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Editorial Team

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Ethics Awareness Month

Tata Chemicals celebrated “Ethics Awareness Month” in July with much enthusiasm and gusto.

The punch line “Begins with Me” was a reminder for each employee to renew their pledge to be ethical in all interactions. Teams across TCL chose a variety of themes to reinforce the importance of ethics in our day to day lives and to extend the same to our stakeholders as well.

A two day workshop for conducted for all Local Ethics Counselors on Listening Skills, POSH, Blind Spots in Ethics, Case studies and Book Analysis.

“Let’s Chat Forum for New Joinees”

“Let’s Chat” is an extension of Incept (our Induction Framework). It provides a forum for new employees to meet the Leadership Team in TCL. This is conducted in a quarterly basis via VC and the first such session was held in October. Through this forum, new employees can interact with the senior team and get their perspectives on the organization as well as share their experiences of TCL in the first few months.

“Team Commingle” in IC

Comingle means joining together into a harmonious whole. Team Commingle is a group of individuals who work together to give special focus on enhancing the engagement levels amongst employees in IC. True to its meaning, a series of events have been planned under this initiative to bring people together in a fun & heart-warming manner.

Katalyst Program Winners – H1

“Katalyst” in which the “K” signifies Knowledge, aims to leverage the huge reservoir of expertise and knowledge residing within Tata Chemicals by developing and promoting Internal Trainers. Currently, we have 86 trainers associated with this program. A formal Reward & Recognition is conducted on a periodic basis to reward outstanding contribution towards building capabilities for the organization.

The top three award winners for H1 are below:

1. **P P Pramanik – Haldia, Instrumentation department**
   He has facilitated training programs on Radio Active Source & related safety aspects and also organized a KSS session on the same.
2. **Chandra Shekhar Kumar – Babrala, Urea department**  
   His area of expertise includes various technical programs relating to the Urea Plant and he has conducted a number of technical and safety programs for Management and Officers at Babrala.

3. **Anilkumar B. Patel – Mithapur, APPRENTICE TRAINING SCHOOL**  
   He has conducted sessions on Mechanical Maintenance, Operator Development Program for Soda Ash, CCG & Vacuum Salt, Communication Skills for Workmen & Spandan (Interpersonal skills program for technicians).

   Enrolment into this program is by invitation. Please write to aviswanathan@tatachemicals.com if you wish to be part of this program.

### MDP VIII

Batch I & Batch 2 completed their third and second modules respectively in the month of September. The second module was conducted at IIM, Kashipur (the newest entrant in IIMs list). The focus areas of this module were Marketing Management and Supply Chain Management. The module was concluded with presentations from participants in teams. The third module was held at Mumbai and the focus areas are Sustainability & Operations Management, Customer Centricity & Business Simulation Exercises. These sessions are conducted using a mix of internal experts & external facilitators.

### Rangoli Competition @ Mithapur

Mithapur conducted its annual Rangoli Competition which saw a really tough fight between participants. The competition brings together some great family team work which involves designing and preparing the right pallet of colors for many days before the event.

### Self-Defense Workshop for Women

The crime against women has increased in recent times. To address the security issues women face on a daily basis while travelling and otherwise, training on self-protection was organized for female employees in Babrala. It was an 8 hour workshop - a combination of soft and hard skills for maximum effectiveness. The workshop included case studies, role plays and simulations related to the subject to provide real life applicable solutions to various safety scenarios. The training was based on KAPAP approach (Israeli Special Forces Self Defence System).

### Family Day in IC

IC Celebrated Family Day with a series of activities like Magic Show for kids, Fun Experiments, Buggy Rides & Lunch. It surely bought in a sense on bonhomie and pride for our extended families.

### Special Days @ Haldia

1. **Teachers Day**  
   To honour and celebrate the contribution of our Katalyst trainers, our guides and mentors who take us through the journey of wisdom and learning, TCL Haldia celebrated Teacher’s Day with mentors-prodigies and trainers-trainees sharing their experiences.
2. **Engineer's Day Celebrations**

   Engineer’s Day is celebrated on 15th of September in the honour of India’s pre-eminent engineer, Sir Mokshagundam Visvesvaraya, popularly known as Sir MV. He was the chief designer of the flood protection system for the city of Hyderabad in Telangana, as well as the chief engineer responsible for the construction of the Krishna Raja Sagara dam in Mandya. This day not only marks the prominence of the Engineering domain but also honours the contribution of our Engineer’s in almost every aspect of life. TCL Haldia celebrated the day with games, quizzes and events.

3. **Blood Donation Camp**

   Like every year on the occasion of Vishwakarma Puja, this year too TCL Haldia organised a Blood Donation Camp. 52 people comprising of employees, contract workmen and vendors participated in the drive.

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**Long Service Awards @ Haldia**

Long Service Awards was organized on 2nd of August ‘14 to honour and thank our employees for their contribution towards the growth of the company. This was followed by a musical night and dinner.

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**Editorial Team**

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About Innovation Centre

Innovation Centre (IC) is a DSIR (Department of Scientific & Industrial Research, part of Ministry of Science and Technology) recognized research centre. The state-of-the-art research facility is located in a pristine environment among high hills on the outskirts of Pune making it an ideal place to nurture innovation.

In 2006, TCL established the Innovation Centre (IC) from a rented facility in Pune, to undertake research in applied sciences with a view to seeding new businesses on the principles of sustainability and green chemistry. It was envisaged that superior and unique technologies (pertaining to process and/or product attributes) would differentiate these businesses from their peers and make them distinctive.

The new IC facility was inaugurated by Tata Group Chairman Mr. Cyrus Mistry on 11th July, 2014. This facility has received Gold Certification from Indian Green Building Council (IGBC).

IC has a vibrant, interdependent and interdisciplinary work culture which will fuel its journey of innovation and technology led value creation. IC has been awarded 22 patents and has to its credit, several publications. A “Wall of Fame” has been created to recognize these marvelous achievements.

Today, teams work on internal TCL projects and also extend its services to a few Tata Group companies. IC also promotes higher education in science and technology; currently four employees are pursuing their PhDs, of these two have been awarded Prime Minister’s Scholarships.

Trivia about Paud, Pune

- IC is located in Paud, a village in Mulshi Taluka in Pune District of Maharashtra State. It is located close to the Mula river
- Located in the same district is the UWC Mahindra College, one of the 12 United World Colleges
- Mhasoba (pronounced “MUH-SO-BAA”), is a horned buffalo deity of pastoral tribes that is widely worshipped in this region
GETs @Haldia share their CD experiences

Our GETS from Haldia (from L-R, Soumya Chakraborty, Hitendra Solanki, Souvik Mukhopadhyay, Diptesh Saha, Debanjan Nag, Devanga Borah & Uttam Tank) share their experience of working on Community Development Projects:

“As we started our journey in TCL Haldia, the most unique thing during our induction phase was TATA’s emphasis on community development. While we were exploring the factory, we came across several hoardings carrying different messages and we got enthused looking at them; these were the golden words of Sri Jamsetji Tata converging to the single ideology to give back to the society.

Among the first of the tasks, we were assigned Community development projects which appeared to be fun at the first place but soon we got consumed by a sense of responsibility to act as a friendly neighborhood to the surrounding villages and serve the community as a whole. While fresh out of the college, our naïve minds were ignorant of how one can responsibly serve the society through different prisms, an exposure and direct interaction with the Community made us realize the same.

Be it poultry farming, jute crafting, mushroom cultivation or zari working we were enthralled to take up any cause of financial development and scout for ways and means to help them develop.

Arohan, the series of inter-school contests made us nostalgic looking at the spirits and the carefree attitudes of the children. And everywhere, be it organizing Arohan or feeling the pulse of rural India while uplifting them, the respect and adoration we received as TATA employees was wonderful. This opportunity to serve OUR people was premium and rare.”

AMT Workshop for TATA POWER

Mr. Sunil Deshpande, GM-HR conducted an AMT workshop for around 20 high potential employees of Tata Power. A participant beautifully captured his learnings from the session in a rather innovative manner. See related images

E-Learning is Fun!

TCL has two e-learning platforms - Harvard Manage Mentor & Skill Soft. Our employees have found these new
mediums of self-paced learning very useful. A few testimonials for the same

“The Case Studies of Harvard Business Review available in the “Explore Further Tab” are very impactful. Have gained perspective on avoiding typical pitfalls while making decisions.”

Richard Lobo, Mumbai

“It is new & different”

Raghavender Kumar, Babrala

“Thanks for providing such an online learning opportunity.”

Yogesh Pitalia, Ahmedabad

“I found this extremely useful (Budgeting Course) and will be able to apply it to my current and future roles within the company.”

Adam Armstrong, TCE

Contact your local HR SPOC to know more details on the learning platforms

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Festivities Across TCL

The last few months, different locations celebrated a variety of events such as Independence Day, Janmasthami, Navratri/ DurgaPooja, Diwali, Ganesh Chaturthi, etc.

Warm Farewell to Mr. VK Bhatia

A get-together was organized for bidding a warm farewell to former CNAB COO, Mr. V.K. Bhatia who has significantly contributed to the organization for the last 22 years.

Photography Themes – Landscapes

In our previous edition, we urged you to send some of your best pics related to “Landscapes” Pics sent by Arnab Goswami (Pune) & Anish Chowdhary (Mumbai) have been shortlisted by our editorial Team.

The theme for this edition is “Technology Connects People”
Send in your pics to heartbeats@tatachemicals.com
TCL bags Gold in Healthy Workplace Award

Tata Chemicals achieved the Gold recognition in the 2014 Healthy Workplace Award. This Award was presented by Arogya World India Trust in partnership with Public Health Foundation of India.

Arogya World is a global health non-profit organization working to prevent NCDs, non-communicable diseases, through health education and lifestyle change. Based on the application submitted by Tata Chemicals, the Arogya World India Trust Team conducted an assessment at our offices.

The 5 apples of wellness

Physical Wellness: Start your day with 4 glasses of water, balance your food choices – don't eat too much of any one thing, ensure one diet is a "fruity" diet and work out for at least 40 minutes a day – look for a "new you" in one month! Healthy Habits are Happy Habits!

Emotional Wellness: For 5 minutes each day, let your thoughts leave you and observe things around just as they are, have a sense of belongingness, each day thank 5 people of how you are lucky to have been touched by them and Look for the "light" irrespective of however small opening it comes from!

Financial Wellness: Make a habit of noting down each expense you make and review it once in a month. No other journal would show you a better mirror than your own!

Intellectual Wellness: Find your interest in reading. For a month try reading an hour each day, anything that comes your way and then identify your interest and hone your skills in that area

Spiritual Wellness: Take time for yourself each day. Talk to yourself, let your thoughts flow and allow them to leave you.

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