

VOICE OF MIBS

Celebrating 75 years of excellence.

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Core Team:

Suhani Charles (Editor-in-Chief)
Krina Shah (Content Curator & Designer)

LIFE IN A PANDEMIC

Mahesh Krishnamoorthy

CHIEF BUSINESS OFFICER

How many of us have experienced a pandemic in our life, none of us right! That's true, we had somewhat similar situation about a decade ago with the SARS virus but for some good reason it didn't impact India or Indians. I thought it would be good to check with elders in my family and around me if they had any similar experience in their life and at best they could relate to was during the 1971 war when there used to be sirens at which all had to rush to their homes or take cover wherever possible but NEVER a situation when you are locked in your house for a long time with limited clue when the situation would return to normalcy. I am sure citizens of war-torn regions would have such lockdown experiences but it is for a limited period, the reason is known and they are sure the leaders would work towards restoring normalcy since a dialogue or compromise would help.



But Coronavirus is a different ball game – we didn't know its origin, how it spreads, how long does it take to catch you bad, how long before recovery, what medication helps, is there any long term health impact, when will this end, will life ever return to normalcy. Though today we know answers to many of these questions, few months ago we were all in a panic mode.

I guess all of us have had enough in our life about Coronavirus hence my objective is not to dwell upon this subject to cause further anguish but look back at the six months gone by to share anecdotes from my life which I am sure will be an entertaining read.

While the virus had affected China hard in early 2020, we didn't realize the gravity till beginning of March and things changed rapidly in about two weeks from precautionary advises to a complete lockdown. **Fortunately since MIBS is one of the few companies which was prepared for “work from home” and moved swiftly into the new mode (all credit to the wonderful MIBS team),** the initial few days were good, spending time with family after a long time, no 3 hour to & fro office travel, late night movies on Netflix/Prime, no waking up early, no formal attires followed by periodic banging of plates and lighting of diyas as per Government advisory.

We really didn't think the entire lockdown would last more than a week or two, everything would be back to normal. After all how much does a couple of thousand positive cases matter for a country with 138 crore population.



The gravity of the situation started sinking in around mid-April when the numbers started increasing rapidly especially in Mumbai and the realization dawned that we are in for a long haul. We understood that now the privileges of maid, driver, home delivery of groceries, restaurants, Swiggy, Zomato, movies, malls, daily walks have all vanished. The daily routine became – wake up, office work, home chores, watch TV, sleep. Even neighbors became aliens.

Having been in Operations and Service all through the career it is obvious that I started looking for a Process everywhere (much to the irritation of my mother and wife). The 5W1H principle is ingrained in the DNA. What is the principle, simple – **What** work is to be done, **Who** will do it, **When** should it be done, **Where** should the work be done, **Why** should it be done and **How** will it be done.



The first thing I did was division of labour –

- Who goes out for anything – ME (self-declared assumption that I am the most careful person hence no debate on this topic)
- Who stays in the house – ALL OTHERS

Work allocation–

- Self – washing vessels twice daily, cleaning washrooms every Sunday, sanitizing anything that comes from outside
- Wife – broom & mop every alternate day (though she prefers to do it daily), daily rounds of the washing machine
- Mom – cooking (that was clearly for my benefit 😊)
- Son – watering plants daily, dusting alternate days, cleaning fans and vacuuming carpets every alternate weekend
- Daughter – being the little one and always pampered, she would get to do simple errands helping everyone in their work



This routine was set well and was working fine till the Process moved into “Process Structuring” and “Process Discipline” which again is a DNA defect, thanks to my mentors over two decades of my career. Folks at home, who have been doing this work for so long (and I have mostly never) just don’t do the things right hence need my “Strategic Guidance”. So, I do the work in the “Correct” way, they “Learn” and then “Follow” it the way I showed them.

They happily agreed that I do it much better, appreciated my attitude for perfection and I didn’t realize they had conned me into doing all the work and by the time I realized the con, I learnt many things –

- You realize how big your house is only when you have to broom and mop it
- Perfection is achieved when you broom forward and mop backwards
- If you bend at a 90 degree angle while sweeping you don’t get back pain
- Amazon offers good range of mops with rods, they ensure you mop without having to bend
- Vim Liquid guys make wrong claims, one drop doesn’t have power of 100 lemons, you need to scrub hard to get the dirt off
- Maids play a critical role in maintaining peace and harmony at home

At a point I thought it is wise to surrender and let my focus remain on the work allotted for myself. This indeed bought a significant amount of peace at home.

The routine set in fine, the mornings were for reviewing activities of the previous day, setting actions for the day, afternoons & evenings for meetings, late evenings for the family and nights for the movies...with 60 minutes in between for “deep thinking” while washing the vessels. Those are moments of peace with rhythmic sounds of scrubbing, flowing water, tinkling of vessels when one goes into a trance and thinks of how the future will transform



post pandemic. At the end of this deep-thinking session, there will be a flurry of emails and whatsapp messages to the team (who after reading this will realize that whenever there are many messages from me, its just after a “washing vessel” meditation session 😊).

Jokes apart, while I ignore the anxiety suffered in the initial months of the pandemic, it is now clear that the virus is here to stay for a while and we need to take necessary precautions to get life back to the new normal. We have learnt the basics of hygiene which our schools had miserably failed to teach us in spite of immense efforts, we have learnt the value of life.

We all have spent good time with family after a long time and missed our colleagues & friends. We yearn to get back to office, along with work have those chit-chats and gossips with friends, the chai-sutta breaks.



We have opened our offices and are gradually increasing the number of people working from office, I am sure life will return to normal soon. Stay safe, take care of self and others around you.



And, I sincerely hope and pray the neighboring country above our head stops eating animals we prefer to see in the Zoo and thereby not bring novel viruses to the world.



SUHANI CHARLES

EDITOR-IN-CHIEF

Dear Team,

Time flies. Half the year just went by and here we are 6 months into the lockdown. We launched our very first newsletter edition when we were in the 1st quarter of lockdown & that's definitely not how we anticipated the launch of our newsletter, but today here we are with our 3rd edition of our very own 'Voice of MIBS'.

Just like the logo in this edition, we have seen times which have been dull in early days of lockdown but we ensured business was not impacted – what seemed like a challenge then is pretty much a daily routine activity now. That is exactly what MIBS is all about we may have our grey times (**Voice** of MIBS) but we will stand strong and come back fiercely (Voice of **MIBS**) that's one thing this lockdown has taught me and all of us in generic - **"Rise by daring to disturb the universe"**.

Some things remained unchanged and unaffected for MIBS – we continued business as usual with zero impact on our productivity or any of our business verticals, we continued attracting new clients and transitioned a lot of new processes virtually and all of this is something we never thought we would probably be able to do. I hope this newsletter sparks up something within you that helps you shape an even better tomorrow - speaking of which sharing a small anecdote with all of you.

"A business man gets stranded on a lonely highway. The tires of his car get stuck badly in a mud pool. He looks around for help and finally finds an old farmer. The businessman goes to him asking for help to get his car out of the mud. Farmer gauges the situation, and agrees to help him and says, let us take the help of Warwick, an old bull at his farm. The farmer ties the bull to the car and start shouting loudly, ' FRED, PULL!.. JACK, PULL!.. JOHN, PULL!... WARWICK, PULL!'. As the farmer keeps shouting these words, the bull Warwick gets the car out of the pool of mud. The Businessman is relieved but has a doubt in his mind. He thanks the farmer and asks him, "You said the bull's name was Warwick, and he was alone, then who were Fred, Jack & John?" The Farmer answered, "See, Warwick is old and is also blind. He does not know he is pulling this car alone. The moment he hears the other names, he thinks he is in a team, and he gives his best."

So is the case with all of us. The very thought that there are others in this same situation as us, gives us a great deal of comfort, hope, confidence and entuses us to put our heart and soul into any task that we undertake.

Happy Reading - Team MIBS



CREATIVE SPOT



- Saurabh Agashe (Kandivali)



- Prerona Chakrabarty
(D/O Riten Chakrabarty)



- Yogesh Bhut (Kandivali)



- Akshay Gupta (Goregaon)



- Abhinav Bapat (Nagpur)

TEAM ACHIEVEMENTS

“

Our MIBS Nagpur team distributed Form16 of FY-20 to cell members by arranging distribution counters near to their work stations .

This was done in order to maintain social distancing.

In Hydraulics department , we segregated form 16 as per departments like , CV machining , cv assembly , VTU assembly , Hydraulic supply module & Hydraulics manufacturing.

We spent only 2 hrs i.e. one hour in the morning for first shift & 1 hr in the noon for the second shift.





Same type of arrangement was also followed at the Tractor Manufacturing Plant .

Entire team of Nagpur MIBS cooperated irrespective of their Processes .



SAFETY FIRST



Symptoms	Coronavirus	Flu	Cold
 Fever	Common	Common	Rare
 Cough	Common	Common	Mild
 Loss of taste and smell	Sudden	Rare	Sometimes
 Fatigue	Sometimes	Common	Sometimes
 Headaches	Sometimes	Common	Rare
 Aches and pains	Sometimes	Common	Common
 Runny/stuffy nose	Rare	Sometimes	Common
 Sore throat	Sometimes	Sometimes	Common
 Sneezing	No	No	Common
 Shortness of breath	Sometimes	No	No
 Diarrhoea	Sometimes for children	Sometimes, especially for children	No

ECO-FRIENDLY BAPPA



- Chitra Kalgutkar (Kandivali)



- Mayuri Kulkarni (Solapur)

7 REASONS WHY YOU SHOULD CONSIDER WORKING IN SALES

I might be a touch biased towards sales because I sell almost every single day of my life. Sales is probably the best profession in the world. Not probably, it is!

I love it so much and I hope you do too. I'm going to share with you why everyone should work in sales at least once in their lifetime.

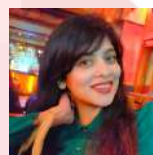
1. Overcome rejection
2. Forging real connections
3. Probing
4. Active listening
5. Master the art of persuasion
6. You are going to be selling your whole life
7. Impactful leadership

If any of you have aspirations of a C-suite job, being a C-level executive or just of running your own business, you got to realize that some of the most effective CEO's on the planet are great salesmen.

Look no further than the likes of Steve Jobs or Elon Musk. These are the people who really know how to sell their product, their service, and really benefit of what they offer the world. So, they're selling something all the time and they're the number one salesperson in their organization.

They are selling the dream to people.

In addition to what i have mentioned, there are a plethora of attributes that you would eventually incorporate in your life through sales. I hope this inspires you to work in sales at least once in your life.



Amrinnaaz Shaikh
(Lead - Business Development)

CORONA EXPERIENCE AT HOME

21st Mar, 2020...that day will forever be etched in my memory as the inevitable finally did happen. Everything worked like clockwork that day at work. The speed at which work was getting done was amazing. And before leaving the premises, all of them work colleagues bidding each one a good bye.

What is the concept of time? We will never know...

Its been 183 days and counting, that we are in LOCKDOWN mode. A virus that has got every powerful country and every powerful leader to their knees is on the loose and we cannot do much about it yet.

From what I can remember, it went like this:

Lockdown starts - task given to make noise to scare the virus away - lockdown continues - task given to search for virus in the dark - lockdown ongoing - flowers were thrown from above (maybe virus was allergic to pollen) - lockdown ongoing - people waiting for new task!!

Amidst all of this, umpteen number of people have lost their lives and umpteen number people have laid down their lives all over the world. This virus has changed the way a simple funeral is being held. The super heroes in disguise are the Doctors, Nurses, Policemen, Care givers and those brave enough to help!

So much for slowing down everything that even the Earth got a chance to heal itself. Its not greed that is helping now, is it?

Giving = LOVE

Miss going to office? Yes. Is it because of not having a proper work station? No. Its that feeling waking up, dressing up, getting your bike out, getting into a race or two while you are on your way, reach office, see the familiar faces and quiriness of people you see everyday. Meet your friends. Have a banter, brag, crib, get work done, and make your way home (A Habit). And the Habit isn't getting done!!

While in that interim, I have gained knowledge, knowledge which is as simple as using an excel without the mouse, knowing your team better without Seeing them, being handy at home with things needed at home, taking a course you thought you would never do, spending time to get to know your family....and all the sides of a family, I might add.

Lets all be together in this turmoil!!

**HEAL THE WORLD!
MAKE IT A BETTER PLACE!
FOR YOU AND FOR ME AND THE ENTIRE HUMAN RACE!**

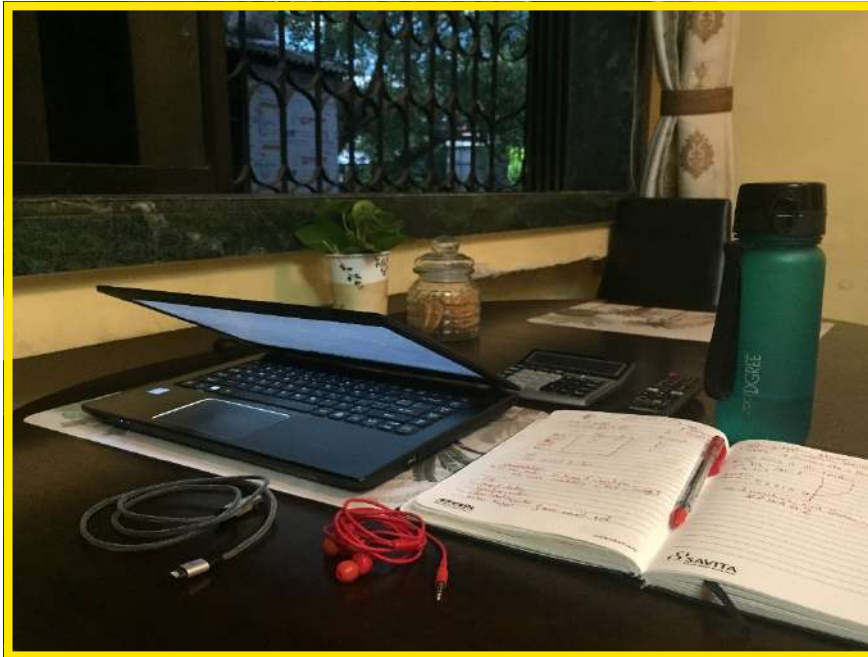
Micheal Jackson makes it sound like he saw today eons ago. And yet, it all seems so apt for the current times and days ahead....

Take care, stay safe and Hasta Mañana till we meet again..

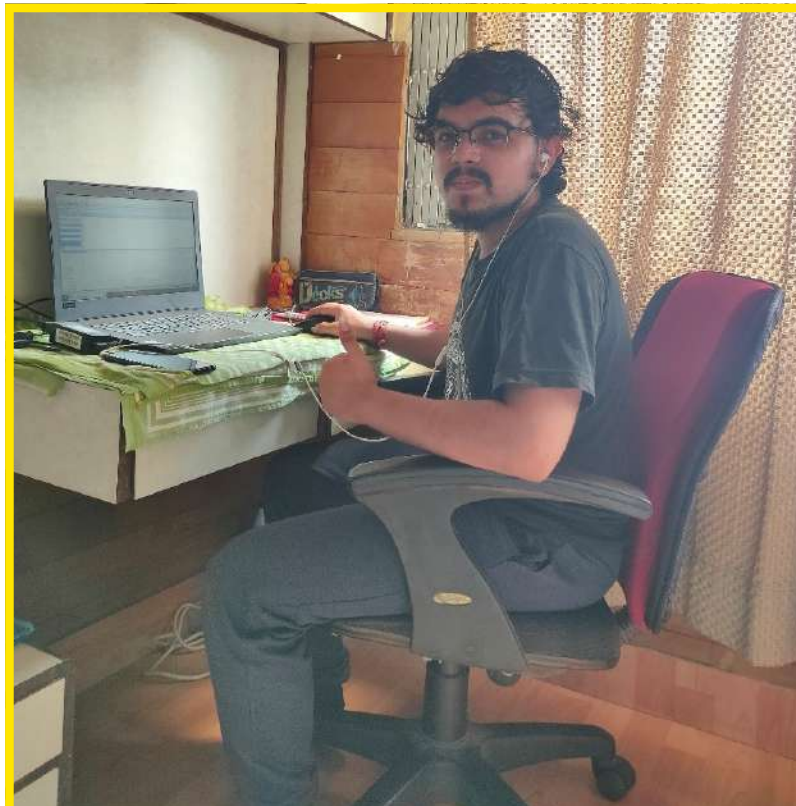


- Austin Dmello (Goregaon)

OUR NEW WORKSTATION



- Ajinkya Gavale (Kandivali)



- Chintan Shah (Goregaon)

THE BEST PART ABOUT WORKING AT MIBS...

“ I love working in MIBS because its easy to get along with colleagues as they are helpful and friendly too also I feel my performance has improved because of the support from my supervisors as they are strong and trustworthy leaders. The importance given to health & safety here is wonderful.



Amit Tiwari (Goregaon)



Chintan Shah (Goregaon)

“ Being a part of Mahindra brand is always special and I always have that pride working for MIBS because of it's work culture and the support that is been given to each and everyone of us!



“ It has been an exciting journey with lot of unique experiences and learnings at MIBS. Something that I will cherish for lifetime☐



Shweta Nagekar (Goregaon)



Aishwarya Joshi (Solapur)

“ I feel proud to be associated with MIBS, even during this pandemic we were taken care of. This was not only important for me but also for my family.



YOU PLATE IT, WE FRAME IT



- Sampada Chavan (Goregaon)



- Zheel Sheth (Goregaon)

BLAST FROM THE PAST

1



A



2



B



3



C



4



D



1-D (Vaishali Desai), 2-C (Rajesh Parab), 3-A (Naresh Hotwani), 4-B (Mahesh Krishnamoorthy)

BLAST FROM THE PAST

Remembering team MIBS as we miss celebrating major festivals together this year.







Thank You

for reading, contributing and
empowering MIBS.

If you wish to checkout our previous
editions, here's a link to the same:

<https://www.mibs.in/newsletter>

