

**Don't Wait
For Opportunity
Create it !**



GPL GROUP
Lighting homes across the world...

Newsletter | April - June 2019

From the AVP's Desk

Dear GPL Family,

Namaskar!!!



As we close one of the best financial years in the history of our company, we become more determined to stand tall and face the challenges with our head held high. Our innate perseverance and humility, commitment to quality, maintenance of customer relationships with global standards make us the tailor fit company for global brand associations. We added new customer base and proprietary products to our existing pool, and that makes all the difference.

My journey with the GPL Family began around eight years ago & since then I have been encouraged to think out of box, take measured risks and develop leadership skills under the mentorship of Mr. Rajan Kapoor, MD and Ms. Diya Kapoor, Director, GPL Group. The GPL family is like an organic and fertile soil that provides equal opportunities to everyone for growth and personal development. I urge my young colleagues to keep engaging with their work space as constructively as they can.

On this rather high and exciting note, I would like to set the tone for the coming financial year & we have miles to go....

Best wishes

Arun Goyal

INDEX

April - June 2019

1. Internal Auditors-5s
2. Merger of Moradabad operation with Noida Operation
3. Organizational Structure
4. KRAs & KPIs
5. Inter Club Golf Tournament
6. Chal Book
7. Fire Drill / Mock Drill

Editorial Team

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* Any Feedback would be appreciated & can be mailed to frontoffice@goldenpeakock.com



Our Auditors in a meeting

Internal Auditors-5s

Implementation of 5S, is a major cultural change for employees. 5S is not just about management, it is a group effort in which everyone has a role to play.

5S System represents change & by nature people are resistant to change and it's difficult for them. As we know culture is value based & deeply rooted in people, so overnight we can't change any culture.

In 5S Implementation the most difficult part is to "Sustain". The key for implementation is to start small and keep on adding small improvements. First persuade

everyone why 5S is important & then get them to believe. Second carry out regular 5S audits and make a tracking mechanism to monitor the growth of implementation.

In order to "Sustain" 5S we decided to appoint our own internal auditors & fix audit frequencies within the company where we appreciate achievers & motivate/counsel where Implementation is not up to the mark. By using these two approaches, 5S System will be better received and be more sustainable.

Three Cheers to our Internal Auditors!

Auditors Team

Rajnish Ahuja - Production GPX , **Rajender Singh** - Production IDN, **Vishesh Srivastava** - Marketing
Shrikrishan Jatela - Quality, **Deepak Bhardwaj** - Store IDN, **Vaibhav Goswami** - Quality GPX
Ankit Kasaudhan - HR, **Seraph Loona** - Purchase GPL



Our New Set Up at Plot -70/71, NSEZ

Merger of Moradabad Operations with Noida Operations

It all started with small conversations between Mr Rajan Kapoor and his company colleagues. It was in one such dialogue that the operating team members suggested the benefits of merging few manufacturing operations being done at the Moradabad plant with the plants in NOIDA.

To think-through and document the business case for this merger of operations was not difficult at all. The elimination of the need to transport few

products from NOIDA to Moradabad, and then get them back in NOIDA for subsequent processing would result in significant savings related to transportation costs and supervision.

Merging of operations is a complex task. The new facilities need to be designed and implemented without affecting the servicing of the customer orders in hand. A merger is a reasonably complex project where a number of experts need to come together and provide their expertise in a

timely manner, thus, a project team was launched.

With the opportunity to create new facilities at NOIDA & improve upon the process capabilities of Golden Peacock Group the journey to modernize the electro-plating plant began. Once done, our shop will have features such as capabilities to do zinc, copper, nickel, brass and chrome plating. With improved machine utilization & efficiencies, our customers will certainly experience higher quality satisfaction levels.

Finally, to summarize, the merger of Moradabad processes with the ones at NOIDA has been a great exercise of achieving goals through team involvement and empowerment. The pay-off by way of the operations team maturing into a well-knit team that can act with nimbleness and agility will be far greater than few weeks' loss of conformance to the initial schedule!

Three cheers to Golden Peacock Team!



Installation of the new plating plant

The **ORGANIZATIONAL STRUCTURE** looks like a Pyramid with a narrow top and a broad bottom

We are happy to announce a few changes in our Organization structure which has been implemented in order to have a smooth reporting pattern. Mr Arun Goyal will be advising Quality, HR & Admin the IT Department along with his own department of International Marketing.

Mr. Chakrapani Sharma will focus more on operations and atomization of the plant to have better quality of our product with proper utilization of resources.

The objective and importance of Organization structure is that it improves operational efficiency by providing clarity to employees at all levels of a company. Without a formal organizational structure, employees may find it difficult to know who they officially report to in different situations.

The structure provides guidance to all employees by laying out the official reporting relationships that govern the workflow of the company. A formal outline of a company's structure makes it easier to add new positions in the company, as well, providing a flexible and ready means for growth.

Being organized is the process by which the work is divided among departments and employees, and these departments and jobs are linked together to form a unified system. It shows the organization design of the company. This organizational design also shows the chart of the company. Also, includes the work specialization, chain of command, span of control, degree of centralization, and not forgetting the departmentalization of an organization.

KRAs & KPIs Help to improve

Motivation and *Morale*

of the people and results in role clarity

Key Responsibility Areas are based on the job description of a person and are used when assigning tasks that they are expected to perform. Employees are solely responsible for the specific KRAs assigned to them. KRAs are a larger goal of a company.

Our HR department has taken an initiative to re-draft Job Descriptions and Key Result Areas along with Key Performance Indicators for all positions in the company. It will help the individual to know more about his job profile in a systematic and structured manner.

This would mean that a person's performance would be measured based on the results shown.

Management by objectives (MBO) is a strategic management model that aims to improve the performance of an organization by clearly defining objectives that are agreed to by both management and employees.

It also helps to improve the motivation and morale of the people and results in role clarity.



Mr. Rajan Kapoor 2nd from Left

Inter Club Golf Tournament

The Delhi Golf Club, The Bombay Presidency Golf Club, The Royal Kolkata Golf Club & The Karnataka Golf Association, India's finest Golf Clubs decided to have an Inter Club Golf Tournament from 1st to 4th May 2019^{*} at Karnataka Golf Association, Bangalore.

Delhi Golf Club selected Mr Rajan Kapoor from over 2000 of their members list to

represent the team from Delhi. They took care of the entire trip & ensured it was organized to the satisfaction of all the Golfers. The host club, Karnataka Golf Association ensured good hospitality was given to every one at the club & at Hotel Royal Orchid Regenta. All the teams had a wonderful time & a good Golfing experience.



The CHAI book is listed in the UNESCO World Library Catalogue

CHAI - The Experience of Indian Tea

We are pleased to share that 'Chai 'The Experience of Indian Tea' has been listed in the UNESCO World Library catalogue and is available on call at international libraries worldwide.

It is a rare honour for a book to be selected by UNESCO for their library, and we are delighted that our intensive work of passion by way of writing and photography qualifies on a globally recognized scale by such an esteemed organization.

To recap, this book has been the recipient of the World Gourmand Awards 2014-15 as the Best in the World Tea Book, surpassing UK and Ireland among the

three finalists of 42 entries. It has also won the award as best produced book in the World Book Fair 2014, New Delhi. The book has also been featured on a California-based radio programme, 'An Organic Conversation'.

'Chai' has a print-run of four editions and has also been translated into Korean. All editions are listed in the UNESCO Library catalogue.

We thank every one involved in this book for their invaluable support.



Fire Drill / Mock Drill

Fire drills help prepare employees to respond quickly, calmly, and safely. Fire drills play a very important role in workplace fire safety. After each drill, management and employees are gathered to evaluate the effectiveness of the drill.

A mock drill/fire drill was conducted on 8th June, 2019 at our MG Road Showroom & Okhla Office premises to educate and train our employees on how to evacuate in emergency and in case of fire.

Our motive is to make aware our employees and visitors on how to respond in any emergency situation.



Demonstrating the use of a Fire Extinguisher



All Staff being briefed at okhala office on fire fighting procedures



Fire fighting training at MG Road Showroom



Our Little Pups
TOM & JERRY
are now 9 Months old
at Kishangarh Farm



TOM & JERRY



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