



K A L E I D O S C O P E



## RUCHA GROUP E-MAGAZINE

July 2025 Issues #70



**R**  
Respect

**U**  
Urge

**C**  
Confidence

**H**  
Honesty

**A**  
Ambition

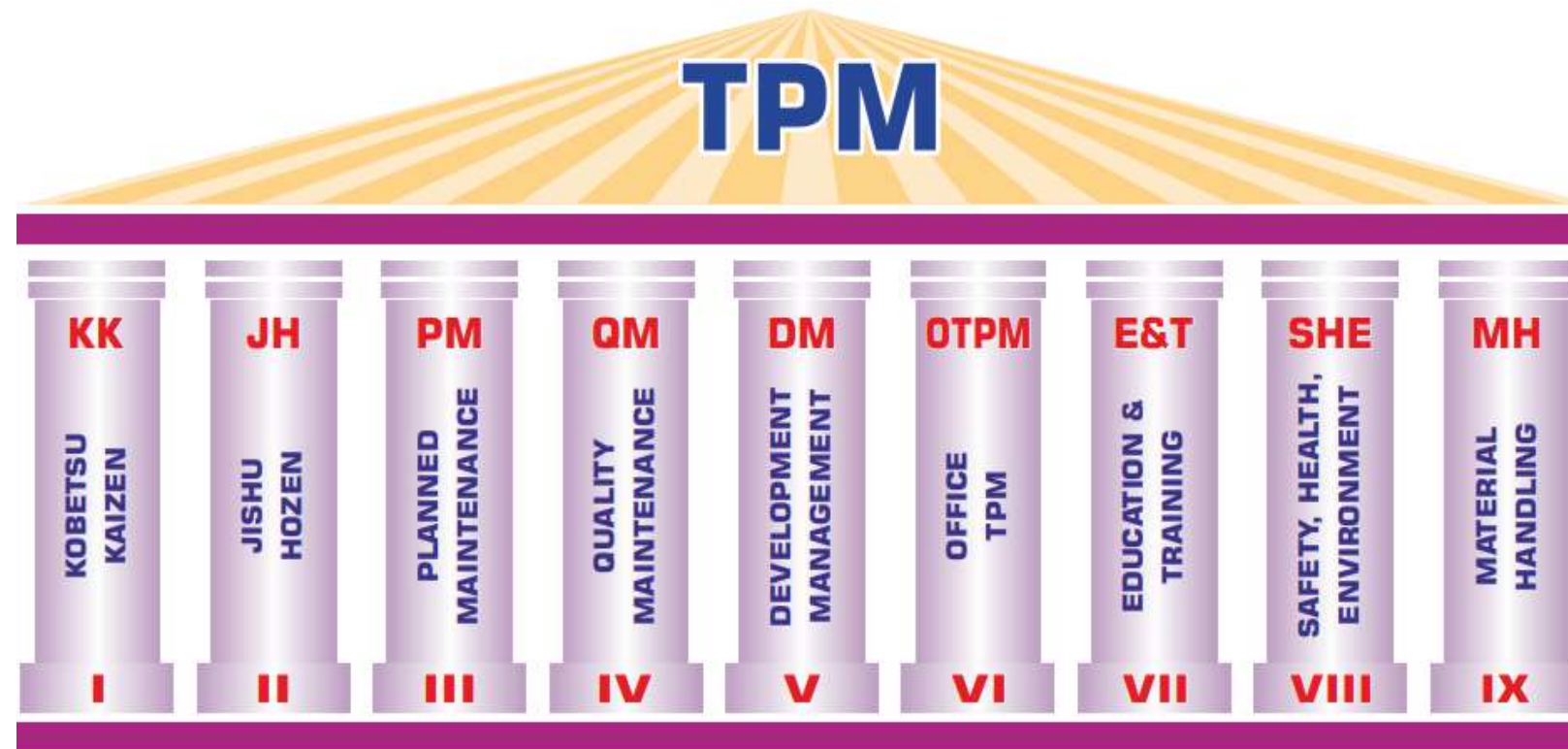
Engineering Excellence

# INDEX

	SR. NO	CONTENT	PAGE NO.
	1	TPM (TOTAL PRODUCTIVE MAINTENANCE) BLOG	3 - 4
	2	AWARDS & RECOGNITION	5 - 10
	3	SUSTAINABILITY BLOG	11 – 12
	4	SPECIAL PROJECTS, EVENTS, VISITS & AUDITS	13 - 26
	5	EMPLOYEE ENGAGEMENT	27
	6	MOTIVATION & PERSONALITY DEVELOPMENT STORY	28 – 29
	7	BOOK REVIEW	30

# TPM BLOG

TPM (Total Productive Maintenance) Valuable Insights



## Planned Maintenance :

**Planned Maintenance** is one of the core pillars of **Total Productive Maintenance (TPM)**. It focuses on proactively preventing equipment failures and ensuring that machines perform at optimal levels through scheduled, systematic maintenance activities. The main goal is to eliminate **unexpected breakdowns**, **increase machine reliability**, and optimize **maintenance costs**.

This pillar helps shift from a reactive (“fix it when it fails”) approach to a proactive and predictive maintenance culture, ensuring long-term equipment health and supporting zero-defect and zero-downtime goals.

## TPM (Total Productive Maintenance) Valuable Insights

### Benefits of Planned Maintenance

**Improved Equipment Reliability:** Scheduled maintenance helps identify and resolve potential issues before they lead to failure.

**Increased Equipment Availability:** Proactive servicing minimizes unplanned downtime, keeping machines operational longer.

**Optimized Maintenance Costs:** Reduces the need for costly emergency repairs by managing resources more efficiently.

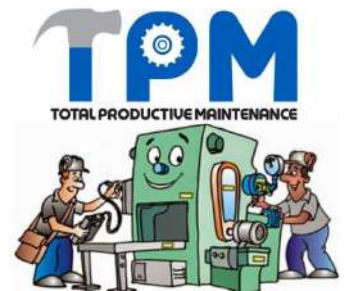
**Enhanced Predictability:** Maintenance schedules enable better planning of production and resource allocation.

**Extended Equipment Life:** Regular upkeep slows wear and tear, increasing the lifespan of machinery.

**Improved Safety:** Systematic checks and servicing reduce the risk of accidents due to mechanical failures.

**Support for Zero-Defect Goals:** Reliable equipment leads to more consistent product quality and fewer defects.

**Planned Maintenance** is more than a technical routine—it's a strategic pillar of TPM that builds a culture of proactive care, reliability, and efficiency. By shifting from reactive to preventive and predictive approaches, it ensures long-term equipment health and supports continuous improvement in productivity and performance.





# AWARDS & RECOGNITION

## Plant 1007 Shines at QCFI – Wins Gold Awards for Both Kaizens

We are thrilled to share a proud moment for Plant 1007, our team recently participated in the prestigious CCQC (Chapter Convention on Quality Concepts) competition held on 26 July 25, where we nominated two of our most impactful Kaizens in two categories **Poka-Yoke & TPM**.

**1. GOLD AWARD** Presented to Quality Circle “**VISHWAMITRA**” for **Poka- Yoke** Category ,  
**Theme: Blank Cut Complaint Elimination of Break Lever**  
**Participants: Mr. Ravi Kathar & Mr. Manoj Jamodkar**

**About the Project:** The team took up the challenge of a recurring blank cut issue in the brake lever component, a defect that had potential safety implications for end-users.



Through a structured **10-step Quality Circle methodology**, the team methodically analyzed and resolved the issue, focusing **Root Cause Analysis** (Why-Why & 4M Techniques),

**Kaizens** such as the installation of **sensor-based poka-yoke** systems in the blanking and piercing operation, Restoration and standardization of process conditions, Establishing preventive systems for ongoing quality assurance. The results were remarkable — the **blank cut complaint was completely eliminated**, significantly improving both **customer satisfaction** and **plant PPM (Parts Per Million) performance**.



# AWARDS & RECOGNITION

## Plant 1007 Shines at QCFI – Wins Gold Awards for Both Kaizens

**2. GOLD AWARD** Presented to Quality Circle “**PERFORMAR**” for **TPM** Category,  
**Theme: Capacity Enhancement for Part Mounting**  
**Participants: Mr. Ravi Kathar & Mr. Manoj Jamodkar**

**About the Project:** Faced with a significant production shortfall for a high-demand component used by **Skoda Auto Volkswagen**, the RAMA team tackled the issue of monthly stroke limitations in the Press Shop. Using the structured **7-step TPM approach**, they identified that **multiple low-tonnage operations** were restricting capacity. To overcome this the team successfully **reduced the number of operations** by modifying the process flow. Implemented a series of **Kaizens** across all critical operations: draw, dimple forming, trimming, notching, and

piercing. Improved production **efficiency by 66%**, taking output from **1,050 to 1,500 parts per day**. Achieved a **monthly cost saving of ₹1.7 lakh**.

- ✓ Ensured long-term **sustenance** through:
  - Updated control plans
  - JH (Jishu Hozen) sheets
  - Real-time output monitoring

This initiative not only resolved the stroke shortfall but also optimized overall Press Shop performance while meeting customer demand effectively.







## **AWARDS & RECOGNITION**

### **Plant 1007 Shines at QCFI – Wins Gold Awards for Both Kaizens**



The award ceremony was a celebration of innovation, structured problem-solving, and the spirit of continuous improvement. The recognition reflects our team's relentless pursuit of quality and operational excellence. A heartfelt congratulations to all members involved — your efforts have brought accolades to the entire Rucha Group!

**Together, we move forward – stronger, sharper, and prouder.**

**The TPM Journey Continues...!**

# AWARDS & RECOGNITION

## Empowering Workplace Culture: POSH Awareness Drive and Recognition

We are proud to announce that **Ms. Gayatri Garg**, from the HCM Department at **Plant VII**, has successfully completed her certification as a **POSH (Prevention of Sexual Harassment) Trainer**. Her training was conducted by **Skill Deck**, an organization certified by the **Ministry of Women and Child Development (MWCD)**. The intensive 4-day program was pursued by Ms. Gayatri outside of her regular office hours, demonstrating her unwavering commitment to fostering a safe and respectful work environment. Alongside her professional contributions, Ms. Gayatri is also an active member of the **Reliable Seva Foundation**, an NGO committed to

social welfare. In line with our vision to create a secure and inclusive workplace, we are pleased to announce the **launch of a POSH awareness drive across the organization**. This initiative is a testament to our ongoing commitment to upholding dignity, equality, and mutual respect for every employee.

As part of this drive, **structured training sessions and awareness programs** are being conducted across departments. These sessions aim to educate employees about their **rights, responsibilities**, and the **support mechanisms available** to address grievances. The focus is on empowering individuals to speak up with confidence and fostering a culture of openness and accountability.







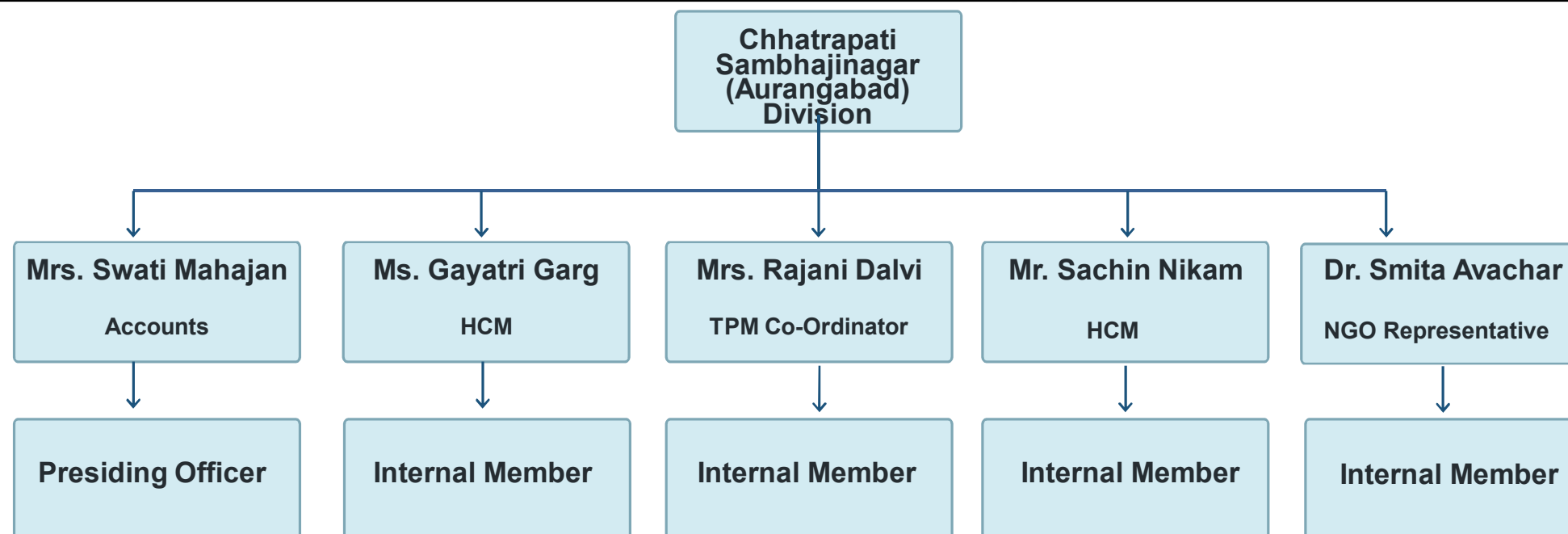
## AWARDS & RECOGNITION

### Empowering Workplace Culture: POSH Awareness Drive and Recognition

Additionally, we have successfully constituted a **New Internal Complaints Committee** comprising trained and sensitized members. The ICC will play a crucial role in ensuring transparency, timely resolution of issues, and adherence to the POSH Act.

A single committee has been formed for all Chhatrapati Sambhajnagar, (Aurangabad) location plants, applicable to:

**Plant 1, Plant 3, Plant 4 & 4B, Tool Room, Plant 6, Plant 7, Plant 11, Corporate Office, and R&D Center.**



Together,  
let's create a  
Safe Workplace,  
free of harassment



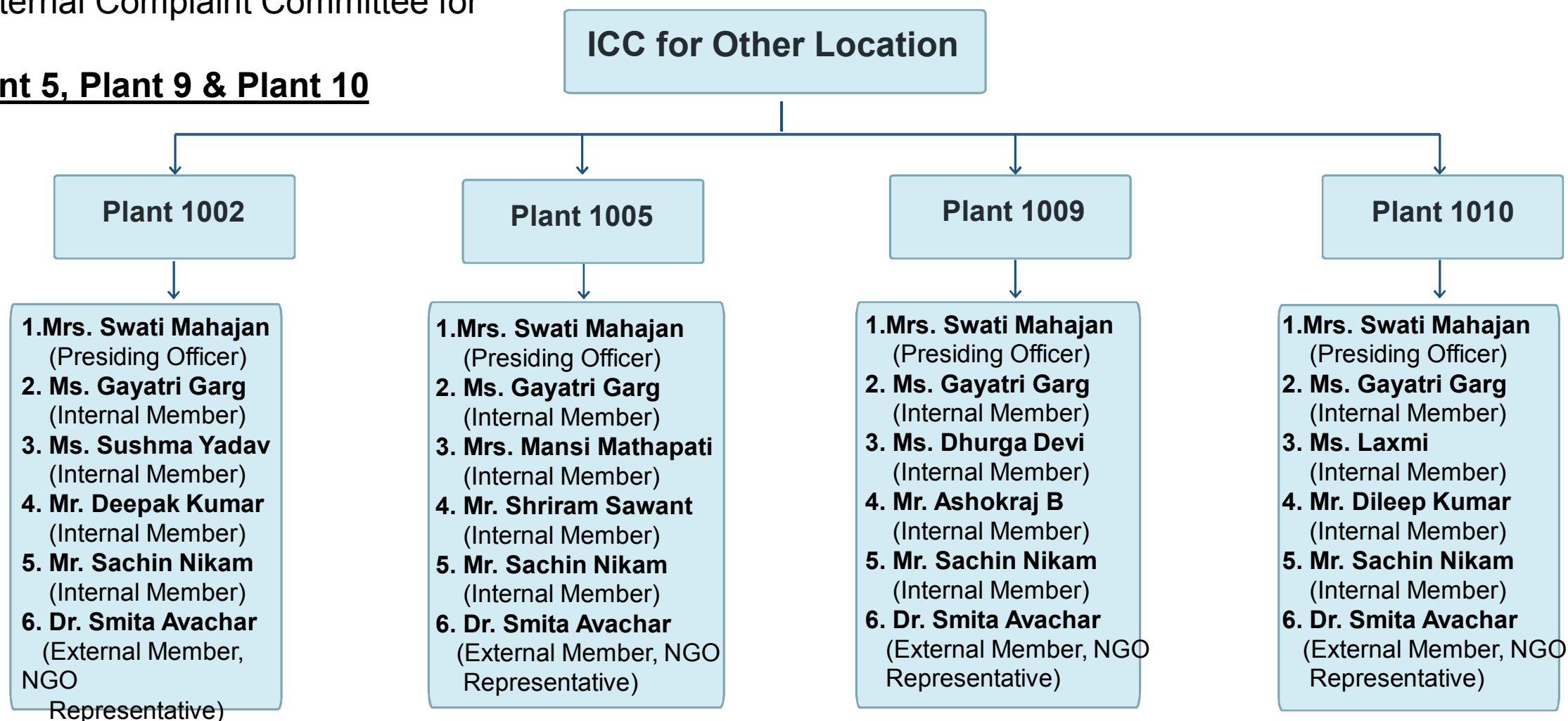


# AWARDS & RECOGNITION

## Empowering Workplace Culture: POSH Awareness Drive and Recognition

Individual Internal Complaint Committee for

**Plant 2, Plant 5, Plant 9 & Plant 10**



Let us build a workplace where everyone feels **safe, valued, and respected**



# SUSTAINIBILITY BLOG

## Greening with Purpose: Upcycled Oil Drums at Harit Vatika

In continuation of last month's feature on *Harit Vatika* — the green space developed within Rucha Group to foster sustainability and employee wellness — this month's spotlight turns to an innovative addition: **upcycled seating and planters made from discarded oil drums**.

Waste to Utility: A Second Life for Oil Drums

Rather than discarding used oil drums as scrap, the team took a creative, eco-conscious approach to give them a **functional second life**.



**Chairs** have been crafted by cutting and reshaping the oil drums, finished with smooth edges and painted in bright, inviting colours. These provide sturdy and comfortable seating for employees and visitors who stop by the Vatika for a break or reflection.

**Planters** have also been fashioned from these drums, offering a durable and eye-catching solution for housing small trees and shrubs within the green space.







## SUSTAINABILITY BLOG

### Greening with Purpose: Upcycled Oil Drums at Harit Vatika

A Vision Brought to Life by **Mr. Shantanu**

This entire initiative was conceptualized and executed by **Mr. Shantanu**, whose hands-on approach, creative thinking, and dedication to sustainable practices brought this idea to life. From designing the layout to personally overseeing the fabrication and installation, Mr. Shantanu played a key role in turning discarded drums into valuable assets for the Vatika.

His efforts not only enhanced the utility of the green space but also served as an example of how **individual initiative can drive meaningful environmental change** within the workplace.

This transformation demonstrates how **industrial waste** can be reimaged into purposeful, aesthetic, and sustainable solutions - supporting both environmental goals and design innovation.

#### **The Sustainability Edge**

This initiative aligns with Rucha's broader commitment to environmental responsibility by: **Reducing landfill contributions, Reusing on-site industrial waste, Promoting resourceful, low-impact design & Inspiring others to act through creative reuse.**

A Place to Sit, A Moment to Reflect, the new oil drum chairs and planters at Harit Vatika are more than just garden additions — they are symbols of how **waste can be transformed into comfort and beauty** when guided by vision and purpose.

All employees are invited to visit, sit, and enjoy this refreshed space — and to reflect on how sustainability can start with small, thoughtful actions.

Let Harit Vatika be a living reminder: **“What we discard can still make a difference - if we choose to see the potential.”**





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## N282 Frame Model Line Improvement Review – Visit 2 by TVSM Top Management



On **24th July 2025**, Plant-IX hosted the **second visit** for the **N282 Frame Model Line Improvements Review**, joined by esteemed members of the **TVSM Top Management** and the **TVSM Supplier Excellence Team**.

This important review was aimed at assessing the ongoing improvement initiatives on the model line, identifying areas of further optimization and acknowledging the team's continuous improvement efforts at the GEMBA.

The visit was graced by senior leaders from **TVS Motor Company** :

**Mr. J. Bhaskaran** – Executive Vice President - Manufacturing, TVSM

**Mr. S. Senthil Kumar** – Vice President - Central Purchase, TVSM

**Mr. Dhanapal** – Vice President – Operations, TVSM

**Mr. E. Balakrishnan** – Associate Vice President – Central Purchase, TVSM

**Mr. M.K. Shaji** – Associate Vice President – Supplier Excellence, TVSM





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## N282 Frame Model Line Improvement Review – Visit 2 by TVSM Top Management



The Rucha team is moving in the right direction, and we wish them every success. Keep up the good work.”

The review not only acknowledged the current progress but also reinforced our alignment with TVSM’s expectations and quality standards.

From our side, we were honored to have the presence of our Respected **MD Sir, Jite Sir, Ravi Sir, Gowrishankar Sir & Plant IX Team** all of whom actively participated in the discussions and review sessions. During the visit, **Mr. J. Baskaran** appreciated the collective efforts and dedication of the Rucha team. In his feedback, he stated: “Continuous improvement activities are clearly evident at the GEMBA, and everyone's team efforts are appreciated.



**We extend our heartfelt thanks to the TVSM leadership and Supplier Excellence Team for their guidance and continuous support.**





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Vendor Enhancement Program Kick-Off – Sanand Cluster

The **REPL Supplier Excellence Team** successfully launched the **Vendor Enhancement Program** with selected Sanand Cluster suppliers during the **last week of July 2025**. This initiative marks a significant step forward in our commitment to building stronger supplier partnerships and promoting operational excellence.

The program was **jointly spearheaded by Mr. Abhishek Rahane** (REPL Supplier Excellence Team) and **Mr. Pratik Shinde** (TPM & MSME Lean Consultant), combining technical expertise with hands-on Lean implementation experience.



**Gurukrupa Industries**



**Shushant Industries**



**Poiner Industries**



**Raajratna Electrodes**



**Suraj Metal Industries**

- This program represents a significant milestone in our ongoing efforts to strengthen supplier capabilities and drive **operational excellence** through the adoption of Lean practices.
- **Key activities during the supplier visits included:**
  - Conducting a **baseline assessment** of current manufacturing practices
  - Identifying **improvement opportunities** using Lean diagnostic tools
  - Engaging with supplier teams to promote a culture of **waste elimination and quality enhancement**



**Nalanda Automech**

This initiative lays the groundwork for a **structured transformation roadmap** that will support our suppliers in achieving **world-class manufacturing standards** and sustaining long-term performance improvements.

# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

## MOU Signed Between Manik Hospital & Rucha Engineers for Employee Health & Emergency Medical Support

In a significant step towards strengthening employee welfare and access to quality healthcare, **Rucha Engineers** has entered into a **Memorandum of Understanding (MoU)** with **Manik Hospital, Waluj & Chhatrapati Sambhajnagar**. The MOU aims to extend comprehensive **medical treatment** under **ESIC, Mediclaim** and **emergency support services** for all eligible employees of Rucha Engineers.

The formal agreement was signed by **Dr. Sandhya Kondapalle** and **Dr. Ulhas Kondapalle**, Directors of Manik Hospital, in the presence of key representatives from Rucha Engineers. This collaborative initiative marks a major milestone in the company's ongoing commitment to employee health and well-being.







# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Industrial Visit by Mechanical Engineering Department Students of Jawaharlal Nehru Engineering College, Ch.Sambhajinagar



On 24<sup>th</sup> July 2025, we had the pleasure of hosting an industrial visit for 25 students from the **Mechanical Engineering Department Students Jawaharlal Nehru Engineering College, Ch. Sambhajinagar** at our **Plant 1003**.

The visit commenced with an engaging introduction to the organization's journey, presented by **Mr. Sachin Nikam, Mr. Dipak Kirtishahi & Mr. Swapnil Nale**. Their session provided the students with valuable insights into our operations and growth story. To honor the visiting faculty member, **Dr. Priya Shinde** Asst. Professor.

“This initiative reflects our ongoing commitment to fostering academia-industry collaboration and providing aspiring professionals with practical exposure to real-world industrial practices”.

The entire visit was seamlessly coordinated with the dedicated support of **Mr. Umesh Jogi –Plant HCM Head**, ensuring a smooth and enriching experience for the students.





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Nath Valley School's Industrial Visit to Rucha Yantra



On **18th July**, Rucha Yantra welcomed the talented and enthusiastic **8th-grade students of Nath Valley School** for an engaging and educational **industrial visit** at our **Rucha Yantra**. This visit aimed to offer the students a hands-on experience of the fascinating world of **advanced manufacturing and technology**. From the moment they arrived, the students displayed remarkable **energy, curiosity, and eagerness to learn**. Their enthusiasm peaked during the **Drone demonstration and plant tour**, where they actively engaged, asked insightful questions, and showed a genuine interest in how modern technology and automation work.

A special thanks to **Mr. Rahul Patle - Director Rucha Yantra**, **Mr. Ajay Khade – Plant HCM Head & Whole Rucha Yantra team** - who passionately shared their expertise on drone technology, sparking inspiration among the young learners. The students proved to be **quick learners and deep thinkers**, making the interaction both lively and meaningful. It was truly inspiring to witness such young minds exploring the world of innovation.



**Rucha is proud to play a role in igniting their interest in technology and manufacturing**, nurturing what could be the next generation of **engineers, creators, and change makers**.





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Industrial Visit to Rucha Yantra Pvt. Ltd. Of Nath School of Business & Technology Students from Master in Manufacturing Studies (MMS) Department



On **29th July 2025**, students from **Nath School of Business & Technology** Students from **Master in Manufacturing Studies (MMS) Department** successfully completed an industrial visit to **Rucha Yantra Pvt. Ltd.** as part of their academic curriculum. A total of **15 students**, guided by faculty members **Dr. Jitendra Jamadar – Associate Professor & Mr. Vinit Potdar – Professor of Practice**, participated in the visit aimed at enhancing their understanding of real-world industrial practices.

**The objective of the visit was to,** Offer practical exposure to industrial operations, Help students observe and understand workplace dynamics & Provide valuable insights into industry standards and expectations.

The students had the opportunity to interact with industry professionals and witness firsthand how theoretical knowledge is applied in an actual industrial setting. The visit was both educational and inspiring, fostering a deeper interest in their fields of study. We extend our heartfelt appreciation to the management and staff of **Rucha Yantra Pvt. Ltd.** for their support and hospitality in making this visit a success.





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Celebrating Kargil Vijay Diwas Across Rucha Group

On 26 July 2025, the Rucha Group proudly celebrated Kargil Vijay Divas across all our plants. This significant day marks the victory of the Indian armed forces in the Kargil War and honors the bravery and sacrifice of our soldiers. To celebrate this occasion, we invited esteemed Ex Army Officers to join us in paying tribute to the fallen heroes who laid down their lives for our nation during the Kargil War. Their stories of valor and dedication were shared, reminding us of the immense sacrifices made to safeguard our country's sovereignty.

**Guest Speeches:** Ex Army Officers representatives shared inspiring stories and insights about the Kargil War and its significance.

**Tribute Ceremonies:** Organized at various plants, where employees gathered to honor the memory of the brave soldier.



Plant 1001 Chief Guest Naib Subedar - Sudhakar Pavhare



Plant 1002 Chief Guest Subedar - Harish Bohil



Plant 1003 Chief Guest Havildar Subhash Devkar





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Industrial Celebrating Kargil Vijay Diwas Across Rucha Group

Highlight this celebration of **Plant 1005, Chakan (Pune)**, where we had the privilege of welcoming **Ex-Army Officers who were part of the Kargil War in 1999**. Their presence added a powerful and emotional dimension to the event, as they shared firsthand accounts of courage under fire and the true meaning of serving the motherland.

Through these events, Rucha Group not only paid tribute to the valor of our soldiers but also reaffirmed our collective commitment to the values they stood for — **bravery, unity, and unwavering dedication to the nation**.



Plant 1005 Chief Guest Havildar - Shivaji Vighne & Havildar - Prakash Kaushalkar



Plant 1004 Chief Guest Mr. Chandrakant Zalte



Plant 1006 Chief Guest Havildar - Chadrakant Kunde



Plant 1007 Chief Guest Havildar - Subhash Devkar



Plant 1009 Chief Non-Commissioned Officer - Mr. Ashokraj B



Plant 1010 Chief Guest Mr. Virendar Jha



Plant 1011 Chief Guest Naib Subedar - Sudhakar Pavhare







# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

## Rucha Engineers Employees Credit Cooperative Society



At Rucha Group, we believe in supporting our employees in every possible way. We are pleased to inform you about the Rucha Engineers Employees Credit Cooperative Society, a dedicated financial support system for our on-roll staff and permanent workers. This society aims to provide financial assistance for various needs such as house loans, education, marriage, medical expenses, and more.

### Encouraging Participation :-

As of now, 134 members have joined the society across the group. We encourage all eligible employees to become members and avail the benefits offered by this initiative. The society is designed to provide financial aid with ease and flexibility, ensuring that our employees have access to the necessary resources whenever needed.

### The credit society is managed by a dedicated team:

Mr. Ravikumar Mangalarap	- Chairman
Mr. Vijay Badhe	- Vice Chairman
Mr. Sanjay Revalkar	- Secretary
Mr. Deepak Deshmukh	- Treasurer
Mr. Sachin Nikam	- Additional Secretary
Ms. Taramati Hanwante	- Director
Mr. Gajanan Bhutekar	- Director





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Rucha Engineers Employees Credit Cooperative Society

**Loan Eligibility & Limits** Employees can avail loans based on their tenure with the company as follows:

Up to 3 years – ₹25,000

Up to 5 years – ₹50,000

Up to 10 years – ₹1,00,000

Up to 15 years – ₹1,50,000

Up to 20 years – ₹2,00,000

More than 20 years – ₹2,50,000

## **How to Apply :-**

For more details and to apply for a loan, please get in touch with the Process Owner, **Mr. Sachin Nikam & Plant HCM Team**. We urge all eligible employees to take advantage of this financial support system and secure their future with us!

**सहयोग: सिद्धिर्भवेत् (Sahāyogaḥ Siddhirbhavet) – Cooperation leads to success**







# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Medical Health Check-up Camp

As part of our ongoing commitment to employee well-being and preventive healthcare, comprehensive **health checkup camps** were organized at **Plant-VI** and **Plant-X** on **5th July** and **15th July** respectively.

The initiative focused on preventive care and early diagnosis, offering a range of basic health screenings for employees.



### Plant-VI Health Camp – 5th July

The health camp at Plant-VI was successfully conducted under the medical guidance of **Dr. Virendra Jaiswal** and his expert team. The checkup included the following screenings:

**Blood Pressure Monitoring**

**Pulse Examination**

**Blood Sugar Testing**

**Random Eye Checkup**

**Hearing Test**

**ECG (Electrocardiogram)**





# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



## Medical Health Check-up Camp

Employees participated enthusiastically, making the event a step forward in creating health awareness and promoting early detection of potential health issues.



### Plant-X Health Camp – 15th July

On 15th July, **Dr. Rohit** and his team from **RIA Diagnostics** conducted an extensive health screening camp at Plant-X. The evaluations included:

**Blood Pressure, Pulse Rate, Systemic Examination, Height & Weight, Haemoglobin, W.B.C. Count, R.B.C. Count**

**BSL – Blood Sugar Level, Urine Examination, Vision Test, Audiometry (Hearing Loss Assessment)**

**ECG – Electrocardiogram**

These health checkup camps reflect our organization's proactive approach toward **occupational health** and our dedication to ensuring a **safe and healthy work environment** for all employees.

This initiative was well-received and emphasized the importance of health assessments for a healthy, productive workforce.



# SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

## Prioritizing Wellness: "Eat Well, Sleep Well" Session

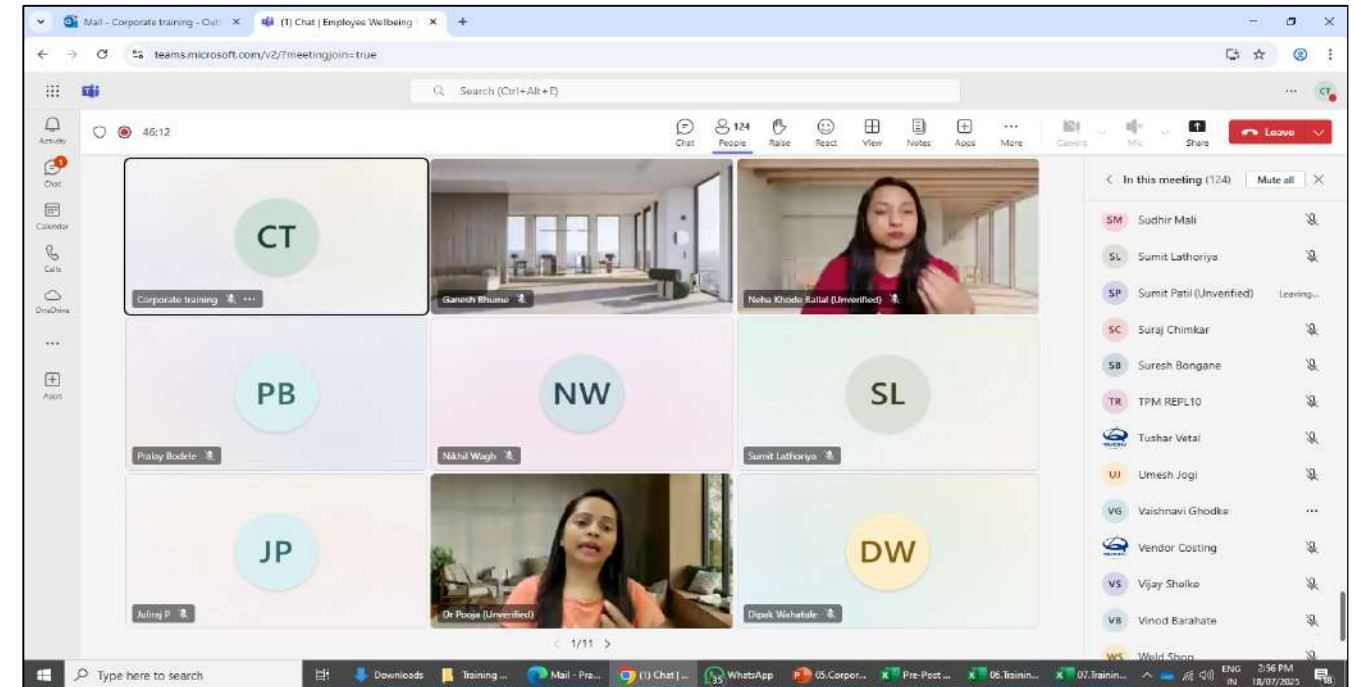
At Rucha Group, **employee well-being is not just a goal — it's a priority**. As part of our continuous efforts to foster a healthier and more productive workplace, the **Training & Development Team** successfully organized a wellness session on **"Eat Well, Sleep Well"** on **18th July 2025**.

The session was led by two esteemed wellness experts:

◆ **Mrs. Neha Khode**, Certified Fitness Coach from Herbalife

◆ **Dr. Pooja Deshmukh**, a respected professional in health and lifestyle medicine

We extend our **sincere gratitude** to both speakers for their valuable time, engaging delivery, and practical insights. Their guidance focused on key aspects of holistic health — including **balanced nutrition, quality sleep, consistent fitness routines**, and the powerful impact of small lifestyle changes. These lessons weren't just theoretical but **practical, relatable, and immediately actionable**.



This initiative is just the beginning. We're excited to share that **employee well-being sessions will now be held every month across the Rucha Group**, further reinforcing our commitment to nurturing a thriving, energized, and resilient workforce.

At Rucha Group, we believe: **"Healthy employees build a stronger organization."**



# EMPLOYEE ENGAGEMENT

## Magic Saturday at Rucha Group

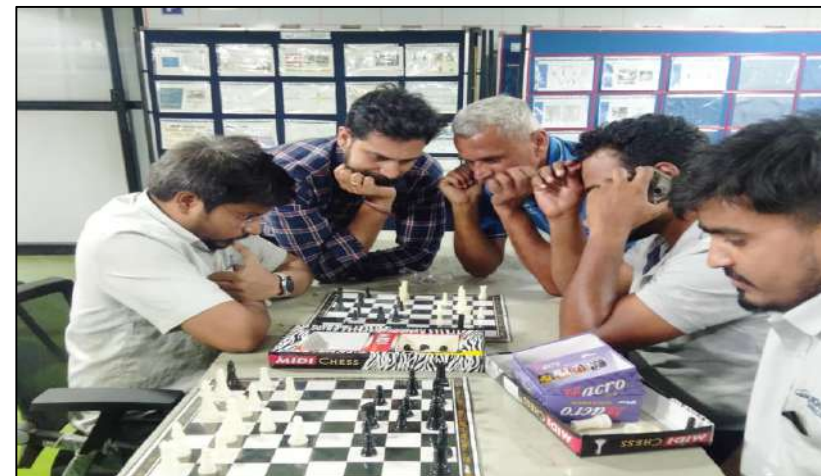


**Magic Saturday** is all about creating a refreshing break from the routine, encouraging team bonding, and nurturing a vibrant workplace culture. The event features a variety of fun and competitive games such as:

- **Chess** – A test of strategy and focus
- **Carrom** – For precision and friendly rivalry
- **Badminton** – To energize both body and mind

The atmosphere during Magic Saturday is filled with enthusiasm, laughter, and friendly competition. Employees from different departments come together to unwind, interact, and showcase their talents beyond the shop floor.

Here are a few glimpses of the excitement from recent Magic Saturdays, capturing moments of joy, concentration, and sportsmanship.



As we continue this monthly tradition, **Magic Saturday** has become more than just a game day — it's a celebration of camaraderie, wellness, and the spirit.





# MOTIVATION & PERSONALITY DEVELOPMENT STORY



## Development of a Strong Intelligence Network The Eyes in the Empire: Chhatrapati Shivaji Maharaj's Secret Network in Surat

It was the winter of 1664. The port city of **Surat** — rich, bustling, and filled with Mughal wealth — was unaware that it was being watched.

Far away in the hills of the Deccan, **Chhatrapati Shivaji Maharaj** sat with a map spread before him. His fingers traced trade routes, treasure convoys, and merchant movements. But this wasn't guesswork. These weren't just routes — they were **reports**, handwritten or relayed by trusted voices from **his spy network** spread across the Mughal empire.

For months, Chhatrapati Shivaji Maharaj's agents had blended into Surat. **Masquerading as cloth traders, stable boys, fakirs, and even cooks in wealthy households**, they had collected every piece of vital information:

- Which merchant stored gold in which haveli
- When Mughal troops left the city for a campaign
- How many cannons guarded the city walls
- The exact routes used to send treasure inland

This was the **power of his intelligence network** — a silent system built over years, reaching from Pune to Delhi. The man who oversaw much of this invisible web was **Bahirji Naik**, Shivaji Maharaj's chief intelligence officer — known for disappearing into enemy cities and reappearing with secrets no one thought could be uncovered





# MOTIVATION & PERSONALITY DEVELOPMENT STORY



## Development of a Strong Intelligence Network The Eyes in the Empire: Chhatrapati Shivaji Maharaj's Secret Network in Surat

When the time came, Shivaji struck with precision. **He did not attack blindly — he targeted only the rich Mughal offices and treasury houses**, avoiding the homes of common people. His soldiers knew **exactly where to go**, thanks to maps drawn by his spies.

In just two days, **Surat was under his control**, and vast amounts of wealth — the same wealth used to fund the Mughals — was now in Maratha hands.

Even more remarkable? Not a single Maratha life was lost.

Why? Because every detail of the operation — gates, timings, troop movements — had been gathered beforehand. And when the Mughal armies finally responded, Shivaji had already left — **with the treasure, and without a trace.**



**Conclusion: Shivaji Maharaj didn't just build forts — he built a nation on knowledge.**

His intelligence network was his invisible shield and silent sword, winning battles long before they began





## BOOK REVIEW

### Popular Book Suggested To Read

This month, we're excited to recommend a thought-provoking novel that blends professional insight with personal growth.

This engaging fiction follows *Saumya Kapoor*, a young MBA graduate, whose life takes a turn when she's posted to a remote steel plant in Karnataka. Expecting city life, she instead faces real-world challenges—safety issues, unfamiliar environments, and emotional setbacks. Her journey through uncertainty, resilience, and unexpected connections makes this story both inspiring and relatable.

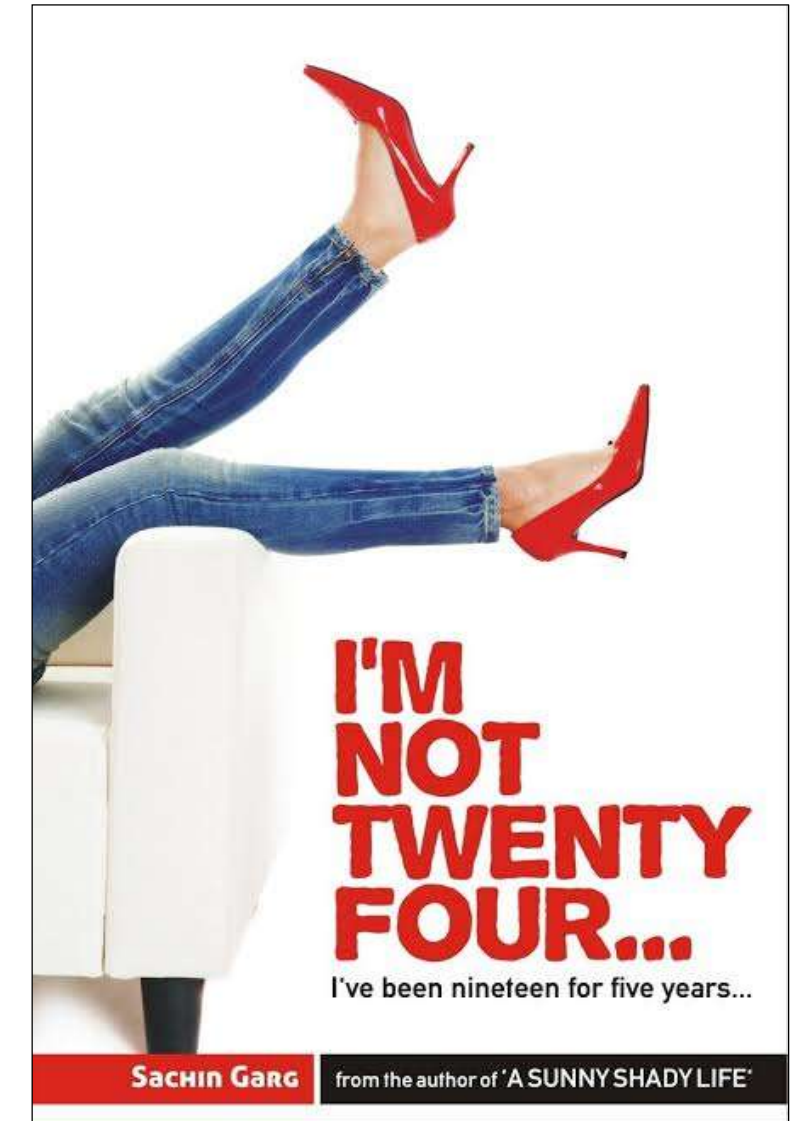
#### **Suggested to Read, Why ?**

- Reflects the **realities of adapting to new work environments**
- Highlights the importance of **mental strength and emotional balance** in the workplace
- Encourages readers to **step outside their comfort zones** and grow
- Easy to read, yet deeply meaningful—perfect for today's young professionals

To those, just starting your career, managing teams, or working at the ground level, this story offers valuable lessons on leadership, empathy, and inner strength.

***Happy reading .....!!!***





***Explore many such worthy books of your choice through our Library Management System on Rucha portal.***





# THANK YOU




## Rucha Yantra Pvt. Ltd

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-  <http://www.youtube.com/@yantrauavs>

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-  <https://www.linkedin.com/company/rucha-engineers-p-ltd/>
-  <http://www.youtube.com/@RuchaEngineersPvtLtd>

## BurlyField Foods

-  [sales@burlyfield.com](mailto:sales@burlyfield.com)
-  <https://www.burlyfield.com/about-us>
-  <https://www.facebook.com/burlyfield/>
-  <https://www.linkedin.com/company/burlyfield-foods>
-  [https://www.instagram.com/accounts/login/?next=%2Fburlyfieldfoods%2F&source=omni\\_redirect](https://www.instagram.com/accounts/login/?next=%2Fburlyfieldfoods%2F&source=omni_redirect)
-  <http://www.youtube.com/@burlyfieldfoods398>



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