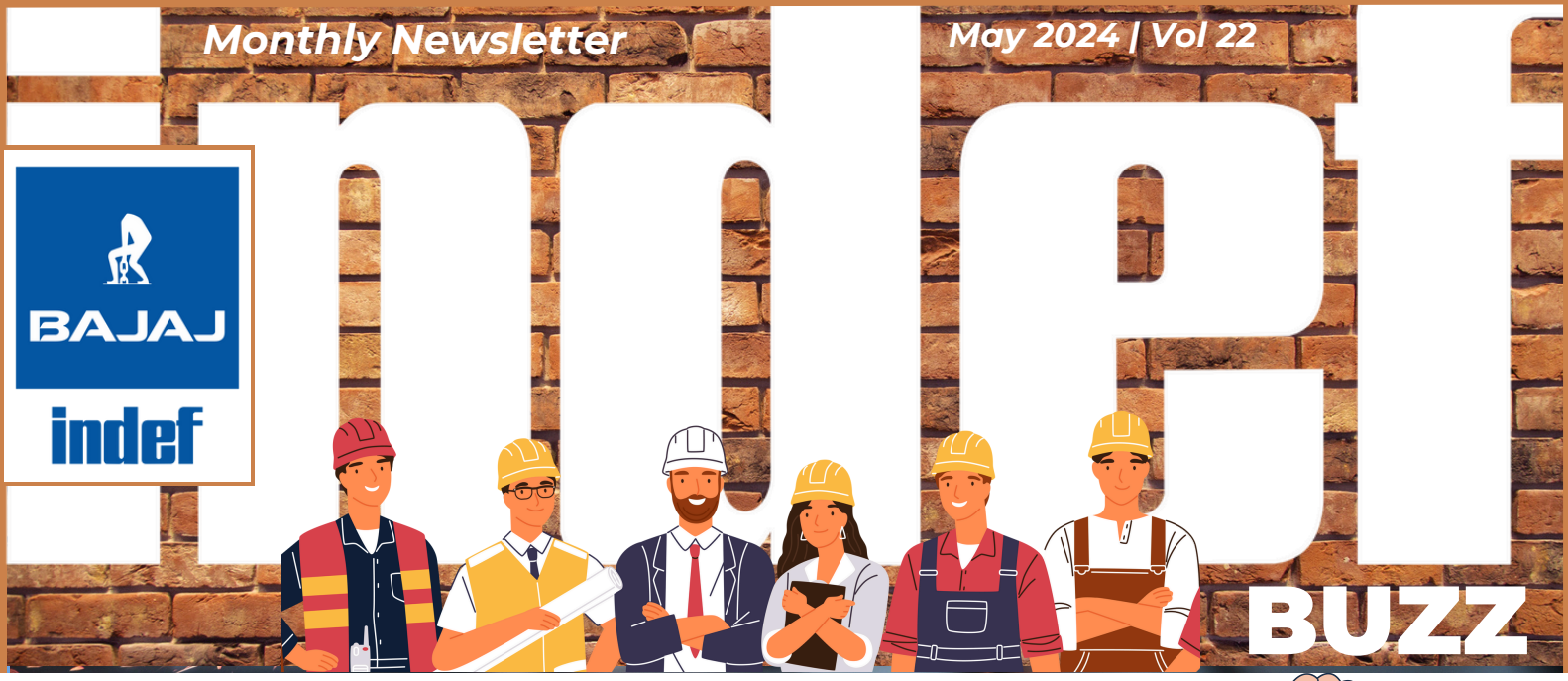
Monthly Newsletter
May 2024 | Vol 22



HERCULEAN'S MESSAGE

Celebrating Our Frontline Heroes: International Labour Day Edition

In this special International Labour Day edition, we proudly highlight our frontline workers' exceptional efforts and contributions. Their dedication and hard work form the foundation of Bajaj Indef's success. We celebrate the remarkable achievements and stories of our outstanding team members, as shared by their supervisors across different departments. Join us in honouring these incredible individuals whose commitment, innovation, and passion propel our organization forward.



Mr. Dharmendra Mhatre

Mr. Dharmendra Mhatre joined Bajaj Indef as a keen learner, ready to tackle any task. Over the last 14 years, he has honed his skills in the CPB and WRH departments, gaining expertise in both wire rope hoists and manual hoists. Mr. Dharmendra has consistently ensured zero product defects and has been instrumental in guiding ABP technicians through the CPB assembly procedures, under the supervision of his seniors, to facilitate smooth operations at the ABP's end. He is also committed to maintaining 5S practices in his work area, ensuring a clean and efficient workspace.

Mr. Jagdish Jadhav



Mr. Jagdish Jadhav, with 14 years of experience, is a key contributor to the production department. Known for his innovative ideas and suggestions, he has enhanced numerous processes within the department. Under the guidance of his supervisor, Mr. Sanjay Bisen, he has successfully carried out projects with notable companies like Mukund and L&T and even handled export projects.

Mr. Jagdish has also been an instrumental part in developing new products such as the Indef C, Indef R, and Indef M spark-proof models. His efforts ensure the smooth operation of all these CPB models, significantly contributing to the department's efficiency and success.

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Mr. Jitendra Chalke



With 14 years of experience, Mr. Jitendra Chalke is a valued member of the production team. We take immense pride in his work, as the hoists he assembles are now used internationally in places like Dubai and Nepal. Mr. Jitendra is dedicated to achieving optimal operation and zero defects in every assembly he handles.

Even after primarily working in the Electric Chain Hoist department, he is also well-versed in the assembly of Chain Pulley Blocks. His expertise has been crucial in coordinating numerous export projects, including innovative HC cantilever arrangements. These projects have significantly broadened his knowledge base and skill set.

Moreover, Mr. Jitendra has played a key role in guiding the assembly procedures of ECH. By instructing ABP technicians under the supervisor's guidance, he ensures seamless knowledge transfer, minimizing difficulties at the ABP end.

Mr. Kalpesh Mehetar



Mr. Kalpesh Mehetar has made significant contributions over his 13-years tenure. He suggested improvements for the assembly process of the Baby Hoist to his supervisor, Mr. Darshan Patil, which were well-received and successfully implemented. Additionally, Mr. Kalpesh facilitated the transition to testing the Baby Hoist on a new machine, making the process much easier and more efficient.

Mr. Pritam Gawade



With 14 years of experience, Mr. Pritam manages the main supply connections for hoists and ET connections. He also provided valuable service at a customer's site in Hyderabad, ensuring the issue was fully resolved. Beyond his role, Mr. Pritam is known for his unique contribution as a snake handler, safely relocating snakes to the jungle. This effort protects lives on our premises and benefits both the company and the environment.

We extend our heartfelt gratitude to every member of our team for their relentless commitment and unparalleled dedication. Your hard work and passion continue to inspire us all, reminding us of the invaluable role you play in shaping the success of our organization. Let us carry forward this spirit of appreciation and recognition, not just on Labour Day, but every day, as we strive towards even greater heights together.

Mr. Ram Jadhav



Mr. Ram Jadhav, with 14 years of valuable experience under his belt. He embarked on his journey in the Chain Pulley Block department and has since transitioned to the WRH department, showcasing remarkable growth. Through multi-skill training, he has not only enhanced his personal expertise but also contributed significantly to the company's advancement.

Mr. Ram specializes in handling heavy duty hoists and recently achieved a milestone by successfully testing a 60-ton SMD hoist, with guidance from Mr. Nitin Ambavane. As a fitter, he emphasizes the significance of precision and patience, understanding that even the slightest misalignment can lead to significant complications in the final product. This attention to detail has become second nature to him, instilling a habit of double-checking his work for utmost accuracy.

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Mr. Ratnakar Biswal

Mr. Ratnakar Biswal is a seasoned professional with 14 years of experience. He's been instrumental in our success, bridging connections from the Mulund company and demonstrating expertise across various WRH models. Mr. Ratnakar excels particularly in heavy duty hoists like HW and SMD models, even accomplishing the successful testing of a 60-ton hoist.

Recognizing the interconnectedness of manufacturing processes, Mr. Ratnakar actively contributes to ensuring the success of our final products. He leads by example and imparts his knowledge generously, mentoring new trainees in the WRH hoist assembly, and paving the way for their bright futures. Additionally, he plays a pivotal role in enhancing service quality by training APB technicians, ensuring widespread knowledge and excellent service provision for WRH products.

Mr. Ravindra Kudpane



Mr. Ravindra Kudpane, with 15 years of experience in the electrical domain had played a pivotal role in supporting operations by expertly supplying and connecting hoists. His meticulous approach ensures that panels and pendants are both shockproof and operationally flawless. He personally inspects all terminals to uphold safety standards.

Mr. Ravindra's expertise extends to providing specialized support to the Chakan plant. Notably, he is well-versed in new technologies and machines,

including a cutting-edge testing apparatus for WRH hoists, ensuring precise readings for current, voltage, and other parameters. He has also contributed to the development of innovative pendants, including wireless remote variants.



Mr. Rohit Kotawadekar

Mr. Rohit Kotawadekar is dedicated to providing top-quality products and consistently strives to ensure that our Bajaj Indef stands out from competitors in terms of quality and operations. With 13 years of experience, he never compromises on quality, ensuring that there are no defects, and our customers face no issues.

Mr. Rohit has also contributed significantly to the development of alternative methods of assembling Chain Pulley Blocks, working diligently under the guidance of his supervisor. His commitment to safety is exemplary, as he always adheres to safety rules and wears the necessary personal protective equipment (PPE) for his job role.

Mr. Sachin Shinde



Mr. Sachin Shinde played a pivotal role in our organization, primarily focusing on the final testing of WRH I-II-III and IR hoists. His responsibilities entail ensuring that all aspects of the Quality Assurance Plan (QAP) are meticulously met, with a keen eye on brake operation, motor performance, and electrical parameters before passing products for further processing and dispatch.

Mr. Sachin's expertise lies in meticulously aligning every component to ensure seamless integration into the final product. His attention to detail and profound understanding of the machinery and tools involved are commendable.

Over the last 15 years, Mr. Sachin has honed his skills with various precision tools like micrometres, callipers, and alignment instruments, crucial for achieving precise specifications.

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With a decade-long specialization in WRH testing, Mr. Sachin is entrusted with testing all export and major projects, including those for esteemed clients like L&T and TATA. His role extends to conducting final verifications to guarantee flawless performance, leaving no room for issues at the customer's end.



Mr. Sandeep Patil

In his initial days, Mr. Sandeep Patil began with a modest understanding of the field. However, through rigorous training and dedication, he quickly mastered the intricacies of reading drawings and assembling components with meticulous attention to detail. Transitioning from a basic understanding of fitting from his previous role, Mr. Sandeep swiftly adapted to the complexity and precision demanded by our operations.

Mr. Sandeep's contributions to the New Product Development (NPD) project stand as a testament to his commitment to excellence. His instrumental role in the successful development of the HC+ hoist, renowned for its low noise, minimal vibration, and exceptional performance, highlights his unwavering dedication to innovation. Furthermore, his ongoing efforts to enhance hoist technology underscore his proactive approach towards continual improvement.

ABP SPEAKS

Empowering Indian Industry: The Evolution of Stellas Equipments Under Mr. Joseph Anand

In the rapidly evolving world of industrial equipment, Stellas Equipments stands as a beacon of innovation and reliability. Founded in 1993, the company has witnessed significant growth and transformation, especially since 2008, when Mr. Joseph Anand took over the reins. His journey from the financial sector to leading a prominent industrial equipment business is a story of vision, resilience, and relentless pursuit of excellence.

A New Beginning

Mr. Joseph Anand's career began in the financial sector, where he held key positions at GE Capital and Barclays as a Regional Manager and AVP for the South region, respectively. In 2008, driven by a desire to carry forward his family legacy, he transitioned from finance to industrial equipment by joining, Stellas Equipments.



Mr. Joseph Anand
FOUNDER OF
STELLAS EQUIPMENTS
Chennai

Focusing on Quality products

Upon taking over, Mr. Anand initially concentrated on importing high-quality products from the European market, a strategy that helped the company establish a reputation for excellence in the Indian market. However, his ambitions extended beyond mere imports. He aimed to diversify and expand the company's product offerings to cater to a broader market.

Securing Key Partnerships

One of the pivotal moments in Stellas Equipments' history came in the second quarter of 2017. Through a referral to Mr. Prakash Subramaniam, thenCEO, Mr. Anand secured a partnership with Bajaj Indef. This partnership marked a significant milestone, allowing the company to enhance its market presence and product portfolio.

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Navigating Challenges

The journey wasn't without its hurdles. Between 2008 and 2012, Stellas Equipments faced tough times due to the global market crash. The company struggled, and the future looked bleak. However, Mr. Joseph Anand didn't give up.

With determination and smart thinking, he steered the company through these rough waters. He focused on keeping the business afloat and finding new ways to grow. Mr. Anand's leadership during this crisis was crucial. He turned challenges into opportunities, helping the company survive and eventually thrive. His efforts laid the foundation for the company's later success.

Major Milestones and Achievements

Under Mr. Anand's leadership, Stellas Equipments has been involved in several high-profile projects, including supplying equipment for the manufacture of medieval trains and various large-scale projects with IGCAR and IRSO. The company has also ventured into negotiations with thermal plants, further broadening its industrial footprint.

Recognized for their outstanding sales performance across India, they were honored with the esteemed All India No. 2 award at the Elevate Elite Club 2023, a testament to their remarkable achievements. This accolade underscores the company's commitment to excellence and the strong partnership between Stellas Equipments and Bajaj Indef.



Mr. Joseph Anand with Stellas Equipments Team

The partnership with Bajaj Indef has been instrumental in the company's growth. Bajaj Indef products now account for 40 to 60% of Stellas Equipments' turnover, highlighting the critical role this collaboration plays. Mr. Anand credits Bajaj Indef for helping the company reach new levels of market coverage, turnover, and brand recognition. This synergy has been a stepping stone, enabling the company to aim for ambitious growth targets alongside Bajaj Indef's expansion plans.



Mr. Joseph Anand with Stellas Equipments Team

Future Outlook

Looking ahead, Mr. Joseph Anand is focused on achieving substantial incremental growth for Stellas Equipments. His goal is to match and support Bajaj Indef's growth trajectory, aiming for a 50 X increase in overall company performance. This involves strategic planning and a commitment to maintaining high standards of quality and customer satisfaction.

Reflecting on the collaboration with Bajaj Indef, Mr. Anand shares, "It was never tough with Bajaj Indef. Considering my experience with different other companies, every interaction with Bajaj Indef has been smooth, without any barriers." This seamless partnership has been instrumental in driving the company's success and expanding its market reach.

Stellas Equipments, under the leadership of Mr. Joseph Anand, exemplifies the power of visionary leadership and strategic partnerships. From overcoming economic challenges to securing pivotal partnerships and focusing on innovation, the company is well-positioned for continued success. As Mr. Anand looks to the future, his story serves as an inspiring example of how dedication and a clear vision can drive a company to new heights.

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CUSTOMER STORY

Cultivating Relationships: Customer Testimonials from Kalpataru Projects International Limited



Mr. Shailendra Kumar Singh, Senior Manager in Procurement at KPIL

At Bajaj Indef, we take immense pride in our enduring partnerships, and today, we're happy to shine the spotlight on one of our esteemed customers, Kalpataru Projects International Limited (KPIL). As a leading Engineering and Construction company with a global footprint, KPIL's commitment to excellence and innovation resonates deeply with our values at Bajaj Indef.

Let's hear from the KPIL team members about their experience with Bajaj Indef.

Mr. Shailendra Kumar Singh, Senior Manager in Procurement at KPIL

Mr. Shailendra Kumar Singh has been acquainted with Bajaj Indef for over 12 years. Drawing from his past experiences, he recognized the reliability of our EOT Cranes, Hoists, and Monorails. Upon joining KPIL, Mr. Singh's confidence in Bajaj Indef persisted, reinforced by recommendations from clients. He praised our prompt response to inquiries, highlighting instances where technical issues were swiftly resolved through effective communication by our teams. Mr. Singh lauded the seamless coordination between our sales and technical teams, underscoring the absence of any adverse price implications.



Mr. Rahul Raj, Purchase Executive in Procurement at KPIL

Mr. Rahul Raj, Purchase Executive in Procurement at KPIL

Mr. Rahul Raj oversees the procurement of essential mechanical items including EOT and HOT cranes. In our conversation, Mr. Raj expressed his satisfaction with our products and services. He shared that KPIL had ordered equipment for two projects located in different parts of the country and commended our timely deliveries.

Mr. Raj also appreciated the support provided by our sales representatives, who not only assisted with technical queries but also engaged in fruitful discussions covering both technical and commercial aspects. He emphasized the premium quality of our products, comparing them favourably to others in the market.

He further highlighted the polite and cooperative nature of our representatives, making the business interaction smooth and pleasant.

Through the lens of Mr. Rahul Raj and Mr. Shailendra Kumar Singh, we gain valuable insights into KPIL's collaboration with Bajaj Indef. Their testimonials underscore the importance of timely deliveries, product quality, and exceptional customer service in fostering enduring partnerships. At Bajaj Indef, we remain committed to exceeding our customers' expectations and look forward to further strengthening our ties with KPIL and beyond.

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HHL UPDATES



Bajaj Indef Achieves Exceptional FY23-24 Results with Significant Revenue and Profit Increases

Bajaj Indef is proud to announce its exceptional performance for FY23-24. Our Total Income from Operations has significantly risen to INR 201.9 Crores, up from INR 168.5 Crores in the previous financial year. Additionally, our EBITDA has also seen a substantial increase, reaching INR 51.6 Crores in FY23-24 compared to INR 34.4 Crores (before exceptional items) in FY22-23. These impressive results underscore our dedication to quality and a customer-centric approach. Moreover, the Profit After Tax (before exceptional items) stands at INR 36 Crores in FY23-24 compared to INR 23.1 Crores in FY22-23.

Commenting on the results, our President & CEO, Mr. Amit Bhalla said: "The fiscal year ended positively with ~19% revenue growth and ~50% profit growth, helping us gain market share in the hoist business. Our focus on cost improvements and effective solutions allowed us to command better pricing despite intense competition. We secured key clients in the crane segment, strengthening our market position. We remain dedicated to delivering superior value to our customers and maximizing returns for shareholders."

The company experienced significant growth across various sectors: 8.9% in CPB (Chain Pulley Blocks), 24.1% in WRH (Wire Rope Hoists), 25.3% in CEH (Chain Electric Hoists), and an impressive 56.7% in Crane. Our performance across all product categories has been significant, helping us establish a strong market position. This success is attributed to our excellent operations, efficient cost management, powerful marketing strategies, and beneficial strategic partnerships.

We want to thank all our stakeholders - Customers, Authorized Business Partners, Suppliers, Employees, and Shareholders—for playing a crucial role in our journey. Let's celebrate this shared success and look forward to a future full of endless opportunities!



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Extract of Standalone and Consolidated Audited Financial Results for the Quarter and Year Ended 31/03/2024

Income from Operations up by 20% | **Profit Before Tax up by 56%** (Before Exceptional and/or Extraordinary Items) (Standalone Yearly Growth Numbers)

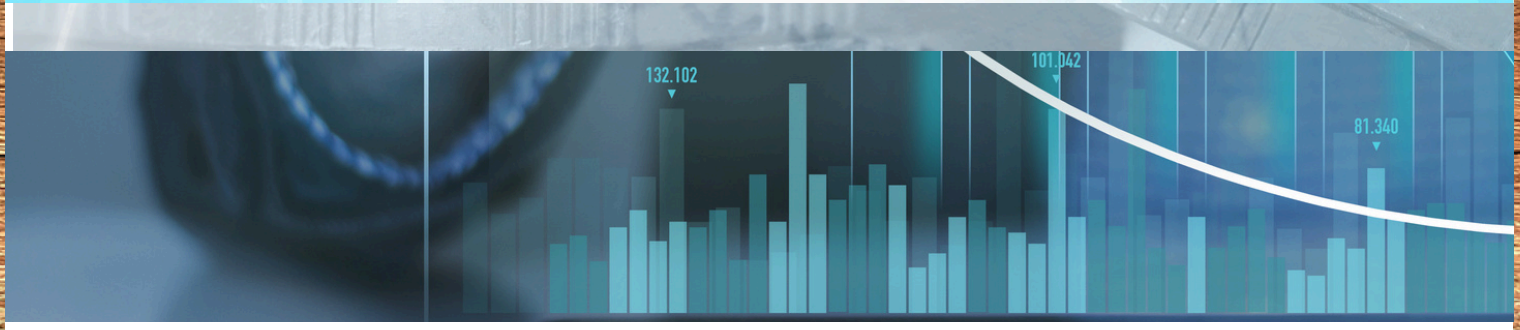
Profit Before Tax up by 21% (Standalone Q4 Growth Numbers)

(Rs. In Lakhs)

		Standalone					Consolidated				
		Quarter Ended			Year Ended		Quarter Ended			Year Ended	
		(Audited)	(Un-Audited)	(Audited)	(Audited)	(Audited)	(Audited)	(Un-Audited)	(Audited)	(Audited)	(Audited)
SN	Particulars	31/03/2024	31/12/2023	31/03/2023	31/03/2024	31/03/2023	31/03/2024	31/12/2023	31/03/2023	31/03/2024	31/03/2023
1	Total income from operations	6128.19	4,840.42	5,087.59	20193.07	16,845.66	6128.01	4,840.42	5,087.59	20,192.89	16,845.66
2	Net Profit / (Loss) for the period (before Tax, Exceptional and/or Extraordinary items)	1611.96	1,327.55	654.47	4669.18	2,989.36	1606.15	1,327.54	653.92	4,663.02	2,988.41
3	Net Profit / (Loss) for the period before tax (after Exceptional and/or Extraordinary items)	1611.96	1,327.55	9,350.64	4669.18	11,612.06	1606.15	1,327.54	9,350.09	4,663.02	11,611.12
4	Net Profit / (Loss) for the period after tax (after Exceptional and/or Extraordinary items)	1190.99	1,037.76	8,495.17	3601.91	10,330.71	1185.18	1,037.75	8,494.62	3,597.54	10,329.76
5	Total Comprehensive Income for the period [Comprising Profit / (Loss) for the period (after tax) and Other Comprehensive Income (after tax)]	6813.02	7,123.80	6,068.16	24927.34	9,516.42	6807.21	7,123.79	6,067.61	24,922.97	9,515.47
6	Equity Share Capital	320	320.00	320.00	320.00	320.00	320.00	320.00	320.00	320.00	320.00
7	Reserves (excluding Revaluation Reserve) as shown in the Audited Balance Sheet	-	-	-	94472.73	70345.39	-	-	-	94467.42	70,344.45
8	Earnings Per Share (of Rs. 1.00 each) (for continuing and discontinued operations) - Basic & Diluted:	3.72	3.24	26.55	11.26	32.28	3.70	3.24	26.55	11.24	32.28

NOTE:

1. The above is an extract of the detailed format of Quarterly / Year Ended Audited Financial Results filed with the Stock Exchanges under Regulation 33 of the SEBI (LODR) Regulations, 2015. The full format of the standlaone / consolidated Quarterly/year ended Audited Financial Results are available on the websites of **www.bseindia.com; www.nseindia.com** and also on Company's website at **www.indef.com.**
2. The above audited financial results were reviewed by the Audit Committee and approved by the Board of Directors at their meeting held on May 27, 2024
3. Previous quarter / year figures have been appropriately regrouped, recasted and reclassified wherever necessary to conform to the current year presentations.
4. The Board has recommended a final dividend of Rs. 4.00 [400%] per share for the financial year 2023-24.



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Bajaj Indef Conducted a Successful Annual Health Checkup Camp in 2024

Bajaj Indef recently conducted its Annual Health Checkup Camp 2024, prioritizing the health and well-being of its employees. The event took place across three locations, ensuring comprehensive coverage for all team members.

The inaugural session occurred on May 14th at the Khalapur Manufacturing Unit. Following that, the second session was conducted in Belapur on May 15th, and the concluding session took place in Chakan on May 16th.

Employees were encouraged to participate actively, and the turnout was impressive. Health professionals conducted a range of tests and consultations, providing valuable health insights to the staff. The initiative aimed to promote preventive healthcare and foster a culture of wellness within the company.



The success of the camp underscores Bajaj Indef's commitment to employee well We look forward to continuing such initiatives in the future.









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Bajaj Indef Hosts Heartfulness Workshops: A Journey to Wellness





Bajaj Indef recently embarked on a comprehensive wellness initiative to enhance employee well-being through a series of Heartfulness Workshops. This 360-degree program complements our annual health check-ups by focusing on preventive care, mental health, and overall personal wellness. Conducted in partnership with the Heartfulness Institute, these workshops spanned three transformative days, each dedicated to different aspects of personal well-being, guided by various experienced trainers to promote mental and emotional wellness.





Day 1: Relax and Expand Consciousness

The journey commenced with a focus on relaxation and expanding consciousness. Participants delved into Heartfulness Relaxation techniques, fostering physical well-being through simple sitting yoga, and were guided through meditative practices aimed at connecting with the inner source of divine light within the heart. The day set the foundation for stress reduction, enhanced focus, and inner peace.

Day 2: Rejuvenate and Simplify

As the journey progressed, attention turned towards rejuvenation and simplification. Attendees were introduced to simple yet powerful techniques to unwind the mind, shedding stress and emotional baggage accumulated throughout the day. These practices aimed at fostering mental clarity, promoting calmness, and simplifying the complexities of daily life.

Day 3: Connect with Your Inner Self

The culmination of the journey focused on connecting with one's inner self. Participants embarked on a profound exploration of their inner landscapes, learning to listen to the voice of their hearts, and observing their deepest feelings. This day emphasized the importance of self-awareness, introspection, and aligning actions with inner values to navigate life's journey with wisdom and authenticity.

Through these immersive workshops, Bajaj Indef underscored its commitment to nurturing a culture of holistic well-being and mindfulness among its employees. The journey towards wellness continues, empowering individuals to thrive personally and professionally.

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INDUSTRY TRENDS

NEW ROCKWELL MANUFACTURING PLANT TO OPEN IN CHENNAI BY FIRST HALF OF 2025

Rockwell Automation is expanding its manufacturing presence in Chennai with a new facility in Oragadam, solidifying Tamil Nadu's position as an advanced manufacturing hub. The facility aims to enhance supply chain resilience and create job opportunities. Set to open in the first half of 2025, the plant will initially employ 230 workers

MAHINDRA TO ROLL OUT 23 NEW VEHICLES BY 2030 WITH RS 37,000 CRORE INVESTMENT

Mahindra Group plans to invest Rs 37,000 crore over the next three years, with a focus on the auto sector, intending to launch 23 new vehicles by 2030. The investment includes nine internal combustion engine SUVs, seven battery electric vehicles, and seven light commercial vehicles. The company emphasizes the importance of both ICE and EV models in its product portfolio, with substantial investments earmarked for each segment.

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MR. JOHN SLAVEN, VEDANTA ALUMINIUM CEO, TAKES ON THE VICE-CHAIRMAN ROLE AT THE INTERNATIONAL ALUMINIUM INSTITUTE

Vedanta Aluminium CEO Mr. John Slaven appointed as Vice-Chairman of the International Aluminium Institute (IAI), aiming to drive global sustainable initiatives in the aluminium industry. The IAI, established in 1972, is the key global organization for the primary aluminium sector, promoting responsible production and the environmental benefits of aluminium usage. Mr. Slaven, a respected industry leader with extensive experience, emphasizes the vital role of aluminium in the transition to a zero-carbon world. His focus includes boosting awareness of aluminium's potential and advancing its applications for a greener future, aligning with Vedanta Aluminium's commitment to sustainability and growth.

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DALMIA BHARAT'S NEW PLANT BEGINS OPERATIONS IN TAMIL NADU

Dalmia Bharat Group

YAMAHA

INDIA TO BECOME YAMAHA'S EXPORT HUB FOR PREMIUM TWO-WHEELERS

Yamaha Motor Company has announced plans to establish India as its primary export base for high-end motorcycles and scooters, focusing on developed markets such as the US, Europe, and Japan. The company intends to make this Indian hub its second-largest export facility by 2030..

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HERO MOTOCORP PARTNERS WITH ONDC TO EXPAND REACH AND ENHANCE CONVENIENCE

Hero MotoCorp has joined the Open Network for Digital Commerce (ONDC) to enhance its digital reach and convenience for customers. This move supports the Digital India mission by making it easier for customers to locate vehicle parts and accessories. The integration also improves order processing and hyperlocal deliveries, benefiting Hero MotoCorp's channel partners through a more efficient distribution network.



MR. ATUL PAI TO HEAD HONEYWELL AUTOMATION INDIA AS MANAGING DIRECTOR

Mr. Atul Pai has been appointed as the Managing Director of Honeywell Automation India Limited (HAIL). With over two decades of experience at Honeywell, Mr. Pai's strategic direction aims to bolster growth, elevate customer value, and strengthen the local brand of HAIL, as highlighted by Mr. Ganesh Natarajan, Chairman & Independent Director of HAIL.



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JSW STEEL TO INVEST OVER INR 19,000 CRORE IN DOLVI PLANT EXPANSION



MAHARASHTRA METRO TRAIN PRODUCTION TO RECEIVE RS 186 CRORE FROM SIEMENS



SIEMENS

रेलटेल
RAILTEL
A Government of India Undertaking

RAILTEL BAGS RS 51.53 CRORE DEAL FOR VIDEO SURVEILLANCE SYSTEMS

RailTel Corporation of India, a state-owned railway PSU, has won a contract worth Rs 51.53 crore from Central Warehousing Corporation to install modern video surveillance systems at multiple Indian locations by November 30, 2029. As a 'Miniratna' public sector enterprise, RailTel operates a network spanning 6,000 stations nationwide, including major commercial hubs.

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FLIPKART TEAMS UP WITH BAJAJ AUTO FOR MARKET DOMINATION

Flipkart and Bajaj Auto have partnered to revolutionize last-mile delivery in Indian e-commerce through the adoption of electric vehicles (EVs), symbolizing a move towards sustainability. Over a two-year period, Bajaj Auto will provide 1000 electric three-wheelers, bolstering Flipkart's logistics efficiency and lowering carbon emissions. This collaboration mirrors Flipkart's dedication to transitioning its delivery fleet to EVs as part of the EV100 initiative, representing a notable advancement in greener e-commerce logistics.

MR. RAJESH JEJURIKAR REAPPOINTED AS EXECUTIVE DIRECTOR & CEO OF THE AUTO AND FARM SECTOR; DR. ANISH SHAH CONFIRMED AS MD & CEO OF MAHINDRA GROUP



Dr. Anish Shah - Group CEO and MD



Mr. Rajesh Jejurikar- ED & CEO, Auto & Farm Sectors

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HHL READS



The Hard Thing About Hard Things: Building a Business When There Are No Easy Answers



In his book "**The Hard Thing About Hard Things**" Ben Horowitz offers guidance and thoughts on creating and running a firm. He makes use of his background starting and running businesses—most notably Loudcloud—during trying periods like the dot-com bust.

Decision-Making Skills: A CEO's ability to make tough decisions under pressure can determine a startup's success. Quick, decisive action is crucial during crises.

Learning from Failure: Successful CEOs learn from successes and failures, becoming better leaders and mentors.

Taking Decisive Action: Successful CEOs make tough decisions and take action, persistently seeking solutions even in dire situations.

Impact of Individuals in Teams: In large organizations, the success of initiatives often depends on individual contributions. Team dynamics are crucial.

Communication and Transparency: CEOs must be open about the company's challenges to build trust. Authenticity is more effective than projecting overconfidence.

Creating Value in Sales and Mergers: CEOs must create exciting value for buyers in sales or mergers, highlighting benefits for all parties involved.

Mission-Driven Hiring: Good CEOs prioritize hiring executives and employees committed to the company's mission over personal success.

Emotional Neutrality in Decision-Making: CEOs should approach decisions like selling a company with bravery and emotional neutrality, making rational choices despite emotional attachment.

These insights are based on Horowitz's experiences and offer practical advice for navigating the challenges of entrepreneurship and leadership in startups.

Comic Strip



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