



"It's the development of people that leads to development of an organization."
- Dr. J Rameswar Rao

January 2012

EXPRESSIONS

Quarterly in-house journal of My Home Group

Chairman's Message



Dear friends,

The year 2011 has just gone by as another historic year for My Home group. We have successfully overcome the challenges to make the organization stronger. People, I have always said, have the potential to achieve extra ordinary results. Your relentless dedication makes me proud.

Let's welcome the New Year 2012 with greater aspirations and zeal. I wish you all and your families a very happy, prosperous, healthy and rewarding year ahead.

The gloomy global scenario has cast its shadow on Indian economy. Slow down in manufacturing sector, high inflation, slide in rupee value, rising interest rates, paucity of adequate coal, power and rail wagons have affected the economy and the industry. Continuous growth is the key to remain ahead in the market place. We must ensure to deliver enduring customer delight. Our concern for providing value to customer must remain supreme. Service to customers has to be best, prompt and reliable. Notwithstanding the challenges posed by the business environment, I am happy to note that My Home team is dedicated for setting new standards of excellence at work.

I would like to reiterate that training and development of people across the organization must receive highest priority. We must gear up to provide continuous learning experience, focus on identifying and grooming leaders at all levels to shoulder broader responsibilities. It's the development of people that leads to development of an organization.

Once again wishing you all a very Happy New Year and with warm regards,

Dr. J Rameswar Rao
Chairman - My Home Group

"It's the development of people that leads to development of an organization."

MD's Message



2011 has been another year of pride for My Home Group. We have moved forward in delivering value to customers through our construction projects. Customers growing confidence in us is driving us to remain frontrunners in setting new standards in construction. I thank all our staff, customers and well wishers for their support and encouragement. It's this encouragement that commits us to push beyond the ordinary in whatever we undertake to do.

I would like to convey my appreciation for all employees for their dedication and commitment. I also take this opportunity to wish you all a very Happy New Year 2012 and pray to almighty to bless you with success in your endeavors.

Our achievements should not make us complacent. The environment around us is evolving. Technological changes are happening at an unprecedented pace. Customer preferences are changing. Remember that, to continue to succeed we must learn and adapt. Innovative methods and new ideas are necessary to strengthen the organization.

With compliments and best wishes,

Jagapathi Rao Jupally
Managing Director
My Home Constructions Pvt. Ltd.

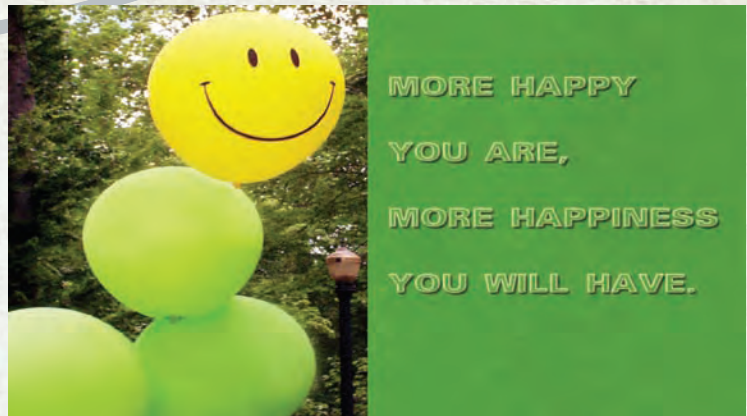
SWAMIJI VISITS VGU



Sr. DGM (P&C) Mr. T. Prabhakar Rao visited RINL on the occasion of "KEY CUSTOMR MEET" organised by RINL (Rashtriya Ispath Nigam Limited) during the visit of Shri.P.K.Mishra, IAS, Secretary for Steel, Govt. of India, New Delhi on 17-10-12 at Visakhapatnam.

HAPPINESS

In today's modern life things have change beyond belief. We are more healthier and live longer and even the common man is surrounded by material luxuries that were undreamt of couple of decades ago. Phenomenal scientific progress has made our day to day life so much more easy, but we are still grappling to discover happiness. Happiness eludes most people and most feel having wasted their life. For most people life seems a burden, laden with anxiety, boredom and frustration, instead of being filled with happiness. Why is it that happiness evades most people ? Why do people remain unhappy and sad ? Why most think that happiness is a destiny? Most people go through life waiting for happiness to come to them. Many are busy accumulating more and more of wealth and material things in the hope that these will help them discover happiness. Does it happen that way? Don't we see more sadness and anxiety in rich people? To be happy one must understand that it is not destiny or luck that blesses you with the state of happiness. It has nothing to do with your material possessions and good fortune. You cannot buy happiness. Happiness is not something that happens. It does not depend on outside events. Happiness is intrinsic to you. It's your creation. It is in your state of mind. Happiness is a condition that you have to create for yourself.



You are your thoughts. Positive and good thoughts are fertile ground for creating happiness condition. You have to cultivate, nurture, defend, practice and experience the happiness condition. Once you become happiness-conditioned and consciously keep feeding it with positive, healthy and good thoughts, you will achieve the happiness state. The beauty is that happiness breeds happiness. More happy you are, more happiness you will have. Happiness practiced often becomes a habit. Happiness enriches and fulfils life. It makes life more meaningful and well lived. Reach out to create happiness for yourself.

J. Shyam Rao
Executive Director
My Home Constructions (P) Ltd.

GENERAL HEALTH TIPS

- Drink 8-10 glasses of water a day. If you normally do not add salt to your food, you may need to add 1/2 teaspoon of salt to your diet as a result of drinking this amount. This cleans out toxins and helps the body function much better.
- Add movement to your life. Park further so you walk between the car and the stores, take steps instead of elevators, and take longer routes to your desk.
- Think positively.
- Take time to relax. Allow yourself to de-stress at least once a day.
- Wash your hands often. Wash hands before eating and after using the restroom. Eat a large variety of fresh produce or supplement your diet with vitamins and minerals.
- Sleep 6-10 hours a night (or until you are well rested).
- Eat vegetables every day. Vegetables provide vitamins, minerals, and fiber. Many are known to prevent various diseases including cancer.



- Drink water before, during and after exercise. Thirst lags behind your body's need for water. So drink water early and often.
- Laugh. Let humor enter your life. One of the easiest ways of being healthier is to find a way to relax more and have more fun.

BE OPEN TO NEW IDEAS

He, who thinks he knows, doesn't know. He, who knows that he doesn't know, knows.
-Joseph Cambell

We all tend to resist ideas that conflict with our own and seldom reflect on how valid they are in the light of emerging truths. Many of us have a tendency to salt away our ideas and beliefs in boxes hermitically sealed untouched by passing winds. This arises partly out of an uncompromising ego and partly out of mental stupor. The result is an intellectual infallibility borne out neither by the progress in the realm of ideas nor by human ingenuity in experimentation. The philosopher Karl Popper said that science progresses by falsification. The one time scientific absolutes are today's myths. Thus our knowledge of life with several dimensions of human endeavour impinging on it is an evolving story and there is no degree of finality to it at any point of time. Just imagine how wise was Socrates when he said that the only thing he knew was that he did not know anything.

Now over to an organization. It comprises people with different cultural and intellectual backgrounds. Some of them are closed to new ideas and are passionate about the status quo. Yet some exhibit enthusiasm and excitement when it comes to trying out new approaches to progress. It is only the latter that makes all development possible.



Those who are dogmatic drag down the organization to its dim depths. An open mind generates wisdom which is vital for progress. To grow one must be open to learning new and effective ways of thinking and doing and being. "Let noble thoughts come from all directions", says the Rig Veda. Only those with their mental antenna rotating continually at 360 degree have any chance of capturing life-changing ideas. In addition, they are full of childlike excitement, delight and wonder. For them truth seeking is a journey without destination. Further, learning and growing is an article of faith with them so long as they last on the terra firma. Thus, in organizational context institutionalization of learning process is no less important than the other processes.

K.V. Kesava Rao
My Home Industries Ltd.

DON'T VACILLATE - DECIDE

"It does not take much strength to do things, but it requires great strength to decide on what to do".
...Elbert Hubbard

Wisdom lies in making a choice. Your achievements in life are determined by the kind of choices you make. By not deciding also you are deciding. You have to make a choice to be on the left side of the road or on the right. Vacillating in making a choice does not solve the problem. It aggravates it. By walking in the middle of the road you are prone to being hit by the traffic from both sides. Making your choice is to decide. The quality of decisions you make determines the quality of your life. Successful people have made the right decisions at the right time. They are successful because they make right choices. This holds true in every walk of life, at work, home, social or personal life.

There is a very hungry and thirsty donkey. He is tied to a rope. Both food and water is placed equidistant from him. Food and water is kept at a distance that is reachable by the donkey. What will the donkey decide to have first? Will he go for the food or water? Remember that the donkey is very hungry and very thirsty. To live another day, the donkey is craving to have both as quickly as possible. Will he first go for food or water? Well, he doesn't go for either. He is frozen and paralyzed by the choices available. The donkey dies standing before food and water, as he could not exercise a choice. Decision-making was not his foray!

Always weigh the pros and cons, evaluate, make your assessment keeping your focus on your ultimate goal and make a choice. Do not vacillate. Indecisiveness is stressful and can rob you of the opportunities that come your way to make your dreams come true. Distinguish between the important and the trivial, make a choice and commit yourself to your decisions with all your energy and enthusiasm.

"In any moment of decision the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing".
...Theodore Roosevelt

R. P. Singh
Director-Mktg
My Home Industries Ltd.



CHANGE YOUR THINKING

Two men, both seriously ill, occupied the same hospital room. One man was allowed to sit up in his bed for an hour each afternoon to help drain the fluid from his lungs. His bed was next to the room's only window. The other man had to spend all his time flat on his back. The men talked for hours on end. They spoke of their wives and families, their homes, their jobs, their involvement in the military service and where they had been on vacation. Every afternoon, when the man in the bed by the window would sit up, he will pass the time by describing to his roommate, all the things he could see outside the window. The man in the other bed began to live for those one hour periods where his world would be broadened and enlivened by all the activity and colour of the world outside. The window overlooked a park with a lovely lake. Ducks and swans played in water while children sailed their model boats. Young lovers walked arm in arm amidst flowers of every colour and a fine view of the city skyline could be seen in the distance. As the man by the window described all this in exquisite details, the man on the other side of the room would close his eyes and imagine the picturesque scene. One warm afternoon, the man by the window described a parade passing by. Although the other man could not hear the band - he could see it in his mind's eye as the gentleman by the window portrayed it with descriptive words. Days, weeks and months passed. One morning, the day - nurse arrived to bring water for their bath only to find the lifeless body of the man by the window, who had died peacefully in his sleep. She was saddened and called the hospital attendants to take the body away. As soon as it seemed appropriate, the other man asked if he could be moved next to the window.



The nurse was happy to make the switch, and after making sure he was comfortable, she left him alone. Slowly, painfully, he propped himself up on one elbow to take his first look at the real world outside. He strained to slowly turn to look out of the window besides the bed. It faced a blank wall. The man asked the nurse what could have compelled his deceased roommate who had described such wonderful things outside this window. The nurse responded that the man was blind and could not even see the wall. She said, "Perhaps he just wanted to encourage you".

There is tremendous happiness in making others happy, despite our own situations. Shared grief is half the sorrow, but happiness when shared, is doubled. If you want to feel rich, just count all the things you have that money can't buy. Today is a gift that is why it is called "The Present".

G. Lakshminarayana
G M - HR
My Home Industries Ltd.

SPOT THE DIFFERENCE



Mail your replies to: expressions@myhomegroup.in

REACHING THE SOCIETY



Principal and teachers of LSS conducted social awareness session for students of class IX and X. World AIDS day was observed on 1st December at school.

MINES SAFETY WEEK CELEBRATIONS - 2011



Mines Safety & Productivity Council, Hyderabad has been functioning under the aegis of Directorate General of Mines Safety, Hyderabad, with the sole objective of promoting, propagating, preserving & practicing and simultaneously inculcating awareness of safety in mines since over two decades. Mines safety week celebrations were recently conducted from 19-11-2011 to 25-11-2011 at MCW. All together 46 Limestone Mines, captive to various cement plants spread across Andhra Pradesh and Gulbarga Region of Karnataka had actively participated with great zeal and vigour. These 46 Mines were regrouped as "A" (32 mines) and "B" (14 mines) category of Mines. All these mines were audited by a team of three senior mining engineers, lead by a Dy. Director Mines Safety in each team.

MHIL (MCW) won a total of 19 prizes, including 1st prize for "Best overall performance".

S & D Accounts Meeting



A meeting of H.O and Regional Sales Accountants was convened at Hyderabad on 16th and 17th December 2011. The meeting was inaugurated by Sri J. Ranjith Rao, Managing Director. He emphasized the vital role accounts play for ensuring full compliance to system and processes. He stressed for maintaining up-to-date accounts in the region and on the accountants' role in strengthening brand equity in the market place. Mr. Vineet Kapur, DFC, made a financial presentation sharing with the participants the importance of their functions. Executive Director, Director Mktg & Sr. Executives also participated in the meeting. On the occasion, the need for up-to-date accounts and close monitoring of stocks and maintaining proper documentation was stressed. ED mentioned that no business is complete without proper and effective accounts. Participants expressed their thanks to Management for convening the meeting that gave them the opportunity to interact with all participants and Sr. Executives from Corporate Office.

SALES CONFERENCE -2012

The Annual Sales Conference for 2012 was held at Hotel Taj Deccan, Banjara Hills, Hyderabad on 23rd and 24th January'12.

Managing Director Mr. J. Ranjit Rao, in his key note address, congratulated the marketing team on the good performance upto December'11 and urged the team to excel and exceed the targets for the last quarter of 2011-12 and the coming financial year, 2012 – 2013. He announced that MHIL has already signed agreement to expand its capacity to 10 Million Tonnes by way of green field projects.

ED Mr. Sambasiva Rao, Director (Technical) Mr. V.S. Narang, DFC Mr. Vineet Kapur and Director (Mktg) Mr. R P Singh in their address called upon the marketing team to focus on quality sale and improve market shares in all the areas.

Director (Mktg) Mr. R P. Singh in his two hour training programme on "Customer Care" reiterated that "Customer is the King". He exhorted the team to make their work simple, enjoyable and profitable for the company. A pledge was taken by the marketing team - "We will give the best and we will be the best".

24th January' 12 was fully devoted to workshop on "Improving Professional Effectiveness" conducted by Dr. G. Raj Kumar & his team.





SALES CONFERENCE -2012



HUMOUR

■ The students were lined up in the cafeteria for lunch. At the head of the table was a large pile of apples. The nun made a note, and posted on the apple tray: "Take only ONE. God is watching." Moving further along the lunch line, at the other end of the table was a large pile of chocolate chip cookies. A child had written a note, "Take all you want. God is watching the apples."

■ Teacher: Here is a maths problem. If your dad earned 300 dollars a week and he gave your mother half, what should he have?

Student: A heart attack.

■ Man at an Art Gallery: I suppose this horrible looking thing is what you call modern art?

Art dealer: I beg your pardon sir, that's a mirror!

■ Customer: Waiter come here, I can't eat this chicken, call the manager.

Waiter: What is the use, he won't eat it either!

■ Son: Dad, what is the secret of happy married life?
Dad replied in short: It is still a secret!!

■ Mother: My dear daughter, your birthday is coming soon, so what present do you want?

Daughter: A very small gift mom, just a music system with a luxury car.

■ Boss Vs Subordinate

When I take a long time, I am slow.

When my boss takes a long time, he is thorough.

When I don't do it, I am lazy.

When my boss doesn't do it, he's too busy.

When I do it without being told, I'm trying to be smart.

When my boss does the same, that is initiative.

When I please my boss, that's brown-nosing.

When my boss pleases his boss, that's co-operating.

When I do good, my boss never remembers.

When I do wrong, he never forgets.

■ Patient: What is the cost of plastic surgery?

Doctor: It is near about \$10,000.

Patient: Well, what if we arrange plastic?

Quiz

K.V.KESAVA RAO

■ Which contemporary physicist has predicted that a hundred years hence man will colonise Mars?

■ 'Temper is a funny thing; you can't get rid of it by losing it'. To which great novelist we owe this quotation?

■ In financial planning a rule of thumb says that your investment in this asset category as a percentage of your total investments should be hundred minus your age. Which asset category we are alluding to?

■ What was the medium of instruction at Harvard Business School during its initial years?

■ Which Prime Minister won the Nobel Prize for literature?

■ How do the following expressions differ in their meanings?

That is an idea

That is the idea

■ Kevin O'Brien of Ireland by scoring the fastest hundred in ICC world Cup 2011 broke whose earlier record?

■ Which part of a cabbage is usually eaten in salads?

■ Which is the world's youngest religion?

■ Which is India's largest consumer goods company?



Previous
QUIZ WINNER

Y Krishna Chaitanya
MHIL
IT dept at (H.O)
Emp No. 949.

Each question carries one mark.
The first entry received with highest marks will be awarded a gift.
Mail your answers to:
expressions@myhomegroup.in

Annual Sports 2011

Inaugural celebrations began on 22nd December 2011. Ms. J. Meghana Rao, Director My Home Constructions announced the beginning of the sports activities in the presence of enthusiastic participants, spectators and media. Radio channel Big FM provided media coverage.



CRICKET
TUG OF WAR
LEMON SPOON
JAVELIN
and many more.....



MAHA SHAKTHI CEMENT DEALERS' MEET



Maha Shakti Dealers' meet and the launch of Maha Supremo on 24th Nov 2011 at Jeypore and 25th Nov 2011 at Berhampur, Odisha.



CORPORATE SOCIAL RESPONSIBILITY



Under Corporate Social Responsibility, MHIL (MCW) donated "TVS tri-cycle" for physically challenged persons of chouta-palli village on 22.09.2011 at Gram-panchayat office, Choutappally.



CONTRACTORS' SAFETY INITIATIVE 2011



Whole Time Director Mr. J. Ramu Rao, Director (Technical) Mr. V. S. Narang, and Sr. Executives participating in Contractors' safety initiative at VGU on 25th November 2011.

NEW YEAR CELEBRATIONS

2012



Chairman, MD & Sr.Executives of My Home Group with staff and their families for New Year celebrations .





