

# SANDUR ANTHARANGA



*Periodical Digest  
to unlock, unleash and update*



COMING  
STAYING  
WORKING



IS THE BEGINNING,  
IS PROGRESS,  
IS SUCCESS.

JAN 2022 | VOL. 1

*The Sandur Manganese & Iron Ores Limited*



# SANDUR ANTHARANGA

*Periodical Digest  
to unlock, unleash and update*

## "Sandur Antaranga" to Unlock, Unleash and Update

Time and tide wait for none. Our Company has travelled a rollercoaster ride and passed through many trials & tribulations and ups & downs and now evolved to a stage from where it can take a giant leap. To leap high and move to the next level is only possible when every employee of SMIORE expands inner space (Antaranga), improve intellect and contributes to the best of their abilities. At this Juncture, it is contemplated that a magazine will be an apt medium to provide employees a unique opportunity to unite, unlock their minds, unleash their hidden potentials and keep themselves updated to the happenings in and around the organisation. Eventually, we have come out with a magazine named "Sandur Antaranga". Surely, the magazine will support each one of us to change our perspective, express ourselves and expand our inner space. Let's take utmost privilege of this by proactive participation and meaningful contribution.

### ನಾವು ಮುಕ್ತ, ಶಕ್ತ, ಸಶಕ್ತ, ಸನ್ನದ್ಧ-ಸಿದ್ಧರಾಗಲು "ಸಂಡೂರ್ ಅಂತರಂಗ"

ಸಮಯ ಮತ್ತು ಪ್ರವಾಹ ಯಾವುದಕ್ಕೂ ಯಾರಿಗೂ ಎಂದಿಗೂ ಕಾಯುವುದಿಲ್ಲ. ನಮ್ಮ ಕಂಪನಿಯು ಹಲವು ತನ್ನ ಜೀವನ ಚಕ್ರದಲ್ಲಿ ಹಲವು ಏರಿಳಿತ, ಸಂದಿಗ್ಧ ಹಾಗೂ ದುಸ್ತರಗಳನ್ನು ಎದುರಿಸಿ ಮುನ್ನಡೆಗೈದು ಬಂದು, ಅದು ಈಗ ಬಲಿಷ್ಠ ಶಕ್ತಿಹೊಂದಿ ತನ್ನ ಸ್ವಂತ ಶಕ್ತಿ ಸಾಮರ್ಥ್ಯದಿಂದ ಎಂಥದೇ ಸವಾಲನ್ನು ಎದುರಿಸಿ ಗೆಲ್ಲಬಲ್ಲ ತಾಕತ್ತು ಹೊಂದಿ ನಾಗಾಲೋಟದ ಜಿಗಿತಕ್ಕೆ ಸನ್ನದ್ಧವಾಗಿ ವಿಕಸನಗೊಂಡಿದೆ. SMIORE ನ ಪ್ರತಿಯೊಬ್ಬ ಉದ್ಯೋಗಿಯು ತಮ್ಮ ಅಂತರಂಗದ ಜಾಣ್ಮೆಯ ಜಾಗವನ್ನು ವಿಸ್ತರಿಸಿದಾಗ ಮಾತ್ರ ನಾವೆಂದೂಕೊಂಡ ನಾಗಾಲೋಟದಿಂದ ಮುಂದಿನ ಹಂತಕ್ಕೆ ಮುಂದುವರೆಯಲು ಸಾಧ್ಯವಾಗುತ್ತದೆ. ಅವರ ಆಂತರಿಕ ಬುದ್ಧಿಶಕ್ತಿ, ಜಾಣ್ಮೆ ಕೌಶಲಗಳನ್ನು ಸುಧಾರಿಸಿಕೊಂಡು ಅಭಿವೃದ್ಧಿಯಡೆಗೆ ಸಾಗಲು ಪ್ರತಿಯೊಬ್ಬರೂ ತಮ್ಮದೇ ಆದ ಕೊಡುಗೆ ನೀಡುತ್ತಾರೆ. ಈ ಸಂದರ್ಭದಲ್ಲಿ, ಉದ್ಯೋಗಿಗಳಿಗೆ ಮುಕ್ತವಾಗಿ ತಮ್ಮ ಅಭಿವ್ಯಕ್ತಿ ವ್ಯಕ್ತಪಡಿಸಲು, ಅವರ ಸುಪ್ತ ಪ್ರತಿಭೆಗೆ ಅನುವು ಮಾಡಿಕೊಡಲು ಹಾಗೂ ಅವರಲ್ಲಿ ಅಡಗಿರುವ ಸಾಮರ್ಥ್ಯವನ್ನು ಹೊರಹೊಮ್ಮಿಸಲು ಮತ್ತು ಸಂಸ್ಥೆಯ ಸುತ್ತಲಿನ ವಿದ್ಯಮಾನಗಳ ಅರಿತು ತಮ್ಮನ್ನು ತಾವು ತೊಡಗಿಸಿಕೊಂಡು, ನವೀಕರಿಸಿಕೊಳ್ಳಲು ಒಂದು ಅನನ್ಯ ಅವಕಾಶವನ್ನು ಒದಗಿಸಲು ನಿಯತಕಾಲಿಕವು ಸೂಕ್ತ ಮಾಧ್ಯಮವಾಗಿದೆ ಎಂದು ಆಲೋಚಿಸಿ, ಅಂತಿಮವಾಗಿ SMIORE "ಸಂಡೂರ್ ಅಂತರಂಗ" ಎಂಬ ಆಂತರಿಕ ಪತ್ರಿಕೆಯೊಂದಿಗೆ ಹೊರಬಂದಿದ್ದು, ನಮ್ಮ ದೃಷ್ಟಿಕೋನವನ್ನು ಬದಲಾಯಿಸಲು, ನಮ್ಮ ಅಭಿಪ್ರಾಯ ವ್ಯಕ್ತಪಡಿಸಲು ಮತ್ತು ನಮ್ಮ ಆಂತರಿಕ ಜಾಣ್ಮೆಯ ವಿಸ್ತರಣೆಗೆ ಪತ್ರಿಕೆಯು ನಮ್ಮಲ್ಲಿನ ಪ್ರತಿಯೊಬ್ಬರನ್ನು ಪ್ರೋತ್ಸಾಹಿಸುವಲ್ಲಿ ಪ್ರಮುಖ ಪಾತ್ರ ವಹಿಸುತ್ತದೆ. ಸರ್ವರೂ ಸಕ್ರಿಯವಾಗಿ ತಮ್ಮನ್ನು ತಾವು ಈ ಅಂತರಂಗ ಪತ್ರಿಕೆಯ ಮೂಲಕ ನಮ್ಮ ಹೃದಯ ತರಂಗಗಳ ಅಲೆಗಳ ಜೊತೆ ಸಮ್ಮಿಳಿತಗೊಂಡು ನಮ್ಮ ಕೊಡುಗೆ ನೀಡಿ ಇದರ ಹೆಚ್ಚಿನ ಪ್ರಯೋಜನವನ್ನು ಪಡೆದುಕೊಳ್ಳೋಣ.

## IN THIS EDITION:



REMINISCING THE LIFE OF  
LATE SHRI M Y GHORPADE  
PAGE 01



FROM MD'S DESK  
PAGE 02



WORDS FROM THE  
MANAGEMENT TEAM  
PAGE 03



SANDUR SAMBHRAMA  
2021- 22  
PAGE 05



SANDUR SAMBHRAMA  
SPORTS 2021-22  
PAGE 09



CULTURAL EVENING  
2021-22  
PAGE 11



CREATIVITY HUB  
PAGE 15

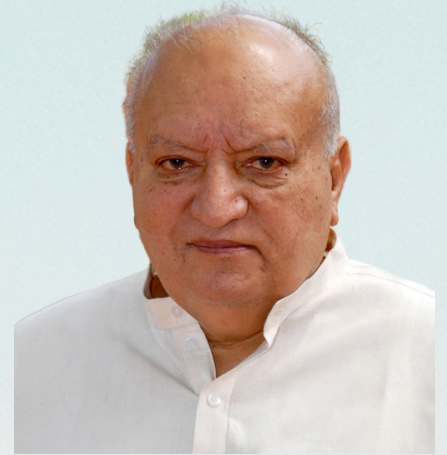


PEOPLE & CULTURE  
ENRICHMENT  
PAGE 22



# REMINISCING THE LIFE OF LATE SHRI M.Y.GHORPADE

## *Selfless Visionary !!*



An immortal soul and a transformational leader, he was always been known for empowering, evolving and transcending the lives of many people. An epitome of selfless service, his unwavering commitment and dedication to uplift and bring notable changes in the lives of individuals, may it be the citizens of the State of Karnataka during his political career, people of Sandur, where he was born and brought up or employees & their family members of the organizations that he built up.

Providing highest quality education and health care facility to poorest of poor and needy was one of his biggest mission of life and cherished by him till the end. His contributions towards education and healthcare were astounding. He immensely supported children of different age groups by providing aids and support for education by way of launching scholarship schemes for children. His concerns for proving high quality education and highest standard healthcare facilities, to which the people are bereft of, had encouraged and prompted him to set up Schools, Colleges, Hospitals and Dispensaries at different locations in and around the vicinity of Sandur, the benefit of which is flowing to the people and sure to flow in future too.

A true statesman, philosopher and guide, his foresight and outlook still surprise many people. An environmentalist and a wild life photographer. His love for nature and protection of flora and fauna always kept him close to nature and nurture the environment. His ideology on sustainability and wholesome development in and around Sandur was above all contemporary work of his period.

"Arise, awake and stop not till the goal is reached" (Swami Vivekananda) is a befitting quote that reflects the journey of Shri M. Y. Ghorpade. Your life has been filled with enumerable contributions. You touched countless lives in your lifetime. You will continue to inspire and your ideology will lead us always.



A tribute to Shri M. Y. Ghorpade

“

*Sandur has  
been my  
Karmabhoomi  
(Land of  
service) to  
which my life  
is dedicated !"*

“

*It is the bliss  
of life that  
matters !"*





## COMING STAYING WORKING TOGETHER IS THE BEGINNING, IS PROGRESS, IS SUCCESS.

I wish everyone healthy, joyous and successful new year 2022.

"Coming together is the beginning, staying together is progress and working together is success" ---"Henry Ford (1863-1947)".

Coming together and beginning of this great, scientific and historic company happened when the mining lease from the Belgian Company, General Sandur Mining Co. was renewed and transferred to the erstwhile ruler of the Princely state of Sandur, his Highness Y.R. Ghorpade, by the then Mysore Government and SMIORE was formed in 1954 as a private limited company.

From the 1950s, under the vision and leadership of Shri. M.Y.Ghorpade, many pioneering initiatives to setup various organisations and institutions were taken up. This was done with an objective to ensure wholesome development and progress of people of the Sandur region. Quoting Shri M.Y. Ghorpade "all that we get from the soil of Sandur in one form or the other should be primarily used to benefit Sandur" from the very formation, my forefathers have built this organisation with the ethos of serving the people of Sandur, its environment and create a sustainable living for all.

With more than six decades of existence the company has stayed together amid various turbulent phases, tough times and ups and downs under the leadership, directions and guidance of our founders' Shri Y.R.Ghorpade and Shri M.Y.Ghorpade. Contributions of Shri S Y Ghorpade (present Chairman Emeritus), the Board of Directors, Leadership and Management Team, enumerable other well-wishers and all the dedicated employees during these periods will always be valued, appreciated and remembered. It is with the support of all these people the Company could sail through the ordeals during the turbulent times. But one thing that always glued us together has been our core values. SMIORE has unfailingly taken care of the welfare of its employees, their family members and the society at large and brought harmony among its stakeholders to stay together from the date of its inception to till date.

It is with great pride we can say that we have already achieved Rs 1,000 crore turnover during half year of our operation in this financial year 2021-22. I thank every one of you individually for your contribution in your respective areas to achieve the significant landmark in the history of the company.

But, to reach the higher levels that we are aspiring for and succeed requires further belongingness and togetherness. With this aspiration in mind, we have come out with SANDUR SAMBHRAMA. This celebration of oneness is to improve the bonding and enable us to work together. This event includes various activities such as Sports, Cultural and Social activities across all our units. We hope that this will be a platform for every individuals' creative expressions and dynamic actions. It shall be our constant endeavour to reach greater heights and enable all our companies, institutions and people to grow to its full potential. We will continue to fulfil the vision, mission, philosophy and passion of our Founders.

On occasion of Sandur Sambhrama, it is a special moment that we are releasing the first edition of our magazine, which is named 'Sandur Antharanga'. Antharanga means insights. This will be a periodic magazine-cum-newsletter which will carry essential updates and articles written by the employees and people associated with us. The main objective of this magazine is to unlock the creative aspect of employees, unleash their hidden potential and get updated about the Company's happenings. I urge every employee to actively contribute and make this magazine a creative and informative hub for intellectual growth of each individual and help the organisation to grow to newer heights each day.

My grandfather Shri M. Y. Ghorpade has inspired and influenced me. I undertake this work with great honour, humbleness, joy and fulfilment. As Shri M. Y. Ghorpade said, we are fully conscious not only of the economic opportunity but also of the tremendous social responsibility that goes with it. In the ultimate analysis, we are all trustees of the land and the people and have the function in that spirit.

As our Founders' envisaged and nurtured that at SMIORE, a worker is not just a productive unit but a human being with hopes and aspirations and an infinite capacity for goodness and understanding. Intelligent participation and emotional involvement of all employees in the enterprise is a tradition that has been built up at SMIORE and this is bound to deepen in the years to come.

**Bahirji A. Ghorpade**  
Managing Director



# WORDS FROM THE MANAGEMENT TEAM



“*SANDUR SAMBHRAMA, a tribute to M. Y. Ghorpade and an effort towards fulfilling his desire to see oneness in employees of SMIORE and its associates, while ensuring their happiness and continued belongingness.*”

Md Abdul Saleem



“*The best part of the event is ones's involvement in activities, thus focus on team work, and understand each other to build a strong foundation. Employees at all levels being given opportunity to participate in the sports and cultural events, brings in a strong belonging to the Sandur group, who care ,share and work together.*”

Aditya S. Ghorpade



“*SANDUR SAMBHRAMA has brought me in close contact with participants and employees from all locations. This enthusiasm displayed by the participants during the events is commendable. It is all about the spirit of happiness, togetherness and belongingness.*”

Ekambar A Ghorpade



“*Sandur Sambrama is one unique event which made every-one SMILE and motivates us for give our best to the growth of SMIORE in the years to come*”

V Murali



“*The roots of SMIORE go deep into the lands of Sandur and within the hearts of its people. SANDUR SAMBHRAMA is a celebration of our rich cultural heritage and an opportunity to rewind ourselves of our commitment to this land. May the heartbeats of the SMIORE community kindle a light that glows far into the future.*”

Uttam Kumar Bhageria



“*It was a great initiative to plan and organize the "Sandur Sambhrama fest, which is a culmination of art, craft, drama, dance and sports. It provided a great opportunity for all employees to showcase their talent and bond together as a team.*”

Ravindra Pai



“

*It's an honor and a proud moment to be part of the SMIORE family.*

*SANDUR SAMBHRAMA is a blend of dedication, creativity and inspiring talents which is really adorable. It's really awesome and simply beyond the business. Keep up the Good work.*



P. Sathya Murthy

“

*Its a wonderful beginning of living, nourishing, nurturing and enriching a culture of love, care and respect. Let us all stay collaborative as a cohesive team-SMIORE to collaborate our working together to reach our goal of a billion-dollar organization known for its heritage, values and ethos.*



Prahlad Singh Chaudhary

“

*Sandur Sambhrama is an eventful Cultural and Sports activity, enriching our team building skills and improving interaction with each and every one in the organization.*



Dhananjai S. Ghorpade

“

*Sandur Sambhrama has boosted employees morale and brought out hidden talents of our employees, let this event continue with good spirit for ever.*



Prahlad B

“

*This celebration was very much encouraging and enriching to bring out the hidden talents of company employees and their families. This also helped in learning and improving co ordination, collaboration and participation.*



Parvath Reddy Patil

“

*Sandur Sambhrama is one of the best events of my life. Engaging with activities and people across organization provide highest satisfaction to serve. I feel proud to be part of this event and organisation.*



Shridhar P Hegde

“

*SMIORE and its group companies are in the path of transformation. SANDUR SAMBHRAMA, the ceremony of belongingness and togetherness surely transcend the culture and evolve each individual and the organization to the next stage.*



Elayaraja A

“

*A journey of thousand miles begins from single step. SANDUR SAMBHRAMA a beginning that without an iota of doubt will lead the path of success by coming together, increasing the bonding and improving the creativity. Lets participate and nurture ourself with each passing days.*



Bijan Kumar Dash



# SANDUR SAMBHRAMA 2021-22

"With the SANDUR group rising to newer heights each day, due to our ethos, values and DNA of sustainable development, it was decided to bring everybody part of the ecosystem together to celebrate the joy of togetherness as 'SANDUR SAMBHRAMA' every year, dedicating it to our founders. For months we were discussing and dreaming to create an annual event to celebrate happiness, prosperity and engage people in a creative way. And as a result of such collaborative thinking, "Sandur Sambhrama" took birth.

Sambhrama being synonymous with joy, happiness, excitement . This is an important occasion for all of us as we celebrate the incredible life of our founders' as well as our togetherness to take the beacon forward.

This event will be an annual forum for creativity, imagination, skills and talents to come alive over a period of 43 days. SANDUR SAMBHRAMA begins on 7<sup>th</sup> of December which was the birth anniversary of Shri. M. Y. Ghorpade and culminate on the 18<sup>th</sup> of January which is SMIORE day (18 January 1954), the day on which the Company was incorporated. This long celebration aims to give us an experience, a sense of belonging, a feeling of wellbeing and a forum for emotional, intellectual and spiritual growth. Various activities such as sports, cultural and social events will be organised across all SANDUR group's units and locations. "

Bahirji A. Ghorpade  
Managing Director



## Events.....

7 December 2021

Inauguration of Sandur Sambhrama 2021-22, Sandur

11 December 2021

Inauguration of Sandur Sambhrama Sports, Sandur

18 December 2021

Sandur Sambhrama Sankruthika Sanje, Sandur

16 January 2022

Sandur Sambhrama Sanskritik Utsav, Deogiri

18 January 2022

SMIORE's Day, Sandur

The inaugural function on 7 December 2021 at one hand gave us opportunity to witness 90th Birthday celebration of Skand Shri . . Chand Shri. . . Shri M.Y. Ghorpade ji, and at other hand our Managing Director showed us the path ahead by saying "coming together is the beginning, staying together is progress and working together is success". . . He also inspired all of us to stay together and work together to make SMIORE a Billion Dollar Company. The hoisting & unfurling of the Smiore flag was a proud moment. SANDUR SAMBHRAMA 2021-22, a remarkable beginning of oneness and togetherness are undoubtedly a ceremony to be cherished by all in future years too.

Prahlad Chaudhary  
Associate VP- People & Culture Enrichment

### 7 December 2021 at the Sandur Residential School (SRS), Sandur

Every year, at SRS, Shri. M. Y. Ghorpade used to celebrate his birthday amongst the students of SRS by planting a sapling, followed by assembly with cultural events and awarding the students who topped the terminal exams, followed by high tea with teachers. Even today, his birth anniversary is celebrated as "Founders day". During this occasion, Founders day was celebrated in presence of Shri Ajai M. Ghorpade, Smt Suryaprabha A. Ghorpade, Shri Bahirji A. Ghorpade and Shri Ekambar A. Ghorpade.

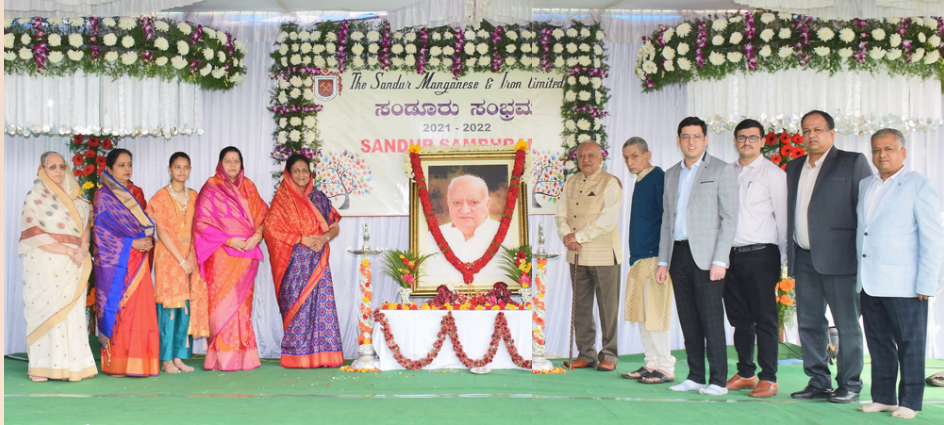


Garlanding the bust of Sri M.Y. Ghorpade by Ajai M. Ghorpade



Plantation of Sapling





The Royal family paying homage to Shri M.Y. Ghorpade by lighting lamp and offering flowers.



*The SMIORE flag has the Bhagwa or Saffron colour which is a sacred colour which symbolises bravery. The centre of the flag has the SMIORE logo which is lit from behind by the rays of the sun to symbolises life, energy, positivity, clarity, confidence, power, peace and direction.*



Prayer by Venkatesh



Welcome speech by Md Abdul Saleem



Skandasiri-The Sandur Glory Song



Bharathanatyam



Bahirji Ghorpade addressing the gathering



Shri S.Y. Ghorpade being badged with SMIORE Flag by Bahirji A. Ghorpade



Bahirji Ghorpade being badged with SMIORE Flag by Md Abdul Saleem



Vote of thanks by Ajeet Kumar



Flag hoisting by Shri SY Ghorpade



7 December 2021 at Arogya Community Health Centre, Sandur



It was Shri M. Y. Ghorpade's vision to setup Arogya Community Health Centre, hospital to provide high quality health care facility. He gave significant emphasis to ophthalmology and for more than two decades, every year eye surgeries have been conducted at this centre. To make this occasion remarkable, fruit baskets were presented to the 20 patients who underwent cataract surgeries on 6 December 2021.

7 December 2021 at Subbarayanahalli



7 December 2021 at Deogiri



At Subbrayanahalli and Deogiri 192 quarters were inaugurated. These are full fledged 1 BHK houses with 24 hour supply electricity and water, along with Solar water heaters. This is one of SMIORE's most important welfare initiatives for the employees. *Sathyanarayan Pooja* was held at both locations, followed by the house warming ceremonies and handing of the keys to the employees. A grand lunch was organised for around 7,500 people consisting of employees, family members and villagers from surrounding villages.



7 December 2021 at Deogiri English Medium School, Deogiri



Pooja performed to commence construction of the Deogiri English Medium School. This special project includes 24 classrooms and other facilities and is expected to be complete in about 4 months. PUB puffed steel panels are being used for construction which are light weight, environment friendly and modern and is a modern method of construction, having lot of merits over traditional methods

7 December 2021 at Metal & Ferroalloy Plant, Vysanakere



Prayer



Group song by SGRS Students



Bahirji Ghorpade addressing the gathering



Welcome address by Parvata Reddy Patil



To celebrate the occasion at the Metal & Ferroalloy Plant, Vysanakere, lunch was organized for 1800 people. 148 employees who have contributed towards successful construction and commissioning of the first phase of Iron and Steel plant were recognized and rewarded.



Prahlad Chaudhary announcing awardees





# SANDUR SAMBHRAMA SPORTS 2021-22

Sandur Sambhrama Sports 2021-22 is part of the activities under Sandur Sambhrama celebrations across all the units. Sports competitions conducted include outdoor and indoor sports such as Cricket, Kabaddi, Throw ball, Volleyball, KhoKho, Badminton, Table Tennis, Chess, Carrom, etc. The Sports event was declared open on 11 December 2021 at SRS Playground, Sandur.



Lighting of Torch by Adithya S Ghorpade



Marching with torch



Friendly Cricket Match



Tennis Exhibition Match



Lighting of the flame

*18 December 2021 at Deogiri*



Release of pigeons



Volleyball match



Carrom

*18 December 2021 at Vyasanakere*



Plant team inaugurating the Sports



Table tennis



Badminton

*21 December 2021  
at Bangalore*



Quarter-finals, Semi finals and Final matches of Sandur Sambhrama Sports 2021-22 were held from 5 January 2021 to 17 January 2021.

DATE	GAME
5 Jan 2022	Outdoor Volleyball (Men))
6 Jan 2022	Outdoor Khokho ( Men & Women )
7 Jan 2022	Outdoor Kabaddi Semifinal & Final ( Men & Women )
8 Jan 2022	Cricket - 1st Semifinal (Men)
8 Jan 2022	Cricket - 2nd Semifinal (Men)
9 Jan 2022	Cricket - Final (Men)
9 Jan 2022	Outdoor Throw Ball and Volley Ball (Women)
10 Jan 2022	Indoor Carr-om (D) (Men & Women)
10 Jan 2022	Indoor Chess (Men & Women)
10 Jan 2022	Indoor Table tennis (S) (Men)
11 Jan 2022	Indoor Badminton Quarter Final (S) (Men & Women)
12 Jan 2022	Indoor Badminton Semifinal (S & D) (Men & Women)
13 Jan 2022	Indoor Badminton Final (S & D) (Men & Women)
17 Jan 2022	Outdoor Lawn Tennis (S) (Men)

S-Singles, D- Doubles



Men's Kabaddi



Men's Volleyball



Men's Khokho



Women's Kabaddi



Women's Carrom (D)



Cricket



Men's Badminton (S)



Men's Carrom (D)



Men's Chess



# CULTURAL EVENING 2021-22

SANDUR SAMBHRAMA SANSKRUTHIKA SANJE, a part of SANDUR SAMBHRAMA celebration was celebrated with lots of enthusiasm, joy and vigour. In the evening on 18 December 2021, employees of SMIORE, group companies and institutions gathered in the Diamond Jubilee Block of SRS Campus, to celebrate the cultural oneness. Each participant and audience enjoyed every moment spent here. The program began with inviting the Royal Family, thanking them for their generosity and willingness to spend time with the employees, as a gesture of belongingness. Events commenced with invoking the Divine Energies, asking for blessings indicating piousness of intent, making the eventful gathering a grand success.



The first program in the sequence was the Saga of M.Y.G., a gesture of love and gratitude on behalf of all the SMIORE employees. A crepuscule marking Sanduru Sambhrama - our very own cultural evening, where we find SMIOREians melodiously singing and dancing to the tune of lilting music. This followed a galaxy of talented artists from Bangalore, Pune and Hyderabad, singing, dancing and performing comedy acts to entertain the audiences. The main attraction of the programme was voice of Shashikala (Kannada Playback singer). Many in-house amateur singers, dancers and performers found a stage to display their love for art in their own way. The event concluded with people clicking group photos with their beloved leaders and joy and exuberance radiating in their smiles and sparkling eyes.

*Sandur Sambhrama Sanskruthika Sanje was indeed a evening filled with joy, Music, Melody Mimicry, Mime and more...*



# CULTURAL EVENTS 2021-22



DATE	EVENT	PLACE
10 Jan 2022	Craft, Drawing, Fancy Dress, Jokes, Music, Poetry, Monoacting, Mimicry, Veeragase	Deogiri
11 Jan 2022	Singing (Solo, Duet, Group), Dance, Kolata	Deogiri
12 Jan 2022	Drama Deogiri - Savukarana Darbara & Best of Sandur & Plant	Deogiri OAT
13 Jan 2022	Quiz & Antakshari (Finals)	Deogiri
15 Jan 2022	Mehandi, Mukhabhinaya	Deogiri OAT
16 Jan 2022	Rangoli, Drama Night (Sri MYG Sir, Karuneya Kadalu & Medical Dept Arogyave Bhagya)	Deogiri





# CREATIVITY HUB



What would I have to live for?  
if it was not my dream.  
a dream to teach young minds,  
communicate with them and learn  
the secrets of life,  
to be fulfilled.

The hunger of the body,  
the desire of the heart,  
the craving of the mind,  
all demand fulfillment,  
desires and cravings  
take a life-time of effort  
to be fulfilled.

But what of the soul?  
The fulfilled soul a rarity –  
is it only possible?  
for great saints & sages.  
Not reachable by  
ordinary mortals?

If you are true to your dreams –  
dreams of human wealth.  
Ordinary mortals like  
you and me can  
reach soul fulfillment.

If we work upon immortal minds.  
Engrave upon them the  
indestructible truth of existence  
as far as we know it.  
Then fulfillment is ours,  
and nobody can deny it.



Mrs Yashodhara S. Ghorpade  
President  
Shivapur Shikshana Samithi



My mother, my friend so dear  
Through my life you're always near,  
A tender smile to make my way  
You're the sunshine to light my day,  
You make me happy when I am sad  
And you only taught me good from bad,  
You understand and guide for all my dreams,  
And give me strength of self esteem.  
I pray to God to fulfill all your desires  
And give me good heart to reach to your wishes.

Daksh S Jadhav  
S/o Suresh Yadav

AGM- Quality Control



## MY DAD- Apple of My Eye

A little girl needs her daddy  
To love her with many charm,  
To soothe her when she's hurt,  
And keep her safe from harm.

A girl needs her dad  
To show show her a man who's good,  
To help her make correct choices,  
As only a father could.

A women needs her father  
Just to be sentient,  
He'll always be there for her  
To succor her and to care.

You've been all these things, DAD  
I hope that you can see  
How much I treasure you,  
You mean the World to me.

Dr N Anupama  
W/o H Roopesh  
Liasoning Officer





## Teacher's Prayer for Students

God help me Teach with Vision & wisdom  
To let students shape their mind with enthusiasm

God help me Teach with Grace and Passion  
To let students develop confidence & compassion

God help me Teach with Love and Care  
To make students love learning & overcome Fear

God help me Teach with patience and humility  
To let students realize their potential with agility

God help me Strengthen my bond with students  
To help me find happiness in their enjoyment

Chandrika Anand  
Principal- SGRS



Nature is everywhere  
Nature is where you go,  
Everything that lives  
and grows is Nature.

Animals, big and small.  
Nature in plants that grow so tall.  
Nature is beautiful in every way.

Wonderful, exciting  
And need our care  
So listen, learn and do your part  
to keep Nature  
Beautiful forever !

Daksh S Jadhav  
S/o Suresh Yadav  
AGM- Quality Control



My hands work together,  
Clap together, all this seems  
BETTER!

It has five fingers both sides,  
Both loving and caring.  
My hands sometimes used to shiver  
To care and share.  
But they help me move forward  
To help someone in pain.

I used to get hesitated to make  
Friendship with new people.  
But my hands always would  
Shake hands with others and make best friends.

Hands are a great gift of God.  
Which are a good friend of mine  
as they help us in many ways !  
Afeefa Maheen  
D/o Md Abdul Saleem  
Director (Mines)

## ज़िंदगी

ज़िंदगी क्या है एक राय बनाती हूँ  
तभी दूसरी पहलु सामने आ जाती है ।  
तनिक ज़िंदगी आसान लगने लगती है  
फिर जल्द ही मुश्किलों से घिर जाती हूँ ।  
जब लगता है पथरीला है ज़िंदगी का रास्ता  
तब दामन में खुशियाँ सुमन बनकर देते हैं वास्ता  
इस जीवन के सफ़र को हर मोड़ पर  
एक नए पहलू में पाती हूँ  
मैं खुद भी हर रास्ते पर अकेली ही रह जाती हूँ ।  
इस जीवन में मैंने एक सीख तो पाई है  
करो ना किसी से उम्मीद उसी में भलाई है ।  
हाथ थामकर चलती सबकी, पर आस किसी से नहीं करती हूँ  
माना कि आसान नहीं ज़िंदगी  
पर मुश्किल भी नहीं बस यही सोचा करती हूँ ।  
भाग्य की लकीरो को छोड़कर  
अपने कर्मों पर विश्वास करती हूँ ।

-गिरिजा नागपुरे  
हिंदी अध्यापिका (SGRS)



## ವಿದಾಯ

ಹೋಗಿ ಬನ್ನಿ  
ನೀವೀಗ ಶುಷ್ಕ ಮಣ್ಣಿನ ಬದುಕಿಗೆ  
ಮೈಯಾಗುತ್ತಿದ್ದೀರೇ....  
ಲಕ್ಷೋಪಲಕ್ಷ ಸಮಸ್ಯೆಗಳಿಗೆ

ಒಂದಾಗುವಿರಿ ಸಂಖ್ಯೆಯಾಗಿ  
ಇಲ್ಲದಿದ್ದಲ್ಲಿ ಸೊನ್ನೆಯಾಗಿ  
ಏಕೆಂದರೆ ಸಂಖ್ಯೆಗೂ ಬೆಲೆಯುಂಟು  
ಸೊನ್ನೆಗೂ ಬಹುಮಾನವುಂಟು  
ಎರಡಕ್ಕೂ ಅರ್ಥವಿದೆ ವ್ಯರ್ಥಮಾಡದಿರಿ;  
ಹೋಗಿ ಬನ್ನಿ ನಿಮಗೆ ಒಳ್ಳೆಯದಾಗಲಿ  
ಆದರೂ.....

ನನಗೆ ನನ್ನದೆ ಬದುಕಿದೆ  
ನಿಮಗೆ ನಿಮ್ಮದೆ ಬದುಕಿದೆ  
ಅಕಸ್ಮಾತ್ ಈ ಬದುಕಿನ ಸಂಧಿಯೊಳಗೆ  
ನನ್ನ ನಿಮ್ಮ ಭೇಟಿಯಾದಾಗ  
ಕಣ್ಣುಗಳು ನೋಡಿ  
ನೋಡದೇ ಹೋಗಬಹುದು  
ಕೈಗಳು ನಮಸ್ಕರಿಸದೆ ಹೋಗಬಹುದು  
ಕಾಲುಗಳು ನಿಲ್ಲದೇ ಹೋದರೂ.....  
ಹೃದಯ ಸ್ವದಿಸಿ  
"ಅಕ್ಷರ ಕಲಿಸಿದಾತಂ ಗುರು" ಎಂದು  
ಸ್ತರಿಸದೆ ಹೋಗಲಾರದು  
ಮುಂದಡಿ ಇರಲಾರದು.

ಟಿ ಎಂ ವಿಶ್ವನಾಥ  
ಮುಖ್ಯೋಪಾಧ್ಯಾಯರು,  
ಸ್ಮಯೋರ್ ಹಿರಿಯ ಪ್ರಾಥಮಿಕ ಶಾಲೆ  
ಸುಬ್ರಾಯನಹಳ್ಳಿ

## ಅಮ್ಮಾ...

ಗರ್ಭಗುಡಿ ಎಂಬ ಮಂದಿರದ ಉಸಿರೇಂಬ  
ಜೀವಧಾರೆಯನಿತ್ತು ನವಮಾಸಗಳ ಹೊತ್ತು  
ನರಳಿ ಮನವರಳಿ ಮರುಜನ್ಮ ತಾಳಿ ಜನ್ಮವಿತ್ತವಳು ನೀ ಅಮ್ಮಾ...  
ಕರುಣುಳ್ಳಿಯ ಮೊದಲ ಕೂಗಿಗೆ ತನ್ನೊಡಲ  
ಅಗಾಧ ನೋವು ನುಂಗಿ ಮಂದಹಾಸದ ಮೊಗದಿ  
ಮುದ್ದಾಡಿ ಹಾಲುಣಿಸಿದ ಮಮತೆಯ ತೇರು ನೀ ಅಮ್ಮಾ...  
ಮಡಿಲೆಂಬ ಸ್ವರ್ಗದ ಬಾಂಧವ್ಯದ ಭರವಸೆಯ ಧರಿಸುವ  
ಪವಿತ್ರ ನಿಷ್ಕಲ್ಮಶ ಪ್ರೀತಿಯ ಪಲ್ಲಕ್ಕಿಯಲಿ  
ಮರೆಸುವ ಕರುಣಾಮೂರ್ತಿ ನೀ ಅಮ್ಮಾ...  
ನನಗರಿಯದೆ ನನ್ನೊಳಗಿನ ಎಷ್ಟೋ  
ಭಾವನೆಗಳ ಅರಿವು ಜೀವಾತ್ಮವು ನೀ ಅಮ್ಮಾ...  
ಮೊದಲ ಧ್ವನಿಗೆ ಸ್ವರವಾಗಿ ಮೊದಲ  
ಹೆಜ್ಜೆಗೆ ಜೊತೆಯಾಗಿ ಭವಿಷ್ಯದ ಬದುಕಿಗೆ  
ಭದ್ರ ಬುನಾದಿಯಾದ ಸಾಕಾರ ಮೂರ್ತಿ ನೀ ಅಮ್ಮಾ...  
ಸದಾ ಪೂಜಿಸಿ ಪ್ರಾರ್ಥಿಸುವ ಉಸಿರು ನೀ ಅಮ್ಮಾ...  
ನನ್ನ ಪಾಲಿನ ದೇವರು ನೀ ಅಮ್ಮಾ

ಪರ್ವತ ರೆಡ್ಡಿ ಪಾಟೀಲ್

## ಸ್ವಂದ ನಾಡ ಸ್ವಾಗತ ಹಾಡು

ಸ್ವಂದ ಸಿರಿ ಚಂದ ಸಿರಿ  
ಪ್ರೀತಿ ಪ್ರೇಮ ಭಾವ ತೋರಿ  
ಸ್ವಾಗತವು ನಿಮಗೆ ಕೋರಿ  
ನಮಿಸುವೆವು ಸ್ವೀಕರಿಸಿರಿ

ಕನ್ನಡವುನ ಚಂದದ ಮಡಲ  
ರಾಜವೈಭವದ ಗಂಭೀರ ಕಡಲ  
ವನಸಿರಿ ಸೃಷ್ಟಿಸಿ ಮೋಡಗಳ  
ಹೊನ್ನಂತೆ ಕಂಗೊಳಿಸಿ ಒಡಲ

ಸೊಬಗಿನ ಸಂಡೂರ ವನಸಿರಿ  
ಸ್ವಂದ ನಾಡ ಭಕ್ತಿಭಾವ ಬೀರಿ  
ಘೋರ್ಪಡೆ ಸಂಸ್ಥಾನದ ಐಸಿರಿ  
ನಾಚಿಕಳು ನಿಸರ್ಗ ಸುಂದರಿ

ತನ್ನುದರದಿ ಹೊತ್ತು ಶ್ರೇಷ್ಠ ಅದಿರ  
ಕಣ್ಣಿನ ಸೆಳೆವ ಚಂದದ ಪರಿಸರ  
ಹೊಂದಿ ಅದಿರ ರಾಶಿ ತಿಬಿರ  
ತುಂಬಿದೆ ಎಲ್ಲ ಜನರ ಉದರ

ರಾಜಮನೆತನದ ಔದಾರ್ಯದ ಒಡಲ  
ಸಮಾಜ ಸೇವೆಯ ಧೈಯದ ಛಲ  
ನಾಡಿನಭುದಯಕೆ ಸತತ ಬೆಂಬಲ  
ನೀಡುವುದೊಂದೇ ಅವರ ಹಂಬಲ

ನಡೆಯುತ್ತಿದೆ ಜನಸೇವೆ ಸತತ  
ಪ್ರಕೃತಿ ಉಳಿವಿಗಾಗಿಯೇ ನಿರತ  
ಜನರ ಮನದಿ ರಾಜ ವಿಶ್ರಾಂತ  
ಪ್ರೀತಿ ಪ್ರೇಮ ಭಾವ ಪ್ರಶಾಂತ

ಜೆ ಎನ್ ಈಶ್ವರ

## ಘೋರ್ಪಡೆ ಮಹಾರಾಜರ

### ಜನುಮ ದಿನ ಶುಭಾಶಯ ಹಾಡು:

ಮಹಾರಾಜರಿಗೆ ಶುಭಾಶಯ  
ಜನ್ಮ ದಿನದ ಶುಭಾಶಯ

ಸ್ವಂದ ನಾಡದಿ ಜನಿಸಿ, ಪ್ರೀತಿ ಪ್ರೇಮವ ಬೆಳೆಸಿ  
ದೀನ ದಲಿತರ ಬೆಳೆಸಿ, ಜನರ ಎದೆಯಲಿ ನೆಲೆಸಿದ

ಚಂದದ ನಾಡನು ಕಟ್ಟಿದ, ಪ್ರಕೃತಿ ಪ್ರೇಮವ ಹಚ್ಚಿದ  
ಶಿಸ್ತು ಶಾಂತಿಯ ಕಲಿಸಿದ, ನ್ಯಾಯ ನೀತಿಗ ಬಾಗಿದ

ಅದಿರು ಆಸರೆ ಮಾಡಿದ, ಉದರ ದಾರಿಯ ತೋರಿದ  
ಪರಿಸರ ಪ್ರೇಮ ನೀಡಿದ, ದಾನ ಧರ್ಮ ಮೆರೆದ

ಸವ್ಯ ಸಾಚಿ ಎನಿಸಿದ, ನವ್ಯ ಶಾಲೆಗಳ ಉದಿಸಿದ  
ದಿವ್ಯ ಶಿಕ್ಷಣವ ನೀಡಿದ, ಭವ್ಯ ಪರಂಪರೆ ಬೆಳೆಸಿದ

ಮಹಾರಾಜರಿಗೆ ಶುಭಾಶಯ, ಮುರಾರಿರಾವ್ ಘೋರ್ಪಡೆ  
ಮಹಾರಾಜರಿಗೆ, ಜನ್ಮ ದಿನದ ಶುಭಾಶಯ

ಜೆ ಎನ್ ಈಶ್ವರ





## How to be a Positive Person Everyday

**HAVE THE DESIRE** – First thing first, to become a positive person one must have strong desire to be positive. The desire will come only if you are convinced that becoming a positive person will enhance the quality of life. Positivity is like an aura. Recall only good things which have happened to you.

**BE REALISTIC** -Becoming a positive person does not mean you can never have any negative emotion or encounter any negative situation . It is the overall attitude that matters. Mentally , you should always be calculating a way out of difficult situations comes what may .

**EXPERIMENT**- Be a keen observer. Use every day life incidents to see how you can manage them in a most positive manner. Come up with five ways that could have saved the day, and learn to take things at face values sometimes .Remember, your ability to trust the other person also reflects your genuineness .

**SPEECH AND BODY LANGUAGE**- Try and make positive words a part of your daily lingo, and work on your body language in way that you come across as friendly and approachable .Look amused when something is amusing, laugh when something is funny, congratulate when someone bought something new, and give others a chance to narrate their side of the story.

**COMPANY**-One way to becoming positive is to seek positive company as both positivity and negativity are infectious. In order to inculcate positivity it is imperative that your friend circle is a positive , energetic , and a happy bunch.

**ACTIVITIES**- Do not remain idle and brood. Take up positive activities with others or in isolation .Share a joke , narrate a pleasant incident , take part in sporting activities , go for a walk/run in the evening after work, and you will find your self bubbling with positive energy.

**TAKE IT EASY**- Every day life is bound to give you shocks. Be prepared to minimise impact and shrug it off. When you accept the fact that certain things cannot be changed , you'll be more at ease with yourself and those around too.

**LEARN YOGA**- Every time you do yoga , you feel a surge of positive energy through your body that calms your nerves, soothes your mind, elevates your mood, and not mention enhances your level of tolerance.

**MAINTAIN A DAIRY**- Instead of recounting all events of the day , filter out only the positive ones and make a note of them . It could be anything trivial. When we look for positivity in the little things that make our life worthwhile , we leave no room for any negativity .Try consciously practising this for 10 days and observe the changes.

**SAY" THANK YOU "** - Thank god, thank your parents, friends, yourself etc etc. Saying thank you frequently makes you humble, and a humble person is seldom cynical.

Parvat Reddy Patil  
GM- Ferroalloy Operation  
Meta & Ferroalloy Plant, Vyasankere





## **Work-life Balance: Take Time to Make Time**

### **Work-life balance**

Oxford Dictionary defines 'Work-life Balance' as the number of hours per week you spend working, compared with the number of hours you spend with your family, relaxing etc. It can also be understood as an individual's perception of how well his or her roles are balanced. The concept of work-life balance initially focussed on women, but later it became more inclusive and accounted for the need of both the sexes.

Work-life balance is an evolving concept. It is about achieving the mix of business and personal life that is right for you. The term 'personal life' is different to everyone. For some, it may be the time spent with their families and friends, and for others it may be engaging in personal, spiritual or educational development and for yet others a combination of both. Many a times, few employees find it hard to get a good balance between work and life, which in turn results in many issues.

### **Need for work-life balance**

Studies have shown that when we don't feel control of our time, illness and burnouts can affect us. The absence of a healthy work-life balance will lead to higher stress and absenteeism which in turn affects our productivity at work. Employees who work for long hours are at a high risk of burnout. This will result in fatigue, mood swings, irritability, hypertension, digestive troubles, pains and aches and heart problems in employees.

Hence, from an employer's perspective, creating a work environment that prioritizes work-life balance of employees is very important. When employees are happy in their roles, work will feel more like a second home, and less like working for a pay. It is also a key to retain talented employees.

### **Maintaining a healthy work-life balance**

There are many instances where employees switch highly paid jobs in pursuit of a work-life balance. This is because they prioritize their health (mental, physical and spiritual) over money. Mahatma Gandhi said 'It is health that is the real wealth and not pieces of gold and silver.'

It can be really challenging to achieve a good work-life balance when people are expected to take additional tasks or when your responsibilities at home conflict with those at work. Few tips to maintain a healthy work-life balance are as follows –

- **Perform an Audit**

Try listing down your daily activities and the time spent against each activity. Determine how valuable each activity is to you. This will help you to rate the activities into those that are vital, important, less important but necessary and not important at all.

- **Prioritize your time**

Once you successfully rated the activities, the next step is to prioritize your time to complete the tasks that are vital, important and necessary.

- **Improve efficiency at work**

The more efficient and productive you are at work, you can complete your work on time. Try focussing on your work and limit distractions. It is scientifically proven that human brain can concentrate on one thing only for 40-45 minutes. Hence, taking small breaks in between and then resuming work help us to fully concentrate on the work and be productive.

- **Have set work hours and stick to them**

Most companies have set minimum work hours per day and hence try to stick around the timing and never extend the timings unless and until it's completely unavoidable. Further, official works should not be allowed to slip into your personal life.



- Plot some personal time

Keep some personal time for yourself and for your family and friends. During this time, you should not be disturbed by your uncompleted tasks / worries at work or official calls. If you spend all day attending to others' wants and needs, you won't have the energy and strength to achieve your own dreams.

- Do what you love

Make time for something that you love doing other than work. This will give you a good feeling and will energise, refresh and improve your creativity.

- Free yourself from stress

Try asking yourself – what is causing stress/ unbalance or dissatisfaction in your life and make a conscious decision to move away from those. A stressful mind will always lead to unhealthy life.

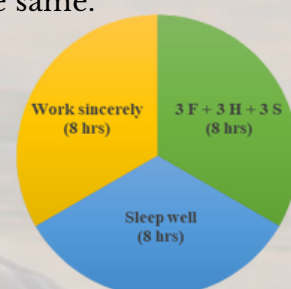
- Implement changes

Once you have prioritized your time and identified the best options for having a work-life balance, it is time to act by implementing those things in your life. Also, a frequent revisit to the status of implementation of new plans will help us to identify flaws if any and correct the same.

### A key to success

A healthy work-life balance is a key to success as it allows a person to enjoy professional and personal well-being. To live a balanced life, let us try to divide our day into three parts of 8 hours each. We need to work sincerely for 8 hours, sleep well for 8 hours and for the remaining 8 hours follow – 3 F (Family, Friends, Faith), 3 H (Health, Hygiene, Hobby) and 3 S (Soul, Service, Smile). The quality of our life is determined by how well we manage these 8 hours.

Always remember that life balance is a perceived state and only you know when your life is or isn't in balance.



Neha Thomas  
Assistant Company Secretary



## A Very Unique Bank Account

Envisage you had a bank account that deposited \$ 86,400 each morning. The account carries over no balance from day to day, allows you to keep no cash balance and every evening cancels regardless of what part of amount you had failed to use during the day. What would you do? Draw out every dollar each day?

We all have such a bank. Its name is TIME. Every morning, It credits you with 86,400 seconds, every night it writes off, as lost whatever time you have failed to use sensibly. It carries over no balance from day to day. It allows no overdraft so you can't borrow against yourself or use more than the given time you have. Each day, the account starts afresh, each night it destroys the unused time. If you fail to use the day's deposit, it's your loss and you can't demand to get it back.

There is never any borrowing time. You can't take a loan out on your time or against someone else's. The time you have is yours and that's that. Time scheduling is yours to opt on how to spend, just as with money you choose how to spend money. It is never the case of us not having enough time to do things, but the case of whether we want to do them and where they fall in our primary.

Dr N Anupama  
W/o H Roopesh  
Liasoning Officer





## Spirituality at Workplace

Most of us today spend more time in our workplace than anywhere else. We bring with us our set of values, principles, attitudes and fears too. The fear is of being able to succeed in our given tasks, of being able to rise to the occasion, of being productive and efficient and an underlying fear of losing the job. The principles and values that we bring lay the foundation on which we want our careers and profession to stand solidly. Many of us want our work to not only give as material satisfaction, but also a place where we can experience, embody and express our purest self...our real 'I'.

When I think of spirituality, what comes to mind is living from the space of heart, being in the moment and allowing the best to emerge in any given situation. For me it also means to always remain happy with myself and no matter what the circumstances may be never lose happiness of my mind.

Some principles that have helped me make my workplace more fulfilling are:

- **Elephant Ears:** Listening to your colleagues and others at the workplace with an open mind and elephant ears takes one a long way. For me this skill has come through the practice of meditation. Through meditation I have learnt to quieten the chattering of my mind and this has allowed easy access to my inner voice. At work, when in a meeting or while discussing matters with colleagues, I follow the same principles that I use in meditation practice, I find the results are more fulfilling for everyone present. There is room for group wisdom to emerge.
- **Respect and Trust:** We all want others to respect as well as trust us. If these two seemingly simple qualities can be imbibed at workplace, half the workload of Human Resources personnel's will be taken care of. Trust is the cornerstone of authentic communication. When there is respect for each other's ideas, opinions and principles, a "safe space" is created in which people have the permission to talk about their truth without fear of reprisal. It's my personal experience that when the truth is allowed to be safely and respectfully spoken, new possibilities emerge, people feel more aligned and a strong bond is created amongst all. Then working in a team is fun.
- **Nurturing:** I have found that the more I nurture my inner world, more magnificent my outer world is. How wonderful it will be if we all can nurture the expression of the self and the spirit in others as well as ourselves in our work place. We all should take responsibility to facilitate the discovery of spirit, to celebrate it, and to hold others accountable for their expression of it. We all can become leaders in our own right and can support our colleagues, subordinates and bosses too in understanding that one of our key responsibilities as human being is to fully express our spirit, our life purpose, and our gifts.
- **Introspection:** Last not the least is the quality of constant introspection. If we all can take time every day, even if it is for few minutes, to look at our thoughts, our actions, our decisions, we will find ourselves a better person. If we can look at all that we do from the lens of "Is it for the benefit of all", we will be building a spiritual sanctuary at our work place

Abha Gupta  
AGM- Operations  
Shivavilas Palace Heritage Hotel





## OLD GENERATION AND NEW GENERATION



Old generation had bigger hearts; New generation has bigger brains”

The generation gap is because time has changed and people have changed. We can't blame old generation that they know less about technology. Sure, they can't compete with how smart the new generation is but do the new generation has the same harmony between each other as the old generation had?

In the process of development, new generation has sacrificed happy, sad, enthusiastic and depressing moments which the older generation used to experience. With the passage of time, people have become a lot more practical. They have come to a more materialistic world where everything is advanced and systematic.

Science will surely progress in the coming days, technology is surely going to improve and simple things are going to get advanced, but will there be an end to emotions?

Doing what the heart says, was the rule older generation used to follow those days. They were closely bonded with different people, blood relations, neighbours, friends etc. They had understanding between them, an open mind to face anything and a place to welcome fights and laughter in their lives.

The new generation has moved away from all such situations. It may be a positive feeling or a negative one, everyone tends to stay alone and escape all these types of feelings. If this is going to continue, will there be any difference between a human and a robot?

“One question has many routes to the solution”. This is the thought of the new generation who find a lot of simple, advanced, time saving, energy saving and more profitable methods for the same work which the old generation used to do with great energy and time. The old generation used to be straight with their work but the new generation is always finding ways in making things quite easy.

The old generation used to work hard but the new generation works smart. In other words, the older people had muscles and the youth has innovative ideas. No matter how tired they were, at the end of the day they would look at their achievements and experience with a smile and contentment.

The older people have played an important role in passing over traditions, stories, beliefs, methods, etc., to their next generation. The new generation is yet to pass on their modified versions to the future generation.

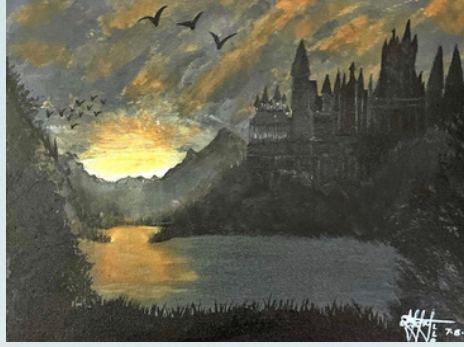
Coming through the time, humanity is reducing and materialism is increasing. Keeping the humanity alive, as well as advancing at the same time, will make us be remembered by the generations to come.

There is always something in every generation that makes them unique. They are somehow recalled in one or the other aspects of life.

While the people of older generation are taken as an example for the bonding, they had among themselves, the new generation will then be remembered as the generation with brains.

Afeefa Maheen  
(D/o Md. Abdul Saleem & Dr. Nazima Banu)  
Standard X  
Sharada Residential School, Udipi





The Art and Craft exhibition is arranged on 18 January 2022 at Satyalaya premises, Sandur on the occasion of SMIORE day. This platform exhibits various art and craft created by participants during the cultural competitions held for employees. This also includes other art works of employees' spouses and children.



# LEARNINGS AS WE CROSS THE RIVER OF LIFE

As a student of Business Administration back in late 90s and Educational Administration and Management in recent times, the common learning has been the acronym - POSDCoRB. For all those reading this having a management background would help you easily relate. But for others, this is an acronym coined by Luther Gulick building on Henry Fayol's 14 Principles of Management. "So, why are we talking about this? ... As an article in the SMIORE Quarterly Magazine?" You must be rightly wondering. No, no... I won't write an article describing this Acronym. I'd love it if I could make you curious enough to Google Search it. And I wouldn't mind if that curiosity had not been aroused. It really doesn't matter much.

Coming back to this POSDCoRB, I have been doing all of these for almost a decade now, since I am into this field of training and development. Never had I dreamt even in my wildest dreams that I'd end up enjoying all about Industrial as well as Social Psychology as much as Child Psychology and Educational Psychology. Believe me you, knowing about psychology while interacting with participants in my sessions has been a catalyst in healing most of my inner concerns and transforming me to someone who I love and whose company I am most proud of and at peace with - Me!!

The 'S' in POSDCoRB - I'd want to focus for now only on one important part of this 'S' i.e. Training and development - my area of expertise. *"This is generally neglected but plays a vital role in defining and achieving the objectives of an organization"*, was what my professor always mentioned, while facilitating the 'Staffing' function of management - with particular emphasis on training and development. Training includes both pre-service and in-service training, None of these can be compared to each other. Be it in-service or pre-service training, it takes a lot of planning - the target group, addressing the learning and experience range, catering to different kinds of learners - VARK - The Visual, Aural/Auditory, Read-Write and Kinesthetic. More so, when activities of this kind stress on the needs of belongingness followed by esteem needs leading to best performance of an employee, according to Abraham Maslow.



The training sessions most times, appear as if things discussed are already known to the participants. But the difference lies in the fact that each of the activities is followed by a debrief. The art of debrief decides the reach and learning of the participants. In the process of debrief, participants are made to reflect upon their learning, through open ended questions. The presentation slides, AVs, Audios/Podcasts, handouts and activities - all of these are planned for every session so that the content reaches all kinds of VARK learners. Reaching each kind of learner, is in itself an achievement. In my sessions, I plan to include as many learning prompts and reflections as I can, keeping in view the time and the context.

Of all the activities carried in my sessions, participants particularly like the activity named "Crossing the Poisonous River." This is a game where participants have to strategize in groups of 6, and cross an imaginary river (a distance agreed upon) with all the challenges and distractions. Each participant has to contribute their maximum effort, for the success of the team. The learning boils down to working in teams and accomplishing objectives. But the process triggers an array of emotions and conflicts. Managing these emotions, resolving the conflicts and completing the task in all the given distractions is huge learning for the participants. "As a participant, I went back to my childhood days and I enjoyed playing the game!" Said Mr.Vinayak.







While “We didn’t feel good to distract others who were performing, but as a part of the game we were supposed to distract. So, as a group, actually it was not something we were supposed to do, but we have done it as a part of the game and career also.” in the words of Mr. Prasad Shenoy, Mechanical Engineer from our Plant site.

“It is part of life, where people will distract you and we have to overcome that. We have to be on the track!” as shared by Mr. Khaleeullah Khan, Civil Engineer from plant.

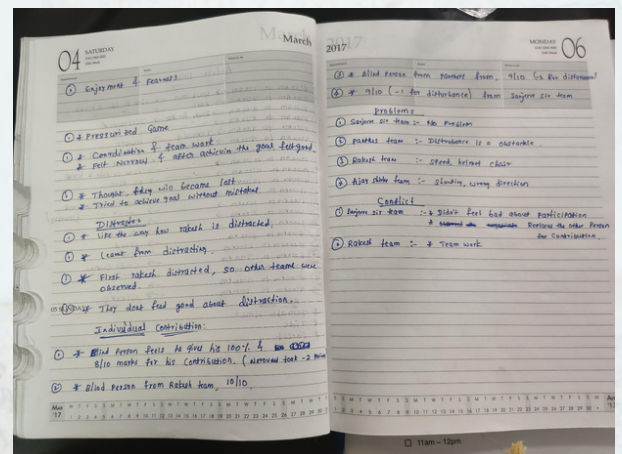
*“These kinds of sessions would motivate us... how to perform in teams. Most of us are only concentrating and working on our individual workings. This kind of session gives us an opportunity to come together and work for the team and ultimately the team's achievement is our individual achievement also. It will help in both company's performance as well as individual performance.”* opined Mr. Nayim as he shared his thoughts.

Some learning that participants had as takeaways are collected and summarized as follows:

1. Enjoyed distracting the other team while they were at the task., though we know it is not right.
2. Tried to give my 100 percent to whatever role I was assigned.
3. Sometimes there was anger towards the distractors, but later the focus could be shifted to completing the task.
4. It is important that we involve ourselves in the given activity and contribute our maximum effort.
5. It is also important to understand that the other person's best potential might depend on several other factors and in spite of it all, each team finds a peculiar satisfaction not in winning or losing but in accomplishing the task.

There were other activities such as role-plays and role-reversals which the participants enjoyed and from which they learnt a lot, as reported. They found the psychometric tests also quite interesting as they got to know more about themselves.

Fun games like these need to be converted into serious learning sessions, learning that can be crystallized into the long term memory since the involvement of the participants has been through all their five senses and thoughtfully, mindfully and emotionally. And that is what all these training sessions are about - uncovering the learning through reflections!!



Annapurna Madhuri



# COMMEMORATION OF 75 YEARS INDIAN INDEPENDENCE (AZADI KA AMRIT MAHOTSAV)

Indian Bureau of Mines has selected SMIORE Mining Lease for commemorating 75 years of Indian Independence (Azadi Ka Amrut Mahotsav) Celebrations. A Step towards Green India - Fortnightly programme from 16.12.2021 to 31.12.2021 was planned in Schools, workmen, Local Community to create awareness on Health Education, Environment & Cleanliness including mass plantation drive, which is being done as per schedule on daily basis. Glimpses of the event are displayed below.



Cleanliness Drive – By SMIORE officials, employees & their families, Senior citizen, Women & Local representatives in Deogiri on 16 December 2021



Program on Awareness on Cleanliness & personal hygiene to Women & Girl children, at GVTC, Deogiri on 16 December 2021, and Program on Malnutrition, Nutritional diet for Pregnant women & lactating mothers at all the Anganwadis on 17 December 2021



Mass Tree Plantation on 18 December 2021

Yogasana by School Children and employees

Quiz Competition on 27 December 2021



Awareness on Tuberculosis and HIV at SB Halli on 21 December 2021

Run for health by School Children Deogiri Main check post to SMIORE GVTC on 21 December 2021

Drama & Health Skit by SMIORE Hospital Team on 29 December 2021



# 2022

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## -NOVEMBER-

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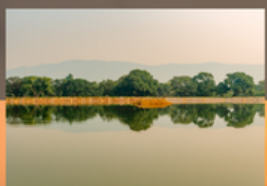
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to enrich, entertain and educate



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STAYING TOGETHER  
WORKING

IS THE BEGINNING  
IS PROGRESS  
IS SUCCESS

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Many more to come.....

Volume 1



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