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SCAN THE CODE
FOR THE
ARCHIVE
COLLECTION OF
NISHA

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FROM THE DESK OF VCMD

"Dear Maxian,
"We all need people who will give us feedback. That's how we improve": Bill Gates.

One of the most important tools in an organisation is feedback. Many confuse this with performance evaluation. Simply put, feedback is the only way for people to know how they are perceived and what their strengths and weaknesses are. We all aspire to be better than what we already are in all spheres of life. It can be the workplace, the home, our society and even our roles as a parent, as a friend or as a manager. We all want to be the best and excel but this cannot be possible without accepting feedback in a healthy and positive way. Without feedback we cannot understand what to build on and what not to do. Can one be training for the Olympics with no one telling the sportsperson how fast he ran or how high he jumped and what was not correct?

The ultimate prize will be the evaluation. The words of the coach are feedback. We are humans and will commit mistakes. We cannot go back and erase the errors but we can learn from them. To be disheartened by a mistake is not what is required but to look forward to be better by the learnings from it and to improve in our tasks or role.

Feedback can be a difficult task for both for the giver as well as for the receiver. However as managers we must give feedback so that our Team is ready for challenges and to improve their roles. Recently, research has established that people welcome constructive feedback as it helps them to develop and improve. Ed Batista of Harvard Business Review advocates that feedback should be given at short intervals rather than an annual review. More often mistakes made in the year can be avoided by feedback. Given in shorter periods, feedback reduces the natural stress of the performance evaluation.

As human beings it is in our nature to be recognised and appreciated. It is thus important to inform the Team, Family Members and all that touch are lives that they are valued. Offering due praise for when things go well only goes a long way to build relationships and productivity. Many business houses including ours value the flow of feedback and see it is a valuable tool for growth.

The pandemic lies low but can raise its deadly head anytime and caution still should be the watchword. We can all help combat it to elimination by advocating vaccinations and trying to dispel the fear that some have of it. I am confident that you have ensured that all eligible members of your Family have been vaccinated.

Stay Home. Stay Safe.

VCMD



EDITOR'S SPEAK

Hello Maxians!

It's a pleasure to meet you again in this newsletter of September's NISHTHA. I believe each and everyone is keeping well. Stepping into the tenth month of 2021, with two months left in hand, there are so much things yet to be done and things that can be done.

While some are completely vaccinated with the 2 doses, some are awaiting their second, whereas, some are yet to be vaccinated with their first. Let us contribute to the Nation's fight against the Virus and curb to the spread of the new oncoming variant, the delta variant.

2nd October, Gandhi Jayanti, marking the Birth Anniversary of our father, the Father of Nation.

Here are some fun facts about the month of September and October:

- September was the seventh month of the original Roman calendar. This is where it got its name which means seventh. Later, when January and February were added to the calendar it became the ninth month.
- October was named after the Latin word 'octo' meaning "eight". This is because October was originally the eighth month of the year! This all changed with the introduction of the Roman calendar. It was only the eighth month until July and August were introduced to the Roman calendar by Julius Caesar and Augustus and it became the tenth month in the year instead of the eighth month.
- The night sky is much clearer in October so it is the perfect time to go stargazing.

Sending my prayers to your family, on behalf of the entire NISHTHA family. Wishing you and your family a happy October and a blessed Puja!

Till we meet again in the next newsletter, stay safe and stay healthy!





MAX PANORAMA

SHRADDHANJALI TO OUR FOUNDER ON FOUNDER'S DAY



HOMAGE TO OUR FOUNDER - AT PLANT



HOMAGE TO OUR FOUNDER - AT PLANT



HOMAGE TO OUR FOUNDER - AT KOLKATA HEAD OFFICE



HOMAGE TO OUR FOUNDER - AT KOLKATA HEAD OFFICE



HOMAGE TO OUR FOUNDER - AT SALES & MARKETING OFFICE



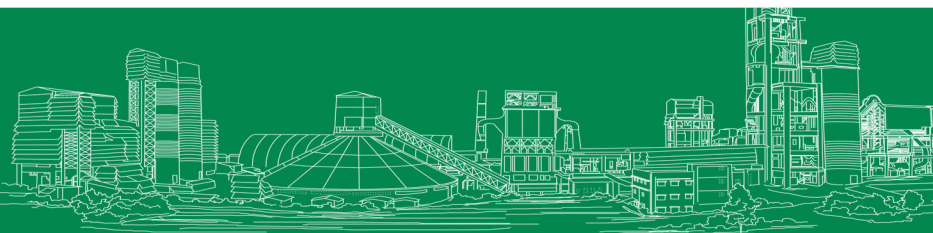
HOMAGE TO OUR FOUNDER - AT SALES & MARKETING OFFICE



MAX PANORAMA

FOUNDER'S DAY CELEBRATION AT PLANT - Employees at plant began their day by paying tribute to our founder, Shri G.N Agarwal and further planted around 5000 sapling in and around our plant premises in memory of our founder. Later in the evening, everyone engaged themselves in different indoor games to celebrate the founder's day.





MAX PANORAMA

75TH INDEPENDENCE DAY CELEBRATION AT GVIL





MAX PANORAMA

JANMASTAMI CELEBRATIONS AT PLANT

Krishna Janmastami was celebrated at our GVIL Plant on 30th August evening. The ritual of making a human pyramid and breaking an earthen pot filled with milk, curd, butter, fruits and water which was hung at a convenient height, thus imitating the actions of child Krishna was performed by our employees as a part of a competition. Everyone enjoyed the day and prizes were handed over to the winners of Dahi Handi Breaking.





MAX PANORAMA

Farewell to Mr. Vimalendra Vyas who was our Plant Head at Meghalaya - (2018 - 2021)



Farewell to Mrs. Arpita Manpuria who was a member of Accounts Dept. In Kolkata - (2013 - 2021)



Not the end
Only a different beginning

FAREWELL



POEMS

Between all those
Dancing cubes of laughter,
And echos of perfect disasters.

I realised how temporary, permanent
seemed.
I realised how much not important, im-
portant really was.
How much seeing it clear meant seeing in
one way.

Its always the obvious that we fail to
notice ,
Among the inconspicuous.

And somewhere down the line I realised,
Why so much , seemed so little.

Sweata Singha

বন্ধুত্ব মানে

কাছে থাকা নয়,
পাশে থাকার নাম বন্ধুত্ব!
মিথ্যে বলে মন ভুলানো নয়,
সত্যি বলে সাহস জোগানোর নাম বন্ধুত্ব!
ভুল দেখে সরে যাওয়া নয়,
ভুল শুধরে দিয়ে ভালোবাসার নাম বন্ধুত্ব!
সময়ের সাথে পাল্টে যাওয়া নয়,
সময়কে পাল্টা জবাব দেওয়ার নাম বন্ধুত্ব!
আজকের বেপরোয়া ব্যাস্ত জীবনকে পরোয়া না করে...
কেমন আছিস জানতে চাওয়ার নাম বন্ধুত্ব!
শুধু ফটোসেশনের আলোর ছটায় কাঁধে হাত রাখা নয়,
একাকিত্বের অন্ধকারে কাঁধে হাত রাখার নামই বন্ধুত্ব!





NEW JOINEES

PLANT

SL NO	PHOTO	NAME OF EMPLOYEE	DEPT.	DESIG.
1		WOMPHER SUTNGA	ELECTRICAL & INSTRUMENTATION	TRAINEE
2		PROMUD SINGHA	ADMINISTRATION	LMV DRIVER
3		MD AZAD	FINANCE & ACCOUNTS	EXECUTIVE
4		SARAT KUMAR SINGHA	ADMINISTRATION	LMV DRIVER
5		VRIJESH KUMAR SINGH	ADMINISTRATION	SR.OFFICER-SECURITY & SAFETY
6		RAHUL AMIN LASKAR	CIVIL	HYVA OPERATOR
7		AMIT KUMAR	ELECTRICAL & INSTRUMENTATION	JR. TECHNICIAN
8		ARABINDA ANAND	ELECTRICAL & INSTRUMENTATION	GRADUATE ENGINEER TRAINEE
9		SAURAV DUGAR	ELECTRICAL & INSTRUMENTATION	GRADUATE ENGINEER TRAINEE
10		MANASH JYOTI LAHON	MECHANICAL	GRADUATE ENGINEER TRAINEE
11		SOURAV KUMAR	PACKING PLANT	SUPERVISOR
12		SHANKARLAL GUPTA	PROCESS	ASST. MANAGER
13		SAHEBJEE JHA	QC & RMH	GRADUATE ENGINEER TRAINEE
14		SHUBHANKAR DEY	QC & RMH	GRADUATE ENGINEER TRAINEE
15		SAMPLE BAREH	ADMINISTRATION	SECURITY GUARD

GUWAHATI

SL NO	PHOTO	NAME OF EMPLOYEE	DEPT.	DESIG.
1		P. Rohit Kumar	Purchase Dept.	Sr. Executive
2		Lakhyajit Lahon	Sales Coordination	EXECUTIVE

Welcome