

# Scribbles

Bringing colour to your lives

Volume No.7

November - December 2016

Issue No. 6

## From the desk of the Editor

Sanmartini – a name that brings joy within me. An innovative initiative conceived many years ago, in its 9th edition this year. As usual, it's down memory lane and I had opportunity to reminisce when I spoke at the final event this year.

The initial years of Sanmartini witnessed participation by many senior people from the businesses. It used to be engineering vs. chemical collision in the initial years. The gusto with which they participated and took the youngsters along was coaching at its best. We also had a sizeable audience to watch the events, including their families. Wish we could revive that spirit of participation amongst the senior people and also entice many colleagues and their families to participate. If readers have any suggestions to improve this, please send it to my mail id.

The good thing about Sanmartini 2016 was that we could see visible improvements in all teams – more effort, focus, quality of work, among other things. This showed in various competitive events – there were close calls in all the events – though Atlas cleared the hurdles with a thumping score.

The debate topics that were seemingly easy, were not so. It was so heartening to see the different hues presented, especially on the topic for the finals (which I was quite proud about!). One learnt a few things from this.

“Convince Me” presentations were a bit disappointing, with many teams not being given a score since they had taken a lot of material from the Internet. Some were really good. The candid presentations in the finals, especially on the PMS, had much food for thought! “Comm.com”, one of my favourites, is an event that I dread. There is a lot of preparation to be done – games to be created, content to be researched and finalised. An event which can result in a lot of learning, alongside fun, or could turn out to be a sitting duck!

Until it is played, one is never sure. Many games were new and I thought participants enjoyed the event.

The Quiz was brought back. We outsourced it - a job well done by Prime Academy - very different rounds in the finals and if one had been reading the business dailies regularly, it was possible to answer most of the questions.

“All Roads Lead to Rome”, the last event, seems to be getting better by the year. Teams are getting innovative on the props, although a little too dependent on mythology.

Poseidon, the team from Delhi and Kolkata, got off to a roaring start. Socrates and Apollo had a good run, although they could not get past Atlas. Nyx made their presence felt. Rhea, Midas and Zeus put up a good fight.

Overall, enthusiastic participation, highly competitive spirit, different faces of talent exhibited this year, good mentoring of the youngsters in many teams and people enjoyed coming together, learning and having fun!

A satisfying feeling for me – one more good year for Sanmartini!

Time to start thinking about how differently one can do the next one!

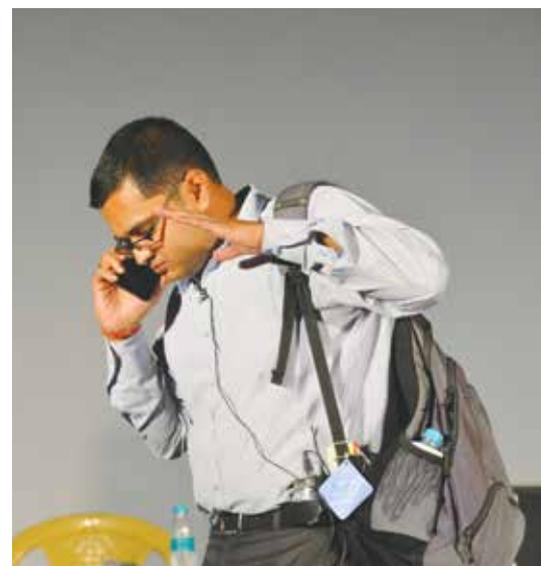
Ciao until next time,

*Sanada Jagann*



**When they rocked the stage with their dramatic performances ...**





**And had the audience glued to their seats...**



## An especially special experience

I was fortunate to be a participant in Sanmartini 2016 for the event “Talk it Through”. It was an educational experience for me to go through case studies and business stories to come up with content for the debate. I learnt a lot about current trends in the business world. I also witnessed how big the Sanmar family is and how talented its members are. The competition was top notch and each of us had our own point of views on the topics with strong points to support our claims. The fierceness of the competition was at par with any other debate I have been to and the topics given were intriguing to say the least. We were honoured by the presence of an imminent panel of judges, our very own Mrs. Sarada Jagan ma’am and a lot of other dignitaries. To talk in front of all these stalwarts was a great experience and exposure. It was especially special because my very own batch mates were present and also because Bala sir was always there, motivating us to do better. Overall it was a great experience for me and as a GET I am looking forward to more such opportunities to showcase and enhance my talents and skills.

**Hari Hara Subramaniyan K,** *Team Midas*

## A resilient feather in my cap

I joined Chemplast Sanmar in July 2016 just like a budding albatross ready to fly high, with clasping hopes of adding feathers to my cap. Sanmartini was one such resilient feather. Being a GET though I was permitted to take part only in “Talk it Through”, I felt it was the perfect chance to show case what I thought I was capable for a long time then. With a strong foot ahead, I drafted my speech from a democratic leader point of view for the prelims with mixed thoughts. These thoughts became unidirectional eventually encompassing copious hurdles through the way. With the air resounding the voices of people whose experiences were even more than my age, I walked into the audition hall confidently to present myself in front of S Venkatesan, Nithya and SK Nair. I felt I had delivered the speech to my best and it was reassuring by the heavy applause I received. This was my first impression at Sanmar.

After being selected for the semis, I started penning down for my next topic as to how attitude is the new measure of success. My attitude took its altitude when I was well supported by the Management. A special mention to my partner Siddeswaran, winner of 2015 “Talk it Through”, who constantly fed me with insights on what the event would be about.

With sweat rolling down my sleeves, I stood on the gigantic dais at the Music Academy to deliver what I would call as my month’s effort. All I had in my mind was to speak what I had prepared and maintain my cool as much as possible. Though I couldn’t win the race, I am left with memories and lessons...

**Venkatesh D,** *Team Atlas*





## Highly competitive

As a first-timer, Sanmartini 2016 was a pleasant and wonderful experience and I represented my team in a couple of events. Sanmartini had all the ingredients that were needed to make it a grand success and at the same time quite enjoyable and fun-filled.

The build-up to the games was a key highlight to Sanmartini 2016, with some plans, discussions and some serious forecasts as to how it would be. It was all surprises when it kick-started with “Comm.com” with loads of enthusiastic events, which were engaging for its diversity and thought-provoking activities. Even though there were only a few aficionados of the English language, some teams proved that teamwork and co-ordination had more influence in these games.

“Talk it Through” provided an opportunity to talk before distinguished personalities and share the stage with many veterans. At the end, I realised that efforts spent on preparation, creativity, oratory skills and composure will be key ingredients to taste the recipe of success.

Following up, “Biz Buzz” had me on the edge of my seat. Even

though most of the participants were not experts, the level of competition was right up to that mark. It was organised wonderfully that ignited our knowledge and provoked active participation, which turned out to be a close call at the end in terms of the scoreboard.

Sanmartini 2016 as a whole was indeed “A cocktail of Explosive Games” and I will be looking forward to the next.

**S Ranjith, Team Rhea**

## Competing with senior members

Taking part in this year Sanmartini’s “Talk it Through” representing Team Rhea was a great experience. I would like to thank my team members for their support and help in refining the content of our speech. It was exciting to see the participants from all the teams. The important challenge was to compete with senior members of various teams. The competition among the teams was fierce and the team spirit was amazing. We practiced hard and produced our best in the finals. I’m looking forward to participating in the next year’s competition and win more points for my team.

**Sooryakumar K S, Team Rhea**



## Participation or Captainship, which is tough?

During the first four years of the new version of Sanmartini, I was an active participant in several events - doing my best to earn as many points as I could for my Team. This year, I was entrusted with a different and much larger role of leading the Team Atlas. It was indeed a great privilege for me and I felt that I earned this responsibility by virtue of belief that my bosses had on me.

Performing my role as a participant in the last four years of Sanmartini was quite challenging, as I had to exhibit my talent before a group of very senior management team members, discerning audience and eminent judges. It involved quite a lot of research, preparation, rehearsal and fine tuning, in addition to good amount of stress and tension every time when I had to stand in front of eminent judges and elite audience. During those days, I was a little envious of the captains as they seemed to have a relaxed style, just guiding the team members, co-coordinating with the event management team at HO and logistics.

But once I was entrusted with the role of a Captain, I realised the enormity of the responsibility and was overwhelmed during the early phase of preparations this year. Added to my responsibilities, I was under much more pressure as we were the defending Champions, and realised the difficulties of winning back to back titles. However I was lucky to have a mentor, many ex-captains who were fully behind me this time which made my job relatively easier. The fact that I participated in almost every event in the past helped me a lot in sharing valid inputs to every participant of Team Atlas. At the end of it all, I can safely declare that I enjoyed the role of a Captain as much as I did as a participant, and even more!

Now to answer the question, which is the tougher role, participating or leading – naturally, the role of leading is a much more complex and challenging task than the role of participant. As a participant, one can be rest assured of a good performance if he prepares well, works hard and understands what is expected of him. But it is a whole new game as a Captain. It's more a question of guiding, inspiring, directing, coaching, mentoring, encouraging and charging the entire team to excel and put forward their best.

It will be a misnomer to say that I did my job well as a Captain. At best I was a mere resource person on the skills which I had obtained in the last four years and I just shared my learning and experiences with the entire team, and tried my best to make them believe in themselves. After all this is what leadership is all about. This success would not have been possible but for the great quality of the team members – their willingness to learn, to work hard, to spend sleepless nights preparing, rehearsing and finally delivering when it mattered.

To conclude – both the roles were interesting and challenging. I don't think 'tough' is a right word. But the nature and quality of preparations and motivation are different. Both roles offered loads and loads of fun and cheer, celebration and camaraderie, learning and adaptation, understanding the culture and ethos of the organisation.

I thank our organisation which believes and actively supports and encourages personal growth through such great events like Sanmartini. Finally, the gains and success are not only for the team winning the Championship, but every team and every participant, who might have become much richer and wiser after this wonderful experience.

**P Manivannan, Team Atlas**





## Just WOW!

One of the most thrilling, and an exciting event which gets the participants on their nerves is “Talk it Through”. The challenge is for best of thoughts to be poured onto the topic in a stipulated time, senior officials judging the practicality and creativity of your words. All in all just Wow! Makes you feel as if you are back to the time when debates and declamations were regular part of the day of your school life. But definitely with a sense of gaming twist!

The best ever experience was to interact with almost all the senior people whom you can only dream of meeting during your life time (highlighting the fact when the MD of the company is one of the judges of your topic).

Competition was of the level as if we are not representing our respective teams, but India on an international platform, definitely imbibing in you a sense of personal development, reduction of stage fear and enhanced listening and understanding capacity.

“Talk it Through”, turned out to be a life time memory to be relished!

**Bhavya Gupta, Team Poseidon**

## A colourful get-together

It was really a wonderful opportunity for me to represent Nyx in “Talk It Through”. This was the first time that I participated in an event like Sanmartini after joining Sanmar. Sanmartini is really a colourful get-together where we get a chance to meet various members of the Sanmar family from other locations and branches. I personally feel that through Sanmartini our leaders are trying to nurture and preserve our creative skills. This event was really nail biting till the end. Events like this will surely boost our confidence in tackling and winning in our professional lives too.

**U Pradeep, Team Nyx**

## No sorrow for loss

It was indeed a wonderful experience to be a participant in the “Talk It Through” event. Sanmar had provided a great platform to explore our abilities. It was a great privilege to be a speaker in the larger forum. It was a knowledgeable experience with also lot of fun as a participant. No sorrow for loss, even the great lion takes two step backwards before the long jump to grab its prey. I am eyeing for 2017, and I am sure that I will come back.

**Doshi Darshan Vinodbhai, Team Zeus**





## Incredible events

This was my first Sanmartini and I was anxious about how it was going to be. But, it was fascinating. The diverse events in “Comm.com” and challenging topics in “Convince Me” made the events incredible, so to say.

Best part is the liberty to use our skills in “Comm.com”. It is not just how knowledgeable the individuals are, but it’s all about how we play together as a team. The intricate expectations in the “Convince Me” event was challenging and interesting. As a whole, Sanmartini truly is a cocktail of explosive games.

**PT Anandhan, Team Nyx**

## Socrates almost held ground - almost!

This was a year of missed chances for us – underlining the need for preparation, practice and primacy of a strong team. We ended at the third place – missing out on the two big scoring events (where we got second and third last year) which cost us dearly.

### Comm.com – many a slip between the cup and the lip!

Everyone enjoyed the first step – a step test. Getting people together for the same was quite a challenge but with a lot of persuasion we were able to get about 60 participants. The final was a real see-saw affair where Socrates went ahead repeatedly but kept slipping. The learning from the final was simple – every question, every point, every team member was vital.

### Talk it Through – victory through and through

No surprises here as the lively GET from Midas and the machine gun mouths from Atlas ran away with the best speaker prizes. Fortunately for Socrates, the topic in the finals was much more subtle and to handle it was difficult for most speakers though they made valiant attempts.

### Biz Buzz – a real humdinger

Two teams from Socrates managed to make it through to the finals. A truly nail-biting finish resulted - as it took all our nerve and quite a bit of luck to pip the strong Apollo team at the finish. The last round began with our team down by nearly 50 points. As luck would have it, we were quicker on the buzzer for two questions and narrowed the lead to 10. Lady luck favoured us when we managed to finally get a ‘passed’ question (we had been missing those we knew as they never reached us!).





### Convince Me – we were not very convincing

This was an event from which Socrates was wiped out for the past two years – with just one selection each time. But this time, just one paper ultimately allowed us to squeak through into third place.

### All Roads Lead to Rome – not really for us!

Much was expected from us this time around after last year's hit performance (that we did not win was of little account – popular votes don't always match the critics!).

In conclusion – a consolation place!

Socrates slipped and came third – a distant third, but third at any rate. As excuses go, the only one we could think of was the concatenation of the annual shut down and the annual Sanmartini!

Given the circumstances, we were proud of all our team members who put up a plucky performance to salvage some pride.

**G Sanjay Kumar**, *Team Socrates*

### Learning from the misses

Well, I am literally out of adjectives to describe the feeling I had about my participation in this year's "Comm.com" event.

Every team with their jerseys on, fierce competition, adrenaline rush... It was all awesome!

We finished third last year and came with a determination to learn from the misses to ensure we WON this time!

Sanmartini is a platform where you get a chance to learn, work under pressure, meet and interact with the people from HO and of course journey upto here is awesome!

It is a 'must participate' feeling and we will try to retain the championship crown for this event next year as well.

**Indraneel Khasnobis**, *Team Poseidon*



## Team Atlas – Behind the Scenes

Sanmartini 2016 - After the launch announcement on 8th August 2016, and circulating the details about the events on 16th August 2016, we started with the kickoff meeting on 23rd August 2016 with all plant heads, functional heads and department heads to discuss our plans - "How we move further". Some of them felt that retaining the trophy this year would be very difficult by anticipating tough competition and introduction of one more game "Biz Buzz"... found to be tough for Metturians. However, we decided, even if it is difficult let us prepare to give a tough fight at least. The HODs had discussions with their subordinates and nominated 103 participants for different events on the same day. All the entries came voluntarily without any compulsion. With this tally, we planned to have a preliminary for "Talk it Through" on 6th September 2016. There were 53 participants in this battle (This number was less when compared to last year, because, some of the project activities and shutdown activities were picking up the momentum). The competition among us was so tough and the judges informed that selecting the top four was difficult since the margin of marks obtained by the participants was very narrow.

For the next event, "Comm.com", the preliminary was on 13th September 2016 in which 76 participants were in the fray. Most of them voluntarily with interest took the online test. When the results were announced, we were surprised to find most of the faces were new to Sanmartini. As the time for the finals was less, they had to practice late nights. Till this year, we never made any points from this event as it was tough for us and the efforts put in this year made us to be on the winning side.

In "Convince Me", there were three topics and as usual we found good response from the employees except for the topic, "PMS". Deadlines were fixed to submit the report and follow-ups were done in getting the report for further scrutiny. Most of the reports were securitized and we were well ahead of the schedule for report submission. As there was very little participation for PMS, we had to shift forcibly some of them from the other topics. It is interesting to know that one such team which was shifted to PMS got the first place in final presentation. Finally we submitted all the reports on 16th September 2016 and after submitting these reports only, we did see the mail from event management team that the date for submission was extended up to 19th September. In order to utilise this opportunity, the participants took interest in refining the reports further with their mentors and finally on the last day one more report was prepared and added in the list. (Surprisingly this report was selected and also won in the final presentation). In "Biz Buzz", since there were some technical issues for conducting the test online, we were asked to conduct test manually. Within a short span of time we communicated to all the 91 participants and arranged to assemble in a common place and conducted the test. Some of the participants voiced, "It is just like University examination... No mobile phones allowed inside the hall... there is an examiner... invigilator... surprise checker...finally our signature has been recorded as proof of our presence for the test and we are not allowed to talk anything for the past one hour." Our examiners were found to be strict and collected all the answer sheets (Even missed out question paper has been traced) and sent them to the event management team on time.



“All Roads Lead to Rome”, was considered a very interesting event in the preliminaries. There were five teams in the battle. The rehearsals were done at different places at nights after completion of the day’s work and their family members were also involved. When the result was announced for only one team to participate in the final, though there was initial disappointment for the other teams, and their family members, they wished whole heartedly to the team that was selected for the finals by saying the slogan, “All Roads Lead to Mettur.” It was fun and joy and all of them played their roles effectively till success was tasted. This process will be continued to build competitive teams, to follow and adopt the principles of management that we learnt from Sanmartini.

**S Gajendiran, Team Atlas**



## Fun for all

This was my first participation in “Comm.com” or for that matter in any of the Sanmartini events. I did not know what to expect after I learnt that I was part of the playing 6 for the final. Clueless as I was, I met up with the other team members. There was a sigh of relief after I interacted with the team mates. There was hardly any tension which you normally expect from a competitive event, especially when we are competing with other branches. I soon learnt that even though these games are a mix of team work, luck and prior preparation, the core of it all is that everyone should have fun and enjoy themselves. Failure or success was the last of our worries.

I wouldn’t name one single fun episode but rather the delight of contributing to the team’s scoring was fun enough. Special mention of our Team Captain Sai who showed the qualities of a true Captainship. I would also like to thank our Leader, who made the practice sessions fun and frolic time.

**Jairam Janardhanan, Team Apollo**

## A sense of belonging to the Group

Sanmartini is a fun filled moment, which helps us take a break from our work. It is a platform to spot fresh potential talent, bring people from different businesses together and create a sense of belonging to the Group. It is a learning initiative to attain interpersonal skills and foster a sense of professional competition. It was a great opportunity to meet our colleagues across the Group. It has helped me understand my strengths and identify areas of improvement. I thank our organisation for offering such a variety of explosive games.

**M Bharathidhasan, Team Nyx**





## A right orientation

I still remember the first time, I got into Sanmartini during the year 2015, “No success or Awards” for me, rather it was an orientation which helped me in familiarising myself with Sanmartini. But this year things changed and I have been fortunate enough to be backed by a team of motivated people especially Sai Rameshwari and Rajesh Jagan. Thanks to the organisation which made me express my thoughts in “Convince Me”, which was a learning and memorable experience. We know that success is not a destination but a journey and believing in this philosophy, I will continue to work in the coming year.

**R Monisha, Team Apollo**

## A ‘student’ again

At the time of my joining, Sanmartini was explained with lot of enthusiasm. Once the announcement of Sanmartini was made, I understood that this was an event for cultural and talent building. Everyone in the team showed their interest to prove their talent. As fortune would have it, I was selected for the event “Convince Me”. I made myself a ‘student’ and prepared for the presentation. The entire Cuddalore team sat together and helped enhance our presentation. Sanmartini had brought the entire team together - great help for team building.

I had lot of interest in acting. During my childhood I used to act. As I was moving locations often, there was seldom a chance for acting. Sanmartini gave me a good opportunity for acting in “All Roads Lead to Rome”. I enjoyed acting, which made me recollect all my sweet memories. My family was surprised to see me as ‘Kalabairavar’ in the drama - but everyone enjoyed it. My suggestion for further improvement is that the plays can be conducted in English and Tamil under separate topics.

Sanmartini is a good initiative, which breaks the generation gap and makes us all step out of our monotonous routine lives.

**M Olichandran, Team Socrates**





## No copy-paste: It was hard work instead

I took part in three events in this year's Sanmartini and reached the final in "Convince Me", with my teammate N Dhivagar.

Our journey was similar to our cool Indian captain MS Dhoni. From a ticket collector to a trophy collector, we came from the position of ticket cancellation to trophy holders.

At first my teammate and I had a discussion, "Ok dude, let's group together and submit a paper similar to what we did last year (Sanmartini 2015).

We worked hard in collecting data to avoid copying from Internet. It was fruitful when we saw our name in the selection list.

We started our practice in a very bad manner that we got comments like "probably the worst ever presentation which most of the members present there saw." These comments gave us thrust to move ahead.

This was the time I used to murmur about the slides even when I used to wander outside.

It was my first ever presentation before an elite group of judges and I am really proud that we had convinced them on our thoughts. I personally learnt a lot such as thinking broad about a topic. A single word will have versatile meanings and will have broader solutions. One such is "Don't depend on other's weaknesses instead concentrate on your strengths."

No success comes without steps and I would specially like to mention our stepping-stones for our victory. It's not just the two of us "it's us with our Captain Mentors".

Thanks to my mentors for giving us their valuable time, advice and made us free from certain plant jobs to concentrate purely on Sanmartini in the final.

Opportunities lie everywhere; in every place; every time and for everyone.

Most of us are not using the opportunities and are afraid of it. Just step into it. Let it be failure or success you will enjoy the result.

The joy of victory has given me enough strength to convince you all in the next Sanmartini. Get Set & Go...

**K Sathish Kumar**, *Team Atlas*



## Showcasing talent

This is an event which gives us an opportunity to interact with people of different genre and enable us to showcase our writing skills as well demonstrate, introduce and persuade through words. The day we got a chance to participate in the event, I guess, a new learning experience was waiting for us.

The subject of the topic was chosen consciously with an objective to elicit different views. We had to analyse the topic, logically and present the view and justify our stand. First, we submitted our reports and convinced the jury with our words. Then we got the chance to defend our view points to convince the jury with our speech. This is a team event of two which helps us in learning team work. Overall it's a wonderful learning exposure that comes to all of us in the form of "Sanmartini."

**Sohit Gulati**, *Team Poseidon*

## An exhibition of zeal and spirit

"The wait is over", was the first thought that sparked in my mind when Sanmartini 2016 was announced at Mettur. Soon mails on kickoff meetings, mentors allocation, team formation, and event details started piling up from our captain Manivannan. Eventually the mission got initiated with a common quest in everyone's mind "(How) Can we retain the trophy?"

I belong to GET Batch 2014. In my first Sanmartini, I participated only in the preliminary round of "Talk it Through" at Cuddalore representing Team Socrates. In my second year 2015, I represented Team Atlas in the preliminary rounds of all the events. I was really taken aback by the zeal and spirit exhibited towards Sanmartini by the warriors of Atlas.

Among all the events, "Convince Me" did hold a place of esteem in my heart. I felt it was the most challenging event as it involved both written and oral communication combined with analytical thinking. My batchmate Amarnath and I decided to submit the report for Sanmartini 2015 on the topic "Safety at workplace". The content was highly appreciated by our mentor Gajendiran and he also facilitated to finetune the report with his valuable inputs. Unfortunately our expectations were shattered when the report was not selected for presentation.

So this year 2016, we were really determined to formulate our report in a more convincing way and make it worth presentable before the esteemed group of people. Of course, this time we acted quite smart in picking the topic, based on the experiences from previous year. We restricted ourselves from choosing delegation or skill development. As it had already been flooded with people from senior levels and considering the views of our mentor and captain,





we ultimately landed up in “Myths...PMS” and started exploring.

Exceptional insights from our mentor and people at all levels offered a clear picture about the topic and its significance. While preparing the report we felt this particular topic was more thought provoking than the other two. Hence we decided to add more and more appropriate contents into the subject. Finally after few reviews the report came out in well-structured format as was expected.

On the announcement that seven reports qualified for presentation (beating the previous year record of six!) day was overloaded with pride and joy. Now a greater part of pressure shifted on the participants as hardly few days were left for the final. Again a meet got kicked off in the presence of mentors and captains, strategies were discussed, timelines were framed, mentors were allocated and guidelines were given!

All the seven teams selected from Mettur on different topics worked tirelessly to stick to the deadlines, following up with the mentors, incorporating suggestions, sharing their views with other team members, referring the last year winning

presentations and ultimately aiming towards collective success. The presentation day was indeed an unforgettable experience etched in my memory. We two were completely prepared and made ourselves ready to face the elite panel of judges. As a token of luck or blessing we got the first number in the lot to deliver and our confidence got boosted. We received good feedback from the judges. We felt the greatest sense of relief when we were able to answer all the queries posted by them.

At the end of the day, Team Atlas secured first place in all the three topics, additionally third place in Delegation, breaking its own record of highest ever score in “Convince Me”. Everyone in the team felt the sense of contribution towards team’s victory. Their sleepless nights and continuous efforts received appreciable rewards. Those words of Sarada mam are still ringing in my ears “it is a clean sweep by Team Atlas like last year.” Thus consistent hard work, well planned strategies and outstanding mentorship made the entire Atlas team proudly say “The day was ours.”

Finally the myth “Sanmartini trophy is cyclic in nature” has been weeded out!

**B Subash, Team Atlas**





## Biz Quiz and the Apollo moment

There is something about a quiz ecosystem that literally enhances one's level of awareness. As we all know, that first step is followed by the soul's Awakening, Actualisation and Realisation, if you're into that sort of stuff. Most of us are happy with awareness layer in the Maslow Matrix. With Apollo himself to bless and enlighten us directly, we bypassed mundane chores like preparation and planning. At some point ahead of the programme, I am sure all team members practiced deep breathing and deeper reflection. It helped that our focus was narrowed down to business quiz. It is said that when you calm the mind, the floodgates of memory opens up. Snatches of ice-breaker conversations from review meetings, the daily ritual of glazed eyeballing of the pink papers with our morning cuppa, nonchalant

eavesdropping at airport business lounges and of course the bedlam of business news on CNBC every evening. All of these enter the subconscious in an unorganised manner. The deep reflection technique that I spoke about helped pigeon-hole the information in a easily retrievable fashion. The utter panic that Apollo was slipping rather badly on the tally card was equally motivating.

Within the limited bandwidth of a business quiz, the quiz organisers, Prime Academy gave us an eclectic range of subjects and were impossible to predict. You simply knew the answers from life and career or you didn't. Preparation was not going to get us far, which was just as well. The delivery modes were also interesting and the quiz master was quite engaging, friendly, flexible and relaxed. Very important when you're trying to calm the frazzled mind. True to character, Apollo team played the proverbial hare towards the end and snatched 2nd prize from the jaws of the 1st prize. 'Ham-handed' would be an apt description but a more charitable view would be 'brain freeze'. It was delightful to see Socrates team (young mortals from Cuddalore) finish off with blazing slog overs, beating Apollo himself by a whisker. I think the win was even more deserving, considering that the runners up from HO have a more natural access to business environment than the Empire's far outposts.

The happy outcome left Apollo himself scratching his head in puzzlement as to how two of His teams went through to the big stage, leave alone pick up the second prize. He had a quiet word with his wards in the dressing room later. Chastised, wiser and inspired, some of us resolved to make quizzing a weekly habit, God willing.

**Capt S Krishnamurthy, Team Apollo**





## A rejuvenation of sorts

Sanmartini is an event trying to bring out hidden potential talents of an individual through his verbal, analytical, communication and presentation skills. Having such an event off the daily work atmosphere, rejuvenates oneself physically and mentally.

I was so happy to be a part of it as a semi finalist in two of the events: “Talk it Through” and “Biz Buzz”.

My experience in “Biz Buzz” was something mind boggling with the set of quiz rounds testing your General Knowledge, Current Affairs and Business Knowledge. The questions right from the preliminary rounds were designed in such a way that they covered almost all areas of media, advertisements, famous business stakeholders quotes, philosophy adopted by them, capital investments, business startup risk and so on.

Not only it tests our competence skills, but it also paves way for new learning.

This is an event which has been organised for the first time in Sanmartini and the efforts taken by Prime Academy

in preparation of questionnaire and evaluation of it was something which is to be appreciated.

Wishing all success for bringing up these events and all participants who took part in all of these and looking forward to take part in new events in the future.

**Rajevan R, Team Midas**



## Participation from all quarters

Yet another year of Sanmartini events and a lot of fun and learning. The Apollo core team decided that we would ask people who were interested in participating in this year Sanmartini, rather than pushing them to participate. Also I told our HR Coordinator in Berigai, Vimal Francis, that we should see some participants from Berigai at the final.

Vimal indeed put in a lot of efforts and the total number of participants from Berigai this year had increased by 25% when compared to last year, which is very commendable. Because of this, we actually escaped from the negative marks for minimum participants for each event, as participation from Berigai came to Apollo's rescue. Kudos to 'Team Berigai'.

We were also happy to see Berigai participants involved in all the final events, which was actually what the Sanmartini event wanted - participation from all quarters.

This year, majority of the participants were new and the coordinators had to inform each participant of the various rules and regulations in place for each event.

Coming to the events, although we came 2nd in "Biz Buzz", we did not score in next events - "Comm.com" and Debate. Momentum improved slightly when our teams got selected for the final. In "Convince Me", one of our teams won 2nd place and another team narrowly missed the 3rd place.

But, it was very sad that the participation for this year's - "All Roads Lead to Rome" (ARLTR) event was very less. Finally, Sai Rameshwari and I decided to form two teams and gather interested people for this event. As we could not get enough people, both of us plunged into the scene and

took a role each. Also, we had to ask some participants, to do more than one role to do justice to the script.

In ARLTR, our team believed to have a better concept in place and we practiced some time every day and got selected for the final. With the support of other interested persons, we were able to perform better in the final and finished with 2nd place.

Finally, it was good to see that we finished second overall this year, but we feel that Head Office employees could have contributed much more. The yawning gap between the scores of the first and second team speaks out loud. Also, the various functional heads/ leaders should participate and show the way, encourage their subordinates to willingly come and participate, in the future years to come, to make the Sanmartini event a Grand Success. It is also our wish that more spectators from HO come to Music Academy to witness the events and encourage the participants.

**Rajesh Jagan**, *Team Apollo*

## A joyful learning

The first and the foremost thing that Quizzers love is not knowing the answers and figuring it out from the questions. The quiz held at Chennai was very well conducted, well organised with different and innovative style of videos, visual, Logo, GK, and buzzer round. Overall, it was a great concept this time as it encouraged one to learn in an enjoyable manner.

**Sargun Preet Singh**, *Team Poseidon*





## A show of effort and passion

This is my first year in Sanmartini and I had the opportunity to participate in two events - “Biz Buzz” and ARLTR.

Business Quiz was conducted really well with a clear set of instructions and rules. The best part was the final with several interesting rounds.

In ARLTR, we got a chance to perform eighth in the order during selection. We enjoyed all the six teams’ performance. The effort and passion from all the teams was so good that it did not allow us to get away from the show. Team Atlas took the event to the next level with huge props.

This effort by all the participants in Sanmartini personally motivated me and I am sure to perform better in Sanmartini 2017.

**V Jaya Vishagan, Team Rhea**

## The fun that is SANMARTINI!

After finishing second overall last year, we at Socrates were hoping to make it count this year. It was a great challenge this time around to get prepared, as the plant was under annual shutdown. To start with “Comm.com” was the usual cocktail that entertains to the core. It was great to see a branch team win the event!

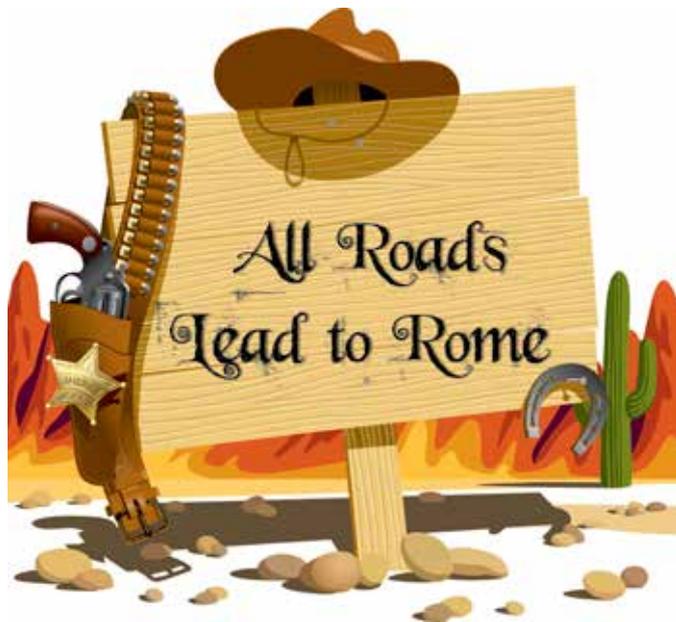
The second event “Biz Buzz” was filled with fun and excitement. With two teams (me in one of them) from Socrates having qualified for the final, the last duel in the last few rounds between one of the teams from Socrates and Apollo was great to watch from the stage itself.

“Talk it Through” is one of the events where Socrates had done well over the years. But we had not won it for the past two years. Despite some tough competition, we managed to come first. In “Convince Me”, the one paper which was shortlisted enabled us to just about hold on to a ‘podium place’ this year.

Though we finished third overall, this year was filled with fun and learning. As always there is next time!

**J Raghunath, Team Socrates**





### The essence of Sanmar culture

Team Poseidon had the opportunity to participate for the first time in “All Roads Lead to Rome”. As an event it demanded not only the concept but also a simple and expressive implementation of “Time Management” mantras in the form of citations that would appeal to each and every individual. And while doing so, we enjoyed each and every moment of it as a team. Even though we had very little time to rehearse and refine our acting skills, all of us did our best to put up ideas that would make each ounce of the act enjoyable and informative.

It indeed was a pleasure for me, having participated in such an extravagant event as it imparted a lot of learning that I would never forget. I really appreciate the efforts put forward by each team to bring out plays that contained a positive message for everyone.

Participating in such an extravagant and diversified event one indeed comes to realise the rich essence of the Sanmar culture, where people work in teams towards achieving a goal and simultaneously cherish each moment of it.

So it is very much recommended for everyone to participate and feel the true feeling of Sanmartini from within.

**Tirthankar Banerjee, Team Poseidon**

### Knowledge, Fun, Talent = Sanmartini

My very first experience with Sanmartini was a memorable one. The exposure and learning was immense. The way in which the events were conducted is also praiseworthy. Sanmartini aims at bringing our colleagues from all over India to showcase their talent on a common platform. It develops our socialising skills, team building, leadership skills and a lot more. We are all occupied with our daily routine job. An event like Sanmartini brings about a change from our routine work and makes us more competitive. It also helps us in getting closer to people within our own company. I got a chance to watch and participate in the event “All Roads Lead to Rome”. The efforts taken by the eight teams were commendable. All the eight teams were unique in their own way. They portrayed the Time Management concept with a lot of humour and extravagant skills. Sanmartini can be summarised as ‘Knowledge, Fun and Talent.’ Hope Sanmar comes up with many more events like Sanmartini so that new talents can be discovered.

**Preetham K, Team Rhea**





## Winning hearts; not just trophies

“All work and no Play, makes Jack a Dull boy”. This very famous childhood proverb that I was aware of did not seem to be of much importance until the transcendence that took place from a College Graduate to being part of one of the most renowned corporate groups in India. My first Sanmartini experience in 2014 left me eagerly waiting to be a part in the subsequent years to come. The best part is that you don't worry about the victory or the failure; it is always about the fun you had that makes things memorable.

After narrowly missing out in taking part in the final of 2015, this year it was with extra confidence and the hunger to perform that I was part of the “All Roads Lead to Rome” team of Midas. A beautiful journey is never short of hurdles and we also had our own share. The initial hiccup was probably the morale booster for all the members of the team, the driving factor to give our best and win it for Karapakkam.

The initial brainstorming happened and we were never short of ideas for the topic “Time Management”. We wanted to portray a concept that would instantly connect with the audience's emotions as well as reflect on something that is a genuine organisational concern. That's when we zeroed in on the “weekly shipment problem in SETL” and addressing the

same by learnings from a professional scenario, that is, the airline industry and something that is naturally present in all the “Mothers and Homemakers.”

Three days is what we all had to come up with the script, fix the characters and eventually perform as a whole. The biggest advantage that Midas enjoyed this time was each team member was a natural performer and the need of dialogues and mannerisms were left for the individual to decide. Once we were set and confident of our preparations we decided to stop our rehearsals and give our best rehearsal on stage.

Even the final had its own share of Drama as we swapped the lot with Team Nyx and voluntarily wanted to go in First. Once we were done with the act and when someone commented to me personally that the “message was conveyed in the most simple and natural manner,” that's when I felt that winning hearts was probably more important than winning trophies. However the icing on the cake was Team Midas grabbing the 3rd place in the event. As I look forward to being part of Team Midas in the upcoming Sanmartinis and having set our sights for the trophy next year, I would like to end by saying, “Sometimes it's the very people who no one Imagines anything of, who do the things that no one can imagine”

**Akshay Karthik, Team Midas**



## Hats off!

It was a pleasure to be a part of “All Roads Lead to Rome” on the topic of Time Management. I learnt about various aspects on the subject as well as effectiveness of team coordination. Presentation from various teams on the same topic impressed me in the perception of different groups.

Participating in this event helped us find out hidden skills like narration, editing, music direction, team participation, and timing. Presenting the information in the way of acting/ skit is a new level of approach to the viewers/ audience.

The arrangements including hospitality, travel etc., were amazing and hats off to the organisers. The judges did a wonderful job. It taught us the importance of practice, which is important in all walks of life. I am already excited to be part of next Sanmartini too.

**B Santhosh Gupta**, *Team Nyx*

## Sanmartini-an exemplary Platform for Employees

In the current scenario, engineers on the whole have been tuned to the demanding business needs which are essential yet stressful. The industry in addition has been demanding a routine work pattern which at times becomes monotonous. It's not hard to get bogged down with the same routine, and confine oneself to a recurring pattern in a never ending rut. Eventually, it just burns us out and we are left with a sense of stagnation and boredom. Amidst engineers searching for a way to get out of monotony, Sanmar employees find Sanmartini as an impeccable ice-breaker. Introspection of an individual's potential becomes very easy on a platform like Sanmartini which is filled with a plethora of talents. It is inevitable for any individual to stay with unchartered talents.

Budding engineers who are in their initial phase of professional life find this platform a boon. Competitive spirit is an attribute that an individual needs to keep honing throughout his life and that is readily offered in Sanmartini with an ethical stage wise evaluation. Communication with employees in various branches which usually remains a telecon transforms into a face to face conversation that naturally increases the levels of rapport. The events iterate the needs for Commitment, Delegation, Excellence, Goal setting, Motivation, Nonverbal communication, Team work and Team building. An individual can carve his own identity only by what he does apart from his routine and this platform has been the very reason for new identities carved out in The Sanmar Group. On the whole, Sanmartini has been enabling the employees to hone their talents.

**C D Nivas Kumar**, *Team Rhea*





## Entertainment with a strong message

Team Zeus participated in “All Roads Lead to Rome”, for the first time in Sanmartini. Roads from Pune and Mumbai unified and travelled a long way to Chennai Music Academy to present a skit on Time Management. Making of skit itself was sheer time management. Balancing daily work with Sanmartini was itself a challenge and a testing ground. Since there were participants from above two locations, it was more like a virtual skit with script and ideas flowing on whatsapp. But distance is never a barrier when it comes to Sanmartini. An act teaching importance of time management to a GET through concepts like: Jar of life and UV light show, would have made an impact on the spectators present there as well. Humour and drama are the best ways to entertain and at the same time convey a strong message to audience. And that makes “All Roads Lead to Rome”, an interesting event of Sanmartini.

**Anup Rajkumar Shukla**, *Team Zeus*



**The Winner takes it all**

## FINAL SCORE BOARD

TEAMS	SCORES
Socrates	580 III
Apollo	895 II
Nyx	410
Midas	395
Atlas	1510 I
Rhea	295
Poseidon	510
Zeus	75



*S Gajendirani and P Manivannan receiving the Sanmartini Championship trophy from Vijay Sankar at the Sanmar Group Annual Day on 16 November 2016.*



True to the Atlas of Greek mythology, the titans of Mettur with their strength and endurance took the onslaught from other teams so well in their stride to win the Sanmartini Championships yet again. Hip hip hooray!



*Sanmartini 2016 - Event Management Team.*

Editorial team: Sarada Jagan, Ramadevi Ravi, Shilpa Senthilkumar, SS Rameshwari, Veena Merrillina J

Designed by Kalamkriya Limited, 9, Cathedral Road,  
Chennai 600 086. Ph: + 91 44 2812 8051/ 52  
*For Internal Circulation Only.*