



From the Editor's desk...

Sanmartini just completed the 11th edition. I still remember the year in which it was conceived. It was just one of those days when I thought why not something different to get people together, spot talent for further development and also have fun, outside of the regular work pressures!

It is quite nostalgic to think of the level of participation we got at the very senior levels, many of whom went onto head various businesses in the group. The seniors were not shy to participate, not afraid to be caught not knowing something, not scared to lose. The participation mattered the most! So did the team winning! It used to be like India vs. Pakistan cricket match sometimes! The quality of participation, and the mentoring of the youngsters, the breaking of barriers across the hierarchy, to name a few were the big advantages. Bala of SRSTI in his article reminisces about this and more.

Over the years Sanmartini has meant different things to people – the spirit of doing something outside of regular work remains. The spirit to showcase talent has grown over the years, so has the creativity. But I miss the participation of the seniors. I miss the mentoring of the youngsters, the mingling across levels, the practice sessions where the young and the old sit together debate and arrive at what they would like to present. Sanmartini provides platforms to do this and I hope the leaders and managers make use of it.



We used to have some events in the Music Academy main hall. Now even the Mini Hall is empty! What about encouragement to those who participate? There is so much of reverse feedback and communication that happens in the events. Why are leaders missing those inputs?

This time the quality of the performances was significantly superior in every event and my congratulations to all participants – over 1200 of them! Kudos to all the teams – the scores may not reflect the quality of work and how close the contests were.

This issue of *Scribbles* has 44 pages, one of the highest. I'm very happy about the number of people who have shared their thoughts. Thank you. Congrats to Leena, Harini and Vinodhini (of Kalamkriya) for putting together a very interesting issue. We have perspectives from captains, mentors, participants, others and the HR coordinators – like 360 degree feedback!

The edition of Sanmartini has been challenging in terms of creating the events – a lot of thought and hours went into it and I am happy that many have expressed that they enjoyed the event. I did not think it was feasible to carry this through, given the several work priorities that came our way. This has proved that 'where there is a will, there is a way'. One of the few Sanmartinis in the last few years where there was no postponement of dates. We were determined to see this through. Whatever it takes needed to get done!

I must mention the effort put in by Sai Rameshwari prior to each event, and particularly the ones in which I had to create the content. I pushed her up the wall on many an occasion! Sai, thank you for taking it with a smile!

Thanks to the support of the HR and Administration teams before and on the day of the events and CTD for handling the huge number of travel bookings for these events. Everything went off without a hitch.

Lastly (but not least), thanks to Jagan for helping me in the back-end and front-end (as a judge), and putting up with my tensions and moods over these months.

Ciao until another edition of Sanmartini, with much more...

Aarada Jagan



Sanmartini 2019 - Events at a glance

17-Aug-2019	Talk it Through	Debate on Management Topics
6-Sep-2019	All Roads Lead to Rome	Variety entertainment on a Management Topic
13-Sep-2019 14-Sep-2019	Convince Me	6 different events testing presentation skills
11-Oct-2019	Biz-Buzz	Business Quiz
19-Oct-2019	Cricket Medley	Games testing different skills, communication and teamwork

Sanmartini 2019 - Score Card

Teams	Talk it Through	All Roads Lead to Rome	Convince Me	Biz-Buzz	Cricket Medley	Total
Socrates						
Apollo	250		335	155		740
Nyx		50	360	130		540
Midas	175	300	210	280		965
Atlas	255	430	920	30	400	2035
Rhea	85	75	-100		200	260
Zeus		200	100	60	300	660
Poseidon			260			260

Talk it Through

Excitement channelled with discipline

I have always been wondering, what makes one better at what he or she does. Is it talent? Or is it perseverance? Or is it dumb luck? I don't believe in the above qualities, but what I believe is that people with different perspectives make us good at what we do and this is exactly what happened with me at Mettur. When a whole bunch of people came to a single room, from different cities, background and college and of course work experience, something in the air changed. There was excitement but, channelled with discipline. There was doubt whether we could pull this off but, we tried our best. We debated several times on the ideation itself. Then we worked on the script and then on the delivery. All of this was accomplished as a team. There might have been only two people who went on stage that day for the finals but, the credit goes to the entire team Atlas.

V Ganesh, *Team Atlas*.



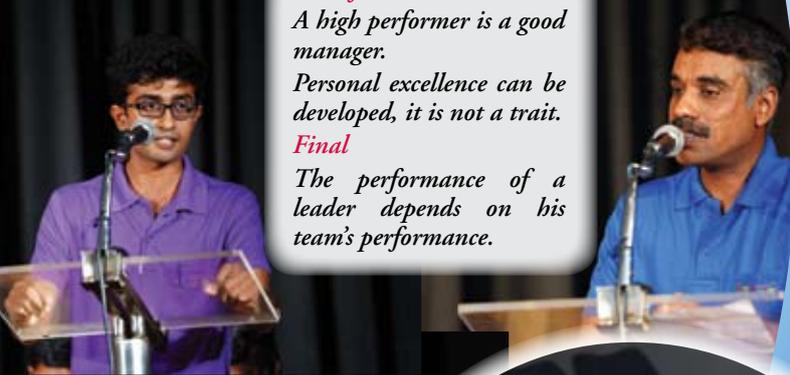
Semi-final

A high performer is a good manager.

Personal excellence can be developed, it is not a trait.

Final

The performance of a leader depends on his team's performance.



Significant number 3

Winning this year's best speaker (II place) in *Talk it through* is all the more special to me. This is the third consecutive year that I am winning a prize for this event. Also, Apollo is the third team I am representing in *Talk it through*, having participated for Atlas (2013) and Socrates (2014-18). Despite doing well in the finals with my teammate Capt Santosh, the team prize remained elusive. That shows the tough competition and the high standards set for the event.

J Ragunath, *Team Apollo*.



Participants	
Prelims	Finals
219	12



M Krishna, Team Midas



J Ragunath, Team Apollo



V Ganesh, Team Atlas



Team Atlas



Team Rhea

A debate of a different kind judging participants' ability to communicate, present issues and think logically on one's feat.



Team Apollo

I believe people with different perspectives make us good at what we do.



Passion of public speaking

Public speaking tops the list of things people fear the most according to a latest survey. It beats sickness, stress, financial ruin, flying and even death. The way to alleviate your fear is by knowing what you speak and believing that you are there to add value to the audience.

Preparation and practice are the initial steps to an effective performance. Start with practising in front of the mirror.

An instant euphoria

This was my second stint in Sanmartini, and for my friend Sumeet, it was his first time who, is a fresh graduate from Mumbai University. It proved to be an excellent platform to promote our talent in communication and also to perform on stage.

It started with a preliminary round which had around 30 participants out of which 2 teams were selected for the final. The prelims was nail-biting as each participant gave his best.

There is no better judge of your performance than yourself.

Speak with confidence and intent, it is your speech and no one is better prepared than you. Do not linger over mistakes done on stage. Unless it is a huge one (like the stage collapsing), it is possible that the crowd did not notice at all. Forgetfulness is a national disease and you are bound to forget some points. Do not pause trying to

remember; proceed with the speech. If you remember later, try to incorporate only if it is contextually relevant.

The most integral part of public speaking is to accept criticism, even if it is impolite. This means that people have listened to what you had to say and are giving areas of improvement for your next performance.

Raman Janardhan, B Gautham,
Team Apollo.

We were mentored by J Naveen, M Suba Sankar, G Muralidharan and B Narasimhan to whom we are grateful.

The experience at Chennai was totally a different ball game, all the inquisitive and sharp minds of the Sanmar family had gathered. We got an opportunity to interact with the top management, to share ideas and garner knowledge at various levels.

Winning any position at the event was not our priority but, making an impact was. Luckily our team won the 3rd prize. It was an instant euphoria for us as people started congratulating us. This made us realise that we were successful in creating an impact. In all, it was an indelible experience and a moment to be cherished forever.

Kausikaraajan Varatharaajan,
Sumeet Tejpal Devadiga,
Team Rhea.



The way to triumph

It was a great opportunity for me to mingle with everyone, since I had been struggling to adapt to the Sanmar culture. Initially, I had a lot of fear facing and talking in front of our own people but, Manivannan, the leader of Team Atlas was our backbone in this competition. Initially, I never thought that I would win but, with team support and continuous practice, I won. And I learnt to convey my views within a particular time. I could understand my quotient of intelligence in the question and answer round. And I was very happy that I won, which I never expected as I was competing with my super seniors. I gained a lot of recognition in Mettur division. This gave me the urge to participate in all the competitions.

R Ganesh, *Team Atlas*.

Simply amazing

“The end is not the objective but the journey itself.” The same went with the *Talk it through* event because the preparation was more insightful and exciting than the event itself. My last year’s win was a big boost this year. Initially, we were of the notion that the event is going to be about giving counter arguments to your opponents. But that wasn’t true. This was a more wholesome and well organised format of a debate as opposed to the loud arguments we usually see. The thrill before and after every round was priceless. By sitting on stage and watching other members give their point of views, I was amused to see the thinking and creativity people had. Preparing for the semi-finals and finals with my partner Bhalamurali was quite an experience. It was great to see his out-of-the-box thinking and enthusiasm right from the start and it was his confidence that helped me fetch the best speaker award. At the end of the day,

even if we were not in the top 3, we learned a lot. The mix of emotions I got during debate was simply amazing. One moment I felt so nervous, the next moment I was confident and I think that was the beauty of this debate competition. Things won’t always go our way but in everything we go through, there is always something to learn. It was such a humbling experience that right now, I feel really motivated to do even better next year.

M Krishna, *Team Midas*.

Corrigendum

Few names of the awardees were missed out/ printed incorrectly in the September-October 2019 issue of *Scribbles*. The following are the awardees whose names were missed out:

Karapakkam

Long Service Awardees:

Not present in the picture: Narendra P Nemade, Gopal Rao R Rawoor, Santosh Kumar Singh, Vadgama Mayur Kumandas

Performance Awardees:

Not present in the picture: A Senthilmurugan, N Ganeshan

The error is regretted.

All Roads Lead to Rome

Participants

Prelims	Finals
130	60

Topic

Back to Basics – Getting the Roots Stronger

A measure of excellence is consistently meeting commitments. Today, in our businesses / functions, it is observed that the focus on getting the basics right and making sure that it works as it should, requires a lot of attention. Hence, the relevance of the theme Back to Basics – getting the roots stronger.



A variety entertainment programme testing the participants' creativity, teamwork and impactful presentation skills.



Team work leads to victory

This is my first year with The Sanmar Group and my first stage performance. Employees at Mettur encouraged me a lot and also, we as a team had an excellent understanding which made us walk towards victory. I am very happy that I could contribute individually by winning 3rd place as the best performer. I would like to take this opportunity to thank people who trusted me and gave me the lead role in the play. I hope to get another opportunity next year, to write one more article for *Scribbles*, Sanmartini special issue.

M Prasanth, Team Atlas.



Team Atlas



C Vijayakumar, Team Rhea

Best Performer



Team Midas



S Dominic Felix, Team Nyx



Team Zeus



M Prasanth, Team Atlas





All
the world's
a stage





Our journey towards success

Our long drawn journey in *All roads lead to Rome* is the one, which created memories that will last a lifetime. Coming from a sales branch and participating in this competition itself an achievement; winning is just the cherry on the cake. The theme 'Back to Basics' was quite a thoughtful one.

The preparation for the event started 5-7 days before the finals. There were a number of participants like Dharmendra Bhai and myself who had lost same event last time. The remorse of losing and the experience of participating last year was also something that motivated us for outperforming ourselves.

Clarity on the theme was got with discussions on how the

skeleton of our drama would be. Everyone came up with ideas including having an actor, a cricketer, a scientist, a businessman, a dancer and so on. Looking at the feasibility of framing the script and the inclusion of variety to meet the criteria, we brainstormed and finalised the characters. However, since each one of us had to have regular visits to our customers, we could practise only in groups. We had to add a dance, easier one was what we had practised for a wedding. Not only did it add to the humour, but also to the variety which we missed last year.

The day of the event had finally arrived. We all decided that we don't have to win it, just do better

than what we did last time. This kept us light-minded. When we performed on stage, it was well accepted by the audience.

Aslam as Rajnikanth was without a doubt, the most loved character. To add to our joy, Sarada Jagan ma'am gave our performance a standing ovation; we felt that we had won the prize. Our journey from a team with many constraints and a history of losses to a team which received a standing ovation from Sarada ma'am and the third prize was a fabulous one. Thanks to all my team members for making it the most amazing Sanmartini event.

Anandpratap Rajkaran Singh,
Team Zeus.

Back to basics – getting the roots stronger

Well begun is half done. Our GETs from Atlas succeeded in *Talk it through*, which in turn created an expectation on the next team to continue the success, like the game Kho-Kho. Success needs effort but retaining the success achieved requires more effort.

Why back to basics? Should we get rid of technology and go back to rudimentary practices? We listed out the basics in a business function. We analysed why deviations occur in business in spite of rules and regulations.

It revealed that mere knowing and applying the rule is not enough. The logic and purpose behind the rule must be known and appreciated by the employees. In our Indian constitution, there are many articles. But the true spirit of the constitution can be interpreted from the Preamble. We applied this concept in our skit.

It was a great experience to mingle with employees across the Group. We received a standing ovation from Sarada Jagan madam which kindled

We all decided that we don't have to win it, just do better than what we did last time.

our rapacious desire to retain the championship forever.

In our team, the contributions of our GETs are priceless. They helped the team achieve success for the fifth consecutive year. Our plant heads across locations gave their valuable inputs. I thank each and everyone who contributed to our victory.

RN Srinivasan, *Team Atlas.*

Purpose of the journey: not destination but the path

‘Back to Basics’, an abstract topic to concoct a play, that’s what I thought before penning the story. I understood that blithe accusation of a system will be cringed upon, so rationalisation of the views is important and that avoids the blurring of the line which separates constructive criticism and mocking. I sat with my teammate Krishna to pen the story. But there was a point when we hit the cul-de-sac where we could not relate it with the theme and then every team member hopped in and together we squabbled a lot, but at the end it all came together

well and now we cherish those moments. On the whole ‘Back to Basics’, might look simple but it is a powerful rewind button as it calls for the fundamental answer for why we started it and what is its purpose. It helps us step out of the situation and look at the problem from a different perspective and we took it as the crux of our play. I thank my teammates for their unstinting support. The purpose of the journey is not the destination but the path itself. Speaking of which, it was bliss.

D Bhalamurali, *Team Midas*.



Reap what you sow

“Even the smallest act you do, do it with all your heart you will be rewarded.”

This year’s *All roads lead to Rome* will be cherished in our memories for a long time. Lots of practice sessions, different thought processes, improvisation and continuous effort was remarkable from the entire team. Each and every participant of this event learnt the art of working in a team and contributed to the skit. It was a feel good factor as ‘Back to Basics’, was our foundry theme for this financial year which helped us relate well to think on the concept of the skit and was a great platform to communicate

the message to the employees in the plant. Each and everyone had a very small role to play in the skit but only the perfection yielded results. My life lesson from this event is even the smallest thing you do, put in all your heart and soul and do it, you will reap the benefit. This is my first individual award in this event. Being awarded in the stage always had a great impact to be motivated and be geared for the other events. I dedicate this award to the entire team as they DESERVE IT for the quality of efforts they have put in.

S Dominic Felix, *Team Nyx*.

Good basics for endless options

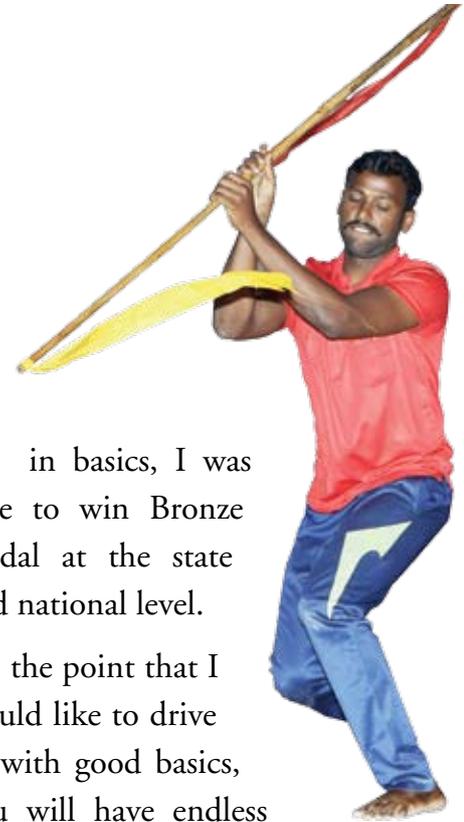
At the age of 8, I learnt Silambam from my uncle in a playful manner. I used to just twirl the stick without any proper training. On a fine day, I took part in a Silambam competition with some boys from the neighbouring town. I lost pathetically with bruises all over my body. When I was 11, I started formal Silambam training. In 2007, when I was in grade 7, Silambam was first introduced in the state level games. As there were not many participants in Silambam, the government disqualified Lalgudi Educational district. In the meantime, Tamil Nadu government appointed my school gymnastics teacher to raise awareness in Lalgudi. He, along with my uncle started training me and other trainees as per the new laws of Silambam which has many variants in each region of Tamil Nadu.

In 2008, 43 of us including 3 women, from Lalgudi

Educational District participated in Silambam Zone meet. The participants were categorised according to their body weight, just as in Boxing and Wrestling. All of us failed to qualify. My uncle carefully noted the mistakes and started training me with full-fledged attention.

In 2009, 7 of us from Lalgudi Educational District won the Zone meet and qualified for the state-level competition where I secured Bronze medal in the under 45 kg category. I was the only one from my team to participate in the 2010 National meet which was to be held in New Delhi. Unfortunately, as I was in grade 10 then, my parents didn't allow me to participate.

Then I moved to a private school at Trichy which didn't support Silambam. My P.E.T convinced me to learn and get trained in Fencing. So I learnt fencing from basics and won at the Zone meet. As I was strong



in basics, I was able to win Bronze medal at the state and national level.

So, the point that I would like to drive is, with good basics, you will have endless options. Never confine yourself, keep exploring your potential.

I take this opportunity to convey my heartfelt gratitude to Sanmar and the team behind Sanmartini for giving me a platform to showcase my Silambam skills. Not to miss out *Scribbles* which has provided a medium to ink my thoughts.

C Vijayakumar, *Team Rhea*.



Our teams came up with their own songs for *All roads lead to Rome*. The songs were set to tune and performed on stage. Here are the lyrics penned by the poets among our participants keeping in mind the theme and the organisational context.

Socrates

Welcome Welcome GA.... All are welcome
welcome GA....

Welcome Welcome GA

All are welcome welcome GA...(All)

Welcome, Welcome, Welcome, Welcome, Welcome,
Welcome

All are Welcome GA...

Yes, all are welcome GA...(All)

Now we are going to sing a song about basics
GA...

Yes, about basics GA...(All)

Basics is SU nothing but TU professional ethics
GA...

Yes, Professional ethics GA...(All)

Plant Head, HOD, HR, Officer, CL GA...

Yes, Officer, CL GA...(All)

All must to follow the Ethics, Ethics GA...

Yes, Ethics, Ethics GA...(All)

Basic Basics GA... that is Ethics Ethics GA...

Basic Basics GA... that is Ethics Ethics GA...(All)

In our Ethics first we are going to see equal
opportunity GA...

See equal opportunity GA...(All)

Basic Basics GA... that is Ethics Ethics GA...

Basic Basics GA... that is Ethics Ethics GA...(All)

No cost, No religion, No Language GA...

Yes, No Language GA...(All)

No gender bias GA...

No gender bias GA...(All)

All are equal GA....

Yes, we all are equal GA...(All)

Transparency one of our important Ethics GA...

Yes, important Ethics GA...(All)

Transparency to be maintained at all employees
GA

Yes, all level employees GA...(All)

Decision to be justified by the logics logics
GA...

Yes, Logics logics GA...(All)

Welcome Welcome GA... all are welcome
welcome GA...

Welcome Welcome GA... all are welcome
welcome GA...(All)

Ration, Ration, Ration, Ration, Ration, Ration,
Ration GA..

Ration, Ration, Ration, Ration, Ration, Ration,
Ration GA..(All)

No hidden consideration GA

No hidden consideration GA... (All)

Escalation, Escalation, Escalation, Escalation
GA...

Escalation, Escalation, Escalation, Escalation
GA... (All)

That is important tools GA...

That is important tools GA...(All)

Escalating wrong KU think KU higher level
GA... Higher level GA..

Yes, higher level GA..(All)

Ombudsman always be ready to listen GA....

Yes, ready to listen GA....(All)

Welcome... Welcome GA.... All are welcome
welcome GA...

Welcome Welcome Welcome Welcome Welcome
Welcome

Welcome Welcome Welcome Welcome Welcome
Welcome(All)

All are Welcome GA... Yes all are welcome
GA...(All)



Apollo

The Sanmarite's life
 Quarter past eight,
 With all good friends at our sight,
 So peaceful the best part of our day,
 To work at 9 Cathedral road every day.
 Ethics as our foundation,
 This KSN's beautiful creation,
 We work peacefully with a smile,
 With targets and our goals as our lifestyle.
 Quarter past eight,
 With all good friends at our sight,
 So peaceful the best part of our day,
 To work at 9 Cathedral road every day.
 We touch back to basics,
 With our issues of Scribbles and Matrix,
 Policies as the blood,

And makers as the life,
 Sanmartini for our fun,
 No that is not a pun.
 Quarter past eight,
 With all good friends at our sight,
 So peaceful the best part of our day,
 To work at 9 Cathedral road every day.
 Give me some sunshine,
 Give me some rain,
 Give me another chance,
 I wanna work with Sanmar once again.
 Give me some sunshine,
 Give me some rain,
 Give me another chance,
 I wanna work with Sanmar once again.

Nyx

Basics, Basics....Back to Basics
 Basic is our power....
 Losing on your basic process, you will succeed
 never
 Getting getting your roots stronger
 Is the need of hour...
 Consistently meet your deadlines
 Is the mantra ever....
 Non adherence to your basics will trouble you
 more,
 Keeping up your commitments will reward you
 more,
 Sticking on your basics helps you achieve your
 common goal.....
 Basics... Always follow the basics...

Basics... Always follow the basics...
 It's our theme... it's our theme...going back to
 basics
 It's our theme... it's our theme...getting roots
 stronger
 Consistently meeting, commitments are
 important...then only we survive here...
 Basics...what if we do not follow the basics..?
 Basics...what if we do not follow the basics..?
 Problems come...problems will come...go back to
 basics.
 Output fall...profit will fall...go follow the
 basics...
 Company will suffer...customer will suffer..at the
 end...you will suffer...!
 To do so we need basics..so we have to follow
 rules....

Midas

Back to Basics, Back to Basics, Let's get back to Basics!

Roots Stronger, Roots stronger, Let's get our roots stronger!!

If you want to be successful,

Get back to your basics

If you want to chase your dreams

Get your roots stronger

Back to Basics, Back to Basics, Let's get back to Basics!

Roots Stronger, Roots stronger, Let's get our roots stronger!!

If you want to work as a team

You have to be a part of it

Want to build a relationship?

Need to respect members in it

If you fail back to back

Get back to your basics

If you think you can improve

Get your roots stronger

If you get de-motivated

Get back to your basics

If you know how to work on it

Get your roots stronger

Back to Basics, Back to Basics, Let's get back to Basics!

Roots Stronger, Roots stronger, Let's get our roots stronger!!

Listen to me you guys you guys

1 plus 1 is equal to 2

Believe me people people

Ocean colour is dark in blue

Alphabets starts with A and ends with Z

If you can't accept this

Get back to your basics

Back to Basics, Back to Basics, Let's get back to Basics!

Roots Stronger, Roots stronger, Let's get our roots stronger!!

Just by looking into the customer eye,

orders will not come until you try

potatoes with water will not fry

until the time you get them to dry.

If you can convince the buyer

You are a very good liar

Competitions are getting better

Try to be a trend setter.

Back to Basics, Back to Basics, Let's get back to Basics!

Roots Stronger, Roots stronger, Let's get our roots stronger!!

Zeus

Calm your emotions buddy calm your emotions.

I have a solution, I have a solution.

To get over this delusion, you don't need a revolution.

Just go back to the basics and give time for gestation.

Once you mastered the execution, it's time for retribution.

Rhea

Please sir, please sir, please sir..

Our company is in drought, please show us some mercy

Please sir, please sir, please sir..

We will surely, deliver our products on time

Bless us with some orders..help us get back on market

From now on we'll be great, we will have sweets daily..



Poseidon

Hey...
 En Quote print...
 En Wrong print...
 Un dreaming all this
 Wake me wake me
 Hey...
 En customer gone...
 Not picking phone...
 Un frustrated so much....
 Shake me shake me
 Hey!
 My dear macha... Hold it macha
 Change is coming body shiver shiver...
 Hey..
 My dear SAP, en sleep gap..
 Only single pc, we show marvel and dc
 Raa,
 We are so confused...
 Our brains completely fused....
 We are literally going crazy

Raa,
 You give me price book
 But wrong entered price
 It will bring us to an end baby/sadly
 Confused, fused,
 Going crazy
 Price booku
 Wrong pricing
 End baby
 Unnaley frustration
 My hormone balance damage
 Hey customer, my customer
 We promise timely delivery
 1&2 12 weeks mamma
 Delivery still ille mamma
 Oh company, please hear me
 Delivery begging
 Still all pending...
 Also order pending, can't do anything
 Approval pending, we have gone crazy...
 Crazy baby... All going crazy....

Atlas

Excellence needs basics strong
 Strong basics will be lifelong.
 Work requires lot of attention
 Why there is so much confusion...

 All my Sanmar friends make your basics strong.
 Back to basics! Back to basics! Back to basics!
 Back to basics! Back to basics! Back to basics!

 This year's theme is back to basics
 Chance for us to relook ourselves.

Stressing simplicity will ease the process
 Basic principles leads to success..

Disco mejab ye ghana bajenga,
 Atlas team on the floor ayengaa.
 Basic principles highlight karengaa-
 Sanmar vision ko stronger banega.

All my Sanmar friends make your basics strong.
 Back to basics! Back to basics! Back to basics!
 Back to basics! Back to basics! Back to basics!

Convince Me

1. *Presentation*
Demonstrating professional respect at the workplace
2. *Presentation*
The Means are as important as the End - process adherence is therefore important
3. *Shipwreck*
4. *Case study*
5. *Dharma Sankat*
6. *Value Mapping*

A series of six events testing the participants on different aspects of presentation and communication skills.

Participants	
Prelims	Finals
146	90

Two souls with one goal

Being an amateur last year, we understood the level required for *Convince me* and the capability of the people who participate. We had a determination that we should come back next year with enhanced confidence, creativity and synergy to bag a prize. Even though we had the spark within us, it got ignited only 10 days before the deadline for the submission of report. We worked towards only one goal - to get into the finals.

During report preparation, we used to argue over each and every idea. Over a period of time, we got tons of ideas and realised that the arguments brought out the best from us. Though our thought processes were united, we were still like Tom and Jerry. Once we got selected, our fear aroused, as we were the only team representing Nyx. With more responsibility on our shoulders, our dream got even bigger. We were haunted with

happy memories from our rehearsals, like searching for food in the midnight, having tea at 2 am, silly fights on 'who is right?' celebrating Suresh's birthday with presentation and report, and so on. When results were announced, we were on cloud nine for adding a feather to the crown of Team Nyx. We are indebted to S Natarajan and Dominic Felix for their support and guidance. D Sathya Prakash, M Suresh, Team Nyx.





Team Nyx



Team Atlas



Team Atlas



M Suresh, Team Nyx

Rocketing effort to bag a prize

When Sanmartini 2019 was announced, I was really excited to participate in *Convince me* event as I bagged an individual place last year. It instigated me to put my maximum effort to bag a prize this year too. The level of creativity sky-rocketed during the days of report preparation. We had several brain storming sessions for adding even a single word in the report.

From this experience, it is truly remarkable to see how Sanmartini

has the power to bring out the best out of a person, day by day, event by event, my interest towards business activities, my approach towards an issue, and my perspective got better only because of my participation in Sanmartini. Unless consistency is shown, winning is mere luck, as in our theme "Excellence". I am waiting for Sanmartini 2020 to prove myself again and excel in my passion.

M Suresh, *Team Nyx*.

Hope from last year

We had started our preparations for *Convince me* with the hope that we had got from our last year's presentation. Last year, we won our friends' hearts but, this year we won the judges' hearts too. Learning is a never-ending process, likewise Sanmartini is a good learning platform for us. It gives a momentum to our ideas and personal

development, it also helps us to explore ourselves. Our friend once said, "If we want to win, jump into the stream". Here the winning stream is Team Atlas, we jumped with hope and it guided us to success. Thanks to our leaders and mentors.

E Magesh, K Karthick, *Team Atlas*.



Sofia Shahnawaz, Team Apollo



S Hari, Team Atlas



Team Atlas



Team Atlas



Team Poseidon



Foster a culture and winning spirit

The theme on 'Getting Back to basics', is the key for our organisation and this helps to foster a culture based strongly on a set of beliefs. It was so exciting to get a topic where we had an opportunity to jot down the facts, ideas, reliable statistics, controversies and strange opinions. People say attitudes are enduring, but this can change by involving in a small research on understanding professional respect at workplace. As pollsters, we decided to resort to convenient random sampling technique for our survey and

we had discussions with our colleagues.

Few key takeaways from this year were the following:

1. Display humility by willing to admit your flaws
2. Have patience and remain emotionally stable
3. Respect co-workers
4. Refrain from negative comments and criticism
5. Be inclusive at all times.

S Hari, *Team Atlas*.



Means are as important as the end

The topic is vital and decisive for any activity we do. We framed rich means and never worried about the ends. End is directly proportional to purity of our means, we focused only on strong foundation, which helped us form a pure means leading to the fruitful end. From the topic, we learnt a lot. Destiny tells us what we are to the world but, our journey tells who we are to the world. It is the journey that unlocks our potential and establishes who we are and what motivates us towards action. The winning experience is really memorable as this is our first Sanmartini win. Thanks to Sanmartini.

KB Manoharan, S Sivananthan,
Team Atlas.

A memorable event to cherish

My first experience at Sanmartini was truly amazing and an awesome one. The journey at *Convince me*, was initially tough because I was unable to convince me (myself). Later with the help of P Manivannan, V Sriramkumar and B Suresh, I was able to catch the real essence of Sanmartini. My colleague Y Suresh Babu was really involved and we really made a good team, brain-stormed, acted and rehearsed. This was really helpful for me at work and made me understand the policies and

ethics better. Though, as a team we did not succeed, I was happy as I won the 2nd place as an individual speaker.

My journey with *Cricket medley* was a bunch of surprises - cultural/ extra-curricular/ communication/ skill/ mental ability events where we prepared and participated and won with flying colours. It was really a memorable event where I enjoyed a lot and went back to basics.

MV Raghavendra Kumar,
Team Atlas.

Winning moment

Though I have been associated with Sanmartini for quite a long time, this was my first individual award. The more satisfying factor was the event in which I won the award was, "Back to Basics". The production and process are our day to day activities and it was such a wonderful experience to prepare for an event by collecting data, relevant pictures, creating our own acronym, analysing

case studies and to bring out the presentation within the time frame without losing its content.

After the presentation, the Q&A session was mind blowing. I thought the Q&A session helped in winning the prize. This award motivates to try and perform better in future Sanmartini events.

A Senthil Murugan, *Team Nyx*

Planning and preparation

The topic seemed very challenging. We had to explore our own experiences, which cannot be found in Google. We discussed with our subordinates and bosses to get the required information and formed the skeleton of our report. In fact, we found it difficult to balance our

regular activities and *Convince me* preparation. This caused us to end up in crossing many deadlines, allotted internally to submit the report. Eventually the draft reached our mentor P Manivannan who felt it was not impressive and suggested editing the report. Finally, we delivered



Amitava Bandyopadhyay,
Team Poseidon



MV Raghavendra Kumar,
Team Atlas



A Senthil Murugan,
Team Nyx

the presentation as intended and won the second prize. What we learned from this event is, micro level planning, good mentoring and teamwork are the key factors for success. Kudos to our Atlas team for instilling all these in us.

V Subramanian, R Jeyalingam,
Team Atlas.



there to look at our slides, and to see and listen to the presenter. I tried to draw the audience's attention myself in my mind's eye. I had made simple, visual slides and avoided reading from notes. I tried to internalise the content so that I could present it confidently and effortlessly. I told little stories of how I came up with the idea of the solution. To be honest, winning a prize was never my objective. I had only competed with me and tried to be the better version of myself. Last but not the least, I could not achieve it without my team's support and continuous encouragement behind the screen.

Amitava Bandyopadhyay,
Team Poseidon.

Bring out the best version of myself

It's not the will to win that matters - everyone has that. It's the will to prepare to win that matters.

-Paul Bear Bryant

The fear of public speaking is the most common fear ahead of death. To be honest, it is always a nervous moment for me. But I live my life with one personal

philosophy that the only way to conquer fear is to face the fear. So I took it as a challenge to give my best ten minutes of life. I studied the subject well in advance to perform on stage. I practised the presentation beforehand at the venue. The only factor was rehearse, rehearse and rehearse well! None

Go all in for the first breakthrough

We were waiting eagerly for Sanmartini and ready to go all in for *Convince me*, as the previous events did not give us good results. Even with very little idea about the event, our intention was fixed - we had to win. But keeping our luck into account, we were preparing for everything. The beauty of this event was that, it gave us ten minutes to live the

life of an eminent individual on and off the stage. Judging someone is easy - the challenge is to step into their shoes and convince others as to why they stand there. We were the last to speak and Neeta Ambani, our personality, the one we never wanted to get. They said it rightly that often the best emerges out of the worst situations and we knew that is exactly what had happened when the audience applauded our stand for Neeta Ambani. The life of two young men took a break - when they pretended to be a woman and compete with seven other men

for saving her own life as well as giving us our first breakthrough on the points table.

Ramanjan Ganguly, Harsh Moondra,
Team Poseidon.



Often the best
emerges
out of the worst
situations.

The art of oration

Oratory is the art of putting across your ideas effectively to a group of people who have different opinions on what you are talking about. The two most important things are the content and the effective delivery.

The content should be noteworthy, informative, and up to date. Alignment is the next most important thing. The beginning must have the best points as it is what will get the audience involved. Examples from real life or hypothetical situations can be used to substantiate. Conclusion must be put forward in the most concrete way possible so that you assert your opinion, although not impose it on the audience.

The delivery is also as important as the content. Even the most convincing content may fail to impress if it is not delivered effectively. A speech should have an element of elegance to it and must be delivered confidently. Proper tone, pause and response time makes the speech much more convincing and effective. Keeping it simple always helps as complex grammar and vocabulary may lead to a slurry speech. Lastly, nothing helps like practice. The more you practice, the better you get.

Stage speaking is not perfected at the first attempt. It is a process. You learn from each experience and finetune your performance to achieve perfection eventually.

J Ragunath, B Gautham, *Team Apollo*.

Big results - our ultimate goal

Convince me teaches me a lot every time. This is my second time and both my teammate and I experienced a high adrenaline flow.

We had taken part in the case study event. Being in sales, we are on the spot performers, but doing a complete case study was another ball game altogether. We reached Chennai at around 1:30 pm and had to immediately reach the venue and received the topic. We wrote answers to the questions independently. This gave us deep insights into the other's view. Since the event was to start at 5:30 pm, we decided

to prepare a presentation using memes for the points shortlisted. This saved us a lot of time and added value. We were appreciated by Sarada ma'am and had just fallen short of a standing ovation from her, in her own words.

Once prepared, we were not sure if we were in sync with each other and decided to practise a few times. We had to trust each other with presenting the right thing, the right time, the right way. Before the final presentation, we gave a presentation to Antlin to get his feedback. He posed some questions and gave



answers which later proved to be fruitful.

More than the first prize, the fact that we could do so much in such a short time made us proud. Doing this not just instilled confidence in us, but also made us the first duo this year to bag gold for Zeus.

Anandpratap Rajkaran Singh, Abhishek Singh, *Team Zeus*.



Wonderful platform to showcase talents

Sanmartini is a wonderful platform to showcase one's talent. Case study event was a memorable one for my teammate (S Rajagopalan) and me. On the spot events are challenging as they need to be worked out in a short period of time. So we prepared many templates for the presentation and it helped us. We received the case study 3 hours before the event and as expected, it was relevant to our location. Initially, we were comfortable with the topic,

discussed and convinced ourselves and completed the presentation. We didn't rehearse yet we were both confident. We were appreciated by the judges. We answered all their questions and convinced them. We were also appreciated by our mentors, P Manivannan & KS Sampathkumar and I sincerely thank them for providing the opportunity to showcase the talent.

PV Amarnath, S Rajagopalan,
Team Atlas.



Joy of being a part of The Group

My colleague Rajaganesh and I participated in the Case Study Event. We were so excited since this was our first experience in Sanmartini. The event topics were mostly relevant to the scenarios we face in our work and that made it easy for us to visualise the case and come up with ideas. We were really impressed with how various events were structured in a way that not only gave opportunity to expose our skills but also served well in refreshing our ethical policies. It was a great experience to see talent from

different locations flourishing in one place with flying colours. It was a memorable moment, being adjudged as the second runner-up.

If winning makes people proud and happy, so does participation as it brings us one step closer to winning and gives confidence to achieve beyond. We would like to use this opportunity to thank all our mentors and HR coordinator who encouraged and supported us.

S Trumen Jerald, *Team Nyx.*

Chance to impress

Though I am an active participant and winner in various events of Sanmartini since 2012, this year, it was special for me to participate and win at “Dharma Sankat”. It was a different concept and demanding in nature. It was not the regular *Convince me*, pattern, where we get ample time to deliver. Last year, for a similar on the spot event, I was a spectator wondering how people managed to deliver on ethics, that too in a short span of time. This Sanmartini, I got

a chance, yes, my seniors and leaders were confident. The takeaway is that now we have precise understanding about “Sanmar Standards”, “General Business Principles” and “Code of Conduct” and also, how Sanmar standards operationalise general business principles and code of conduct, how general business principles and code of conduct synergises our Sanmar ethical standards. This clear understanding reflected in the dilemmas we framed. The judges were very much impressed. Above all, the subject of ethics is always close to my heart. Yes, you can always keep your head high, look eye to eye and remain strong in your approach when you follow ethical practices.

S Thangavel, *Team Atlas*.

Debating our way to success

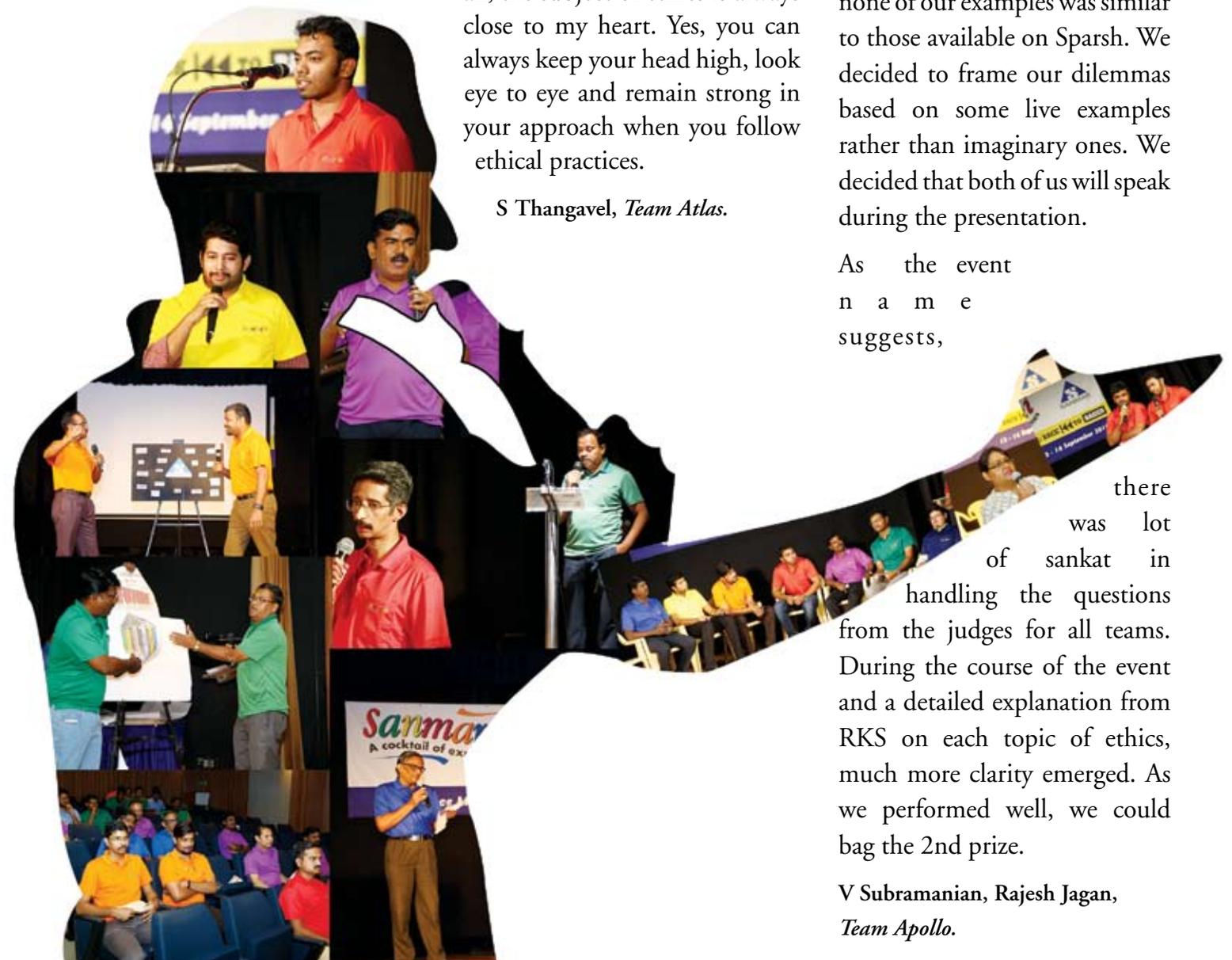
Once formed as a team, we read the rules of the event and discussed on the various topics that we need to refresh on - like Sanmar standards, general business principles and code of conduct from Sparsh. We had various practice sessions. We deliberated on the ethical dilemmas that were available on Sparsh and few other situations that we had come across.

Once the topics for Round 2 were announced, we discussed various examples. We made sure none of our examples was similar to those available on Sparsh. We decided to frame our dilemmas based on some live examples rather than imaginary ones. We decided that both of us will speak during the presentation.

As the event
n a m e
suggests,

there
was lot
of sankat in
handling the questions
from the judges for all teams.
During the course of the event
and a detailed explanation from
RKS on each topic of ethics,
much more clarity emerged. As
we performed well, we could
bag the 2nd prize.

V Subramanian, Rajesh Jagan,
Team Apollo.





Team Atlas



Team Apollo



Team Midas



Team work, integrity and collaboration = victory

We were chosen for 'Value Mapping', after a small stint in *Talk it through*. We started to pin down our thoughts on a rough paper, initially just two of us, then with a bigger team from Shipping - Monisha, Joan and Kaarthik Sai, then with our Mentor - MN Bhaskaran, then with S Sriram.

As the sculptures are found hidden in a rock our initial stone turned out to be a beautiful sculpture with input from each

team member. In the next couple of days, we worked on how to present the idea. In addition to charts, we came up with the idea of skit which made an impact on the audience.

On the D-Day, with all the wishes from our team, we performed as planned. The performance was a beautiful demonstration of how the values of teamwork, integrity and collaboration yield results.

Capt Sathyamurthy Santhosh Kumar,
Capt N Subbiah, *Team Apollo*.



Team Apollo



Team Midas



Team Atlas



Creativity in a different form

This exercise required each team to

- (a) **Identify 3 core values of the group that lead the group towards excellence.**

The three core values identified by Midas were

- i. Performance culture
- ii. Unshakeable commitment to ethical behaviour
- iii. Inclusive vision – for all stakeholders.

- (b) **Explain what led to believe that these values are important.**

The short reasons given are listed below -

- a. Without performance there is no excellence!
- b. We need to say we are excellent – at ‘something’ – the only thing of relevance is our performance.
- c. Performance at each of our tasks is essential to achieve our goals with excellence
- d. Performance can be great – even if you are a thief! But that’s not where we are going! Ethics must guide our path to excellence

- e. Unethical actions will make all processes slow down/ grind to halt – excellence will not be possible as decisions and responsibilities are kicked upstairs.

- f. Ethics gives direction to performance and hence aids excellence

- g. Performance and ethics is not restricted to us – but applies to our customers, vendors, employees as well as society – if we are reviled by society, it is not excellence!

- (c) **Based on your experiences, evaluate the extent of the internalisation of these values**

This was one aspect on which the team missed out – we did not explicitly write down the values.

- (d) **Suggest ways to strengthen the internalisation of these values.**

This was another area which was brought out by our team primarily during the questioning of the judges. Some points suggested were -

- i. Performance culture

- a. Allow people to “fail right” – that is to fail in pursuit or truly exceptional goals.

- b. Develop pride in achievement and make employee feel they belong to an organisation that values it – by continual messaging via micro awards.

- ii. Ethical behaviour

- a. Model ethical behaviour

- b. Given current situation in society – essential to have guides for every process

- iii. Inclusive vision

- a. The bigger picture of our company in society – its usefulness and importance must be shared with the employees so that they feel proud of saying they work for Sanmar (as much as they would feel if it was Google or Facebook)

The criteria for judging was 40% content, 40% creativity in using different tools and 20% answering Q&A of judges. No presentation was allowed. We went heavy on creativity – with videos, dumb charades with audience participation, pictictionary etc., to elicit the three main points of our presentation. We had even planned a dialogue (which would have become mono-acting as one team member could not make it!) – but, time ran out. In retrospect – a well written script such as the one the winning team had would have helped us convince the judges that the values we chose were indeed right.

G Sanjay Kumar, *Team Midas.*



Biz - Buzz

Topic - Management Trends,
Functional areas, Companies,
Personalities,
Entertainment.

Participants

Prelims	Finals
333	12

Buzzing our brains

First of all, I want to thank my team members for motivating us to do our best in both the rounds of this event. And talking about the experience, the atmosphere was pretty awesome in the semi-final where both the quiz masters came up with some interesting questions for the participants; they also made us think and get the answers for each question, they asked with some good clues which we liked and at the end of the semi-final we were pretty happy about our efforts. It was time for the results where everyone was curious whether they could get a place on the podium and we were grateful to get selected. We were maintaining our consistency throughout, starting from Round-1 but, we were behind team Apollo for at least 5 rounds and we were expecting a breakthrough round where we wanted to surpass them and that round was the sixth round and at the end, we were able to take the top position. We thank the management for organising such a wonderful event to showcase our talents.

C Hariharaprasath, *Team Midas*.

Panglossian belief

Team Apollo believes in panglossian and hence we prepare for all events at the Nth minute. *Biz-Buzz* was no different and we paired up on the day of the event, went into the semis as underdogs with subpar goals - got at least 10 answers out of 35 questions correct. Our reaction when our names were called was one of disbelief and the encouragement from the panel to be confident as we mounted the dais, just added more butterflies. We had a simple goal - not to finish last. Procter and Gamble helped us gain a head start and our animal spirits ensured that we were on track to go where no Apollo had gone before - win the quiz. Then came the bubbly Amul Girl round and we got the taste of Real India quizzing, most of the questions felt like Surgical Strikes and were a mystery to us. Team Midas regained their golden touch and won the cup. We had to settle for the Runners-up. It was a day of fun and frolic which fried our brains and we really enjoyed it. Thanks a ton to the organising team for the fun filled brain teasers.

D Gurumurthy,
Jairam Janardhanan, *Team Apollo*.



Team Midas



Team Apollo



Team Nyx



First ever and more to follow

This prize will be close to our heart, since it's Nyx's first ever prize in *Biz-Buzz* in the history of Sanmartini. We always run around in the shop floor throughout the year, *Biz-Buzz* was the platform that helped us hit the refresh button about the business happenings around the world.

Our takeaway from last year was to be updated. We got an overall idea about the structure of the event and we strategised on how to prepare ourselves for it. Once selected for the finals, we were determined for the podium finish and finally achieved it for Team

Nyx. Taste of this success will help us face Sanmartini 2020 with more confidence and self-esteem. Never floccinaucinihilipilificate the team based on its history, we can do anything!!!

M Manibharathi, D Sathya Prakash,
Team Nyx .



Cricket Medley

Participants	
Prelims	Finals
375	64

Games testing communication skills

Unleash hidden talents

Sanmartini was a great experience and learning platform which allowed the participants to express themselves and unleash their talent thereby improving one's personality. The enthusiasm, camaraderie and positivity with an urge to succeed were evident in every participant.

Our team was encouraged to aim for the big win in *Cricket medley*, despite the fact that we were already title winners. Our team's aim was to win the event for the first time. The practice sessions started with sincerity, forming strategies for each innings and assigning roles.

Our mentor Manivannan, a master strategist himself, brought in all his experience, expertise by imparting valuable tips and inputs using which we moved forward. Finally, we had to showcase our performance on the stage; each one of us contributed superbly guiding us to winning both *Cricket medley* (1st time) and the Sanmartini title for the 3rd time and with a big lead.

M Jitendran, *Team Atlas*.



Team Atlas



Team Zeus



Team Rhea

Applaudable team spirit

Taking part in *Cricket medley* representing Team Rhea was a great experience. I would like to appreciate my team members for their enthusiasm and dedication in preparing for the event. It was exciting to see the participants from all the teams taking part in the event. We practised hard

and gave our best in the finals. Being made the team captain on the morning of the event and figuring out the best strategy for our team made me nervous but it was our confidence that made our day a success. The important challenge was to compete with senior members of other teams who had participated in the event before. The competition

among the teams was fierce and the team spirit was amazing. The preparation and effort put in to organise the event deserves applause and all the rounds were fun. I'm looking forward to participate next year and win more points for my team.

KS Sooryakumar, *Team Rhea*.



Never in the mindset to give up

Before this event, Rhea was way down in the scorecard. With the character that we exhibited last year, we were definitely unhappy with the way things had gone this year. We knew that even a huge win in *Cricket medley*, will not impact the points table. Nevertheless, we were not in the mindset to give up. With enthusiasm and determination, we started to plan by gathering ourselves and taking help from last year's participants. Each one of us was clear of our role and the expectation from us.

Well begun is half done and that was our mindset before the start. We had a roaring start in the initial rounds. We did not want to let the tempo down but unfortunately we were not able to get maximum points in the midrounds and were in the sixth place. But, we never let our hope down; one good round would turn things back in our favour. The final round helped us in clinching the third place in *Cricket medley*, and end on a positive note. Sanmartini was a good learning experience and *Cricket medley* taught us how we can achieve our goal and not lose hope. Team Rhea is sure to bounce back next year and be one of the top contenders for the title.

S Giridharan, *Team Rhea*.



Humongous experience

Cricket medley was very exciting with lot of new additions and fantastic games. I thank the organising committee for organising such games which involved lot of background work.

We were encouraged by our location head, plant heads and mentors which inspired us to win *Cricket medley*, for the first time.

It was a humongous experience as this was the first time I was participating in a final event and this victory will surely be a lifetime memory. We came as a team, progressed in each innings as a team and succeeded as a team.

M Lokesh Kumar, *Team Atlas*.

Two states but one mind

Right from the STEP test to being runners up in *Cricket medley*, the journey of team Zeus has been predominantly unprecedented. As a team comprising players from two states, it was impossible for us to meet and practise. However, that vividness of our backgrounds made us complement each other well. Some of us were meeting our teammates for the first time and to take it to the top 2 from there was heart-throbbing. We started planning the events when we arrived after a long flight. We elected Ashish Menon as our captain owing to his English language skill and he gave a great start. Starting with 200 points, we maintained our lead till the penultimate round. Finally, the results were declared and to our amusement, we finished second. It was a heart-warming experience amidst the hectic sales schedule and proved to be an inspiring one for the upcoming seasons.

Harshal Raval, *Team Zeus*.

A walk down memory lane

Next to Sarada, Sanmartini event is always close to my heart! Reason being, it is an event where I can learn new things, admire young talent displaying their artistic skills, enjoy and meet with all my 'boys'. This event also gives me an opportunity to walk down memory lane, 20-22 years before, how my colleagues and I, at Perungudi and Karapakkam displayed our talent and made many friends within the Group.

I returned from Emerson (Fisher Controls) to SR Seshadri Training Institute in 2013 and I was bubbling with enthusiasm when Sanmartini was announced. I wanted to make use of it to coach my trainees, who had just joined the corporate world. Teaching and coaching young minds, which grabs your experience and multiplies it many fold is enjoyable. If I remember right, one of the topics given for the presentation event in Sanmartini 13-14 was "Pick up a business or function and come out with your recommendation, how to make it world class."

I picked 3 GETs (Ishaan Anand, Abhishek Tuli and Subro Roy), who had just joined us in Sales and taught them the various aspects of being world class.

The young minds multiplied this many times and made a

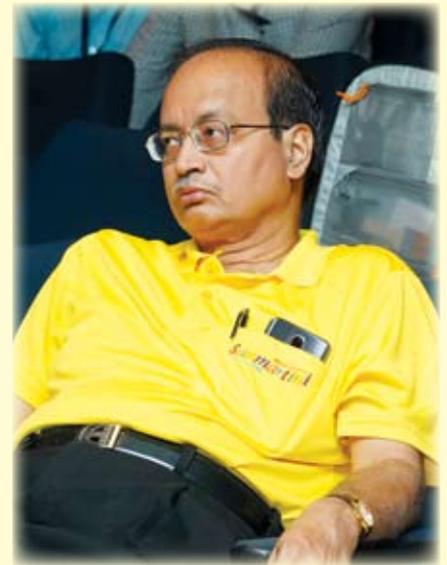
wonderful presentation. The only question that was asked by the Judge (B Natraj) was why the font size in their presentation was small. These trainees in our programme bagged the second position in this event.

Rest of the story of Karapakkam winning the championship was history. Even before fielding the last event, Karapakkam was declared as the winner. We had parties with all my trainees and I cannot forget the happiness on that day.

From there, Midas stood 2nd or 3rd in Sanmartini for the next few years, due to many rules brought into the events. Again I had an opportunity to very closely mentor Midas in 2018-19. This year, with so much of business pressure, the team did very well, all with little practice before the event and won the championship.

2019 was a much bigger challenge to mentor Midas due to extreme business pressure and people were not in a position to spend quality time in preparation and participation. There were difficulties in selecting the team captain and vice captain. No one came forward except Santhosh Raja. We had a meeting with all the group heads at Karapakkam and N Satheesh Kumar proposed R Arul as captain, to which he happily agreed.

We got together, scheduled the activities and decided to focus



on one event at a time. After a decent score in *Talk it through*, the team felt that they can fight this year also to retain the trophy. The topics for this year were very difficult, especially for *All roads lead to Rome* – "Back to Basics – Getting the roots stronger."

I was thinking over a week how should I guide my team to pick up the right story to deliver the right messages on this topic. The team listed and debated on 20 odd points on the basics which they had collected from senior people in Karapakkam campus and narrowed down on 5 points. There are so many things that we see in our real life where all these concepts are depicted. I am sure all of us would have attended many weddings and you enjoyed the food served in some and not so in others.

I debated with the team on picking up this topic of a catering service provider who under the father's period, flourished and did not do well during the son's time

Speaks

and build the deliverables around this theme. I am sure every one of you would have enjoyed this skit on the stage. I was amazed with the talent that we have in developing this theme and writing a drama script like a professional. I later understood 3 of Midas team members spent through the whole night to draft the script. “Asking SAP approval for giving one more appalam to the guest is the ultimate comedy.” Midas delivered well on this concept and stood second in this event.

With little time left with all business pressures, there was no time to think, get together and practise. By sheer talent, Midas progressed in other events and stood second overall. As I was mentioning my team members after the last event, my forecast for Midas was that they will bag 2nd position from bottom, but with good coordination and perseverance, the team proved me wrong and stood second from top. I don't easily accept the second position in anything, but here I was happy with the team's success in spite of all the hurdles in front of them.

To me, Sanmartini is a great learning opportunity, to get together with all my boys who were with me at sometime or the other and to see how they have grown professionally over the years and at the same time grooming the new boys.

K Balasubramanian, Team Midas.

Immense learning to improve

When I was approached with the responsibility of being a mentor to team Apollo in Sanmartini 2019, I was happy on several counts. Being fairly new in the organisation, I looked at it as an opportunity to get to know the people around me and work with them. As someone who has mentored eager youngsters across corporate functions before, I looked forward to this new challenge of making a meaningful impact in this space that involved in tapping and developing the soft skills in youngsters (although some of them were not so young).

As the events started, I started working closely with the team and was thrilled by looking at the talent and ideas on display. Apollo, in particular, had pockets of brilliance which was evident in our performances, especially in some of the individual events. We still have scope for improvement in the team events like *All roads lead to Rome* and *Cricket medley*.

We finished third in the overall standings and it makes us happy. But we have taken immense learning and opportunities to improve from the year's performance. The two main takeaways have been to improve

participation in all the events, making it more voluntary. Another eye opener has been the inconsistency in our performances in the team events as compared to the individual events. These gaps will be bridged and we will come back with an inspired performance next year and hopefully, an even better result.

Sanmartini, on the whole, has been a wonderful platform for people to display their talent. Getting to know their peers from other locations and understanding their way of approaching the problem is what brings in a sense of belonging and pride among employees. And Sanmartini strives to achieve that every year. I would like to congratulate all the teams for the wonderful show they put up and look forward to being involved in the coming years.

MN Bhaskaran, Team Apollo.



Captain's words

Preference from Sanmartini - Winning or Learning?

If someone asks, "What do you prefer from Sanmartini 2019 winning or learning?" We would say, "Learning" rather than "Winning". Because, all the topics with the theme given by event management team attracted us to think deep and forced us to introspect and go into the nitty-gritty of things.

In *Talk it through*, the given topics reiterated the importance of quality efforts in achieving end results, helped to relate a good performer vs. good manager. There is an emphasis on self-development and also a message, to be with the team always.

All roads lead to Rome made us re-think and guided us to strengthen the basics.

Convince me emphasised on treating people the way we

want to be treated, knowing about the quality "Means" which has the capability of ending with consistent results. Also it reinforced problem-based learning, troubleshooting (case study) and compelled us to re-visit our ethics manual in detail repeatedly.

Biz-Buzz made us believe that for 'broad based education', a departure from the conservative approach of studying the curriculum taught in schools and colleges was needed. The tough job will always look tougher if we looked at it in a 'broader sense'. Contrarily, if cut into pieces, and look at it in a "narrower sense", it would become pleasant, easily understandable. This was the main learning from *Cricket medley*.

Winning is temporary, but learning is forever. Hence we prefer learning. In fact, learning

also has a purpose; it is acting right at the appropriate time and if it is done so, will it not lead us to winning? Yes, it happened to us this year, added to that, as I am a believer in luck, it also played an important role and favoured us.

Availability of team members and their willingness in participation with hard work, dedication, focus and determination are the primary factors for our success. Needless to say, contributions, advice and wishes from our senior mentors also helped a lot.

Finally, we don't want to be self-centered to retain the trophy always and at the same time we don't wish to be complacent and will always strive to maintain the competitive spirit and will provide a level playing field with sportsmanship always.

P Manivannan, *Team Atlas*.



HR's perspective

This year's concept of Sanmartini - Back to basics is perceived as the Management's expectations from the employees. Our location head mandated us to ensure maximum participation so that employees can understand the management's expectations. We took it in the right spirit participated in large numbers - *Talk it through* 60, *ARLR* 25, *Convince me* (including all Managers) more than 100, *Biz-Buzz* 48, *Cricket medley* 219. It was really a Himalayan task to engage more than 90% of the employees in the location. People volunteered

their participation in the events. STEP test and online business quiz amazed people. STEP Test gave an opportunity to check their English communication competency level.

Even though Atlas's strategy and effective preparation helped us win the title, many times however, my interpretation is that: at Mettur location there is no scope (mall, cinemas, arts school and leisure place) for employees' entertainment or to showcase their talent. Their thirst level is transformed to winning spirit. Employees have huge expectations to

engage/showcase/ entertain in events like Sanmartini, sports etc. A small request from our end would be to conduct mini Sanmartini events at Mettur involving our families.

S Sivananthan, *Team Atlas*.



Atlas

This is my second year as HR coordinator for Sanmartini. I was the coordinator of Poseidon (Kolkata and Delhi). It was a challenge to coordinate the branch teams, sitting in Chennai while the team is in the other side of the nation but, it was a fascinating experience altogether. I was astonished by the level of

dedication the team showed towards each event especially events like ARLR where it would be impossible for branch teams to practise since they are in different locations but, it didn't drop their enthusiasm.

We might have lost that event but we enjoyed every minute of it. It was a triumph for us.

The next event, Shipwreck, on getting to know the personality given to us, I was appalled and my hopes were buried but the team

(Ramanjan Ganguly and Harsh Moondra) was cool and composed; they were confident about their victory and won the 1st prize.

During the case study event, one of the teammates couldn't participate due to business reasons and we all wanted to pull the plug but, Amitava Bandyopadhyay participated and won single-handedly. Compared to last year, we improved our position one place higher and it didn't stop with the score but, our teamwork and courage has been noted. We are stalwarts now.

R Samson, *Team Poseidon*.



Poseidon

This is my 3rd year as a HR Coordinator for Zeus. Initially, it was difficult to support and motivate a team which is not my home team as I am in Karapakkam. The enthusiasm shown by the team dragged me towards them. In the last 2 years, Zeus had won 2 events. In 2018, we managed to participate in almost all the events.

We started 2019 with a determination that, 'Boys will really play well' and secure a place. Unfortunately, the team embraced failure in *Talk it through*. It was a good attempt and 'Boys really played well'. They put us on track by pulling up the throttle in *All roads lead to Rome* which gave us the momentum. They had put in a commendable effort and secured 3rd prize.

We could manage to participate only in 3 events of *Convince me* and won 1st prize in one which

gave us hope that we are still in the game. It was indeed a feast to watch the presentations. How does one express that the team had difficulties in finding nominations for *Biz-Buzz* over the years, but this time two teams were selected?

With a little hope, we marched in for *Cricket medley*. The six member team met for the first time just before the day of the event. We had a planning and strategy session, the 'Boys played well' with extreme enthusiasm and vigour and bagged 2nd prize.

Most players experienced Sanmartini for the first time and had no clue about the games. It is a great feeling for me when the little things that you tell your team is looked upon and valued. I thank each and every team member for giving me an opportunity to work with them.

Boys, in their busy schedule and customer visits, managed to practise, travel and elevated Zeus to the 4th position. Needless to say, the support and motivation extended by the leaders, deputy leaders, mentor, RSMs requires special mention.

Though we are not the table toppers, we are happy that we made an impact and we do carry a positive vibe from the event. We will come strong in 2020. Boys will play well next time.

A Antlin Joe Vinoj, *Team Zeus*.



I take immense pride in representing Team Nyx as HR coordinator. As everyone is busy during the entire year with their routine work, Sanmartini was a much needed break for us. It was a great platform for bringing the employees together which paved ways for continuous learning and created an opportunity to express one's views.

As a team, we always believed that hard work never fails and that has been our mantra for our success. The participation

this year was better. We could still recollect the zeal with which the DETs participated in *Talk it through* in the prelims; they took it as an opportunity for continuous learning and to shy away from fear.

The entire plant was behind the participants encouraging and supporting them to give their best. We won a lot of prizes this year. More than the prizes the involvement from the youngsters and the quality of efforts they had put in for each event was a

confidence booster. "It is great to do what you love but greater with a great team." We will come back with a bang for the cup in the next edition of Sanmartini.

S Dominic Felix, *Team Nyx*.



On receiving the e-mail about Sanmartini, the fever started. I had a discussion with all CEOs, operation heads and marketing heads to identify the mentor, leader and deputy leader for Rhea. When we finalised Naveen as the captain for this year, I was happy and confident that we will have reasonable participation and make an impact.

Initially, there was lot of hesitation to participate. Naveen and I talked, motivated and helped each one of them identify their skills. At the end of the day, the people who participated were extremely happy. They found the experience of going on stage was quite enjoyable and challenging. We wanted to give a chance to especially those who had not participated before.

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

There was good participation in *Talk it through* and we had rehearsals where our mentor B Narasimhan, Naveen and T Subramaniam from SRSTI also joined and motivated the participants. We won 3rd prize in this event.

All roads lead to Rome had 3 teams participating in the preliminary and Pacific Valves qualified. Although we did not win, we were appreciated. We identified C Vijayakumar of PV, who is the national level champion in Fencing & Silambattam and showcased his talent. He was also

recognised as the top individual performer.

In *Convince me*, it was unfortunate that we did not give the reports for two events on time and got penalised. In the other 4 events, we participated with full swing but ended up without a win. Nevertheless, we were happy with our efforts.

Biz-Buzz had mostly first time participants. Our semi-finalists couldn't get through but we had good participation from across the units in the online test.

Cricket medley was amazing. We enjoyed both the preliminary and the final. Events like caterpillar traverse, puzzles, audio-visual and one minute noodles were exceptional. We scored consistently and got 3rd place.

Naveen and I ensured that the 2nd level of Rhea can perform and win. Rhea ended Sanmartini 2019 on a positive note. We look forward to participating next year with more ideas and finishing as one of the top teams.

M Suba Sankar, *Team Rhea*.



We came across two groups of employees - one group was of those who were hesitant to participate but still were willing to exhibit their talent and gave their names in the group events; the other group had those who gave their names for individual/ 2 member events and took it as an opportunity to exhibit their talents and it helped them to nurture it further.

There were many take-away like "Practice makes a man perfect", "Survival in competitive environment", "Update ourselves on current affairs", etc.

These events were a breakthrough for those employees whose focus was only on their job and this helped them realise that there is something beyond work. Thus making sure that the forthcoming Sanmartini will see a stronger Socrates Team.

V Vedhamaharaja,
Team Socrates.

From the participants

The first word that I heard in my training class after my recruitment was that in the next three months we'll be indulging in Sanmartini and it will be fun. "Back to Basics" was the theme of the event, which tells us that we should go back to our basics and strive hard to get the fruit of excellence.

S Gowtham, *Team Atlas*.

Sanmartini was a journey of self-discovery for me. When I was approached for *Talk it through*, the introvert in me was hesitant, as public speaking wasn't my forte. I wanted to push myself out of my comfort zone and it helped me not just to test my potential but discover my love for public speaking. Though I was not able to make it to the finals, I am happy and grateful to have made my contribution to the winning team.

S Mohamed Ibrahim, *Team Atlas*.

When we started the icebreaking exercise, it made us confident that we could handle all the events with confidence. The events were thoughtfully coined and this is one of the finest events collaborating different teams across the locations. Each activity was fun-filled. We appreciate the event organisers for winning our hearts.

R Vijayaraguraman, *Team Midas*.

ATLAS – Awesome, Terrific, Lovely, Artistic & Superb!!

Team Atlas started by winning the first event and ended by winning in *Cricket medley*. Winning gives us more joy and enthusiasm to proceed and strive further. I will definitely be a part of next year's Sanmartini but positively with improved knowledge and skills gained this year.

K Sathish Kumar, *Team Atlas*.

Sanmartini 2019 was a platform for me to meet many people from different locations. I am indebted to our mentor and others for their support. I hope we will bag most of the awards and the trophies in the years to come, as we, the members of team Atlas, strongly believe in the fact "Hard work and teamwork never fails".

S Sathiya Moorthi, *Team Atlas*.

Like a lonely twinkling star in night, I came here with no acquaintance and familiar faces but, the first word I heard here was Sanmartini. With full of joy, I participated in *Talk it through*, which was my first ever participation in an oratory competition. Unfortunately, I didn't get through but, I had unforgettable moments and experience which enlightened me.

V Felixvargees, *Team Atlas*.



Sanmartini Winners



Atlas



Midas



Apollo

The Sanmar Group Long Service



The Sanmar Group Annual



Process Category: Chemplast Sanmar, Plant I, Mettur



Non Process Category: Xomox Sanmar - Pacific Valves Divn, Viralimalai



Foundry Category: Investment Divn,

Annual Day 2019

Awardees



Standing (L to R):
*S Suresh Babu (30 years),
 R Dheenadhayalan (30 years),
 T Subramaniam (30 years),
 V Balaji (30 years),
 S Kannan (30 years),
 K Nadimuthu (35 years),
 Rakesh H Gajjar (30 years),
 V Rajagopalan (30 years),
 A Rajendran (30 years)*

Safety Awards 2018-2019



*Sanmar Matrix Metals,
 Viralimalai*



Shipping Category: Sanmar Songbird



*Safety Management Practices Award Winner
 Chemplast Sanmar, Plant II, Mettur*

The Sanmar Group Annual Day 2019

Long Service Awardees



Sitting (L to R): *M Raman (30 years), N Kumar (45 years), MN Radhakrishnan (40 years), Vijay Sankar (20 years)*

Employees of the year



Standing (L to R): *N Krishnamoorthy, Saurabh Tripathi, Karthik Rajasekar*

Sitting (L to R): *Sarada Jagan*

Inset: *T Sankar*