

Special Issue On Competence - Skill Development (Training & Qualification)



HR - HRD Game Changer for MSME CMD



Dr. Sundar Kataria

HR - HRD Game Changer for MSME

To ensure sustainability and continuity of Business. How to ensure and what to look forward the activities related to strategy and plan.

Human Resources:

Policies - How to ensure that employees are treated equally & fairly and their needs are respected. Providing structured approach attracting talent equal opportunity and resolution of conflict.

Personal Retention; Training and induction of New employees that generally take 2 - 3 months to achieve full productivity commitment of full exiting as well new employees improve productivity and save cost.



Engagement of People:

It is observed that people with engagement of employees sees upto 21% higher productivity & 24% higher profitability.

Employees Turnout:

Annual structural appraisal and career development path/ programme can decrease turn out upto 20%

HUMAN RESOURCES DEVELOPMENT:

The Organizational effectiveness will be associated with the individual and team; the Human Resources Development covering training and development covers, largely talent management, instructional design, Human factors and knowledge management.

General Principles to follow to increase the employees desire to take up training & qualification programme that will include .

- Improving self efficiency.
- Monitoring the positive attitude.
- Increasing managerial and or technical competence towards decision making efficiently.
- Providing external, motivator - rewards upon completion of training.

In order to achieve organization goal, motivation is an internal process will increase and influence employees behaviour and commitment. Thus the productivity of the employees could be achieved at highest level of productivity

Further more internal factor of an individual in achievement recognition, responsibility, commitment, opportunity for an effective work his improvement in decision making. External factors can also affect his efficiency such as job security, salary & benefits, work environment and other fringe benefits - like working days, vacation and leave travel benefits. Both the internal and external motivators associate with employee performance in the work place.

Feedback is another tradition contribute way as weakness based feedback that can be interpreted negativity where as employees lose motivation and result into affecting their productivity level. Another Method to have reinforcement of employees, training , qualification and development to enhance their competence. The reinforcement through effective communication by the managers, workers and trainees in the workplace. More and more on job training can be positive, good, experience, healthy relationship and better improve attendees.

What are the benefits of HRD:

- Increase Productivity & Performance in the organization/work place.
- Streamlining and uniformity of Process.
- Skill knowledge and team development.
- Reduce wastage, supervision and monitoring.
- Increase safety and environment culture decrease of safety related accidents
- Improved organization structure and employee morale
- Better awareness and knowledge of organization policies, goals, objectives.
- Improve brand equity - improved customer satisfaction
- Improvement of organization social accountability





Ms. Shalu Ramnani

People First, Excellence Follows

Corporate Trainer

People First, Excellence Follows": The HR Mantra for Building a Thriving Workplace

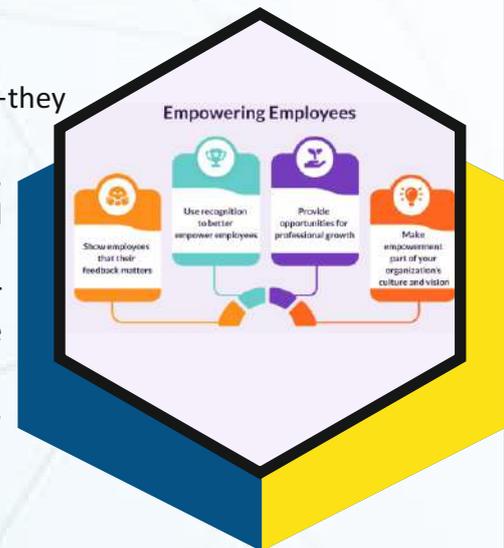
In today's fast-paced and ever-evolving business landscape, the role of Human Resources (HR) has transcended traditional administrative functions. HR is now the cornerstone of organizational success, shaping culture, driving engagement, and fostering innovation. At the heart of this transformation lies a simple yet profound mantra: "People First, Excellence Follows." This principle underscores the belief that when organizations prioritize their people, excellence becomes an inevitable outcome. Here's how this mantra can be operationalized to create a high-performing, sustainable workplace.

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1. Empower People: The Foundation of Quality

Quality in HR begins with recognizing that employees are not just resources—they are the lifeblood of the organization. Empowering people means:

- **Investing in Development:** Provide continuous learning opportunities, mentorship programs, and career growth pathways. When employees feel their skills are being honed, they are more likely to contribute thoughtfully.
- **Listening Actively:** Create channels for open communication, such as regular feedback sessions, surveys, and town halls. Employees who feel heard are more engaged and committed.
- **Encouraging Autonomy:** Trust employees to take ownership of their work. Empowered teams are more innovative, proactive, and accountable.



2. Streamline Processes: Efficiency Meets Employee-Centricity

Excellence in HR is not just about policies; it's about creating seamless, user-friendly experiences for employees. Streamlining processes involves:

- **Leveraging Technology:** Adopt HR tech solutions like AI-driven recruitment tools, performance management systems, and employee self-service portals to reduce administrative burdens and enhance efficiency.
- **Simplifying Work flows:** Eliminate unnecessary bureaucracy. Whether it's on-boarding, leave management, or performance reviews, training and development ensure processes are intuitive and hassle-free.
- **Focusing on Experience:** Every touch point—from recruitment to exit—should reflect the organization's commitment to quality, based on organization's mission and vision. A positive employee experience translates into higher retention and advocacy.

3. Foster Inclusion: Building a Culture of Belonging

A quality-driven HR function recognizes that diversity and inclusion are not just buzzwords—they are business imperatives. To foster inclusion:

- **Promote Diversity:** Actively recruit from diverse talent pools and ensure equitable opportunities for growth and advancement, be it any social media platforms like linkedin to any HR consultant.
- **Cultivate Belonging:** Create safe spaces where employees feel valued for their unique perspectives. Celebrate differences and encourage collaboration across teams.



Emphasize more on rewards and recognition through appreciation and acknowledgment, they develop a stronger connection with the workplace, leading to greater engagement and commitment.

Address Bias: Implement training programs to combat unconscious bias and ensure fair decision-making at all levels. Regularly assess diversity metrics and take action based on data-driven insights to continuously improve fairness in the organization. Form interview panels with individuals from different backgrounds to bring multiple perspectives and reduce bias.

4. Measure and Improve: The Continuous Pursuit of Excellence

Quality is not a one-time achievement; it's an ongoing journey. To sustain excellence:

- **Set Clear Metrics:** Define key performance indicators (KPIs) for HR initiatives, such as employee engagement scores, time-to-hire, and retention rates.
- **Gather Feedback:** Regularly solicit input from employees to identify pain points and areas for improvement. Use this feedback to refine strategies.
- **Adapt and Innovate:** Stay ahead of industry trends and evolving workforce needs. Be willing to pivot and experiment with new approaches.
- **Data-Driven Decision Making** – Use analytics to identify trends, strengths, and areas of improvement for strategic growth.
- **Encourage a Growth Mind-set** – Foster a culture where learning from mistakes and innovation is encouraged rather than feared.

5. Lead with Integrity: The Bedrock of Trust

Trust is the foundation of any successful HR function. To lead with integrity:

- **Uphold Ethical Standards:** Ensure all HR practices align with the organization's values and legal requirements. Be transparent in decision-making.
- **Maintain Confidentiality:** Safeguard employee data and handle sensitive issues with discretion and empathy.
- **Walk the Talk** – Leaders must align their actions with their words, setting an example of honesty and ethical behaviour.
- **Be a Role Model:** Demonstrate fairness, respect, and accountability in every interaction. HR leaders set the tone for the entire organization.
- **Long-Term Trust Over Short-Term Gains** – Integrity-driven leadership builds sustainable relationships with employees, customers, and stakeholders.
- **Consistency is Key** – Integrity is not a one-time act but a continuous commitment to doing what is right, even when no one is watching.

The Ripple Effect of "People First, Excellence Follows"

When HR professionals embrace this mantra, the impact extends far beyond the HR department. A people-first approach leads to:

- **Higher Employee Engagement:** Employees who feel valued are more motivated and productive.
- **Stronger Employer Brand:** Organizations known for their commitment to people attract top talent.
- **Customer Satisfaction Soars** – Happy employees create happy customers. When employees feel appreciated, they naturally provide better service and build stronger client relationships.
- **Sustainable Growth:** A culture of excellence drives innovation, customer satisfaction, and long-term success. Prioritizing people leads to long-term business excellence, as companies with high employee satisfaction tend to outperform competitors in the long run. By putting people first, organizations create a chain reaction of success—where motivated individuals drive outstanding results, and excellence becomes a natural by product.

Conclusion: Quality as a Way of Life

In the realm of HR, quality is not just about meeting standards—it's about creating an environment where people can thrive. By putting people first, HR professionals lay the groundwork for organizational excellence. As the saying goes, "**Take care of your employees, and they will take care of your business.**" Let "People First, Excellence Follows" be the guiding principle that transforms your workplace into a beacon of quality and success.



Ms. Sushma Kindalkar

Feedback Works... Manager - ICS Technologies

How does feedback work?

Effective feedback is specific, not general.

Feedback guides, motivates and reinforces effective behaviours. Many feel uncomfortable giving and receiving feedback. They may give feedback as a way of reinforcing their self or manipulating how others see them rather than using it as means of improving others. Feedback is effective based on the content and manner in which it is delivered and is

dependant on the receiver's sensitivity to the information. Support mechanisms are needed to ensure that feedback is understood and used to set goals for improvement.

Effective feedback always focuses on a specific behaviour, not on a person or their intentions. The best feedback is sincerely and honestly provided to help. Successful feedback describes actions or behaviour that the individual can do something about. Whenever possible, feedback that is requested is more powerful.

Ask permission to provide feedback. Effective feedback involves the sharing of information and observations. Whether the feedback is positive or constructive provide the information as closely tied to the event as possible

Effective feedback also involves how something has to be done, not why.

Always check and make sure the other person has understood what you have communicated by using a feedback loop, such as asking a question or observing changed behaviour. If the actions are great today, they will be greater tomorrow. Feedback is constructive when it offers concrete information that can be used. The intent is to help (i. e. to maintain, correct, or improve behaviour).

Feedback provides direction for goal setting and goals motivate behaviour change Goals need to be challenging yet realistic, Feedback should focus on behaviours that can be changed, not general personality characteristic are difficult to define.

Some helpful hints:

1. Provide feedback frequently and specify what needs to be done. Positive feedback involves telling someone about good performance. Make this feedback timely, specific, and frequent.

2. Use both positive and negative feedback - Bread San Veg.

3. Constructive feedback alerts an individual to an area in which his/her performance could improve. The main purpose of constructive feedback is to help people understand where they stand in relation to the expected and/or productive job behaviour.

4. Recognition for effective performance is a powerful motivator. Most people want to obtain more recognition, so recognition fosters more of the appreciated actions.

5. Coach rather than judge.





Mr. Vaibhav Ovhal

Importance of Management System Training's Training Co ordinator

ISO management system training is vital for individuals and organizations aiming to improve efficiency, meet industry standards, and ensure consistent quality in products or services. Here's why it's important:

Ensures Understanding of ISO Standards

- Training helps employees and management grasp the requirements of specific ISO standards, such as ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety).

- It clarifies roles and responsibilities for implementing and maintaining compliance. Facilitates Compliance and Certification
- Proper training allows organizations to align their processes with ISO requirements, making audits and certification processes smoother.
- Compliance with ISO standards enhances credibility and trust with customers, regulators, and stakeholders. Improves Operational Efficiency
- Employees learn how to optimize processes, reduce waste, and improve resource utilization.
- This leads to consistent product or service quality, as well as lower operational costs. Enhances Risk Management
- ISO training emphasizes the identification, evaluation, and mitigation of risks in various areas such as quality, environment, and safety.
- It fosters a proactive culture that addresses potential issues before they escalate. Boosts Employee Competence and Confidence
- Trained employees feel more confident in applying ISO principles to their daily tasks.
- This promotes a culture of accountability and continuous improvement. Promotes Customer Satisfaction
- ISO standards are designed to meet customer expectations. Training ensures that employees focus on delivering high-quality products and services, leading to greater customer satisfaction. Supports Continuous Improvement
- ISO management systems emphasize ongoing evaluation and improvement. Training equips teams with the tools and methodologies to drive innovation and adapt to changing market demands. Strengthens Competitive Advantage
- Organizations with ISO-trained personnel stand out in the market by demonstrating a commitment to quality, safety, and sustainability.
- Certification achieved through proper training can open doors to new markets and opportunities. Reduces Non-Conformance Issues
- Training helps employees identify gaps in processes and take corrective actions, minimizing the risk of non-conformance during audits.

In summary, ISO management system training is an investment in organizational excellence. It aligns day-to-day operations with international best practices while fostering a culture of improvement and compliance.



Up Coming Training Calendar- March - 2025

Training Name	Date	Time	Fees	Mode
Lead auditor training for ISO 9001:2015	3rd to 7th March 2025	10.00 am to 5.00pm	16000+18%GST	Online
Internal auditor training for ISO 13485 :2016	10th and 11th March 2025	10.00 am to 5.00pm	8000+18%GST	Online
Lead auditor training for ISO 13485:2016	17th to 21th March 2025	10.00 am to 5.00pm	17000+18%GST	Online
Internal auditor training for ISO 27001: 2022	24th and 25th March 2025	10.00 am to 5.00pm	8000+18%GST	Online

Riddles

1. The more you repeat me, the better you get. If you skip me, you may regret. What am I?
2. I hold the key to knowledge, but I am not a lock. Open me up, and I will guide your walk. What am I?
3. I challenge you, but I also make you grow. The harder I am, the more you know. What am I?
4. I test what you've learned, but I'm not a teacher. I make you think, but I'm not a book. What am I?
5. I make you sweat, but I'm not the sun. I build strength, and I can be fun. What am I?
6. I help you grow, but I'm not a tree. I involve learning, but I'm not a degree. What am I?
7. I happen in schools, workplaces, and gyms. I make you better, limb by limb. What am I?
8. I have no weight, but I can be heavy. I help you improve when carried steady. What am I?
9. I can be fun or sometimes tough. I prepare you when things get rough. What am I?
10. I come before mastery and after effort. You need me to be the expert. What am I?

Practice, A book, Training, An exam or assessment, Exercise or a workout, Skill development, Training sessions, Responsibility or knowledge, A training program, Learning or experience



March Month Birthday's- 2025



Sr. No.	Emp. Name	Station	Emp. Dob
1	Pradeep Kumar Singh	ICS-IGL New Delhi	01-Mar
2	Nasim Ahmad	ICS-MGL Steel	01-Mar
3	Aarya Sumeet Kataria	DIR- ICST	01-Mar
4	Arun Kumar	ICS-IGL New Delhi	01-Mar
5	Shailendra Kumar Shrivastava	ICS-ONGC-Ankleshwar	01-Mar
6	Aman Kumar	ICS-IGL New Delhi	02-Mar
7	Vivek Kumar	ICS-IGL New Delhi	02-Mar
8	Ankit Kumar Mishra	ICS-Reliance Ro Project	04-Mar
9	Sushil kumar	ICS-IGL New Delhi	04-Mar
10	Ramesh Kumar Prajapat	Mumbai-IT	05-Mar
11	Shesh Nath Kumar	ICS-ONGC-Mehsana	05-Mar
12	Mithilesh Raut	ICS-Technology	06-Mar
13	Md Nuruddin Ansari	ICS-ONGC-Bokaro	06-Mar
14	Shamse Alam Siddiqui	ICS-IOCL Bottling Plant	06-Mar
15	Shankar Lal Nehra	ICS-IGL New Delhi	06-Mar
16	Rajesh Kataria	Udaipur	07-Mar
17	Gaurav Kumar	ICS-IGL New Delhi	07-Mar
18	Abu Dawood Rana	ICS-MGL Steel	07-Mar
19	Kesavamoorthy Sugumar	ICS-ONGC-Cauvery Asset	07-Mar
20	Mansi Chauhan	Mumbai-InspCell	07-Mar
21	Hardik Barot	ICS-ONGC-WADU	08-Mar
22	Ashish Kumar	ECD-BPCL BINA & KOTA	09-Mar
23	Sweti Rai	ICS-Assure - Motor OD	10-Mar
24	Tejal Dhotre	Mumbai-TenderCell	11-Mar
25	Venkata Durga Satish Cheekatla	ICS-ONGC-Rajahmundry	12-Mar
26	Aakibmiya Malek	ICS-ONGC-Cambay	12-Mar
27	Shubham Kumar	ICS-IGL New Delhi	13-Mar
28	Vineeth Valsarajan Nambiar	ICS-ONGC-Offshore	14-Mar
29	Aniket Singh	ICS-IGL New Delhi	14-Mar
30	Sagar Barve	ICS-VENDOR	14-Mar



March Month Birthday's- 2025



Sr. No.	Emp. Name	Station	Emp. Dob
31	Rakesh Kumar Yadav	ECD-GAIL-HVJ-SURVEY	14-Mar
32	Deepak Yadav	ICS-ONGC-Offshore	14-Mar
33	Vicky	ICS-IGL New Delhi	15-Mar
34	Mayurkumar Bharatbhai Patel	ICS-ONGC-Mehsana	15-Mar
35	Sajjan Kumar Jha	ECD-GAIL NCR M&M	17-Mar
36	Samir Debbarma	ICS-ONGC Tripura	18-Mar
37	Prabhat Kumar	ICS-IOCL Bongaigaon Shutdown	18-Mar
38	Rajesh Yadav	ICS-IGL New Delhi	18-Mar
39	Ayon Goswami	ICS-Assure-Delhi	18-Mar
40	Ganesh Umesh Deherkar	Mumbai-Marketing	19-Mar
41	Rahul Yadav	ECD-GAIL-HVJ-SURVEY	20-Mar
42	Balamurugan G	ICS-ISRO Coimbatore	20-Mar
43	Ashis Kumar Dutta	ICS-ONGC-Bokaro	20-Mar
44	Sundar Lal Kataria	Directors	21-Mar
45	Dikshit Diwakar Jaiswal	ICS-Assure - Motor OD	21-Mar
46	Dushyant Vaishnav	Jaipur	21-Mar
47	Harshali Gardi	Mumbai-InspCell	21-Mar
48	Kuldeep Kumar Namdev	ICS-ONGC-WADU	22-Mar
49	Pasha Haaris Ismail .	ECD-Gail Maharashtra	22-Mar
50	Rachana Rajan Gawade	ICS-Assure	23-Mar
51	Ritika Kataria	Udaipur	23-Mar
52	Vinayak Patil	Mumbai-CertCell	24-Mar
53	Balvendra Kumar Panday	Training centre	25-Mar
54	Prapti Dhuri	Mumbai-Finance	26-Mar
55	Meenakshi Sundaram	ICS-ISRO Coimbatore	26-Mar
56	Aakanksha Umale	ICS-Assure - Property	27-Mar
57	Vishalkumar Delwadiya	ICS-ONGC-WADU	28-Mar
58	Shrishti Negi	ICS-Assure-Delhi	28-Mar
59	Karathi A	ICS-ONGC-Cauvery Asset	29-Mar
60	Sandipbhai Rajubhai Vasava	ICS-ONGC-Ankleshwar	30-Mar
61	Md Tanweer - Alam	ICS-ONGC-MUMBAI-CIVIL RO	30-Mar

Horoscope Month of Feb - 2025



Aries

You are working very closely with your guardian angel this month, and hence, this is a personally transformative and significant time for you, especially as we work our way towards your birth season! You know more than you give yourself credit for, Aries, so learn to trust in yourself a little more. Resting it out before going full throttle mid month may be the smartest move you make, because when you really take time to notice, the Universe knows exactly when you have the bandwidth for things and only ever brings it your way then. So work towards your goals, but leave the forced need to push and toil behind. It's all good. It's all on time.



Taurus

Taurus, what if you were told that you are not here to make money and build a life in one single way? Instead you are here to share whatever you have taking up whatever comes your way that 'feels right' at different points in time? Yes, we hear that sigh of relief! Yes, you are here for so much more than the box you've been confining yourself into. Yes you are here to share your gifts. And YES prosperity and everything flows to you as a byproduct of you feeling fulfilled in whatever you do without typecasting yourself into any category. You are multidimensional and that's all you got to remember.



Gemini

Expect the miraculous when you choose to give life and the cosmos a chance, Gemini. Here you are sitting on your multidimensional throne zooming through a vortex that transforms at will. The beauty of this month is that you will never know what magical things to truly expect until they arrive, but all it asks from you in return is for you to be rooted in self-love, humility, compassion and service. You are here to spread your light in whatever ways you do best. So continue to do that and let the cosmos enthrall you.



Cancer

You can either keep fighting the dark, getting triggered by all the million ways in which it overwhelms you, or you can choose to get to the core and nip it in the bud. The energy it takes from you is the same - the only difference is in the results that it leaves you with. There is a sense of relief that surrounds you this month, Cancer, and it comes from the sheer fact that you are choosing to take a chance on yourself for the very first time in your life. This subtle inner shift is transforming your entire trajectory in unimaginably wonderful ways. Keep your flame on to keep consuming the dark - turning it to light.



Leo

Sever the cords, Leo. They only simply bind your heart down, anchoring it to the grime and filth you wish to escape from. Who were you before all this happened to you? It's time to remember that, instead of internalising every false accusation that was levied upon you. It's time to remember your core nature, before you were traumatised. It is time to shed light upon corners of your soul that carry burdens that are not even yours any more. It is time for you to ask yourself - are you really who you think you are or wish to be? If not, step up to change the game and simply let go.



Virgo

You are healing but it is also now time to remember - your old soul gifts, your inner self, your naturally joyful demeanor, your effervescence, your light, Virgo. You've been shouldering responsibility for way too long, and although it may feel like second nature now, you must let it all go. You must choose to not allow external distractions and judgements get the better of you, you must not allow your inner critic to tell you that you need to be more. You must, instead, be one with nature - spend time with your pets and those who see your light, grow a plant or two, make your health a priority, talk lovingly to your water and food - infuse love and tenderness in every single thing you choose to do. That is all you need.

Horoscope Month of Feb - 2025



Libra

The heavens above sing a beautiful song for you this month, Libra - one that is harmonious, one that feels bright, one that brings peace and is not rushed. While there may be an unknown sense of sorrow that may be leaving your body and heart, it feels almost bittersweet like a soothing balm gently caressing a wound you know will get better with time. You are healing massively, shedding lifetimes of drama, emotions and perhaps even subconscious ancestral narratives that feel just too heavy to carry forward. Be gentle with yourself, sprinkle kindness in all you consume each day and take it one day at a time.



Scorpio

You may be living through glimpses of your unlived childhood through either children that surround you, or through flashes of memory that keep taking you back, or simply through the joys that you now have that you once wished for. Either way, Scorpio, this month is all about expansion for you at an energetic and spiritual level. The storms beneath the surface find ways of either calming down or releasing or healing for good. You transform in intangible ways adding more meaning, heart and soul to your life. If that is not what you've prayed for, then what is?



Sagittarius

Now tell us, Sag, have you felt a disconnection with the heavens above and the earth beneath your feet lately? Yes, we hear you, so hit that pause, get on that grass or that beach barefoot, swim in the water, dig your hands into the earth, sow some seeds, turn off your phone for a bit, and turn on life mode. Abundance is all around you, and is here to stay so why the rush to constantly be somewhere else? Reflecting on where you wish to be headed in life will really take you far, but trying to be everywhere at once while having no energy left to be anywhere at all is taking more from you than giving you. Reconnect with Mama Gaia this month to hit reset.



Capricorn

How much is too much and how little is enough, Capricorn? When you look at the vast expanse of the cosmos and then come back to your reality - don't you ever wonder how miniscule yet significant your life is all in one melting moment? Yes, you've got plans, yes, you've got to hit your targets, but also yes, you have to enjoy this life, yes you also have to nurture your relationships and yes, you also have to feel that overflow once again. And this is only possible when you discern who you wish to give to, what you wish to offer and when you wish to withdraw. It is not called being selfish - it is called being judicious with your time, energy and efforts only focussing on that which mutually nourishes you, even if not in that instance but in the long run.



Aquarius

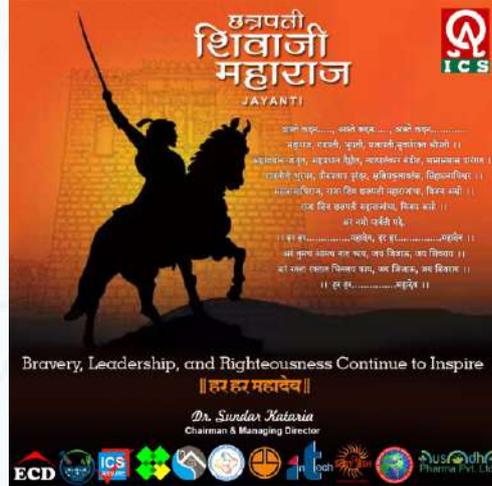
Well if you keep waiting, you may just keep looking in vain Aquarius, because guess what - you are meant to take the lead. You hold the steering wheel, you also have the roadmap all lined out, seatbelt all buckled in - then step on the accelerator. We are rushing into Aries season mid month and this is the time where you weave in your mental acuity and expertise with the passion filled energetic that your dreams are about to enter into. Show up authentically, speak the words you believe in, inspire yourself everyday and in turn you will be unknowingly inspiring others too. Make it large and make it count!



Pisces

Trust those moonlit vibes, Pisces. This month going deep into your personal lunar rhythms will do you a lot more good than you can possibly imagine. Yes, your sensitivity might feel heightened as you not only explore new emotions but also successfully learn to navigate and befriend them, while also learning to caress them when need be. When your intuition tells you something is off, it most likely is. Similarly when your inner voice aka your guides tell you to leap - you jump through hoops if you have to. New chapters need you to raise your vibe and your standards, remember that all through the month.

ICS Festival Greeting





We welcome Devotees Mahakumbh Mela 2025, Prayagraj



13th Jan Paush Purnima 2025
26th Feb, Mahashivratri

Sri Yogeshwar Ashram Anyor Parikrama Marg, Daan Ghati, Govardhan (Mathura)



MRM AWARD'S- 2024- 2025



**Nirmala S – ICS Bangalore
Best Executive (Station)**



**Nirav Rathod – Admin HO
Best Executive (CO)**



**Best Surveyor
Ashwin Tadvi – ICS Baroda**



**Best Auditor
Sanjay Mahajan – ICS Pune**



**Best Corporate Employee
Arun Gaud – Mumbai HO**



**Best Outstanding Performer
Vaibhav Khadtar – Mumbai Finance**



**Best Outstanding Performer
Yachika Nitore – Mum Insp Cell**



**Best Initiative
Sana Khan – Assure Forensic**



**Best Marketer
Omkar Patil – Mum Marketing**



**Best Station - ICS Udaipur
Rajesh Kataria- Station Manager**



**Best Regional – Manager/Work
Group
Manasi Patil – Admin HO**



**Best Reviewer (Certification)
Dr. Sundar Kataria**



**Best Reviewer (Inspection)
Shoab Ansari – Mum Insp Cell**



**Excellent Projects Management
Vaibhav Shrivastav – ONGC**



**Excellent Projects Coordination
Sushil Kumar – IGL New Delhi**



**Excellent Site Coordination
Vijay Vishwakarma – ONGC Civil
RO / ONGC Uran**



**Rising Star
Sneha Raut – Mumbai**

सुर्यांश

Training & Convention Center (Residential), Palghar, Maharashtra.



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Nestled near Mumbai, in the serene surroundings of Palghar, Suryaansh Training & Convention Center stands as an epitome of luxury and tranquility, offering an unparalleled experience that caters to your every need, whether you're seeking a serene getaway or planning a grand event.

At Suryaansh, we believe that every journey deserves a touch of luxury, every stay should be unforgettable, and every traveller deserves seamless experiences. We are your premier destination for hotel bookings, committed to transforming your travel dreams into reality. Established with a passion for hospitality and a commitment to excellence, Suryaansh is a leading name in the travel industry, with a team of dedicated professionals deeply passionate about curating exceptional travel experiences.



Vision:

"Our vision at Suryaansh is to be Your Gateway to Memorable Stays", where every journey is imbued with luxury, every stay is etched into memory, and every traveller experience seamless excellence. As your premier destination for hotel bookings, we are committed to transforming your travel dreams into reality. At Suryaansh Training & Convention Centre, we extend this vision to become the ultimate destination for events, training programs, and leisure getaways, setting new standards of excellence in hospitality and service."

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"Our mission at Suryaansh is simple yet ambitious: to redefine the way people travel by providing unforgettable experiences through world-class facilities, impeccable service, and a commitment to excellence in everything we do. We are dedicated to leveraging cutting-edge technology and innovative solutions to streamline the booking process, enhance convenience, and elevate the overall travel experience for our guests. With a relentless focus on customer satisfaction and continuous improvement, we strive to set new standards of excellence in the travel industry."

www.suryaansh.org



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