

Interactive session with Officers of ILP during visit of CMD on 07-10-13

WITH ALL OFFICERS OF ILP IN THE TRAINING HALL AT 08:45 HRS

AGM (PU), extended a hearty welcome to CMD on the occasion of his second visit to ILP, since assuming office on 19th July 2013. CMD expressed his views that instead of a monologue, he believed in conducting an interactive session, where in officers could air their queries and concerns which would be answered to. The issues viz Vision for IL, Present status, Future orders, Technological upgradation, Upgradation of machinery, Pay revision prospects, Promotion of officers, Manpower planning and CMD's views about IL were taken up during interactive session.

CMD started off recalling the 3 day workshop held at Kota, participated by top management personnel of IL, in which the **vision statements of IL for 2016** were co-created.

With the vision statements as the backdrop, other points were addressed. The performance indicators – Turnover, Order Booking & Profit / Loss figures – for the company and ILP were detailed upon. The mobilization of funds through sale of land at Kota and constraints in sale of Jaipur due to inability in converting the status of land at Jaipur from the present “Industrial” to “Commercial land were briefed. CMD hinted at the possibility of reintroducing VRS as a part of the revival program on receiving funds.

Regarding the possibility of future orders, CMD opened up the purpose of his current visit to Coimbatore to evaluate the facilities available at M/s Process colours, with whom the modalities are being worked out for setting up the production facilities at Kota for printing of Hologram stickers for various Government agencies. Business tie ups are in the offing with M/s GAIL, ONGC, HPCL etc which will fetch more orders for the company.

It was informed that Technology as well as machinery at ILP and Kota is being upgraded as a part of the CAPEX Fund utilization and the activities are being expedited to ensure completion at the earliest. While announcing transparency as the hall mark of the new management team, CMD made it explicitly clear that the 1997 pay revision implementation can be possible only when the company reaches a financially stable position, which he personally expects to happen in a span of 2 years. Promotion for officers is being worked out and will be addressed soon. Regarding man power planning, CMD made it clear that the management is well aware of the projected out flow of work force at all levels and on yearly basis, the same would be replenished. Board approval has been accorded for induction of 14 nos of personnel.

CMD also shared that his joining in IL knowing complete background and its present status as an ailing organization and after having personal interaction with personnel at various levels within and outside the organization. With the new top management team at the helm of affairs, CMD expressed full faith and confidence that the expected turnaround was definitely possible with the concerted efforts of one and all. The address was concluded after CMD exhorted the young officers to get involved more in gathering information from the market through various available resources and work with more zeal and commitment, which can bring laurels to the company and to themselves. Future of IL is in the hands of young officers who are being led by the strong management who has experience and a clear vision.

The meeting concluded by about 10:15, after which CMD proceeded to inaugurate the two new CNC machines.



WITH MANAGERS AND ABOVE IN THE BOARD ROOM AT 10:45 HRS.

Due to paucity of time, CMD restricted the review only to utilization of CAPEX funds. He was very critical in stating that the monitoring the progress of projects is not given importance at ILP, while the concentration is only on the production and turnover. The individual projects (totally 17 in numbers) were reviewed in detail. The concerned officers for the projects were asked to justify the delays, which eventually led to project over runs and thus escalated over heads. Cut off dates for completion of each project was charted out and AGM (PU) has to submit monthly progress reports to CMD for the purpose of monitoring. CMD observed that there was no feeling of ownership regarding the execution of projects and that the concerned project managers are not taking pains to ensure that bottle necks are removed. Such inaction cannot be tolerated in the present scenario. CMD urged for an interaction with the counterparts at Kota, to gather more information / expedite approvals.



Another major point that was stressed was the M-governance, which is already introduced at Kota, where in the communication between the unit head and subordinates as well as between the peers, through installation of software in the mobile phones, can lead to enhanced productivity. This task was assigned to Manager (IT). The meeting concluded by around 12:15 Hrs.