

## FROM THE DESK OF SENIOR VICE PRESIDENT PLANT



Dear Colleagues and Friends...

Good day to all of you.

The financial year 2016 -17 has come to an end. The year ended with March 2017 recording some memorable events and achievements. The whole year witness an array of celebrations and programs by various departments at Plant. In the continuation in March 2017 , we celebrated National Safety Day & Week followed by Holi celebrations filled with entertainment and enthusiastic participation from employee’s families. The Safety week award ceremony was felicitated and graced by our VCMD, President – Operations, Head – HR and GM – Accounts.

On the work front we had brainstorming sessions on Planning & Budgeting exercise for the fiscal year 2017-18 and on the various improvements and exercise to be done ahead.

During the month of March, the Plant as a TEAM, established new records in Cement Production (50,859 MT) and Cement Dispatches (52,391 MT) in the history of MAX Cement. My sincere thanks to all of you, who have directly and indirectly contributed to this success story.

When we introspect our doings in the last financial year , we found that we had several memorable events and times in the year. Also, we should not ignore that we passed through some rough times as well. My submission to all of you is that we should carry all our learnings from the past, into the new financial year 2017-18. With our learnings, we should create a difference and show notable positive approach in our working. Since in the Cement Industry we are in a competitive world , we must put all our efforts to achieve the best at all times and shield ourselves from the outside competition with our best performances. We all have the ability to be competitive and we should never lose the spirit of being competitive.

*“Life is a rope that swings us through hope. Always believe that today is better than yesterday and tomorrow will be much better than today”.*

Wish you all a wonderful time ahead..

With best regards

**P.V.S.R. DATTU**

## From The Editor’s Desk

Dear All,

*Kudos to each one of us for setting a new milestone and achieving the highest ever Production and Sales in the history of Max. The momentum is all set and as we move into the new fiscal year 2017-18 ,we are all geared up to establish new records and scale new heights of success.*

*March has been quite a festive season and we could see the celebration at all locations in “Max Panorama” section. Do check the tips on managing finances and resources and wonderful poetry on “Maa” appraising Goddess Durga.*

**Wishing All a very Happy Bihu, Easter and a Bengali New Year.**

**Stay Safe , Stay Healthy**

Regards,  
Nitesh Chaharia

### MR.WISE

*A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit.”*

—John Maxwell

For any suggestion, write-ups, photographs, participation in Editorial Board please mail us at [nishtha@gnggroup.in](mailto:nishtha@gnggroup.in)



**NATIONAL SAFETY DAY/WEEK AT MAX CEMENT PLANT:** The National Safety Day/Week Campaign was celebrated at Max Cement Plant with great enthusiasm to make people aware about how to get prevented from the industrial accidents by exhibiting widespread safety awareness programs. National Safety Day/Week is a whole week safety campaign which was celebrated from 4<sup>th</sup> of March (Saturday) to 10<sup>th</sup> of March (Friday). During the whole week campaign celebration, varieties of specific activities were displayed to the people as per the safety requirements. Employees were savored for best Essay and Slogans on Safety and the participants were awarded with prizes.



**HOLIKA DAHAN AT MAX CEMENT PLANT:** On the eve before Holi, after sunset, the pyre was lit, signifying Holika Dahan. The ritual symbolizes the victory of good over evil. Employees with their families sang and danced around the fire. Employees also performed parikrama of fire. The next day people played Holi, the popular festival of colors.



**HOLI CELEBRATION AT MAX CEMENT PLANT:** Holi was celebrated with great enthusiasm at Plant. On the eve of Holi, all employees and their families gathered in front of Guest house and all the employees including HOD's took special delight in spraying colours on one another and throwing water. Songs, dance and mouthwatering Holi delicacies were the other high-lights of the day.



**PLANT VISIT BY IG-BSF:** On dated 16<sup>th</sup> March BSF – IG, Mr. P.K. Dubey visited our plant. He landed by his Helicopter at around 3:30 P.M and had geographical survey of the BSF Camp. He also visited our plant and was welcomed by Sr. VP-Operation, GM-Commercial and Sr. Manager- HR &Admin. He was then escorted for snacks and beverages. IG and his team were very overwhelmed with hospitality and wished to visit us again

**GNAM CLUB MONTHLY GATHERING:** Monthly GNAM Club event was conducted on 13<sup>th</sup> March. In the presence Sr. VP- Operations and HOD's, employees with their family attended the program. Housie game was conducted which was very entertaining and prize money was announced separately for Ladies and Gents. The program was concluded with Hi-Tea.



**GET TOGETHER AND PRIZE DISTRIBUTION:** A get together event was arranged during the VCMD visit to plant wherein the winners of National Safety slogan and essay writing competition were awarded with prizes. To make the evening more amicable and happening an Antakshari program was organized among the present guests who were divided into two groups of ladies and gents. All the members showed great team spirit and made the program a great success.



**HOLI MILAN CELEBRATION WITH TRANSPORTERS:** A grand Holi Milan celebration was conducted on 9<sup>th</sup> March for the transporters. Around 50 transporters with their colleagues attended the Holi Milan Samaroh. The program was kick started with a welcome speech by Mr. Vikash Mishra and introduction session with all the transporters followed by Tilak Ceremony by Shri PVSR Dattu, Shri Pawan Joshi & Shri Rajib Mukherjee. The program became more enjoyable and interesting with Holi songs and people dancing on the beats of these songs. The memorable evening came to an end with delicacy food served at dinner.



**SCHOOL BUS FOR EMPLOYEES' WARDS :** School Bus facility was provided from Max Cement for the students residing in the plant Area. This would ease to and fro to school for the kid .



**MAX DEALERS MEET :** MAX Cement organized a dealer meet on 19th March at Tezpur in Sonitpur district to buttress its rapport with its channel associates. Dealers along with their family members were solicited to a venue where they were greeted by the Sales faction. The invitees were entertained with heterogeneous games, pastime, activity and onstage programs followed by a felicitation ceremony in which the Dealers were awarded Trophies for their contribution and support to Max Cement.



**GUWAHATI OFFICE**



**KOLKATA OFFICE**



**SHILLONG OFFICE**

**HOLI CELEBRATION AT GVIL :** Holi was celebrated at all locations with great enthusiasm. All the employees were present in the office wearing ethnic and traditional dress. There was riot of colours inside office. The programme culminated with a sumptuous lunch and a glass of thandai.

At Head office our respected Chairman & VCMD also graced the occasion and made it a grand success.

# PEARLS OF WISDOM

## THINKING OUT OF THE BOX (CREATIVE THINKING)

*Sanatan Mishra, Jr. Officer (EHS)*

In a small Italian town, hundreds of years ago, a small business owner owed a large sum of money to a loan-shark. The loan-shark was a very old, unattractive looking guy that just so happened to fancy the business owner's daughter.

He decided to offer the businessman a deal that would completely wipe out the debt he owed him. However, the catch was that we would only wipe out the debt if he could marry the businessman's daughter. Needless to say, this proposal was met with a look of disgust.

**The loan-shark said that he would place two pebbles into a bag, one white and one black.**

The daughter would then have to reach into the bag and pick out a pebble. If it was black, the debt would be wiped, but the loan-shark would then marry her. If it was white, the debt would also be wiped, but the daughter wouldn't have to marry the loan-shark.

Standing on a pebble strewn path in the businessman's garden, the loan-shark bent over and picked up two pebbles. Whilst he was picking them up, the daughter noticed that he'd **picked up two black pebbles** and placed them both into the bag. He then asked the daughter to reach into the bag and pick one.

The daughter naturally had three choices as to what she could have done:

1. Refuse to pick a pebble from the bag.
2. Take both pebbles out of the bag and expose the loan-shark for cheating.
3. Pick a pebble from the bag fully well knowing it was black and sacrifice herself for her father's freedom.

She drew out a pebble from the bag, and before looking at it 'accidentally' dropped it into the midst of the other pebbles. She said to the loan-shark; The pebble left in the bag is obviously black, and seeing as the loan-shark didn't want to be exposed, he had to play along as if the pebble the daughter dropped was white, and clear her father's debt.

**Moral of the story:** It's always possible to **overcome a tough situation** through out of the box thinking, and not give in to the only options you think you have to pick from.

## THE GROUP OF FROGS (ENCOURAGEMENT)

*Jadu Lahan, Jr. Executive (Commercial)*

As a group of frogs were traveling through the woods, two of them fell into a deep pit. When the other frogs crowded around the pit and saw how deep it was, they told the two frogs that they're was no hope left for them.

However, the two frogs decided to ignore what the others were saying and they proceeded to **try and jump out of the pit**. Despite their efforts, the group of frogs at the top of the pit were still saying that they should just give up. That they would never make it out.

Eventually, one of the frogs took heed to what the others were saying and he gave up, falling down to his death. The other frog continued to jump as hard as he could. Again, the crowd of frogs yelled at him to stop the pain and just die.

He jumped even harder and finally made it out. When he got out, the other frogs said, **"Did you not hear us?"**

The frog explained to them that he was deaf. He thought **they were encouraging him** the entire time.

**Moral of the story:** People's words can have a big effect on other's lives. Think about what you say before it comes out of your mouth. It might just be the difference between life and death.



## HEAD OFFICE

DOB	Name of the Employees
6th Apr	Munna Jha
14th Apr	Manas Pramanik
25th Apr	Rituparna Baneerjee

## MARKETING OFFICE

DOB	Name of the Employees
1st Apr	Ashim Patowary
1st Apr	Naresh Kumar Baitha
1st Apr	Abul Fazal Ahmed
3rd Apr	Rabi Ram Sharma
8th Apr	Rohit Kumar Singh
14th Apr	Durlav Kumar Nath
25th Apr	Bijoy Kr. Shee

## PLANT

D.O.B	NAME OF EMPLOYEE
1 <sup>st</sup> Apr	BIKASH BARMAN
1 <sup>st</sup> Apr	BUBUL KUMAR DAS
1 <sup>st</sup> Apr	DR. RAJAT PAUL
1 <sup>st</sup> Apr	MRS. CHIARLY SHADAP
2 <sup>nd</sup> Apr	AMAL SINHA
2 <sup>nd</sup> Apr	RATAN MONI SINHA
3 <sup>rd</sup> Apr	MIHSALAN SUTING
4 <sup>th</sup> Apr	SURYA KANT TIWARI
5 <sup>th</sup> Apr	BIJOY SUTRADHAR
6 <sup>th</sup> Apr	BALWANT SINGH JAT
6 <sup>th</sup> Apr	RAJEN SINHA
7 <sup>th</sup> Apr	RIKI SYMPLI
9 <sup>th</sup> Apr	BABU URANG
10 <sup>th</sup> Apr	NARESH KUMAR
16 <sup>th</sup> Apr	BIPUL SINGHA
18 <sup>th</sup> Apr	RICHART SINHA
24 <sup>th</sup> Apr	ANIL NARZARI
27 <sup>th</sup> Apr	AJIT DAS
28 <sup>th</sup> Apr	KUNAL KASHYAP
30 <sup>th</sup> Apr	A. SHYAM KISHORE SINGHA
30 <sup>th</sup> Apr	NABAJIT KALITA
30 <sup>th</sup> Apr	PADUM BAHADUR THAPA

## MANAGING FINANCES AND RESOURCES

Imkum Dangnok , Sr. Executive (HR )

Whether you're a business owner or a manager, staying on top of tangible items is vital to success. These tips can help you keep track.

1. **Set up a realistic budget.** While it's good to be optimistic, don't plan for more spending than you know you can afford. Make sure you plan for emergencies and contingencies as well.
2. **Save costs where they matter the most.** Don't just pinch pennies for the present. Make sure your savings will pay off in the long run. Compromising on quality might cost you later on in repairs and replacements.
3. **Spend only when it's necessary.** Don't spend if you don't need to. Every bit you save goes toward your profit.
4. **Find alternative sources of finance.** Sometimes even successful businesses need a little help. Business loans and investors can help you through leaner times.
5. **Stay true to your contracts.** Not only will you gain the respect of your clients, you'll also avoid legal battles that can be a serious financial drain.
6. **Make sure employees are well compensated.** Employees deserve to be rewarded for hard work. Make sure yours are well compensated for their time and they'll be more productive and happier to come to work.
7. **Learn to do more with less.** Quality is much more important than quantity, so make what you have count.
8. **Assign equipment wisely.** While it might be nice for every employee to have a PDA, budget often don't allow for such conveniences. Make sure the employees that need tools the most have access to them.
9. **Invest in solid technology.** This doesn't always mean the latest technology, but what your office needs to do work effectively.
10. **Update when necessary.** Using obsolete equipment and programs can really slow you down. Update when it makes sense so you won't get left behind by competitors.
11. **Don't be wasteful.** Every sheet of paper, paper clip and pen is a cost on your budget. Use materials wisely and don't waste them out of haste or carelessness.

## कविता : माँ

माँ दुर्गा, माँ सरस्वती है, माँ कल्याणी, काली ।  
दुश्मन जब भी आँख दिखाये, हो जाती मतवाली ॥  
माता के पैरों में जन्नत, दिल है नेह समन्दर ।  
शिव बनकर वह भर लेती जग का दुख अपने अन्दर ॥  
पन्ना बन वह मातृभूमि पर, अपना लाल लुटाती ।  
राजवंश की रक्षा में बेटा चंदन कटवाती ॥  
जब राधा ने दरिया में बहते बच्चे को पाया ।  
वात्सल्य की चरम शक्ति से ही पयपान कराया ॥  
अपरिणीता कुंती को कोई कैसे बिसराये ।  
सामाजिक मर्यादा पर अपनी संतान भुलाये ॥  
अवधपुरी की माताओं के, सम्मुख सभी अधूरे ।  
वन में भेज पुत्र को माँ ने, किये वचन को पूरे ॥  
दोनों सुत को त्याग हुई वो, बिना पुत्र की माता ।  
मातु सुमित्रा के सम्मुख श्रद्धा से सिर झुक जाता ॥  
जीजाबाई की शिक्षा है, वीर शिवा की थाती ।  
कहकर सुनकर सब माताएँ, आदर से इठलातीं ॥  
मातु हिडिम्बा ने सुपुत्र को, ऐसा पाठ पढ़ाया ।  
'कमजोरों का साथ निभाना', अद्भुत धर्म निभाया ॥  
पुतलीबाई ने मोहन से, कहा कि झूठ न बोलो ।  
बंदर - त्रय की उपादेयता, आओ मिलकर तोलो ॥  
परशुराम ने माता का सिर, क्षण भर में ही काटा ।  
पितृभक्ति माँ ने सिखलाई, माँ का सिर धड़ बाँटा ॥  
ध्रुव माता से अनुमति पाकर, किया साधना ऐसी ।  
ईश्वर ने आ गोद उठाया, जग हो गया हितैषी ॥  
दुर्योधन माँ के कहने पर, अमल नहीं कर पाया ।  
केशव की लीला में उसने, अपने को मरवाया ॥  
माता की आज्ञा सुन अर्जुन, बाँट दिये निज नारी ।  
सकल ग्रंथ में नहीं मिलेगी, ऐसी पत्नी प्यारी ॥  
धन्य मातु जो मातृभूमि पर, अपनी गोंद लुटाती ।  
पाल पोसकर अपने सुत की, कुर्बानी करवाती ॥  
नमन शहीदों की माता को, नमन मातु की महिमा ।  
नमन यशोदा, गांधारी, सिय, नमन मातु की गरिमा ॥  
ईश्वर की अनुपम कृति होती, जग के भीतर नारी ।  
अपना सर्व समर्पण करके, बनती है महतारी ॥  
महतारी को सम्मुख पाकर, होता धन्य विधाता ।  
महतारी से मिलने वह सौ बार धरा पर आता ॥  
महतारी अनुसुइया ने तो तीन देव को पाला ।  
बच्चे की खातिर बनती माता ही प्रथम निवाला ॥  
दुनिया की विपदा हर ठोकर, सह करके मुस्काती ।  
बच्चे की किलकारी में ही, स्वर्गिक सुख वो पाती ॥  
माता नर की हो या हो पशु - पक्षी, देव - निशाचर ।  
माता की महिमा के आगे, नत हैं सब सचराचर ॥  
अपनी सुध - बुध को खोकर ही, अपना सर्व लुटाकर ।  
नाम, रूप, वय खो देती है, अपना बच्चा पाकर ॥  
जाग - जाग गीले बिस्तर पर, बच्चा पाला करती ।  
बच्चे पर खुद को अर्पित कर, वह जीती या मरती ॥  
माता का पर्याय नहीं जग में है कोई दूजा ।  
सभी तीर्थ माँ के पग - तल में, माँ की कर लो पूजा ॥  
माँ ही गीता, माँ कुरान है, माँ ही गुरु की बानी ।  
'अवध' कहे कर जोड़ मातु ही, गुरु शिव शक्ति भवानी ॥  
हर साँसों के साथ जपो माता का नाम सुहावन ।  
कट जाये त्रय ताप मातु का नाम ईश सम पावन ॥

**अवधेश कुमार 'अवध'**

# WE WELCOME NEW MEMBERS AT GVIL



**Name:** Nantu Das  
**Date of joining:** 03-03-2017  
**Designation:** LMV Driver  
**Department:** Admin, Plant



**Name:** Biswamohanji Rath  
**Date of joining:** 21-03-2017  
**Designation:** Supervisor  
**Department:** Logistic, Plant



**Name:** Surjeet Kumar Singh  
**Date of joining:** 22-03-2017  
**Designation:** Electrician  
**Department:** E & I , Plant



**Name:** Bikash Barman  
**Date of joining:** 20-03-2017  
**Designation:** Data Entry Operator  
**Department:** Logistic, Plant



**Name:** Dhritiman Hujuri  
**Date of joining:** 10-03-17  
**Designation:** Asst. Manager  
**Department:** Sales & Marketing



**Name:** Biswajit Hazarika  
**Date of joining:** 23-03-17  
**Designation:** Driver  
**Department:** Admin, Ghy



**Name:** Rupankar Thakur  
**Date of joining:** 07-03-17  
**Designation:** Sr. Executive  
**Department:** Non Trade, Sales

