

# Scribbles

Bringing colour to your lives

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## From the Editor's desk...

When the decision to hold Sanmartini 2014 was taken at the Policy Review Group (PRG), despite the business pressures and challenges, it was a recognition to the overall benefits delivered by the Talent Identification and Development Initiative. Two questions came to my mind – (a) how do we elicit more participation and (b) what should be specific skills / topics that we must focus on this year.

I realised, more participation means a combination of both - voluntary and force. Voluntary – if we make it more interesting. By force – change the rules and increase more participation. Also, when the event is taken closer home, there would be more participants. We decided to do all of this.

Our training theme for the year was Communication. Therefore, we decided to have that as this year's theme for Sanmartini too. We wanted to do something different to the events to make it interesting and lively. 'How many people need to be good debaters?', we asked ourselves. All of us need to be able to communicate our thoughts – be logical, clear and be able to justify our logic. So the twist to two events and their re-birth as 'Talk it Through' and 'Convince me'.

I was very keen on an event like a Communication assessment centre – thereby, we would get data for our training needs. We decided to call it Comm.com. We had no clue what to do. We did a lot of research and got ready for the prelims. The finals structure was ready just a couple of days before the event.

The logic of the changes made to Sanmartini seems to have been achieved – lots of participation, learning and fun.

How do I feel? This time not only happy but also PROUD.

### Proud of:

- The way the team management geared up for all events. You will read more about it in the subsequent pages
- The HR team and the way they supported at the back end, especially for Comm.com
- Shilpa, Rameshwari and Ramadevi for their tireless efforts in conducting preliminary events at various locations and the near perfect execution of all finals.
- Shilpa for stepping in for me the day before Comm.com. Everyone said that she did a wonderful job!
- Teams like Atlas which demonstrated the spirit of Sanmartini a plenty
- Zeus and Poseidon for their enthusiastic participation and doing well

### I wish

- Managers and Leaders take more visible interest the next year
- People look at the opportunities that these events offer and participate more and more
- Chennai colleagues come to witness the events in larger numbers and bring their families too.

We realise that this version of Sanmartini has been liked by all. Our task next year gets more difficult, as we need to exceed the new benchmark.

As we start wearing our thinking caps for next year, do write to us with your suggestions.

God Bless!

*Sanada Jagann*



# Spirit of Sanmartini

It was a war against time! Quite literally! After many rounds of discussions, the first announcement on Sanmartini was released on 18th September 2014.

The objective was clear – march to the locations, engage more employees and identify new talent! The participant tally will stand testimony to the fact that this was achieved.

Location wise details of participants at the preliminary rounds:

Team	Location	Debate	Comm.com	Convince Me	All Roads Lead to Rome	Total
Socrates	Cuddalore/ Karaikal	40	40	16	46	142
Apollo	Head Office/ Others	44	49	24	47	164
Nyx	SFL Vml + 4th Floor SFL	40	49	12	29	130
Midas	Karapakkam + Chennai & Satellite	40	41	20	27	128
Atlas	Mettur	44	74	22	45	185
Rhea	PD Vml + 2nd Floor PD	40	40	8	30	118
Poseidon	Delhi, Kolkata	4	4	14		22
Zeus	Mumbai, Pune, Baroda, Surat	4	4	12		20
<b>Total</b>		<b>256</b>	<b>301</b>	<b>128</b>	<b>224</b>	<b>909</b>

The initial response was PANICK! How are we to prepare for the events at such short notice?

But the spirit of Sanmartini overtook fear and panic.

The many instances when employees stepped into support the spirit of Sanmartini. A few are illustrated below:

**Illustration 1:** At Midas – Two of the participants who had registered for the preliminary round of “Talk it Through”, could not make it because of some official demands. To ensure participation points were gained, K Bala and Praveen Rao stepped into show their solidarity towards their team.

**Illustration 2:** Prelims at Apollo – Comm.com prelims at Head Office, again two participants could not participate and the leadership team was nervous, as they would lose out on the participation points. N Sundaravaradhan and N Rajinikanth, who were organising administrative support immediately agreed to step in as replacements.

A special mention should be made of KA Ramenathan who was informed at 9.00 pm on 17th October (the night before the final event) that he had to represent team Apollo in “Talk it Through”, as one of the semi-finalist could not make it. He displayed the Spirit of Sanmartini – he took the responsibility and did a fine job.

**Illustration 3:** At Atlas – Team Atlas needs a special mention. The steering team had planned everything. V Sriram Kumar, R Sakkaravarthi, R Doraisamy, Major Nair, P Manivannan and many more heroes behind the scene made this a truly delightful event. Their commitment and interest impressed all the event organisers and judges. They displayed camaraderie and an undying spirit even after they lost in the first two events. They came back with a bang in the last two events. Hats off to this team that displayed “never say die” attitude.

**Illustration 4:** At Socrates – Winners of the first Season of Sanmartini, a debacle of a performance in Season 2, they were hoping to regain their lost glory! The leadership team had a tough task on hand and coordinating between two locations. After the final tally of scores, they were down when they lost the third place by just 5 points and left with a promise that they will win the trophy in Season 4.

**Illustration 5:** At Rhea – Chinese bamboo takes five years to grow over 80 feet. Rhea is like the Chinese bamboo. Trying to break out from their losing spree, this team did everything in their control to put out their best performance. The efforts that J Naveen and M Subasankar put into rope in participation need special mention. This display of spirit was truly visible when on the day of the preliminary event of “All road lead to Rome”, when their fifth team did not have the main character due to a personal emergency. The judges decided to give them time till afternoon to get their 5th team ready. And they did it in less than 5 hours... now that is the spirit of Sanmartini – displaying commitment.

**Illustration 6:** At Nyx – When the organising team walked in to conduct the Comm.com event, there was no one in the hall. We were worried if this team would qualify for the event at all. And at 2.05 pm lo behold, 44 participants rushed in apologising for being late!! The organising team was bowled over with this rush of adrenalin. The spirit on Sanmartini flew high yet again. Yet another display of the spirit of Sanmartini was when PM Raj Bino decided to face the judges at the “Convince Me” final, since his partner had a personal emergency. Lady luck has been evading Nyx at Sanmartini – here’s hoping she shines on them in Season 4.

**Illustration 7:** Zeus and Poseidon – When all other teams displayed the ‘Spirit of Sanmartini’ can the branch teams be far behind? The leadership team at the branches this year went all out to prepare and support their team. It was a known fact that a win by them at the final event would decide the fate of 6 teams competing for the Championship. “Faite accompli”- when Poseidon won in the first two events, and tilted the scoreboard. After all Ravinder Bhat did throw an open challenge to the Midas team during their preliminary event and his team did not fail him.

Well the Spirit of Sanmartini was not just when the teams fought the quick war. It was when the judges stepped into support the organising team even on holidays and at very short notices. K Shankar stepped in when we asked him just 10 minutes before the preliminary event was to start. Lavanya Venkatesh and J Ramdas spent many late evenings and sleepless nights to evaluate over 65 reports that were received for “Convince Me”, reiterating their confidence in Sanmartini’s ability to identify and nurture talent.

It would not be fair if we did not make a special mention about the HR team at the Head Office that helped correct over 290 answer sheets for the “Comm.com” preliminary event and the smooth correction of sheets for the final “Comm.com” event.

‘The Spirit of Sanmartini’ was displayed at every stage of this year’s event and it was truly felt by everyone at Sanmar.

**SS Rameshwari**, *Sanmartini Core Team.*



# Sanmartini 2014 - A personal experience

Midas to Poseidon was a long journey for me. The last season saw me as a teetotaler to this cocktail of explosive games where I was part of a team that was on a winning streak and went on to become eventual champions. That experience taught me to expect the unexpected and confront any challenge with resolute determination. It provided me the confidence and courage to represent my branch team in Sanmartini 2014 with zeal and enthusiasm.

Team Poseidon was yet to taste victory in Sanmartini. However, we were a team of believers. In Zig Ziglar’s words, “You were born to win, but to be a winner, you must plan to win, prepare to win, and expect to win”, and we were ready for just that.

From the first announcement of Sanmartini 2014, a meeting was called across two branches in the northern and eastern parts of our country.

Our motto was set - winning was not everything. It was the only thing.

With this spirit, we began our preparation for Day 1 of Sanmartini. With enormous support from our Team Mentor Ravinder Bhat – whose presence throughout the final day gave us huge moral support, the dynamic leadership of our Team Leader Rajneesh Sharma, priceless suggestions from seasoned players like Samir Arora, Ravi Ahuja and the rest of the team, we geared up for “Talk It Through”. Our practise sessions included heated rounds of questioning which prepared us to deal with all kind of questions that the judges could throw at us. This ensured that our arsenal was well equipped to meet any unexpected challenges during D-Day.

With our refined speech content and the confidence to tackle any question before us, we fought our way to the Third prize in “Talk it Through”. The judges put forth the most challenging and probing questions before us. As a winner of the “best speaker” prize last year, I knew the competition for individual prizes was going to be fierce. With several new participants with brilliant speaking skills and sharp reasoning, I knew it would be a battle of substance than form. It was indeed a pleasant surprise to find myself among the top three speakers of the event. With these two wins in “Talk it Through”, Poseidon had broken the ceiling to claim its first win at Sanmartini with a bang!

This provided us the boost to tackle the second event for the day Comm.com. With our team of 4 comprising participants from Delhi and Kolkata, we were a cross-cultural mix with a South Indian, North Indian and two Bengali members in the team. As the team captain, it was a challenge for me to nominate the appropriate person for a particular round based on the individual’s capability and strength. Fortunately for us, we fought through vigorously and were able to get a good grip on the format with our performance, accuracy and time management. I especially enjoyed playing the “Captain’s Knock”. Speed and presence of mind were the key to keep the score board ticking. This was the only event where our scores were displayed after each round, which gave us a relative picture of where we stood and made us fight harder for the remaining rounds. After taking a good lead initially, we found ourselves stumble to the 4th position just before the 10th round. This is when we pushed ourselves to full throttle in the last round to finally finish 3rd overall - adding another feather to Poseidon’s hat. Comm.com was truly a thrilling experience for all of us with each round bringing a variety of twists and turns testing our business communication acumen from all possible dimensions, bringing out the true essence of Sanmartini.

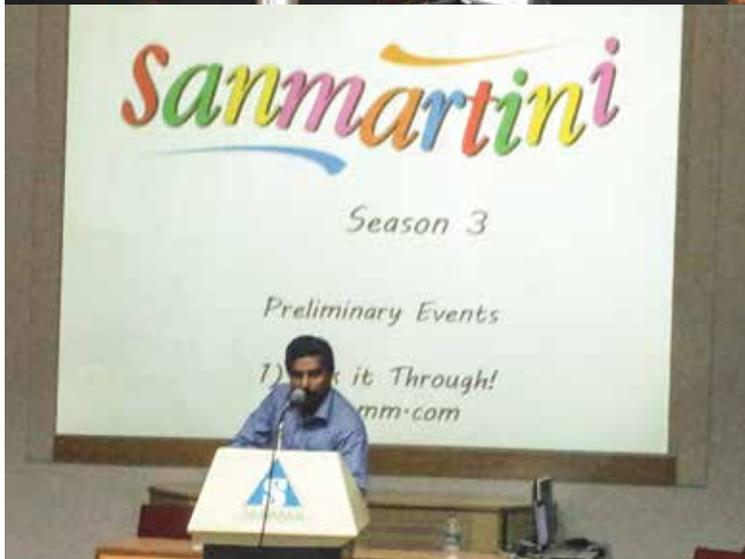
Overall it was a very enjoyable and satisfying day.

It was a proud moment for all of us at Team Poseidon and we were greeted with huge celebrations back home.

Sanmartini is an ideal platform for all of us to meet and connect with individuals from the diverse group at Sanmar. With a variety of activities, it has enough room for all of us to showcase our strengths and build on our weakness. With healthy competition, constructive advice from the judges, organisers and a chance to network with different people from across the organisation, Sanmartini encourages all-round development of its employees in a very positive environment. Helping Poseidon meet its first win has motivated and encouraged me to look forward to this cocktail of fun and learning next year with a lot of enthusiasm to perform better than this year. The phenomenal experience will go a long way in our development as future leaders at Sanmar.

**Ishaan Anand**, *Team Poseidon.*





**Talk it Through**  
**(Debate of a different kind!)**  
 18 October 2014

**Talk it through – Debate of a different kind**

As a part of the 3rd edition of Sanmartini in its new Avatar, the talk show occupied the prime slot this year. The rules of the game were different as compared to the previous editions. The twin remarkable differences as compared to the previous years was that there were participation points for every event including “Talk it Through”, and that the participants, instead of having a duel, would be subjected to incisive questioning by the judges.

While the organising and leadership teams felt elated because of the participation points as more people could be brought into the fold, the employees dithered as they anticipated intensive questioning by the judges who will definitely be seniors – both by age and by experience. Added to this apprehension was the other deterrent viz, the ‘timing’. The Sanmartini events were organised on a short notice and also during the critical period of half yearly closing/targets and tax audit, not to talk of the P3 budget preparations. Another convenient excuse was that the finals are on a 3rd Saturday that too 4 days prior to Diwali, when all household purchases are done for the festival. “So what if I get selected in the prelims? No, I don’t want to take chances”, was the common refrain. People were so confident of getting into the finals even before giving their names!

The minimum number of participants per team for this event was only 20 whereas to score full marks for participation, Apollo team had to muster 40 employees from both Head Office – sans SETL/ SFL employees at 2nd floor – and Berigai put together. The asking rate was much higher going by the past performances. The spokes spoken above would further retard the pace of gathering the required strength.

Another dilemma was brewing – whether Mohammed should go to the mountain or the mountain should come to Mohammed. That is whether all participants for the debate event from Berigai will come to HO for prelims or the judges will go to Berigai to select the finalists. The number of participants from Berigai would take a hit if all the participants have to come to Chennai due to official pressures. Thankfully, the judges agreed to visit Berigai, subject to certain minimum participation. Thanks to the constant coaxing, cajoling, sermoning and what not, the leadership team ultimately could ensure participation of 18 employees from Berigai and 26 employees from HO for the Apollo team to score a centum in participation for this event.

Having said this, it is to be mentioned that a few of the participants did volunteer themselves for the debate. But



having jumped into the fray once, all of them equally put in their best efforts by going through internet, books, etc., and enthusiastically looked up to the Leadership Team for inputs, critique and guidance. Some of them had elaborate discussions to give finishing touches to the elocution. Alas, only 4 top scorers out of the 44 could be selected, as per the rule of the game, for the semi finals. And all 4 of them – S Harish, Sudheesh Varghese George, Capt S Krishnamoorthi and KA Ramenaathan – were selected for the finals. Thus, one out of 3 teams for each topic was from Apollo. Harish and Sudheesh were declared winners in the finals and Harish finished as the best speaker of the day too! This event in fact put the foundation for the ultimate success of the Apollo team in winning the Trophy for this year's Sanmartini. The purpose of Sanmartini in identifying new talents was also fulfilled in the process.

**PR Somaskandan, Team Apollo**

## A Prolific event

The reason why we at Pune Branch call this event prolific is because, not only were the participants excited about getting involved in event but also the other members/ colleagues were enthusiastic in offering them a helping hand. This enthusiasm only cultivates prolific/ productive work.

We represented Zeus, branch teams from Mumbai, Pune and Baroda. The day after Sanmartini was announced, our heads immediately started gathering people and forming an arsenal. Special thanks and appreciation to Ravider Bhat, Nayan Shah, Yash S Shaha and Sandeep Andrews.

We participated in "Talk it Through" which offered us a platform to share our own ideas about a topic. New event like Comm.com was innovative and fascinating, where even the audience participated in a way.

The theme of Communication this year was very important for our organisation and the events were relevant and very helpful. Hats off to the organisers!!

Next year's organisers will have their hands full trying to equal the quality of this year's event.

Thanks for making this event so worthwhile.

**Abhinandan Jadhav, Team Zeus.**





**Comm.com**  
**(A mocktail on Communication)**  
 18 October 2014

**A memory to be  
cherished for life...**

Sanmartini 2014 is very special and will be ever cherished in my life. When the announcement of this year's edition of Sanmartini was made on September 18, 2014, it was received with a mix of feelings. But, when the rules and regulations were announced, we were thrilled and excited to know that the focus on this year Sanmartini was on "Business Communication" and it was for the first time the preliminary round was proposed to be held in locations to "encourage more participation" among employees. We realised that the task in front of us was very big and challenging. We knew our challenges were – the race against time as we had exactly one month for the finals of the first two events to be held at Chennai and motivating our employees to participate in these events. A meeting was held under the leadership of our Head, S Venkatesan to formally announce the commencement of Sanmartini activities in Mettur.

Participants slowly came forward for participation in "Talk It Through" and "Comm.com". Rehearsals were conducted and participants were encouraged to speak out to allay their fear. The participants got their reading material corrected by our mentors – R Doraisamy, S Gajendiran, S K Nair and R Palaniappan. A refresher class on English grammar was facilitated for the interested participants and this session was handled by members of Ladies Club, Mrs Latha Nair and Mrs Vani Vidyatharan. The session was attended by more than 55 persons.

As the day for preliminary event got closer, rehearsals went on upto 9.00 pm with participants speaking at the podium to get themselves accustomed with such practices. The venue preparation was done with so much enthusiasm that we got our banners printed at 9.30 pm in the night. On the day of preliminary, we had 44 speakers delivering their speeches in, "Talk It Through". It is worth mentioning that more than 80% were first time speakers. We could see the pride and confidence after delivering their speeches. In the afternoon session, we had preliminary selection for "Comm.com" event. The participants started gathering and to our surprise, we had a total of 74 participants. It was a tough time for the judges and the organisers to evaluate the participants. The participants for both the events were shortlisted and those selected started preparing for their semi-finals and finals.

On day 1 of the finals, our hopes got shattered as both our "Talk It Through" teams could not get qualified for the finals. Our team performance in "Comm.com" was also



not impressive. Our morale had come down drastically due to “not so good” performance in these events. We were placed in 5th position in the score card table.

Back in Mettur, we decided to consider our failure as a stepping stone for our future success. Teams were formed for preparation of script for skit. We had seven teams in place and since the theme for the Skit was very challenging, each team had a dedicated mentor for helping their team perform better. The teams did their rehearsals on the stage where they were to perform. The rehearsals would start in the evening and go on till late night. On the penultimate day, rehearsals went on till midnight for some of the teams. All the teams participated with vigour and enthusiasm, even though it was clear that only one team would make it to the finals.

On day 2 of the finals, our team participated with the same spirit that we had on the previous occasion. With the encouraging results coming after each event, our position in the ranking improved and with the ultimate announcement of the results for skit, we were declared runner up in Sanmartini 2014. It was a pleasant surprise for our entire team. There were no words to express our happiness. This success was simultaneously celebrated with same intensity in Mettur.

On the statistics part, we had in total 95 participants who participated in various events of Sanmartini at Mettur. The “Comm.com” had the maximum participation with 74 participants followed with 45 participants for skit, 44 participants for “Talk It Through” and 22 participants for “Convince Me”. We see this high level of participation as the real success of Sanmartini at Mettur. This Sanmartini, in our opinion has helped develop confidence in the minds of the participants and it has also helped our participants to understand/ realise their communication skills and given an insight into the gaps in their communication skills that needs to be improved. This has also helped our participants to work as a team and in some way or the other improved our interpersonal relationship with others. We are happy to be a part of Sanmartini team at Mettur and this would reinstate my first statement “Sanmartini 2014 is very special and will be ever cherished in my life”.

**V Sriram Kumar**, *Team Atlas*.





## Convince Me (Presentation)

1 November 2014

### A platform to showcase talent

Sanmartini is a great event, which helps to display our communication and interpersonal skills.

When Sanmartini was announced in the year 2012, I was excited that, this will be a gateway for articulating my views in a grand forum. I opted directly for Debate and Presentation; both the events are my favourites.

In the previous two attempts, the reports submitted by me and my teammates were not selected for presentation on 2012 and 2013.

In the first attempt our concentration was more on the outlook of the report and presentation rather than the depth of the content. In the second attempt though the report was well prepared, we could not meet the expectations of the judges.

Initially I was dejected, but I learnt that, the presentation should contain details that matched the core expectation of the judges on the topic and be carefully framed within the parameters of the rules and regulations.

Though I failed twice, I did not lose heart. When Sanmartini was announced this year (2014), with the determination to win, I again opted for Presentation and Debate, which was encouraged and appreciated by J Sridhar and my colleagues.

When the results of selection were announced, my teammate Arivudai Nambi and I were glad that all our hard work was fruitful.

The appreciation given by the judges, when we completed the presentation was overwhelming.

Perseverance, Preparation and Perfection helped to succeed. It shows that when we don't give up trying, success will come searching for you. Age is not a restriction for improving our skills.

This success will not stop me! Will participate again in "Convince me", and will improve to taste success in "Talk it through" also.

**J Srinivasan Rangan,** *Team Socrates.*



## More talent. More friends.

Last year's was just picture perfect and it shall remain with us forever. This year too, Sanmartini had its share of surprises, challenges, ups and downs.

Sanmartini – 2014 kicked off at Karapakkam, with the debate prelims. So many eager participants gathered and it was the perfect start for Sanmartini. You can call it the MIDAS touch, as we were the 1st team to complete the prelims in our location that too scoring maximum participation points. Then next was Comm.com, a revamped version of Cricket Medley. Comm.com prelims was interesting, lengthy, fun and engaging. The best was the instructions to draw an animal. I must agree that half of us couldn't recognise the shape even after following the instructions.

Debate was not a huge success for us, but we came back strong in Comm.com securing the 1st place. I am sure no one there would've forgotten how John took on the tongue twisters just like that and how Ram Prasadh and Capt DPG Benoh just amazed us in the audio visual round. The end product of all this was our winning the event. This was down to the strategic planning. We were very clear on each one's strengths. K Bala was integral in gearing us up for the event. It was like Dhoni's innings throwing away an early lead and winning the competition in last round. Everyone was enthused after this and we were even more determined to clinch the trophy.

The next event was All Roads Lead To Rome. There was huge expectation on us, as we were the winners the last two years. But we had a big challenge! We had to put up a minimum of 5 teams to qualify for finals. It was no easy task considering it was just before month end. But in spite of that we did even though there were time constraints and participants' constraints, we did put up 5 teams there. It was mainly because Ananth (HR) and K Bala were there to coach us, cheer us, and gave us confidence throughout the event.

Given all the constraints we still managed to win the 3rd prize. Though disappointed in not winning the championship, I am immensely proud about the efforts that we put in this year's edition of Sanmartini. It has brought out more talents and forged more friendships at our own place!

**Anand Shankar**, *Team Midas.*





## All Roads Lead to Rome

(Variety Entertainment)

1 November 2014

### Road to Success

I was proud to lead Rhea team and put up a fight with other teams.

When I was announced leader of the Rhea team I was nervous since I knew that the performance last year was not up to the mark.

I also know that the participants were very few last year as people were held up with their routine.

I decided to take this as a challenge and did my best to have at least minimum participants for each event to show that we too can compete like other teams.

Initially when I approached 3 companies (Xomox, Tyco, Pacific) there was only hesitation and reluctance to participate.

I talked to each one of them, identified their skills and motivated them to make an attempt. There were instances when people showed their frustration as I used to be in touch with them constantly. As a leader I had to make them understand that participation was not for an individual but for their own growth to emerge as a leader in Sanmar.

Believe me at the end of the day, all who participated were extremely happy when they found that the events were actually enjoyable.

There was an opportunity given to all the participants and come out with their talents and skill.

This is one of the reasons why I insisted that the preliminary rounds happened in the respective locations.

All the events were awesome and full credit to the HR team for organising it.

#### Talk it through

We had 40 participants in this event and we had rehearsals where my mentor Murali also joined and motivated the participants.

The title chosen was very interesting and I did get a chance to listen to the debate of my own colleagues. Eventually we did not get into finals but participation was more important.

#### Comm.com

Again here we had 40 participants and this event was amazing. We as a team thoroughly enjoyed both in the preliminary rounds and in finals. Event like Audio-Visual round, Relay, Tongue Twister were exceptional. We did put a brave fight but considering that



our score started picking up only from Round 7 we did not emerge a winner. All my team members who were there with me in Chennai enjoyed this and they are in fact asking me to conduct this kind of event in Viralmalai at least once in 3 months so that we can be ready for next year Sanmartini.

**Convince Me**

A good chance for us to show our presentation skills and understanding the process. But unfortunate we did not get selected for finals. We had 5 participants for this event.

**All Roads lead to Rome**

This is the best out of the 4 events. This really brings an individual's interpersonal skills, creativity and communication skills to emerge as a leader. We had 6 participants and my colleague's team won in the preliminary round although the judges said that my team missed only by a fraction of points.

To summarise it was a wonderful experience to me and to the entire Rhea team and we now look forward to participate next year with more ideas and work to emerge as a winner.

**J Naveen, Team Rhea.**

**My very first experience with Sanmartini**

“Being a newcomer to Sanmar family and Sanmartini. It was really a new and fresh experience to me and great learning too. I'm proud to have participated in this wonderful event. The manner in which the other teams conducted themselves and the thought process brought in was awesome. I really enjoyed each and every moment, both as a participant and as audience. In my view, Sanmartini - 2014 was a right blend of creativity and loads of entertainment with loads of information and awareness to all levels of Sanmar's businesses. The way Sanmartini - 2014 was presented, reflects the remarkable efforts and precious time put in by the organising team, to design, carve and drive this event to a big success - Hats off to one and all!

Let not this spirits down in our hectic life. Let us keep the Sanmartini flag waving high for the next season!!

**PM Raj Bino, Team Nyx.**



‘Dramatis personae’ interpreting and misinterpreting channels of communication at the ‘All Roads Lead to Rome’ show – Sanmartini’s most popular variety entertainment that ran house full.

