



Windals Precision Pvt. Ltd.

# WINDAL'S PRIDE

## EMPLOYEE NEWSLETTER

WPPL Chakan



A.C.H.I.E.V.E

January to March 2015

### Plant Update : Banjo Commissioning

Windals Precision is in the process of setting up a Banjo housing line that will be one of the **first and only** fully integrated line world-wide with forging , hot forming , friction welding & all machining under one roof. This would also mark our foray into commercial vehicle axle housing.

A turnkey project , We had started the project implementation in the month of January 2014 and were expecting it to get completed by May 2015. The team lead by Mr. Vijay Kumar Ananthpur worked hard to ensure that the first batch of Banjo's were dispatched in March 2015, The team has ensured tight project management despite unforeseen delays caused due to machine delays.

**Kudos to the entire Banjo Team for this achievement.**

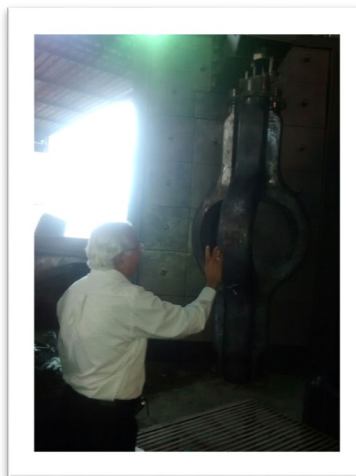
The Banjo Housing will be manufactured from Pune & Rudrapur 2.

"I have worked in the industry for over 26 years with specialization in the axle industry for over 5 years. Despite having managed larger projects , This project was challenging and stretched me to the best of my ability since it allowed me the opportunity to manage the entire project starting from design , project plan , technical review , tool simulations , machines selection , manufacturing process , Infrastructure readiness up to final submission of 15 samples for validation. I am looking forward to taking the plant to 600,000 banjo ( rear axle) per year by 2018. I would like to thank vaibhav sir and our Managing director for their faith in me and for the opportunity provided

**- Vijaykumar Anantpur**



**First operation start up Puja at the hands of a customer**



**Our MD Udaykumar sir at the start of the first machine at Pune Plant**



**Hot Forming operation being performed at the 1st Banjo**



Before & After pictures of the team

A commitment taken of going to Tirupati after successful project completion



First Banjo dispatch at the hands of a customer

## WPPL Town Hall Meet

WPPL addressed all its staff and operators over a Quarterly Town Hall Meet. The event was presided by WPPL Director, Vaibhav Vinzanekar.

In the session Plant Head Sandeepak Deo shared with the team a snapshot of the year gone by, Important client wins, foray into new verticals, things that went right, things that went wrong & expectation of the year ahead.

The session ended with handing over of the Ütsav Awards & sharing of the experiences by team members. WPPL Commitment wall was created with all employees committing the Company Goals by signing on the same. An inspiring talk was given by Mr. Vijay Kumar on the "Birth of the Banjo: leaving the team motivated & mesmerized.



Vaibhav Sir signing the WPPL Commitment wall & addressing the team at Town Hall Meet





**Session by Dr. Sushil Sonawane from Sai Hospital addressing team WPPL on First Aid Practices that needs to be provided during Safety Week celebration**

## Safety Week Celebration at WPPL Pune

### Celebration of Safety Week at WPPL

Safety week was celebrated at WPPL from **4th of March to 11th of March 2015**. The objective was to build a culture of safe practices at WPPL. The safety week coinciding with the OHSAS implementation at WPPL, also ensured extensive training for staff and operators on employee health and safety. The following activities were completed during the celebration :

- ◆ Daily audits to ensure PPE is being used
- ◆ First Aid Training for all operators and staff
- ◆ Sharing of OHSAS and overview with team
- ◆ Launch of the safety committee
- ◆ Mock drills that anyways need to be executed
- ◆ Display at every cell
- ◆ Training from Nathan & Nathan on Hazardous Identification
- ◆ Slogan contest on "Safety"
- ◆ Addition of safety oath during you afternoon oath session

## Safety Week

### Employee Speak



This week ensured that we gave attention to areas that we otherwise ignore. I was not aware of how to handle wounds such as burns and cuts which I am now better equipped to handle

**- R. M Patil**



Dr. Rishikeshi visiting the factory to address the employees on the importance of eye donation. Myths attached to eye donation & the individual responsibility towards the same.

Vaibhav sir started the process by signing the first pledge



Photographs of eye check up & eye donation

## Launch of WPPL CSR Policy

Over the past 30 years our M D Udaykumar sir , has been a part of many CSR projects . As you are aware , currently he runs two schools in Mumbai for the disabled and the economically backward children supporting close to 2000 children. He was also the past governor of Lions Club. Till now CSR was mostly at a corporate level by way of donation. We would now like to integrate and engage our employees by doing one activity once every quarter.

We have identified the following four area's that we would like to engage in once every quarter:

- ◆ Health care
- ◆ Education
- ◆ Environment
- ◆ Jagruti

( Any cause to support the farmers / villages near the vicinity of our factories ince our product is also a part )  
**With the above thought , we launched our CSR Policy at the Pune plant. The activity was done with two objectives:**

- ◆ Educating employees on Eye Donation , Their role & Pledging of eyes post life
- ◆ Eye check for all staff and operators

I am happy to share with you that a total of 122 ( 33 staff and 89 operators) employees participated and pledged their eyes and also got their eye check-up done that was sponsored by the company. A team of 2 doctors and 5 technicians from





Dr. Kolaskar addressing the WPPL Team on Demystifying Innovation

I felt motivated after attending the session. I was always scared of the word Innovation, after attending the session my fear disappeared. I understood that Innovation can be done without spending money. Your mind has to constantly think of improvements. After this session I successfully completed one project on cost saving & process improvement related to tooling & two poka yoke for mistake proofing in top cover assembly.

- Jaypal Chaudhari

## Launch of Innovation Policy & Innovation Seminar at WPPL

WPPL Innovation Policy was formed post an inspiring session by Dr. Kolaskar. As a part of “Driving Innovation @WPPL” One of the sessions that we organized a talk by Dr Ashok Kolaskar on “Need for Innovation in the Indian Industry”.

Former Vice chancellor of Pune University & advisor to Prime Minister office, Dr. Kolaskar is the Head of innovation at National Knowledge Commission & On board of Indian Science Congress & FICCI. He is also a writer of many white papers on SME's & has headed a research project on Innovation in Indian Industry.



### Innovation Project by Jaipal Choudhari

**Problem statement : For Axle beam raming taking more time with two operators & Poor Quality after boring.**

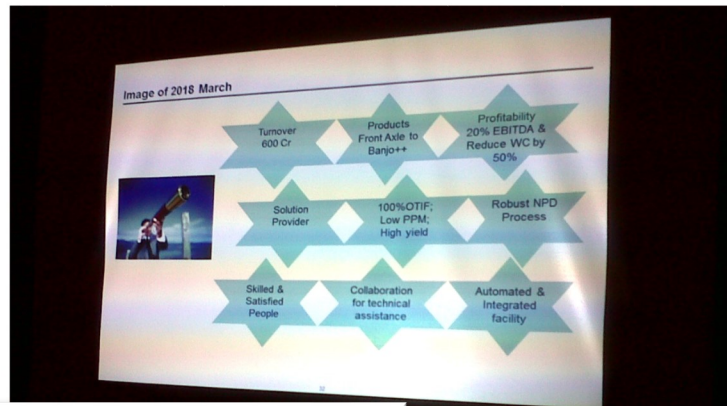
Font	Paragraph	Drawing
<b>PROBLEM :</b> -For reaming operation taking time 15 mint/beam with two operators.	<b>CHAMPION:</b> <u>Jaypal Chaudhari</u>	
	<b>DATE:</b> 17/12/2014	
	<b>PRODUCT:</b> JD Axle Beam	
<b>BEFORE</b>		

**KAIZEN:--Impact Runner use for Reaming operation for reduce time, manpower & improve Quality of bore after riming**

<b>AFTER</b>
<b>YIELD:--1) Reduced working time &amp; improve productivity --- 5 mit/beam</b> <b>2) Reduce manpower --- 1 operator eliminate</b>

#### Project Benefits

**Cost Per Axle beam per shift for riming operation Rs 2.2 from earlier Rs.13.75 \* Improve productivity 150 axle beam in 1-shift from earlier 48 axles per shift \* For 300 numbers reduced from two operators to one operator / shift**



Balanced Score card Training for leadership Team

## Training & Development

- ◆ Balanced Score card Training : Session 1 on Strategy
- ◆ Balanced Score card Training : Session 2 on SBO's
- ◆ Vision , Mission & Values : Booster session
- ◆ Workshop on Employee Relations, Employee Welfare, Project Management and Occupational Health & Safety"
- ◆ Workshop on personal insights for team effectiveness
- ◆ SBCB Training Booster session on Four Pillars
- ◆ Safety Evacuation training
- ◆ First Aid training
- ◆ Fire Fighting Training
- ◆ Welding Qualification





Fire Fighting Training being conducted by Mr. Shrikant of Usha Fire & Safety Pvt. Ltd. All staff & operators participated in the training session of 2 hrs . The training covered Types of fires , How to extinguish the same and Demo with practices

## On Job Trainings Conducted

- ◆ New Joinee : Induction Program
- ◆ Training at Dexterity Lab for operator : Safe & Unsafe practices
- ◆ Awareness of welding defects & how to avoid the same
- ◆ Gauge Training : Go & No Go / Types of gauges

## Supplier End Trainings Conducted

- ◆ Basic Quality System & SOP & control Plan : **Dinesh Precision**
- ◆ Basic Quality System & 5 s training : **Induction Heat Treaters**
- ◆ Basic Quality System & 5 s training : **G7 overseas**

## Birthday Celebrations at Windals Precision Pune



Satish Yadav \*Rangrao Patil  
Manoj Pandit \*Vishal Padval  
Vaibhav Sir \*Namdeo Gavade  
Ganesh Vaidya \*Nilesh Patil  
Amit Sutar \* Sachin Patil



## WPPL Hall Of Fame : Winners Profiling

### WPPL RATNA

### CONGRATULATION FOR COMPLETING

### 5 ,10 & 15 YEARS AT WPPL

### WPPL IDEAZ EXCHANGE



**Ramdas Dharak : 1st Prize**



**Prakash Marale**



**Manohar Bhabhal**



**Raju kalaskar : 2nd Prize**



**Sandeepak Deo**



**R M Patil**



**Srikant Kanse : 3rd Prize**



**B. D. Gurav**



**Prasad Kirkire**







# UTSAV

Celebrating Talent at WPPL

At WPPL it is our endeavour to bring in the culture of meritocracy . We would like to bring in a spirit of celebrating achievements that impact an individual , organization and our customers and support the growth of the organization. With this spirit in mind we launched **:Utsav : Celebrating Talent at WPPL** our Employee rewards and recognition program last year. **“Utsav”** aims at selecting one employee from staff and one worker every month for their exemplary performance :

“

## Achieve : Value Brand Ambassadors



Showcasing Agility : Rangrao Patil



Showcasing Customer Focus:  
Vijaykumar Anantpur

Showcasing Vision: Sachin Patil

## Achieve: Value Brand Ambassadors



Showcasing Innovation: Manohar Bhabhal



Showcasing Excellence: Shivayoge Koppad



**STARS**  
TIME TO SHINE



# UTSAV

Celebrating Talent at WPPL

## WPPL Star Of the Month : January



Ganesh Vaidya : Production Head Forge shop accepting the award on behalf of his team members for supporting banjo project by creating excess capacity

- ◆ **Manoj Pandit (Staff)**
- ◆ **Sanjay Vanvasi (Operator)**

## WPPL Star Of the Month : February



**Manoj Mourya (Staff) :**

Implementation of Poka Yoke

**Rakesh Kumar (Operator) Fabrication**

## WPPL Star of the Month : March



**Banjo Team accepting group award**



**Operator Raju accepting award**



**WPPL Innovator of the Month  
Jaypal Choudhari**