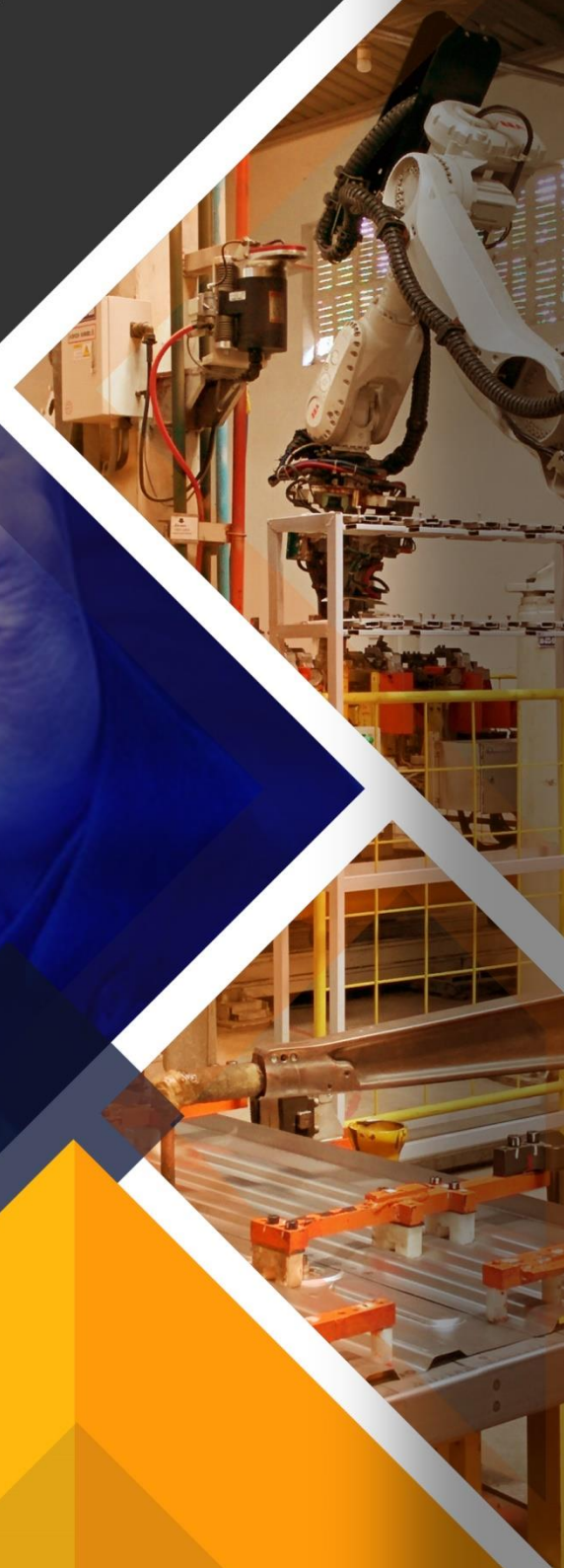


RUCHA KALEIDOSCOPE

Rucha Engineers Pvt Ltd

November 2019 Issue # 04



RUCHA

ENGINEERING 2.0

www.rucha.co.in

NEW ARRIVALS, AWARDS & APPRECIATIONS

★ BAL TPM EXCELLENCE AWARD RECEIVED

This year, BAVA Convention 2019 held on 20th Nov 2019 at Pune. Rucha Engineers Plant VI received the '**BAL TPM Excellence Award**' by BAL ED Mr. Pradeep shrivastav Sir.

Keep up the good work team !!



★ BAL QUALITY GOLD CONSISTENT AWARD RECEIVED



This year, BAVA Convention 2019 held on 20th Nov 2019 at Pune. Rucha Engineers Plant III received '**BAL Quality Gold Consistent Award**' by BAL Top Management.

All the best to team for next Journey!!!

★ BAL QUALITY GOLD AWARD RECEIVED

This year, BAVA Convention 2019 held on 20th Nov 2019 at Pune. Rucha Engineers Plant VI received the '**BAL Quality Gold Award**' by BAL Top Management.

All the best to team for next Journey!!!





★ YADON 400 T & 600 T PRESS MACHINE POOJA AT PLANT I

New arrivals for progress & prosperity!

It's a proud to add two more progressive press machine in our Plant 1 location.

We have successfully installed YADON 400 & 600 press machines & productions are also started on the same with higher SPM.

For its installation YADON officials were invited from Delhi & China Office.



YADON Machine inauguration at Plant I

★ CERTIFICATION OF IATF 16949:2016 PLANT IX



IATF 16949:2016 certification Audit has been carried out By Mr. Ravi Venkaraddiyavar from 'The British Standards Institution' i.e. BSI in between 12th to 15th Nov 2019 at Plant IX and the same is cleared though common team efforts.

As we have successfully cleared this Audit & this plant is recommended for further certifications too.

Congratulations to every members who was part of this Audit !

★ HEARTIEST CONGRATULATIONS TO MR. ATUL MUNDE !!



We are happy to inform you all that Mr. Atul Munde from Plant VII is qualified as a "Product Safety & Conformity Representative" in course conducted by TUV SUD South Asia Pvt. Ltd at Pune on 11th & 12th Nov 2019.



Expert Talk & Kaizen Awards by Resp. Shri. Ram Marlapalle

‘Sharing is caring’ is a Vital part of our company Culture & today’s info-Age. We are inviting various industry expertise personalities at Rucha for their knowledge sharing & guidance on reoccurring basis.

We have organized an expert talk at Aurangabad plant to enrich our knowledge part to sustain & grow in the changing scenario of industry with excellence. Well known personality from Marathwada industry Resp. Shri Ram Marlapalle has conducted his interactive session on "Maximizing Human Capital towards Business Growth" & got considerable responses from all the senior management team & staff members too.

In addition to this Kaizen Award ceremony was conducted at Plant VII & employee’s considerable kaizen contributions are appreciated. This award was offered by the hands of our honorable guest Shri. Ram Marallapalle. Post this program he has guided our employees with his experienced words.



Shri Ram Marlapalle addressing Team Rucha



Kaizen award program with Shri Ram Sir



Shri Ram Sir guiding workers for importance of Kaizen at workplace



Shri Ram Marlapalle Sir with Program Organizer Team



EMPLOYEE ENGAGEMENT PROGRAMS AT GROUP LEVEL

To strengthen the ties with our valued employees various programs are getting conducted for them along with their family members.

As a employee engagement part, company is organising various programs for employees & their family like 'Family visits to company', 'HR Aaplya Dari', 'Birthday Celebrations', 'Get-togethers', 'Cultural & Training Programs', 'Meritorious Student Felicitation programs' etc.



'Employees Family Visit at Plant IV'



'HR Aaplya Dari'



'HCM Darbar Meeting at REPL VII'

Success of these programs are creating the emotional bonds between organization & our employees. It also gives an inspiration to next generation by experiencing the technology at work.

EFFECTIVE PARENTING

As we know in busy life, all we need to take care of our children's but on the other part we never want to miss - what our child is doing right thigs or wrong??

To justify and release child to explore their skills in a right way, what need to be done for the same we have arranged a awareness session by Miss. Resham Bamb madam at REPL-IV.



EMPLOYEE ENGAGEMENT ACTIVITIES

On occasion of 14th November i.e. **'CHILDREN'S DAY',**

Rucha's one more advance step towards providing an Industrial exposure to our Employee's children Std 1st to 12th.



Children's Day visit at MAC

This initiative is taken in to consideration with an objective to develop next generation for tomorrow's industrial developments, Increase interest & participation of children in the manufacturing & production of globally considerable goods from areas like MIDC, Aurangabad & increase earning potential with improvised lifestyle too.

As we know in busy life, all we need quick stress burster, which helps for team building, health awareness, knowledge gain, and much more.

In Plant IV & VII **'Magic Saturday'** was celebrated on last two Saturday of Nov month.



Magic Saturday moments

In this event most of employee are participated for the games which was conducted and winners were announced.

AWARENESS SESSION ON KAIZEN

30th Nov 2019 Awareness Session on Kaizen organized by Marathwada Association of Small Scale Industries and Agriculture (MASSIA).

Objectives for the training .

- ✓ Introduction to KAIZEN.
- ✓ Benefits of KAIZEN.
- ✓ Practical implementation

On this occasion faculty Mr. KV Ravi Kumar – Head, I & D NIBL & involved in implementing of KAIZEN has conduct the Program .The same was attended by 23 Rucha Employees.





EMPLOYEE ENGAGEMENT ACTIVITIES

‘Sports at work’ initiative proving itself as a stress buster in today’s date it also keeps employees active & boost their productivity and confidence to next level.

We have a practice of playing various games at our different plants. In plant IV we have arrangements of Table Tennis & its open for all employees.



Sports : Table Tennis set-up at Plant IV



Sports : Cricket at Plant IV

How we can avoid most admired king of games i.e. Cricket then?? it is regular practice at our Tool Room, R & D and Yantra Division to play cricket. Team is already reached to a level to participate for cricket tournaments as well

Good going teamAll the best !

A HEALTHY MIND STAYS IN A HEALTHY BODY : SWAMI VIVEKANANDA

Team Rucha Engineers Pvt. Ltd has participated in today's MIT Aurangabad Heritage Half Marathon organized by ABB for the Distance categories of 10 & 21 KMs.

This prestigious Run started & ended with respective categories at H2O Water park, Near Daultabad Fort.



ABB – A'bad Heritage Half Marathon & our participations

Our Rucha runners participated & earned medals in this event to make a mark towards health & fitness.

Keep up the good work guys !



THE MAGIC OF 30 MINUTE MEETINGS

Some years ago, after becoming frustrated with my fruitless tendency to juggle multiple activities at once, I tried an experiment: for one week, **I WOULD NOT MULTITASK AND SEE WHAT HAPPENED..**

The experiment changed everything for the better. My relationships improved, my stress dissolved, and my productivity soared. There is zero downside to focusing on one thing at a time without distraction.

One of the side benefits of my focusing on one undistracted task at a time was a new and almost unbearable impatience for wasted time.

In the past, if I was on a call that wasn't going anywhere, I would do email or surf the web.

Compressed time to half ;

First, though, a caveat. There are some things in my life — dinner with friends, writing, unstructured time with my family — that deserve to live in the spaciousness of stretched-out time.

But other things — like most meetings and tactical work — could benefit from compressed time.

Often we schedule one hour time slots. Why? How did an hour become our standard time allotment for so many meetings, phone calls, and appointments?

As my impatience with wasted time grew, I tried a new experiment: I cut the time I allot for many activities in half.

I started with something easy. I used to work out for an hour a day. Now it's down to 30 minutes. My results — weight and conditioning — improved.

Here's why: my intensity is higher (I know I only have 30 minutes), I eat better (I don't rely on my workout to keep slim), I integrate movement more into my day (I don't rely on my workout to take care of all my fitness) and I never miss a workout (I can always find 30 minutes).

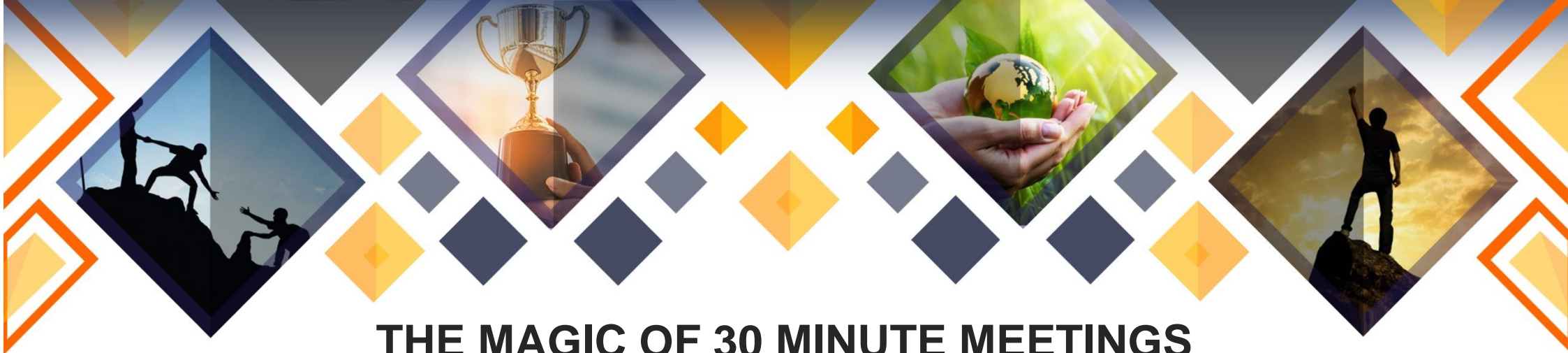
If you have half the time to accomplish something, you become hyper-aware of how you're using that time. And hyper-focused during it. Most of my meetings are now 30 minutes or less. Even many of my conference calls, with multiple parties, are 30 minutes or less.

People on the calls, aware of the time constraint, are more thoughtful about when they speak, and more careful not to follow tangents that aren't useful.

People also listen better because, when things are moving faster, we tend to be more alert and that keeps us more engaged.

We end up having more fun in the process.





THE MAGIC OF 30 MINUTE MEETINGS

You will need these “get to the most critical point fast” skills — and the courage to use them — if you are going to make the most of your time. You need to be bold, You need to be willing to interrupt, thoughtfully and for the greater good of moving ambitiously towards what is most important.

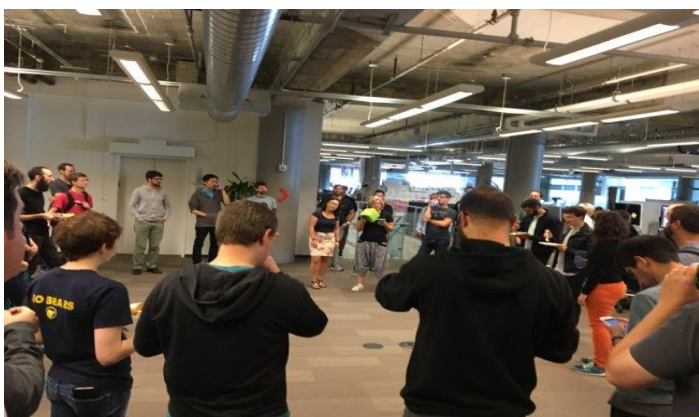
You need to let go of things that don't really matter.

You need to be fully present. No multi-tasking. No texting under the table. No distractions. Which is also the upside: you get to be fully present in what you are doing.

There is a cost. While it's energizing, it also takes a lot of energy to be so focused, even for a short amount of time.....

On the other hand, when you cut your meetings and other activities in half, you'll have a lot more time to relax at dinner with friends, write and spend unstructured time with your family.

Reference : Harvard Business Review



This \$2.8 billion start-up gets all of its daily meetings done in 10 minutes

The first, and biggest, mandatory 5-minute meeting of the day. Note the green plush box, which contains the microphone, and which gets tossed to the next speaker

Two meetings, maybe fifteen, minutes long and then the whole rest of the day is free to work.

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All of that is to remove all distractions from productivity, so you can get as much work done as possible during normal working hours.

Members on each team take turns on "Interrupt" duty. As in, if anybody in the company has a question for that team, they're the ones designated to take their headphones off.

Everybody else is free to keep coding, with no corporate distractions, guaranteed.



RESPECT

Honor for
Dignity &
Sanctity

URGE

To strive for
Innovation and
Excellence

CONFIDENCE

To welcome
and Embrace
Change

HONESTY

Stand for
Truth and
Transparency

AMBITION

Strong Drive
for Growth



CORPORATE OFFICE
Rucha Engineers Pvt. Ltd.,
K-249, M.I.D.C. Area, Waluj,
Aurangabad - 431 136 (M.S.) India



0240 - 2553118



repl@ruchagroup.com



www.rucha.co.in

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with **Green Commitment**