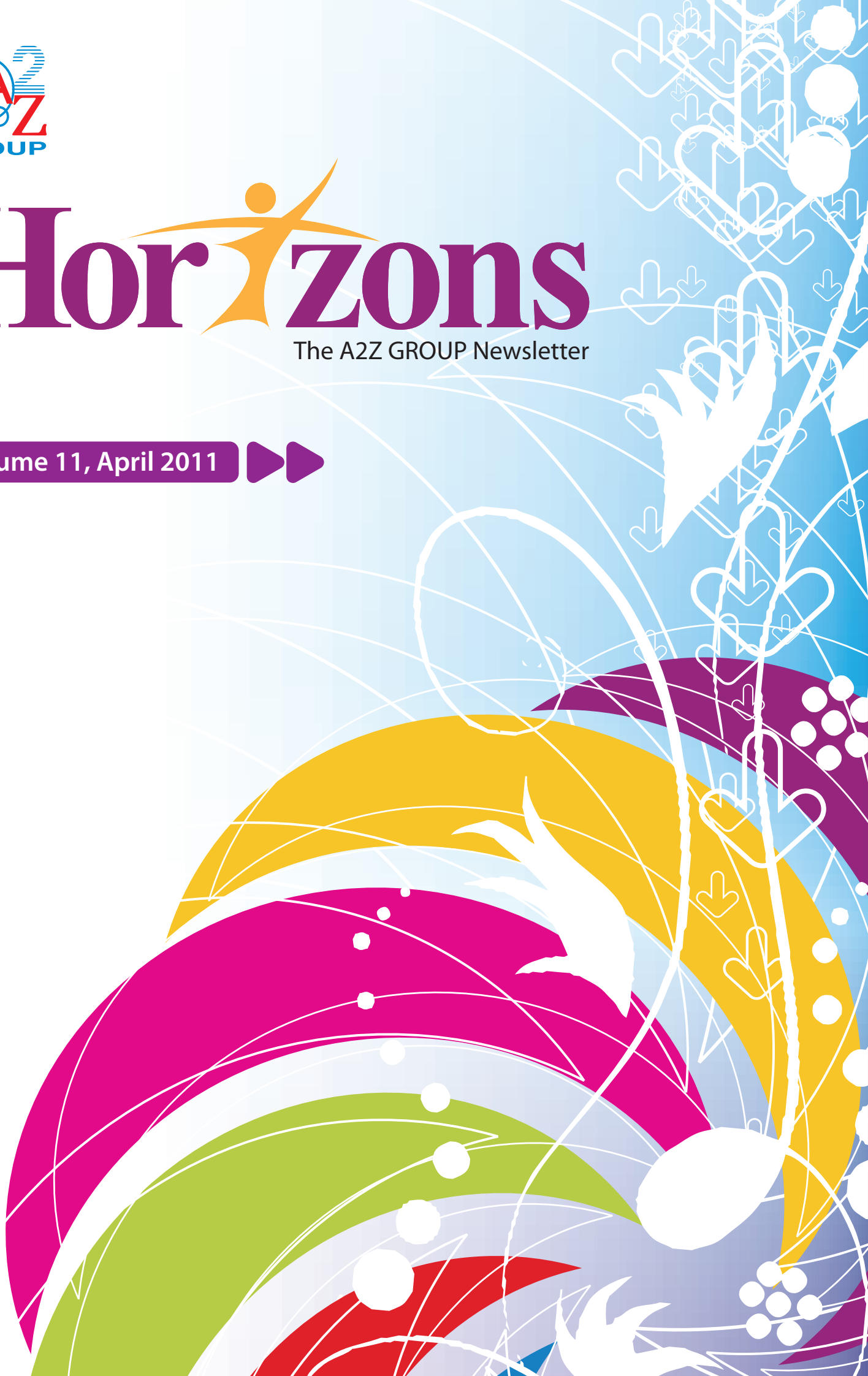




Horizons

The A2Z GROUP Newsletter

Volume 11, April 2011





Message from Mr. Amit Mittal (MD)

Dear A2Zians,

At the very outset, let me take the opportunity to congratulate you and the Indian Cricket Team for winning the prestigious 'Cricket World Cup 2011'.

By winning the World Cup, MS Dhoni and his boys have brought back to us the glory, the happiness and the celebration that we were yearning for, since 1983. Our Cricket Team had a very good mix of experience and youth and it has proved to the world that we were and are the best among all the teams around the world.

MS Dhoni's leadership deserves all the appreciation that he is getting. It is only under an effective leadership, where talent thrives. For a team to perform well, it requires a leader who recognizes the strengths and weaknesses of each team member and uses their collective strength to fight the challenges/ competition.

At A2Z Group, each of the members should give his or her best, to achieve the common goal of their respective teams. At the same time, we must not forget that every leader is a team player and he also has an important role to play in the success of the team.

A collective good effort from all the members translates into an effective effort from all the teams which finally converges into the 'Winning Effort' of the Group.

Thus we must never marginalize our duties and responsibilities. Our role and your duties are as important as that of any other member of the organization.

Together we can add greater value to the nation at large and provide the same positivity, happiness and satisfaction as our cricket team has done.

Reach me at 'horizons@a2zemail.com'.



Leadership Profile



Mr Rajneesh Mehra
CEO & JMD
A2Z Infrastructure Limited

Dr. Rajneesh Mehra

We realize the impact leaders can have on the young generation. Here we explore more about the eminent personalities of A2Z Group.

Dr. Rajneesh Mehra is currently working as CEO and JMD of A2Z Infrastructure Limited. He completed his MBBS from Guru Nanak Dev University, Amritsar and M.D from institute of Medical Education & Research and has vast experience of 22 years. He has been associated with key names in the industry.

Prior to association with A2Z:

Prior to joining A2Z Infrastructure Dr. Mehra was engaged in solid waste management business in his personal capacity.

Family:

His wife, Pooja is a homemaker. He is blessed with two sons, Abhinandan and Utsav .

Life beyond Work:

Dr. Mehra is an extrovert by nature and firmly believes in balancing work-life. He is passionate about new electronic devices. He firmly believes that happiness comes from within a person. When not engaged with work, he prefers to spend time with his family. Dr. Mehra also draws happiness from meeting people.

Life at A2Z:

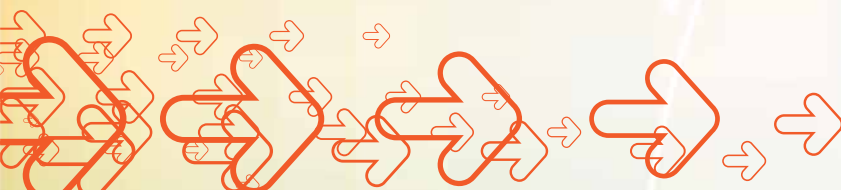
Dr. Mehra considers his colleagues as his family members. For him the zeal to perform duty to perfection comes from passion to do something good for his A2Z family at all times. He enjoys his work a lot.

Success Mantra:

He believes that to be a successful man; one has to always lead from the front rather than to drive from behind; one should always maintain a 'Never say No' approach.

Message for youngsters:

He says 'One must give his 100% to everything one does whether big or small to achieve success'. He strongly believes that there is no shortcut that can let you bypass hard work.





New Members Of The A2Z Family

A2Z MES

S.No	Name	Designation	Department
1	Anuj Kumar Singh	Engineer-Projects	
2	Bikash Kumar Dey	Site Engineer	Projects
3	Samir Pandey	A G M	projects
5	Ashish Kumar Ojha	Manager	Projects
6	Ajit Kumar	Senior Supervisor	Projects
7	Jagdamba	Executive-Admin	Water & Waste water
8	Sayanta Dey	Diploma Engineer Trainee	Projects
9	Suraj Kashikar	Assistant General Manager	Projects
10	Upendra Kumar	Supervisor	Projects
11	Manish Kumar Saraswat	Engineer-Projects	Water & Waste water
12	Sandip Chattaraj	Supervisor	Projects
13	SantiRanjan Das	Manager-Projects	Projects
14	Arijit Kumar Ghosh	Engineer	Projects
15	Silky Goel	Assistant Executive-Commercial	Projects
16	Manoj Kumar Mahendia	Field-Assistant	Projects
17	Somnath Mondal	System Administrator	Projects
18	Sadhan Singha	Assistant Store Keeper	Projects
19	IrshadAlam Ansari	Supervisor	Projects
20	Saurabh Kumar Goswami	Supervisor	Projects
21	Rishi Malhotra	Manager-Sales	E waste
22	Amit Kumar	Draughtman	Projects
23	R Maridurai	Store Keeper	Projects
24	Tippu Sultan M	Engineer	Projects
25	Sanjeev Kumar	Senior Engineer-Projects	Projects
26	Abhishek Arya	Engineer	Water waste
27	Md. Danish	Engineer	Telecom
28	Amit Rai	Diploma Engineer Trainee	Telecom
29	Yogendra Singh	Diploma Engineer Trainee	Telecom
30	Naveen Kumar Srivastava	Graduate Engineer Trainee	Telecom
31	Pradeep Kumar Nain	Assistant General Manager	Projects
32	Ashish	Engineer	Projects
33	Omprakash Gupta	General Manager	Star Transformer
34	RiteshArun Singh	Graduate Engineer Trainee	Projects
35	Triveni Pandey	Project Coordinator	Telecom
36	Hitesh saini	Supervisor	Projects
37	Biseswar Muduli	Supervisor	Projects
38	Pranab Kumar Samanta	Supervisor	Projects
39	Md. Kaleemuddin	Engineer	Telecom
40	Ashish Anjana	Engineer-Projects	Telecom
41	Sundip Singh Virdi	Deputy Manager	E waste
42	Subodh Awasthi	Senior manager	E waste
43	Hari Narayan Bandaru	Manager-Operations	E waste



Mr O.P Gupta
(GM in A2Z MES)

He did his B.E electrical from MM Engineering College, Gorakhpur in 1992. Mr. Gupta brings over 17 years of experience in the power sector. Before joining A2Z Group, he was with PME power solution which is a government approved export house for transformers. He holds expertise in production, testing, designing of transformers.

You can reach him at opgupta@a2zemail.com



New Members Of The A2Z Family

A2Z Infrastructure

S.No	Name	Designation	Department
1	Prem Singh Nair	Manager Logistics (C&T)	Logistics
2	Saurabh Kaushik	Executive-Business Development	Business Development
3	Mr. Gaurav Gupta	Assistant Manager-Cash logistics	Cash Logistics
4	Vidit Nagar	Manager -Logistics	Logistics
5	Mr. D.K. Garg	Manager-Marketing	Marketing
6	Manoj Kumar Tiwari	Assistant Manager-HR (P&D)	Human Resourse
7	Sanjeev Arora	Financial Controller	Finance
8	Ms. Sarita	Executive-CSR	CSR
9	Raman Kumar	Executive-CSR	CSR
10	Dinesh Kala	Executive-HR	HR
11	Prashant Kumar	Graduate Engineer Trainee	C&T
12	Vinay Kumar Singh	Executive-Corporate Social Responsibility (C&T)	CSR
13	Waseem Hasan	Manager-Maintenance(P&D)	Maintenance
14	Ashok Kumar Dixit	Assistant Manager	C&T
15	Shalendra Kumar Kushwaha	Accountant	C&T
16	AnandGaurav Singh	Accountant	C&T

A2Z Powertech

S.No	Name	Designation	Department
1	Nitesh Verma	GET	Projects
2	Md Khalid Akhtar	GET	Projects
3	Suresh Kumar	Assistant Manager-Projects	Projects
4	Sandeep Kumar Dwivedi	Autocad Operator	Projects
5	Rishi Prakash Singh	Assistant Manager-Projects	Projects





New Members Of The A2Z Family

A2Z Powercom

S.No	Name	Designation	Department
1	Somit Rastogi	Engineer	Material Management
2	Jasvir Singh	Field Executive	Land Management
3	Ashwani Kumar Goel	Shift Incharge	Project
4	Awadesh Kumar Yadav	Senior Boiler Operator	Project
5	Anuj Kumar	Junior Engineer	Project
6	Rohit Prakash	Boiler Attendent	Project
7	Vikash Kumar	Shift Engineer	Project
8	Dayanand Singh	Engineer	Project
9	Sanjeev Kumar Narula	Engineer	Project
10	Paras Nath verma	Boiler Operator	Project
11	Mukesh Kumar Bharti	Engineer	ESCO
12	Manoj Kumar	Engineer	ESCO
13	Akhilesh Khandelwal	Assistant Manager	Finance & Accounts
14	Subhash Chander	Technician	Project
15	Kamla Yadav	Boiler Operator	Project
16	Jitender Pal Gupta	Manager	Project
17	Mahesh Kumar	Engineer	Civil
18	Girish Balasubramanyan	Executive	HR & Admin
19	Salamat Khan	Engineer	ESCO
20	Karambir Kashyap	Senior Supervisor	Project
21	Vikram Sachdeva	Shift Engineer	Project
22	Mohd Mustqeem	Shift Incharge	Project
23	Abdul Minhaj	GET	Project
24	Ankush Goyal	Manager	Civil
25	Kuldeep Singh	Assistant Manager	ESCO
26	Nirakar Sahu	Senior Executive	Finance & Accounts
27	Moumita Sarkar	Executive	Finance & Accounts
28	Pradeep Kumar Tiwari	Fitter	Project





Powertech News

Project

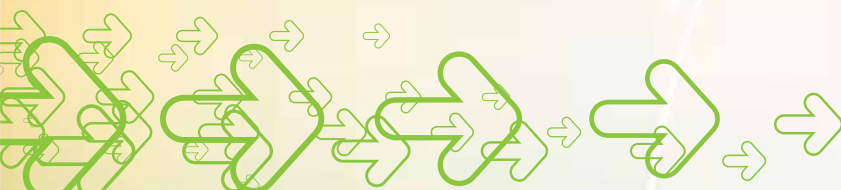
- ▶▶ NDPL: Our team is catering to the services of NDPL with dedication and to their complete satisfaction. We have further opened new technical avenues and developed in-house capabilities to cater to IAMR solutions in NDPL
- ▶▶ Feeder Segregation at Rewa: After survey completion; our team has started the erection work

R&D

- ▶▶ IAMR: The product being developed by Powertech is well appreciated by MoP. Our presentations have been appreciated by the technical advisor to the Prime Minister in planning commission. We have also been offered to represent the working group formed as per the direction of TA under the direct control of MoP and CEA for the finalization of IAMR specifications

Payment

- ▶▶ We received an additional payment of Rs 5.5 Cr for our Delhi project under Powertech
- ▶▶ We have received a total of Rs. 12.66 Cr from our D12 and D14 projects
- ▶▶ We have received Rs. 2.5 Cr from Feeder segregation project at Rewa





Powercom News

Major Highlights of Punjab & Kanpur project sites:

Fazilka:

- ▶▶ Boiler Hydro Test completed on 2nd April' 11
- ▶▶ TG Set erection will start by mid of May' 11
- ▶▶ DM Tank completed

Kanpur:

- ▶▶ Boiler Hydro test planned on 2nd May'11
- ▶▶ Erection & Commissioning of EOT Crane completed
- ▶▶ TG Set erection will start by mid of May' 11

Morinda:

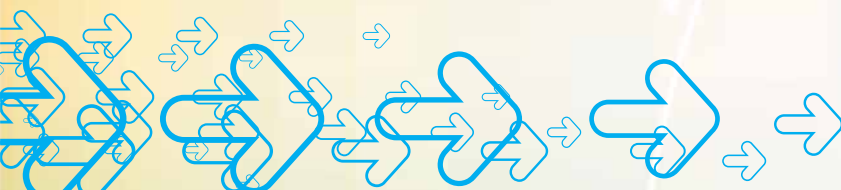
- ▶▶ Boiler Hydro test planned on 5th May'11
- ▶▶ TG Set erection will start by middle of May' 11
- ▶▶ Chimney shell casting completed.

Nakodar:

- ▶▶ Boiler Hydro test completed on 5th April' 11
- ▶▶ BOP equipment erection under progress
- ▶▶ DM Tank completed
- ▶▶ TG Building civil work completed
- ▶▶ TG Set erection underprogress

Fabrication work of ESP material, Boiler duct, Bunker column & Ash Silo work are moving at a rapid pace. BOP equipment like ESP, Dereactor and BFP erection work is in progress.

A2Z Powercom Projects teams are striving hard to achieve the targets with in the stipulated time.





Powercom News

Projects Progress at A Glance

▶▶ Nakodar Project Site At A Glance



TG Building, Boiler & ESP Structure view at Nakodar



Erection of Turbine at Nakodar



Erection of Boiler Pressure parts at Nakodar



Erection of ESP & Chimney view at Nakodar

▶▶ Fazilka Project Site At A Glance



Erection of Boiler parts at Fazilka



TG Building View at Fazilka



Erection of ESP Structure at Fazilka

▶▶ Morinda Project Site At A Glance



TG Building View at Morinda



Erection of Boiler Pressure parts at Morinda



Switchyard Foundations & Erection of ESP Structure at Morinda

▶▶ Kanpur Project Site At A Glance



Erection of EOT Crane in TG Building at Kanpur



Erection of ESP Structure Columns at Kanpur



Chimney Shell Construction at Kanpur



Erection of Boiler Pressure parts at Kanpur



Infraservices News

►► Tender For ONGC, Dehradun

A2Z Infraservices recently received an LOI from ONGC Limited for providing facilities management services to their complexes. The contract is valued at Rupees 21 Crores (approx.) for a period of 3 years. ONGC is headquartered at Dehradun from where the world wide operations are managed. The contract includes provision of the following services:

- a) Housekeeping and General upkeep
- b) Horticulture Services
- c) Electrical and Civil Maintenance
- d) Operating and Maintaining Water Supply
- e) Distribution of Power Supply

We shall be servicing the KDMIPE (Keshava Deva Malviya Institute of Petrol Exploration), GEOPIC (Geodata Processing and Interpretation Center) building, the ONGC Academy building, the IDT (Institute of Drilling Technology) building and the CISF residential colony.

The deployment of manpower was completed on 16th April 2011 and the A2Z operations team is presently working aggressively on the transition phase, which will be completed in the coming fortnight.



KDMIPE

It is a matter of great pride to serve one of the biggest and prestigious PSU in the country, and A2Z shall endeavour to provide the best of services to them.

▶▶ Our Social Approach

The CSR team in its endeavour to create cleaner and greener environment started alone, but as our brand name “Sahyog” - indicates co-operation from all sides of the society, we are now a team or a group of common mass who is working together for the success of our mission.



School/ College students of Moradabad participating in a rally to support our endeavour. The young brigade teaching a lesson to keep the city clean and green.

CSR Executive addressing the public to make them aware about cleanliness. This meeting was supported by the presence of Mr. Lalji Rai (Municipal Commissioner – Moradabad) and the Addl. Municipal Commissioner.



People got together at Aligarh to share their knowledge about proper waste disposal. Every citizen was keen to listen about our company and praised for our efforts towards making their city clean and green.

Cleanliness is next to Godliness, agrees each & every citizen of Kanpur in chorus with A2Z “Swachh Swasth Sundar aangan mein, Ishwar baste hai kankan mein”.





Management Challenges For An Emerging Economy



By Mr. Nitin Sharma
(Sr. Executive – Business Development
A2Z Group)

Every success has a story and every story has a hero. Most of the successful organizations had a modest beginning with limited number of employees/stakeholders and the 'Founder' acting as the guiding force to them. But as an organization grows and expands, the number of stakeholders increase and more employees are hired.

So what happens when the organization grows huge and the one who is the 'Guiding Force' is not able to personally direct so many of them?

The organization continues to exist but will it continue to grow in the same manner as the guiding force wants it to?

May be that is why the concept of Vision and Mission Statement came into the picture. In other words, they serve as the Guiding Light in the moments when the path is unclear. They work as the substitute of the original Guiding Force. The Vision and Mission Statement are the reference points in the situation of; let's say confusion or a deadlock. Let us now try to understand what Vision Statement and Mission Statement really mean.

Vision: Defines the way an organization or enterprise will look in the future.

Mission: Defines the fundamental purpose of an organization or an enterprise, succinctly describing why it exists and what it does to achieve its Vision. The mission statement should guide the actions of the organization, spell out its overall goal, provide a sense of direction, and guide decision-making. Thus in a way, the Mission statement becomes more important than the Vision itself.

Let's examine, from an amateur's point of view, the Mission Statements of some of the well known Multinational Companies. I have chosen 6 of them:

Ford Motor Company: We are a global family with a proud heritage passionately committed to providing personal mobility for people around the world.

(This statement appeals to the Employees and Customers and talks about being the older player in the global market at the time when the market is flooded with many big players. It tries to appeal on the emotional level. Also it makes it clear that their forte is in 'Personal Mobility' and thus clearly sends the message across.)

Global Gillette: We will provide branded products and services of superior quality and value that improve the lives of the world's consumers. As a result, consumers will reward us with leadership sales, profit, and value creation, allowing our people, our shareholders, and the communities in which we live and work to prosper.

{We might think of Gillette as a company making products for Men's Personal Care, but the mission statement clearly widens the scope by saying it wants to 'improve the lives' of the world's consumers and is not restricted to shaving creams and blades, as we might think. It gives a clear indication to the Management/ Employees. It also talks about social welfare in the end. It also appeals to the Consumers very strongly.}

Harley-Davidson, Inc: We fulfill dreams through the experience of motorcycling, by providing to motorcyclists and to the general public an expanding line of motorcycles and branded products and services in selected market segments.



Management Challenges For An Emerging Economy

{It clearly mentions its core product in the statement – Motorcycles and talks about the Experience of Motorcycling, hereby appealing to the Consumers at an emotional level. It also appeals to the Employees or future management about the fact that it wants to expand the market size and expand their 'line of motorcycles' and also the associated Branded Products (remember the classic Harley Davidson Jacket) and Services but 'in selected market segments' only (Harley doesn't come cheap baby!!)}

IBM: Operating a safe and secure government.

(Ideally a Government Serves and it takes care of its people and so does IBM. Great Impact, it makes you think of IBM as a JUGGERNAUT! and it is. We say 'I am an Indian/American/British' they say 'I am an IBMer!'.)

Microsoft: At Microsoft, we work to help people and businesses throughout the world realize their full potential. This is our mission. Everything we do reflects this mission and the values that make it possible.

{'People and Businesses' cover the entire conceivable market. 'Realize their full potential' is another way of saying 'making them 100% dependent upon us'. Windows is the leader in operating system and software and will probably continue to remain the same in the Future. ('It is just so tough to graduate to a Mac!!') }

The Walt Disney Company: The mission of The Walt Disney Company is to be one of the world's leading producers and providers of entertainment and information. Using our portfolio of brands to differentiate our content, services and consumer products, we seek to develop the most creative, innovative and profitable entertainment experiences and related products in the world.

{They realize by their experience, that their core competency is in 'Entertainment' and since they have a strong presence in 'Media' – Media Networks (ABC Television Group, ESPN Inc. etc) and DIMG (Disney Interactive Media Group) hence 'Information'. Having 'Entertainment' at heart, they already have the world best known brands and using the same, they want to create different experiences and Products. Hence they are strongly appealing to the Employees/ Stakeholders, among others. (It is enough to leverage what Walt Disney did in his lifetime!)}

So it seems Mission Statement itself has a goal to achieve and this goal can be anything ranging from a strategy around a threat to addressing a challenge or to showcase the strength etc. You might think about these/others in many ways and I am all ears. You can send your Views, Arguments and suggestions to nitin.sharma@a2zemail.com.





Brace Your Nature



By Mr. Vineet Khare
(Manager-Finance)
A2Z Group

“Optimization” can only be achieved through the magnificent “State of Equilibrium”. Undermining its state & eminence generates and regenerates a kind of upheaval to attain fresh level of Equilibrium. By virtue of the new set of ordinates we can expect the unexpected that may yield undercurrents which may result in disaster for all the macrocosmic and microcosmic entities and our Universe is not an exception.

The universe fortifies its anger by displacing the ordinates which fits best towards achieving its equilibrium. With the ever increasing footholds of scientific developments, the use of obnoxious gases and chemicals to extenuate the outcome of the desired results has led the universe succumb to the forces acting against nature. Its unique biodiversity gets affected and to attain the supreme state of equilibrium the nature at times resist causing unwanted skewness to the existing parameters.

The scientists across the world are trying to study the very daedal formation of universe. New technological up gradations genetically not supportive of the very ingredients by which the universe and nature are created. Hence a need to examine closely the reasons why the nature seems to be so belligerent when the nature/universe are per se salubrious and bestows mankind with all the vitals, essential for a healthy living object.

The suppression of the natural functioning of the universe results in virulent backlash and which is cataclysmic in nature. As an aware human being, I would like to urge the entire stream of mankind to get themselves inured to the flow of nature, and believe me it's not at all harmful.

I plead to the mankind that such awful steps towards developing the WMDs (Weapons of Mass Destruction), reactors and nuclear plants, investing so hugely just to prove their might to the entire world is just a mythical advancement and the end result will be nothing less than mass destruction. Why the countries are investing immensely for procuring these warfare when they can utilize the same money for some altruistic deeds. The military might of the countries are self-sufficient in case of unwanted exigencies. The incidents like that happened in Japan where natural disasters have commanded their supremacy and exposes it to the vulnerabilities of unequilibrium and hence the result – disaster.



Five Point Someone

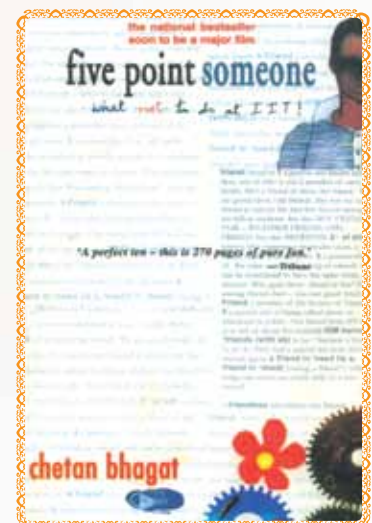


Mrs. Priyanka Gotra
(Executive Assistant to Group CEO)
A2Z Group

The novel is set in the Indian Institute of Technology, Delhi, in the period 1991 to 1995. It is about the adventures of three mechanical engineering students (and friends), Hari Kumar (the narrator), Ryan Oberoi, and Alok Gupta, who fail to cope with the grading system of the IITs. Ryan is a bit smart and outspoken, whereas Alok and Hari are mildly crybabies. The three hostelmates - Alok, Hari and Ryan get off to a bad start in IIT - they goof up the first class quiz. And while they try to make amends, things only get worse. It takes them a while to realize: If you try and dismantle the IIT system, it comes back to double cross you. Before they know it, they are at the lowest echelons of IIT society. They have a five-point-something GPA out of ten, ranking near the bottom of their classes.

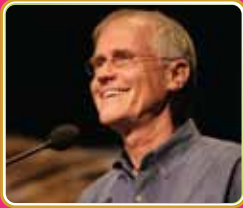
The book is narrated in the first person by Hari, with some small passages by his friends Ryan and Alok, as well as a letter by Hari's girlfriend NehaCherian. It deals with the lives of the three friends whose elation on making it to one of the best engineering colleges in India is quickly deflated by the rigor and monotony of academic work. Most of the book deals with the numerous attempts by the trio to cope with and/or beat the system as well as Hari's fling with Neha who just happens to be the daughter of Prof. Cherian, the domineering head of the Mechanical Engineering Department. Their most important attempt was "C2D" (Cooperate to Dominate).

While the tone of the novel is humorous, it takes some dark turns every now and then, especially when it comes to the families of the protagonists. Most of the action, however, takes place inside the campus as the boys, led by the ever creative Ryan, frequently lamenting how the internationally lauded IIT system has stifled their creativity by forcing them to value grades more than anything else. Uninspiring teaching and numerous assignments add to their woes, though the boys do find a sympathizer in Prof. Veera, the new fluid mechanics professor.





The Fun Section



By Mr. Paul Hawken

Inspirational Quote

'Good management is the art of making problems so interesting and their solutions so constructive that everyone wants to get to work and deal with them.'

-Paul Hawken is an environmentalist, entrepreneur, and author.

Word of the Month

ve•rac•i•ty

n. pl. ve•rac•i•ties

1. Adherence to the truth; truthfulness
2. Conformity to fact or truth; accuracy or precision
3. Something that is true

Use in a sentence: We have total confidence in the veracity of our research or He was shocked to find his veracity being questioned.

Synonyms

1. accuracy, truth, credibility, precision, exactitude.
2. truthfulness, integrity, honesty, candour, frankness, probity, rectitude, trustworthiness, uprightness

Laughathon

