



Maha Dealers had rocking time in Dubai

October 2012

EXPRESSIONS

Quarterly in-house journal of My Home Group

Chairman's Message



Second quarter of 2012-13 witnessed an overall subdued cement demand and moderation in market prices. I am happy that despite the adverse market conditions and myriad challenges, our performance in this quarter has been praiseworthy. With the receding of monsoon and the economy showing some stability, we are now witnessing a buoyancy in the market and prices have also shown signs of looking up. I am confident the next two quarters would be much more promising. Our focus must always be on ensuring timely supplies to all markets with the sole objective of meeting customer expectations from us in terms of product quality and service. It's a matter of immense pride that Maha cement is now firmly established as a front runner brand in all markets.

Our dealers' network is the backbone of the company. They play a critical role to build and promote our brand. I am happy that there has been a progressive growth in our network. It is their unstinted support and trust that has made our brand dear to customers. I am happy to note that a Dealers' conference convened at Dubai in Sept'12 was a great success. We have also completed dealers' meets in all regions where performance awards were presented. Such meets are often convened by the company to celebrate our partnership with the network. We would always place a strong focus to build a mutually rewarding relationship with our distribution channel partners.

The stability in operations of our power plant and the new captive rail siding at MCW has been a boon to effectively sustain target cement production and despatches.

My compliments to My Home Construction team for an encouraging progress at Abhra residential complex to ensure its completion on schedule.

As I have often said, it's the people who achieve results for an organization. HR Dept. must continue to place greater accent on training and development of employees across the organization. Average people with proper training and guidance become superior, inspired and go beyond their innate capabilities. Recognition and appreciation of good action empowers people and encourages them to reach for extra ordinary results. We must think big and aim higher. Always excel at work to make a difference.

I am proud of your support, enthusiasm and commitment to contribute to the growth of the organization. With your support, I am confident, we will grow stronger and better to create many milestones in the future.

With best wishes,

Dr. J Rameswar Rao
Chairman - My Home Group

"We must think big and aim higher. Always excel at work to make a difference."



THE LEADER IN YOU

The test of leadership is not to put greatness into humanity, but to elicit it, for the greatness is already there' – James Buchman

Malvolio in Shakespeare's Twelfth Night classifies greatness in these memorable words: 'Some are born great, some achieve greatness and some have greatness thrust on them'. In real life situations we may come across all the three categories in some measure or the other. Instances are particularly visible in politics, business and the celluloid world. However, coming to leadership in any area of human endeavour categories 1 and 3 have little or no applicability.

It is one of the enduring myths of management that leaders are born, not made. Such an assertion is oddly deterministic and makes DNA the sole arbiter of leadership talent. Thus, human efforts at excellence through acquisition of leadership qualities are sought to be put at a discount, a line of thinking highly pernicious to personal development.

This inevitably brings us to the larger question of leadership development. It is a fact well vouched by sociologists and psychologists that every one of us has some leadership qualities embedded in our personalities. These manifest themselves depending upon the context and the opportunity. A plant grows in the right conditions or withers away due to lack of them. So is the case with the human personality with all its attributes including the leadership trait. Before going further in this regard let me draw a short profile of a true leader.

In the first place, a leader has the interests of the organization he is leading close to his heart including all those working for it. He thinks long-term but acts short-term. Though issues of immediate concern occupy his mind there is enough space for long-term strategy. Part of the strategy is to create a leadership pipeline, so that at any time the organization is not short of leadership. Talent is spotted early and groomed at all levels to flower into leadership. A great leader thus sustains a leadership continuum and abhors leadership vacuum. The other qualities of a true leader are:



He builds a vision for the organization and shares it with others. By his personal example he galvanizes every one into action to make the vision a reality. He depends neither on his authority nor his academics as props to perpetuate himself. He has a high self-confidence quotient and has a no-holds barred approach to inviting ideas, even criticism. He is interested in finding the best way, not his own way. Nor can he be accused of skilled incompetence, a counterintuitive phrase employed by Chris Argyris to describe a condition in which people are very good at doing things that have unhappy consequences, even though they seem like the right thing to do.

The foregoing leadership qualities can be acquired and honed over time by anybody and does not require a particular brain structure. Leadership is a passion to be at one's best in doing everything that is required to be done to keep the organization at an even keel and take it along. In the process one should have the will to challenge one's self-limiting beliefs and entrenched ideas, even as one has to leave the native shores to launch into the vast, blue ocean beyond. In this connection I am reminded of a well-known saying of Swami Vivekananda that the purpose of religion is to bring out the divinity in man. By the same token the aim of management science is to bring out leadership qualities that lie latent in everybody. Wake up the leader in you and make the world around you an enchanting space for your personality to flower. I conclude with a quotation which shaped the way John Maxwell, the great motivational guru, lived: 'My potential is God's gift to me. What I do with my potential is my gift to Him'.

-- K.V. Kesava Rao

FEAR



Fear can be real or imaginary. It makes people do strange things and primarily comes because of a lack of understanding. To live in fear is like being in an emotional prison. Fear results in insecurity, lack of confidence, procrastination. Fear destroys our potential and ability. We cannot think straight. It ruins relationships and health.

Some of the common fears are: • fear of failing • fear of the unknown • fear of being unprepared • fear of making the wrong decision • fear of rejection. Some fears can be described, others felt. Fear leads to anxiety, which in turn leads to irrational thinking, which actually sabotages our solution to the problem. The normal response to fear is escape. Escape puts us in a comfort zone and reduces the impact temporarily, while keeping the cause. Imaginary fear magnifies the problem. Fear can get out of hand and destroy happiness and relationships. Fear of failure often can be worse than failure itself.

Failure is not the worst thing that could happen to someone. People who don't try have failed before attempting. When infants learn to walk, they keep falling; but to them it is not failing so they get up. Had they got disheartened, they would never walk. It is better to die on one's feet than to live with fear on one's knees.

Ch. Ayappa
My Home Constructions Pvt Ltd

SUCCESS BOOSTERS

- Get rid of procrastination.
- Adopt the 'do it now' approach. 'Do, or do not. There is no try.'
- Prioritize your jobs and do the first thing first.
- Delegate often.
- Learn to say 'no'.
- Maintain a daily 'to do list'.
- Only cure for procrastination is ACTION.

'Achievement lies within the reach of those who reach beyond themselves...'Anonymous

5 WAYS TO MANAGE WORK OVERLOAD **Manage Your Time**



Overload can lead to excessive stress at the workplace. A professional needs to delegate responsibility, manage time efficiently, plan work and strike work-life balance.

Farm Out Work

It is important for a professional, particularly in a leadership role, to suitably delegate work. "Delegation of responsibilities will get the work done effectively, on time and without overload on one member. It will also give the manager free time for strategic thinking," Says Gourab Barik, assistant general manager - corporate HR, Emami. "Team members will automatically take more responsibility than you think them capable of," says Abhishek Kumar, assistant professor, BIM Trichy.

Overload can be avoided to a great extent with effective time management. "Stop procrastinating. Working smarter rather than harder is the key," Says Anupama Berl, HR head, snapdeal.com

Balance Work & life

Employees should be able to strike a balance between work and personal life. This will not only enhance productivity but also help avoid excessive stress. Taking occasional timeout and leave, pursuing hobbies and interests can be some ways to prevent work overload, says Barik.

Priorities Tasks

The ability to decide which task is important immediately and what can be done later is crucial in managing work overload. "You need to balance what needs immediate action and what needs discussion and deliberation and accordingly, act or postpone", says Abhishek Kumar.

Enjoy Your work

It is important for every professional to be able to align proficiency with aspirations, and only then one can derive joy out of work. "If you enjoy or love your work the very idea of overload will be taken care of to a great extent and might even cease to exist", says Kumar.

G. Lakshmi Narayana
GM - HR
My Home Industries Ltd

PRESENTATION MATTERS



Both, the container and the contents are important to have the winning edge. The way you dress, conduct, communicate, the words you use, your thinking, your body postures and your body language, all are vital to create a high opinion of yourself in your own mind and in the eyes and minds of others. People see you as you see yourself and as you look. Your boss, friends, colleagues, subordinates and family members all see you just the way you see yourself. Dress and conduct are overtly visible to all. When you dress shabbily and inappropriately for any occasion, people take you as a casual person. Your dress, the way you groom and conduct builds your credibility factor. The credibility factor is your believability factor. Better the credibility you have, greater the trust you create in others. People take you as a dependable and reliable person.

A pleasing conduct has to do with behaving with good etiquette. Good etiquette means conducting yourself in a manner that does not embarrass others.

Always look your best. Observe dress code and dress appropriately for the occasion, practice confident body postures, speak pleasantly with others, be energetic, think before you speak, be positive, respect your

and others time by being punctual, have a pleasing conduct, cultivate trust in relationship, be dependable, respect social norms, appreciate differences in other's views, smile often and be courteous. Good presentation of self, coupled with good conduct creates a lasting positive impact on others. It enhances your self-image and that is vital for success.

Good clothes and pleasing conduct will open many doors.

Shamsundar Mouray
My Home Industries Ltd

LIFE

Health is the first of life
Wealth is the next of life
Character's courage is the best of life
Respect is must in life
Turning is the test of life
God's blessing is the crest of life
Love is crucial for life
Happiness is the perfume of life
Truth is the search of life
Death is the rest of life.

U. Srivalli
My Home Industries Ltd

DEALERS' MEET - DUBAI

In Sep'12, a Maha cement dealers' meet was convened in Dubai. Most of our leading dealers from across the country participated. Some were accompanied by their spouses & families. Meet was held at Hotel Grand Hyatt. Formal presentations and discussions were followed by an elaborate entertainment program.



DEALERS' MEET - BHUBANESWAR



DEALERS' MEET - VIJAYAWADA



DEALERS' MEET - COCHIN



DEALERS' MEET - MUNNAR



DEALERS' MEET - HYDERABAD



DEALERS' MEET - KARNATAKA



PRACTICE DOES NOT MAKE PERFECT

Most people carry the notion that practice will make them perfect. We must understand that if we continue to practice the wrongs, day in and day out, it will only make you more and more imperfect. It is the practice of the right things that will make you perfect.

Imagine a robber practicing robbery every day. Does it make him perfect? No way! He only becomes more and more expert at robbery as the time passes. In-fact he becomes more and more imperfect as a human being. To be perfect he has to shun the wrongs and adopt a disciplined and acceptable way of living in society.

Now take an example of an athlete who is committed to achieve excellence in his chosen field. He practices daily under supervision of a professional coach. He practices healthy habits and keeps up to date with the developments in his field. He does daily practice, rain or sunshine, as a matter of commitment. Naturally, practice is bound to make such a person a better athlete over the period.



Practice daily to do the right things. Practice to develop good and healthy habits. Practice to lead a disciplined and a value driven life. Practice forgiveness, patience and perseverance. Practice of good things will transform you into a better human being and make life a truly richer and fulfilling experience.

Perfection comes from practicing good habits.

Rajiv Ranjan
My Home Industries Ltd

WORLD ENVIRONMENT DAY



World Environment Day (WED) 2012 was celebrated in a grand way on 5th June 2012 at MCW. Team and contract workmen participated in the Programme. Chief Guest for the programme was Sri V S Narang, Director (Tech).

KUMBH MELA

Kumbh Mela is a mass Hindu pilgrimage in which people gather at the river Ganga and river Godavari, where bathing for purification from sin is considered especially efficacious.

The Ardh (half) Kumbh Mela is celebrated every six years at Haridwar and Allahabad, the Purna (complete) Kumbh takes place every twelve years at four places Allahabad, Haridwar, Ujjain, and Nashik. The Maha (great) Kumbh Mela which comes after 12 'Purna Kumbh Melas', or 144 years, is held at Allahabad.

Kumbh Mela is celebrated at different locations depending on the position of the planet of Brihaspati (Jupiter) and the sun. When Jupiter and the sun are in the zodiac sign Leo (Simha Rashi) it is held in Trimbakeswar, Nashik; when the sun is in Aries (Mesha Rashi) it is celebrated at Haridwar; when Jupiter is in Taurus (Vrishabha Rashi) and the sun is in Capricorn (Makar Rashi) Kumbha Mela is celebrated at Prayag; and when Jupiter and the sun are in Scorpio (Vrishchik Rashi) the Mela is celebrated at Ujjain. Each site's celebration dates are calculated in advance according to a special combination of zodiacal positions of Sun, Moon, and Jupiter.

According to medieval Hindu theology, its origin is found in one of the most popular medieval puranas, the Bhagavata Purana. The Samudra



manthan episode (Churning of the ocean of milk), is mentioned in the Bhagavata Purana, Vishnu Purana, the Mahabharata, and the Ramayana.

The major event of the festival is ritual bathing at the banks of the river in whichever town it is being held. Other activities include religious discussions, devotional singing, mass feeding of holy men and women and the poor, and religious assemblies where doctrines are debated and standardized. Kumbh Mela is the most sacred of all the pilgrimages. The Purna Kumbha Mela will again be held at Prayag (Allahabad) in the year 2013 (January 27 to February 25). Visitors of varied nationality and religious denominations would be among the estimated 70 million pilgrims who would pass through this mega-event.

B. Prasanthi
My Home Industries Ltd

INTERESTING FACTS

- [1] Your tongue is germ free only if it is pink. If it is white there is a thin film of bacteria on it.
- [2] The Mercedes-Benz motto is 'Das Beste oder Nichts' meaning 'the best or nothing'.
- [3] Laughing lowers levels of stress hormones and strengthens the immune system. Six-year-olds laugh an average of 300 times a day. Adults only laugh 15 to 100 times a day.
- [4] Bats always turn left when exiting a cave.
- [5] Men's shirts have the buttons on the right, but women's shirts have the buttons on the left
- [6] The owl is the only bird to drop its upper eyelid to wink. All other birds raise their lower eyelids
- [7] The reason honey is so easy to digest is that it's already been digested by a bee
- [8] The color blue has a calming effect. It causes the brain to release calming hormones

B. Padmaja
My Home Industries Ltd

SENTENCES BY THE GREAT

Shakespeare.....

"Never Play With The Feelings Of Others Because You May Win The Game But The Risk Is That You Will Surely Lose The Person For A Life Time".

Napoleon.....

"The world suffers a lot. Not because of the violence of bad people, But because of the silence of good people!"

Dr Abdul Kalaam.....

"It Is Very Easy To Defeat Someone, But It Is Very Hard To Win Some

William Arthur.....

"Opportunities Are Like Sunrises, If You Wait Too Long You Can Miss Them".

Abraham Lincoln.....

"If friendship is your weakest point then you are the strongest person in the world"

Einstein.....

"I am thankful to all those who said NO to me Its because of them I did it myself."

Laxmi Priya
My Home Constructions Pvt Ltd

GOING AROUND

Planning for a mini vacation this monsoon? Is distance playing spoiler with your idea to chill out in a quiet little place? No worries! Here is the answer.

Deccan Trails

Hyderabad has a decent weekend getaway, set amidst nature that is not too far away. The tiny hamlet of Maneguda near Vikarabad in Andhra Pradesh is home to Deccan Trails, a unique hill top leisure and pleasure destination that offers camping and outdoor activities. At a distance of about 50 km from the Andhra Pradesh Police Academy and spread over acres of untouched land, a boulevard of trees welcome guests to the campsite that flourishes with flora and fauna. "The weather is always a few degrees cooler than Hyderabad.

Adventure

Wake up to the sounds of myriad tropical birds, enjoy a hearty breakfast from the camp's home-style kitchen and explore the miles of trails through the sprawling nature reserve. There is something for everyone here. The slightly adventurous kind can go for a trek into the deep forest, making it an ideal place for family. The adventure seekers can try their luck at archery, commando nets dart board, rock climbing, not to mention walking on the rope, which is popularly known as the Burma Bridge. The elders can just sit and reminisce their fond memories. The campsite has machaan, a watchtower overlooking the nearby 40 sq km reserve forest and a rock climbing wall.

Accommodation

The campsite has tented accommodations. There are ten tents providing a panoramic view of the greenery. The tents have two sections: a sleeping section, with twin beds, sufficient for two adults and a child. They do provide extra beds on request. It has a fan, and electric lights. A spare emergency lamp is also provided. The second section at the back consists of the attached bathroom and toilet (western style) with running hot and cold water. The ambience in the tents can be quite nice.



Food

Food is served in the traditional dhaba style under the thatched huts. Phulkas, sabzis, curd, jeera rice, papads and a sweet is part of the platter. Guests have gone on record to say that they find the food tasty and often invariably end up overeating. There are several hammocks with creatively designed swinging beds that allow guests to doze off after the sumptuous meal. The guests are welcomed by a hearty home cooked dinner after returning from an adventure filled day. Latter they can relax around the campfire or in a hammock and watch as the jungle night unfolds. One can also carry some homemade eatables for munching.

Cost

The cost varies, depending on the size of the group. It may vary in the range of Rs. 1400 to Rs.2000 per adult per day(24hours); there is no extra charge for accompanying children under age of 12. The tariff includes breakfast, lunch and dinner; and also includes welcome drinks, tea and snacks. Travel cost is extra.

V. Manjunath
My Home Constructions Pvt Ltd

HEALTH TIPS

Early to bed and early to rise makes you healthy, wealthy as well as wise. And that is not merely an age-old saying. It works in daily life too. Read on to know how.

- 1. Time to Exercise:** Waking up early gives you the time to exercise. You can easily go for a jog, do a few laps in the pool, practice yoga or hit the gym with plenty of time at hand.
- 2. Time to Meditate:** There is nothing like beginning the day with a dose of meditation. It will help calm your mind and sharpen your reflexes to keep you going through your busy schedule of work.
- 3. Experience the Charm of Early Morning:** Only an early morning person knows the charm and serenity that those hours offer. The silence, the birds chirping, the absence of cars honking, and the sunrise are all advantages only early rising can offer.
- 4. Increase Productivity and Efficiency:** A study conducted at the Texas University in 2008 revealed that early risers are more prone to be productive and efficient at work. In fact, students who wake up early are known to get higher grades than those who wake up late
- 5. Eating Breakfast:** Breakfast is known to be the most important meal of the day. Often, you may land up skipping it if you are running late for work. An early start to the day ensures that this significant meal is never given the slip.

6. Less Stress: Giving you ample time to get ready on time, waking up early ensures that you suffer less stress. Beat the traffic and drive to work at ease.

7. Set Routine: Once you get into the habit of rising early, you are able to set a routine and that obviously leads to better productivity not only at work, but also on the home front and as an individual.

8. Brighter Mood: Early risers are known to be happier and more optimistic than night owls. The latter are known to suffer depression, insomnia and pessimism. The bright start with exercise and optimism is bound to keep you feeling energised and optimistic all day.

9. Better Health: Proper routine and exercise are known factors in ensuring better health in the long run. Waking up early ensures you set aside time to work out. Late risers lack the advantage of time for this.

The benefits of waking up early are myriad. It doesn't take much to change your lifestyle to avail these benefits. After all, personal and professional well-being, and ultimate success are what everyone seeks. So, why not adopt a healthier way of living and reap those benefits?

- Editorial Team



– K.V. Kesava Rao

- Which country besides India celebrates its Independence Day on August 15?
- Which is heavier – milk or cream?
- Who introduced rupee as the unit of currency in India?
- "It is better to remain silent and be thought a fool than to open one's mouth and remove all doubt". Which American author said so?
- Getting into a bath tub full of water led to a discovery in physics. Who was the man connected with the discovery?

- Which language do gypsies speak?
- Who will possibly learn swimming faster – a fat person or a thin person?
- Which is the animal which is believed to have originally evolved as a land creature and then migrated into the sea?
- If pepper is known as the 'king of spices', what is called the 'queen of spices'?
- Which country has no cinema halls at all?

Previous Quiz winner	ANUSHA MHIL IT - DEPARTMENT EMP NO. 1452	SUMANA MHCPL LEGAL - DEPARTMENT EMP NO. 241
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Each question carries one mark. First entry received with highest marks will be awarded a gift.
Mail your answers to: expressions@myhomegroup.in



JUST FOR LAUGHS

An airline pilot wrote that on this particular flight he had hammered his ship into the runway really hard. The airline had a policy which required the first officer to stand at the door while the passengers exited, smile, and give them a 'Thanks for flying our airline.' He said that, in light of his bad landing, he had a hard time looking the passengers in the eye, thinking that someone would have a smart comment. Finally everyone had gotten off except for a little old lady walking with a cane.

She said, 'Sir, do you mind if I ask you a question?'

'Why, no, Ma'am,' said the pilot. 'What is it?'

The little old lady said, 'Did we land, or were we shot down?'

Hi ever wonder why we come up with most interesting of dumb questions , with no answers to ,,so here are a few ones

- **Are you sleeping?** Nah just playing dead !!!
- **Am i lost?** no your brain is !!!
- **Where does this road go?** No where u have to walk over it!!!
- **Is this a dream?** Want a slap now???
- **Oh is it raining outside?** no water leakage from clouds
- To a taxi...**are u free?** no u have to pay for it

- At a baby shower ..**Oh my gosh how did this a happen?**
- **Hey where the hell u come from?** Sky.. just landed and parked my cape!!!
- **Is that really a question?** No I was figuring an way to find new grammar!!
- **What are u saying???.u don't say??** Decide fast what do u want me to do!!!
- **Don't tell me u did it....???** aright... m not telling u since u already know !!!
- **Shut up!!! what are u trying to say?.....** trying? ... i am already saying it dumbo and how can I shut up now that I have said it??
- **Ok did u tell her about the things we discussed. to be kept between us??**
- **Did u know that we planned a surprise party for u?** ok !! I wont tell any one about it shhh
- Over a fractured arm, **does it hurt?** No I am having the time of my life!!!
- **Oh man...Ar u getting married to him... seriously?** No we just standing here for the photo opportunity...



Definition of human being
A creature that cuts trees, makes paper & write "SAVE TREES" on the same paper.

