preparing and practicing for the events, could be possible only because of the unstinted support of the family members.

The mentors left no stone unturned in maintaining the team spirit and to motivate the team members thoroughly. Their determination and commitment to reach the goal without loss of enthusiasm led to success.

In fact, the competition between the teams in preliminary rounds was such that they were practicing separately without revealing their strategies to one another. But once the preliminaries were over and the teams for further rounds were selected and announced, everybody became part of one team with one goal and supported the team for its success. It was a commendable approach and an amazing feeling.

There was no competition among the participants who went for pre-final and final rounds and they were helping other teams in their presentations, correcting and improving them. There were no individual aims / goals; but all had a single goal – “The Team Atlas is to Win”. As the day was zeroing in, the efforts put in increased exponentially.

One good learning from the event Comm.com:

Even though the knowledge in grammar and good English usage helped qualifying in the preliminaries, it is not just enough for winning. Mettur being what is, with a rural background, we were always dealing only with production, pumps, motors, compressors, issues with products like colouration, contaminants etc., labour absenteeism and other issues, we were not well equipped as compared to our urban friends. The opportunity to use English language also is very less at Mettur, both Official and Outside. Anyway, we will try to do our best to improve the skills in the years to come.

The role of the Assistant Leader, Leader and Mentor was tremendous in coordinating, follow-up and encouraging the teams, and did not end till success was tasted. Kudos to them!

To sum up, the tireless efforts, total dedication, full support from the family members and motivated & spirited teamwork helped team Atlas to achieve this fete this year. Our happiness knows no bounds. I am closing this with another Kural.

எண்ணிய எண்ணியாங்கு எய்துவர், எண்ணியார்
திண்ணியர் ஆகப் பெறின். - குறள் 666

The will to do achieves the deed, when the mind that wills is strong in deed.

S Venkatesan

Celebrations at camp Atlas





Comm.com



Participation is the key

It was proud to lead Rhea team and fight with other teams.

When it was announced that I was the leader of the Rhea team for the second consecutive time, I was nervous since I knew that the performance last year was not up to the mark.

I decided to take this as a challenge and do my best to have atleast minimum participants in each event to show that we too can compete like other teams.

Initially when I approached Xomox, Tyco, Pacific, there was reluctance to participate. I spoke to each one of them to identify their skills and motivated them to make an attempt.

At the end of the day, all those who participated were extremely happy when they found that the events were actually enjoyable.

All the events were really awesome and full credit to HR team for the way it was organised.

Talk it Out

We had 42 participants in this event and had rehearsals where our mentor Murali joined and motivated. The title chosen was very interesting and eventually we did not get to the finals but participation was more important.

Comm.com

Again here we had 40 participants and this event was amazing. We as a team thoroughly enjoyed both the preliminary rounds and the finals. An audio-visual round, Relay, Captain's knock were exceptional. We did put a brave fight and considering that our score started picking up only from Round 7, we did not emerge as a winner.

Convince Me

A good chance for us to show our presentation skills and understanding the process. But very unfortunate we did not get selected for the finals. We had 10 participants for this event.

All Roads Lead to Rome

This was the best of the 4. This truly highlights an individual's interpersonal skills, creativity, communication skills to emerge as a leader. We had 5 teams participating in this and my team won in the preliminary. We did our best in the finals in presenting a real Hockey match with little fun. Although we did not win we were appreciated by everyone for the effort we put in.

J Naveen

Valuable time spent

We spent our valuable time exclusively for 'All Roads Lead to Rome', to give our best show to the audience. We as a team, worked together to create many a proxy and practiced a lot which took me back to my college days and triggered my energy levels. Thanks to the organisation for such a wonderful event.

P Kavin Kumar

Interaction with people

As I am new to this organisation, it gave me an opportunity to interact with many people and get familiarised. The competition definitely exposed me to something new and it pushed me beyond what I thought I could accomplish.

Most importantly, my participation in the events gave me in-depth experience with teamwork. I learned more about teamwork and how to back one another.

Sankarapandi K

Enormous talent around

'Talk it Out' is a thought-provoking debating event, which aided us to creatively think in different perspectives to put forth our thoughts on either side. When I was desperately thinking to counter the topic 'Business ethics is a luxury' HR helped me to think on the perspective 'Ethics is continuing to be in letter and truly not in spirit'. And I was quite surprised when Ms. Sarada Jagan had noted the message. I am confident that 'Rhea' will possibly do better in the sophomore years with enormous talent around.

S Siva



Talk it Out



All Roads Lead to Rome





“The branch teams have begun to make their presence felt”

Winning three awards in two events last year, we were recognised as a threat to all those eyeing the golden trophy. Not as a contender, but more as a fierce competitor.

This year, we decided not to compete to beat other teams. Instead, we adapted the 10x Principle, i.e., we decided to be 10 times better than the best of what we saw last year.

With the increasing level in the quality of competition at Sanmartini, we realised that mere incremental improvement in our performance may find us struggling to even reach the top three. Therefore, we gave in all we had to step up our game to another level altogether.

With the first announcement of Sanmartini 2015, Subhra Roy and I were chosen as assistant team leaders of Team Poseidon. Under the guidance and enormous support from our Team Mentor and the dynamic leadership of our Team Leader, we both wanted to make the most of our last year’s experience where Poseidon had tasted it’s first victory. We collectively worked on our weaknesses and leveraged our strengths.

With the storehouse of talent among us, it was truly challenging to find the best-suited teams to represent us. This was when we decided to do something out of the box and requested to hold prelims within the branch. Everyone was encouraged to participate and this resulted in an intense competition during the “Talk it Out” prelims. Eventually, after a stiff competition, the top teams had a fair selection by our HR coordinator and all the regional managers who had judged the event.

For “Comm.com”, we used our last year’s experience to understand the specific skills required to crack the different rounds of the event. Through extensive interaction and the rapport shared between the two branches – Delhi & Kolkata, we were able to shortlist participants with individual areas of expertise but tuned to work together as a team.

“Convince Me” also witnessed enormous participation within the branch. Our Team Leader and Mentor worked with each team to share ideas and provide resources to ensure that rich content was presented. Our efforts bore fruits when two teams from Poseidon made it to the finals.

The D-Day finally approached. With our refined speech content and the confidence to tackle any question before us, we aced through “Talk it Out” with second position.

Our extensive preparation for “Comm.com” gave us a good lead for the first few rounds. As the team captain, I

found it challenging to nominate the appropriate person for a particular round based on the individual's capability and strength. Fortunately for us, we fought through vigorously and were able to get a good grip on the format with our performance, accuracy and time management. We even received bonus points for our well-coordinated quick teamwork. Like last year, I especially enjoyed playing the "Captain's Knock". It was a good test of our hold on language and grammar under given time constraint. The last round saw us competing neck to neck to keep our third position. After a thrilling make or break showdown, our extraordinary team play, despite the pressure, led us to finally finish 3rd overall - adding another feather to Poseidon's hat.

Our team's participating in "Convince Me" kept our flag flying high as we won awards for the best team as well as the best speaker.

All of us at Team Poseidon lived up to what we had set out to achieve initially, winning 5 awards in all three events that we participated in. It was a proud moment for all of us as we were greeted with huge celebrations back home.

Sanmartini is an ideal platform for all of us to meet and connect with individuals from the diverse group at Sanmar. As part of Team Poseidon, I feel motivated and encouraged to look forward to this cocktail of fun and learning next year with a lot of enthusiasm to perform better than this year. As we set our eyes on the trophy, we have a long way to go before we are contended with our victories. Encouraged to work even harder next year, the mood is captured perfectly in the words of Robert Frost.

"The woods are lovely, dark, and deep,
But I have promises to keep,
And miles to go before I sleep,
And miles to go before I sleep."

Ishaan Anand

Confidence booster

On behalf of Team Poseidon from Kolkata Branch, I would like to acknowledge that our experience in Sanmartini has boosted our confidence to a great extent. Watching talented individuals all across Sanmar who gave their best to make sure their team had an upper hand on the title, made us realise the importance of teamwork. Next year when Poseidon participates in the Championship, we are rest assured that we shall leave no stone unturned to bring the Championship Trophy to the branches for the first time.

Indraneel Khasnobis

Talk it Out



Comm.com



Convince Me





Talk it Out



Comm.com



From a learner and explorer

I joined Sanmar Group in 2014 as a fresh recruit from Campus. Eventually Sanmartini came and we were given an opportunity to get shortlisted. From deepest honesty, we all prepared for debate and being new to the organisational context of the topic, couldn't figure out the connection. And then during prelims, with disconnected content in our hands and facing the audience, stage fright set in. And it was a total disaster layered with subsequent disappointment. Later on it got tough to live with self embarrassment, and I decided to do something with my public speaking. With voracious reading, self speaking, and strategies that showed continuous improvement, I groomed myself.

This time with encouragement from all the peers and mentors, we managed the 3rd position in finals for 'Talk it Out'. And even the memories of last year prelims haunted on stage this time, but fierce determination held me. As soon as I faced the public, everything took a back seat and expressions, words started pouring effortlessly.

Halfway down the lane, I could sense the difference and this boosted me up. I could see the connect I made this time with a larger audience and jury. I became downright optimistic and could see the results coming in.

Continuous efforts for self improvement make considerable changes - in self and in life.

Define a change you want to see in yourself and work towards it. I believe there is an event waiting for you too.

Saheb Sood

Experience Sanmartini

Comm.com can be described under a common phrase 'Package of entertainment, refreshment and information'.

The experience of participation right from the qualifier at Branch stage to the finale at HO was informative, encouraging and a platform to unite with everyone for a common cause.

The various rounds in the competition was so well designed and executed that everyone participating could understand the importance of communication, teamwork in our day to day life.

To me Sanmartini wasn't mere a competition, it was a reflection of various arts we learned knowingly or unknowingly from our childhood to present in an artistic manner.

Dhiraj S Mishra

A memorable experience

We participated as team Zeus from different branches of western region like, Baroda, Surat & Pune. We found that it was an opportunity to meet our colleagues who were also representing different teams like us from all over India.

Comm.com was an event full of entertainment and said as the heart of the whole event was the importance of different forms of communication not only in Sanmar but also in outer world in today's dynamic scenario.

The structure of an event was very thoughtfully designed that emphasised on how to perform as a team rather than an individual.

In fact, it was a challenge among teams also to identify the potential of each of the members and utilise it in a manner that earns most number of points from each round of the competition. It was like the right man at right job.

Though we could not make it in to top three, it was a memorable experience to participate and perform as a team and most importantly compete with a sporty spirit.

Jainesh Shah



Post script

I have two reasons for writing this.

One. After reading the mock-up of this issue, I realised that my editorial had not touched upon the presentation of the contents of this issue. The success of Sanmartini is largely dependent on what happens 'behind the scenes' – the planning by the teams, strategising, practice sessions and finally, delivery. The same goes for the event management team. Therefore, we thought it appropriate to give each team a space to present this and their experiences at the event.

Second, after reading the entire issue, I was moved by the narratives on how Sanmartini has touched people's lives, in different ways.

I did not imagine when I conceived it in 1998 that it would grow to mean so much. I owe a big thank you to all participants, leaders, mentors, bosses, colleagues, families, event managers and HR team for this.

The benchmark has moved up and so have expectations.

I pray and hope that we continue to exceed them in the coming years.

Thank you all once again.

Ananda Jagann

This year's All Roads Lead to Rome saw some wide ranging characters drawn from mythology, history, sports, entertainment, war and sci-fi on stage. They are 'cut out' here to be etched in your memories.



Designed by Kalamkriya Limited, 9, Cathedral Road,
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For Internal Circulation Only

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