

TEAM LAWKIM WINS TOP AWARD AT G&B KAIZEN FEST 2015



Team Lawkim performed excellently at G&B's Symphony Kaizen Fest 2015 at Vikhroli, winning several Kaizen awards AND tying for the top overall award with PED Division! Congratulations to the whole team for a splendid performance!

Best Overall Kaizen Performance 2014-15

1st Prize - Supervisor Category (PCQD) - Chandrakant Lohar & Deepak Gaikwad

2nd Prize - Operator Category (PCQD) - Sanjay Giri & Vitthal Tambe

2nd Prize - Supervisor Category (SME) - Ajit Bhosale & Anil Kumbhar

Highest Kaizen Points in the Operator Category was awarded to Vitthal Tambe for 2014-15.



At the CII Western Region Responsible Growth Competition, Lawkim's presentation on 'Water Conservation' was awarded, winning against 52 cases from 30 diverse organizations in the areas spanning Waste, Water and Energy.



Bio-mass Fired Hot air System for our Varnishing process!

Our last issue carried our views on how use of renewable energy resources spearheads our approach towards greening our manufacturing processes. And in August we extended the use of bio-mass as an



alternate energy source for our Varnishing Process for various models of CR, Exciter and GP motors. This process requires hot air at a temperature of 160 - 170° C max and consumes 1600-1800 units of electricity per day. With a total of 7 ovens being used the consumption of electricity is extremely high. Our bio-mass hot air generator uses briquets made from agricultural waste to infuse hot air into the varnishing ovens - synchronized as per the requirement of each individual motor model. We have achieved the required results and

savings by interlocking oven temperature with air ON/OFF valves. As a consequence our renewable energy installation capacity has now gone from 1.5 % to 12 % and we save Rs 1,04,000/- every month by using biomass.



CAPABILITY BUILDING, A CONTINUOUS PROCESS!

Corporate HR has been conducting the One year Accelerated Learning programme in Production Engineering at its Vikhroli location for the last 4 years. It is a part-time Accelerated Engineering Programme and this year the initiative was extended to the Divisions located at Shirval - Lawkim, Interio



and Appliances. This Accelerated Learning Programme encourages 'K' Band employees and workmen to enhance their knowledge and increase their participation and productivity on the job. 31 participants were interviewed by our technical panel and were selected in the very first batch of ALP Production Engineering starting this year.

This programme was conducted by Bharati Vidyapeeth's Jawaharlal Nehru Institute of Technology (BVJNIOT) and was hosted at Lawkim's Shindewadi facility. This has led to increased knowledge sharing amongst employees of all three divisions.

LEARNING & HAVING FUN!

Every year in Maharashtra an estimated 150 million Ganesh idols are immersed in water bodies and the sea during Ganesh Chaturthi - with serious environmental impact because the plaster of paris idols can take anywhere between several months to a year to dissolve. In addition a lot of chemical paints are used to decorate the idols which contain heavy metals such as mercury and lead, seeping into the water as the idol dissolves. Most of these health hazards are not even tracked by people and even children who sometimes use these water bodies for bathing and washing. A study in Bangalore



by the Central Pollution Control Board found that TDS (total dissolved solids) increased by 100%, and heavy metal content sampling showed increase in metals such as iron by nearly 10 times and copper content increase by 200 to 300%. So, Lawkim conducted a eco-friendly Ganesh Idol Making Workshop on 4th September for employees and their children. Response was huge, and our Dr. Nandikar - (Scientist NGCPR) and Shri. Nikhil Patkar from the Indian Institute of Science demonstrated how to quickly create idols out of shaadu within a very short time. Participants paid very careful attention to the minute details explained by the teachers. Great creativity was exhibited by the participants, one making a beautiful mouse for his Ganesh, while others exhibited various ornaments and

turbans like the Puneri Pagadi, cricket cap and even phetas!

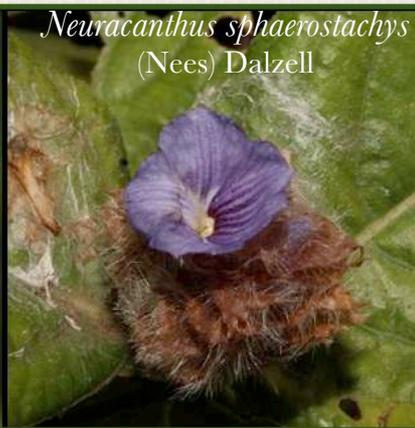
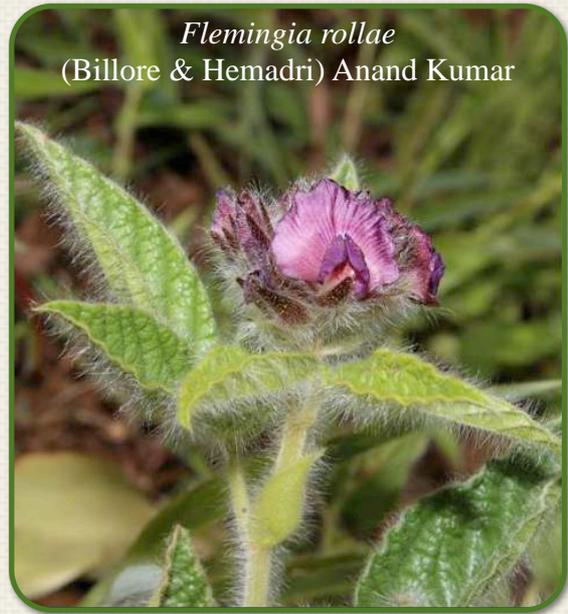
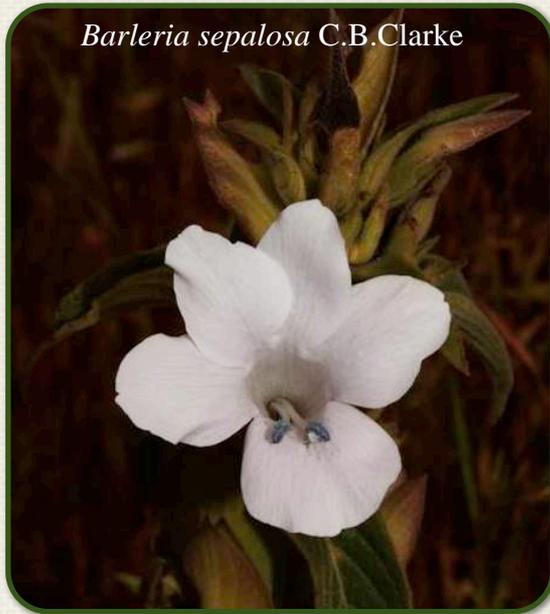
There were many takeaways for the participants - working with clay instead of plaster of paris, learning a new art form, enjoyment of working with friends, love for nature, importance of recycling etc.

People went away from the workshop delighted with having learnt about the dangers of use of plaster of paris and harmful chemical paints which many have not been understood over the years. And great fun was had by all!



Torna Fort (Western Ghats, India): a Storehouse of endemic plants

Since 2012 the NGCPR team has been conducting field visits to the Torna Hill, one of the unexplored regions, to enumerate the plant species available in the region. The current count of plants with NGCPR stands at 292, of which 60 plants are endemic to the region and 14 species have been identified as monotypic (only one species). Dr. Nandikar in 2012 identified *Barleria sepalosa* C.B. Clarke (Acanthaceae) a critically endangered plant, after a period of 128 years. In Sept 2015 our NGCPR team collected another endangered plant *Flemingia rollae* (Billore & Hemadri) Anand Kumar (Fabaceae), from Torna Hill which is otherwise known to only exist at Kalsubai.



From the Editor's Desk.....



Dear Friends,

These few months have been challenging for our business, with a general slowdown in the economy. So we have changed direction and are seriously looking at export markets since these show good possibilities. Xercsis Marker and Abhay Pendse travelled to the UK recently to have several meetings with our business partners, revealing good directions we must work on.

Lawkim ended H1 of 15-16, with a Topline of Rs. 150 crores against the plan of Rs 164 crores, 8% below plan but with a growth of 6% over the same period last year, resulting from volume drops in hermetic business to Appliance Division, and lower off-take from some external customers for general purpose open market motors. Competition also faced similar challenges in the general context of low industry off-takes for these motors.

Net operating Surplus was also impacted adversely. Q3 is the lowest numbers quarter for Motors due to the seasonal nature of the business. However present trends and customer feedback appear to indicate slowdown in numbers. We are now working hard on export prospects and minimizing impact on the bottom-line through better working capital management and cost reduction efforts.



Team felicitation at the Quality Circle Summit 2015

I was also happy to see that our team won the first prize at the State-Level Sharing of "Best Safety Practices Award Competition 2015", organized jointly by National Safety Council (NSC) and Directorate of Industrial Safety (DISH) - Maharashtra Chapter on 5th – 8th October 2015 at Pune. Around 150 companies from various Industries had participated.

And finally, I would also like to mention that Lawkim has moved a step higher in the Business Excellence assessment that was conducted in October 2015 for FY 2014-15, continuing to demonstrate our commitment towards the Business Excellence journey.

I was happy to be present for our Quality Circle Summit 2015 on 9th November with its theme of "Aiming for Zero PPM" by March 2016. While this seems like a stretched target, I believe that it is well within the technical and organizational capabilities of Team Lawkim to achieve this because it is so critical to the success of our customers' needs in the marketplace.

A Training Session for 'Leadership Development' on the Industrial Disputes Act was imparted to Lawkim's Workmen Samittee members on 8th & 9th Sept 2015, and also to the Manufacturing HODs on 23rd Sept 2015 by Prof A Bhonagiri, an external faculty.



Prof Bhonagiri & the Lawkim Samittee members at the Workshop

Warmly,
Vijay Krishna