

# V connect

Vol. 25, No. 4

The Employee Communication Newsletter of L&T Valves

October 2025

## Celebrations Special

**Introducing:** Creative Writing Contest




# V connect

## From the Editor

Hi,

Welcome to V-connect Celebration Special.

This issue shines a spotlight on our company's achievements in the last quarter as well as the festivals and celebrations that enrich our lives.

We celebrate personal and professional milestones and achievements of Val-kids.

We celebrate the creativity of our employees in the inaugural V-connect Creative Writing Contest. The originality, beauty and variety of the entries received is stunning. Going forward, a section to showcase the writing talents of our employees will be a part of V-connect.

In this issue we also say goodbye to Jen and welcome onboard Gen Z and Gen AI.

Happy reading.

Thanks,  
**Babu**

### V-connect Committee

Babu Kuriakose, Editor  
Gelasam Priyanka  
Govindarajan A  
Krithika V  
Pugazhenthil N  
Rohit Ramachandran  
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# Message from the Chief Executive

Dear Colleague,

As we close another successful quarter, I would like to acknowledge the steady progress we have made as an organization. Our Net Working Capital has reached its lowest level so far, and we are seeing an encouraging improvement in On Time Delivery

The past few months have demonstrated our team's resilience and commitment. In spite of several challenges, we could complete several critical orders through team work, collaboration, innovation, and huge amounts of effort. I truly appreciate the dedication, patience, and support you have shown to one another throughout this period. Thank you for your continued effort and perseverance, which have been key to our progress.

In the shadows of difficulty, every small win becomes a light worth celebrating!

Diwali is just around the corner. Diwali will come with its lights, sweets, festivities. But joy isn't limited to festivals. It appears in many forms: the quiet sunrise after a hard night; the smile when someone lends a hand; the laughter in a small gathering; the relief when someone overcomes difficulty. By widening our celebrations, we invite more light into this company. We embrace the diversity of our beliefs, cultures, backgrounds. We affirm that what brings joy to one brings value to all. And we build a workplace where every joyous occasion is seen, supported, shared.

So let us commit to:

- Recognizing each other's joys, not just our duties.
- Honouring every cause for celebration, festivals, personal milestones and collective achievements.
- Creating space for stories, letting each person's moment of light be seen.
- Sharing gratitude, for work done, caring shown, resilience tested.



Let us make our culture one that doesn't wait for grand festivals to rejoice, but one that smiles at small triumphs, uplifts every personal victory and welcomes every reason to be thankful. The tough days are behind us; ahead lies immense possibility. Let us build on the foundation with clearer vision, stronger bonds and renewed hope.

Regards,

**Venkatesh S**



# Awards - EEPC



# IVAMA



# Independence Day

## The Meaning of Independence

During my school days, Independence Day was simply a fun-filled event. As I grew up, that changed. During my early years in Delhi, I had the unique opportunity to witness the Independence Day pageants of the Tri Forces. Watching the discipline, unity and grandeur of those parades stirred something deep within me. I began to think about the struggle, the immense sacrifices and the collective strength that fueled our freedom movement.

## We make the things that make India proud

It felt like destiny when I joined Larsen & Toubro, an organisation closely aligned with nation-building and defence. Knowing that L&T contributes significantly to India's Army, Navy, and Air Force gave me a sense of pride and belonging.

## My Part in Nation-building

For people involved with projects of national importance in the Defence sector, Independence Day carries a deep and special meaning compared to what it means to the common man. Independence Day is the day the nation's sovereignty and self-reliance are remembered - and every time I see the tricolour flying proud and high, I remember the role of the tri-forces in protecting and preserving our independence - and our small role in strengthening their arms.



**MS Rajaraman**  
JGM, Sales Head - Spl Projects



# ACCORD



Accord 2025 Partner Summit was held under the inspiring theme 'Collaborate, Maximize, Grow'. The event brought together key suppliers and stakeholders to strengthen partnerships, align business goals and explore opportunities for mutual growth.

Kumaravel K, welcomed the gathering and set a positive tone for the event, emphasizing on the shared vision of driving collective growth. He also shared insights on the business's growth trend and discussed the roadmap for future.

Nagaraja P, Head - India Sales, delivered a session on market trends and expansion strategy. He explained the evolving industry landscape, emerging opportunities and the company's strategic vision to strengthen the business.

A highlight of the event was presentations by Easwaran K, Managing Director, Sakthi Gear Products,

Venkatachalam P, Managing Director, Moreind Automation and Nehru M, Managing Director, Karthick Flow

Controls on their heritage, operations and improvements plans.

Ramesh Srinivasan spoke on 'Driving Competitiveness' bringing to focus the importance of continuous improvement, innovation and cost leadership in today's dynamic market environment. He highlighted key strategies to enhance operational efficiency, strengthen supplier partnerships and build a sustainable competitive edge.

Chief Executive Venkatesh S shared valuable insights and outlined the company's vision for future growth. He appreciated the collective efforts of the suppliers and internal teams, emphasized the importance of collaboration, innovation and consistent performance.

The event concluded with an inspiring keynote address by our esteemed leader, S Kalyanaraman, EVP & Head - Industrial Machinery Business. In his speech, he highlighted the organization's strategic direction, future market opportunities, and the vital role of supplier collaboration in achieving operational

excellence. He emphasized the importance of adaptability, innovation and collective growth to stay competitive in the evolving industrial landscape. His address served as a motivating finale to Accord 2025 leaving all participants with renewed energy and a shared commitment toward long-term success.



**Saket Kumar G**  
HR



# Bridging Hearts with *Festivities*

*From the golden glow of Diwali to the rhythmic beats of Durga Puja, Indian festivals are not just events; they are living expressions of history, mythology and the collective spirit of communities.*

*Join us as we explore the magic and meaning behind popular - and some lesser-known - festivals through the eyes of our colleagues.*

## Bonalu

Nikshita Elugu

### What Bonalu means to me:

Bonalu is not just a festival, it's a celebration of faith, protection and gratitude toward Goddess Mahakali. It's a time when devotion meets culture and the energy of the goddess flows through every heart. It is a powerful reminder of our roots and the deep connection we share with our culture. It teaches reverence, unity and thankfulness for the blessings that protect us and for the faith that guides us.

### Favourite memories:

Some of my most cherished memories are watching my mother lovingly prepare the Bonam, helping her decorate the pot with turmeric, kumkum, and neem leaves and walking beside her to the temple. In 2022, it became my turn to carry the Bonam and offer it to Mahakali Ammavaru. I still remember the powerful beat of the drums echoing through the

streets, my hands trembling slightly as I carried the offering. I was nervous but my father walked beside me every step of the way, ensuring that I never had to set it down. That moment was unforgettable—a blend of strength, devotion, and gratitude. It felt like the tradition had truly been passed from mother to daughter, and I was now carrying it forward with pride.

### Family traditions:

While we follow every traditional custom, our family has its own special touch—we gather the night before our temple visit and sing devotional songs together at home. This fills our hearts with peace and happiness, making

the festival even more personal and meaningful. Bonalu, to me, is not just a celebration of the goddess - it's a celebration of the strength she awakens in every one of us.



# Raksha Bandhan

Rakesh Kumar Yadav Golla



## Heart to Heart:

Raksha Bandhan is a celebration of the bond I share with my sister. I've seen her grow up right before my eyes, and we've shared countless moments of caring, teasing, fighting and laughing. So, Raksha Bandhan isn't just about tying a thread - it's a symbol of strength, love and that connection that binds two siblings.

## Fond Memories:

Every Rakhi reminds me that I'm lucky to have someone who trusts me, stands by me, and keeps that bond alive no matter how much we grow or where life takes us. One of my most cherished memories was when she sent me a Rakhi and a small handwritten note while I was away from home. That pure feeling of being remembered, loved and connected, even miles apart, was truly special.

# Janmashtami

Sweta Subhadra Nath



## My Janmashtami celebration

My parents and I fast together from morning till evening. After sunset, we perform the puja, and then break our fast. During the evening, my father reads from the Bhagavatam, especially the part about Krishna's birth, and we all sit together listening and praying. For this festival, we make everything that Lord Krishna loves - makkhan or butter and ladoos. Since I'm from Orissa, we also prepare sweets like rasagulla and chhena poda.

## Favourite memory

Every Janmashtami, something magical happens - it rains, just like in the story of Krishna's birth. I always feel it's a divine sign. It feels like a blessing from Him - like Krishna is truly present with us every year. This year, I celebrated Janmashtami in Chennai, away from my parents and home in Orissa. I really missed being home and that feeling of togetherness. But the most beautiful part was that it rained here in Chennai on Janmashtami evening - It felt like Lord Krishna was reminding me that no matter where I am, His blessings are always with me.



## Celebrations

# Onam

Abirami S



### A Celebration, An Emotion

Onam, to me, is an emotion that captures the heart and soul of Kerala. It marks that annual visit of King Mahabali, when the people of Kerala welcome him back with flowers, feasts and joy. The true spirit of Onam lies in its message - that real happiness is found in togetherness, simplicity and harmony.

### Celebrations Galore

Onam is celebrated over 10 days, each day with its own charm and significance. The celebrations begin with Atham, the first day, and end with Thiruvonam, the grand day marking the arrival of King Mahabali.

The sadya is my favourite part of Onam. It's not just the delicious spread - often with more than 20 dishes, including aviyaal, thoran, kalan, rasam and payasam - but the joy of sitting together as a family, laughing and sharing stories over the meal.

### Favourite Memories

I can still picture the early mornings from my childhood, when my cousins and I

would rush out to collect flowers from our garden and nearby fields. We'd compete to find the most colourful ones and carefully arrange them into a pookalam at our doorstep. When my grandmother prepared the Onam sadya with love, the entire house would be filled with the aroma of coconut, curry leaves, and jaggery. Sitting cross-legged on the floor, with banana leaves in front of us, surrounded by family, sharing food and laughter-those were moments of pure joy.



# Karwa Chauth

Nanda Agarwal

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### Family traditions:

While we follow every traditional custom, our family has its own special touch-we gather the night before our



temple visit and sing devotional songs together at home. This fills our hearts with peace and happiness, making the festival even more personal and meaningful. Bonalu, to me, is not just a celebration of the goddess - it's a celebration of the strength she awakens in every one of us.



# Durga Puja

Tapan Kumar Das



## A symbol of renewal and positivity

Durga Puja is a feeling that lives deep within the heart of every Bengali. It's the time when our beloved Maa Durga returns home with her children, bringing along strength, hope and happiness. I've always felt that this festival symbolizes renewal and positivity - a reminder that the divine feminine energy resides in all of us. It's a time that unites people through art, food, music, and shared emotion.

## Mahalaya Memories

Our celebrations always begin on Mahalaya mornings, when we tune in to the legendary Mahishasura Mardini broadcast - a sound that instantly sets the mood for puja. From Shashthi onwards, everything changes: The streets glow with lights, the rhythmic beats of the dhak echo and beautifully crafted pandals fill every corner. Each day has its own special charm - offering Pushpanjali on Ashtami, relishing the traditional bhog khichuri, and finally, on Dashami, taking part in Sindoor Khela before Maa Durga's immersion. Every year, my family and I make it a point to visit as many pandals as we can.



## A Special Celebratory Touch

Some of my most beautiful memories take me back to my childhood - holding my father's hand while pushing through crowded pandals, waiting eagerly for bhog, feeling sheer joy on seeing Maa Durga's face, the sound of the dhunuchi naach and the warmth of seeing loved ones again. This year was even more special. As I walked through the beautifully decorated pandals with my better half by my side, it felt magical. Her presence added a different kind of glow - turning every moment into one I'll always cherish.

# Friendship Day

Sridharan XXX



## A bond that stays alive

Durga Puja is a feeling that lives deep within the heart of every Bengali. It's the time when our beloved Maa Durga returns home with her children, bringing along strength, hope and happiness. I've always felt that this festival symbolizes renewal and positivity - a reminder that the divine feminine energy resides in all of us. It's a time that unites people through art, food, music, and shared emotion.

## Hometown memories

I'm from Virudhunagar, which is about 50 km from Madurai. Every year, around the first week of April, we have a festival in our hometown. During that time, I go back home. It is the most special period for me because I get to see my old school friends. We walk through the same old streets, visit the shops we used to go to, and recall everything we did together as kids. Those moments are pure nostalgia. We talk about how we were then and how life has changed now. During the festival, there's always a temple event and rituals taking place. Many people who live in other cities or even other states come back just for that celebration. It's like a reunion for our entire group.

But we don't need a fixed date our Friendship Day happens whenever we return to our hometown, reconnect and share laughter, memories and joy with each other and our families.



# Shravan Somwar

Anjani Ranjan Das

## A Sacred time

For me, Shravan (Sawan) is not just a month; it's a sacred time that connects me deeply with Lord Shiva. It's a time to slow down, reflect, and strengthen my spiritual connection - a reminder that faith and devotion can bring balance and calm to our everyday lives. Mondays, known as Somwar, hold a special place during this month as they are considered especially auspicious for worshipping Lord Shiva.

Our observance begins every Monday at sunrise, when we visit the temple to offer prayers to Lord Shiva. We pour water and milk over the Shivling, decorate it with bel leaves, dhatura, rice, honey and flowers, and chant sacred

mantras like Om Namah Shivaya, Shiv Chalisa, and the Maha Mrityunjaya Mantra. The fast lasts from sunrise to sunset, and through the day, we focus on meditation, chanting and gratitude.

## Fond Memories

One of my fondest memories goes back a few years, to when my wife used to observe fasts on Tuesdays to seek Lord Hanuman's blessings. During the month of Shravan, she would fast on both Mondays and Tuesdays - back-to-back - and I always admired her dedication and focus. Watching her commitment inspired me to see fasting not as a restriction, but as a form of discipline and prayer.



# Bathukamma

Saikrishna Ganapureddy

## A Beautiful Memory of Togetherness

Bathukamma is not just a celebration but a beautiful memory of togetherness for me. It is a floral festival celebrated in Telangana nine days before Dussehra. As children, we would go out into fields to collect wildflowers which our parents would help us arrange beautifully to form the Bathukamma. In the evenings, all the women in the neighborhood would gather around it, clapping their hands and singing traditional songs. The energy, colours, and laughter during those moments are something I can never forget.

After the evening celebrations, when night falls, all the Bathukammas are carried to the lakes and ponds nearby. We immerse them in the water, watching the flowers slowly drift away. That moment always felt peaceful - a mix of joy, devotion and nostalgia.

## Science Behind the Celebration:

Our celebrations always begin on Mahalaya mornings, when we tune in to the legendary Mahishasura Mardini broadcast - a sound that instantly sets the mood for puja. From Shashthi onwards, everything changes: The streets glow with lights, the rhythmic beats of the dhak echo and beautifully crafted pandals fill every corner. Each day has its own special charm - offering Pushpanjali on Ashtami, relishing the traditional bhog khichuri, and finally, on Dashami, taking part in Sindoor Khela before Maa Durga's immersion. Every year, my family and I make it a point to visit as many pandals as we can.



# Ganesh Chaturthi

Meshram XXX



## Faith, Family, Festivity

Ganesh Chaturthi is a celebration that brings faith, family and festivity together in the most beautiful way. The festival lasts 10 vibrant days, each filled with devotion, laughter and a deep sense of community. Every day feels alive with something new - small games for children and adults, vibrant decorations and lively evening aartis that bring people together in prayer and song.

We decorate our home with colourful garlands, lights, and flowers before placing the idol - the most awaited moment of all. The first aarti fills the air with chants of Ganpati Bappa Morya!, and that's when the festival truly begins.

## Special Moments

I remember sitting beside my parents, helping them make modaks - and of course, sneaking a few before the aarti began. In the evenings, our whole colony would come together for cultural programs, games and devotional singing. The sound of dhol-tasha echoing through the streets still gives me goosebumps. The most emotional part was always the visarjan procession. Carrying Bappa to the water with chants of Ganpati Bappa Morya, Pudhchya Varshi Lavkar Ya! was both joyous and bittersweet. Durga's face, the sound of the dhunuchi naach and the warmth of seeing loved ones again. This year was even more special. As I walked through the beautifully decorated pandals with my better half by my side, it felt magical. Her presence added a different kind of glow-turning every moment into one I'll always cherish.

# Teachers Day

Krithika Venkatesh

Until I joined the corporate world, Teacher's Day for me was all about gratitude. Giving thank-you cards and flowers to school teachers and college professors. But over the past two decades, I've realized that learning doesn't stop in the classroom. It happens everywhere, often from unexpected teachers.

Toastmasters has been a revelation in this regard. When you sign up as a Toastmaster, you are paired with a mentor who guides you through the projects in your chosen pathway. But the learning doesn't stop there. Every speech you deliver is evaluated and every evaluator becomes a teacher, offering insights not just on what you said, but how you said it. And the most beautiful part? Every role, every meeting, every interaction is a chance to learn.

In Toastmasters, even the audience can become a teacher. Toastmasters even has a dedicated project on mentoring, where you pause to acknowledge the insights you have gained as a reminder that learning is a two-way street.

Life takes interesting turns and at times to remind you that you are growing a grey hair or two. In the last few years, I have also been receiving Teacher's Day wishes from my network. It is so heartening to read those messages and have a 'pat on the back' moment to acknowledge that you have done some good in your own way.

What makes it even more special is that I have come full circle. I now have the opportunity to give back to my alma mater by mentoring students, sharing experiences from my corporate journey



and also had the opportunity to address the first-year students this year. Standing there, speaking to them, I realized that teaching and learning are two sides of the same coin. In the process of guiding others, we rediscover our own lessons.

So, every Teacher's Day, I celebrate not just the teachers who guided me in school or college, but the countless mentors, evaluators and colleagues who have shaped my professional journey. Every conversation is an opportunity. Every challenge is a lesson. Every colleague is, in some way, a teacher.



# The Janus

*Janus is the god of doors.  
One face looks to the past, one to the future.  
Every burn is a door closing*



The city of Boston didn't sleep anymore.

Five months. Seven bodies. Each one left with the same mark - a small, two-faced coin burned into the forehead, one side smiling, one crying. The coin was pressed while still red-hot, leaving a permanent scar long after life had gone.

The media called the killer The Janus.

Detective Jason Smith stood over the latest victim - a former youth shelter manager accused years ago of molestation, charges later dropped. The body sat slumped against a basement wall, the coin's crying face charred into his brow.

His partner, Victoria McKinsey, exhaled softly. "He's making a statement now. This isn't vengeance - it's doctrine."

Jason didn't answer. His gaze lingered on the mark. The heat had warped the flesh around it, but the impression was deliberate. It wasn't chaos - it was control.

They called Janus a "moral surgeon" online. A dark saviour who cut rot from society. People bought replica coins, posted theories, even prayed for him.

Jason found one of those coins in his mailbox. No note. Just metal - one face laughing, the other weeping.

He rolled it between his fingers until the edges grew warm.

That night, he dreamt of fire - flames licking the edges of a wooden door, the smell of burning polish. Somewhere behind it, muffled cries. His hand reaching for the handle, too small to grip. A man's voice saying, Smile, boy.

He woke at 3:07 a.m., drenched in sweat, the imprint of the coin still faintly warm in his palm.

The next murder happened in a church. A priest.

Jason stared at the burn mark again. This time, the smiling face of the coin was used.

"Alternating," said Vicky, flipping through the file. "Smiling, crying, smiling, crying. It's deliberate - like a code."

Jason's voice was low. "Duality. Janus was the god of doors. One face looks to the past, one to the future. Every burn is a door closing."

Vicky frowned. "Since when do you know mythology?"

He didn't answer.

The case consumed him. He stopped sleeping. He started forgetting things - hours, sometimes entire nights. When questioned, he shrugged it off as fatigue.

Vicky saw it - the detached calm, the way he sometimes spoke as if the killer fascinated him more than the victims.

Once, she found him alone at the evidence board, fingertips grazing the crime photos.

"You ever think," he said, eyes distant, "that Janus isn't punishing? Maybe he's freeing them. Burning away the sin."

"Jason," she said softly, "that's what monsters tell themselves before they light the match."

He smiled faintly. "Maybe we all light matches, Vicky. Some just burn brighter."

Two weeks later, a foster home caretaker was found dead. The pattern continued - coin burned deep, crying face up.

When Vicky read the address, Jason went still.

"Saint Augustine's Home for Children."

She glanced at him. "You've been quiet since the call. You okay?"

He didn't answer.

That night, Jason returned to the old orphanage. The place was collapsed under years of decay. He walked through it with a flashlight - the light flickered against peeling paint, old photographs, rusted bedframes.

And then - the hallway. The door. The faint scorch mark on the floor, where fire once kissed wood.

A memory pressed in - a boy screaming, a lock clicking, a man's breath behind him.

The smell of polish.

And the voice.

Smile, boy.

He stumbled backward, gasping. The beam of his flashlight shook violently, slicing through darkness like panic itself.

Vicky's instincts were screaming now.

She went through old logs - unfiled evidence, timestamps, camera records.

And then she found it.

Surveillance footage from a pawn shop. A tall man in a hood selling old Roman coins. A reflection in the glass caught half his face - Jason's.

Her stomach sank. The timeline matched his unlogged nights perfectly.

When she reached his apartment that night, the door was open.

Inside, coins lay lined on the table, each one half-polished, half-burnt. A small blowtorch rested beside them. On the wall, newspaper clippings of every Janus victim.

Jason sat in front of a cracked mirror. The reflection split his face in two - one calm, one haunted.

"You shouldn't have come, Vicky," he said quietly.

"Jason..." Her voice trembled. "Tell me this isn't what it looks like."

He stared at the mirror. "When I was a boy, they branded me in silence. You learn to stop crying. But some screams don't go away - they just find another mouth."

"Jason, we can get you help-"

He turned toward her, eyes hollow but steady. "Janus wasn't a killer. He was a gatekeeper. He stood between past and future. Between monsters and children. Between me... and him."

"Who's him?" she whispered.

He smiled - the saddest smile she'd ever seen. "You'll see him when I'm gone."

He raised his gun.

"Jason-!"

Click.

No bullet.

Her reflex pulled the trigger. One shot.

He fell against the table, coins scattering across the floor like metallic rain.

As she knelt beside him, he reached weakly for a coin - the smiling face up.

"I burned the doors closed," he whispered. "But fire... never stays contained."

The coin slipped from his hand, still warm, and rolled into the shadows.

Hours later, when the medics left, Vicky sat alone. The cracked mirror reflected her face - one half clear, one fractured.

In the faint hum of the city, she almost heard him whisper:

Every door has two faces, Vicky. One smiles to greet the world... the other burns to keep it away.



**Sandeep Kumar K**  
Design



# Offline Mode

It started on a Monday morning, the kind of Monday that already feels heavy. Ravi woke up, grabbed his phone, and... nothing. No WhatsApp ticks, no reels, no morning news. Just one line on the screen: "No internet connection."

At first, he laughed. "Must be the Wi-Fi acting up again." But when he stepped outside, he saw confusion everywhere, neighbours staring at blank phones, shopkeepers shaking their heads, even the traffic signal blinking lifelessly.

By noon, the news spread without the internet word of mouth, shouts across balconies, hand-written notes on shop doors. The entire world was offline.

No one knew how, or why. Panic grew quickly. Offices stopped. Deliveries froze. Influencers didn't know what to do with their hands.

Ravi, who worked in IT, suddenly had nothing to code. He sat in his balcony, watching people actually talk faces instead of profiles. The boy next door was teaching his sister how to make paper boats. The chai-wala had scribbled "Cash only" on cardboard, but he was smiling maybe for the first time in months.

By evening, Ravi met his neighbour, Meera. She lived two doors away, but they had never spoken just liked each

other's Instagram stories. Now, without phones, there was no choice but to talk.

"Strange, right?" she said, stirring her tea. "Yeah... we finally have time, and nothing to scroll," Ravi replied. They both laughed. It felt awkward, then peaceful.

Days passed. Children filled the streets again. Old uncles told stories instead of forwarding them. People cooked together, shared food, played carrom. The world, though silent online, was finally making noise offline.

Ravi didn't realize when his routine changed. No more alarms from his phone he woke up to sunlight. No more songs from a playlist just birds and the distant sound of a pressure cooker.

He and Meera started spending evenings on the terrace. They painted her balcony, watched sunsets, and guessed what time it was without checking any screen. No hashtags. No likes. Just laughter. Then, on the seventh day, the internet came back.

Phones buzzed like angry bees hundreds of notifications, updates, news, memes. Everyone rushed back to their screens like thirsty travellers finding water.

Ravi looked at his phone. Among the hundreds of unread messages was one

from months ago from Meera: "We should meet someday."

He smiled. He'd already met her finally, properly.

Ravi placed his phone face-down, walked next door, and knocked. Meera opened the door with her phone in hand, mid-scroll.

"Hey," he said softly, "let's stay offline a little longer."

She paused, then smiled. For the first time in a long while, she put her phone away too.

**\*\*\*Sometimes it takes the world to go offline for people to finally reconnect.\*\*\***



**Sabeel Nadaf**  
Executive - Pre Sales

# They say machines cannot dream. But I disagree.

One night, while walking through our factory in Kancheepuram, I heard whispers between the valves lined up for despatch.

The Gate Valve spoke first:  
"I am the guardian. When the world fears pressure, I stand firm and shut it out."

The Globe Valve replied:  
"I am the negotiator. I never stop the flow, but I teach it discipline."

The Check Valve chuckled:  
"I am the historian. I never let the past return to corrupt the present."

The Butterfly Valve fluttered:  
"I am the dreamer. Light, swift, graceful - I prove that strength doesn't always wear weight."

And the Ball Valve boomed:  
"I am the perfectionist. A single turn, and I seal fate with precision."

Together, they fell silent. Then I realized - our valves might not speak but they give the world freedom from leaks.

They are L&T valves - keeping industries safe and the world flowing free.



**Dharanidharan R**  
Sales MEA

## நாளை

இளமையில்  
துள்ளிக் குதித்து  
உலகம் காண ஆசை வந்தது  
ஆனால்,  
சுற்றியுள்ளவர்கள் -  
"இப்போது வேண்டாம்" என்றார்கள்.

நடுவயதில்  
மீண்டும் அந்த ஆசை முளைத்தது  
ஆனால்,  
பொறுப்புகள் -  
"இப்போ முடியாது" என்றன.

முதுமையில்  
மனம் ஆசைப்பட்டாலும்  
உடல் சொல்லியது -  
"இல்லை... இனி முடியாது" என்று.

மறந்தும்  
மறைத்தும்  
நம் வாழ்க்கையை  
"நாளை நாளை" என்று  
தள்ளிக் கொண்டே இருந்தோம்.

- நிஷா, லிகல்





# Design to Destiny

It started with concrete, steel, and the soft rustle of tracing sheets. Not the romantic kind of beginning, but the kind that fills the surroundings of architectural firm, where blueprints breathe life, and ideas hum louder than people. She was an architect who loved precision, clean edges, perfect symmetry, the calm order of plans that always made sense. He was from another team cheerful, unpredictable, and always so sure of himself. A little too sure, she thought.

Their first conversation was about a stubborn model file that refused to open. "Try renaming it," he said with that confident so-called arrogance like he had just invented logic itself. She did and it worked. She rolled her eyes, pretending to be annoyed, but secretly, she smiled. From then on, there were small collisions at the coffee machine, near the printer that jammed every Monday, during the reviews where opinions clashed like steel. And somewhere between the arguments and laughter, friendship found its way quietly, naturally, perfectly. He teased her for her architect handwriting. She mocked his obsession with shortcut keys. Everyone said they argued too much but maybe that was their rhythm. Over time, something changed. Even when she knew the solution, she would still call him just for that one glance, that one moment of pretending to need his help. The same arrogance she once found irritating that "I know everything" confidence slowly became her favourite

thing about him. Because behind that confidence was brilliance, and she could not help but be proud that he was smart, proud that he was him.

One evening, while the team worked late, the office lights dimmed, the machines fell silent, and the click-clack was less. He looked at her and said softly, you know, you make even steel look soft, how much ever I try to be strict and serious, when I look at your face I smile. She smiled, her heart fluttered. Love did not arrive like lightning; it grew quietly, like trust, slow and steady, impossible to undo. There were challenging deadlines, distance, dreams moulded in the models and Excel sheets. But love, they learnt did not need big moments. It required only patience and the comfort of knowing someone understanding your silence.

She didn't know how time flew, as she walked past the same glass doors, the scent of blueprints and coffee still lingering, the sound of pens sketching echoed like memories. She smiled because some stories do not fade. Like perfectly drafted plans and a quiet love which are built to last till eternity.

Years later, their names sat side by side not on a project drawing, but on a board outside their very own firm. "Try renaming it" had now become their firm name, etched in brass, glowing in the morning sun. The same girl who once measured perfection in millimetres now learnt that love didn't need symmetry just sincerity. And the boy who once believed he knew every shortcut learned that some paths are meant to be taken slowly. Their designs grew grander, their dreams taller. Yet, at the heart of every creation was something simple the promise they had once made, silently, across the hum of keyboards: To build, together in work, in life, in love. Because some blueprints aren't drawn on paper. They're meant to be drawn in hearts and not measured in scale, but with soul.



# Lights, Powder, Action!

*The nights got louder and brighter in 1443 - as a Persian visitor watched India teach the sky to celebrate*

Vijayanagar, 1443 CE

The night pulsed with music and lamps. Abdur Razzaq watched in awe as fire pots lined the terraces, their glow painting the empire in gold.

Devaraya II smiled beside him. "We call it Maha Navami Festival-the night light conquers darkness."

Razzaq breathed in the air thick with ghee and jasmine. "In Persia, this powder is uses in wars," he said softly. "Here, it dances for joy."

"We brought this magic from China" replied Devaraya II

A sudden BOOM! split the sky - sparks rained, crowds cheered, drums thundered.

Devaraya laughed. "Even the heaven joins us tonight."

Razzaq nodded, eyes glistening. "And I shall tell my king," He whispered, "that India makes the sky celebrate."

## **Historically accurate elements:**

*Abdur Razzaq was indeed a Persian envoy to the court of King Devaraya II in 1443 CE.*

*His writings mention witnessing pyrotechnic displays during the Maha Navami festival in Vijayanagar - one of India's earliest recorded uses of fireworks.*



**ArunKumar S**  
Assist Manager - SCM



# My Dussehra Journey in Mangalore

*A festival of colours, culture and roar of tigers*



This Dussehra, I decided to do something different - I packed my bags and headed to Mangalore, a city known for its beaches, temples and incredible cultural energy. Little did I know that I was stepping into one of the most vibrant celebrations I've ever witnessed.

From the moment I arrived, I could feel the festive spirit in the air. The streets were alive - glowing lights, flower garlands, the smell of incense and cheerful crowds everywhere. Every corner of Mangalore seemed to be dressed up for the occasion.

## **With Great Friends Along the Way**

One of the best parts of this trip was sharing it with my amazing colleagues Niranjan and Akilesh Prabhu. Both being locals from Mangalore, they made the trip so much more fun and meaningful.

Their warmth and excitement were contagious. They showed me around their city with so much pride, shared stories from their childhood, and made sure I didn't miss out on any of the local experiences. Whether it was exploring the festive streets, enjoying temple visits or hunting for the best seafood spots, every moment with them was filled with laughter and good vibes.

## **The Magic of Mangalore During Dussehra**

The heart of the celebration was undoubtedly the Kudroli Gokarnanatheshwara Temple. As evening fell, the temple lit up like a golden jewel and people from all walks of life gathered with devotion and joy. The chants, the temple bells and the glow of lamps created an atmosphere that was both spiritual and electrifying.

Every day had something new to offer - from cultural performances to traditional rituals. I loved watching the local dancers perform classical and folk pieces, each move telling a story passed down through generations.

## **Pili Nalike - The Dance of the Tigers**

If there's one thing that truly stole my heart, it was the Pili Nalike or Tiger Dance. I had heard about it before, but seeing it live was an unforgettable experience. Men painted head to toe in bright orange and black stripes, with tiger faces so detailed they looked real, danced through the streets with unmatched energy. The pounding drums echoed in my chest as the dancers moved in sync - jumping, twirling and roaring like true tigers.



The crowd cheered and danced along. It wasn't just a performance; it was a celebration of power, devotion and community spirit. I couldn't take my eyes off the performers - their dedication and enthusiasm were absolutely infectious.

### A Feast for the Foodie in Me

Of course, no festival experience is complete without food, and Mangalore didn't disappoint. One evening, Niranjan and Akilesh took me to Machili, a local favorite known for its authentic coastal flavors. The ambiance was cozy and welcoming - perfect after a long, exciting day. We ordered Mangalore Fish Curry, soft Neer Dosa, crispy Goli Baje and the signature Fish Fry. Every dish was bursting with flavour - spicy, tangy, and rich with coconut. Sharing that meal with friends made it even more memorable.

And just when I thought the evening couldn't get better, we headed to the legendary Ideal Ice Cream Parlour - a true Mangalore institution. The place was buzzing with families and friends, and the aroma of freshly made waffle cones filled the air. I tried their famous Gadbad sundae, layered with ice cream, jelly, nuts and fruits - it was pure bliss in a glass!

**Gnanasekaran S** (author)  
with Akilesh Prabhu M and Niranjan G



### Music, Dance and Unforgettable Vibes

Everywhere I went, I could hear the rhythm of drums, temple chants and folk music floating in the air. Children danced on the streets, elders joined in processions and the entire city moved together like one big family.

The energy was contagious - I found myself tapping my feet and smiling endlessly. The combination of music, devotion and dance made the festival feel alive in a way that's hard to describe - you just have to be there to feel it.

### More Than a Festival

As the celebrations came to an end, I realized that my Dussehra in Mangalore was much more than a festive trip. It was a reminder of how deeply India's traditions are woven into everyday life - colorful, soulful and full of heart. The people, the food, the dances, the prayers - everything came together to create a beautiful picture of togetherness and joy.

When I left Mangalore, I carried back not just photos and souvenirs, but memories filled with friendship, flavour, rhythm and the roar of the tigers.

# Destination North

*Sometimes, the best journeys aren't planned - they just happen. What began as a casual conversation turned into a mosaic of memories.*

It all began with a random phone call from a friend, just a casual conversation that unexpectedly took a turn. In the middle of our usual chatter, he said, "Bro, shall we go on a trip to find some peace?" Without a second thought, I replied, "Yeah, wait, I'll check the dates." We locked in the dates first, even before deciding the destination.

He was keen on visiting Ayodhya, being the more devotional one among us, but we also craved a dash of adventure, something like the thrill we had felt rafting in Rishikesh. And just like that, a spontaneous call set the stage for a journey that would soon become a collection of unforgettable memories.

## Day 1 & Day 2: Delhi - The Chaotic Charm

I flew out from Chennai while he arrived by train from Kolkata, and we reunited in Delhi, staying at our friend's place. I reached early morning as the cold hit me like anything and the temperature difference from Chennai to Delhi was drastic and made me shiver right outside the airport.

We plunged straight into the heart of Chandni Chowk, where every turn felt alive, the honk of rickshaws, and the irresistible aroma of sizzling street food. We savoured the iconic Dahi Bhalla, soft fritters soaked in curd and spices, followed by a plate of Chola Puri that instantly won our hearts.

A short walk led us to the magnificent Red Fort, standing tall as a reminder of India's storied past. Later, near Qutub Minar, we devoured steaming aloo parathas from a humble street stall which was simple, hearty and unforgettable. By the time we returned, exhaustion hit hard. We crashed instantly, only to wake up the next morning to the hilarious news that we had slept through a magnitude 4.0 earthquake at 5:36 a.m. and we were lost in our own wilderness.

## Day 3: The Spiritual Trail - Vrindavan, Mathura & Agra

The next morning, we set out on a spiritual trail to Vrindavan, a town where every corner hums with devotion. The Prem Mandir stood majestic in marble,

glowing with divine beauty, while the ISKCON Temple enveloped us in rhythmic chants of Hare Krishna. The crowd at Bankey Bihari Temple was an overwhelming yet heartwarming chaos - faith in motion where outside the temple I lost my spectacles to a monkey and later found out that it was a well-orchestrated robbery run by a small kid who demanded money from us. Eventually, we paid the kid a small amount and he threw a fruit juice to the monkey and returned my glasses which still has the bites from it, and I am saving it as souvenir of my visit there.

Between temple visits, we treated ourselves to flavourful chats that perfectly captured the spirit of the place, tangy, crunchy and addictive. Moving on to Mathura, we visited the sacred Krishna Janma Bhoomi Temple, believed to mark the birthplace of Lord Krishna.

By evening, we reached Agra, where the sight of the Taj Mahal at sunset left us in quiet awe. The monument wasn't just beautiful, it was an emotion carved in marble. That night, we strolled through



the calm streets around the Taj, letting the city's timeless romance sink in.

#### Day 4: The Road Less Taken - Agra to Rishikesh

The following morning, we boarded a bus to Palwal to meet a friend and later hit the road toward Haridwar. The scenery gradually transformed from crowded plains to rolling green hills. As temple bells echoed through the air, we finally reached Rishikesh, the serene yoga capital nestled on the banks of the Ganga.

#### Day 5: Misty Mountains - Mussoorie via Dehradun

We stayed at a friend's home in Rishikesh and had planned for river rafting, but the rain had other plans. So, we decided to chase the clouds instead and set off for Mussoorie, taking the scenic route through Dehradun. Along the way, we stopped near LBSNAA (Lal Bahadur Shastri National Academy of Administration) - a place that quietly shapes the nation's civil servants - before heading further uphill.

Mussoorie, the 'Queen of Hills', welcomed us with cool mist, charming colonial buildings and winding lanes. Roaming Mall Road, surrounded by twinkling lights, cozy cafes and a crisp mountain breeze, felt almost surreal. We stayed out till midnight, watching the

hills sleep under a blanket of fog before a thrilling night drive down to Dehradun - headlights slicing through silence and mist.

#### Day 6: The Ganga Rush - Rishikesh Adventures

At last, the day of adventure arrived - river rafting in Rishikesh! The 16 km stretch of the Ganga tested both our nerves and stamina. Between wild rapids, laughter, and splashes of icy water, it was pure adrenaline.

By evening, the chaos gave way to calm. We wandered along Ram Jhula and Laxman Jhula, listening to soft guitar music by the riverbank. The moonlight shimmered on the Ganga, and everything around felt peaceful - as if the world had slowed down just for us.

#### Day 7: The Grand Finale

Our journey came full circle as we travelled back to Delhi to catch my flight back home.

We spent the day exploring the magnificent Akshardham Temple, an architectural marvel that radiated serenity and devotion as I had a few extra hours of waiting time in the bag. Later, we wandered through Connaught Place, grabbing souvenirs, enjoying street snacks and watching the vibrant evening crowd one last time.

That evening, our paths split - my friend continued his journey to Kolkata, while I headed to the airport for my return flight to Chennai. As the plane lifted off and the city lights faded below, I couldn't help but smile - thinking about how a single, random phone call had led to seven days of discovery, laughter, and peace.

This trip wasn't just about the places we saw - it was about the people, the detours, and the moments that made us pause. Somewhere between chaos and calm, we realized that peace isn't found at a destination; it's carried within, waiting to be rediscovered - often through one simple, unexpected phone call.



**Sandeep Kumar K**  
*Design*





# Bonding Beyond Valves

*A travelogue of laughter, learning and team spirit in the heart of Tamil Nadu*

In the middle of spreadsheets and status meetings, there comes a moment when life offers a pause - not a break, but a change of pace. For us, it came in the form of a wedding invite from one of our colleagues hailing from Karaikudi, nestled in the Chettinad region near Madurai. It was more than just a social event - it was an opportunity to connect beyond the cubicles. What followed was a journey filled with laughter, learning, and moments that strengthened the fabric of our team, without a single PowerPoint slide in sight.

## **Of Trains, tiles and team moments, from tracks to tradition**

We boarded the night train with a mix of excitement and sleepy eyes - some ready with playlists, others with snacks. Luggage stacked, windows up, and coffee cups in hand, the team settled into their compartments with Thalapakatti Kombuz for dinner. The journey itself became a gentle reminder of how conversations flow better without Wi-Fi and not about targets, missing deadlines or project updates, instead, we shared stories and snacks.

After reaching Karaikudi, we kicked off the day with a traditional South Indian breakfast - steaming idlis, crispy vadas, and piping-hot filter coffee that could revive even the most sleep-deprived among us. If team bonding had a flavour, this was it. Energized and curious, we made our way to the Athangudi Palace, where the handcrafted tiles, high ceilings, and echoing corridors sparked both admiration and some fun photo sessions. The palace was a time capsule of design, culture, and pride - and in its silence, it whispered lessons on legacy and cohesion. Much like a great team, every detail in the palace had its place and purpose. Lunch was a grand Chettinad meal served on banana leaves - fluffy rice, fiery curries, and shared laughs around the table. There's something about eating together in a new place that breaks down barriers faster than any team-building game. Post-lunch, we explored another architectural gem the Kanadukathan Palace, that appeared in a few Tamil movies. With its intricate woodwork, sprawling courtyards, and timeless charm, it felt like walking through a piece of living history. In between, conversations drifted from architecture to aspirations, wondering "How do they keep it so cool without AC?".

The wedding celebrations unfolded into a vibrant, soulful celebration filled with rituals. As guests, we experienced the rituals, colours, and community that makes each wedding so

unique. It was more than just attending an event; it was about being part of a milestone in a teammate's life. That shared joy - beyond job roles and departments - created a connection that no email thread ever could.

### Feast of flavour and friendship

When we boarded the train back, tired but happy, there was a subtle shift in how we saw each other. The trip had no formal "team-building" exercises, no icebreakers or facilitators. And yet, it succeeded in the most organic way possible. We came back not just with memories, but with real insights:

Team bonding happens best outside formal settings, Shared experiences - especially joyful ones - build lasting trust and culture is not just something we observe, but something we participate in.

This wasn't a seminar with PowerPoint presentations or personality tests. But somehow, we learned more about each other: Empathy bloomed, Leadership emerged, creativity surfaced (impromptu songs, team photos).

Karaikudi gave us palaces, spices, and a stunning wedding. But above all, it gave us perspective - on how work friendships grow when given the space to breathe and the time to deepen.

Here's to more journeys that remind us that behind every email signature is a story - and sometimes, a train or a bus ride away.

**Wishing Muthukumaar and Karpagavalli a happy married life.**



## When an Elephant Tested Our Car Insurance

A week ago, our team decided to escape deadlines and traffic signals for some fresh air in Valparai. The plan was simple - chai, chill and countless photos of misty hills. What could possibly go wrong?

Everything was perfect - green tea estates, cool breeze and our car cruising like a king. Then, out of nowhere, the real king of the jungle showed up.

Yes, an elephant 'Kabali'.  
Not the cute cartoon one - the real, 6-ton.



*Siva Subramaniam R, Thirugnanam K, Jayaprakash P, Samuel S (author) and Alex M*

At first, we were all like, 'Aww, look, a wild elephant!'. Five seconds later: 'Bro... BRO, he's coming this way!!'

Before we could blink, the elephant came closer, looked at our car and BOOM! - gave our bonnet a solid love-tap. The car shook, our hearts stopped, and someone in the backseat whispered, 'Guys... I think we just met our death'.

Thankfully, the mighty elephant decided we weren't worth a second round and gracefully walked away - leaving us with a dented car, trembling hands and a lifetime story.

# Pre-Engineering Success

*Madhankumar joined L&T Valves in 2011 as a sales executive and today heads the Pre-sales department. We sit down with him for a quick chat on his fulfilling journey.*



## Education

I completed my Bachelor of Technology in Chemical Engineering at CIT Coimbatore. The academic focus was on core areas of chemical engineering such as process design, materials and industrial applications related to oil and gas, petrochemicals and chemicals.

## Career

I have been with L&T Valves for the past 14 years. Before joining L&T Valves, I worked with Ion Exchange in Hosur,

With L&T Valves my first assignment was with Control Valves team, preparing techno-commercial offers - an entirely new experience since my previous role focused on project management. Those initial days were both challenging and exciting, and L&T Valves provided the right training, exposure and support to develop my technical and commercial competencies.

Soon, I moved to the Middle East & Africa team, handling quotations, customer specifications, technical clarifications, negotiations and order processing - laying the foundation for my current profile. Later, I spent about 1.5 years with the Europe team, managing key customers such as Technip, Saipem and TR, securing several breakthrough orders and enhancing my ability to work with international clients across diverse cultural backgrounds.

From 2014 to 2023, I worked extensively in MEA Pre-sales, managing key accounts such as Petrofac, NPCC and McDermott, coordinating customer and plant audits, mentoring team members and preparing MIS reports. During

this period, we secured major project orders with a cumulative order value exceeding USD 150 million.

I also acquired extensive experience handling specifications of major international oil & gas end-users such as ADNOC, Aramco, Chevron, ExxonMobil, KOC, PDO and Shell as well as valve codes and standards including API, ASME, ASTM, IOGP and MSS.

## Current Role

My team is responsible for:

- Managing opportunities from qualification to contract award, ensuring compliant, professional proposals within customer-defined timeframes
- Developing value propositions, strategies and solutions, considering technical, commercial and risk aspects
- Mentoring the team and enhancing presales processes for efficiency
- Preparing Sales & Marketing MIS for senior management

As the Head of Pre-Sales, my role is to act as a bridge between the customer and our organization. I lead a team that understands customer requirements, develops solutions and prepares proposals that are technically accurate, commercially viable, and aligned with the customer's expectations.

Pre-Sales is a critical part of the business because it ensures that the company wins the right projects and delivers value to customers. Our work includes analysing technical requirements, designing solutions, managing risks and presenting the company's value proposition clearly to customers. Without a strong Pre-Sales team, projects could

be lost due to misunderstandings, errors or delays, and the company could miss out on strategic opportunities.

In short, Pre-Sales is the foundation for successful sales and project execution. We help customers feel confident in choosing L&T Valves and ensure that the organization achieves its business goals, profitability, and reputation for reliability and quality.

### Key Challenges

- Understanding complex customer requirements
- Balancing speed and accuracy
- Aligning internal teams with customer expectations
- Handling diverse international standards and regulations
- Mentoring and upskilling the team

### Memorable Achievement

A major personal achievement I am very proud of is completing MEP (Management Education Programme) at IIM Ahmedabad and LDA Lonavala. The training exposed me to advanced concepts in leadership, strategy and management, and gave me the unique opportunity to interact with some of the most respected professors in the country. It broadened my perspective, enhanced my managerial skills and reinforced my belief in continuous learning and personal growth.

### Family

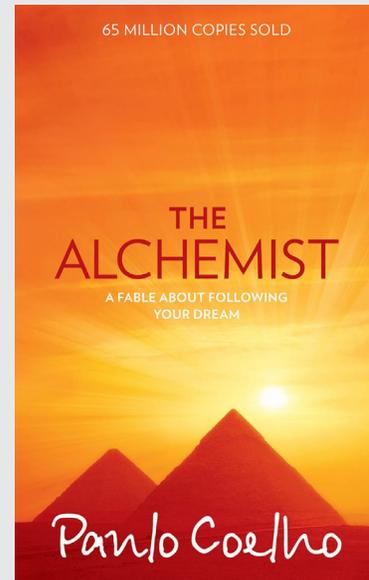
I come from a close-knit family. My wife, Banupriya, is a Computer Engineering graduate and is currently a homemaker. We have a wonderful daughter, Lakshitha, who is 12 years old and studying in 7th standard at DAV School.

Family is a strong support system for me, and their encouragement has played a significant role in both my personal and professional growth.

### Advice to Young Graduates

Over the years, I have learned a few key principles that have been invaluable:

- The Art of Persuasion - Learn to communicate your ideas clearly and convincingly.
- Always Seek Long-Term Solutions - Focus on sustainable and strategic approaches rather than quick fixes.
- Don't be Afraid to Take On Big Challenges - Growth comes when you step out of your comfort zone.
- Be Sincere, Think Positively and View Every Situation as an Opportunity - A positive mindset and integrity go a long way in building trust and achieving success.



The Alchemist by Paulo Coelho is more than just a novel-it is a timeless story about listening to one's heart and following dreams with faith and courage. The book tells the tale of Santiago, a young shepherd from Spain who dreams of discovering treasure near the Egyptian pyramids. What begins as a simple quest for material wealth turns into a profound journey of self-discovery, teaching that true treasure lies within.

What inspired me most about The Alchemist is its message about pursuing one's "Personal Legend." Santiago's unwavering belief in his dream, despite challenges and doubts, reflects a universal truth: that life rewards those who dare to chase their purpose. Through every obstacle-loss, fear, and uncertainty-Santiago learns valuable lessons from the people he meets, such as the King of Salem, the Englishman, and the Alchemist himself. Each encounter reminds him, and us, that every experience is a step toward realizing our destiny.

The novel also beautifully illustrates the idea of faith and synchronicity-that when we truly desire something, the entire universe conspires to help us achieve it. This belief encourages readers to trust their journey, even when the path is unclear. Santiago's discovery that the treasure was buried where he started symbolizes an essential truth: sometimes we travel far only to realize that what we seek has always been within us.

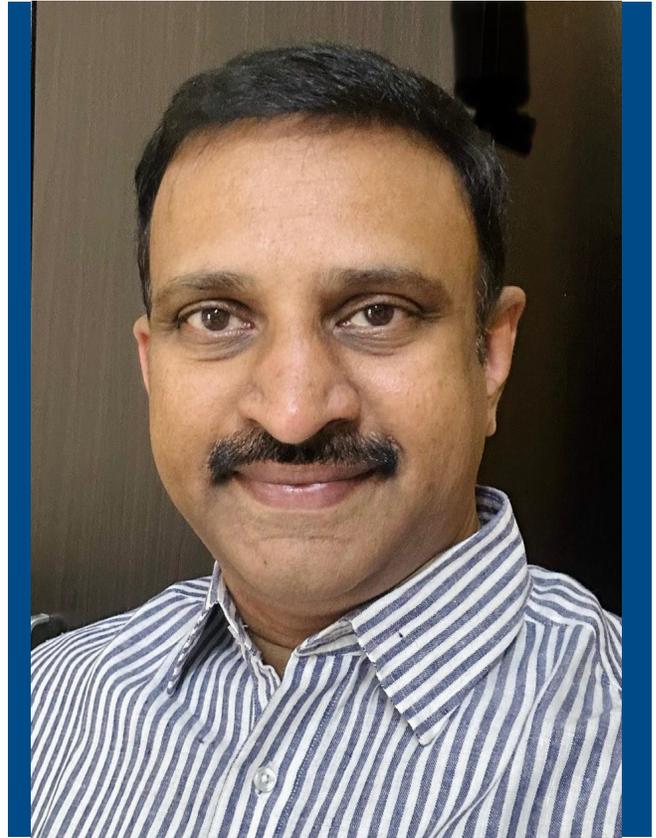
The Alchemist inspired me to look at my own dreams differently-not as distant goals, but as parts of a greater personal journey. It taught me that courage, perseverance, and belief in oneself are the true alchemy of life. Coelho's message continues to resonate deeply: the greatest adventure is to follow your heart and become who you are meant to be.

**Meet the men who keep  
our engineering backbone robust**



## **Team Profile - PLED**

# Team Profile - PLED



## Dist Profile - Vamaja



## Dist Profile - Vamaja

# Long Service Awards

## Our Congratulations to the Awardees

20



**PM Jagatheesan, SCM**

15



**Anjani Ranjan Das, International Sales**



**Arvind Gupta, Sales NRO**

10



**Praveena, Operations GGC**

# Congratulations! Newborn



**Muthukumaar C R and Karpagavalli S]**  
got married on 07 July 2025



**Dineshkumar & Gayathri**  
Baby boy Diyan born on  
14 July 2025



# The Symphony of Productivity

*Saket kumar G of HR decodes the concept of Signal to Noise Ratio*

Let me start with a simple question: have you ever tried listening to your favorite song on a radio while stuck in traffic on a busy Wednesday? You know, that crackling sound, distortions, and that 'shhhhs' and regular interruptions. It's frustrating, right? You're trying to enjoy the mass music of your favorite singer, but the noise keeps getting in the way.

That's exactly how I felt when I first started thinking about productivity in our workplace. Not the kind of productivity you measure with charts and dashboards, but the kind you feel when things just flow. When people communicate clearly, machines run smoothly and every process feels like part of a well-composed symphony.

But more often than not, that flow is interrupted. By breakdowns. By miscommunication. By fatigue. By unclear instructions. By the thousand little things we don't always notice - but that add up to a lot of noise.

And that's where the idea of Signal to Noise Ratio (SNR) comes in. It's a concept borrowed from engineering, where signal is the useful information and noise is the interference.

The Math:

$$SNR \text{ (Power)} = P_{\text{signal}} / P_{\text{noise}} \text{ in dB}$$

By maximizing the signal or minimizing the noise is where the magic of higher consistency and productivity lies

I wanted to explore this idea not just as a technical concept, but as a way of thinking. A way of seeing our workplace differently. Because once you start noticing the noise, you can't unsee it. And once you understand the signal, you start fighting for it.

So, what exactly is Signal? It's everything we want more of, value-added output, correct assemblies, on-time changeovers, good output per hour. It's the stuff that makes us proud of our work. And noise? That's everything that drags us down - variation, reworks, breakdowns, misalignment, poor sequencing, and yes, even bad lighting or dusty environments.

I remember walking through our Kancheepuram facility one day, watching a team struggle with a changeover. The instructions weren't clear, the tools weren't where they were supposed to be, and the machine had a minor misalignment. Nothing major - but enough to throw off the rhythm. That's noise. And it's everywhere.

But wouldn't it be nice if I broke down this idea of noise into something more identifiable? Otherwise, I fear people might start seeing their managers - or worse, HR - as the noise (And trust me,

as someone from HR, I've heard the whispers.)

So here's a better way to look at it. Try finding noise in your work through the 6Ms-Man (yes, I know it's not gender-neutral, but it's easier to remember), Machine, Method, Material, Measurement and Mother Earth. Each one is a potential source of noise. And once you start spotting them, you'll realize the static is real - and it's costing us more than we think.

Let me walk you through each one with examples that might feel familiar.

**Man (People):** Ever had a shift where instructions were unclear or someone was too tired to focus? Maybe a new operator missed a step, or a supervisor gave conflicting directions. That's noise. It's not about blaming people, rather it's about recognizing that fatigue, miscommunication, and lack of training can quietly derail productivity.

**Machine:** Picture this-you're running a line, and the machine keeps stopping for a few seconds every few minutes. Not enough to raise alarms, but enough to throw off rhythm. Or maybe there's wear and tear that haven't been logged. These micro-stoppages and breakdowns are classic noise. They don't scream, they whisper. And they add up.

**Method:** Ever seen a process that's just... messy? Tools scattered, steps out of order, changeovers that feel like a scavenger hunt? Poor sequencing and chaotic methods create confusion. And confusion is noise. It slows people down, causes errors, and makes even the best workers feel lost.

**Material:** This one's sneaky. Imagine getting a batch of raw materials that look fine but behave differently. Maybe the composition is off, or there's hidden defects. You spend hours

troubleshooting, only to realize the problem was upstream. That's noise. It's variability that hides in plain sight.

**Measurement:** Ah, the silent saboteur. A mis-calibrated gauge, a wrongly entered data point or inconsistent inspection methods. You think you're tracking defects accurately, but the numbers lie. And when decisions are based on noisy data, the consequences ripple across the floor.

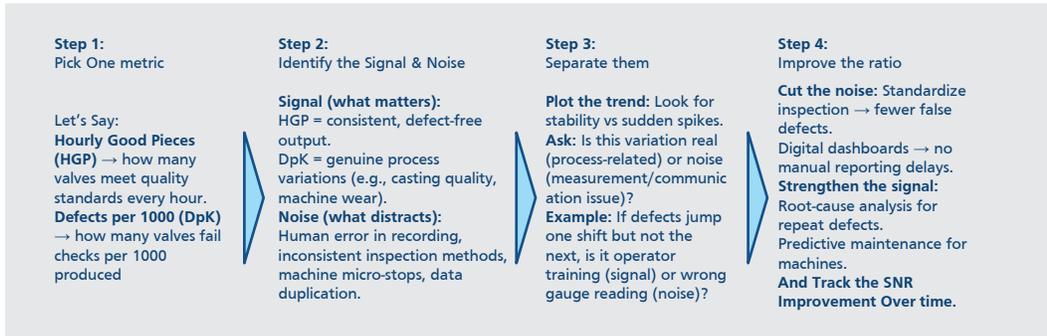
**Mother Earth:** Poor lighting, high humidity, dust, temperature fluctuations, these environmental factors can affect machines, materials, and even people. Ever tried inspecting a fine detail under dim lights? That's noise. And it's often overlooked.

That's what inspired me to look at how others have tackled this challenge. And I found some fascinating stories.

Take Steve Jobs, for example. He followed the 80/20 rule, dedicating 80% of his time to what truly mattered. He was ruthless about cutting out distractions. And then there's Elon Musk, who takes it even further - some say he operates at 100% signal, tolerating virtually no noise. It's not just about being brilliant, it's about being focused.

We also looked at companies that used Signal-to-Noise as a method to increasing productivity...

Toyota was dealing with frequent production stoppages due to hidden quality issues and they introduced Andon cords allowing workers to flag issues instantly - pull a cord when something's wrong. Lights flash, supervisors respond. Problems are addressed at the source. The result? Fewer delays, better efficiency, and a foundation for lean manufacturing. No waiting, no escalation delays, just immediate action.



GE Aviation applied Taguchi's S/N ratio to product design, reducing variability and improving consistency and built digital threads, connecting every step of the product lifecycle to break down silos and foster trust.

Another example is Southwest Airlines, which faced high costs and frequent strikes in the 70s and 80s. They couldn't compete on scale or pricing, so they focused on culture. They hired for attitude, empowered their people, and created a workplace where authenticity and collaboration thrived. The result? Over 45 years of profitability and legendary customer loyalty.

These stories aren't just inspiring, they're instructive. They show us that reducing noise isn't about fancy tools or big budgets. It's about clarity. About listening to music and tuning out the static.

So how do we apply this to our own work?

At L&T Valves, we're already on this journey. We are going to set a similar example by successfully implementing our NOVA.

But here's the real takeaway. Every one of us is a guardian of SNR. Whether you're on the shop floor, in HR, out with customers for a sale, or in leadership - ask yourself: Am I adding signal or

adding noise? Because clarity isn't just a technical goal, it's a cultural one.

When we reduce noise, we don't just improve metrics. We improve morale. We build trust. We create a workplace where people feel heard, where processes make sense, and where excellence isn't just a target, it's a habit.

So, the next time you hear that static - whether it's a miscommunication, a delay, or a process hiccup - don't just turn up the volume. Tune the system. Find the source. And let the music play.

Because in the end, productivity isn't about working harder. It's about working clearer.



**Saket Kumar G**  
HR

# Smart Grid Technology

Imagine it's the year 2050. The world is alive with clean energy, and the noisy era of coal, oil, and gas is a distant memory. These fuels, once at the heart of industry and transport, are now just chapters in history books. In their place is a global network of smart grids - intelligent systems that connect massive solar farms in deserts, offshore wind parks, and giant energy storage stations, ensuring power is available everywhere, all the time. Artificial intelligence quietly runs the show, keeping the flow of electricity smooth in every city, village, and home. This transformation didn't happen overnight - it was driven by the urgency to replace fossil fuels before they ran out.

Those fossil fuels, formed deep underground over millions of years, helped humanity grow, but they are limited. At our current rate of use, experts say oil and natural gas could be gone in 50 years, and coal might last only 70 to 100 years. Aside from running out, burning them harms the planet - causing heatwaves, floods, storms, droughts, and wiping out species. The challenges clear: fossil fuels wouldn't last the century. Worse, using them was destroying the environment we depend on.

By the mid-2040s, the world was building ultra-high voltage "super grids" that could send electricity across entire continents. Picture solar power from the

deserts of Africa or Australia traveling thousands of kilometres to light up cities in Europe and Asia. These grids used AI to predict energy use, weather changes, and even reroute electricity when something went wrong. The "Thinking Grid" was born - an energy network that didn't just react but planned, keeping power stable even when nature threw surprises our way.

Starting around 2040, the global system reached into communities through decentralized microgrids. Imagine a coastal town in Japan running on its own solar panels, wind turbines, and batteries - independent yet still connected to the bigger grid for backup. In New York, electric cars doubled as giant batteries, charging in the afternoon and releasing energy in the evening. Buildings became active parts of the power system, talking to the grid about when they needed power or when they could share it. AI decided when to save energy, when to use it, and when to sell extra power to neighbours. These smart grids could fix themselves instantly after a fault and send repair teams before anyone noticed a problem. Waste of energy became almost zero.

In 2035, another big leap happened - seasonal energy storage. This meant storing power in sunny or windy months to use in long nights or cloudy winters. In parts of Africa, villages that once

relied on expensive diesel generators now had continuous access to lights, the internet, and refrigeration for vaccines because of solar energy tied to smart grids. Factories in Scandinavia ran entirely on wind power, producing goods cleanly.

The 2030s were a time of rapid change. Huge solar parks rose in sunny parts of the world; **offshore wind** became a major source of energy. Homes everywhere had smart meters that didn't just measure usage - they let people sell extra solar power back to the grid. This turned ordinary households into "prosumers" - both producers and consumers of electricity. Blockchain and AI made fair, transparent systems for trading electricity directly between people. Producing power close to where it was needed meant less loss in transmission and better resilience during disasters.

Back in 2025, India had already begun leading the way. The National Smart Grid Mission rolled out millions of smart meters quickly. Projects like PM Gati Shakti and the National Infrastructure Pipeline ensured renewable projects got both funding and fast approval. Solar-powered microgrids brought electricity to rural areas where it had never reached before, lighting homes, powering wells, and helping small businesses grow - lifting communities economically and socially.

At the heart of this change was the concept of the smart grid - a system that not only delivers electricity but also communicates in real time. Unlike old grids, smart grids push and pull data in both directions. Thousands of sensors, smart meters, and AI-driven control centres work together to watch over energy use, detect problems before they get serious, and balance supply and demand instantly. They can connect rooftop solar panels, wind farms,

NO.	COMPONENT	FUNCTION
1	Smart Meter	Measures electricity uses and sends data to the utility.
2	Phasor Measurement Unit (PMU)	Monitors grid voltage and current in real-time.
3	Intelligent Electronic Device (IED)	Protects and controls substations automatically.
4	Automated Switch / Recloser	Cuts off and restores power quickly during faults.
5	SCADA	Central system to monitor and control the whole grid.
6	Communication Network	Connects all grid devices and sends data back and forth.
7	Energy Management System (EMS)	Balances power supply and demand across the grid.
8	Energy Storage System (ESS)	Stores extra energy and releases it when needed.
10	IoT Sensors / Smart Relays	Measure line parameters like voltage, current, and

batteries, and electric cars with ease.

### The Engineering Magic Behind the Scenes:

Power still flows through conductors and transformers - but now it's accompanied by **data**, travelling through Fiber optics, 5G networks, and IoT devices.

Each piece of equipment - from a household smart meter to a substation transformer - acts as both an **electrical device** and a **digital sensor**. Information from these devices continuously feeds into **AI-based control centres**. There, algorithms forecast demand, spot inefficiencies, and make split-second decisions - balancing energy supply and demand with astonishing precision.

### Engineering Cycle of a Smart Grid: From Power Plant to Home:

**Power Generation** – Electricity is produced from central plants or renewable sources, with smart transformers and sensors monitoring output.

**Transmission** – High-voltage lines carry electricity while PMUs and IEDs monitor stability and protect the grid.

**Substation and Distribution** – Automated switches, reclosers, and RTUs manage power flow and send data to

control centres.

**Control and Optimization** – SCADA, EMS, and AI systems monitor, analyse, and optimize the grid in real-time.

**Energy Storage and Load Management** – Batteries store excess energy, and smart devices adjust usage based on grid signals.

**End-User Delivery** – Smart meters provide real-time consumption data and allow two-way energy flow with consumers.

**Feedback Loop** – Data from all devices flows back continuously to detect faults, predict issues, and maintain stability automatically.

### Opinion:

As I explained the scenario from 2025 to 2050, the transformation of the global energy landscape from heavy reliance on fossil fuels to fully sustainable and renewable energy will be a remarkable journey, though not without challenges. Upgrading infrastructure, integrating distributed energy resources, and managing demand fluctuations are complex tasks. However, these challenges can be overcome by combining existing systems with advanced technologies. IoT sensors and intelligent devices continuously

monitor energy flows, while advanced communication networks, with optical Fiber as the backbone, transmit data in real time, helping detect bottlenecks, predict faults, and optimize operations. Encouragingly, progress is already happening in the real world, with smart grids, renewable projects, and data-driven solutions gradually moving us toward this vision of a clean, resilient, and sustainable energy future.



**K. Venkata Pavan Teja**  
Sr. Engineer - Design



# Digital Personal Data Protection Act, 2023

*And forthcoming Rules, 2025*

The Digital Personal Data Protection Act, 2023 (often abbreviated as DPDP Act) was passed by the Indian Parliament and got Presidential assent on 11 August 2023.

The aim of the Act is to provide a legal framework for processing of digital personal data in a way that balances the right of individuals (“Data Principals”) to privacy with the need of organizations/corporate entities (“Data Fiduciaries”) to process data for lawful purposes.

### **Draft Rules: Digital Personal Data Protection Rules, 2025**

To operationalize the DPDP Act, the Ministry of Electronics and Information Technology (MeitY) issued Draft Rules on 3 January 2025 for public consultation.

Some key features of the Draft Rules include:

- Notice requirements: Fiduciaries must provide clear information to data principals about what personal data is collected, for what purpose, how long retained, how to withdraw consent etc.
- Verifiable consent: Consent must be free, specific, informed, unambiguous, with a clear affirmative action.

For children or persons with disabilities, parental or guardian consent/verification is required.

- Reasonable security safeguards: Encryption, access controls, audits, etc., to protect personal data.
- Significant Data Fiduciaries (SDFs): Entities that handle large volumes or sensitive kinds of data may have enhanced obligations.
- Cross-border data transfers: Allowed under conditions. Transfers may need to satisfy certain safeguards and/or to approved countries.
- Data retention and minimisation: Only collect and keep data as long as needed for the purpose, avoid collecting more than necessary.
- Breaches and grievance redressal: Obligations around notification of data breaches; entity to provide ways for data principals to lodge complaints.

### **Applicability to Corporates**

DPDP Act and Rules are applicable to corporate companies (Indian or foreign entities doing business in India) or will be, under the DPDP Act and the forthcoming Rules.

ASPECT	ORGANISATIONAL MEASURES	ACTIONS
Scope / territorial applicability	The Act applies to digital personal data processed within India. Also, it applies to data processed outside India if the processing is in connection with offering goods or services to Data Principals in	Foreign companies, e-commerce, platforms targeting Indian users must comply. Companies will need to map which operations/data flows reach
Data is covered	“Digital personal data” (collected digitally or digitised from offline sources). Sensitive traits about individuals (where defined) may attract additional obligations.	Companies that collect employees’ or customers’ data digitally, or digitize paper records, are in scope. Sensitive categories need special care.
Exemptions	For personal/domestic purposes; data made publicly available by the Data Principal; processing under legal obligations; or by State agencies for certain purposes like security.	Companies should assess whether any part of their data-processing qualifies for exemption. But exemptions are narrow.
Consent obligations	Must obtain valid consent, free, specific, informed, unambiguous.	Companies must maintain mechanisms to allow withdrawal.
Consent obligations	Must obtain valid consent, free, specific, informed, unambiguous.	Companies must maintain mechanisms to allow withdrawal.
Data fiduciary responsibilities	Companies are the ‘data fiduciaries’ define purpose of processing, ensure safeguards, respond to data subject rights (access, correction, erasure etc.), handle breaches. Significant data fiduciaries have extra obligations.	Need to appoint roles (maybe Data Protection Officer), deploy technical and organisational safeguards (security, encryption, audits), maintain policies and procedures, ensure accountability.
Data transfers abroad	Allowed but subject to certain conditions. Government may require certain safeguards or can disallow transfers to certain countries in interests of sovereignty, public order etc.	Companies with cross-border data flows must ensure their transfer mechanisms comply; may need contracts, certifications, or government approvals; monitor country risk lists.
Penalties and enforcement	The Act provides for significant penalties for non-compliance. In some cases, up to ₹250 crore depending on severity. Enforcement is expected once Rules are notified.	Companies should treat compliance as serious, have risk assessment, legal review, budget for compliance; non-compliance could lead to fines and reputational damage.
Transition / implementation timeline	Companies should not wait; begin readiness: data mapping, consent redesign, policy drafting, security audits, staff training.	The Rules will be notified, timelines may be phased; some compliance deadlines may allow grace period.



### Challenges and Considerations for Corporates

- **Uncertainty till Rules are finalised:** Many details are still in draft (e.g., exact criteria for Significant Data Fiduciaries, what counts as “approved” countries for cross-border transfers). Corporates will need to keep close watch on final Rules.
- **Cost of compliance:** Technical, legal and operational costs (building consent mechanisms, encrypting data, appointing privacy staff etc.). Smaller companies may find this more burdensome.
- **Verification for minors / persons with disabilities:** More stringent; may require identity verification, which raises privacy-tradeoffs and implementation burdens.
- **Balancing with other obligations:** For example, companies will need to ensure their privacy practices are consistent with other legal regimes (sectoral laws, consumer protection, telecom, banking etc.), and harmonise with global privacy laws (GDPR, etc.) if operating internationally.
- **Data culture & training:** Internally, organisations will need to increase awareness, training, assign roles, conduct audits, monitor compliance.

### Why Corporates Should Act Now

- Even though enforcement is not fully in place yet, waiting until the last moment could leave one exposed. Early preparation reduces risk, spreads cost and builds trust with consumers.
- Companies that are ahead in compliance may gain competitive advantage: trust, better risk management, possibly easier access to foreign partners who care about privacy.
- Reputational risk: data breaches or non-compliance news can damage brand.

### Conclusion

The DPDP Act, along with the forthcoming Rules (2025), represents a major shift in India’s legal framework for digital personal data. For corporate companies (both domestic and foreign), it brings in new obligations, balances the rights of individuals to protect data with the need for lawful data processing, concerning how personal data is collected, processed, stored, protected, transfer and how individuals’ rights are to be respected.



**Dharanidharan R**  
*Sales MEA*

## Fun Facts about Festivals Quiz

Email your answers to [v-connect@Lntvalves.com](mailto:v-connect@Lntvalves.com)

1. In Catalonia's Poble de Segur, what farm animal races through the streets during their September festival?
2. What vegetable is crowned during the Oaxaca region's lesser known Noche de los Rábanos spinoff in rural Mexico?
3. What do residents of Najac, France, compete to build the tallest of during their annual festival?
4. What do brides traditionally throw at the groom during weddings in the Marquesas Islands?
5. During Scotland's Stonehaven Fireballs ceremony, what do participants swing around their heads?

## Answers to July 2025 Quiz

1. Which design technology allows manufacturers to rapidly prototype physical parts? **3D printing**
2. What is the virtual replica of a physical manufacturing system called? **Digital Twin**
3. Name the most used social media platform for B2B Digital marketing and lead generation. **LinkedIn**
4. What type of AI model generates text, images or code based on input prompts? **Generative**
5. What virtual experience helps customers explore industrial products before buying? **AR (Augmented Reality)**

And the winner is  
**Syed Aslam S**



# காஞ்சி Connect

V-connect Kancheepuram Special

October 2025

## Powering a Sustainable Future

*R Shankar Raman, President, Whole-time Director & CFO, Larsen & Toubro, inaugurated Project Surya, our 800 kW rooftop power project on 27 September 2025*



Spanning 9600 sqm across B and D buildings, this initiative is expected to generate 4000 units of clean energy per day, contributing nearly 20% to our energy mix and reducing 1200 MT of CO<sub>2</sub> equivalent emissions annually.

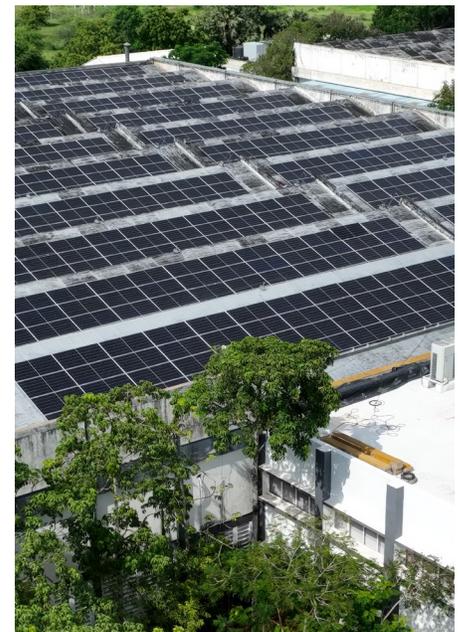
This marks a proud milestone in our sustainability journey. From achieving 52% renewable energy usage through green energy purchase, to implementing zero liquid discharge systems, our plant has consistently pushed boundaries. We've reduced energy intensity by 29%, emission intensity by 66% and recycled over 16,000 kilolitres of DM water, significantly conserving groundwater.

Project Surya was executed in less than 100 days under demanding conditions,

without compromising on safety or engineering excellence. The most critical challenge was installing solar panels on a 21 degree sloping roof which was over 30 years old without impacting the roof's structural integrity.

For me, it was a moment of immense pride and joy to present the project details to the chief guest; I will cherish this moment forever. I thank the leadership team and my colleagues for encouraging and supporting me during the execution of this prestigious project.

**Pughazhendi A**  
*Executive - PLED*



# Congrats to Academic Achievers

Class  
**10**



**Buvanesh Kumar G**  
S/o S Gomathi Sundar



**Catherine S**  
D/o S Stephen Baskar



**Durga S**  
D/o B Sridhar



**Jishnu G**  
S/o G Ganesan



**Karthic J**  
S/o Jayaprakasam M



**Sacheetan V**  
S/o D Venkatachalam

Class  
**12**



**Dharini N**  
D/o P Nithyanandam



**Gokulakrishnan T**  
S/o E Theerthagiri



**Nandhini D**  
D/o P Dayalan



**Ranjana G**  
D/o G Ganesan



**Santhoshini K**  
D/o R Karthikeyan



**Veeramanikandan A**  
S/o M Ananthavel



**Vishal MR**  
S/o M Murugan

### BE/ B.Tech



**Dhanu S**  
S/o V Sathiamurthy



**Dharanibabu S**  
S/o B Sridhar



**Kalpana K**  
D/o C Kalimuthu

### BCom



**Elakkiya B**  
D/o P Balasubramanian

### MBBS



**Balaji M**  
S/o A Manoharan



**Sandeep B**  
S/o T Babu



**Sharvesh AR**  
S/o Arul G



**Shriram Raghunath P**  
S/o S Paraman

### MBA



**Vivek Kalyanaraman**  
S/o S Kalyanaraman



**Kesav SM**  
S/o K Sankar



**Saikumar T**  
S/o E Theerthagiri



**Vasuki M**  
D/o M Murugan



# Long Service Awards

*We salute the awardees*



**Harikrishnan S**



**Lohachandran S**



**Manoharan A**



**Muthusamy G**

