

## Job Enrichment Program:

8 selected members from YLP team have been enrolled into the Job Enrichment Program.

This program aims at providing multi skilling and cross functional knowledge sharing opportunities to the chosen members.

The selected YL's and their project details are as under:

Sr.No.	Name	Department	Title
1.	Deepak Chaudhari	Processing (Vegetable)	Analysis of sales return to reduce wastage and increase efficiency
2.	Milind Kolte	Processing (Field Crop)	Analysis of sales return to reduce wastage and increase efficiency
3.	Shivshankar Falke	Marketing (MS Branch)	Branding of Arjun - 21 Bt in Vidarbha
4.	Gajanan Unhale	Stores	Store stock analysis
5.	Sunil Gadekar	Marketing	NFA profiling and kit management
6.	Mohini Bikkad	Foundation Seed	Analysis of storage space in DH godown and suggestions for improvement
7.	Jyotsna Patil	Processing (Vegetable)	Operational Planning for Vegetable Processing
8.	Barnali Roy	Marketing	Analysis of NFA requirement, training and expenses analysis

## Opinion about Job enrichment program:

It is very good opportunity for YLP members to learn more about other departments. Because of that there will be interlink age between two departments. There will be proper flow of information among departments. It will build tendency in mind like this company is for me, it is giving more opportunities to learn, and I am getting proper exposure and support to improve my skills. When such mindset is there among employees about company, it would be known as powerful organization and it will reach topmost level within short duration of time. In this series I got a project entitled "Operational Planning (Vegetable Processing)". While doing this project I have come to know about the vegetable packing system, while doing this I got ideas which I can implement for cereal packing also. Thanks to Management for giving such a great opportunity through YLP program.

- Jyotsna Patil

Assigned job in Marketing - Effective utilization of NFA's(Nath farmer advisor). The objective of my project is to study NFA requirement analysis, training requirement and need analysis and NFA expenses analysis. I have got a chance to think over how we can efficiently used these NFA's in order to get better results and outcome. Through this job enrichment program we got opportunities for personal growth, and a meaningful work experience. This approach gave us more responsibility. This gave us more of a challenge, more of a complete task, more responsibility, more opportunity for growth, and more chance to contribute our ideas. This program has given us exposure to completely different area and has given opportunity to learn lot new things.

- Barnali Roy

## Advice by HOD's series

This is an excellent opportunity for all YL's to benefit from the rich experience and knowledge of our seniors.

HOD's interact, guide and discuss topics which are relevant for the organisational development as well as attitudinal development.

So far the series has received amazing feedback from all participants.

### Sessions conducted:

**Dr. Pathak - Attitude**  
**Gajanand Biradar - Positive Relationships**  
**Shriram Jahagirdar - Customer Support & Satisfaction**

### Sessions planned:

**Yadunath Paratkar -Motivation**

**Dr. Raina**

**S. U. Baig**

**Ram Jangeed**

**"Aspire not honours, shirk not responsibilities."**



## The Crab mentality



When I was a little girl, I lived very close (and hour and fifteen minutes) to the Florida panhandle beaches. Which meant we spent a TON of time there.

Early evening was one of my favorite times to walk the beach with my mom and my older brothers. We were all clean and fed and slightly sun weary but still desperate to be outside. So, we would grab flashlights, dip nets and a bucket and search the ocean's edge for crabs.

We would catch a bucket full in an evening and drag them back home where my mom or my grandmother would cook them up into something delicious. (Yes, I was traumatized by the crabs being put into boiling water, but that story is for another day.) The problem was that as we made that long walk home carrying crabs, there were always one or two who figured out how to climb up to the edge of the bucket in an attempt to escape. Every now and then we would have to tap the edge of the bucket to knock them back down.

Because I was too little to carry the bucket very far, I got the job of watching for potential escapees. And I noticed something..well...odd.

More often than not, as a crab would begin to inch its way higher to the edge of the bucket, the other crabs would latch on to him and pull him back down. I watched this scenario play out again and again, year after year.

Fast forward to this morning. As I was drinking my coffee and perusing my twitter stream, and up pops this gem from @paul0coelho (He wrote *The Alchemist*, one of my all time favorite books): "Only mediocrity is safe. Get ready to be attacked, and be the best." Maybe it was the early hour. Maybe it was my post-event mushy brain. I don't know. But the minute I read Paul's tweet, I thought of those crabs in a bucket. So I sent him this tweet: "I'm thinking of crabs in a bucket. They always try to pull down the one who's figured out how to escape." Paul liked my analogy so much that he re-tweeted it and I've spent my morning connecting with people all over the world who liked it, too. It resonated deeply for a lot of people. I did a quick Google search and discovered that "Crab Mentality" is actually an official phrase that roughly means "if I can't have it, neither can you." And it is talked about. A lot.

So now I'm thinking about the Escaping Mediocrity journey with this lens. There will always be people who will subtly or not so subtly try to keep us from escaping. Why? Because our escape threatens their mediocre existence. Pulling us down, sabotaging our efforts, picking apart our brilliant ideas – all of that keeps them feeling safe. And living undisturbed mediocre lives.

So what if we added a new piece to the crab mentality picture? Imagine a crab, or a group of crabs on the other side of the bucket building a ladder to aid your escape. They managed to crawl out of the bucket in spite of all the energetic attempts to pull them backwards. Because they've tasted freedom and they know your struggle, they are putting energy into aiding and abetting your escape.

I believe that for those of us determined to get out of the bucket, such a group exists. It may take some time to find them, but they are there, ready throw a safety rope over the edge and pull us out.

Start listening for them. Start looking for them. They are there. Reach just a little further and they'll meet you at the edge of the bucket.

(from a source on Internet)

## Summary of Sixth Kaizen Presentation

YLP's Sixth Kaizen Presentation was conducted on Monday, June 25, 2012, the anchoring roll played by **Dr. S.U.Pardeshi**, R & D, the event flow was handled by **Mr. Sachin Kulkarni**, HRD & Systems on the laptop & vote of thanks shared by **Mr. Jitendra Bramharakshas**, Processing. Total 37 members presented 70 & above Kaizens which was a landmark for Nath.

At the end of session **Mr. S.U.Baig**, Director-Tech. appreciated good command on English language used by YLP members. **Dr. S. K. Raina**, Chief Advisor R&D also share some good points like English language not compulsory for Kaizen presentation, you can use any language which is understood by participants so language mix up can be avoided. He also appreciated Safety & GOT presentations. **Mr. M. M. Patel** shared Job Enrichment project and Guided Reading details. **Ms. Soniya Kagliwal**, YLP Chief spoke about Advice of HOD's series. Finally **Mr. Satish Kagliwal**, Mangaing Director shared his views i.e. Kaizen is Improvement Journey, do Kaizen for self improvements, do not make Kaizen for impression only, do it for yourself which will indirectly benefitted by organization.

- **Sunil Gadekar**, YLP Co-Ordinator