

# V'connect

Vol. 25, No. 1

The Employee Communication Newsletter of L&T Valves

January 2025

## Creating an Environment of EXCELLENCE





## From the Editor

### V-connect Committee

Babu Kuriakose, Editor

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Krithika V

Nagajothi J

Hi,

ChatGPT was not harmed in the making of this message.  
But I can't say the same thing about some of the other pages of the newsletter.

I know it is a reflection of the global revolution.

I am all for using the latest tools and gadgets and gizmos, but the content you create for an inhouse newsletter must be your own and authentic. We would like to hear about your achievements and your feedback in your voice, warts and all - not a polished, sanitised version with Oxford commas and m dashes.

Rant over.

Excellence is the theme of this year-end/ year-beginning issue.

We present excellence in its various avatars - in our design, manufacturing, sales, digital, employee engagement...and we thank everybody who contributed to the newsletter.

V-connect is looking for a team to conceptualise and implement the nextgen internal communication solution. If you are passionate about connecting, communicating or content creation, drop a mail/ call me, let us create an original newsletter of our own.

Thanks,  
**Babu**

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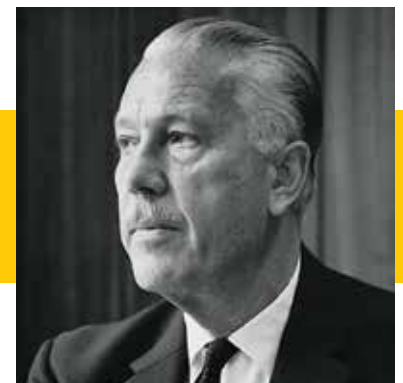
# Creating an Environment of Excellence

*At L&T Valves, excellence is more than a goal - it's a philosophy that permeates every aspect of the organisation. S Kalyanaraman, Chief Executive and Director, spoke to V-connect team about his vision to sustain excellence across the company.*

"We have a reputation for excellence in all the domains we are active in. And at the risk of repeating myself, I would say that we were pioneers then, and leaders now. We routinely break old records and create new benchmarks. But according to me true excellence results when each and every employee of the company joins the journey of excellence."

SKN traces the root of his thought process to the co-founder of Larsen & Toubro, Henning Holck-Larsen, who famously said, **'Machinery must be there, buildings must be there, but without the people, it's all nothing. People are our only real asset.'**

"It is a statement of deep, profound meaning, which was stated some 60 years ago," says SKN. Some of the HR practices that Larsen & Toubro introduced in India decades ago are industry standards today. And L&T Valves, builds on that foundation of best practices to create a positive work culture and atmosphere. "Our effort is to create an enabling and empowered environment rather than push people to deliver results."





### Breaking Barriers

Breaking barriers of age and backgrounds and languages is the first step to build an environment that is engaging and vibrant. And for a 63-year-old company with a multi-generational workforce, it is a very difficult task. "The demands on each role is increasing. And that puts a toll on people's time. They don't have the time or environment to interact with each other, especially outside of their departments. This leads people to look at things, not from an overall perspective, but from a department perspective, and the interactions become very formal, with no opportunity to understand the other person or their point of view."

"When a talent hunt for Kancheepuram was proposed, then titled KGT, I immediately saw the potential of the initiative to break down the barriers, and made it a companywide event branded Valves Got Talent (VGT). I believe people shed their inhibitions when they play a game. Winning or losing is incidental, but being part of a team and striving for a common goal bonds the team together."

VGT was launched on 22 November 2024, on the eve of the 63rd Foundation Day of L&T Valves. All aspects of the event, starting from logo design (created by Thangapandi S), was owned and managed by the employees with lot of energy and pride.



The employees were divided into four 'houses', named Veera, Vidhya, Vijaya and Viveka. "I am part of Viveka," said SKN - and then adds with a chuckle, "A nice coincidence since my son's name is Vivek. And no, I didn't choose the house - like everyone else, it was randomly allotted to me."

The teams were given a specific colour and a uniform. The events were scheduled from 4 pm onwards at the plant.

Suddenly, the mood changed.

"VGT literally brought out the child in all of us. In the Kancheepuram campus, there was a major buzz. Everyone was involved. Every house had its own WhatsApp group, and everyone was discussing strategies and scores. There was a lot of excitement, and people were stepping up to participate in competitions and to volunteer for organising the games."

"There was a noticeable improvement in employee morale and teamwork. And there was an added bonus."

"We launched VGT in the last week of November, and the games ran through December and January. In spite of having their hands full in terms of work, everybody worked extra hard to manage VGT smoothly - and we had a record month in December in terms of revenue and other parameters! The commitment levels had increased. The coordination was better. Obviously, a happy person's ability to perform is much better."

"VGT is a positive milestone in our journey to build warm and vibrant workplaces where every individual feels a sense of belonging and pride in their work."



### Engaging Gen Z

"Initiatives like VGT are especially relevant for the younger generation, particularly the new GETs, who have very different expectations about the work environment and work per se. When I joined the company 35+ years ago, the level of knowledge and understanding I had about the business environment, competition, economy, etc. was much lower when compared to a young joiner of today. Their exposure and information levels are much better."

The engagement quotient, says SKN, is more than just sports and cultural events. "Youngsters are asking questions. What if I do it this way instead of that? These interactions are bringing out changes, fostering innovation and inspiring transformation."

This led us to start 'Pravya', a technology conclave held once every fortnight. The focus is on technology - anyone can make a presentation on a subject on technology, not necessarily related to valves. Pravya took off well, and over 80 sessions were concluded successfully. Then we felt that the human angle is missing in this. So, we added one more topic to that - on culture and success stories. Here, our seniors share their experiences on how the enabling culture played a role in shaping their journey and growth - and provides the listeners examples they can emulate."

SKN also touches upon the team's engagement on L&T's virtual learning platform, ATL. "Around 10 of our employees became top users of the platform and were honoured at a function by Corporate HR in Mumbai. All of them were youngsters. I told them, 'Go, have a feel of what it feels to stand tall amongst 150,000+ people.' We were once the 'quiet' company in the group. Today, that is changing."

### Change at All Levels

The commitment to making L&T Valves a place where human potential is given maximum space to grow and flourish got the company the ISO 30414 which is meant for human capital reporting systems. It is a matter of pride that L&T Valves is the first Indian manufacturing company to get it - and the first and only company thus far in the L&T group to have received it.

In conclusion, Kalyanaraman says, "Creating a culture that fosters excellence soon cascades down to every single person. If a person is able to bring a sense of happiness and pride to what he does, that will actually be a steppingstone for the excellence - irrespective of the role, irrespective of the background. That sense of happiness and pride is very, very important - and it is my endeavour to make it possible."

# SIZE DOES MATTER

The largest bellows-sealed Gate Valve in the world bears the L&T Valves brand. So does some of the largest steam-jacketed TOBVs and buried-service TMBVs with pup pieces.

Excellence is an integral part of our Design DNA and we are ready to take on the next challenge - to build the largest, tallest, heaviest, coolest, smartest flow-control solution.





# Next Orbit and Beyond

*Krithika V reports on the process and system framework that would take us to the next orbit of excellence*

L&T Valves embarked on a transformative journey in May 2023 branded Doubling the Speed (DTS) with the objectives to improve productivity and on-time delivery. The 17-month period till November 2024 included detailed discovery phases of two major categories - Material flow and Information flow. The material flow projects included all process improvements in the production lifecycle and the information flow projects covered the system requirements across the value chain from lead to delivery.

We have coined NOVA as the name for all solutions developed under the DTS umbrella. The name and logo were unveiled by S Kalyanaraman at the 16th DTS Steering Committee meeting held on 20 December 2024. The name was chosen to symbolize how these solutions will propel L&T Valves to the next orbit.

During the launch, SKN shared an expansion for NOVA - Net Operational Value Acceleration, reflecting the efficiency and impact these solutions aim to deliver. But the icing on the cake was when Mahesh jokingly called NOVA as "No Overdue Valves Anymore" !

What does NOVA mean to you? Write to us.





# Meet Nagaraja Podamekala

## Head of Domestic Sales

*My journey with L&T Valves is dynamic and fulfilling. I started as a GET, handled diverse roles and gained invaluable hands-on experience in market dynamics and customer engagement*



### Career Highlights

Starting as a GET, one of my first significant milestones was being part of the team that secured the order for Tata Mundra Project, India's first ultra super critical power plant. This early experience was foundational, shaping my ability to work on large-scale projects and collaborate effectively across teams. Another key moment in my career was being part of the Reliance J3 Project team, which gave me invaluable insights into handling complex, high-stakes projects and overcoming the challenges they posed.

Later, as Key Account Manager for Power Business Development, I focused on securing orders for specialized products like smart valves and high-pressure, high-temperature Ball Valves for steam applications, marking another highlight in my journey.

As the Head of Southern and Eastern regions, I motivated my team to achieve the highest-ever order inflow for the region. During this phase, we secured breakthrough orders from key customers like Deccan Fine Chemicals, BHEL, Megha, AG&P, Tecton, and IOCL for special products and strategic projects. Additionally, we received the first order from L&T WET for Desalination projects and supplied large-size Butterfly Valves (3100 mm) in Cast Iron, marking a first for L&T Valves.

As the Head of Distribution Business, I focused on implementing robust sales strategies, creating incentive programs and maintaining strong relationships with dealers. This effort helped L&T Valves achieve all-time high order inflow, setting the foundation for even greater future successes.

Looking back at my journey, each milestone not only reinforces the commitment to excellence within our teams but also fuels my passion for continuing to drive growth.

### Major Successes as Head of Distribution Business

Achieving the highest-ever order inflow from the dealer network in 2023-24 is the most significant milestone. This remarkable growth, spread across all regions, reflects the strength of our distributor relationships and the effectiveness of our strategic initiatives.

Beyond the numbers, I take pride in successfully implementing region-specific sales strategies, launching impactful incentive programs for channel partners, and driving the adoption of digital tools to streamline dealer operations.

Building on this success, we are aiming even higher this financial year, with an ambitious target to surpass last year's



achievement and reach another milestone. Our focus remains on driving growth through deeper market penetration, empowering our dealer network to ensure we set new benchmarks for success.

### Unforgettable Moments

Joining L&T Valves 16 years ago was one of the most unforgettable moments of my life. Since then, I've had the privilege of reaching significant milestones that have shaped my career.

Receiving an award from the Chief Executive for the highest-ever order inflow in the Southern Region, despite the challenges of intense competition and the Covid pandemic, remains an unforgettable moment for me.

Of course, the success of the Alchemy 2024 Global Distributor Meet was a remarkable moment. Seeing our distributors come together to share strategies, successes and ideas was deeply fulfilling and marked a pinnacle in my career.

### My Vision for India Sales

Market Leadership: Position L&T Valves as the market leader in India by delivering innovative and sustainable flow control solutions that exceed customer expectations.

- Prioritise deep customer engagement, leveraging feedback to drive strategies and innovation.
- Focus includes expanding the distributor network to penetrate untapped regions and leveraging digital tools like CRM platforms and data analytics to enhance sales efficiency and customer experiences.
- Empower a high-performing team through training and recognition and ensure continuous learning.
- Diversify into emerging sectors like hydrogen, LNG, and smart flow control, and driving growth in specialized valves.
- Aim for consistent double-digit growth and operational excellence.

### Major Threats and Your Action Plan

L&T Valves faces several key threats, including intense competition and the need for talent retention in a young sales team. Technological disruption and supply chain vulnerabilities pose additional challenges. Customer preferences are rapidly evolving toward sustainability and digital solutions, while increasing price sensitivity creates margin pressures.

To address these threats, the action plan focuses on innovation, with investment in R&D for smart and sustainable valve solutions. Strengthening relationships with customers and distributors through regular feedback, value-added services, and joint growth initiatives is also a priority. Upskilling programmes will be implemented to retain top talent, while operational efficiency will be improved by diversifying suppliers and using digital tools for cost control.

Differentiation will be achieved by emphasizing L&T Valves' legacy, quality, and reliability, backed by success stories. Additionally, customer education through workshops and training will demonstrate the long-term benefits of L&T Valves' solutions.

### What technologies do you think will transform sales and marketing, and how do you plan to respond?

Technologies like Artificial Intelligence (AI), Customer Relationship Management (CRM) platforms, data analytics, and digital marketing are already transforming the sales and marketing landscape. AI-driven insights will help us better understand customer needs, while CRMs will streamline our operations and improve customer engagement.

### My family

I am blessed with a loving family that supports me unconditionally. My wife Sujitha is my pillar of strength, and my son Rohan, who is studying in the 4th standard, and my daughter Yasaswini, in the 3rd standard, bring immense joy and perspective to my life.

# Long Service Awards

## Our Congratulations to the Awardees

35



**Kalathiappan E**, DGM - Operations

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It is a great honour to receive the 35 years long service award from our company, and this could happen only because of the continuous support from our management, my superiors and colleagues. Also, my view is that as long as our target and goal is clear, a few eddies will not hinder our success. Continuous effort will ensure victory to us all.

**Kalathiappan E**

25



**Ramesh Seran**, AGM - Information Services

“

I joined the IT team at KPM with 2 years' experience. I was able to develop myself with the support and guidance given by the management and today I handle the IT Infrastructure of L&T Valves including our Data Centre operations. I am very happy to receive this Long Service Award, and I sincerely thank our management, all my previous and current seniors, my department heads, my colleagues and my team.

**Ramesh Seran**

20



**M Vijayarangan, DGM - Quality**



**N Muthukumar, DGM - Finance and Accounts**



**M Mahesh, DGM - SCM**



**T Chandrasekaran, DGM - SCM, China**



**S Syed Aslam, DGM - Operations, KSA**



*You made it possible! We would like to know about your VGT and Utsav experiences, highlights, what you liked and what you would like to change.*

I am a maintenance professional, and it was my responsibility to ensure that all necessary utilities and electrical systems function smoothly during the events. For me, preparation of the cricket ground and shuttle court, fabrication of carrom board stands and enhancement of lighting facilities were key achievements.

I liked the team spirit of the cultural committee and marcom teams. We were able to complete the given tasks within a short time but to avoid last-minute rush, we should plan ahead. Events details and schedules should be shared in advance to get better results.

Receiving an award from the CE on Utsav stage was an unforgettable moment for me.

**Sarathkumar H**

My role was diverse ranging from scheduling (and rescheduling!) games, co-ordinating with the house participants list, issue of T-shirts, etc. and the smooth conduct of games. The biggest achievement was conducting every competition smoothly without any major issue.

This was my first experience in conducting a big event. I got the opportunity to understand what it takes to conduct an event like this and to learn from my experienced seniors - and this helped me enhance my skills as an organiser.

Due to time constraints, we were unable to accommodate all the talented players. In future, more time should be allotted for conducting VGT so that everyone gets an opportunity to participate and showcase their talents.

There were several spine-chilling moments, but now they're funny to look back on. For instance, during a cricket match, when my score and the umpire's score didn't tally – and we had to stop the match to resolve. And for Carrom, with multiple games happening simultaneously going on at the same time, there was confusion about participant lists.

**Rahul Viswanathan**

\*BTS - Behind the Scenes



My past experiences had taught me the importance of meticulous planning, clear communication and the flexibility to adapt to unexpected challenges. I worked closely with the Cultural Committee to select events, finalise venues and schedule, identify participants and ensure all collaterals were prepared in advance. In addition, I ensured that VGT did not disrupt the regular work routine.

A major highlight of VGT was the participation of around 280 employees, each showcasing incredible talent through a wide range of activities.

The most memorable part of VGT was Utsav, the finale. The ambience, stage shows and the way the programme was conducted were all truly remarkable. I was especially impressed by the 45-minute stage performance by employees, which showcased the immense talent within our workforce. The continuous applause from the audience was a clear sign of the performers' talents and would motivate our colleagues to participate in future events. I deeply appreciate how the HR team ensured smooth and comfortable transportation for all employees, making their journey to and from the event stress-free.

I believe creating a dedicated sports club, equipped with the right atmosphere and proper equipment, would enhance employee interest and participation even more. Additionally, extending the duration of the event would allow more participants to take part in a wider variety of activities.

I express my sincere gratitude to the management for providing this wonderful opportunity to showcase employee talents and promote team-building. The event was a fantastic initiative that helped create a positive and energetic atmosphere at work, and moving forward, I believe this will create a better and more engaging workplace culture.

## Ravichandran S

I had prior experience organizing cultural and professional events and I was thrilled to contribute to VGT and Utsav as a part of the cultural committee.

For VGT, I was involved in organising and coordinating the sports and entertainment competitions, ensuring smooth execution and participant engagement. During Utsav, I participated in planning the cultural events and was part of an internal dance performance.

The live performances were my favorite part of Utsav; Akarsh Kashyap's violin and Malavika's songs were highlights that mesmerised everyone. The energy, creativity, and passion displayed by our own performers created a vibrant and memorable atmosphere.

An unforgettable moment was the impromptu dance by Team Viveka on stage after receiving their trophy, showcasing their enthusiasm and team spirit.

Both VGT and Utsav were well-executed, and everything worked seamlessly. I wouldn't want to change a thing.

## Dhamini K

As part of the HR & Cultcom team, we have organised many events, but VGT and Utsav one stands out. We organised 8 events within 1.5 months, and nearly 50% of our employees participated with energy and enthusiasm.

My role in VGT was end-to-end event organization. This included scheduling, venue arrangements, engaging participants and keeping everyone updated daily. One major challenge was managing the large number of participants and maintaining a good game spirit!

A funny incident I will never forget was the cricket final between Vijaya and Vidhya. The audience was dancing, making funny commentary, playing background music for players, updating scorecards, and engaging in playful banter. It was a complete 'galata' match.

My favorite part of VGT was the finale, VGT Utsav. Seeing all our efforts come together on a single platform and witnessing the smiles on everyone's faces, not just the participants but the entire L&T Valves team, was a goosebump moment. Words can't describe the emotions of each minute of Utsav.

## Nagajothi J

# Utsav25

*What did you like?*

*What would you like to change?*



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Our eight-week long arts, sports and games events, aptly titled Valves Got Talent was extraordinary in terms of reach, participation, camaraderie and team spirit. This was capped by an exceptional evening, Utsav, which showcased an impressive array of artistic talents within the company topped up with an amazing musical evening! The opportunity to connect with our colleagues in such a vibrant informal manner fostered a sense of community and collaboration. My congratulations to the organisers, participants and to everyone who made the events such a grand success.

**S Venkatesh**



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The VGT and Utsav were organised exceptionally well providing a wonderful platform for women employees to showcase their talents, many of which they had nurtured since childhood while others employees amazed with their mind blowing performances in singing, dancing and others. The event stood out for its seamless execution as usual from the thoughtfully selected venue to the delicious food and impeccable arrangements. Such a well-planned function, thanks to the dedication and teamwork of the organizing committee. A special appreciation goes to the Marcom team and all committee members for their outstanding contributions, making the event a memorable experience for everyone involved.

**Nisha K**



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VGT and Utsav boosted the morale and built stronger connections among team members.

**Vijayarangan M**



”

Cricket tournament next year can be modeled similar to IPL with players auction. Just a thought.

**Prasanth Prasad**



”

VGT and Utsav brought out the singers, dancers, athletes and creative talents in all of us at L&T Valves. It was truly inspiring to witness the competitive spirit and team camaraderie displayed during the event.

The professional band set the perfect mood for unwinding and transformed the event into a memorable celebration.

Now, it's time for this event to go global, with participation from all departments of L&T Valves. Looking forward to the next edition!

**R Krishna Kumar**



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Utsav, the grand culmination of the VGT series of cultural and sports events that significantly uplifted employee morale and positivity over the last two months.

The event began with a powerful message from the CE about creating a happy workplace, followed by impressive employee talent showcases in song and dance, and a vibrant orchestra that encouraged everyone to unwind. Overall, Utsav revitalised and energised all employees, fostering a positive work environment.

**Srihari Anniah**



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**Uniting Talent and Spirit** (both at the counters and within each one of us) with **Amazing Virundhu !!!**

**Krithika V**



# The Festival of Lights

One of the most eagerly awaited events at L&T Valves is the Grand Diwali Mela. To bring light into our celebration, we kicked off the event with a flash mob featuring DJ mashup songs, performed by our internal talents.

The celebrations included 30 participants in a cooking competition, 15 participants in Pot & Diya painting, and a special mehendi stall that added colour to the palms. There were also stage performances of singing and classical dancing. A major highlight was the Dandiya group dance with 20 participants, which truly brought the festival to life.

The CultComm managed the event from start to finish, making it a grand success! The cooking event was a hit, where everyone enjoyed tasting the Diwali festival foods, followed by the DJ party. This event has become the talk of the town to this day!



# International Men's Day



For the first time, the BHARATHI team at L&T Valves organised and celebrated International Men's Day on 19 November 2024. Our main motive was to celebrate the contributions of men as fathers, brothers, husbands or guardians who take up responsibilities that shape the future.

We started with some fun activities with all the male employees at Kancheepuram participating. The presence of our leadership team, especially S Kalyanaraman and S Venkatesh elevated the spirits of the celebration. We concluded with a grand cake-cutting celebration, leaving everyone with happy and smiling faces.



Expos



# L&T Valves

open  
your mind



zero  
emissions

3  
6  
45



Long-Everead Lip Seals  
Resistant Metal Seals  
Shank Seals

## seals.de

Valve World 2024, Dusseldorf



# Progress through Knowledge-sharing

*Report from Aravind Tallury*



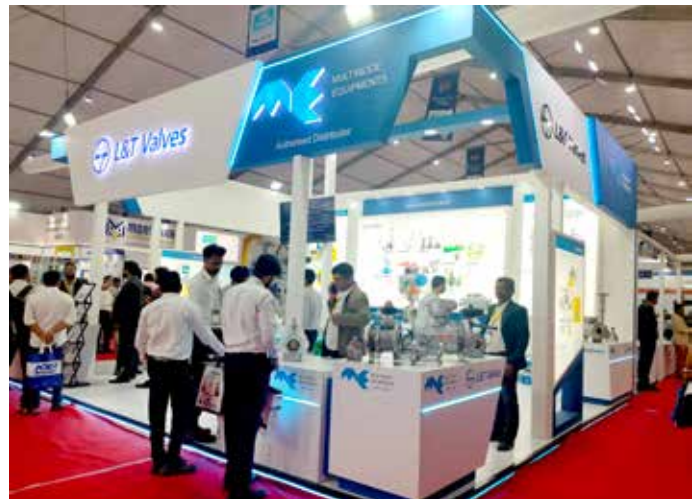
Dhananjaya Enterprises, Bengaluru is a key distributor of L&T Valves from 1982. To quote HR Hande, Managing Partner, Dhananjaya Enterprises, "Our mantra from the beginning has been to serve our customers with unwavering dedication and honesty. We believe knowledge is the cornerstone of progress and have taken conscious steps to educate our customers about the advantages of L&T Valves offerings and the best industry practices. Our commitment to knowledge sharing is exemplified by our customer seminars which have become a cornerstone of our market development initiatives. The road ahead is promising, and I am confident that together with L&T Valves, we will continue to create value, drive growth, and leave an indelible mark on the industries we serve."

JSW Steels, Toranagallu, is the sixth-largest steel plant in the world and our seminar was aimed at addressing the unique needs of the industry titan as well as presenting the capabilities of our products such as TOBV.

The two-day seminar was a resounding success, attended by over 150 personnel from various departments. The interactions were as enlightening for us as they were for the attendees.

# Multifold Expansion

*Sameer Pednekar,  
Director, Multimode  
spoke to us about their  
market promotion  
plans*



Multimode Equipments, established in 1987, has been associated with L&T Valves for more than 35 years. We have been providing composite solutions in South Gujarat for industrial segments such as chemicals, pharmaceuticals, Oil & Gas OEMs, power and water. During the last few years, with the support of L&T Valves, we have expanded strongly by providing application-oriented manual and automation solutions for critical applications.

Chemical, pharmaceutical and Oil & Gas customers are clustered around the Bharuch - Ankleshwar – Dahej areas and since 2021, we have been showcasing our valve and automations solutions at Dahej Expo, one of the largest industrial expos in Gujarat.

In the December 2024 expo, we showcased the cryogenic Top-entry TMBV and TOBV along with slow and fast-acting actuated valves for low temperature applications and valves in exotic MOC. We secured orders worth over Rs 4 crores at the expo and discussions with major chemical and Oil & Gas customers are in progress. Another highlight of the year was that we won the Product Display Award in this year, thereby completing a hatrick of awards.

Going forward, we now plan for aggressively market our products using outdoor ads and ads in important industrial magazines.





# Powering Growth

*Shree Ganesh Mill Stores is a new entrant to the L&T Valves distributor fraternity and covers the Chhattisgarh region. Pramod Solanke spoke to Shikher Goyal, Director, SGMS, regarding their journey with L&T Valves and their plans.*

We are a growing firm and ever since we signed our contract in 2018, L&T Valves has supported us with the highest quality products and even better customer service. We have developed major customers including JSPL Raigarh, NMDC Nagarnar, SKS Power Generation, Rashmi Steel, JSW Raigarh, Real Ispat, Mivan Steel, IOCL, Phil Ispat and Shorya Steel.

SGMS was established in 2018 and focuses on steel and power sectors. We are also working with the cement industry. We conduct seminars for our major customers but we wanted to promote L&T Valves to a larger audience in Chhattisgarh and that's why we participated in Industrial Engineering Expo, Raipur. The response we got was very good and we had some good discussions on products such as TMBV, TOBV, BFV, etc. We plan to maintain the momentum through regular customer visits and technical/ products presentation.

# SPARK



On 21 November 2024, L&T Valves Quality team organised Spark, the inaugural welding industry partner summit. The event brought together 28 weld shop proprietors and quality leads, manufacturers of welding consumables and key internal stakeholders from production, planning and inspection.

The objective of Spark was to highlight the evolving customer expectations and quality compliance trends, discuss advancements in welding technology, particularly robotic automation and sensitize weld shops on the current business potential in various types of welding.

The event commenced at the L&T Valves Kancheepuram facility with a performance review of the past year, showcasing weld shop compliance levels across various welding categories. The analysis included a roadmap to achieve 100% First-Time Right (FTR) across all weld shops. A detailed review of business outlook for the coming year was also conducted.

The participants toured the facility to observe best practices in welding operations. This exercise is expected to facilitate horizontal deployment of these practices across all weld shops.

Representatives from Ador Welding and Levigate Alloys addressed the audience, providing insights into the latest advancements in robotic welding technology and customised consumables designed to meet internal customer specifications.

The event concluded with interaction with our leadership team and each weld shop was presented a memento in appreciation of their contributions.



**M Vijayarangan**  
Quality



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Spark was really a grand success, and we appreciate the initiative. L&T Valves has once again proved their power by showcasing their equipment and practices. We are happy for the participation and thank you for the opportunity given to present our advance welding technologies.

**RS Bhalaji**  
*Ador Welding*



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First of all, we thank you for giving us an opportunity to participate in Spark 24. We enjoyed meeting the L&T Valves team and sub-vendors. We have clearly understood the quality requirements and potential for powder, rods and wire. It was a really interesting and informative day and very well-organised.

**Dr Arulkumar K**  
*Levigate Alloys*





## A Warm and Vibrant Future

Enathur Government High School, located 2 km from our factory, has been serving the educational needs of the community from 1919. The school was upgraded to high school status in 2014 and today educates 190 students. Last year, one of its students scored the highest marks in 10th standard in Kancheepuram district, highlighting the school's dedication to excellence.

To elevate the looks of the school in line with its growing stature, the headmaster, S Arulraj approached L&T Valves in May 2024 for a comprehensive makeover. The transformation we accomplished was remarkable, it made the space colourful and vibrant, warm and inviting and breathed a new life into the whole campus.

On 17 December 2024, the revamped Enathur Government High School was inaugurated by SKN. The headmaster, teachers, students, parents and the local residents expressed heartfelt gratitude and lauded our efforts and our commitment to create a positive impact in communities that surround us.





# Towards a Cleaner, Greener Kancheepuram

We not only prioritise the cleanliness and upkeep of our own premises but also extends support to the wider community to promote cleanliness in surrounding areas. In line with this commitment, we recently donated two garbage disposal vehicles to the Enathur village panchayat. We hope this initiative will help the village maintain a clean and litter-free environment and enhance the quality of life of the entire community.





Stressbuster

# To the Top of the World

*Vinayak Sankar goes so high!*



As I lay staring at my ceiling comes a call from Sameer (people who know him would know). A random call is usually a thing of worry when it's Sameer. Luckily, this time, it was about a 6-8 days' trip through the Himalayan ranges. Every Royal Enfield Owner's dream ride! Without a second thought, I said yes.

It was a long wait of about two months from that call till I got the travel dates. As people working in Finance & Accounts, we always like to plan ahead of time, we don't like surprises, and we need time to process anything (if you know what I mean). Two monthly closing and one quarterly closing went by and finally, the day of the trip arrived.

### Day 1

The itinerary started with a flight to Srinagar and local sightseeing around Dal lake, visit to Lal Chowk and the Sankaracharya Temple. After climbing the 500 odd steps to the temple, the altitude difference started to kick in. Breathing started to feel heavier as you exert yourselves (should have been more physically active - I guess). We enjoyed the rest of the evening sipping a coffee on the banks of the Dal Lake.

### Day 2

Srinagar to Kargil. We rode between the massive hills on either side, with river flowing on the side of the road. The Zoji la pass, the Namkila pass, the Kargil war memorial, various Buddhist monasteries, beautiful villages, mountain passes, slow village life - all pass by as you go. Then you start to think - what a road it is! We zipped through these passes at average 70 kmph and one starts to appreciate the immense work done by the BRO (Border Roads Organization) for improving connectivity in these ranges. It sounds simple?? No, it was a 6-to-7-hour long ride from Srinagar to Kargil, about 200 km, when you hang up the jacket and rest for the day. The hotel was beautiful with plate glass windows overlooking the Kargil valley, the flowing river and the setting sun. It was picture perfect!

### Day 3

We travelled to Leh the next day and the roads were good. The mountains changed from green to dry. We stopped by the Lamayuru monastery atop a hill and enjoyed Maggi at the restaurant while staring at the roads winding up the beautiful mountains. We stopped by the magnetic hill enroute to see if there actually was a magnetic effect. I believe a lot of people like us would have felt disappointed. Just when you think the roads were beautiful and enjoying the winding passes comes a very straight road and you seamlessly touch



110+ kmph. That enjoyment was short lived as a dust storm hit us. The jacket, helmet, gloves, full clothing – nothing escaped the storm. We were covered in dust and that dust is what welcomed us to the town of Leh. We climbed up the stairs inside the hotel and the altitude sickness kicked in again. The short 20 steps climb felt like a 10 km marathon. We were at 11,500 feet above sea level now.

### Day 4

We roamed around the town of Leh. Visited the famous Thiksey monastery. This was my first time visiting a monastery. A bit of a spiritual enlightenment here - maybe all Gods are the same (or people in different dimensions - Marvel BGM in the background). I was surprised to see a well laid out canal system in the town of Shey. We also visited the Shey palace, a reminder of a small kingdom that once ruled the place. The Leh market was a standard hill station marketplace. The food was good. We tried a bread called 'Tingmo'. It looked and tasted like a combination of the South Indian parotta and the Chinese bao buns. The Leh town was more commercial (for obvious reasons) than the rest of the places we saw through the trip. As we enquired our ride captain about their life in Leh during winters, he responded "people here are not expected to do something all the time". That came like a wakeup call to me as it was different from how we were brought up. Not doing anything was never an option for us. Some philosophical thoughts came running to my mind.



### Day 5

The actual "ride". We were to reach the Nubra valley through the famous Khardungla Pass. The ride was challenging. The whole ride was through lofty mountain ranges, slowly climbing through the winding roads. It was important to be fully focussed on the ride to avoid any falling rocks, sudden curves, passing trucks and the rash local taxis. The ongoing road construction to improve access added to the already challenging ride. Sudden brakes always felt longer to respond, as the tyres tried to grip onto the muddy roads. We were instructed by the ride captain to not stop at the pass for more than ten minutes. It was a sense of achievement when we reached the top mark – almost 18,000 feet above sea level - the mighty Khardungla Pass. It was drizzling, the cold winds passed through the thick riding jacket. We clicked a few photographs and quickly moved from the place.

It was a downhill ride from there. I thought riding up was tough but riding down felt even more challenging. Bad roads meant no sudden brakes. You had to always maintain a gap with the vehicle in front to avoid any collision.

All the physics and techniques of riding come to your mind as you experience the first fall. I survived with a small injury on my left leg, but nothing serious. The bike was 200 kg so fellow riders helped me lift the bike and we continued the journey. The day became challenging as we had to cross at least 50 army trucks plying in the small under-construction road in these mountainous roads. We stopped by at North Pullu for a quick tea break. We finally climbed down the mountains and the first stop was the Diskit Monastery. We were exhausted by then.

When we finally reached the Nubra valley, we were welcomed by a white sand desert. I was astonished to see a desert in the mountains. The geography lessons came rushing to the mind – the Himalayas were created when a tectonic plate broke from the African continent and crashed onto the Asian continent. These deserts may have been once part of the old continent at a much lower height and not the current 10k+ feet. We spent the evening in a café listening to the local songs. The residents danced to some folk song as we sipped coffee, and they sipped something else. We were advised on the rising water levels

in the Shyok river the earlier night and the need to review our plans. Climate change probably had an effect on the increasing temperatures and the melting of glaciers. We were to travel to Pangong but was halted by the water levels in the Shyok river so we returned to Leh the next day. We started early to avoid the traffic. The water levels had risen and the road which we travelled the earlier day was partly taken up by the river. We expertly avoided the gush of muddy water and returned to Leh.

### Day 6

Pangong was the destination the next day. We started early, again, to avoid traffic and to spend some time by the banks of the lake. Luck was not in our favour as falling boulders had blocked the road and clearing took a few hours. We waited by the roadside, waited in a café, waited in an under-construction road before finally the roads opened again for the traffic. We were to cross another high pass to reach the Pangong.

Like at Khardungla, we stood at Chang La Pass at a height of 17k+ feet. The ride to Chang La was tougher than Khardungla as the roads were narrower. The road wanted us to be more cautious





about her curves. We crossed a few streams enroute. What fun in the Himalayan ride without a few splashes of water. The climate quickly changed from sunny to snowy to rainy as we crossed the Pass. We were welcomed by a Moto GP like road as we climbed down the mountain. It was a 100 kpmh+ ride till the Pangong (thanks BRO) but was quickly stopped by a passing gush of water - a reminder to not be careless with these mountains. I was lucky to spot it and brake if not I would have ended with a bad accident.

A light blue waterbody welcomed us as we reached Pangong. It was evening and getting dark as we reached. We got down, took a few photographs and headed to the camp. The temperature dropped to 2 degree-Celsius as the sun set at Pangong. We were now acclimatised a bit to the heights as Pangong sat at 14k feet. We rested a bit and spent the rest of the evening talking and star gazing.

#### Day 7

The next day was welcomed by a warm sunlight. We spent some time basking in the sun before starting. The sun shone over the beautiful blue waters of the

lake. We started back and a heavy rain hit us; fully drenched and shivering in the cold temperature we crossed the pass. As usual, it was sunny on the other side, and we were completely dried by the time we got off the mountains. The ride this day was easier as I was now experienced with this route. I had caught a fever by the time we reached Leh (it was probably due to the changing climate and the 6 days of continuous rides). We bid goodbye to our rented bikes at Leh that evening and ended the journey.

#### Back to Base

The next day was return to the reality. As I sat back to think about the whole long ride, the passing villages, the slow life, the clear skies, cleaner air, the mountains, rivers, people and their life, I did not want the tour to end. The slow life in the mountains was inviting. But reality came back again. Life was at Chennai.

#### Route:

Srinagar - Kargil - Leh - Nubra - Leh - Pangong - Leh

#### Travel:

Flight from Chennai to Srinagar and return from Leh to Chennai. Rented the bikes at Srinagar. The whole ride was organised by Devilz on Wheels (they arranged the bikes, stay, route, captain, backup vehicle, mechanic, etc.)

#### What to carry:

A riding jacket with guards, riding boots (waterproof preferably), helmet, gloves (waterproof preferably), knee guards, medicines, limited clothes (take half of what you would normally pack – you still won't use half of it), toiletries.

# The Solo Girl's Guide to *Bali*

*The essence of solo travel isn't about the places one visits, but about the connection one forges with oneself*

*Over to Jenil*

As a woman-of-the-house, life often feels like a constant juggle balancing a demanding career, household duties and the never-ending duties of motherhood and wifehood. As rewarding as these are, there are times when the weight of it is physically and mentally draining.

Guilt always accompanies the idea of taking a break. We have been conditioned to be available for our children, the husband and for our jobs. The idea of taking time for oneself feels selfish, but a happy, fulfilled woman is the best version of herself.





### My Ideal Retreat

For someone bitten by wanderlust, what could be better than a relaxing adventure to an exotic destination to unravel and unwind? And where better than Bali, The Island of the Gods, which satisfies your craving for both the ocean and the mountains? So, I embarked on my first solo in the month of October 2024.

Whether it is about soaking up the sun on a quiet beach, hiking through stunning landscapes, or immersing yourself in local culture, Bali is a perfect combination of relaxation, adventure, and budget-friendly fun. Also known for its reputation as one of the safest and most welcoming destinations for solo female travellers. Locals are so friendly and helpful that it is hard to get lost as a tourist.

### Eat Pray Love

Bali is a food lover's paradise. Balinese cuisine has distinct flavours and ingredients that make it a tad different from traditional Indonesian food scene. Having an influx of tourists from many parts of the world, it is easy to find international cuisines in the main island and some even taste close to the original.

Calling out all coffee lovers! Want to try something a bit out there? Luwak Coffee is made from beans that have been eaten and 'recycled' by Asian civet cats. It might not sound like your typical cup of joe, but for those with an adventurous palate, it's an experience worth sipping!

Despite being a tourist hotspot, the culture is pretty laid back with a peaceful rhythm to the daily life. It's common to see locals preparing offerings for their gods in the mornings - a practice that plays an important role in the local ecosystem benefiting birds and insects.

One of the best ways to explore Bali is to rent a motorcycle and go wild on the destination. Just don't forget to pack your international driving license and insurance for the ride, just in case you decide to embrace your wild side a little too much. And, of course, always wear a helmet, because safety first. If you're not feeling like revving up a bike, Grab and Gojek are your go-to for a comfy ride.

Jalan Legian in Kuta serves the party seekers and Seminyak beach is a surfing haven. To immerse yourself into the Balinese culture, to relax and unwind, Ubud is the place to go. Mount Batur hike offers blissful views of sunrise.

### The Island Life

Besides mainland Bali, there are a handful of smaller islands, that offer more variety. Nusa Penida is one such beautiful island off the coast of Bali that offers crystal-clear waters, dramatic cliffs, and serene beaches. It is a unique escape for those looking to explore off the beaten path. Unlike Bali, which can be crowded, Nusa Penida has a much more relaxed and peaceful vibe.

One day on a motorcycle would cover most of the island which is like a scenic Instagram feed come to life, with beaches and landscapes that are so stunning. And, for the adrenaline junkies in you, don't miss out on getting down to steep and challenging Keling King Beach and do try cliff jumping near the Turtle beach.

Here's my personal recommendation: don't bother with island hopping. Pick one of these relatively larger islands and embrace the true island life. Forget juggling ferries, and instead, kick back and enjoy the bliss of nature.

### The Solo Traveler's Reflection

Some tips to start the engines on your solo travel journey: The more you plan, the less you panic; this can't be truer for the first-timer. Once you become comfortable, spontaneity will take over. Do your research and establish safety guidelines for yourself. Keep your support system back home updated on your itinerary and whereabouts.

Trust your instincts! If something doesn't feel right, don't hesitate to leave the situation.

Embrace the moments of solitude, whether it is watching the sunset from a cliffside or reading by the beach. Bali's calming influence allowed me to reflect on life back home, giving clarity and perspective. The adventure of solo travel isn't just about the places one visits, but about the connection one forges with oneself.



## Answer without Googling :-)

and send your answers to [v-connect@lntvalves.com](mailto:v-connect@lntvalves.com)

Quizmaster:

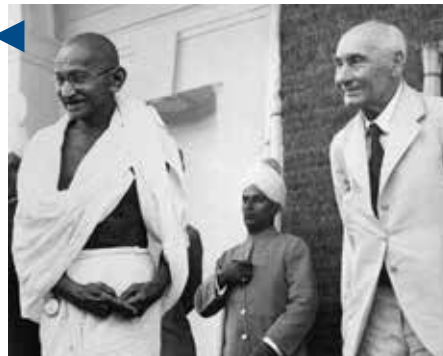
**Aravind Siddharth S**



1. This is a rare and lustrous metal discovered in 1803 by the English chemist William Hyde Wollaston. It was named after the second asteroid to be discovered, which in-turn was named after the epithet from Greek mythology involving Athena. Name this metal that is part of a group of elements referred to as the platinum group metals (PGMs).



2. What is the significance of this image clicked in 1946 of Gandhiji?



3. Identify this stadium designed and constructed by Larsen & Toubro. This is the largest seated stadium for this sport in the World.



4. Why did PUMA rebrand themselves as PVMA

5. What is the name of the app launched on World Turtle Day few years ago that helps users identify turtle species and locate the nearest rescue centers across India?



## Answers to October Quiz

1. Abigail Adams and John Adams
2. Mary Wollstonecraft and A Vindication of the Rights of Women
3. Annie Besant
4. The Widow Remarriage Act
5. United Nations
6. Miss America pageant
7. #metoo, Tarana Burke

**And the Winner is  
Haridoss D**

# காஞ்சி Connect

V-connect Kancheepuram Special

January 2025

*Utsav 2025, the grand finale of Valves Got Talent (VGT), was held on 9 January at Four Points by Sheraton, Mahabalipuram. We present a few glimpses of the event that celebrated team spirit, camaraderie and joie de vivre.*



S Kalyanaraman

**We launched VGT on 22 Nov, on the eve of our 63<sup>rd</sup> Foundation Day. It was a fantastic two months of fun: 4 houses, 8 games and 269 participants - supported and motivated by our entire team.**

**Taking time off and having fun with office buddies help us relax, avoid burn-out and transform our workplaces from good to great.**



Overall Champions - Team Viveka





**Badminton:** Winner - Sundar G, Bharath Kumar K Badari



Runner-up - Shashti Nivas, S Sri Vadan



**Bus Branding:** Winner - Sugumar S



Runner-Up - Mohana Murugan S



**Chess:** Winner - Dinakaran M



Runner-Up - Abhishek Ankolekar



**Carrom:** Winner - Padmanaban M, Thirumalai Muthu P



Runner-Up - Rajkumar B, Manigandan M  
(Trophy collected by Senthil N for Manigandan)





**Cricket:** Winner - Team Vijaya



Runner-Up - Team Vidhya



**Quiz:** Winner - Muthukumar CR



Runner-up - Gautham Krishna



**Table Tennis:** Winner - Padmanaban M, Thirumalai Muthu P



Runner-Up - SK Rahul, J Suresh



**Whistling:** Winner - Lohachandran S  
(Trophy collected by Loganathan B)



Runner-Up - Rahul Viswanathan





*Group Medley - Rahul Viswanathan and Team*



*Semi-classical Group Dance - Devika KM and Team*



*Western Group Dance - Dhamini K and Team*



*Singing - Rahul Viswanathan*



*Singing - Krithika V*



*Dance - Tanmaya Kumar Swain*

