

TIL TALK

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OUR NEWS VIEWS & EVENTS

Message from CMD	2
Spotlight	3
Product Highlight	9
Customer Speak	11
News & Events	12
Snippet	15
Training @TIL	16
Learn & Lead	17
Revive	18
Take-A-Break	19

What's inside

TIL wishes you
**HAPPY
NEW YEAR**



Dear Reader,

Welcome to the 2016 year-end issue of TIL TALK.

The Indian economy is seeing some unanticipated and sweeping changes in the wake of the Government's demonetization drive. While short-term pains – including a likely adverse effect on GDP growth – may be on the cards, the long-term benefits of a cash-less economy are, of course, beyond any reasonable doubt. How it finally turns out in the Indian milieu is for us to wait and find out.

On a positive note, the huge investments planned in road projects over a 5-year horizon by the National Highways Authority of India (NHAI) and the ambitious Sagarmala project are expected to open up many new opportunities for the construction and material handling equipment industry. Another area worth exploring is the Indian Railways sector, given their substantial expansion and modernization plans over the next 5 years. It is also very encouraging to see our Government fast-tracking infrastructure projects.

As always, TIL is prepared to rise to the occasion and capitalize on the emerging new opportunities. We are upgrading our existing line of Mobile Cranes, with longer booms for maximum reach and optimum lifting performance. These new product launches are covered in greater details later in this issue. To ensure higher equipment uptime and customer profitability, we are also strengthening our pan-India network of skilled and dedicated after-sales service engineers for faster response times and better problem resolution.

This year, we participated in the Bauma Conexpo India 2016 - a trade fair dedicated to the construction equipment industry in India - at Gurgaon. Our technical collaborator - Astec Industries - was our co-exhibitor at the event, which gave us an excellent opportunity to showcase the new Voyager 120 tph Hot Mix Asphalt Plant and our new Truck Cranes. It also provided us with a platform to network with our existing customers and business associates, and build bridges with potential new ones. With a view to exploring export opportunities for TIL in the Middle East and Africa, we successfully conducted a Manitowoc Dealers Meet - involving dealers from the said regions and senior Manitowoc officials -at our factory premises at Kharagpur and Kamarhatty, and corporate HO at Taratolla. Meanwhile, we continue with our focus on capability development and sustainable performance by way of structured customer training programs. You will learn about these and much more in later sections of this issue of TIL TALK.

Enjoy reading, and I wish you and your family a Happy and Prosperous New Year.



Sumit Mazumder
Chairman & Managing Director





(From Left to Right)
 Selim Beji, Raji Mawla,
 Steve Claude,
 Sumit Mazumder,
 Pinaki Niyogy, Ali Khan
 and Sarvesh Prasad

TIL at the Bauma Conexpo India 2016

In December, TIL participated in the Bauma Conexpo India 2016 at the HUDA Grounds in Gurgaon. Bauma Conexpo India is a trade fair dedicated to the construction and mining equipment industry. Launched in 2011, It provides the construction industry in India with a professional platform for networking, investment and the exchange of ideas and information. More than 647 exhibitors - of which 57 percent were international companies - from 30 countries all over the world came to the exhibition this year, which occupied a total of 150,000 square meters of space.

We had our overseas technology partner, Astec Industries, as our co-exhibitor at the mega event. Together, we leveraged the Bauma Conexpo India 2016 as an ideal platform to showcase the new Voyager 120 tph Hot Mix Asphalt Plant and the new range of Truck Cranes from TIL, which are loaded with many advanced and superior features. It also gave us a fantastic opportunity for our product and service experts to engage in close interactions with the visitors – our existing as well as potential customers, suppliers and business associates.

Mr Steven L Claude, Group President, Infrastructure - Astec Industries, Mr Raji El Mawla, Vice - President - Astec Inc., Mr Selim Beji, Director of Sales, Middle East & Africa - Astec Inc. and Mr Ali Khan, Director - Astec Aggregate & Mining Group (AAMG), inaugurated the Astec-TIL booth. Mr Sumit Mazumder, Chairman & Managing Director, TIL, graced the event, along with other senior TIL officials, including Mr Pinaki Niyogy, V P - Manufacturing & Engineering and Mr Anil Bhatia, V P - Sales & Marketing.



Bauma Conexpo India 2016

On display at our booth during the four days of the show was a scale model of the Astec Voyager 120 – a highly compact and portable 120 tph Hot Mix Asphalt Plant (HMAP) – unique in its class for its ability to run up to 30% Reclaimed Asphalt Pavement (RAP), along with a tabletop model of the Double Barrel Hot Mix Asphalt Plant (HMAP). The Astec Voyager 120 is built around a counter-flow drum featuring Astec v-flights, which provide for greater uniformity of the aggregate veil during the drying process, resulting in better heat transfer, reduced fuel usage and increased productivity. It was very well received at the event, with visitors particularly appreciating the idea of a 120 tph HMAP Drum Mix Plant with its Baghouse Filter, 30% RAP utilization and portability as added benefits much sought-after by customers.

Our focus at the Bauma Conexpo India was also on showcasing and enhancing awareness about our entire portfolio of product and service offerings, particularly our Crushing & Screening Solutions and the new and improved range of Truck Cranes from TIL. We have recently introduced the long boom TMS 855 - a hydraulic truck-mounted crane in the 55 tonne category. Between its launch in last May and now, the TMS 855 has already secured a substantial market share. Our other new launch, the TM 825 in the 25 tonne category, has the longest indigenously manufactured 'formed' boom in its class. Given the diverse nature of crane applications, our new Truck Cranes are targeted across sectors and geographies – a point that was put across during our numerous interactions with the visitors.

“As Astec Industries and TIL continue to build our brand awareness and product presence in India, it is important to participate and be visible in key trade shows, such as the Bauma Conexpo show held in Delhi this December. We were very pleased and excited by the positive comments heard from a number of contractors on new Voyager 120 Asphalt plant introduced at the exhibition, and are looking forward to securing the first of many plant orders to come.”

~ Steve Claude

Group President, Infrastructure

– Astec Industries

“The BC India shows offered a one-stop venue to meet customers, partners and friends. It was great to see the excitement in the marketplace and upbeat forecasts for coming years. Astec-TIL stall looked very professional and offered an ideal place to meet the visitors. We did see quite a number of visitors from North and West India and our sales people were busy listening to the needs of customers. The feedback received from customers and partners will help to improve our offerings in the future.”

~ Ali Khan

Director – Astec Aggregate &

Mining Group (AAMG)



(From Left to Right) Selim Beji, Raji Mawla, Steve Claude, Sumit Mazumder, Pinaki Niyogy, Ali Khan and Sarvesh Prasad



The Voyager 120 model on show



- 1& 2** TIL - Astec stall at the Bauma Conexpo India 2016.
- 3** Inauguration of stall with ribbon cutting by Steve Claude, Pinaki Niyogy in the presence of Raji Mawla, Selim Beji, Anil Bhatia and other senior officials.
- 4** Steve Claude lights the inaugural lamp.
- 5** Raji Mawla lights the inaugural lamp while Steve Claude and Anil Bhatia look on.
- 6** Ali Khan Selim Beji lighting the lamp.
- 7** Steve Claude, Ali Khan and Raji Mawla with the Bauma Organizers.
- 8** Sumit Mazumder Interacting with Bauma Organizers.

Photo gallery continued...



- 9 Sumit Mazumder (extreme left) and Anil Bhatia (extreme right) with Gaurav and Ravi Chaudhary of Chaudhary Enterprises.
- 10 Sumit Mazumder and Selim Beji with AK Singh, CMD of APCO Infra.
- 11 Sumit Mazumder, Selim Beji, Pinaki Niyogy and other TIL officials with AK Singh CMD - APCO Infra and his team.
- 12 Sarvesh Prasad (center) with KLK Mohan Rao, Executive President of GVR Infra.
- 13 Sarvesh Prasad with customer DP Jagtap.
- 14 Raji Mawla and Sumit Mazumder share a light moment while Pinaki Niyogy looks on.
- 15 Raji Mawla explaining the workings of the Double Barrel HMAP.
- 16 (From left to right) Sumit Mazumder, Steve Claude, Raji Mawla and Pinaki Niyogy in discussion.

Our booth recorded a footfall of over 300 visitors. Notable customers visiting our stall included Mr Anil Singh, CMD, APCO Infratech Pvt Ltd, Mr KLK Mohan Rao, Executive President, GVR Infra Projects Ltd, Mr K Venkata Rao, Chairman, ECI Engineering & Construction Co Ltd, Mr Y V Ananda Rao, GM-Projects, Tata Projects Ltd, and Mr Pradeep Nandal, Director, Shivalaya Construction Co Pvt Ltd. Among other key visitors were Oriental Structures, OM Metals, Rajasthan Crane Services, Noor Lifters and many others. A number of good contacts and potential leads were generated for our new HMAPs, Crushing & Screening Solutions and new Truck Cranes. With an overall revival of the Infrastructure sector on the cards, we are extremely hopeful that many of these leads will be successfully converted into long-term business liaisons and positive business opportunities for the Company.

Strengthening the Bond - Manitowoc Dealers Meet

TIL organized the Manitowoc Dealers Meet 2016 - titled as Open Day - in the first week of December. With the participation of six senior Manitowoc representatives from UAE, Africa and India, key personnel from seven Manitowoc Dealers in the Middle East and Africa, and the top management team of TIL, the day-long program took place on the factory premises of Kharagpur and Kamarhatty, and concluded on the next day at the corporate headquarters at Taratolla.

Apart from giving the delegates a firsthand experience of TIL quality systems, manufacturing processes and products, the program was intended as a confidence building exercise that would serve as a precursor to exploring export opportunities for TIL Mobile Cranes and ReachStackers in the Middle Eastern and African countries.

The purpose was further bolstered by the showcasing of TIL's latest export-grade models of Truck Cranes – the TM 825E, TM 830E, TMS 850E, TMS 855E, TMS 880E and TMS 750B-E – along with 2 models of Rough Terrain Cranes, the RT 530E and RT 740B-E.

The visitors were decidedly impressed by TIL infrastructure and high standards followed in design, manufacturing and operations.

Participants from Manitowoc Cranes UAE included: Mr David Semple, Senior Vice President, Mr Y Richaud, Director ME Crane Care, Mr Jurek Grzeszek, Regional Sales Manager ME, and Mr W Raouf, Regional Sales Manager - Crawler & Mobile Cranes.



Athmani A Ghani (left) with Pinaki Niyogy



The visitors at the Kamarhatty factory



Interactive Session in progress

From Manitowoc Cranes Africa, there was Mr Paul Rogers, Sales Director. Manitowoc dealers included: Mr Athmani A Ghani (Proprietor, Arabian Crane Services LLC,Oman), Mr Ajit Nair, General Manager, Cranes Business, and Mr Manohar Nair, Tech Support Manager (Kanoo Machinery LLC, UAE), Mr Osama Al Hasawi, General Manager, and Mr Sebastian Joseph, Asst. Sales Manager (Equipment Co WLL, Kuwait), Mr E Shady El Slamony (Sales Manager, Mannai Trading Co WLL, Qatar) and Mr Peter Adel S Kiwan (Engineer, Orascom Trading SAE, Egypt). They were accompanied by Mr Prem Naithani, Director, Manitowoc Crane Group, India.

In conclusion, the program was a definitive success, certainly foreshadowing gainful business opportunities for TIL in the export market - in the near future.



Pinaki Niyogy (right) with W Raouf and Osama Al Hasawi



(Foreground, from left to right) Ratindra Nath Das, Osama Al Hasawi, Ajit Nair, Y Richaud and Pinaki Niyogy



(From left to right) Uma Shankar Chakraborty, Ratindra Nath Das, Pinaki Niyogy, E Shady El Slamony, Sebastian Joseph, Osama Al Hasawi, Athmani A Ghani, Subrata Sarkar, Manohar Nair, W Raouf, Y Richaud, David Semple, Sudipta Gangopadhyay, Prem Naithani, Ajit Nair, Jurek Grzeszek, Paul Rogers, Anil Bhatia, Peter Adel S Kiwan and Subrata Ganguly

TIL's Long Boom Crane – TM 825 is Here.

The crane is designed for optimum lifting performance – enhancing customers' jobsite productivity.

This new addition of a long boom crane in the 25-tonne category to TIL's portfolio is yet another example of the manufacturing excellence of TIL.

**Features &
Benefits**

- Longest formed boom in its class
- Significantly higher duties in its class
- Bigger outreach due to longer boom and longer operating radius
- Full power, fully synchronized boom with wear pads provided for superior boom alignment when telescoping
- Greater inter-site mobility
- Compact machine on full outrigger stretch allows crane to operate in any challenging job sites
- High reach & higher traction due to superior gradeability
- Greater Safety due to Load Moment Indicator and Motion Cut-off System
- Ergonomically designed operator cabin for fatigue-free operation
- Full deck platform
- BS III compliant engine
- TIL's unmatched product support with a pan India network

TM 825

MAX. CAPACITY Outriggers (85% Rating)	25 MT at 3M Radius (360° Slew)
BOOM	4 Section formed boom 9.94 M to 32.7 M
CARRIER	6 X 4 DRIVE
MAX. ROAD SPEED	60 KMPH (Unladen)

This is the first time a 'formed' boom is being manufactured in India.

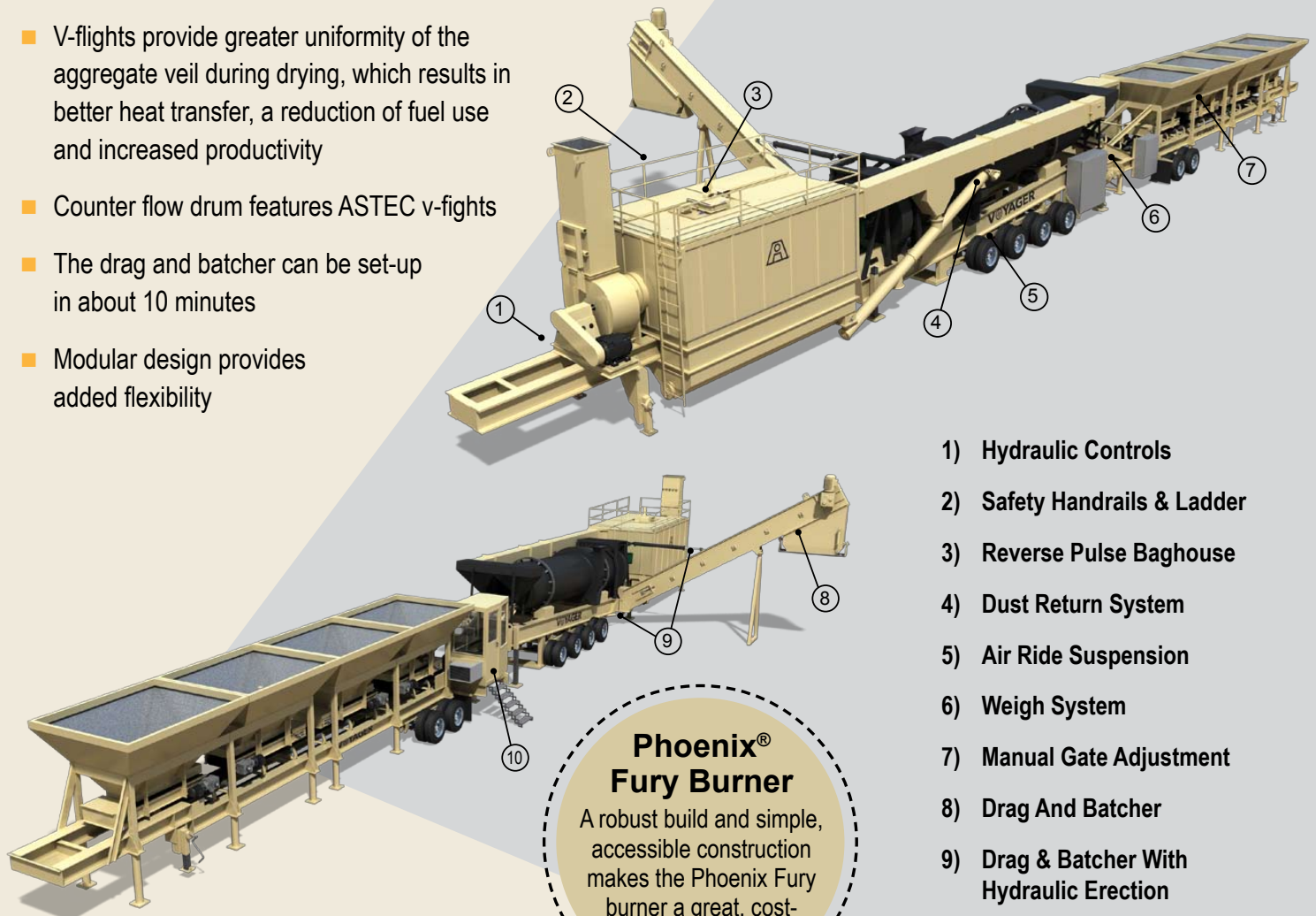


**ASTEC
VOYAGER™
120**

120 TPH Portable Asphalt Plant

► **Features & Benefits**

- Compact and highly portable
- Produces mix with up to 30% RAP content
- V-flights provide greater uniformity of the aggregate veil during drying, which results in better heat transfer, a reduction of fuel use and increased productivity
- Counter flow drum features ASTEC v-flights
- The drag and batcher can be set-up in about 10 minutes
- Modular design provides added flexibility



30% RAP

120 TPH

Portable

- 1) Hydraulic Controls
- 2) Safety Handrails & Ladder
- 3) Reverse Pulse Baghouse
- 4) Dust Return System
- 5) Air Ride Suspension
- 6) Weigh System
- 7) Manual Gate Adjustment
- 8) Drag And Batcher
- 9) Drag & Batcher With Hydraulic Erection
- 10) PMII-V Control System

**Phoenix®
Fury Burner**

A robust build and simple, accessible construction makes the Phoenix Fury burner a great, cost-effective choice.

TRS Lift & Shift Services Pvt Ltd



“Within business hours or outside of it, in times of a major breakdown of equipment, wherever in India... TIL has always stood by us.”

~ Mr R P Singh



Mr R P Singh is the owner of TRS Lift & Shift Services Pvt Ltd – a multimodal logistics solutions provider, working with some of the foremost players in its sector, such as, CONCOR, J M Baxi, APMT (Maersk), Castrol and Balmer Lawrie.

TRS Lift & Shift Services Pvt Ltd – a leading name in the business of transportation, cargo and container handling – was started by his father, Mr T N Singh, under whose strong guidance and ethical ways of doing business, the company earned an excellent reputation among its stakeholders in a highly competitive business environment.

TRS has developed a very strong and productive business relationship with TIL over the last few decades. The 30-odd Hyster-TIL ReachStackers owned by the company – including some earlier models of the RST and RSL series – are deployed across the country at almost all Container Freight Stations and Inland Container Depots of CONCOR, Central Water Commission (CWC), ports and rail heads. Presently, the nature of business necessitates the procurement of ReachStackers only, but in the near future – contingent on opportunities – TRS may also add Mobile Cranes and Forklifts, from TIL, to their substantial fleet, admits Mr R P Singh.

As professed by Mr Singh, it is the robustness, high uptime, great performance and reasonably low maintenance costs of the Hyster-TIL ReachStacker – complemented by TIL’s unmatched aftermarket and service support – that has prompted him to go for our machines time and time again. TRS shares an excellent business rapport with TIL, and we feel privileged to have contributed meaningfully to their success story. “Within business hours or outside of it, in times of a major breakdown of equipment, wherever in India... TIL has always stood by us,” says Mr R P Singh.

Activities at TIL Kharagpur Works

Kharagpur Works has witnessed a series of delegations over the last few months. Visitors have expressed their appreciation for the standards of manufacturing and operational practices followed at our plant, lending weight, yet again, to the cordial and gainful relationships that have developed between our senior management team, our esteemed collaborators and our internal and external stakeholders.

They began in August, with a senior-level delegation from Cargotec visiting the Kharagpur plant. Mr Carsten Hieby, VPSupply Chain, Mr Stefan Petersson, Director Strategic Projects & Order Desk, Mr Krzysztof Czupryniak, Senior Sourcing Manager, and Mr S Srinivas, Director Hiab GBO India– accompanied by Mr Pradeep Singh, Advisor to TIL, responsible for Defense applications – met senior TIL officials for a joint business discussion.



The visitors at the Kharagpur plant



AxleTech delegates with TIL Officials

Mr Glen Swanson and Mr Michael Garrington of AxleTech International, USA, along with Mr Amit Verma of AxleTech India, visited Kharagpur towards the end of August in the context of Vehicle Data Acquisition Testing & Duty Cycle Testing of PIXEF™ 215 – the 15-ton Mobile Hydraulic Pick-n-Carry Crane from TIL. AxleTech International is a global designer, manufacturer, and supplier of drivetrain systems and components for on-highway and off-highway vehicles across many markets.

During the same time, a factory visit to Kharagpur was organized successfully by our marketing team for two customers from Delhi - M/s Vanshika Crane and M/s Arjun Crane - one from Chennai - M/s Urmila - and M/s Singh Crane from BT Road, Kolkata.

After witnessing TIL’s capabilities firsthand, the customer were very impressed and showed keen interest in our products especially ReachStacker, 25 T and 55 T truck cranes as well as 80 T crane.



Customers interact on the shop floor

End of August, Mr Sanjeev Kumar Singh, Sr Manager - Co-ordination, and other representatives from Aarti Steel Limited visited the Kharagpur works for a preliminary inspection of the RS45 ReachStacker that they had ordered for.



Posing with the ReachStacker at Kharagpur



Troy Collard (center) with Pinaki Niyogy (right) and other officials

In the month of September, Mr Troy Collard, GM Sales – PACECO Corp, visited the Kharagpur factory to assess the market potential in India for Rubber Tyred Gantry Cranes (RTG) and Ship-to-Shore Gantry Cranes (STS) and witness firsthand our factory infrastructure and manufacturing & quality standards. TIL is in talks with PACECO to revive supply of RTS components to MES and help us gain marketing access for RTGs to neighbouring countries of India by way of participation in overseas tenders.

In November, TIL's Training Department organized a training program on manufacturing and product testing aspects for fourteen newly joined Customer Support Technicians (MHS) at the Kharagpur plant.



Training session in progress



Ramakrishna (extreme left) with Ratindra Nath Das (extreme right) and others at the Kharagpur plant

Towards the end of November, Mr Ramakrishna, from the Vehicles Research & Development Establishment (VRDE), Ahmednagar – an independent body under DRDO dedicated to the development of advanced manned and unmanned vehicles for our Armed Forces, along with the Project Director of Agni – India's indigenous ICBM development program – visited the Kharagpur works. The visitors were highly impressed on assessing our factory infrastructure and manufacturing capabilities.

Mr Steven L Claude, Group President - Infrastructure Astec Industries and Raji El Mawla, Vice President Astec INC. from Astec Industries, USA, visited the Kharagpur factory in early December to hold a business meeting with the senior management team of TIL.

Among key issues discussed was the market potential in India for the new Voyager 120 – a highly compact and portable HMAP, unique in its class for its ability to run upto 30% Reclaimed Asphalt Pavement (RAP). A scale model of the same was displayed at the recently concluded Bauma Conexpo India 2016 in Gurgaon.

TIL – representing a strategic alliance with the Astec Inc., USA – offers the globally successful Double Barrel technology in Hot Mix Asphalt Plants and equipment to customers in India – using Reclaimed Asphalt Pavement (RAP) and producing Warm Mix Asphalt – from its Kharagpur Works in West Bengal.



(From left to right) Raji EL Mawla, Steve Claude, Sarvesh Prasad, Ratindra Nath Das and Pinaki Niyogy



Raji EL Mawla and Steve Claude on the shop floor with Pinaki Niyogy and others



Fire Safety Drill in session

Meanwhile, Kharagpur Works continues to focus on safety, by organizing a training session by SAFE GUARD from Kolkata on the usage of fire extinguishers – the second of its kind in two months. Factory staff – including shopfloor personnel, security guards, canteen & housekeeping people – attended the mock fire drill in large numbers to acquaint themselves with the basic usage of fire extinguishers and their operation in case of an emergency.

INS Vikramaditya

TIL Product Support team was recently commended for prompt service and quick problem resolution - from none other than INS Vikramaditya, the modified Kiev-class aircraft carrier that was formally inducted into the Indian Navy in June, 2014, by Prime Minister of India, Shri Narendra Modi. A TIL Rough Terrain Crane, RT 760, was commissioned at the INS Vikramaditya in July, 2014, shortly after it entered service with the Indian Navy and has been performing satisfactorily ever since.



Containers India / Gateway Awards 2016

TIL and the Hyster-Yale Group were joint associate sponsors at the 4th Annual Containers India 2016 Conference & 9th Gateway Annual Awards Presentation Ceremony of the Indian Maritime Industry. Containers India offers a platform to India's senior port, shipping & logistics executives, and political and academic leaders to network and exchange perspectives, with a shared commitment to improve maritime trade and business. The Gateway Awards – organized by them – honors individuals, organizations and companies from across India's maritime industry.

TIL Brings a Few Hours of Joy to the Lives of Underprivileged Children of Kolkata

This year, on the occasion of Durga Puja, TIL in association with CINI, organized the 'Puja Parikrama' for a group of 100 underprivileged and marginalized children of Kolkata, who were taken on a tour of select Puja pandals in the city. This was the fifth consecutive year that we undertook this activity as part of our CSR initiative. The children, aged between six and fourteen years, were accompanied by a number of volunteers from CINI and members of the TIL CSR team. The young ones were provided with breakfast and snacks, and were treated to a special lunch at the end of the tour. They were also presented with t-shirts and gifts. Hailing from shelter homes run by CINI, the children had a fun time and look forward to the same time next year. While we acknowledge that altering the destinies of these unfortunate children will be no easy task, we do hope that such programs as the Puja Parikrama will go some distance in instilling in their unblemished hearts faith and optimism for a better tomorrow.



Training is Serious Business at TIL

When it comes to hi-tech heavy engineering equipment, man and machine must be optimized in tandem to extract maximum productivity out of operations. In line with that philosophy, TIL continues to lay great focus on capability development and sustainable performance through structured training programs. Customers are free to choose from three different categories, viz. – 1. Operators Training (for operators and service men), 2. Hydraulics & Crane Electricals Training (for all engineers and technicians), and 3. Advance Service Training (for all engineers and technicians who have attended the Common Module Training).

TIL's Capability Development Program in 2016 – having had a busy first half to the calendar year – continues the trend. Recently we saw the successful completion of a 3-day OEM Course on 'TIL-make' Cranes conducted by TIL on the premises of the Barrackpore Air Force Station (West Bengal). The workshop – attended by 43 Indian Air Force personnel – covered maintenance practices, safety precautions and operational aspects of TIL's Hydra 830M and AP 418S cranes. The program has been very well acknowledged by the IAF by way of a letter of appreciation from Wing Commander and Senior Engineer (Mechanical), SK Pandey, the IAF Officer-in-Charge of the training initiative.



This was followed by a 4-day training of Mobile Crane Operation for the 'TIL-make' GMK 5030 1 All Terrain Crane that was successfully conducted by TIL for employees of Garden Reach Shipbuilders and Engineers Ltd. (GRSE) at their Raja Bagan Dockyard. Attended by GRSE personnel, the program covered operation, maintenance and safety aspects of Mobile Cranes.



Next, in the month of September, TIL conducted a Departmental Employees training program on the RT 880 Crane Operation / Maintenance & Safety at the Joda Mines Division of Tata Steel in Odisha. The 4-day training program was expressly appreciated by Tata Steel. A similar program, equally well-received, was conducted at the Noamundi site of Tata Steel in the month of November.

November also saw our dealer in Nepal - Auto Electro Mech Pvt. Ltd - undergo training on product specifications, operation, maintenance and safety aspects of RT Cranes, Truck Cranes and the PIXEF 215, TIL's 15-ton Hydraulic Pick-n-Carry Crane. On completion of the program, the dealer was also taken on a factory visit.

Driven by TIL's unwavering customer-orientation, such programs have always been designed to encompass both employees and customers to create a more holistic environment for performance and growth. The training modules incorporate vocational safety and technical issues, as well as, hands-on operational training on material handling equipment manufactured and distributed by TIL.

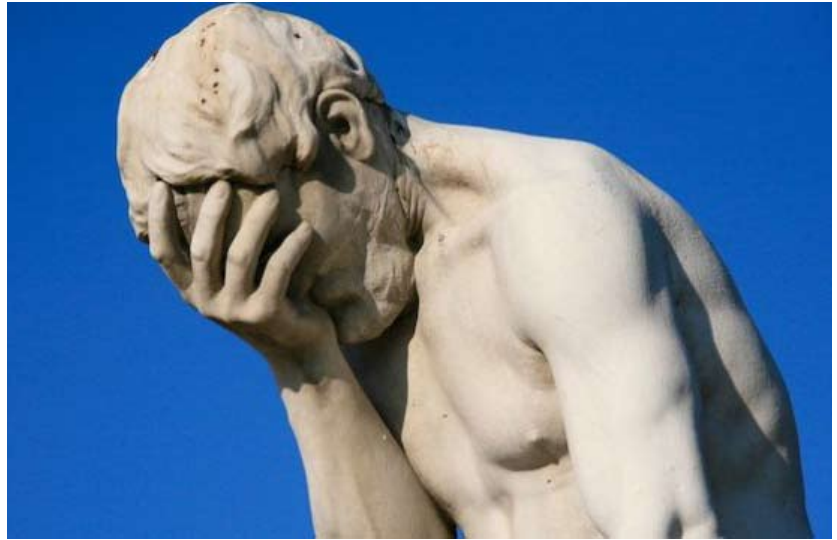
Many kudos and best wishes to the TIL Training team for a useful initiative well executed.

Leadership & Management tips

Three Good Reasons to Admit You've Failed

We all have heard it – may be a thousand times: “Fail fast to learn faster”, “failure is necessary to innovate”, “we must fail to succeed”, etc..etc.

Every leader knows failure is important and necessary to succeed. Every leader is comfortable citing epic examples from other people. But almost no one will openly discuss their own failures, and in many cases they act as if they can't recall any at all. Why? Because leaders don't want to feel vulnerable. They want to minimize their own failures. Doing so might seem harmless, but it's vitally important for leaders not only to accept failure with lip service but also to admit to their own specific failures.



As a leader, admitting failure makes immense sense. Many people try to shrug off mistakes as things that happen to everyone. Although doing so might seem harmless, there are some benefits as to why you should admit you've messed up. Here are three:

- To connect with your employees.** While it's true that employees won't want to discuss their own failures, they are more likely to connect with leaders or bosses who admit to theirs. Even if the specific failure isn't applicable to staff, simply talking about it helps you connect better.
- To learn.** Failure is only positive when you learn something important from it and make the necessary adjustments. If you don't do this, you cannot learn from outside perspectives and you're more likely to stay in denial.
- To tolerate mistakes in others.** As much as leaders openly say that failure must happen for innovation to be present, many get upset at employees who fail or struggle. That attitude shuts them up, closes down experimentation, and obliterates creativity. Set an example that failure is OK.

Admitting failure, enables us to handle failures better. Forgetting about your failures makes moving on so much harder when your next failure comes (and chances are it will).

Don't be a hypocrite about failure. It may be embarrassing at first, but you will learn more and watch your team - and you - grow stronger. **Act now. Don't fail at failure.**

Source: Adapted from "Don't Be a Hypocrite About Failure," by Justin Brady- published in HBR

Love Thy Liver

Your liver is your very own chemical processing plant. It receives 30% of the blood circulating in your system every minute – performing chemical reactions to remove harmful toxins, distribute and store essential nutrients.

What doesn't your liver do?

Besides taking toxins out of your blood, your liver has many jobs, including making bile -- a liquid that helps you digest food. Your liver takes what you eat and drink and turns it into energy and nutrients. It also plays a role in helping your blood clot. Essentially, your liver loves and cares for you. This is one organ you cannot live without therefore maintaining liver health is extremely important.

Weight gain, obesity, fatty foods and saturated fats are some of the common causes of liver damage and liver disease. There's nothing tricky about keeping your liver in good shape. It's all about a healthy lifestyle,

In this issue we talk about a few things that can damage your liver

Sugar

Too much sugar isn't just bad for your teeth. It can harm your liver, too. Too much refined sugar and high-fructose syrup causes a fatty buildup that can lead to liver disease. Some studies show that sugar can be as damaging to the liver as alcohol, even if you're not overweight. It's one more reason to limit foods with added sugars, such as soda, pastries, and candy.



Salt

You probably know that high salt intake can increase your blood pressure, but did you know that high blood pressure can contribute to fatty liver disease? Try to limit salt/sodium in your diet to a maximum total of one teaspoon (2,300 milligrams) a day. Read the nutrition label and reduce your intake of high-salt processed foods.

Herbal Supplements

Even if the label says "natural," it may not be OK for you. You should always talk to your doctor before you take any herbs to make sure they're safe.



Too Much Vitamin A -From Supplements

Your body needs vitamin A, and it's fine to get it from plants such as fresh fruits and vegetables, especially those that are red, orange, and yellow. But if you take supplements that have high doses of vitamin A, that can be a problem for your liver. Check with your doctor before you take any extra vitamin A.

Soft Drinks

Research shows that people who drink a lot of soft drinks are more likely to have non-alcoholic fatty liver disease (NAFLD). While studies don't prove that the soft drinks are the cause, but if you down a lot of sodas and have been meaning to cut back, this could be a good reason to switch what you sip.



Trans Fats

Trans fats are man-made fat found in some packaged foods and baked goods. (You'll see them listed as "partially hydrogenated" ingredients). A diet high in trans fats makes you more likely to gain weight. That's not good for your liver. Check the ingredients list. Even if it says "0" grams of trans fat, it may still have a small amount, and that adds up.



Less Alcohol Than You May Think

You probably already know that drinking too much is bad for your liver. But you might not realize that "too much" can happen without you being an alcoholic or addicted to alcohol. It's easy to drink more than you think. Many glasses can hold a lot more than one standard serving, which is 5 ounces of wine (that's a little more than half a cup), 12 ounces of regular beer, or 1.5 ounces of liquor. If you drink, be sure to keep it moderate -- that's one drink a day for women and up to 2 per day for men.

Source: www.webmd.com

Disclaimer: This should not be used in place of medical advice. Always consult your doctor.

Client at a bank



A client comes to a bank -

“My cheque was returned with a remark: “Insufficient funds”.
I'd like to know whether it refers to mine or the Bank?”

Interviewer:
What is a skeleton?

Answer:
Sir, Skeleton is a person
who started dieting but forgot to stop it.



Teacher: “What is the chemical formula for water?”

Student: “HIJKLMNO.”

Teacher: “What are you talking about?”

Student: “Yesterday you said it's H to O!”



R I D D L E

- a** What has a head and a tail, but no body?
- b** Which word in the dictionary is spelled incorrectly?
- c** What is it that's always coming but never arrives?
- d** A man was born in 1955, how is it today is his 18th birthday?



Answer: a. Coin. b. Incorrectly. c. Tomorrow. d. He was born in room 1955 of the hospital.

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