

I AM ADVIK

Passionately Innovative

VOL. 18 | (JUL 2024 - SEPT 2024)

Advik's Internal Newsletter

PREFACE



This newsletter will run you through all activities, initiatives done under the below quadrants as follows:

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Empowering Growth Through Competency Enhancement...

At Advik, our most valuable asset has always been our people. As the automotive industry rapidly evolves, so must our skills and competencies. This year, we've intensified our efforts to ensure that every member of our team has access to the tools and opportunities necessary to thrive in this dynamic environment. Our competency enhancement initiatives have been designed with your growth in mind. From specialized training programs to leadership development workshops, we are committed to investing in each employee's personal and professional journey. These initiatives are not just about improving technical expertise, but also about nurturing creativity, problem-solving, and leadership capabilities that are critical to our continued success.

In the past year, we've launched several new learning platforms and upskilling programs that have already begun to show great results. We've collaborated with industry experts to offer advanced technical certifications and training sessions on the latest innovations in automotive engineering. We've also expanded our leadership development programs to ensure our teams are equipped to navigate challenges with confidence and agility.

As we look ahead, we will continue to focus on building a culture of continuous learning, where every team member is encouraged to expand their knowledge and pursue new growth opportunities. I encourage all of you to take full advantage of the resources available and to approach your development with curiosity and passion.

Our collective growth is key to our future success, and I'm excited about the possibilities that lie ahead as we continue to innovate and lead in this competitive landscape.

Thank you for your dedication and commitment to excellence.

At last, I can only say **Think Future and then our Opportunities are limitless!**

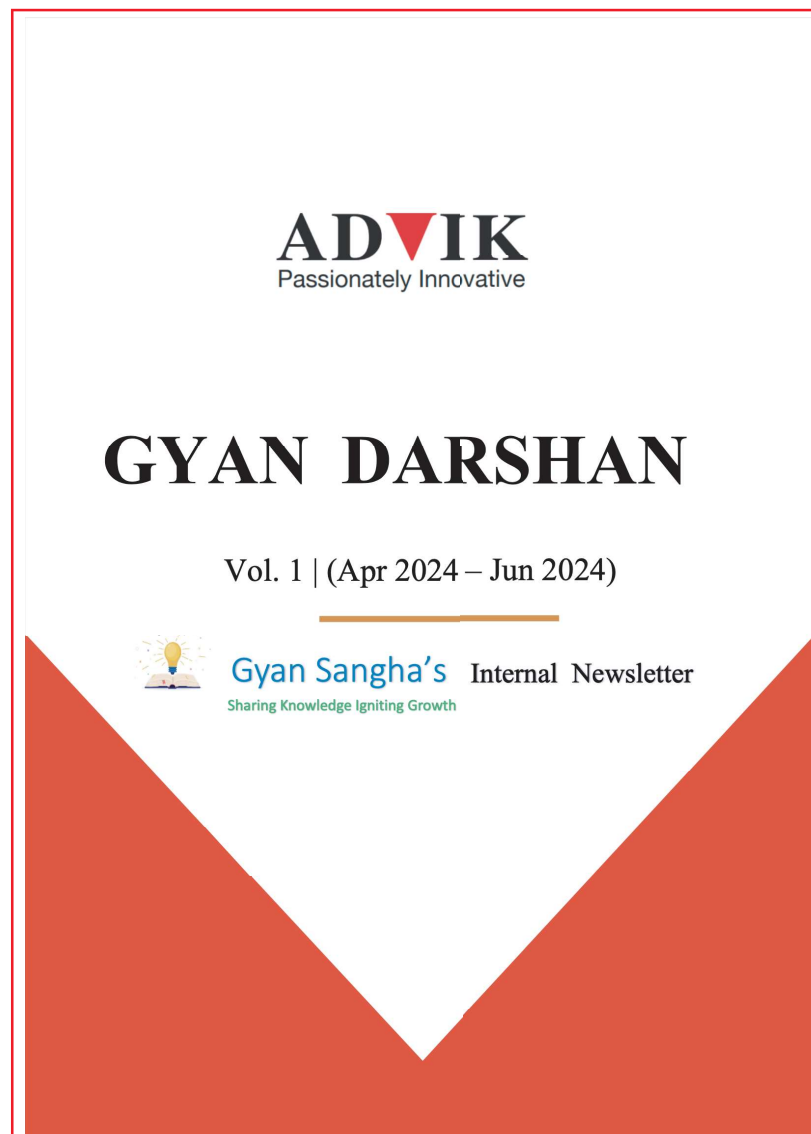
Pavankumar Patodi
COO - BU2



1. GYAN SANGHA: GYAN DARSHAN

Team 'GYAN SANGHA' has launched its 1st Quarterly NEWSLETTER - 'GYAN DARSHAN'

A basket filled with past knowledge sharing events, rewards and recognition, knowledge walls, tech gyan along with forthcoming events. The knowledge sharing sessions are helping R&D team not only to build the knowledge but also it is building team collaboration, synergy and camaraderie.





The launch of 'ADVIK DIVA' initiative resonates with our commitment of fostering a diverse and inclusive workplace.

The initiative is an outcome of a collective desire to create a platform where all female employees within the organization can connect, share their Journey, Challenges and Success stories; which contribute to serve for the betterment of the Organization.





SUPERVISORY EXCELLENCE PROGRAM - SABKI EK PEHCHAN

Strategic Investment in Human Talent

Supervisory Excellence Program is an innovative platform designed to strengthen our leadership pipeline. This initiative is a testament to our commitment to fostering exceptional supervisors who can navigate the complexities of today's dynamic work environment.

Supervisors play a pivotal role in our organization. They are not only responsible for meeting production targets but also for ensuring the highest quality of our products. They drive continuous process improvement, optimize costs to maintain our competitive edge, uphold shop floor discipline and most importantly, champion a culture of safety in the workplace.

This program will empower supervisors to refine their management styles, enhancing their abilities in self-management, effective problem-solving and risk identification & analysis within their work environments.

As we embark on this journey of learning and growth, remember that excellence in supervision is not a destination but a continuous journey.

We are confident that our supervisors have the potential to make a significant impact, not only in their roles but also in shaping the culture of our organization.

Nitin Kank
Associate Vice President - HR





1. GOLD AWARD - THE QUALITY CIRCLE FORUM OF INDIA

Advik Pune Team has won 5 prestigious Gold Awards in the Quality Circle Forum of India, held at Chhatrapati Sambhaji Nagar on 24 Aug 2024.

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ADVIK P15, P34, P39, PE BU1, BE, and HR have participated in this competition under 5 categories.

- Category 1 - Quality - Gold Award
- Category 2 - Kaizen - Gold Award
- Category 3 - Pokayoke - Gold Award
- Category 4 - TPM - Gold Award
- Category 5 - SHE - Gold Award

This competition was special for us because the team demonstrated diversity by having 5 female employees.



Many congratulations to the teams and special thanks to their mentors.



Advik Pantnagar won two top awards at the Inssan 25th all India Creativity Summit in New Delhi: the Par Excellence Award and the Excellence Award.

A big thank you to
Mr. Prem Prakash Gajpal, our Director Operations,
who proudly presented us as a special guest in INSSAN forum.



Congratulations to Team Pantnagar for this great achievement!



Advik Pune team has won two prestigious awards at the ACMA 9th Quality Circle Competition for the west region on July 26, 2024.

Our P39 (Brakes) and P34 (4W) plants shined amongst 94 teams, securing runner-up trophies for Overall Improvement and Productivity Improvement.

This incredible achievement highlights our commitment to excellence, with both teams standing out against major industry players.



Congratulations to the P39 Brakes and P34 BU2 teams for their fantastic performance



Advik's P39 Brake team and Business Excellence team have consecutively 2nd time won the 66th National Productivity contests held by IIIE at Jamshedpur from 26th September to 28th September.

We have received 1st prize with 15,000 prize money amongst 64 teams in the competition. Though the competition was dominated by TATA Steel, TATA Motors, NTPC, HMCL, Hindalco, and TVS Motors, Advik has once again consecutively 2nd year won this competition and created a historic benchmark in IIIE National Forum.

Advik participated for the first time in a Technical paper competition in IIIE Forum and achieved a Silver Award amongst 114 participants. This is the beginning of a technical paper presentation by Advik and a lot more to come.

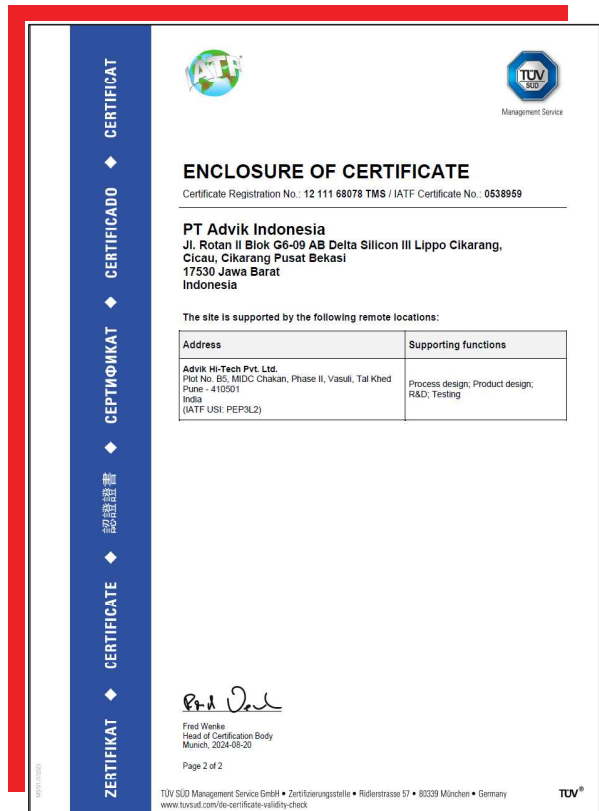
Jamshedpur industrial leaders have acknowledged and appreciated Advik's achievements in the forum and conveyed regards to the Advik Top management.



Congratulations to the team for this outstanding victory.



Pt. Advik Indonesia (P17) success journey of IATF 16949:2016 Certification from CB : TÜV SÜD INDONESIA





Pt. Advik Indonesia (P17) success journey of IATF 16949:2016 Certification from CB : TÜV SÜD INDONESIA

Kick off & signing the commitment of Implementation IATF 16949:2016



External Training IATF Awareness, Core tools and Internal auditor





Internal Audit and Management Review



Audit Stage 1 and Stage 2 by TUV SUD Indonesia





Advik acknowledges, celebrates, and amplifies employee achievements and accomplishments. Employees always shine the brightest at work! To show the appreciation towards their contribution, employees were given a token of gratitude, for all that they have done for our company. We value our people and strongly believe that they are our assets.

A token of appreciation for our HARDWORKING EMPLOYEES



**We wish you an
Abundance of Success!**





1. GANESH CHATURTHI CELEBRATIONS

Ganesh Chaturthi is a ten-day festival celebrated to honor the lord Ganesha's birthday. Lord Ganesh who is the lord of knowledge and wisdom. The festival was celebrated for 10 days with great enthusiasm at the Chakan Plant. It ended with Ganpati visarjan miravnuuk where employees participated to bid farewell to Ganpati Bappa.



Ganpati Bappa Morya!!!

2. FAMILY VISIT



3. TOWNHALL MEETING



Advik fosters a culture of open communication and engagement. Townhall provide a platform of sharing insights on companies performance, strategies, and initiatives. This strengthens a positive organizational culture of transparency and inclusivity.





1. AYUSHMAN AROGYA MANDIR

We are proud to announce that, through Advik's CSR Health Initiative held on September 2nd, the Deputy Chief Minister of Rajasthan, Diya Kumari, inaugurated the 'Ayushman Arogya Mandir' (Urban Primary Health Care Centre) at the 'Seth Jwala Prasad Bhartia Hospital' in Fatehpur, Rajasthan.

This significant occasion was graced by the presence of our Hon. Chairman Radheshyam Bhartia, our Managing Director Aditya Bhartia and the esteemed Bhartia family.



2. HEALTH CHECKUP CAMP



Advik successfully conducted a Health Checkup Camp at Donda Village, Taluka Khed, Pune. We received an overwhelming response from the village community and this camp made a significant impact, benefiting over 300+ villagers, including elderly individuals, members of the tribal community, students, and women.

During the camp, we conducted blood pressure (BP), HB, sugar level checkups, along with the treatment for common ailments such as colds and fevers. Free medicines and syrups were distributed to those in need, ensuring that healthcare was accessible to everyone.



This health camp was made possible through the active support of the local Gram Panchayat, the ZP School, and Asha workers, and we are grateful for their collaboration.



We are thrilled to announce that under the umbrella of Advik CSR's 'Education Through Empowerment' initiative, we have launched English enhancement classes at Dr. Kalmadi Shamrao High School, Pune.

This program is designed to support 151 students from the 8th, 9th, and 10th grades, helping them improve their written and spoken English fluency.

Over the next 8 months, our focus will be on enhancing their communication skills, etiquette, and career-oriented English requirements, making them more industry-ready. These students come from challenging backgrounds, with parents working as construction laborers, housemaids, shopkeepers, sweepers, and in similar occupations.

Our baseline survey revealed significant gaps in their English proficiency. Understanding the crucial role English plays in career advancement, we have initiated these classes to bridge that gap. This initiative not only aims to support these students academically but also demonstrates our commitment to community welfare alongside our business goals.

Following the success of this project, we plan to extend our initiative to Pune Municipal Corporation Schools, broadening our impact and reach.



Let's celebrate this step towards empowering young minds and creating brighter futures!

4. CLASSROOM INAUGURATION



We are delighted to announce the successful inauguration and handover of four newly constructed classrooms at ZP School, Shirol Tal. Khed, Pune by our beloved Chairman, Mr. Radheshyam Bhartia.

This milestone marks the fulfilment of a project that began last year under our CSR initiative, aimed at addressing the critical needs of the school and enhancing the educational environment for its students.



We are proud to continue our commitment to making a meaningful impact through our CSR initiatives.

5. TREE PLANTATION



We are pleased to share that on the 21st of September, we successfully conducted a 'Tree Plantation Drive' at the NDRF Camp in Sudumbare, under our CSR initiative focused on the Environment Sustainability. Over 50 of our dedicated volunteers actively participated in the drive, along with NDRF Jawan's and their dignitaries.

The NDRF officials expressed their gratitude to Advik for our efforts in contributing to a greener and healthier environment at their camp. It was a wonderful event that showcased the power of collaboration in creating sustainable change.



Thank you to all the volunteers and participants for your enthusiasm and commitment to this cause.



PAWAN SACHDEVA



I'm thrilled to share my 90-days journey with Advik. To begin with, I want to thank the Advik HR Team for their wonderful initiative that encourages new employees to share their experiences openly.

Humility and politeness of everyone at Advik is one of the most inspiring aspects I've noticed in the last quarter; which is rare in such a dynamic industry. Each person is dedicated and sincere in their work, which contributes to the impressive growth and sustainability we see.

The top management is very approachable and provides support for any concerns, highlighting the importance of respect for individuals—a core value that I also experienced in my previous organization and is an integral part of Advik's culture.

Pawan Sachdeva
Deputy General Manager – Programme Management



I'm elated to share my positive feedback as a new employee at Advik since joining on June 27.

My experience has been overwhelming and want to highlight a few key points. The management is very approachable and supportive, creating an environment where employees feel valued and heard. I appreciate the freedom to take initiative in my tasks, which fosters creativity and personal growth in my role. The organization's culture is truly remarkable, thanks to the Apex Committee's thorough approach to cultural transformation.

I'm thoroughly enjoying my professional and personal journey here, with commendable balance and opportunities. The HR Team's support and assistance has been invaluable in helping me onboard and integrate smoothly into the organization.

I extend my heartfelt thanks to Pavankumar Patodi and Nitin Kank for their ongoing support in all initiatives. Their guidance has been crucial as I navigate my new role and responsibilities. Overall, my experience has been extremely positive, and I look forward to contributing to and growing with the organization.

Sachin Mahind
Deputy General Manager – ER & Admin

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