



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



RUCHA GROUP E-MAGAZINE

October 2025 | Issues #73



R
Respect

U
Urge

C
Confidence

H
Honesty

A
Ambition

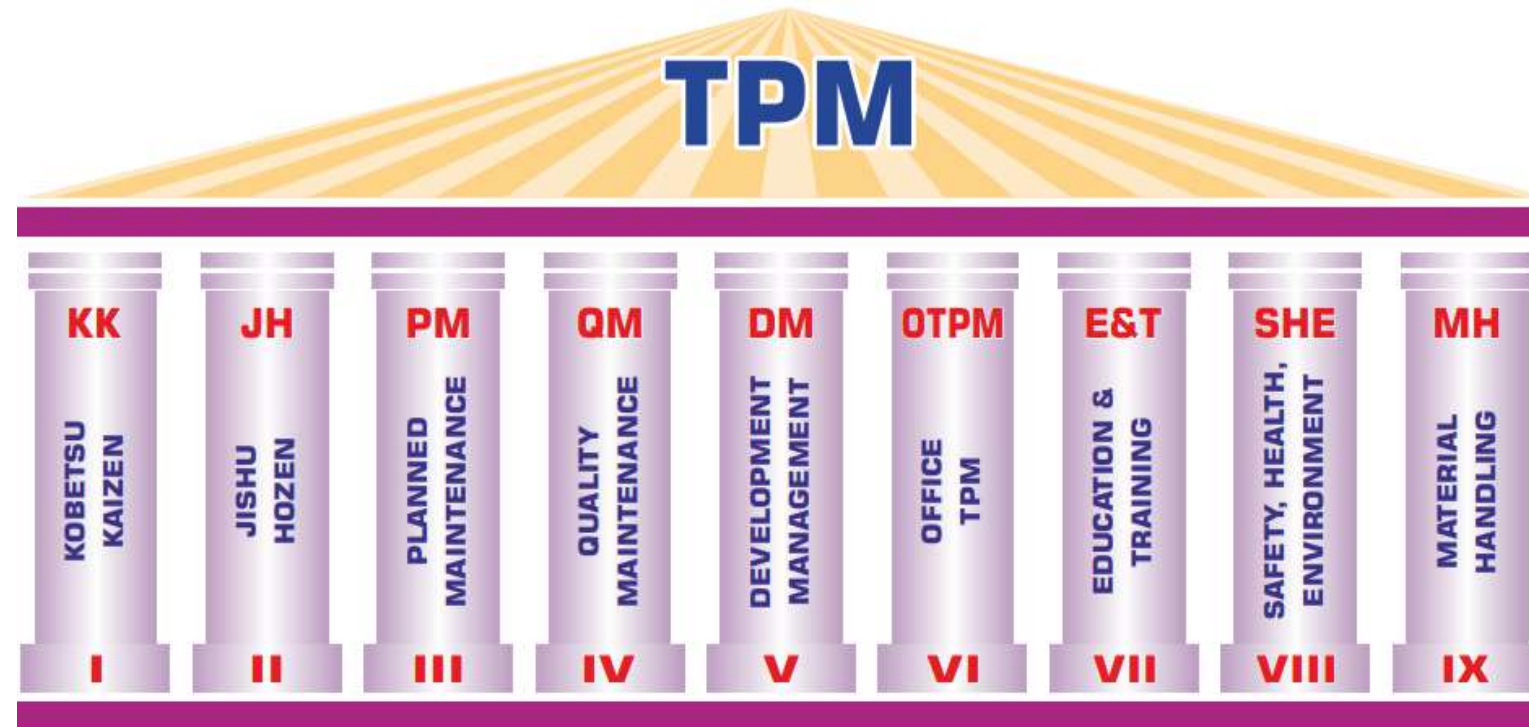
Engineering Excellence

INDEX

SR. NO	CONTENT	PAGE NO.
 1	TPM (TOTAL PRODUCTIVE MAINTENANCE) BLOG	3 - 4
 2	SUSTAINABILITY BLOG	5 - 6
 3	SPECIAL PROJECTS, EVENTS, VISITS & AUDITS	7 - 31
 4	EMPLOYEE ENGAGEMENT	32 - 46
 5	MOTIVATION & PERSONALITY DEVELOPMENT STORY	47 - 48
 6	BOOK REVIEW	49
 7	BURLYFIELD FOODS – INSTANT FOOD MIXES	50

TPM BLOG

TPM (Total Productive Maintenance) Valuable Insights



Advance Practices of the Office TPM Pillar – Deep Knowledge in Action

The **Office TPM Pillar** is also known as the **Administrative Excellence Pillar**, ensures that every business process—whether in HR, Purchase, Finance, Planning or Stores is more reliable, accurate and efficient than before.

It focuses on eliminating administrative losses, improving information flow and fostering a culture where every team member owns their process performance.

Moving beyond the basics, here are some **advanced practices of the Office TPM Pillar** embraced by world-class organizations.

TPM (Total Productive Maintenance) Valuable Insights

- 1. Process Visualization – Making the Invisible Visible:** Office inefficiencies often hide in emails, approvals and unclear responsibilities. Through **process mapping, workflow visualization and KPI dashboards**, Office TPM brings transparency. Every delay, bottleneck or rework point becomes visible, measurable and actionable.
- 2. Elimination of Administrative Losses:** Office TPM identifies and removes the “seven office wastes” — excess approvals, rework, data duplication, waiting for information, unnecessary meetings, unclear communication and unused reports. By analyzing these systematically, teams create **lean, flow-oriented administrative processes** that save time and effort.
- 3. Digital 5S & Standardization:** Applying 5S to digital and physical workspaces ensures clarity and speed. Sorting shared drives, standardizing file names, cleaning data folders and defining clear email rules create a structured environment.
- 4. Right First Time – Error Proofing Information Flow:** Just like machines, office processes can be error-proofed. Using **validation rules, dropdown menus, auto-checks and standardized templates**, Office TPM builds quality into every transaction. The result: **“Zero rework, zero data errors and faster approvals.”**
- 5. Cross-functional Kaizen & Root Cause Analysis:** Problems in one department often originate elsewhere. Office TPM promotes **cross-functional Kaizens** and **A3 problem solving**, helping teams collaborate and eliminate recurring issues at the root. These small improvements create big impacts on speed, accuracy and service quality

When Office TPM is deeply practiced, results are visible: Shorter process lead times, Zero rework and fewer follow-ups, Higher data accuracy & Greater employee satisfaction and ownership.

Office TPM is not about paperwork—it’s about building a **culture of reliability and responsiveness**. It turns our administrative systems into a **strong backbone for manufacturing excellence**, ensuring that information, decisions and actions flow seamlessly across the organization.

SUSTAINABILITY BLOG

ESG Framework and Reporting Awareness Training Program Successfully Completed

We are pleased to announce that **Ms. Shraddha Mante** has successfully completed the **Awareness Training Program on ESG Framework and Reporting**, conducted by **TÜV NORD** on **25th & 26th Aug 25**. The full-day training sessions was facilitated by **Mr. Jayant Shirodkar**, an expert in sustainability frameworks and ESG reporting practices.

Ms. Shraddha Mante successfully attended the program, which provided in-depth insights into the principles of **Environmental, Social and Governance (ESG)** and the importance of structured sustainability reporting. The sessions covered key global frameworks, with a special emphasis on the **Global Reporting Initiative (GRI)** — one of the most widely recognized standards for ESG disclosures.

Understanding and applying the **GRI framework** will enable **Rucha Group** to systematically track, evaluate and report its sustainability performance. This approach will enhance transparency, improve data-driven decision-making and align the company with international ESG practices.

This training initiative serves as a **foundation for establishing a robust ESG reporting process at Rucha Group**, marking the beginning of the organization's structured journey toward responsible and transparent sustainability management.





SUSTAINIBILITY BLOG

Expansion of Green Garden (Harit Vatika) Initiative to Plant 1004

Following the successful establishment of the **Green Garden (Harit Vatika)** at **Plant 1006**, we are pleased to announce the expansion of this green initiative at **Plant 1004** too. The **Green Garden** project reflects the organization's ongoing commitment to creating sustainable and eco-friendly workplaces while enhancing the overall environmental quality across all facilities.

The upcoming Green Garden at Plant 1004 will be developed using the principles of the **3R approach — Reduce, Reuse and Recycle**. All materials used in the development will be sourced from reusable and recyclable resources, ensuring minimal environmental impact and promoting responsible resource management.

This initiative not only contributes to a greener and cleaner workspace but also encourages employee participation in sustainability practices. Through such efforts, **Rucha Group** continues to strengthen its dedication toward **environmental stewardship and green innovation**, aligning with the company's broader ESG objectives.



Disclaimer: This image is a 3D model representation of our project; the actual appearance may vary.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Launch of “Sashakti” - Celebrating the Power of Women

On **17th Oct 25**, we proudly launched our exclusive drive “**Sashakti**”, a heartfelt initiative that embodies Rucha Group’s commitment to **Women Empowerment - celebrating the inner strength, grace and potential of every woman in our workforce.**

The drive was **inaugurated by Respected Mrs. Radhika Dashrathi**, in the presence of our leadership team, signifying the start of this inspiring movement.

The Sashakti initiative is designed to foster a culture that values and supports women’s growth — **personally, professionally and emotionally.**

The name itself stands for **Fueling Women’s Urge, Respect and Ambition**, serving as a platform to recognize, uplift and celebrate the achievements of women across all levels of the organization.



The Sashakti Drive is led by **Ms. Gayatri Garg** as the Women Representative from Rucha Group, ensuring that the initiative continues to empower, inspire and uplift every woman in our organization.

Ms. Garg **virtually gave a walk-through presentation** that beautifully explained the essence, journey and impact of the Sashakti Drive. The session not only highlighted our collective achievements but also reignited the spirit of unity, growth and empowerment among all participants.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Launch of “Sashakti” - Celebrating the Power of Women

Adding to the inspiration, **Respected Radhika Madam** shared her valuable views and future goals for the Sashakti initiative.

She emphasized the importance of creating more platforms for women to express their potential, take on leadership roles and continue contributing meaningfully to the organization’s success.

Her words resonated deeply with all participants, motivating them to embrace the spirit of Sashakti in both professional and personal spheres



Dr. Sandhya Kondpalle



Dr. Mallika Joshi

To mark the beginning of this empowering journey, we organized a special wellness program “**Sanjivani Wellness Session**”, which served as the **launch event** of the Sashakti drive. The **Sanjivani Wellness Session** was delivered by **Dr. Sandhya Kondpalle**, Paediatric & Pediatric Endocrine Specialist and **Dr. Mallika Joshi**, Gynaecologist & Obstetrician — who shared their expertise on women’s holistic wellness.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Launch of “Sashakti” - Celebrating the Power of Women



This session set a thoughtful tone for continuous learning, care and celebration of women's well-being throughout the year. It included **insightful discussions, practical health tips and expert medical guidance** to help participants strengthen both mind and body.

Nurturing a workplace where every woman feels valued, heard, and unstoppable.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Plant 1011 Successfully Clears Bajaj Auto Limited (BAL) TPM Audit

We are proud to share that on **14th Oct 25**, **Plant 1011** successfully cleared the **Bajaj Auto Limited (BAL) TPM Audit** with great appreciation from the audit team.

The audit was conducted by **Mr. R. A. Ubale – Divisional Manager Material QA (P&F)**, **Mr. S. K. Kokate – BAL Plant QA**, and **Mr. J. P. Yavalkar – Manager TPM University**, who evaluated the plant's TPM implementation across various pillars and systems.



Mr. R. A. Ubale



Mr. S. K. Kokate



Mr. J. P. Yavalkar



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Plant 1011 Successfully Clears Bajaj Auto Limited (BAL) TPM Audit

The session began with **Schedule A Presentations**, showcasing the strength and maturity of our TPM implementation.

The following presenters detailed their respective pillars, explaining the milestones, learnings and continuous improvements achieved through our TPM journey.



Chapter 1, 2, 3, & 10
Mr. B R Markad



KK Pillar
Mr. S K Kakde



JH Pillar
Mr. R N Vighne



PM Pillar
Mr. S B Wagh



QM Pillar
Mr. R S Tupe



SHE Pillar
Mr. P V Nagre



MH Pillar
Mr. V B Gayke

Each pillar presentation was well-articulated, reflecting the team's commitment to systematic improvement, proactive maintenance and strong collaboration.

The presentations effectively narrated **our TPM journey — from challenges to achievements — demonstrating the transformation driven by teamwork and continuous improvement.**



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Plant 1011 Successfully Clears Bajaj Auto Limited (BAL) TPM Audit

Moving to **Schedule B**, a series of insightful case studies were presented, each focused on real results and innovation at the shop floor level:



KK Pillar Theme: Increase output per man by direct manpower reduction.
Presented by Mr. W. R. Shaikh



SHE Pillar Theme: Creating an accident-free shop through KYT
Presented by Ms. Shraddha Mante & Mr. V. S. Bhojane



MH Pillar Theme: Elimination of dents, damages, and scratches due to poor material handling
Presented by Mr. W. E. Pawar



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Plant 1011 Successfully Clears Bajaj Auto Limited (BAL) TPM Audit



QM Pillar Theme: Reducing in-house rework/rejection of fuel tanks due to weak spots.
Presented by Ms. P Zade & Mr. A. A. Jige



PM Pillar Theme: Elimination of breakdowns at spot welding robot.
Presented by Mr. A. G. Jadhav



JH Pillar Theme: Reduction in JH activity time at MIG Machine.
Presented by Mr. A. D. Shingade & Mr. R. K. Turakmane

The audit team appreciated the clarity, data-driven approach and visible results achieved through the TPM initiatives. Their positive feedback reaffirmed the dedication, teamwork and ownership demonstrated by the entire Plant 1011 team.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Plant 1011 Successfully Clears Bajaj Auto Limited (BAL) TPM Audit

To mark this achievement, a **tree plantation ceremony** was organized in honor of the visiting auditors with each tree named after them — symbolizing growth, sustainability and our ongoing journey of excellence.



Congratulations to the entire Plant 1011 team for this achievement and for upholding the true spirit of TPM !





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Management Communication Meeting (MCM) at Plant 1009

On **13th Oct 25**, our **Management Communication Meeting (MCM)** was successfully conducted at **Plant 1009**. The session focused on reviewing **functional updates**, discussing **strategic initiatives** and aligning our collective efforts towards **sustained business growth**.

The meeting was graced by all our **Management Committee members**, who were warmly welcomed with exceptional hospitality by the Plant 1009 team.

The event also featured a **plant tour**, where **cell owners and Pillar Chairmens** showcased their achievements and presented insightful **case studies** highlighting innovation and continuous improvement initiatives.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Management Communication Meeting (MCM) at Plant 1009

A special moment of pride came when the presenters were **felicitated by Respected Rohit Dashrathi Sir, Joint Managing Director**, in recognition of their contributions and excellence.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Management Communication Meeting (MCM) at Plant 1009

To mark the occasion, a **tree plantation drive** was conducted, symbolizing our commitment to sustainability and growth.

Adding a creative touch, the Plant 1009 team crafted a “**Best out of Waste**” mobile stand, designed in-house and presented it as a token of appreciation to the Management Committee members.



The MCM at Plant 1009 truly reflected the spirit of teamwork, innovation and dedication, defines Rucha Group





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Visit of Mr. Takaishi San at Plant 1009 & Plant 1010

We had the privilege of hosting visit of **Mr. Takaishi San – TPM Consultant, TVSM** at **Plant 1009 & Plant 1010**, where a detailed **plant visit** was conducted followed by insightful **pillar-wise case study presentations** by our dedicated Pillar Chairmen and their teams.

Each presentation highlighted focused improvement themes, showcasing our continuous drive toward operational excellence:

Team - Plant 1009



JH Pillar

Theme: **JH Step 3**

Presented by:

Mr. Bhuwaneshwaran C
along with pillar members
and operators.

Appreciated and recognized
with **4 Stamps and 1 Card**.



KK Pillar

Theme: **Improving
productivity from 440 to
526 nos/day through cycle
time reduction and line
balancing**. Presented by:

Mr. Sunil Parpelli.
Appreciated and recognized
with **2 Stamps**



QM Pillar

Theme: **Battery Box Not Aligned**

Presented by: Mr. Dinesh G.
The effective problem-solving
approach. Appreciated and
recognized with **4 Stamps, 1 Card
and 1 Doll** as appreciation



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Visit of Mr. Takaishi San at Plant 1009 & Plant 1010

Notably, **Plant 1010 presented all eight TPM pillars**, demonstrating the team's comprehensive efforts and strong ownership in driving the TPM culture across all areas.

Key improvement themes, reflecting our ongoing commitment to **operational excellence, productivity enhancement and employee involvement**.

Team - Plant 1010



JH Pillar

Theme: **N282 Fuel Tank- JH step 3 (Implemented)**

Presented by: Mr. Juliraj C.
Appreciated and recognized with **2 Stamps and 1 Card**.



QM Pillar

Theme: **N282 Frame Q issue Reduction**

Presented by: Mr. Gavaskar.
Appreciated and recognized with **5 Stamps and 1 Card**.



KK Pillar

Theme: **N282 Fuel tank - Capacity Improvement**

Presented by: Mr. Gowrishankar
Appreciated and recognized with **1 Stamps**.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Visit of Mr. Takaishi San at Plant 1009 & Plant 1010

PM Pillar Theme: **N282 Frame Line RFO Break down elimination** Presented by: Mr. Shivaperumal

The visit was highly insightful and the valuable feedback shared by **Mr. Takaishi San** will further guide us in strengthening our TPM journey further and he gave us a go-ahead for JIPM.



OTPM Pillar

Theme: **Store GRN – Lead Time reduction**

Presented by: Mr. Sasi Kumar

Appreciated and recognized with **2 Stamps.**



E&T Pillar

Theme: **N282 Fuel Tank –Associate skill development**

Presented by: Mr. Ashokraj B.
Appreciated and recognized with **1 Stamps.**



SHE Pillar

Theme: **Unsafe Condition Elimination**

Presented by: Mr. Ajith



MH Pillar

Theme: **Line loss elimination in Weld Shop.**

Presented by: Mr. Manjunath
Appreciated and recognized with **1 Stamps.**



On 8th Oct 25, Respected Rohit Dashrathi Sir – Joint Managing Director and Mr. Laxman Yamgar – Head - HCM, visited the Commissioner's Office to formally hand over the contribution to Shri Pravin Pawar (I.P.S.), Commissioner of Police and Smt. Sharmishta Gcharge-Walavalkar, Deputy Commissioner of Police, Chhatrapati Sambhajinagar.

This gesture reinforces Rucha's commitment to community development and its respect for those who safeguard society with courage and integrity. We salute the **Chhatrapati Sambhajanagar Police Department** for their unwavering dedication, discipline and continuous efforts to promote physical fitness and community well-being through sports.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Rucha Group Participates in Thyssenkrupp Supplier Connect Meet



On **29th Oct 2025**, **Thyssenkrupp Automotive Technology** organized a *Supplier Connect Meet* at **Hotel DoubleTree, Chinchwad, Pune**. Representing **Rucha Group**, **Mr. Pravin Ingole (BD Head)** and **Mr. Sanjay Patil (QA Head – Division II)** attended the event.

During the meet, our team had an engaging and insightful interaction with **Mr. Ferdinand Wieland (Sr. Vice President – Procurement & Supply Management)** and **Mr. Vishwanath Motipawale (Country Head – Global Sourcing)** from Thyssenkrupp Automotive Technology.

The discussions were highly valuable, providing us with deeper insights into Thyssenkrupp's expectations and future collaboration opportunities. Such connect meets not only strengthen our business relationship but also pave the way for continuous improvement and mutual growth.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



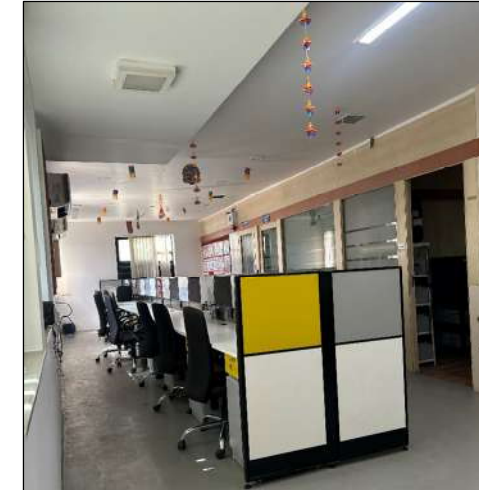
New Beginnings for Our IT Team

As our organization continues to grow and embrace technology-driven excellence, our **IT Department** has also expanded to meet new demands and challenges. To support this growth, we have **renovated our IT Office** located at **Plant 1006, MIDC Waluj, Chhatrapati Sambhajinagar, Maharashtra**.

The **inauguration ceremony** began with a traditional **Pooja on 01st Oct 25**, symbolizing prosperity and positive beginnings. The ceremony was gracefully led by our **IT Head, Mr. Rahul Gokhale**, who emphasized the

importance of technology as a key enabler of organizational growth and operational excellence.

This expansion marks a proud milestone in our journey toward a smarter, more connected future—powered by teamwork, technology and transformation.



Here's to new spaces, new energy and continued success for our ever-growing Rucha Family's IT family!





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Spreading Smiles with Purpose – Support for Urmi Anath Ashram

At Rucha, we believe that true success lies not only in business growth but also in creating a positive impact in our community. As part of our continued efforts toward social responsibility, on **9th Oct 25**, we organized a **stall featuring handmade items crafted by the children of Urmi Anath Ashram** a home that nurtures orphaned and underprivileged children with love and care.

The stall was set up at **Plant 1001** and was open to employees from all **Chhatrapati Sambhajinagar location plants**. The response was heartwarming — employees visited the stall throughout the day, purchasing



beautiful handmade items. Each item reflected the **creativity, patience and heartfelt effort** of the children, turning simple materials into works of art that carried deep meaning.

Beyond the products themselves, the initiative carried a powerful message — of empathy, inclusion and collective responsibility.

This thoughtful initiative was conceived and executed by our **HCM Team**, whose continuous efforts toward community engagement reflect the true spirit of **“Rucha Cares.”** Their dedication reminds us that even small acts of kindness can create ripples of positive change in society.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Industrial Visit of Marathwada Institute of Management & Research at Plant 1011

On **14th Oct 25**, we had the pleasure of hosting students from the **Marathwada Institute of Management & Research, Chhatrapati Sambhajinagar**, at our **Plant 1011**. The institute, established in 2008, has been dedicated to nurturing future business leaders with a strong foundation in management education.



A group of **30–35 students from the MBA First Year (2025 batch)** participated in the visit. They gained valuable insights into our plant's operations, production processes, and management systems, which helped them understand how teamwork, innovation and efficiency drive organizational success.

We were delighted to interact with these bright young minds and contribute to their learning journey. At Rucho Group we firmly believe that **industry–academia collaboration** is key to preparing future professionals for the challenges of the modern business world.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Industrial Visit of Nath School of Business & Technology (NSBT) at Plant 4A, 4B & Yantra

On **15th Oct 25**, we had the pleasure of hosting a visit from **NSBT College**, where **23 students** from the **3rd Year – Bachelor of Computer Applications (BCA)** program visited our **Plant 4A, 4B, and Yantra Division**.



The objective of this visit was to bridge the gap between academic learning and industrial application. During the visit, students gained valuable insights into our manufacturing processes, automation systems and the role of IT integration in modern industry operations.

Our team provided a detailed walkthrough of plant operations, explaining how technology, innovation and teamwork drive efficiency and quality at Rucho Group. The students showed great enthusiasm and curiosity throughout the session, making it an interactive and knowledge-enriching experience.

Such educational visits reinforce our commitment to **nurturing future talent** and building stronger connections between industry and academia.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Team Yantra Takes Flight at the Indian Army's Annual Ammunition & Hi-Tech Equipment Exercise

Our Yantra Team proudly participated in the **Indian Army's Annual Ammunition and Hi-Tech Equipment Exercise**, held at **Ramgarh, Jaisalmer (Rajasthan)** from **10th to 17th Oct 25**.

During this prestigious event, the team showcased and jointly demonstrated the **advanced capabilities** of our cutting-edge **Skyie, VIRAAT and Horizon Fixed-Wing UAV fleet**. Operating in the challenging border terrain, these demonstrations highlighted the systems exceptional **performance, endurance and reliability** under real-world operational conditions.

This successful participation stands as a testament to **Yantra's commitment to innovation and excellence** in unmanned aerial technologies.

It also reinforces our growing role in **strengthening India's defense ecosystem** through **indigenous design, development and manufacturing** — truly reflecting the spirit of **Atmanirbhar Bharat**.

Team Yantra continues to soar higher, contributing proudly to the nation's pursuit of advanced, home-grown defense solutions.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Indian Army Officers Visit Yantra to Explore Defense Manufacturing Capabilities

On **30th Oct 25**, we had the privilege of hosting a visit by a distinguished group of **17 Indian Army Officers**, led by **Brigadier Virendra Singh**.

The purpose of their visit was to gain a comprehensive understanding of **Yantra's defense production capabilities** and to witness the state-of-the-art infrastructure, advanced manufacturing processes and innovative engineering solutions that define our organization.

Our **Respected Joint Managing Director, Rohit Dashrathi Sir**, personally welcomed the officers and gave an in-depth Yantra's journey tour, technological strengths and growing contributions to the **defense sector**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Indian Army Officers Visit Yantra to Explore Defense Manufacturing Capabilities

He highlighted how Yantra has been aligning its expertise and resources to support the vision of **'Make in India'**, particularly in the area of indigenous defense manufacturing.

During the visit, the Army delegation was taken through our production facilities, where they observed the precision, quality and dedication that go into each of our products. The officers expressed their admiration for the **wide range of products**, robust quality systems and the passionate workforce driving Yantra's excellence.

This visit was not just an opportunity to showcase our capabilities but also a proud moment that strengthened Yantra's commitment to contributing meaningfully to **India's defense preparedness and self-reliance journey**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

Rucha Engineers Employees Credit Cooperative Society



We are pleased to share that the **annual audit for FY 2024–25** has been successfully completed. The society achieved a **total gross profit of ₹6,71,285** and after statutory provisions, the **net profit stands at ₹5,03,464**.

Based on this performance and as per the society's decision dated **31st Mar 25**, a **dividend of 5.60%** on share capital has been declared and **credited to the salary bank accounts of all eligible members**.

This milestone stands as a testament to how collective contribution and trust lead to shared prosperity. We invite all employees to become members of the Rucha Engineers Employees Credit Cooperative Society and enjoy the benefits of secure, cooperative financial growth.

Join the Society – Be a Part of the Growth !

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!

सहयोगः सिद्धिर्भवेत् (Sahāyogaḥ Siddhirbhavet) – Cooperation leads to success





EMPLOYEE ENGAGEMENT



Plant Communication Meets (PCM) – Celebrating Excellence at Plants 1010

The **Plant Communication Meet (PCM)** held at **Plant 10, Mysore**, was a grand success — a true reflection of teamwork, enthusiasm, and collective effort. The event brought together all employees and staff, creating a vibrant atmosphere of recognition, motivation, and unity.

During the meet, several employees were **honored for their exceptional contributions and performance** across various categories:

- **Best Robo Operator**
- **Best CO₂ Welder**
- **Best Quality Inspector**
- **Best Operator**
- **Best Achievement in Target Increase**
- **Best Team Leader**
- **Best Supporting Operator**
- **Best Kaizen Award**
- **TPM Pillar-wise Good Achievement Awards**

A special note of appreciation goes to **Mr. Nilkanth Kasture Plant Head – Plant 1010** for his **inspiring & valuable guidance** during the session. He also shared practical insights on enhancing productivity, improving quality, and driving sales growth as we move toward achieving our future goals.

We also thank our **Plant HCM Team** for their effort to make this PCM Happen.





EMPLOYEE ENGAGEMENT



Festive Celebrations of Dussehra & Diwali at Rucha Group

We believe that festivals are not just days of celebration but moments that bring people closer, spread positivity and strengthen our bond as one big family. Continuing our tradition of togetherness and joy, this year we celebrated **Dussehra** and **Diwali** across all our divisions with great enthusiasm, devotion and fun-filled activities.

The celebrations began with the **ritual of Pooja**, performed with utmost faith and positivity. The fragrance of flowers, the sound of bells and the chants created an auspicious atmosphere, invoking blessings for harmony, growth and success in the coming year.



Corporate Office



Plant 1001



Plant 1002



Plant 1003



Plant 1004 A



Plant 1004 B



Plant 1005



EMPLOYEE ENGAGEMENT



Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1006



Plant 1007



Plant 1008



Plant 1009



Plant 1010



Plant 1011

To make the occasion even more vibrant, we organized a range of **group-level competitions** that added color and excitement to the festive mood. During the **Dussehra celebrations**, employees showcased their energy and talent through a **Best Garba/Dance Competition**, where teams lit up the with their lively performances. The rhythm & and festive attire brought the true spirit of Navratri. Additionally, a **Best Dress Award** was presented to those who stood out with their traditional and graceful outfits, spreading cultural pride throughout the event.

Best Garba / Dance



Winner Mr. Pralay Bodele –
Corporate HCM



Runner Up Ms. Payal Udarbhare –
Plant 1001 HCM

Best Dress



Winner Ms. Gauri Wagh –
Corporate HCM



Runner Up Mr. Kushal Nagori –
Corporate Operations



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Best Garba / Dance



Winner
Mr. Ramesh
Kumar – Plant
1009 Accounts



Runner Up
Mr. Venkatraman
– Plant 1009
Production

Best Dress



Winner
Mr. Juliraj P – Plant
1009 Operations



Runner Up
Mr. Venkatraman –
Plant 1009
Production

Best Garba / Dance



Winner
Mr. Rohit Abhale – Plant 1006
Production



Runner Up
Mr. Yogesh Kapde – Plant
1006 IT

Best Dress



Winner Ms. Sneha Mate – Plant 1006 TPM



Winner Ms. Dhanashri Kavale – Plant 1006 HCM

Moving on to **Diwali**, the festival of lights, the atmosphere was filled with joy, laughter and friendly competition. To encourage teamwork and engagement, we conducted a series of activities including **Chess**, **Carrom** and **Best Traditional Wear Competitions**.



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Corporate office Chess Competition



Winner Mr. Deepak Lahane
– Corporate Sourcing



1st Runner Up Mr. Danesh
Dabhade – Corporate
Customer Recovery



2nd Runner Up Mr. Ajay
Jangam – Corporate QMS



Winner Mr. Mayur
Waghmare – Corporate
Sourcing



1st Runner Up Mr. Suraj
Chimkar – Corporate
Sourcing



2nd Runner Up Mr.
Abhishek Rahane –
Corporate Supplier
Excellence

Corporate office Traditional Wear Competition



Winner Mr. Danesh Dabhade
– Corporate Customer
Recovery



1st Runner Up Mr. Pralay Bodele
– Corporate HCM



2nd Runner Up Ms. Shraddha
Mante – Corporate
Sustainability



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1001 Chess Competition



Winner Mr. Samson Nirmal – Plant 1001 Sourcing



Runner Up Mr. Raviraj Manal - Plant 1001 Quality Assurance

Plant 1001 Carrom Competition



Winner Mr. Mahendra Tayde – Plant 1001 PPC



1st Runner Up Mr. Dipak Suryawanshi – Plant 1001 Production



2nd Runner Up Mr. Arvind Jadhav – Plant 1001 QA

Plant 1001 Traditional Wear Competition



Winner Mr. Shrimant Jadhav – Plant 1001 Production



1st Runner Up Mr. Husain Shaikh - Plant 1001 PPC



2nd Runner Up Mr. Mahendra Tayde – Plant 1001 PPC



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1002 Chess Competition



Winner Mr. Rohit Singh –
Plant 1002 QA



1st Runner Up Mr. Hardik
Patel – Plant 1002 QA



2nd Runner Up Mr.
Shubham Choudhary –
Plant 1002 Production

Plant 1002 Carrom Competition



Winner Mr. Rajeev Gupta –
Plant 1002 Sourcing



1st Runner Up Mr.
Jitendra Chudhary –
Plant 1002 Tool &
Fixture Maint



2nd Runner Up Mr. Vimal
Patel – Plant 1002 Tool
& Fixture Maint

Plant 1002 Traditional Wear Competition



Winner Mr. Madhav Goinwad -
Plant 1002 Sourcing



1st Runner Up Mr. Shantanu
Anand – Plant 1002 Tool &
Fixture Maintenance



2nd Runner Up Mr. Maneesh
Vishwakarma - Plant 1002 HCM



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1003 Chess Competition



Winner Mr. Niket Dound
– Plant 1003 Program
Management



1st Runner Up Mr.
Vivekanand Javle –Plant
1003 PPC



2nd Runner Up Mr.
Aniket Nikumbh –
Plant 1003
Production

Plant 1003 Carrom Competition



Winner Mr. Vivekanand
Javle –Plant 1003 PPC



1st Runner Up Mr. Amol
Sinde – Plant 1003 QA



2nd Runner Up Mr.
Ravindra Thorat –
Plant 1003 QA

Plant 1003 Traditional Wear Competition



Winner Mr. Ravindra Thorat -
Plant 1003 QA



1st Runner Up Mr. Ishwar Murkute
– Plant 1003 QA



2nd Runner Up Mr. Sandip
Kadam - Plant 1003 PPC



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1004 A & B Chess Competition



Winner Mr. Hrishikesh Tambe – Plant 1004 A Design



Runner Up Mr. Ganesh Pophale – Plant 1004 B Maintenance

Plant 1004 A Carrom Competition



Winner Mr. Sudhir Mali – Plant 1004 A Tool Room



Runner Up Mr. Sachin Aher – Plant 1004 A Sourcing

Plant 1004 B Carrom Competition



Winner Mr. Ajay Ghuge – Plant 4 B Tool Maintenance



Runner Up Mr. Sumit Lathoriya – Plant 1004 B Program Management



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1006 Chess Competition



Winner Ms. Amruta Rajale –
Plant 1006 IT



Runner Up Mr. Dhiraj Jawale –
Plant 1006 Program
Management



Winner Ms. Sakshi Sangle
– Plant 1006 IT



1st Runner Up Mr. Sanket
Kulkarni – Plant 1006 IT



2nd Runner Up Mr. Yogesh
Kapade – Plant 1006 IT

Plant 1006 Traditional Wear Competition



Winner Mr. Sandeep
Adhude – Plant
1006 QA



1st Runner Up Mr.
Mohan Atolkar - Plant
1006 QA



2nd Runner Up
Ms.Dhanashri Kavale –
Plant 1006 HCM



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1007 Chess Competition



Winner Mr. Rahul
Vishwakarma – Plant 1007
QA



Runner Up Mr. Vijay Mali –
Plant 1007 Maintenance

Plant 1007 Carrom Competition



Winner Mr. Nikhil
Pujari – Plant
1007 PPC



Winner Mr.
Hrushikesh P–
Plant 1007
Accounts



Runner Up Mr.
Vinod Patil –
Plant 1007
Maintenance



Runner Up Mr.
Navnath Gadhav
– Plant 1007 Tool
Maintenance

Plant 1006 Traditional Wear Competition



Winner Ms. Arati Atkare
– Plant 1006 TPM



Runner Up Mr. Navnath
Gadhav – Plant 1007
Tool Maintenance



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1009 Chess Competition



Winner Mr. Ashok Raj B
– Plant 1009 HCM



1st Runner Up Mr.
Senthilkumar C – Plant
1009 TPM



2nd Runner Up Mr. MD
Salman – Plant 1009
Production

Plant 1009 Carrom Competition



Winner Mr. Murugan &
Mr. Vinoth S – Plant 1009
BD & Maintenance



1st Runner Up Mr. Bharath
& Mr. Vijay – Plant 1009
Production & HCM



2nd Runner Up Mr.
Manoranjan C & Mr.
Suresh – Plant 1009
Finance & Production

Plant 1009 Traditional Wear Competition



Winner Mr. Madan Kumar –
Plant 1009 Production



1st Runner Up Mr. Amit Kumar –
Plant 1009 Production



2nd Runner Up Mr. Madheesan –
Plant 1009 Security



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



Plant 1010 Chess Competition



Winner Mr. Sudeep –
Plant 1010 PPC



1st Runner Up Mr. Sunil
Pirpelli – Plant 1010
QA



2nd Runner Up Mr.
Ansari – Plant 1010
Production

Plant 1010 Carrom Competition



Winner Mr. Sandeep K –
Plant 1010 Accounts



1st Runner Up Mr.
Prashanth – Plant 1010
QA



2nd Runner Up Mr.
Raghu R – Plant 1010
Tool & Fixture
Maintenance

Plant 1010 Traditional Wear Competition



Winner Mr. Dileep Kumar –
Plant 1010 HCM



1st Runner Up Mr. Nilkanth
Kasture – Plant 1010
Operations



2nd Runner Up Mr.
Hasmuddin Ansari – Plant
1010 Production



EMPLOYEE ENGAGEMENT

Festive Celebrations of Dussehra & Diwali at Rucha Group



To wrap up the celebrations on a heartwarming note, we organized a **Pot Lunch on the next day** — a delightful gathering where everyone brought their favorite dishes to share. This gesture of togetherness not only satisfied our taste buds but also strengthened our camaraderie, reinforcing the family spirit that defines Rucha Group.



These festivities truly reflected the organization's culture — where **work, joy and unity go hand in hand**. Such celebrations remind us that beyond our professional goals, it's the shared moments, smiles and connections that make Rucha Group a truly special workplace.



EMPLOYEE ENGAGEMENT

Monthly Birthday Celebration



We believe in celebrating our people and their milestones together. Continuing our delightful tradition, we organized the **combined monthly birthday celebration** on the month end for employees across all locations.

Plant 1009



Corporate Office





MOTIVATION & PERSONALITY DEVELOPMENT STORY



Shivaji Maharaj's Comeback in 1667

After the **Treaty of Purandar in 1665**, Shivaji Maharaj surrendered 23 forts to the Mughals a strategic compromise to safeguard his kingdom. But the humiliation at Aurangzeb's court in Agra in 1666 changed everything. **Shivaji Maharaja's daring escape from house arrest** was not just a physical act of freedom; it was a **declaration that Swarajya** (self-rule) could not be subdued.

By 1667, **Shivaji Maharaj was ready to reclaim what was lost**. He began with precision. Instead of launching large-scale battles, **he revived his signature strategy—Ganimi Kava** (guerrilla warfare). His forces struck swiftly at night, targeting forts like Purandar, Sinhagad and Rajgad, which were vital for controlling trade routes and defense lines.

Shivaji Maharaja's intelligence network worked tirelessly, feeding him real-time updates on Mughal troop movements. Every raid was calculated, every resource optimized. He empowered his fort commanders to act independently, ensuring agility across the rugged terrain of the Sahyadri's. Within months the Marathas regained critical strongholds, restoring morale and reinforcing Shivaji Maharaja's reputation as a master strategist.

This was not just a military campaign - it was a leadership masterclass. Shivaji turned adversity into opportunity, proving that resilience and vision could outmaneuver even the mightiest empire.





MOTIVATION & PERSONALITY DEVELOPMENT STORY



Shivaji Maharaj's Comeback in 1667

Management Lessons from Shivaji Maharaja's 1667 strategy—Ganimi Kava

Campaign Adaptability in Crisis: Shivaji converted a setback into a strategic advantage. Lesson: Leaders must pivot quickly when plans fail.

Focus on High-Impact Goals: He prioritized forts that offered maximum strategic leverage. Lesson: Allocate resources where ROI is highest.

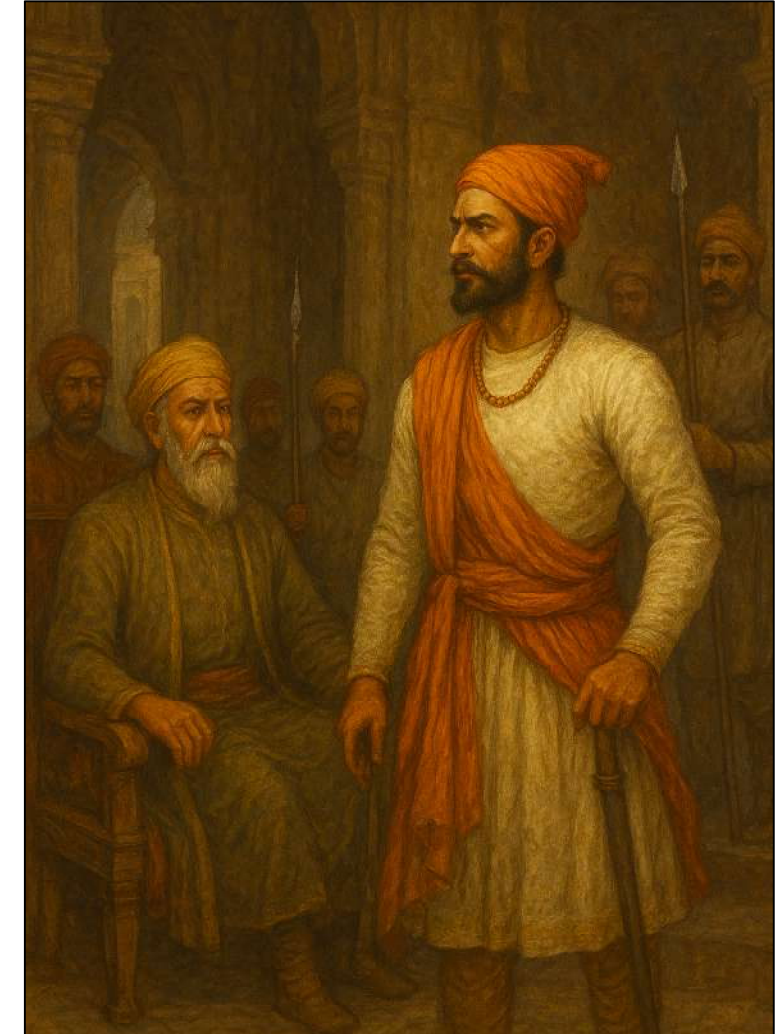
Empowered Teams: Decentralized command gave fort leaders autonomy. Lesson: Trust and empower managers for faster execution.

Data-Driven Decisions: Accurate intelligence guided every move. Lesson: Invest in analytics and market intelligence.

Vision and Morale: Swarajya inspired loyalty and courage. Lesson: A clear vision motivates teams beyond monetary rewards.

Risk Mitigation Through Innovation: Guerrilla tactics minimized exposure to large-scale losses. Lesson: Innovate to reduce risks rather than confront them head-on.

Moral: Defeat is never final unless you accept it. With courage, planning and belief in your vision, even the greatest setbacks can become turning points toward victory.





BOOK REVIEW

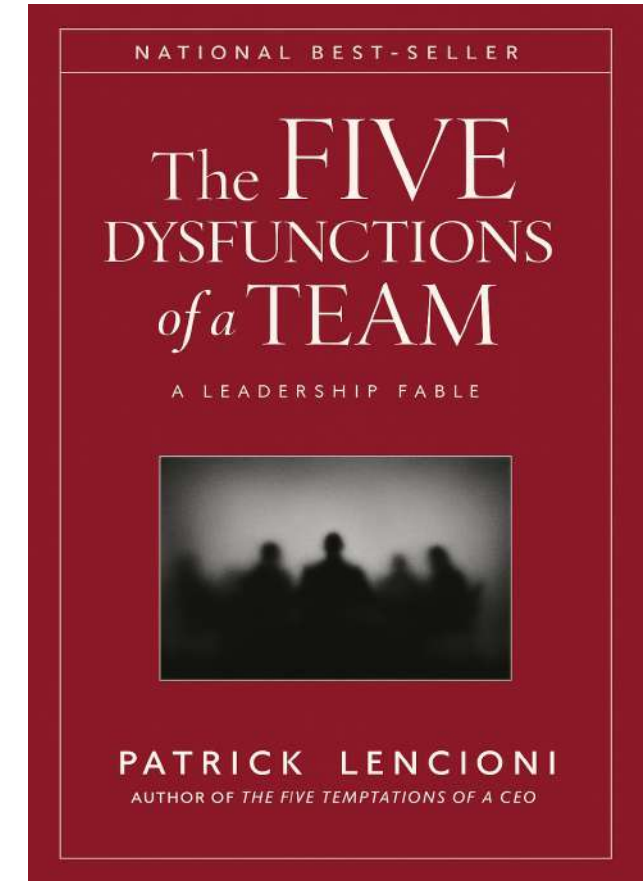
Popular Book Suggested To Read

Patrick Lencioni (born in 1965) is a renowned American author, speaker and consultant, best known for his work on leadership, teamwork and organizational health. He studied **Industrial Engineering** at the University of California, Berkeley. He is the founder and president of **The Table Group**, a management consulting firm that helps organizations build healthy teams and cultures. His books have sold over **8 million copies** and have been translated into more than **30 languages**.

Lencioni identifies five major dysfunctions that hinder team effectiveness: absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results. Each dysfunction builds upon the previous one, creating a cycle that erodes collaboration, clarity, and collective success.

The book highlights that overcoming these dysfunctions requires behavioral change rather than complex systems. Trust forms the base, enabling open communication and vulnerability. Productive conflict encourages diverse perspectives, while genuine commitment ensures alignment and direction.

Accountability reinforces discipline and performance and an unwavering focus on collective results drives organizational growth. Ultimately, Lencioni teaches that great teams are built through openness, courage and shared purpose - qualities that transform individual talent into lasting organizational success.



Happy reading!!!

Visit the Link to read this book <https://www.scribd.com/document/39197634/5-Dysfunctions-of-a-Team>



Burlyfield Foods – Instant Food Mixes

Burlyfield Food Series – Continuing the Flavor Journey

Burlyfield Foods is here with delightful treat from its Ready Meal Mixes range -

The **Kesar–Elaichi Shrikhand**:

A perfect blend of **rich saffron (Kesar)** and **aromatic Cardamom (Elaichi)**, this traditional Indian dessert brings together authentic flavor, nutrition and convenience in every bite. Crafted with care and powered by **freeze-dried technology**, it retains **0% nutrition loss**, ensuring purity and freshness you can taste. **Gets Ready to serve in 5 Minutes just adding water or milk.**

Prepared using **freeze-dried technology** that ensures **0% nutrition loss**, our **Kesar–Elaichi Shrikhand** perfectly blends the **rich aroma of saffron** and the **sweet warmth of cardamom**. It offers the authentic taste of homemade shrikhand ready in minutes, without compromising on quality or freshness.



Scan the QR and Order



Order online via Amazon and enjoy the perfect blend of **taste, tradition and convenience** with Burlyfield Foods.

Benefits

Time-Saving: Quick and effortless preparation for today's busy lifestyle.

Loaded with Energy: A wholesome treat, perfect for all age groups.

Easy to Digest: Light, creamy, and made with natural ingredients.





THANK YOU

Rucha Yantra Pvt. Ltd

-  technology@yantrauav.com
-  <https://yantrauav.com/>
-  <https://www.facebook.com/YantraUAVs>
-  <https://www.linkedin.com/company/rucha-yantra>
-  https://www.instagram.com/accounts/login/?next=%2Fyantrauavs%2F&source=omni_redirect
-  <http://www.youtube.com/@yantrauavs>



Corporate office
Rucha Engineers Pvt. Ltd,
K-249, MIDC. Area, waluj,
Chhatrapati Sambhajnagar – 431136 (M.S.) India.

Rucha Engineers Pvt. Ltd

-  repl@ruchagroup.com
-  www.rucha.co.in
-  <https://www.facebook.com/RuchaEngineerspvtltd>
-  <https://www.linkedin.com/company/rucha-engineers-p-ltd/>
-  <http://www.youtube.com/@RuchaEngineersPvtLtd>

BurlyField Foods

-  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
-  <http://www.youtube.com/@burlyfieldfoods398>

STAY TUNED....

