

Scribbles

Bringing colour to your lives

Volume No. 4

November - December 2013

Issue No. 6

From the Editor's desk...

I sit at my desk a week after the conclusion of Sanmartini 2013. How do I feel?

Relieved. Happy. Thankful.

Relieved since all events were conducted smoothly – no major hitches, glitches, bloomers etc.

Happy since

- all those who participated were happy
- all teams had done well
- branch teams had won prizes for the first time
- winners or losers alike said they learnt and enjoyed themselves
- the quality of work was superior to last year. and
- my core team had handled most of the preparatory and back end work independent of me

Thankful to

- colleagues across teams and levels for enthusiastically embracing Sanmartini
- leaders and mentors for taking their roles seriously and coaching the youngsters
- young / new colleagues for spreading their enthusiasm and enabling it to rub off on their seniors
- those who participated last year and imbibed the spirit of competition and spread it to others
- colleagues who had never ventured on stage and had come forward to participate this year
- every team for trying to do their best
- the different judges for displaying the seriousness and commitment in evaluating and judging events and at the same time looking at providing feedback that will enable people/ teams to improve themselves in the future
- the Administration team for the support provided in smooth conduct of events
- the Core team for their wholesome commitment to Sanmartini
- my family for being patient with me during this period, and
- God for his blessings!

Sanmartini will continue to hold a special place in my professional life – I consider it as one of my most creative creations ever! Season 2 (i.e. from last year) has been lapped up with as much enthusiasm as Season 1 over a decade ago. However, the momentum has picked up. Therefore, the pressure is on the event management team and me to overtake our earlier benchmarks. I guess, in different ways, all of us are looking forward to the next presentation of Sanmartini.

Until then,

Sarada Jagan



Planning Sanmartini - learning with fun

“Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime.”

Sanmartini taught all of us (organisers and participants) fishing, and it is lifetime learning. And the organisers had learnt the lessons from last year. Venue, T-shirts, Prizes, Food, et al were all in place well before the events started.

And Sanmartini was not just about learning! It was Fun at Work! Teams displayed camaraderie throughout the event. There was happiness, disappointment; there was rejuvenation, innovation; there was laughter, tears, it was like being back at College!

This year Sanmartini had indeed brought out many new talents and the fire to lift the trophy, shone in every team.

While winning and want to win kept the teams on their toes, appreciation that the event was well organised kept the organising team on theirs.

Teams went out of the way and “Strategised” their win. Team Midas for example held a meeting as soon as the event was

announced and played clips from last year’s events and “Jai Ho!” song to enthuse participation. Every event had been planned in detail, every plan had a Plan B and they rushed their way to Victory!

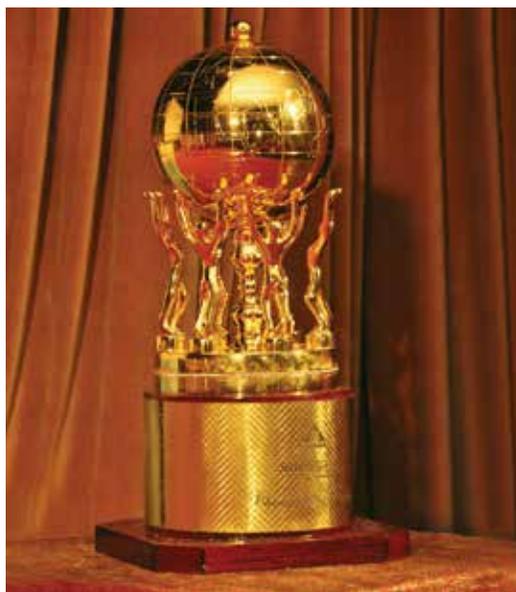
Team Socrates involved their families also in the events, they brought cheering team, make up support and video graphed family member as part of the “All Roads Lead to Rome”. Weekend practice sessions followed with sumptuous snacks prepared by the family. Now that is engaging the family! Next year we hope to see more families participating. Maybe we should organise an event for the family!

Even before the final event, the result was known and the fight was for the runners up position. Though there is no runners’ trophy, the Apollo and Atlas team fought tooth and nail, that displayed the spirit of “Sanmartini”.

While we wait to organise this event for you again next year, keep routing for your teams!

SS Rameshwari, Sanmartini Core Team.

Event management team with B Natraj





Cricket Medley
★(Skill & Mind game combo)★

Monday, 15 July 2013
2.00 p.m. to 6.00 p.m.



Team Midas



1



Team Nyx



2



Team Apollo



3



The 'Medley' that was...

Rajesh Jagan, *Team Apollo*

Cricket Medley was an event that was enjoyed by all, where the level of enthusiasm and FUN was high throughout the game.

As we had already participated in the year 2012, we knew the framework and the rules associated with the game. We got many entries to participate this year and we discussed on the entries we had obtained. Based on the interests, strengths and weakness of each and every person on the aspects of skill, mental, general, etc., we finalised the playing XI. Also the batsmen, bowler, all-rounder, wicket-keeper & vice-captain, captain were identified.

Our team this year had some new members and we all spoke to understand each other. Out of the playing XI, we had some mock rounds and identified who would be ideal in specific games and formed a team. Mentally we put a framework on which team members will play what type of game, if that game crops up in the event. We also made sure our team met regularly, so that all would get into the groove of things and gel as a team. We laid down strategies

for each game, which might come (while keeping in mind the rules and penalties).

Just 48 hours before the event, I came to know that one of our team members could not participate that day due to business exigencies. I had to recollect what games we had planned for him to play, then analysed who could replace him in those games. Finally, I zeroed in on a person and he agreed to step in. So our new playing XI met finally on the morning of the event.

As some games were new, we had very little idea on those games (we had to understand the game from the name of the game and the rules associated with it), it was a bit tough to decide and finalise the combination for those games.

Once the game started, there was lot of excitement and tension, fun grew as the game progressed.

We were actually in the 4th position after 11 rounds. As we knew that the last round was crucial, we cracked the last round well this time (not like last time when we were completely bowled out) and finally finished 3rd.

Cricket medley event helped us to talk to some new people, understand them and get along with them.

We all had lot of fun in this event, which is what everyone expected out of the game.

Sanmartini this Year What made the difference !

H Karthik - Team Midas

The French writer Antonie d' Saint created a striking metaphor:

“If you want to build a ship, don't drum up men to go to the forest to gather wood, saw it and nail the planks together. Instead, teach them the desire of the sea.”

Sanmartini event for 2013 was announced end June 2013. Team was formed and the team leader called for a meeting on 2nd July 2013 and the mail was sent on the same day.

Target: To grab all the grand five events

As in the past, more people thought “Cricket Medley” was a cricket game and gave their names. This is one of the events where other teams outplayed us last year and our morality was lost.

All the participants were asked to gather in a conference hall and the discussion started. During this discussion, we decided to involve our last year team players and of course our last time leader of this event to contribute.

We were thrilled by the retrieval system of Capt Benoh to source out the last year's event papers. This helped us discuss event by event and assess the individual capabilities and strengths – to select people for respective games.

The next day after ‘Cricket Medley’ was played, a small event was organised at Karapakkam to congratulate the team members and chocolates were distributed as a token of appreciation for their participation – to motivate the team.

“Talk it Out” was a mix of experienced and raw talent. We found budding youngsters Ishaan Anand and Sreejith Mohan.

Both had different approaches - one was to ‘prepare and execute’, the other ‘extempore’. As our leader said – Grand five, now we grabbed grand two.

“All Roads lead to Rome” was one event very special to Midas as we won last year and made an impact in the scoreboard and the entire management appreciated our efforts. We were more concerned to win this event at any cost. As usual team combination was not coming, but this time we decided to involve everybody and get their views and ideas and then decide the team based on the availability. This event “All Roads Lead to Rome”, expects 10 different people, with different mindset, from different companies, from different levels and different functions to agree upon a way to express what they think. And that is huge challenge, for every team participating in this event.

We worked backwards – what would audience expect, an entertainment, an experience, subject, fun, variety and most importantly to take this without disturbing our company's policy and ethics. Moreover we were clear about what was expected from this event – creativity, message pertaining to our organisation, innovation and variety.

We wanted something out of this world and that was where we landed. When you say fun and out of this world the name that rings a bell is ‘Narada’. So we roped in Narada and Indra to our story. Our leader had a look on the rehearsals and he expected a ‘WOW’ factor. That WOW factor we decided to get Narada from the crowd – and that was hugely successful.

Four Midas teams got selected to the presentation event. One for the communication, one for leveraging technology and two teams for best in class.

We won in all the topics along with individual prize. As per our strategy we took about 500 points lead and sat comfortably as the winner of Sanmartini 2013.

And that we went on to win the final event ‘Offbeat’ and created record of sorts with a huge score, is now history.





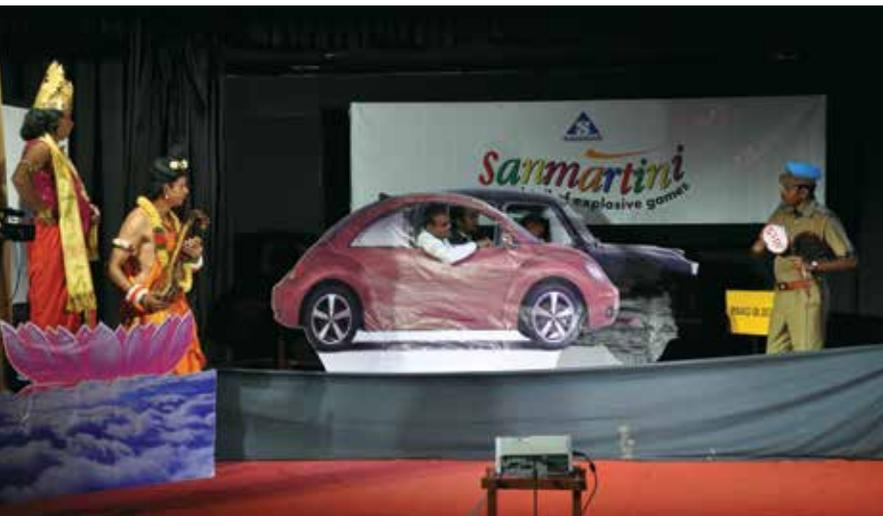
All Roads Lead to Rome
★ (Topic: Managing Change) ★



Team Midas



Team Apollo



Team Atlas



Individual Prize Winners



R Anand Shankar



Satish Kumar Kotupalli



P Manivannan

Musings on “All Roads Lead to Rome”

V Ramesh - Team Apollo

Our first attempt in Sanmartini was a dud. We were determined to make our mark this time. We made a root cause analysis and realised that everyone in the team had their own interpretations on the topic earlier. We had a brain storming session on ‘Managing Change’ and the team members expressed his or her views on what it could be. This went on for three weeks, and finally we came up with a version of what ought to be presented.

We were a diverse group, and we wanted the concept for everyone to relate to. Topics on SAP, IT upgradation etc., came up, but we decided not to bring them. The idea of paperless office struck me in my own floor where I was thinking what idea will hit the bull’s eye.

Everybody in the team came on board. We had both old and fresh faces in the team. It was lots of fun, writing the script and practicing the lines. We came to know more about each other. We’ve made sure the dialogues would

be more natural, Indian and funny. There were lots of revisions in the script and last minute changes.

Although, our aim was to win the prize, we took the issue of reducing the paper and save the environment very seriously. We believed that knowingly or unknowingly we are wasting a lot of paper. We wanted to drive this point in a humorous manner.

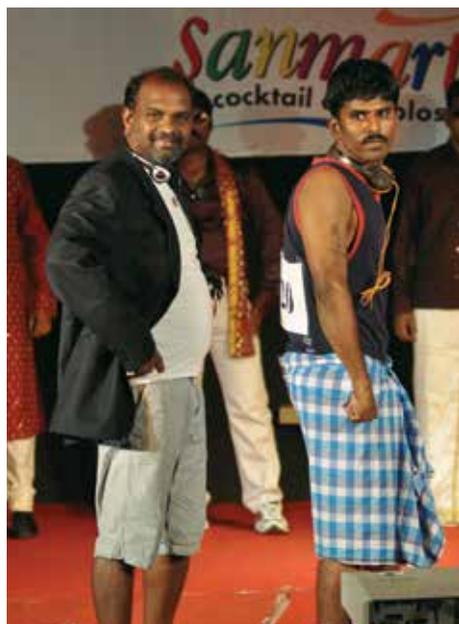
On the D-day, we were confident but nonetheless very tensed on how people would receive it. The skit went on smoothly, and the pressure eased off by the first laughter from the crowd. We went on winning the second prize and it was a moral boost, vindication for our hard work.

I personally received many calls, congratulating the efforts. There was this one person, who told me, when he was about to take a print, he remembered our show and refrained. What more could I ask?

I should mention the hard work by the team. They have invested their time and energy. I thank the support of all others off stage to make this happen.

I say this with pride that, we did not just win a prize, but we succeeded in driving home our point. Change is not all that bad, and think before you print.

Go Green, Go Apollo!



Behind the scenes of “All Roads Lead to Rome”

R Doraisamy - *Team Atlas*

All roads lead to Rome...The skit competition with a theme on Managing Change. Last time around we literally barged into the train to Chennai without even rehearsing once, and as a result returned empty handed. But this time we were determined to prepare and rehearse as much as we can.

While the theme announced for the competition was “Managing Change”, several of us confused it with “Change Management”. After detailed discussions amongst ourselves, we concluded that Managing Change was rather reactive, while Change Management was a proactive process. Whether we like it or not, whether we initiate it or not, Change will always be there. With this clarity we now developed a storyline with a mythological background. Once we decided that the theme was going to be mythological, the first character which came to our mind was the intelligent, mischievous and benevolent Narada... We all know him as a catalyst, who created many conflicts (Kalagam), but ultimately for the benefit of all, resulting

in happiness and joy. In our story, he motivates Brahma to initiate change and modernise the processes and systems in His Kingdom... Like any good management Guru, he takes Him to Earth to see for Himself the benefits of change.

We managed to get costumes from a local vendor and the entire make up and paraphernalia were managed by us. We also fabricated a decent looking car! We added spice to the story by bringing in the episode of rejuvenation of eagles, which enables it to live longer. The nature and adaptability during the change was demonstrated with finesse using the story of the frog in water with the gradual increase of temperature of water.

We were pretty confident that we would certainly win a prize this time. We did reach the podium by bagging the third prize. But we could still have done better. We were little disappointed, but we knew that the dividing line between the winners was thin, and that we could very well have won the first or second prize with little more attention and hard work.

We, in Team Atlas, consider events like Sanmartini, as a live training program on various management skills like teamwork, brainstorming, planning, execution and achieving targets. We derive as much joy in learning these skills as in getting prizes and becoming champions, and look forward to more events in the days to come to enrich ourselves.



Talk it Out
(Debate)

Friday, 16 August 2013
10.00 a.m. to 6.00 p.m.

Individual Prize Winners



Ishaan Anand

KS Ram Prasadh



Team Midas



Team Atlas



Team Midas



Key learning from Sanmartini: The importance of collaboration

DM Senthil Kumar - *Team Socrates*

- Socrates is the only team in Sanmartini which is required to work together with the members situated at various locations.
- This time, in Socrates, the team members had not come together in driving the common agenda.
- The members of the team placed at various locations had not met with each other frequently.



- Even though the physical separation could have been overcome by technological advancements, the same was not effectively carried out.
- The team had not understood that, albeit placed in different locations, collaborating together at the required moments would produce great power.
- The team had realised that to push through the limits, the team had to banish the excuses, beat the obstacles with the towering conviction for achieving the results on the grandest of the scales.
- The team has also understood that, “To collaborate overcoming the location constraints would be hard at the beginning, messy in the middle but would produce stunning results if properly executed”.



Sanmartini - a cocktail of memorable & myriad experiences

G Muralidharan - *Team Rhea*

Twenty four years - that's too long a gap since I last participated in a cultural event and I was rubbing my eyes in disbelief and pinching myself to check if the mail that I just received on June 22nd 2013 was real! After all who would be imagining a cultural event of this magnitude in a corporate company and what a pleasant surprise was it!!

While I had a self debriefing session reading through the rulebook of Sanmartini, I also had to resort to research with the members of Rhea team of yesteryears, deciphering the events, that all had cryptic names, except for a singular and fairly straightforward “talk it out”. Even before participating in the first event, there was lot of fun, as we assembled the team that was a motley crew of veterans & debutants.

July was not an easy month for us to make time, with quarterly reviews closing in at our heels but the situation was akin to kids caught up with the dilemma of prioritising watching IPL vs preparing for annual exams while they simply cannot miss one of them! Moreover, we all know that Cricket Medley is all about value play, one of the twelve precepts for fostering a creative climate in an organisation.

True to the ‘spirit’, Cricket Medley was a potpourri of events that tested our brains and brawn, with a twist here and a

turn there. The rules given at the venue were a medley by themselves that could spin the participating teams’ scores in a mysterious pattern that even a seasoned statistician would find difficult to unscramble. While there were some regular events for which the teams were fairly prepared, there were a few surprise events that stunned even the seasoned players who returned to pavilion with a duck! Being the captain of the team I enjoyed playing captain’s knock and two other games. Speed and presence of mind were the key to keep the score board ticking. Overall it was a great evening.

After the opening event preparing for “Talk it out” and “Bridges and Tunnels”, reviewing and listening to our participant teams’ volley of words and synopses, adjudging and adjusting at the same time was an unforgettable experience.

Soon after Cricket Medley, we started preparing for “All Roads Lead to Rome” with a script *Mimosa Pudica*, the botanical name of the Touch-me-not plant. A handful of enthusiastic youngsters put their heart and soul to bring up the story of *Mimosa Pudica* from a seventeen page script to a soulful enactment. Each rehearsal was a challenge by itself as one day hero would be running behind suppliers and the other day heroine would be in an important quality review. With all this constraints, we managed at least half a dozen rehearsals. We also learnt multi-skilling can be used here as well, so each participant could eventually handle more than one role! Pulling off *Mimosa Pudica* was a very satisfying behind the screen experience for me and it was my personal favourite as well.

Sanmartini was not only ‘a cocktail of explosive games’ but also ‘a cocktail of memorable & myriad experiences’ for me.

What the winners have to say?!

Praveen S Rao

*“Sanmartini” is a concoction of intelligence, creativity, teamwork and also a confluence to meet and greet people across the group.
Being my first event at Sanmar I thoroughly enjoyed it !*

K Balasubramanian

Excellent team to work with; enjoyed every moment. I felt 20 years young when I got involved with everyone of you in the team.

R Anand Shankar

The main thing we did right is, we enjoyed what we did. We enjoyed it every minute and every second. We did things not for winning but for our satisfaction, and that is why we won.

KS Ram Prasadh

*Right blend of experience and talented youngsters. Enthusiastic team bothered only about performance and not results.
I never remember anytime we discussed about results during rehearsals.*

V Srinivasan

It was a remarkable moment & took me to my college life again. I seem to have become more youthful.

N Ramamoorthy

Even though it was very tough with office routine, I am happy that I could spend some time in training and rehearsals and contribute to the success of Midas team in all the events.

Subhra Roy

It is just GREAT in one word. I enjoyed it to the full. I did not expect my training period to be so eventful in so little time.

Rajan Ranjith Kumar

Preparation, Preparation and more Preparation. For every event, it was the key. Preparation was effective because time was spent qualitatively and not quantitatively. We were completely supported by the team leaders and facilitated by Ananth (HR), so everyone knew exactly what to do and when.

Jimit Nitin Mehta

Very good opportunity to meet other colleagues, seniors and other people and share good information about the company.

R Sreekanth

Thrilling and mind boggling experience

I had never been this nervous before..

Ishaan Anand - Team Midas

I had been an active debater during my school and college days. But I had never been this nervous before. This was the first time I was to debate against professionals, which included those almost twice my age and having years of corporate exposure. While I sat on stage and awaited my turn, I was intrigued with the arguments put forth by other speakers which included snippets from their areas of work that everybody could relate to. With several good speakers, I realised this was more a battle of substance than form. The heavy competition before me did little to boost my confidence and I started counting the seconds before my name was announced. Then the moment came when I was called out to speak for Team Midas. There was a huge uproar from the yellow audience and the thundering claps smothered all apprehensions I had. That, was the magical boost which triggered a desire to excel and a desire to win that miraculously calmed the nerves. The preparation, knowledge and experience helped me focus on the issues and speak from my heart. We were provided with all the right guidance and resources we needed to confidently embrace our first experience in Sanmartini. The wonderful culture of experience sharing, caring and development of the team is the hallmark of a great organisation, which we will cherish.

Individual Prize Winners



Abinеш Pandian



P Manivannan



H Karthik



The importance of language proficiency in communication



Team Apollo



Team Midas



Team Atlas

Leveraging technology to increase business and personal productivity



Team Midas



Team Zeus



Team Apollo

Best in class – a road map



Team Atlas



Team Midas



Team Midas

Sanmartini - Sanmar 'in' 'it'

T Vinodh Gopinath - *Team Nyx*

My experience with Sanmartini was honestly the first of its kind in my professional career so far. I would rather rephrase this event as “SANMAR” “IN” “IT”. Because I could see the brilliance and exuberance of Sanmar’s HR team in it right from how the concept has been envisaged, the game structure, the ideological reason and more importantly how it has been meticulously planned to seamlessly blend into the mainstream of Sanmar’s professional and corporate functions targeted to bring a valuable change to people’s mundane working atmosphere and psychologically enhance them to face the business world in a much better way.

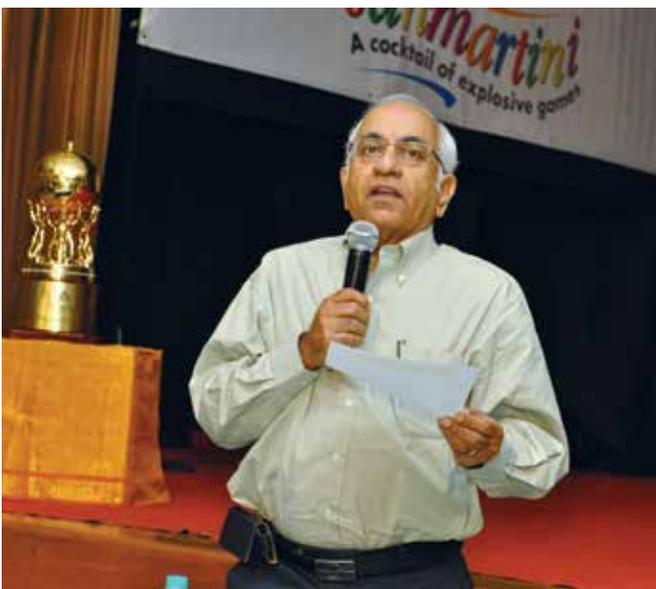
In fact it brought me memories of my school days when we used to take part in such events with a yearning to be a part of the action. The good thing about such events in a professional organisation is that it harnesses a friendly competition between colleagues and peers that adds more fun to the action.

In our routine professional world, we are always at loggerheads with our competition thinking of ways and means to beat them and gain a major share of the business leaving you stressed out and tired. This work related stress really gets into your nerves sometimes and can unnervingly affect your health in the long run.

On the contrary, the competition spirit that generates out of Sanmartini is more soulful and helpful to the participating members since it urges them to demonstrate their innate skills on a common platform and provides a chance for them to perform candidly in front of a smaller audience within a known group.

For me, the take aways from participating in Sanmartini were

1. Getting to know more people working in our other groups.
2. Preparing for the games in itself exercises your mind and brain.
3. It was fun talking and sharing ideas with your colleagues and team mates on matters other than daily work related issues and problems.
4. Only through such events we get to know the real potential of people who are otherwise known or unknown to us just as another guy working with you or elsewhere.
5. Helps one identify/gauge where he/she stands good or lacking in generating ideas for a given situation, problem solving capability, leadership, clarity in thought and communication etc.
6. Last but not the least, this forum helps individuals who are passionate about their work and their organisation to contribute and gather the necessary team and resources to engage in such useful events so that he/she is able to impart/educate the true values and goals that SAMARTINI is intended to achieve, to the new comers who still remain ignorant and to the old timers who still hold themselves back denying to come out of their comfort zone.





Quiz Master Balaji Thirumalai



Thursday, 17 October 2013
2.00 p.m. to 6.00 p.m.

Go SANMARITNI
Come back next year, bigger and better
the benchmark is getting higher
with every passing year.
- Abinesh Pandian

Fun is part of the workplace

Abinesh Pandian - Team Zeus

Off Beat!!! The quiz event that marked the epic conclusion to this edition of SANMARINI on 17 October, 2013, proved to be a very good day away from work.

Frankly speaking, I was skeptical about my performance at the Quiz event, as I was told that the level of the quiz was a notch too high to reach last year, especially for me as my financial news section knowledge is not that good. Definitely not good enough for a quiz forum!!!

But this year we were in for a treat as Mr. Balaji Thirumalai took over the responsibility of conducting a fabulous quiz show. The preliminary round was an amiable one as he managed to rope in questions that one would have come to know if well-versed with whatever has been in the news lately. In a nutshell, there was a slice of everything so that a particular section of the participants just don't seem left out. He touched upon just everything. He kept the participants at their toes. It was like, "Oh!! I know this", "in which context do I know this?"

SANMAR's efforts are praiseworthy on two levels, speaking from an Abinesh perspective. The pains taken to arrange for an external quizmaster paid off just right, as this experience was really good even though I was part of the audience for the last round of the event, and couldn't get on stage myself.

Secondly, the amount of effort that went in including the branch teams for this event, and all the three events for that matter, was really appreciable. I personally believe that we, the employees at the branches, are being given a fair chance, in the best possible way.

Also, a team from ZEUS finished third at the Quiz event, which was a proud moment for us. TEAM ZEUS came out with flying colours both at BRIDGES & TUNNELS as well as OFF BEAT. At the end of the day, we branches proved our might (almost considering we could not shine in the Debate) wherever we had a shot and I am really thankful that we were given a chance for the same.

Team Midas



1

Team Apollo



2

Team Zeus



3



This year's Sanmartini event "All Roads Lead to Rome" brought some awesome characters on stage..

It was high drama showcasing hidden skills and talents..

And the enthusiastic audience lapped it all..

As we await Sanmartini 2014, its cheers and good luck.. All is well!



Hip hip hooray!

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