

From the Editor's desk...

Dear colleagues,

In this issue of Scribbles we are proud to present the awardees – Performance and Long Service. Both the awards are special in different ways.

The Performance award recognises and applauds superior performers; it's such a good feeling that these people have to be recognised for their work in public.

The Long Service award is an opportunity to thank all who have spent long years with the Group. The time and effort that they have invested in their jobs is precious and this award is a way of thanking them for it.

I would like to share two short stories that I read recently and caught my attention.



The Elephant Rope

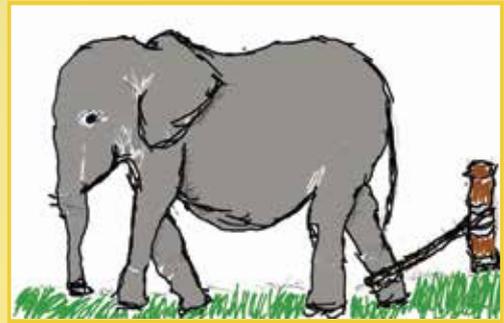
As a man was passing by a herd of elephants, he suddenly stopped, confused by the fact that these huge creatures were being held by only a small rope tied to their rear leg. No chains, no cages. It was obvious that these elephants could, at any time, break away from their bonds but for some reason, they did not.

He saw a trainer nearby and asked why these animals just stood there and made no attempt to get away. "Well," the trainer said, "when they are very young and much smaller we use the same size rope to tie them and, at that age, it's enough to hold them. As they grow up, they are conditioned to believe they cannot break away. They believe the rope can still hold them, so they never try to break free."

The man was amazed. These animals could at any time break free from their bonds but because they believed they couldn't, they were stuck right where they were.

Like the elephants, how many of us go through life hanging onto a belief that we cannot do something, simply because we failed at it once before?

Failure is part of learning; we should never give up the struggle in life.



The Obstacle in our Path



There once was a very wealthy and curious king. This king had a huge boulder placed in the middle of a road. Then he hid nearby to see if anyone would try to remove the gigantic rock from the road.

The first people to pass by were some of the king's wealthiest merchants and courtiers. Rather than moving it, they simply walked around it. A few loudly blamed the King for not maintaining the roads. Not one of them tried to move the boulder.

Finally, a peasant came along. His arms were full of vegetables. When he got near the boulder, rather than simply walking around it as the others had, the peasant put down his load and tried to move the stone to the side of the road. It took a lot of effort but he finally succeeded.

The peasant gathered up his load and was ready to go on his way when he saw a purse lying in the road where the boulder had been. The peasant opened the purse. The purse was stuffed full of gold coins and a note from the king. The king's note said the purse's gold was a reward for moving the boulder from the road.

The king showed the peasant what many of us generally miss: every obstacle presents an opportunity to improve.

Be it Performance or Long Service, nothing comes without effort, learning from mistakes and perseverance.

Good luck to all of us – may we be the winners of the Performance Award for the current year and the Long Service Award too in due course.

Please don't miss an announcement on the next issue of Scribbles – there are contests and prizes to win.

Ciao until the next one,

Ananda Jagann

A time to look back with admiration...

Performance review and management is a continuous process in Sanmar. Top performers are rewarded with performance awards to motivate and recognise their contributions “exceeding expectations”. In Sanmar, performance management system includes both positive feedback for a job well done and constructive feedback when improvement is needed.

Long service awards for 10, 20, 30, 35, 40 and above milestone years of service at Sanmar is a way of showing how much Sanmar values its employees’ loyalty, dedication and individual contributions.

Head Office



Long Service Awardees:

Standing (L to R): *B Visweswaran, G Ravi Chandran, M Kalpana, P Kamesh Raj, SR Vijay, R Sangeetha, Ancy Mathew, N Srinivasaraghavan, RV Rajaraam, G Hemaraj, S Govindarajan, J Sridharan, GVV Ramesh Babu, Dipankar Dey, Sanjay Tanaji Sawant, N Premachandran, M Silambarasan.*

Sitting: *V Sumathi, Sudha Narayanan, S Janaki, Vijay Sankar, RK Ahuja, R Rajanbabu.*

Not present in the picture: *A Souri Rajan.*



Performance Awardees:

Standing (L to R): *S Manjukesan, R Muralidharan, B Venkata Subramanian, Krishnakumar Rangachari, V Srinivasan, M Subramanian, V Balasubramanian, P Govindaraj, RV Rajaraam, Ramadevi Ravi, RK Ahuja, K Chandrasekaran, GVV Ramesh Babu, K Karnan, V Balaji, J Jayan Alex Pandi, Pradeep Vishvanath Chennamale.*

Sitting-chair: *Dr Amarnath Ananthanarayanan, Narayan Sethuramon, PU Aravind, R Ranganajan, B Visweswaran, Vijay Sankar, S Sankaran, CV Subba Rao, Ramkumar Shankar, Sarada Jagan.*

Sitting: *J Mynar Arulraj, V Mahamuniraja, K Dinesh Kumar, S Velu Manikandan, KS Bhavani, P Saravanan, Kumar Sudhanshu, R Rajamurugesan.*

Guests

Guess Who?! Clue No. 1: *She wrote her first story – called Rabbit – age six, and wrote her first novel at age 11.*



Long Service Awardees:

(L to R): B Mahendheren, P Vijayakumar, G Baskaran, Ch Venu Kishan, J Sridhar, V Rajaraman, N Krishnamoorthy, L Peter, P Murali, S Viswanathan.



Performance Awardees:

Standing (L to R): S Vaithyanathan, P Murali, S Subramanian, K Chandrasekar, S Lakshminarayanan, S Iyyappan, N Saravanakumar, Ramkumar Shankar, R Venkatachalapathy, K Kumar, J Sridhar, B Mahendheren, B Mayakrishnan, V Gopinath, R Shakul Hameed, U Ganapathi, R Thirunavukkarasu, S Krishnagopal, R Rex Josebath Pandian, S Ramesh, K Abdul Razak.

Sitting: A Palraj, M Naveenraj, P Muthuraja, A Yasararabath, A Bhagavan, M Selvapandiyan, S Rajesh Kumar, G Prabakaran.

Not present in the picture: A Jaisankar, R Dhamotharan.

Long Service Awardees:



S Sivakumar, Plant Services, Power Plant.



P Rajendran, Civil, PVC.



C Murugan, Accounts, Caustic Chlor.



E Thulasi Rajan, Mechanical Maintenance, PVC.

Mettur



E Vinoth Kannan, Electrical Maintenance, PVC.



V Alagarsamy, Caustic Chlor.



R Selvam, Production, Caustic Chlor.



S Rajagopalan, Production, Cabot.

Guess Who?! Clue No. 2: *She was head girl at her secondary school, but doesn't consider it much of an achievement.*



Performance Awardees:

Standing (L to R): *Damiyan A, M Saravanan, M Siddhar, M Tamilarasan, V Muthu, B Senthil Kumar, P Manikandan, GC Poovarasam, G Prabakaran, R Sivakumar, R Rajesh, D Thamizhchelvan, S Jayaprakash, K Manickam, S Kumar, A Muthu Vijayan, V Raja Vimalakumar, V Alagarsamy, M Jitendran, R Palaniappan, P Sathiyamoorthi, K Ilangkumaran, E Magesh, L Chirchabesan, N Dhivagar, A Muthuraj, S Thangavel, M Muthukumar, R Jayaraj.*

Sitting-chair: *S Mathivanan, Sreenivasacharyulu, Krishnakumar Rangachari, Ramkumar Shankar, S Gajendiran, R Sakkaravarthi, S Karthikeyan, KS Sampathkumar.*

Sitting: *M Sriram, K Sathish Kumar, SN Venkateshkumar, P Vinoth Kumar, M Pravin, C Sakthivel, V Kesavan, B Sivakumar, R Praveen Kumar, J Bharathiraja, K Karthikeyan, K Murali, S Arun Kumar, P Muthukkannan, R Shanmugasundaram, R Lokesh, B Mahendheren, MP Karthick, B Subash, G Subash, T Kanagaraj, T Sivaguru, A Vineeth, K Nares Janarthanan, Nirmal R.*



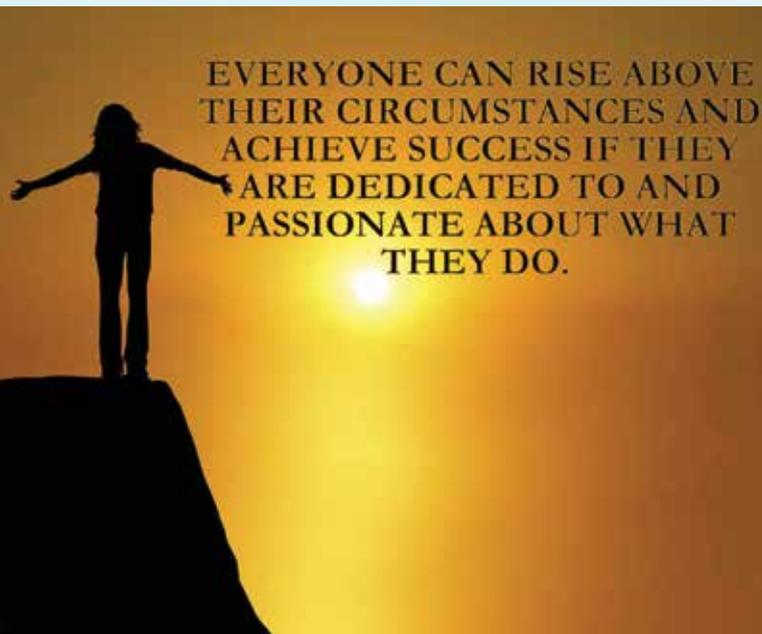
An ounce of performance is worth pounds of promises.

Vedaranyam



Long Service Awardees:

T Kasilingaperumal, K Soundararajan, S Sivasankar, Ramkumar Shankar, G Balasubramanian, B Mahendheren.



Performance Awardees:

(L to R): R Subramaniam, V Muralidharan, Dr Ramasubramanian, Yogeeswara Basappa Gowda, Sankar Jami, Krishnakumar Rangachari, Magalingam, S Munirathinan, V Mahendra Boopathi, Abulkalam Aasath, A Muhunthan, R Jayakumar, G Panneerselvam, G Veeramani, P Sathish, B Mahendheren.

Not present in the picture: R Ramachandran.

**TO ACCOMPLISH GREAT THINGS, WE
MUST NOT ONLY ACT, BUT ALSO DREAM,
NOT ONLY PLAN, BUT ALSO BELIEVE.**

Berigai



Guess Who?! Clue No. 4: *At the age of 25, she became a single mother to daughter Jessica after a short and catastrophic marriage.*



Long Service Awardees:

B Mahendheren, S Kandasamy, N Ravi, N Palanisamy, Ramkumar Shankar, T Sundaresan. A Kandakoumar.



Performance Awardees:

Standing: *B Mahendheren, R Selvaganapathy, T Karunanithy, B Babu Shankar, A Kandakoumar, S Karthick, K Vinothkannan, V Mohan, K Ravichandran, K Ramkumar, A Ramesh.*

Sitting-chair: *N Palanisamy, Ramkumar Shankar, T Sundaresan.*

Sitting: *R Ramachandran, K Manikandan, T Venkatesan, E Ezhilarasan.*



Long Service Awardees:

Sitting (L to R): *R Venkataramani, B Visweswaran, K R Varma.*

Standing: *V Vijayakumar, G Kannan, G Swaminathan, R Murugan, S Palani, S Subramanian, G Sivanupandian, G Aneesh Kumar.*



Long Service Awardees:

Sitting (L to R): *R Venkataramani, B Visweswaran, K R Varma.*

Standing: *Yogesh V Rahevar, MS Mathan, S Jaysankar, G Nanga Goundan, D Ram Prasad Reddy, V Hariharan, N Venkatesan, R Rajesh, R Manivannan, Hiranmoy Roy, M Sridharanarayanan, Amitava Majumder, N Srinivasa Rao, Arvindbhai Talavia.*

Not present in the picture: *V Srinivasan, R Suresh, Vijayaraghavan, J Manikandan.*

Guess Who?! Clue No. 5: She was once invited to visit South Africa by Nelson Mandela, but had to say no because she was pregnant.

Pentair Sanmar Limited



Long Service Awardees:

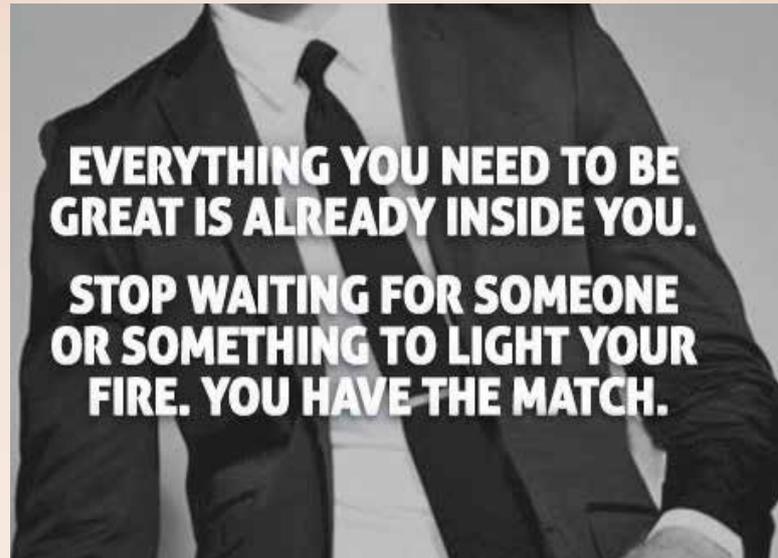
R Surendran and J Padmanabhan receiving their awards from Narayan Sethuramon.

Xomox Sanmar Limited



Long Service Awardees:

(Clockwise from top left): R Ashogan, M Suba Sankar, J Naveen and Nikunj Chandrakantbhai Nakum receiving their awards from Narayan Sethuramon.



(Clockwise from top left): Digambar B Sable, V Kannan, G Saravanan.

Sanmar Foundries Limited



Long Service Awardees:

Standing (L to R): M Raj Mohan, C Palanikumar, I Alexander, V Sasikumar, S Raju, R Sukumar, S Thiraviakumar, V Mohankumar, S Saravanan, M Jeyamurugan, C Sasikumar.

Sitting: V S Ramesh, B Visweswaran, Narayan Sethuramon, K Shankar.

Guess Who?! Clue No. 6: In 2001, she married Dr Neil Murray, a doctor with whom she now has a son of 12 and a daughter aged 10.

The Fable of the Beekeepers and Their Bees

Measuring and recognising accomplishments versus activities and giving feedback to the worker bees often improves the results of the hive.

Here's a story supporting this.

The Story

Once upon a time there were two beekeepers who each had a beehive. The beekeepers worked for a company called Bees, Inc. The company's customers loved its honey and demand for the product was increasing. So Bees, Inc. assigned each beekeeper a goal for increased honey production. The beekeepers had different ideas about how to meet their goal and designed different approaches to improve the performance of their hives.

The first beekeeper established a bee performance management approach that measured how many flowers each bee visited. At considerable cost to the beekeeper, an extensive measurement system was created to count the flowers each bee visited. The beekeeper provided feedback to each bee at mid-season on his individual performance. The beekeeper created special awards for the bees who visited the most flowers. However, the bees were never told about the hive's goal to produce more honey so that the company could increase honey sales.

The second beekeeper also established a bee performance management approach but this approach communicated to each bee the goal of the hive for increased honey production. The beekeeper and his bees measured two aspects of their performance: the amount of nectar each bee brought back to the hive and the amount of honey the hive produced. The performance of each bee and the hive's overall performance were charted and posted on the hive's bulletin board for all the bees to see. The beekeeper created a few awards for the bees that gathered the most nectar. But he also established a hive incentive program

that rewarded each bee in the hive based on the hive's overall honey production. The more honey produced, the more recognition each bee would receive.

At the end of the season, the beekeepers evaluated their approaches.

The first beekeeper found that his hive had indeed increased the number of flowers visited, but the amount of honey produced by the hive had dropped. The Queen Bee reported that because the bees were so busy trying to visit as many flowers as possible, they limited the amount of nectar they would carry so they could fly faster. Also, since only the top performers would be recognised, the bees felt they were competing against each other for awards. As a result, they would not share valuable information with each other that could have helped improve the performance of all the bees (like the location of the flower-filled fields they'd spotted on the way back to the hive). As the beekeeper handed out the awards to individual bees, unhappy buzzing was heard in the background. (After all was said and done, one of the high-performing bees told the beekeeper that if he'd known that the real goal was to make more honey, he would have worked completely differently.)

The second beekeeper, however, had very different results. Because each bee in his hive was focused on the hive's goal of producing more honey, the bees had concentrated their efforts on gathering more nectar in order to produce more honey than ever before. The bees worked together to determine the highest nectar yielding flowers and to create quicker processes for depositing the nectar they'd gathered. They also worked together to help increase the amount of nectar gathered by the poorer performers. The Queen Bee of this hive reported that the poor performers either improved their performance or transferred to hive #1. Because the hive had reached its goal, the beekeeper awarded each bee his portion of the hive incentive payment. The beekeeper was also



surprised to hear a loud, happy buzz and a jubilant flapping of wings as he rewarded the individual high-performing bees with special recognition.

Activities vs. Goals/ Targets

While the story may seem to simplify performance management, it illustrates the importance of being clear on what are goals (honey production) vs. activities or means to achieve the goals (visiting flowers).

If an individual is not clear about this, he / she can think that they have performed by just completing activities (like the bees with the first beekeeper) and wonder why their performance was not appreciated or rewarded.

Our Key Result Area (KRA) document is expected to help us in understanding this clearly.

Activities are actions that we need to perform to get results.

Doing these does not mean the goal is automatically achieved and that one has performed. Many such related activities when performed well and consistently help in achieving the goal.

Outputs are results of performing the activities

Outputs are expected to achieve the goals/ targets set and the means to achieve this are the measures to achieve that are given in the KRA document.

In order to aim for a performance that exceeds expectations, it is important to be clear on the

- End result expected—the quantum, timeline, quality etc.
- Means to achieve these goals—things that we need to do to reach the goal. This then should be elaborated with a plan on how each of these will be done month on month. Thus, these actions required could become the monthly targets.

Sometimes, when a system, discipline, process needs to be established and institutionalised, certain activities may be given as KRAs. But let's be clear that this has been done to achieve a goal. They are not the goal in itself.

Some questions for you to ponder:

- a) Are you clear of your business / function and your own goal?
- b) Are you able to understand how your goal contributes to the goals at the next level and the next?

- c) Are your means to achieve clear to you?
- d) Do you plan your monthly activities based on the means to achieve and the target?
- e) In a month, how often do you review where you are vis-à-vis the target?
- f) How often do you seek support from your boss and peers to help you?

Some questions for those who have people reporting to them to ponder (assuming you are clear of your goals and means to achieve)

- a) Do you sit with each member of your team, every month, to agree on the targets and the activities for the month?
- b) Do you review with each member periodically?
- c) Have you been able to resolve his / her problems?
- d) Have you been able to contribute when the person needed support?

When the goals/ targets are clear, the means to achieve when done add up to achieving the goal, the answer to achieving or performing lies in planning, systematic execution, reviewing and correcting (when required).

I hope the above helps each reader in introspecting about their performance, as individuals, managers or leaders, and stepping up their performance.

It's my dream to see an issue of Scribbles with several pages filled with people who have won Performance Awards and I am confident that the talent we have can make it a reality very soon.

All the very best.

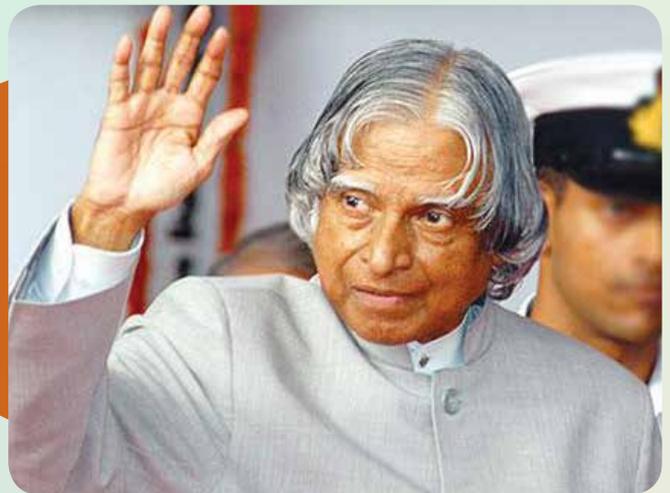
Ananda Jagan

Successful people who overcame



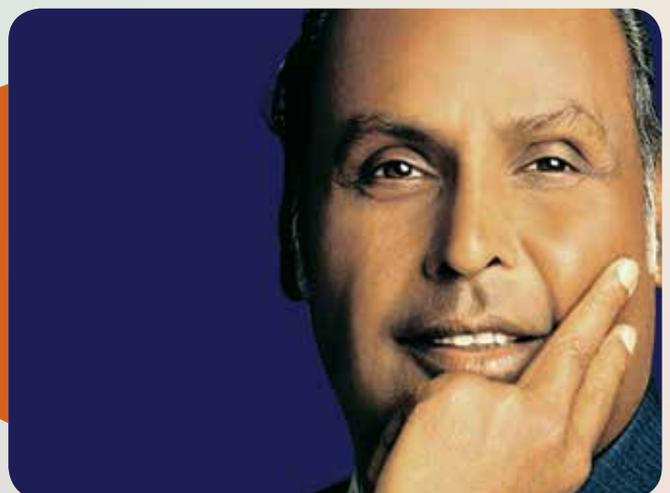
Narendra Modi, a common man, selling tea for a living, born into a humble family with limited means is the Indian Prime Minister and one of the most talked about leaders internationally.

APJ Abdul Kalam, hailed from a humble background - was instrumental in India's step towards nuclear energy and went on to become the 11th President of India.

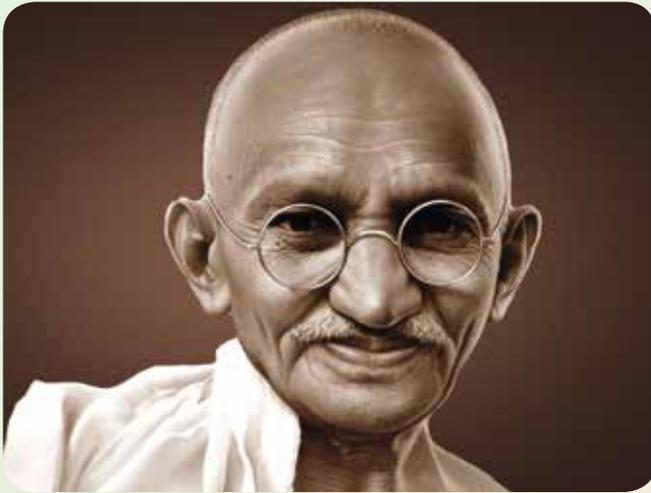


MS Dhoni, a young boy with big dreams, worked as a railway ticket collector before he became a country's pride and India's World Cup winning captain.

The late **Dhirubhai Ambani**, a gas station attendant who didn't let his circumstances dictate his destiny is amongst India's most famous sons and one of world's greatest entrepreneurs.

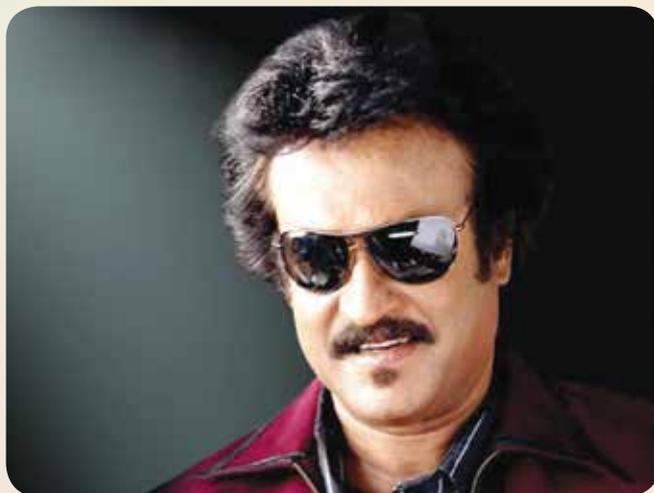


huge obstacles to get there.



Mahatma Gandhi was a barrister by profession and was unable to cross question his witnesses. He fought for India's independence with his Satyagraha movement and won us freedom from the British rule.

Dipa Karmakar, the first Indian female gymnast ever to compete in the Olympics in 52 years, developed an arch in her otherwise flat foot through extensive training. She was eight months without practice before the World Championships, but she learnt the Tsukahara in record three months time, something her peers had been doing for at least three years.



Rajinikanth, a simple bus conductor who became arguably the epitome of super-stardom and one of the most famous names in Indian film history.

Born to a bus driver and hailing from a rural background, **Sushil Kumar** is one of such few wrestlers who in less than a decade became the face of Indian wrestling. He is the first Indian to have bagged two Olympic medals in 2006.



Guess Who?! Clue No. 8: *In 2011, it was announced that she had become the first female billionaire novelist.*

Successful people who overcame huge obstacles to get there.

Dr BR Ambedkar, born in a poor family belonging to Mahar caste, at a time when India under the British rule was haunted by the gruesome caste system, he went on to educate himself, fought the monstrous caste system and untouchability to become the principal architect of the Constitution of India.

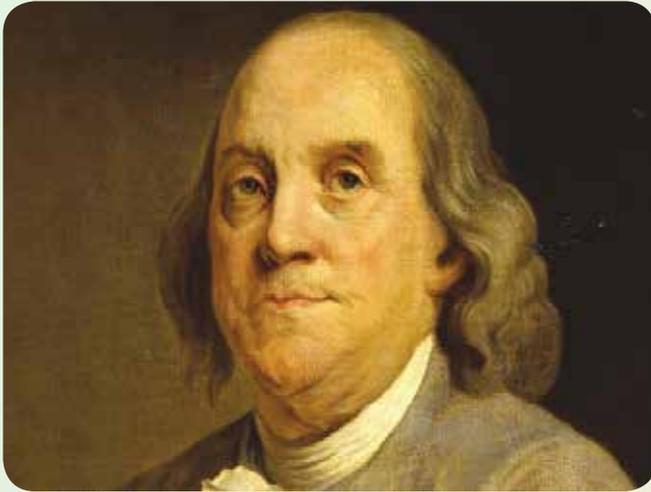


Mansoor Ali Khan Pataudi, a cricketer since childhood, lost one of his most important assets - his power to see, with one eye permanently damaged in a road accident. Pataudi did not give up and is regarded as one of the greatest captains India has ever had.

Sandeep Singh Bhinder is said to have the best speed in the world in drag flick (speed 145 km/h) in hockey. Singh was seriously injured after being hit by an accidental gunshot and was almost paralysed and on a wheelchair for two years of his life. He not only recovered from that serious injury, but also established himself again in the Indian hockey team.



In the middle of 2009, **Brian Acton** was the software engineer that no one wanted to hire. He teamed up with another Yahoo alum, Jan Koum, and built the Whatsapp that has not only dominated cloud-based messaging, but is also used all over the world. Whatsapp was acquired by Facebook in 2014 for about \$19 billion USD in cash and stock, making Acton's net worth around \$3.8 billion.



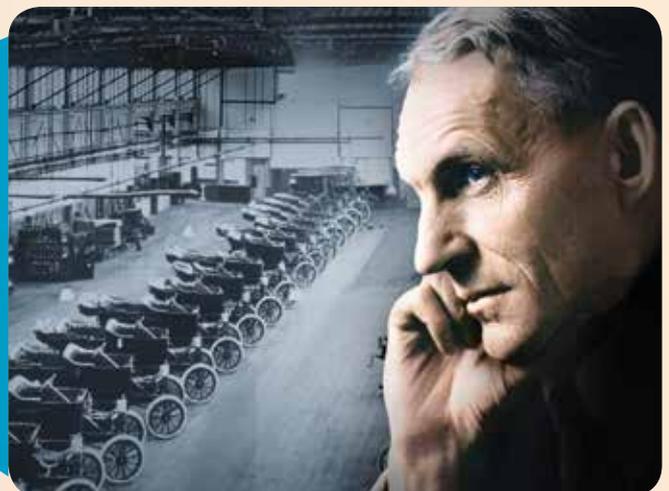
Benjamin Franklin dropped out of school at age ten. He taught himself through voracious reading, and eventually went on to invent the lightning rod and bifocals and he became one of America's Founding Fathers.

Helen Keller, the first ever to earn Bachelors in Art, a political activist and a celebrated author in America, was both blind and deaf. She was one of the leading hands in founding American Civil Liberties Union.



Thomas Edison, the famous American is attributed with failing over 10,000 times to invent a commercially viable electric light bulb, but he didn't give up.

Henry Ford, of the Ford Motor Company, one of the most successful automotive companies of all time, failed twice but he did not give up, instead revolutionised the automobile industry, pioneering the concept and notion of an automobile in every home.

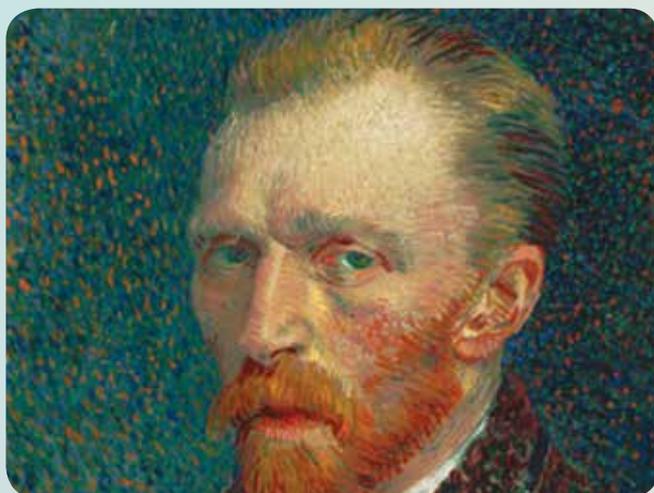


Walt Disney who has affected generations to come with his cartoon creations, was once considered a failure because he “lacked imagination and had no good ideas.” The early failures in Disney’s life didn’t dissuade him from moving forward but it laid the foundation for a successful career.



Jack Ma's company, Alibaba did not gain success overnight. The richest man in China, worth billions today, faced a lot of rejections. When none of the banks wanted to work with him, he created Alipay and today, 800 million use Alipay.

Bill Gates, the richest person in the whole world couldn't make any money at first. His first company Traf-O-Data wasn't a roaring success, but it was seminal in preparing him to make Microsoft's first product a couple of years later.



Van Gogh is considered one of the greatest artists of all time, yet sold one painting the entire time he was alive. Even though he made no money, he still painted over 900 works of art.

Scribbles Visual Special

Drawing & Photography Contest



Contest	Age Group	Topics
Drawing/ Painting	3 to 6 years	My favourite fruit /vegetable (category 1)
	7 to 10 years	My school (category 2)
	11 to 18 years	My favourite sport (category 3)
	18 years & above	My vision for India (category 4)
Photography	18 years & above	Festivals of India

**Submit your
entries
on or
before
15th Nov 2017.**

Rules and Regulations

Drawing/ Painting

1. Participation is open to children of employees in the first three categories.
2. Employees, their spouses and children can participate in category 4.
3. Paintings/drawings should be of A4 size.
4. It should be an original work of art - could be water colours, oil painting, pencil sketch, charcoal drawings or any other suitable material.
5. The participants are expected to write a description of their submission, in 2-3 lines.
6. Each individual shall submit no more than one entry.

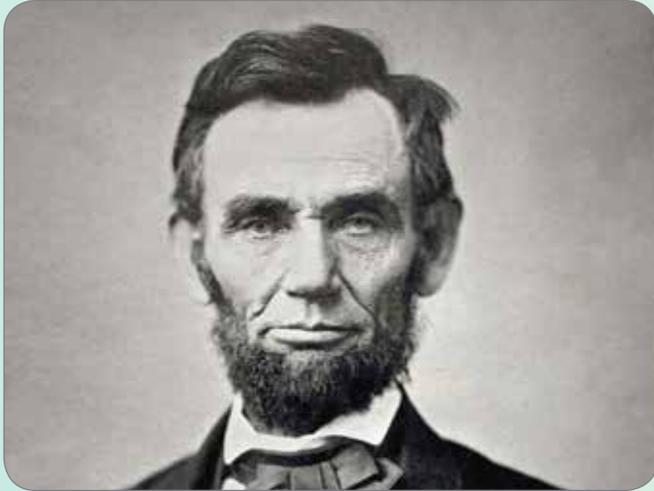
Photography

1. Employees, their spouses and children (above 18 years) can participate.
2. Photographs submitted must be at least 640 pixels, and should be of 1 to 2 MB size. Photos must be in JPEG format. Alternatively, photo prints can be submitted.
3. Basic editing, including colour enhancement, the use of filters and cropping of the photo(s) is acceptable, but such editing should not affect the authenticity and genuineness of the photo(s).
4. The participants are expected to write a description of their submission, in 2-3 lines.
5. Each individual can submit a maximum of 3 entries.

General:

1. One winning entry shall be selected under each category.
2. All entries will be published in the next issue of Scribbles.
3. Contributions shall be submitted to the location HR, who will be responsible for sending them to the HO.

Successful people who overcame



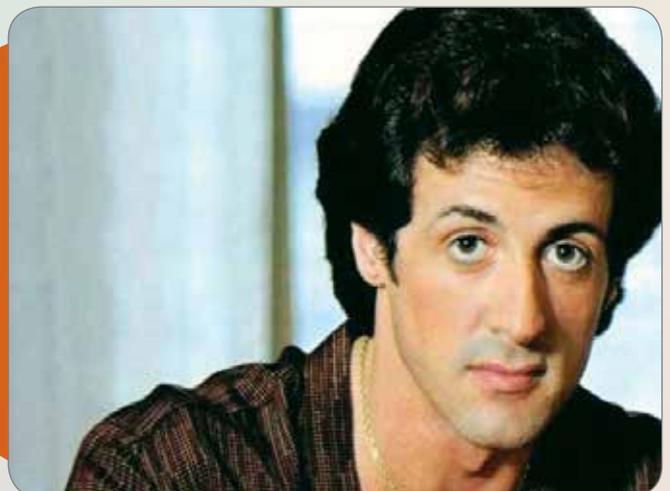
Abraham Lincoln, the greatest US President and one of the most respected leaders around the world, was born in a room cabin to a carpenter.

Steve Jobs was given away for adoption by his biological parents, and he dropped out of college as his foster parents were unable to pay for his higher education. He used to return Coke bottles for money and live on free meals at the Hare Krishna temple. He went on to become the CEO of Apple Inc. with his innovation changing the world rapidly.

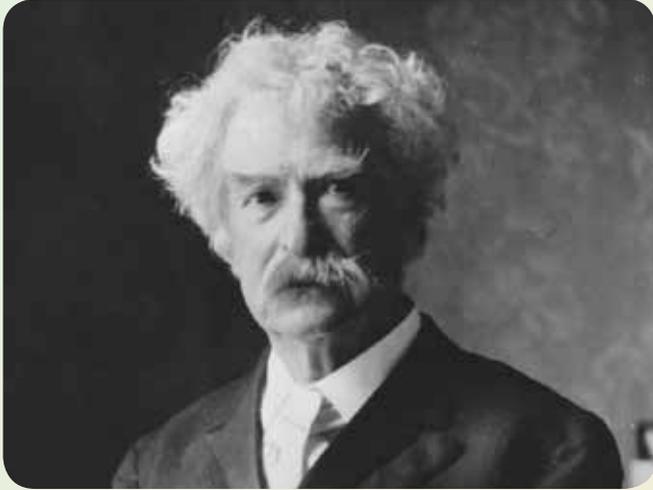


Oprah Winfrey, the queen of daytime talk shows was born to a single teenage mother and raised by her grandmother in a farmland. She has been a victim of child sexual abuse but went on to become famous with her TV talk shows. She is worth \$ 2.4 billion.

Sylvester Stallone, the Hollywood super star was the son of a hairdresser and an astrologer. An accident during his birth paralysed parts of his face, his parents got divorced, he failed many auditions, was homeless for 3 days and slept in a bus terminal in New York. He wrote, directed, acted in Rocky and became an overnight sensation.



huge obstacles to get there.

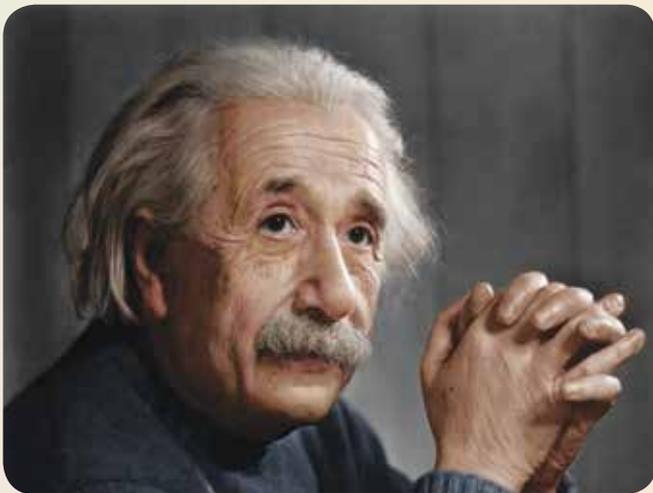


Mark Twain was the iconic author of many beloved American classics like *The Adventures of Tom Sawyer* and *Huckleberry Finn*. Although Twain was thought to be one of the most brilliant literary minds of our time, he was also said to have suffered from bipolar disorder and other mental disorders.

A prolific artist and Austrian composer **Wolfgang Mozart** created a string of operas, concerts, symphonies and sonatas that profoundly shaped classical music. Mozart seemed to have suffered from a spectrum of neuro-behavioural disorders such as Tourette's syndrome, autistic disorder, Asperger's syndrome, attention deficit hyperactivity disorder and obsessive-compulsive disorder.



Researchers in the UK believe that **Albert Einstein**, the eminent scientist and physicist, displayed classic signs of Asperger's syndrome, and his eccentricity, social ineptitude in early and later life, obsession with complex topics and passionate attitude as definite traits.

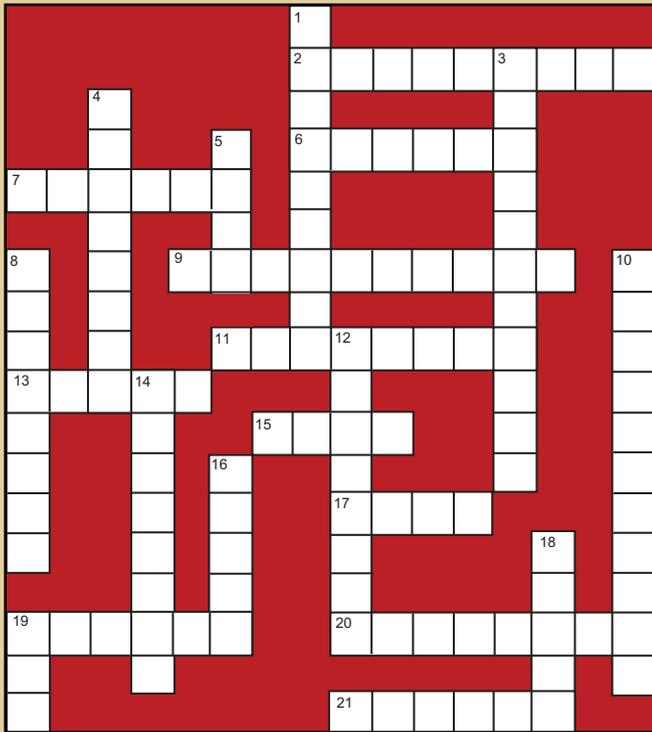


Guess What? Where?

Located in South India, this is the single largest monolithic statue in all of India, sculpted by a group of artisans from a single piece of stone. Identify this monument and send in your entries to scribbles@sanmargroup.com



Crossword (Level - Easy)



Sudoku

	3					9		
		6						
			2	4	1		3	
			9			7		
					2			4
	8			7			2	
8	5							
	9		7		4			
					6			1

Guess Who?!



She is Joanne Rowling, who writes under the pen names JK Rowling and Robert Galbraith, a British novelist and screenwriter who wrote the Harry Potter fantasy series. The books have won multiple awards, and sold more than 400 million copies.

Across

- Can't stand waiting for anything (9).
- Doesn't lie or cheat (6).
- The opposite of rude (6).
- Doesn't keep promises (10).
- Friendly and active (8).
- Doesn't like to spend money on other people (5).
- Nice (4).
- Never says 'please' or 'thanks' (4).
- Another word for cheap (6).
- Never changes his/ her mind (8).
- Wants everything (6).

Down

- Cheats and lies (9).
- Smart (11).
- Keeps promises (8).
- Another word for cruel (4).
- Always on time. Never late (8).
- Works hard (11).
- Shares with people (8).
- Thinks he/she is better than other people (8).
- Makes people laugh (5).
- Gets angry or depressed easily and often (5).
- Doesn't like speaking in public (3).

Do you know my name?

(Sep - Oct 2017)



Secretary bird, Africa
(*Sagittarius Serpentarius*)
Congratulations to our first correct respondent:

R Lawrence,
Chemplast Sanmar, HO.

4	2	3	8	9	6	8	5	7	1
6	9	3	4	5	7	8	3	8	2
8	5	7	1	2	3	4	6	9	9
3	8	9	4	7	5	1	2	6	6
7	1	5	6	3	2	8	9	8	4
2	6	4	1	8	6	1	8	7	3
6	7	8	7	8	2	4	1	6	5
5	4	3	8	9	3	8	9	2	1
1	3	2	5	6	7	9	4	8	8

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9, Cathedral Road,
Chennai 600 086. Ph: + 91 44 2812 8051/ 52
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Editorial team

Sarada Jagan, Ramadevi Ravi, Shilpa Senthilkumar, Harini Sekar