

● Opening Spell	1	● KJLT participation in Saudi Arabia Oil & Gas Exhibition (SAOGE) 2014	5
● KOEL completes prestigious Order for WiMax Project, Kuwait	2	● On-site training programs conducted for Refrigeration Compressors in UAE	5
● Now it is possible to purchase spares on-line from Ajman.....	2	● How Air Conditioning is changing the World	6
● Dealers Meet at Mansoura Sets Platform for enhancing Kirloskar Brand in Egypt	3	● Work Life Balance.....	7
● Vendor Approvals.....	4	● Who is Reading What @KMEF	8
● KJLT participation in Big 5 Exhibition Dubai....	4	● Year end celebration at Musandam	9
		● Memories	11

Opening Spell

Dear Readers,

Team KJLT extends its best wishes to all of you and your dear ones for a very Happy & Prosperous New Year 2015. On this momentous occasion it is a great privilege and pleasure to present the 15th issue of enews@KMEF.

I heard an interesting experience from one of my friends which I would like to share with our esteemed readers of this issue of enews@KMEF. This is about a new company he joined a few years back when he travelled for the first time outside India. One of his colleagues used to pick him up from the hotel where he was staying every morning. It was September, bit cold and snowy. They would arrive early at the company and park their vehicle far away from the entrance. It was a huge parking lot for about 2,000 cars and they were required to walk a fairly long distance in the chilly weather. My friend was confused but kept quiet initially. When he realized that it's a routine for everyday, he asked his colleague "Do you have a fixed parking space? I've noticed we park far from the entrance even when there are no other cars in the lot." The colleague replied, "Since we are here early we will have time to walk. Don't you think that whoever gets in late will need a place closer to the door?" Needless to mention that companies which foster such a culture would definitely thrive in every facet of their corporate activity. To inculcate such a culture at KJLT will be our highest priority goal in 2015.

Most of our channel partners ended 2014 on a high note. We surpassed previous year performance to scale new heights in Saudi Arabia, Qatar and UAE. These are the best performing markets in the region. We are upbeat about the business prospects in these countries in 2015 too.

The business scenario in the Middle East has become challenging during the past few months. The drastic drop in oil price has created hesitancy amongst a few. However as of now there are no signs of any major project delays. Nevertheless all the businesses will have to be on alert till oil price stabilizes and we tide over this period of uncertainty.

KJLT participated in Business Excellence Model for the second consecutive year. The assessment was completed in the last quarter. Though we have improved as compared to the previous year, it's only a marginal improvement. We are grateful to the assessors for highlighting valuable Opportunities for Improvements (OFIs). We are now implementing some of these measures as we march towards business excellence.

Publication of 14 issues of enews@KMEF has been a satisfying and enlightening experience. We could learn a lot out of active participation and valuable inputs from many of our esteemed readers. We solicit your continued support to help us in building a sustainable business.

Thank you.

shrikant-pataskar@kirloskar.ae

KOEL completes prestigious Order for WiMax Project, Kuwait

KOEL has successfully executed an order for 48 nos. of generating sets with cyclic operation control system. These have been supplied for WiMax Project in Kuwait. This supply is a part of a Kuwait Oil Company project. Purchase order for these generating sets was placed by Kharafi National Group. Kharafi National Group is one of Kuwait's leading infrastructure project developers. It ranks high amongst the top companies not only in Kuwait but in MENA region as well.

This particular order was a satisfying outcome of starting early with the customer to understand the requirements and recommending an optimum solution. The discussions for this requirement started off as early as in 2011 when the project was announced. The order was awarded to us in April 2014 after several meetings and technical discussions for the total requirement of 48 nos. of generating sets with cyclic ATS panels. The contract also included setting up the installation site with bulk tank, piping layouts, control system installation with wiring and connections to different generating sets.

Our channel partner in Kuwait, Boodai Trading Company played a pivotal role in clinching this deal. Mr. Prem Sharma, Dy. General Manager and his team worked to their maximum for securing this deal.

The generating sets have been installed at various sites of Kuwait Oil Company (KOC) and are operating successfully. KOEL obtained KOC vendor registration for generating sets in 2013. This is the first order completed after obtaining vendor registration and is a landmark reference in Oil & Gas sector. Kuwait is witnessing a tremendous rise in Oil & Gas projects. We envisage many more business opportunities for generating sets in the near future. We are confident of capitalizing on the opportunities jointly working with M/s Boodai Trading Company.

ajay-saraf@kirloskar.ae

Now it's possible to purchase spares on-line from Ajman

KJLT has introduced an online ERP system for its channel partners in the MENA region.

The online Kirloskar system has made the life simpler and easier for suppliers and distributors which earlier was quite a tedious work. When there was no system, checking the availability of an item in our warehouse was a time consuming process. This can now be done within a few seconds. Distributors can now directly place their orders through this system and can send us the screenshot for processing the same. The overall time duration has significantly reduced right from placing an order till its processing.

The online system has the following efficient features which enables distributors:

1. Checking the availability of an item in our Ajman warehouse inventory
2. Viewing pending quotations/proforma invoices

3. Entering orders in the system directly.

4. Viewing pending orders.

5. Viewing invoices / invoice summary

6. Viewing invoice details which have been paid/ outstanding

This latest technology helped us in designing and implementing the online ERP system which works on remote desktop connection, a link is created between their computer and our server to access the system. Upon logging, the login name and password is entered.

For the healthy run of the system, we are planning to schedule a training session for the same at our KMEF, Ajman training centre for all our distributors so that all can optimally use this facility. This will further enhance the utility of the system.

geetika-goel@kirloskar.ae

Dealers Meet at Mansoura Sets Platform for enhancing Kirloskar Brand in Egypt

In continuation of its strategy, Kirloskar conducted a dealers meeting for agriculture engines and pumps with the objective of enhancing the brand name and augment dealership in Egypt. The meeting was conducted in Mansoura, a town located in the agricultural hub of the Nile delta.

This was a first of its kind meeting conducted after several years. Our local dealer Badawy Company enthusiastically played a vital role in conducting the meeting which received an overwhelming response from the dealers. The overwhelming response could be seen from the number of dealers attending the meet. About 140 people comprising of dealers, sub-dealers, technical consultants, workshop owners and mechanics zealously participated in the programme.

Held on 14 Nov 2014 at Mansoura University Hotel, the meeting started with a presentation on the genuine Kirloskar engines and spare parts and their specific advantages. This was complemented with a display of genuine spare parts at the venue.

A film in Arabic was screened highlighting the good manufacturing practices and systems followed by Kirloskar in comparison with other suppliers. The dealers were extremely happy to have their curiosity addressed about the high standards followed by Kirloskar.

A question hour followed after the presentation and film wherein queries of dealers were answered to their satisfaction. Dealers appreciated the systems of Kirloskar which registered as a change in their mindset. This renewed their enthusiasm for promoting genuine Kirloskar engines and spare parts actively in the market.

As a part of boosting the motivation amongst the dealer community, the top 5 performing dealers were felicitated through surprise gifts like engines, spares and certificates. A lucky draw was also held in which 8 dealers / mechanics were presented with free spare parts as winners of the lucky draw. A scrumptious meal followed the presentation and lucky draw function.

Dealers were presented with giveaways like appreciation certificates, stationery, promotional banners and posters of Kirloskar engines and spares and gift articles.

The dealer and mechanic community thanked Kirloskar and Badawy Company for the exciting function and vowed whole-hearted support in promoting Kirloskar engines / spare parts. Our dealer Badawy Company demonstrated excellent work in preparation for the function. The participation of all the family members of Badawy Company from small children to grown-ups deserves a special mention here.

Kirloskar engines and spare parts have been used in the Egyptian market for over 50 years now. Kirloskar brand is considered to be the highest benchmark for quality. Many dealers acknowledged and cherished their association with Kirloskar for 2 or even 3 generations!

The show has helped to retain and further uplift such goodwill that Kirloskar enjoys in the Egyptian market.



Mr. Ajay felicitating the top performing dealers in Egypt

Vendor Approvals

KPCL approved in ADCO

Kirloskar Pneumatic Co. Ltd., is approved by Abu Dhabi Company for Onshore Oil Operations (ADCO). ADCO approval was one of the important milestones for KPCL in Middle East. It gives us opportunity to participate in new upcoming projects of ADCO.



We thank our local partner M/s Al Mazroui Engineering Co. LLC for their support in getting us the approvals in Abu Dhabi.

paulson-joseph@kirloskar.ae

Enthusiastic response to KJLT participation in Big 5 Exhibition, Dubai

The Big 5 Exhibition, is one of the much anticipated & recognized exhibitions in this region. This time the exhibition was held in Dubai from 17th to 20th November 2014 at the Dubai World Trade Center. The exhibition attracted stakeholders from mainly Building Constructions & Services sectors. Like last year, Kirloskar JLT participated in the exhibition that saw over 150 customers who visited our stall located at hall no. 4 and went on for the period of 4 days.

This year we participated with a bigger stall as compared to last year. It was a good decision as we experienced an increase in customers' footfalls to our stall by more than 25%. We had displayed our KG15AS generating set and air cooled diesel engine Model HA394.

We also displayed product centric banners for all Kirloskar products promoted by KJLT in the MENA region. We saw a lot of interest for all KJLT products especially for Screw & Centrifugal chillers, Generating sets, Diesel Engines, Screw compressor packages and process pumps. Customers who visited our stall were ranging from End users, HVAC consultants, Contractors and prospective channel partners who were willing to work with us in different capacities.



Mr. Shrikant interacting with visitors at Big 5



Mr. Kavith interacting with visitors at Big 5

We had a good response especially for UAE and Oman markets. We look forward to a long term business association with all our stakeholders we met through this event which also proved to be a befitting platform for some meaningful networking.

It was a very good stage for Kirloskar Group to showcase the product range to the Middle East market. The group is in its 17th Year of operation in the Middle East. It is now spreading the product portfolio with quality products to suit the needs and requirements of the Middle East market.

After the successful event in 2014, we look forward to participate in Big 5, 2015 exhibition with the same vigor. Through this issue we would like to express our gratitude and sincere thanks to the visitors for their appreciation and interest shown in Kirloskar products.

shailesh-lavnis@kirloskar.ae

KJLT participation in Saudi Arabia Oil & Gas Exhibition (SAOGE) 2014

The 6th edition of the Saudi Arabia International Oil & Gas Exhibition (SAOGE 2014) was held during November 24-26, 2014 at the Dhahran International Exhibition Center in Dammam. The official Inauguration SAOGE 2014 Exhibition was by His Royal Highness Prince Saud Bin Naif Bin Abdulaziz, Governor of Eastern Province, Kingdom of Saudi Arabia.

Kirloskar JLT exhibited KPCL Refrigeration & Gas Compression Packages for Oil & Gas sector as core focus. The Kirloskar group products like API 610 pumps, Chillers, Diesel Engines and Generating sets were also portrait.

Kirloskar JLT stand attracted around thirty visitors from EPCs and Consultants. We also had visitors from various trading companies who expressed their interest in representing Kirloskar in Saudi Arabia. Our Local partners from M/s. Abdul Karim Holdings and M/s. Abdulah Hashim Co. Ltd., visited our stand to extend their support.

It was a good platform to highlight the Kirloskar product portfolio in Saudi Arabia. This has helped to enhance Kirloskar brand awareness and image especially in the Oil and Gas sector.

It was a good platform to highlight the Kirloskar product portfolio in Saudi Arabia. This has helped to enhance Kirloskar brand awareness and image especially in the Oil and Gas sector.

paulson-joseph@kirloskar.ae



(L –R, Mr. K. Venkatesh, Mr. Abdul Aziz Al-Abdulkarim, Mr. Paulson Joseph (KJLT), Mr. Muazzam Ahmed at KJLT stand in SAOGE 2014)



Paulson interacting with visitors to KJLT stand at SAOGE 2014



Mr. Mir Akber Ali (GAS Arabian Services) at KJLT stand in SAOGE 2014

On-site training programs conducted for Refrigeration Compressors in UAE

“Practice is the hardest part of learning, and training is the essence of transformation.”



Mr. Jigar Patel (KPCL) conducting training in UAE

Training is critical for growth and development of employees in the organization. As a regular practice KMEF analyzes and identifies key development areas for training - technical and product learning and regularly conducts such beneficial trainings for their employees, clients and distributors.

KMEF arranged an On-Hand training to all the employees of UAE major ice plants to upgrade their compressor and system knowledge. We conducted training for an entire week in different ice plants in Abu Dhabi, Fujairah, Ras Al Khaimah, Sharjah and Dubai; total 7 ice plants including 2 major ice plants of UAE – Al Kubaisi and Gulf Ice were given this extensive training.

Mr. Jigar Patel from KPCL India was the trainer. He carried with him a rich experience of 17 years in system design and servicing on both, reciprocating and screw industrial refrigeration compressors. His training material and presentation skills were prominent and the trainees were very much satisfied with the training and the knowledge shared by him.

We have given trainees the useful study material and training on different type of compressors, system design, Pre & Post commissioning methods, preventive maintenance and benefits of using genuine spares. In all the plants the training sessions were amazing as not only the technicians but managers also participated. At the end of the training sessions, we had healthy round of questions and answers.

Ms Jessica, Technical Head of Gulf Ice factory, said, "the training was very helpful for the team to maintain Kirloskar compressors in the plants" She further recommended similar training sessions in future to keep the team's skills updated.

The training programs have enabled us to connect better with the ground staff. The success makes us committed to conducting such programs at regular intervals in future.

gaurav-kapoor@kirlosar.ae

How Air Conditioning is changing the World

The world is getting warmer by the minute. And the reliance of majority of the world's population on air conditioning actually has a lot to do with it.

Dubai and Abu Dhabi make it to the list of the hottest regions on the planet. The Middle East, after all, is characterized by pile after pile of deserts and an arid climate. During the peak seasons, temperatures can be so high that workers on the street are asked to take time off during the noon time, because the sun is so hot they are highly at risk of a heat stroke. So understandably, people in this region depend on their air conditioners to continuously give them a comfortable living and working environment.



Surprisingly, the desert region does not compare to the energy consumed by the United States (US) due to air conditioning. About one trillion kilowatt hours of energy are spent on their air conditioning systems annually. To add to that, China – which accounts for the biggest population globally – is closely following the US in these terms and may even overtake it within the next five years.

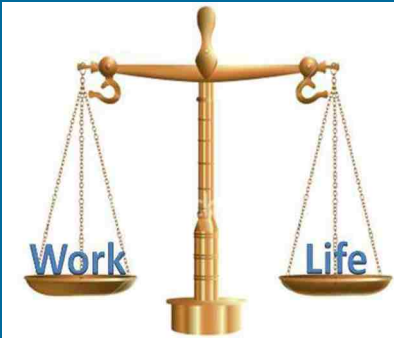
This is no good news for our environment. It is a widely-known fact that air conditioners emit greenhouse gases while keeping billions of people cozy. And the price one has to pay for this kind of comfort is high in the short term; and higher in the long term.

Collectively, these emissions deplete the ozone layer drastically, and cause the earth to be less protected from the sun. Sadly, it is a vicious cycle: in the attempt to cope with the heat, the continued use of air conditioners makes the earth warmer; and when summers are harsher, demand for air conditioning will continue to rise for decades to come.

This is why air conditioning is now being frowned upon globally. However, places like Dubai and Abu Dhabi are not as lucky as the US and China, where air conditioners are used more as a luxury than a necessity. Fortunately, environment friendly innovations for air conditioning have emerged, and are now widely available in the market – a solution for today's smart consumers.

ashwin@isys.ae

Work Life Balance



What is work Life balance? Simply put work Life balance is nothing but enjoying both your work place, Life and Home or Family Life .There is no one thing without the other. Many of us reserve the pleasures of life to be lived or enjoyed for tomorrow, for work is very important. Nothing is more fool hardy than the act of deferring our enjoyments .But first of all let us define what work is and what Life is.

Work is an occupation to keep ourselves engaged physically and mentally. And at the same time a means to earn our livelihood. In today's

competitive world nothing comes without an effort and hence our need to work. Many of us think that we are born only to work and the Sanskrit adage that "udhyogam Purusha lakshanam " (The Trait of a Man is his Job) has become the key word defining manliness .This adage needs a little change in today's context. " Udhyogam Manushya lakshanam " (The Trait of a Human is His /Her Job ") is more apt since women too are working now to earn that extra money to keep the family boat afloat and or to satisfy her personality.

This situation where in both the man and the woman going to work in a family has added to the complexity of work life balance .Now let us take a situation wherein only the man of the house goes to the job .In his desire to grow in the workplace he is foregoing the small joys and pleasures that only a family can give .Be it a Childs smile, a cup of coffee from the hands of his smiling wife on reaching home or the care the elders shower on him at home.

We all miss everything to catch up with meetings across geographies and time zones .The Clients delight is the key driver behind many of us to run, run and run at work place. The Targets, the nagging bosses and the yearly appraisals have shifted our priorities .If our spouses too go to work then needless to say we are in for greater trouble .For they too have ambitions and careers to be fulfilled and careers to focus on .These two situations of either a man going to work or both of them going to work is causing a great damage to the individuals psyche and that of their families.

No doubt we need to work but at what cost .The Nature of life being so transient and tomorrow is very much uncertain we need to strategies and evolve a strategic fit between our work life and family life. We all know pretty well that life can be snuffed out in a kshanam (Moment) .The nature of Human life being so very fragile we need to balance our work and life so that we are there to enjoy the finer moments of life. The stress levels are building up so much in work place that we need to slow down. The cardiac units are reporting that more and more youngsters under forty are coming with cardiac problems .Let us see how we can achieve a strategic fit between our work and Life.

In the work spot.

Time Management is an art .Don't waste time in non value adding activities .Avoid indulging in waste talks on mobile or with time wastrels .Priorities your work .Finish incoming work then and there .Your Table and E-Table should have no files pending .The secret of file disposal is to pass



on the incoming files to the right persons .For many of the pending work are to be done by others and not you .Read the mails thoroughly to see if someone is passing his work monkey on to your shoulders so that having pushed the job to you, you end up doing his job and he happily plays Golf at your cost . In The Home front.

Do not defer any activity however trivial it may be .We see many a father's politely refusing to play carom or chess with their kid's .Even eating together has become a burden for we want to catch up with an important Talk show or an interview on TV. So much so many a parents are not aware what their children do .Even a home cooked food has become a rarity since we buy Hotel foods to rush to our homes in time only to feed children unhealthy foods .Baby care centers are growing in numbers affecting the Childs psyche .Create time to stand and stare the Childs smile, the chirping of birds, the yawning of your elders for the snapshots of life events lost can never be recaptured.

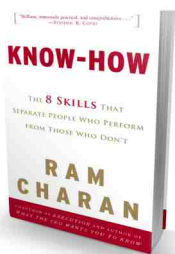
Learn to say No when it is required without being offensive and this saves many a times precious time in a work spot or at home ,the week end .Weekends are your own .Do not ever donate it to others .Reserve it for you and your family only . And do all the effort not to go to work spot on a week end since that reflects your inefficiency. You also need to apportion a few hours to yourself to reflect on the week passed by and the week waiting to arrive.

Therefore the secret lies in our ability to seek the joys and pleasures of both worlds without the one trampling over the other.

Prof. M K Seshasayee, Faculty, Operations Management, KIAMS

Who is Reading What @KMEF

Title : Know-How: The 8 Skills That Separate People Who Perform from Those Who Don't
Author : Ram Charan



Ram Charan is a world-renowned business advisor, author and speaker who has spent the past 35 years working with many top companies, CEOs, and boards of our time. In his work with companies including GE, MeadWestvaco, Bank of America, DuPont, Novartis, EMC, 3M, Verizon, Aditya Birla Group, Tata Group, GMR, Max Group, Yildiz Holdings, and Grupo RBS, he is known for cutting through the complexity of running a business in today's fast changing environment to uncover the core business problem.

Know-How is a path breaking book on Leadership. It differentiates appearance of leadership from the know-how of running a business – the capacity to take business in the right direction, do the right

things, make the right decisions, deliver results and leave the people and the business better off than they were before.

Ram Charan provides insight into the real content of leadership with eight fundamental skills needed for success in the twenty-first century

- Positioning (and, when necessary, repositioning) your business by zeroing in on the central idea that meets customer needs and makes money.
- Connecting the dots by pinpointing patterns of external change ahead of others.
- Shaping the way people work together by leading the social system of your business.
- Judging people by getting to the truth of a person.
- Molding high-energy, high-powered, high-ego people into a working team of leaders in which they equal more than the sum of their parts.
- Knowing the destination where you want to take your business by developing goals that balance what the business can become with what it can realistically achieve.
- Setting laser-sharp priorities that become the road map for meeting your goals.
- Dealing creatively and positively with societal pressures that go beyond the economic value creation activities of your business.

Know-How provides the missing link of leadership. By showing how the eight know-hows link to, interact with, and reinforce personal and psychological traits, the book provides a holistic and innovative portrait of successful leaders in the new era.

What I find the most fascinating about this book is its practicality and application orientation in business. It would not be sufficient to read the book only once. I would like to go back to Know-How either for reaffirmation to or guidance for what should I be doing for better leadership.

I recommend the book to all those who are aspiring to climb the corporate ladder and lead business to new heights.

shrikant-pataskar@kirloskar.ae

Year end celebrations @ Musandam

Team KJLT along with family members had a memorable outing to Musandam in Oman to celebrate the year end 2014.

Musandam is on the Strait of Hormuz, separated from the rest of Oman by the east coastline of the United Arab Emirates. The mountains have housed extremely isolated communities for centuries and many coastal villages can only be reached by boat. Musandam offers both spectacular sea and mountain views.

Our tour started from Sharjah in a bus. On the way we had a sumptuous south Indian breakfast, beautiful view of Deserts & Mountains. It was a journey by road of almost two hours.





This was followed by a trip on traditional Boat called Dhow. Throughout the day we had many activities such as swimming at the beach, snorkeling, trekking, banana boat ride, speed boat ride, kayaking and most memorable Fishing. Our colleague, Sunil caught a fish called barracuda. That was a real big catch.

In between all activities, the organizers liberally served fruits, Tea / coffee and snacks through-out the day. We also had great delicious variety of dishes in lunch with option vegetarian and non-vegetarian. This helped to keep our energy levels on a high.

Towards the end, most of us had an opportunity to drive a dhow. It was a good opportunity for a photo session too.

Everyone had a gala time with all enthusiasm in participating in all the above activities. While returning we had great fun in playing "Dumb Charades" the old folkloric game.

Over all it was great trip, which made everyone spending memorable time with each other.

"All families coming together to enjoy and making one big family was the essence of this trip."

Prashant-mhaske@kirloskar.ae

Quotes

If you only have a hammer, you tend to see every problem as a nail

Abraham Moslow

The art of choosing men is not nearly so difficult as the art of enabling those chosen to attain their full worth.

Napoleon Bonapart

Someone's sitting in the shade today because someone planted a tree a long time ago

Warren Buffet

I not only use all the brains I have, but all I can borrow

Woodrow Wilson

Memories

Diwali Celebrations @ KJLT



Birthday Celebrations

