

MERU
CONSULTING

ANNUAL REPORT

2022-23

Note from the desk of Proprietrix

Namaste...

Training and Development (**T&D**) is one of fundamental ingredients for the continuing success of every organization, even more so, with the advent of Artificial Intelligence. T&D helps organizations to determine the extent to which their human assets are viable investments. At MERU, we strive to enhance the skill set and blend distinct synergies for the advantage of organizations.



At MERU, we aim to bring proficiency at all levels, from young professionals, existing workforce, or veterans, who are desirous of staying abreast of new practices and improving their skills. MERU offers experienced professional trainers in General Management with a comprehensive understanding of best practices in their respective domains. MERU's training services focus on participant's time in experiential learning, rather than in dry and formal lectures.

This year, MERU completes its first year in operations. I am particularly gratified to note that in its infancy, MERU has carved out a niche for itself. The year 2022-2023 has been full of promises for MERU. While there are many milestones to be cherished, I have to mention some standout achievements since we began our journey in April 2022 include:

- Successful completion of 19 'General Management' programs for reputed Public Sector undertakings such as Chennai Petroleum Corporation Limited, Cochin Shipyard Limited, and National Small Industries Corporation Limited – A Government of India Enterprise (**NSIC TSC**)
- Registration as an MSME / NSIC Vendor
- Participation in the MSME / NSIC National Conclave
- Entering into a 'Memorandum of Understanding' with NSIC TSC as Professional Training Service Provider (**PTSP**)
- Participated in discussion on Naan Mudalvan scheme to get enlisted as Training Partners on Skill Development with Government of Tamil Nadu
- Participation in GeM Tenders

We, at MERU are enormously indebted to the staff and management of the aforementioned organisations for their continuous support and guidance in conducting our training programs for their employees/CISF/trainees at their factory/campus. We are specifically delighted to have signed an MoU with NSIC TSC as PTSP and special thanks to Mr. S. Venkatachalapathi, General Manager (SG), NSIC- TSC for providing this opportunity and enabling MERU to be a part of NSIC's mission towards the skill development and growth of small enterprises in India.

This would not have been possible, but for the unwavering trust and unstinted patronage provided by all our stakeholders. It would be remiss, if I did not mention the following professionals:

- Our highly qualified trainers Ms. Abi Shankari, Ms. Indumati Umesh, Ms. Bharathy, Mr. C Ravikumar, Ms. Madhu Malar, Ms. Gayathri, Ms. Uma Bhaskar, Ms. Sai Lakshmi, and Dr. Catherine
- Mr. P. Duraisamy, our Advisor for his cheerful support in mobilizing faculty, who made all this possible
- Mr. P. Prakash, PL Enterprises for his support and guidance on all GST related matters
- CAV. Ravi for preparing the Auditor's Report
- Mr. D. Dencil of Dsquare Graphics, for support and time spent in bringing out this Annual Report
- Mr. A. Robert of Salix Technology for updating and maintaining our website
- Dr. V. Chinnadurai, Sr. Consultant for his advice on programme design, contents & follow up
- Mr. K. Akhil, Advocate & Legal Advisor for his continuous support, guidance & encouragement at all stages

My special thanks to my Advisor Mr K. Ramesh who has been the inspiration and driving force for initiating, organizing and coordinating all these activities during the year.

Last but not least, I would like to thank all our well-wishers, friends, relatives, family members, who continue to provide valuable insights in our path of progress and journey of excellence.

I truly believe that MERU, with its seasoned repository of professionals and sustainable strategy, is well poised to prosper. With this great hope, we look forward to increased engagement in our mission of 'Skill Development' at all levels.

Jai Hind....

K. Rajakumari
K. Rajakumari

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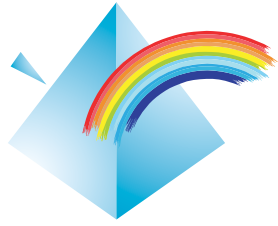


Vision

To be a centre of excellence for purposeful learning in all related areas of management development.

Mission

- To be a centre of excellence for purposeful learning in related areas of management development.
- To capitalise and consolidate the intellectual competencies for value addition.
- To develop the participants towards a cross functional and multi-skills approach to functional issues.
- To provide best qualified technical trainers to the needy industries at affordable fee.
- To be the experts in supporting industries with trainers experienced in General management
- Safety and Health.
- To be your Consultant and Partner in recognizing Human Resources as the most valuable
- Asset and foster a culture of participation for mutual growth



MERU
CONSULTING

**Excellence
through training ...**



Meru Consulting

Plot No.13, Flat No: S1, KRS Kings Park, Vanasakthi Nagar, Extn-2, Kolathur, Chennai-600 099.

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About Meru Consulting

With the varying work culture and ethics, there has been a rapid requirement for the management to function dynamically to obtain the anticipated results. Training and Development is one of the key strategic ingredient in performance improvement for the continuing success of every organization. T&D helps organizations to determine the extent to which, their human assets are viable investments. At Meru, we strive to blend these synergies for advantage of your organization.

Meru aims at, bringing proficiency at all levels, for young professionals, veterans wanting to stay abreast of new practices and for existing

workforce seeking to improve their skills. Meru provides trainers especially in General Management with a comprehensive understanding of best practices in their respective fields. Meru's training services focuses on participant's time in experiential learning, rather than in dry and formal lectures. Meru can also work with your leadership team to identify training needs, to design, develop, implement, and evaluate training and development programs to meet your company's strategic objectives. Our experience and approach can shorten your development cycle and free you to focus on other areas. Our programs are customized to suit your Technical and Non-Technical training needs.

Meru's Objectives

- ✓ Developing a comprehensive framework to use knowledge as a strategic edge in the vibrant environment.
- ✓ Familiarizing the target group with latest knowledge and understanding of the concepts of strategic management approach.
- ✓ Gaining insights into techniques towards enhancing and fostering organizational learning capability.
- ✓ Appreciating and stimulating the Organizational process necessary for enhancing learning potential and knowledge base.

Vision

To be a centre of excellence for purposeful learning in all related areas of management development.



Mission

- To be a centre of excellence for purposeful learning in related areas of management development
- To capitalise and consolidate the intellectual competencies for value addition.
- To develop the participants towards a cross-functional and multi-skills approach to functional issues.
- To provide best qualified technical trainers to the needy industries at affordable fee .
- To be the experts in supporting industries with trainers experienced in General management Safety and Health.
- To be your Consultant and Partner in recognizing Human Resources as the most valuable
- Asset and foster a culture of participation for mutual growth.

Our Training philosophy



Our Methodology

- Concept Inputs, Sharing of Case Studies
- Experiential Learning
- Group Discussions
- Reflection and experience sharing and
- Stimulating Exercise

Our Training Areas

- Refinery Management
- General Management
- Safety and Health
- Manual preparation-Technical and Non Technical

Our Team

Meru has a team of dedicated professional Trainers who are willing to decipher the nuances in general management, safety, Health who have many years of experience in teaching, industry and in implementing the HR project modules in India and abroad.

Suggestive duration of our programmes

1 day / 3 days / 5 days or as per the needs.

About the MERU Logo

Mount Meru is a sacred mountain with five peaks. Meru is the mountain in Sanskrit. A pyramid is a structure very similar to mountain whose outer surfaces are triangular and converge to a single point at the top. The pyramid represents the sense of harmony and unity within ourselves and with the environment to which we aspire. A rainbow is an optical and meteorological phenomenon that is caused by both reflection and refraction of light in water droplets resulting in a spectrum of light appearing in the sky. It takes the form of a multicoloured arc. The symbol of Pyramid with Rainbow symbolizes the synergy that can embody the individual through the sense of harmony and unity coupled with the colours of life expresses our desire to excel in the field of HR.



Benefits

- Greater awareness of concepts
- Better understanding of nuances of success
- Improved discipline in the application of skills in teams
- Gaining insight into techniques and learning capabilities
- Will walk away with commitment, confidence and affirmation
- Achieve success and purpose towards themselves, their teams and their organization
- Appreciation of the necessity of the integrated approaches to the business environment



Our General Management Training Modules

- Team Building Executive Coaching
- Creating High Morale Work Place
- Business Organization Development Programmes
- Motivational Keynote note address
- Creativity
- Business Skills
- Leadership Styles & Dynamics
- Negotiation Skills
- Personal Effectiveness
- Train The Trainer
- Managerial Effectiveness
- First time Managers
- Time Management
- Customer focus and Sensitivity
- Client Interfacing Skills
- Campus to Corporate Transition Program
- Inter Personal Relationship Program.
- Employee Induction Program.
- Creativity and Problem Solving
- Presentation Skills & Dynamics
- Business Communication
- Supervisory Development Program
- Cross Cultural Sensitivity (Domestic & International Specific)
- Business Etiquette
- Achieving Meeting Excellence
- Interviewing Skills
- Occupational Counselling

Our specialized Training programmes

- ISO- EMS- Environment Management System
- ISO QMS- Quality management System
- ISO- OHSAS- Occupational Health Safety Assessment standards
- TPM- Total Productive Maintenance
- First aid
- Safety

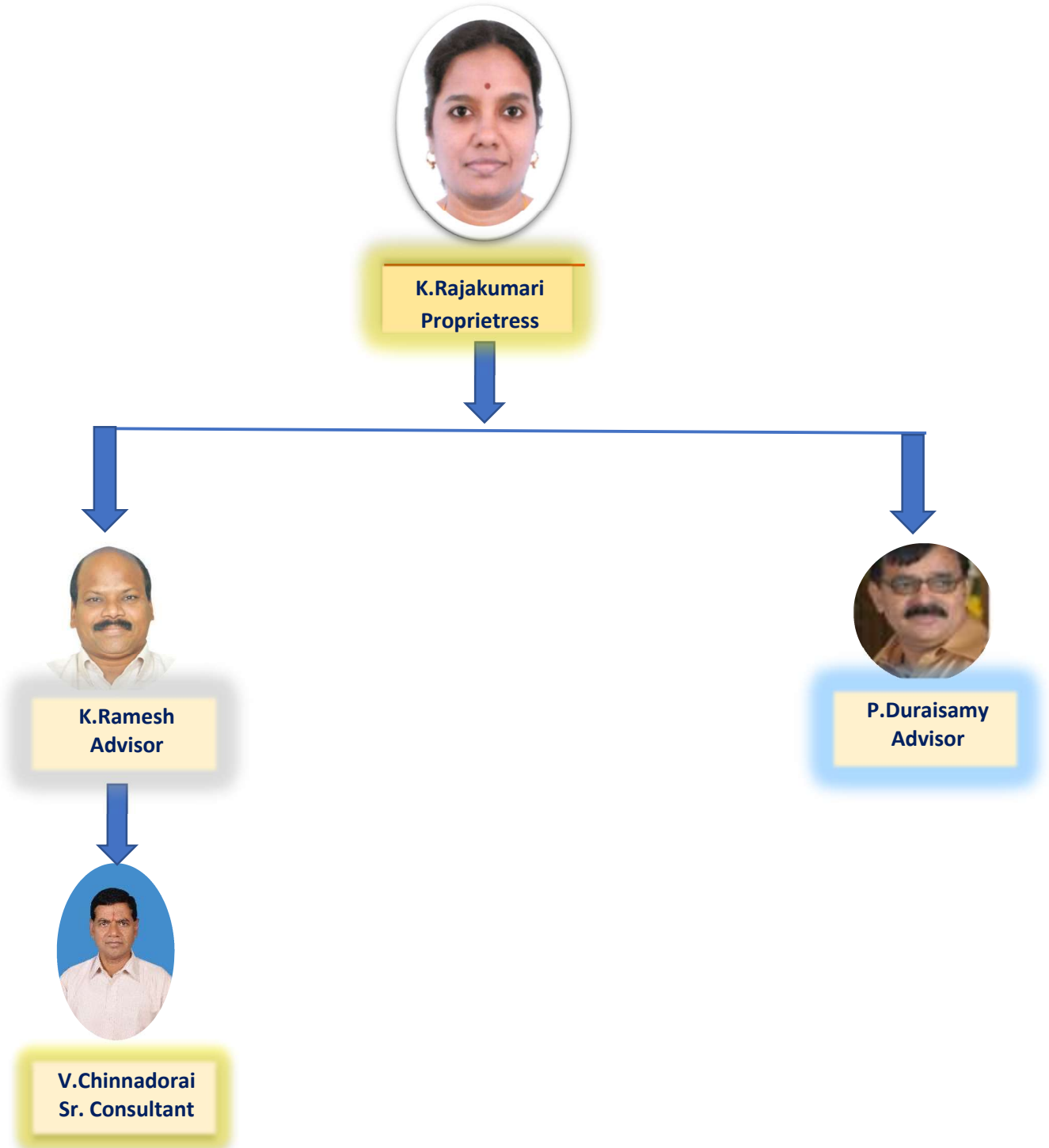
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Organogram of MERU Consulting



Training Programmes Organised (19 Programmes)

Training Programmes -2022-23

Sl.	Date	Venue	Training Program on
1	24.04.2022	CPCL, HRD	Motivation and Morale
2	27.04.2022	CPCL, RESOT	Stress Management
3	07.06.2022	CPCL, RESOT	Organizational Values, Integrity & Ethics
4	14.06.2022	CPCL,HRD	Stress Management for CISF – B1
5	27.06.2022	CPCL,HRD	Stress Management for CISF - B2
6	02.08.2022	CPCL,HRD	Stress Management for CISF – B3
7	08.08.2022	CPCL,HRD	Stress Management for CISF – B4
8	04.08.2022	Cochin Shipyard	Personality Development B1
9	05.08.2022	Cochin Shipyard	Personality Development B2
10	24.08.2022	NTSC, Chennai	Career Options for Graduating Students
11	16.09.2022	CPCL, RESOT	Personnel Skills, Creativity & Innovation, Communication & Report Writing
12	27.09.2022	CPCL, RESOT	Team Management Skills & Leadership Skills
13	28.11.2022	CPCL, RESOT	Philosophical Model of Life Principles
14	29.11.2022	CPCL, RESOT	Wealth Creation, Wealth Protection & Wealth Transfer Management
15	04.01.2023	Taj Viventa	Leading Innovation, Emotional Intelligence, Building Trust & Respect and Effective Communication
16	20.01.2023	CPCL,HRD	SELF DEFENSE AND MOTIVATION
17	07.02.2023	CPCL Polytechnic	IPT/PW by NSIC
18	14.03.2023	CPCL, RESOT	Philosophical Model of Life Principles
19	14.03.2023	CPCL, RESOT	Wealth Creation, Wealth Protection & Wealth Transfer Management

Date
24.04.2022

Venue
CPCL

Faculty
Indumathi Umesh

Training Program on Motivation and Morale



Part 1 – Understanding Self

- Uniqueness of our self – Social Styles
- SWOT Analysis /Johari Window

Part 2 – Enhancing Self-Esteem and Self-Confidence

- Locus of Control
- Perception and its role in Self Efficacy
- Self-Image, Self-Belief, Self Confidence

Part 3 – Ways to Motivate Oneself

- Focus
- Hard Work
- Character
- Give more than what you get
- Pride of performance

Part 4 – The impact of Motivation and Morale - Success

- Characteristics Essential to Achieving Success
- The Power of Positive Attitude
- Importance of Commitment
- Power of Persistence



Date:
27.04.2022

Venue:
CPCL/RESOT

Faculty
Sai Lakshmi.
Dr Catherine

Training Program on Stress Management



Training Topics

Training Topics:

What is Stress?

- Types of Stress/ Symptoms of work stress
- Causes of Harmful Work Stress
- Personality and Stress Questionnaire
- The Power of Perception/ Reaction to Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
- Activity Logs
- Analyzing Your Time Log
- Managing Distractions effectively
- Identifying time robbers and putting specific action plan to overcome
- Prioritizing activities and tasks – Daily – Weekly – Monthly
- Creating the Action Plan



Date:
07.06.2022

Venue:
CPCL/RESOT

Faculty
Dr Uma Bhaskar

Training Program on **Organizational Values, Ethics and Integrity**



Programme Contents:

Session 1: Organizational values

What are Values?

Types of Corporate stewardship values

Benefits of organization values

Session 2: Integrity

What is Integrity?

Examples of Integrity

Why is Integrity Important

Session 3 - Ethics

What is Ethics?

Why Is Business Ethics Important?

What Are the Types of Business Ethics?

Ethical Behavior in the Workplace

Examples of Unethical Behavior in the Workplace



Date:
14.06.2022

Venue:
CPCL

Faculty
Abi Shankari

Training Program on **Stress Management** for CISF - Batch 1

Training Topics:

What is Stress?

- Types of Stress/ Symptoms of work stress
- Causes of Harmful Work Stress
- Personality and Stress Questionnaire

The Power of Perception/ Reaction to Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
- Activity Logs
- Analyzing Your Time Log
- Managing Distractions effectively
- Identifying time robbers and putting specific action plan to overcome
- Prioritizing activities and tasks –
Daily – Weekly – Monthly
- Creating the Action Plan



Date:
27.06.2022

Venue:
CPCL

Faculty
Abi Shankari



Training Topics:

What is Stress?

- Types of Stress/ Symptoms of work stress
- Causes of Harmful Work Stress
- Personality and Stress Questionnaire
- The Power of Perception/ Reaction to Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
- Activity Logs
- Analyzing Your Time Log
- Managing Distractions effectively
- Identifying time robbers and putting specific action plan to overcome
- Prioritizing activities and tasks –
Daily – Weekly – Monthly
- Creating the Action Plan



Training Program on **Stress Management** for CISF - Batch 3

Date:
02.08.2022

Venue:
CPCL

Faculty
Abi Shankari

Training Topics:

What is Stress?

- Types of Stress/
Symptoms of work
stress
- Causes of Harmful Work
Stress
- Personality and Stress
Questionnaire
- The Power of
Perception/ Reaction to
Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
- Activity Logs
- Analyzing Your Time Log
- Managing Distractions
effectively
- Identifying time robbers
and putting specific
action plan to overcome
- Prioritizing activities and
tasks –
Daily – Weekly –
Monthly
- Creating the Action Plan



Training Program on **Stress Management** for CISF - Batch 4

Date:
08.08.2022

Venue:
CPCL

Faculty
Abi Shankari



Training Topics:

What is Stress?

- Types of Stress/ Symptoms of work stress
- Causes of Harmful Work Stress
- Personality and Stress Questionnaire
- The Power of Perception/ Reaction to Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
- Activity Logs
- Analyzing Your Time Log
- Managing Distractions effectively
- Identifying time robbers and putting specific action plan to overcome
- Prioritizing activities and tasks –
Daily – Weekly – Monthly
- Creating the Action Plan

Training Program on Personality Development Batch 1

Date:
04.08.2022

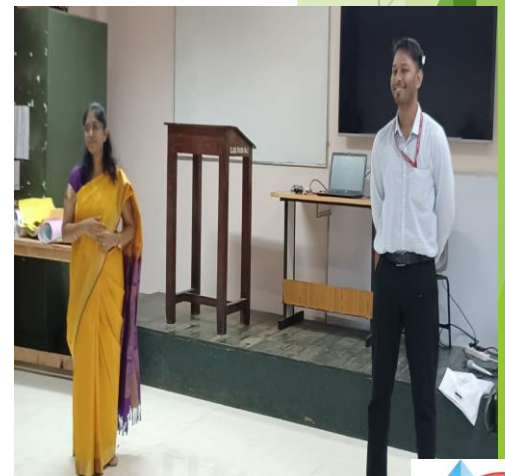
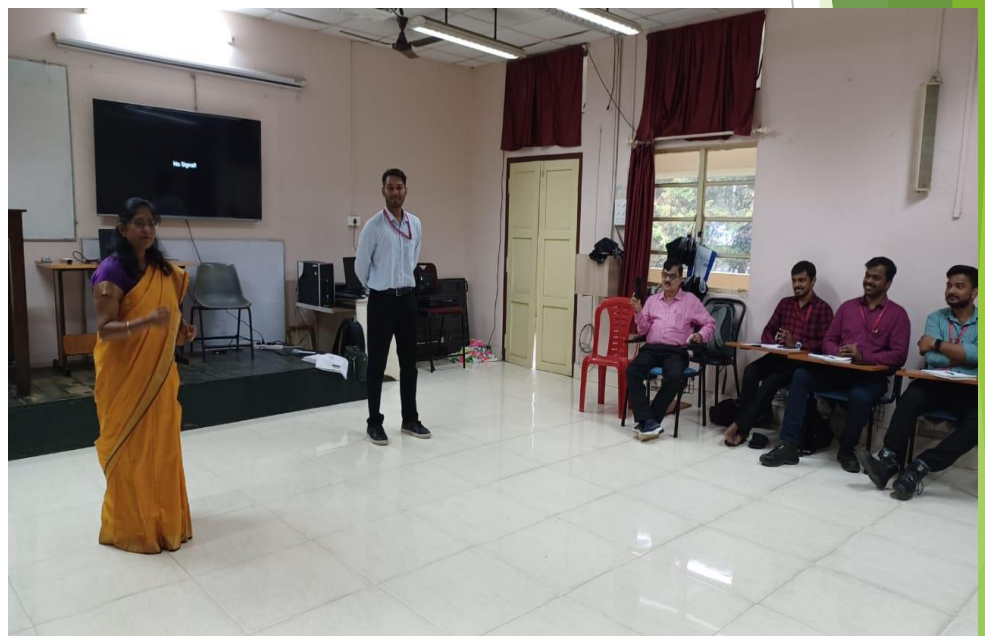
Venue:
Cochin Shipyard

Faculty
Abi Shankari



Training Topics:

- **What is Personality?**
 - Types and Characteristics of Personality
 - Showing Self-Confidence
 - Never Give-Up
- **The Power of Positive Attitude**
- **Ways to develop a positive attitude:**
 - Employ the 'Flip Side' technique.
 - Play your winners
 - Simplify! Simplify
 - Clarify your mission
- **Importance of Commitment**
- **Power of Persistence**
- **Ways to Motivate Oneself:**
 - Focus
 - Hard Work
 - Positive believing
 - Character
 - Give more than what you get
 - Pride of performance
 - Passion
 - Strategy



Training Program on **Personality Development** Batch 2

Date:
05.08.2022

Venue:
Cochin Shipyard

Faculty
Abi Shankari

Training Topics:

- **What is Personality?**
 - Types and Characteristics of Personality
 - Showing Self-Confidence
 - Never Give-Up
- **The Power of Positive Attitude**
- **Ways to develop a positive attitude:**
 - Employ the 'Flip Side' technique.
 - Play your winners
 - Simplify! Simplify
 - Clarify your mission
- **Importance of Commitment**
- **Power of Persistence**
- **Ways to Motivate Oneself:**
 - Focus
 - Hard Work
 - Positive believing
 - Character
 - Give more than what you get
 - Pride of performance
 - Passion
 - Strategy



Training Program on **Career Options** for Graduating Students

Date:
24.08.2022

Venue:
NTSC Chennai

Faculty
G.Gayathri



Topics:

- ❖ **Options after graduation for Higher studies /**
- ❖ **Options after graduation for Jobs**
- ❖ **Preparing for Campus Placement**
- ❖ **Personality Development**
- ❖ **Communication Skills**
- ❖ **Presentation Skills**
- ❖ **Preparing For Group Discussion**
- ❖ **Facing Interview/**
- ❖ **Preparing CV**
- ❖ **Goal setting/**
- ❖ **Conclusion**



Training Program on **Personnel Skills, Creativity & Innovation, Communication & Report Writing**

Date:
16.09.2022

Venue:
CPCL RESOT

Faculty
G.Gayathri



Topics:

- Analytical Skills
- Basic Computer Skills
- Adaptability
- Interpersonal Skills
- Problem-Solving
- Leadership
- Ability to Learn
- Teamwork
- Ambition

Session 2

- Divergent thinking
- Problem Solving
- Creativity
- Inspiration and imagination
- Product Innovation.
- Process Innovation.
- Business Model Innovation.

Session 3

- Formal or Informal Reports
- Short or Long Reports
- Informational or Analytical Reports
- Proposal Report
- Vertical or Lateral Reports
- Internal or External Reports
- Periodic Reports



Training Program on **Team Management Skills & Leadership Skills**

Date:
27.09.2022

Venue:
CPCL RESOT

Faculty
K Bharathy



Topics:

Session 1

- + **Effective Communication**
- + **Emotional Intelligence**
- + **Ability to Delegate**
- + Openness/
Integrity/Leadership
- + **Problem Solving Skill**
- + **Decision Making Skill**
- + Collaboration Skill
- + Remote Management
- + Diversity and Inclusion

Session 2:

- + Self-Awareness
- + Communication
- + Influence
- + Learning Agility



Training Program on Philosophical Model of Life Principles

Date:
28.11.2022

Venue:
CPCL RESOT

Faculty
Dr Madhu Malar



Topics:

- Defining the Human Person
- The Way of the Heart, the Four Levels of Happiness
- Ten Categories of Cultural Discourse
- Application of the Above Principles to the Life Issues
 - Application to the Abortion Issue
 - Application to the Euthanasia Issue



Training Program on Wealth Creation, Wealth Protection & Wealth Transfer Management

Date:
29.11.2022

Venue:
CPCL RESOT

Faculty
CRK Ravikumar



Topics:

- Senior Citizen Savings Scheme
- Pradhan Mantri Vaya Vandhana Yojna (PMVVY)
- RBI Bonds – 7.15% Floating Rate Bonds
- Govt - Sovereign Gold Bond
- Fixed Deposits
- Mutual Funds
- Debt Funds
- Equity Funds
- Health Insurance
- Base Plans
- Top-Up Plans



Programme Details on Leading Innovation, Emotional Intelligence, Building Trust & Respect and Effective Communication

Date:
4.1.2023

Venue:
Taj Viventa

Faculty
K Bharathy



Topics:

Session 1: 0900-1030 Hrs: Leading Innovation

- Incremental innovation
- Adjacent innovation
- Disruptive innovation
- Radical innovation

Session 2: 1100-1300 Hrs: Emotional Intelligence

- Self-Management
- Self-awareness
- Social awareness
- Relationship Management

Session 3: 1400-1530 Hrs: Building Trust and Respect

- Consistency, Competence and Caring
- Boundaries, Reliability, Accountability
- Vault (Confidentiality), Integrity
- Non-Judgement and Generosity

Session 4: 1545-1730 Hrs: Effective communication

- Active listening skills
- Communicating under stress
- Storytelling
- Writing engaging content
- Articulation of thought
- Writing winning proposals



Programme Details on **SELF DEFENSE AND MOTIVATION**

Date:
20.1.2023

Venue:
HRD Centre

Faculty
Abi Shankari



Topics:

Self Defense

- Threat awareness
- Adrenaline switches and how your body reacts
- Evaluation and risk avoidance strategies
- Mindset and body language
- Types of attackers and their rituals
- Improvised weapons
- Self-defense and the law
- Effective physical self-defense techniques – using your whole body as a weapon, palm strikes, The Shredder, responses to holds and grabs.

Session 2: Motivation

- Understanding Self
- Enhancing Self-Esteem and Self-Confidence
- Ways to Motivate Oneself
- The impact of Motivation and Morale - Success



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Programme IPT-Inplant Training by NSIC

Date:
7.2.2023

Venue:
CPCL
Polytechnic

Faculty
Balasubram
aniam NSIC



Topics:

NSIC Job
Oriented Training
and Testing
facilities

NSIC-TSC
provides IPT for
the Polytechnic
students of
second and third
year for a
duration of 2-4
weeks at their
Centre with
certificate issued
by NSIC
Government of
India
Training/Internsh
ip guidelines



Training Program on Philosophical Model of Life Principles

Date:
14.3.23

Venue:
CPCL RESOT

Faculty
Dr Madhu Malar



Topics:

- Defining the Human Person
- The Way of the Heart, the Four Levels of Happiness
- Ten Categories of Cultural Discourse
- Application of the Above Principles to the Life Issues
 - Application to the Abortion Issue
 - Application to the Euthanasia Issue



Training Program on Wealth Creation, Wealth Protection & Wealth Transfer Management

Date:
15.3.23

Venue:
CPCL RESOT

Faculty
CRK Ravikumar



Topics:

- Senior Citizen Savings Scheme
- Pradhan Mantri Vaya Vandhana Yojna (PMVVY)
- RBI Bonds – 7.15% Floating Rate Bonds
- Govt - Sovereign Gold Bond
- Fixed Deposits
- Mutual Funds
- Debt Funds
- Equity Funds
- Health Insurance
- Base Plans
- Top-Up Plans



Programme Brochures

One Day
Training programme on

MOTIVATION **& MORALE**

Date:
26.04.2023

Venue:
CPCL,RESOT



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Training Programme on **MOTIVATION & MORALE**

Overview/Objectives

Motivation is the process that initiates, guides and maintains goal-oriented behavior. Motivation involves the biological, emotional, social, and cognitive forces that activate behavior. In everyday usage, the term "motivation" is frequently used to describe *why* a person does something. It is the driving force behind human actions. It's no secret - employees who feel that they are valued and recognized for the work, they are more motivated, responsible and productive.

Employee morale is the attitude, satisfaction and overall outlook of employees during their association with an organization. An employee who is satisfied and motivated at workplace usually tend to have a higher morale than their counterparts. This programme will explore the what and why's and address them.

Benefits for the participants

Employees learn how to:

- Identify the link between motivation and employee performance
- Recognize the external factors that can influence performance and morale
- Discover ways to build and encourage self-motivation
- Learn effective strategies to encourage and sustain positive attitude
- Have a clear vision and overcome obstacles

Training Topics

Session 1 – Understanding Self

- Uniqueness of our self – Social Styles
- SWOT Analysis /Johari Window

Session 3 – Ways to Motivate Oneself

- Focus
- Hard Work
- Character
- Give more than what you get
- Pride of performance

Session 2 – Enhancing Self-Esteem and Self-Confidence

- Locus of Control
- Perception and its role in Self Efficacy
- Self-Image, Self-Belief, Self Confidence

Session 4 – The impact of Motivation and Morale - Success

- Characteristics Essential to Achieving Success
- The Power of Positive Attitude
- Importance of Commitment
- Power of Persistence

Methodology

- One professional trainer would be engaged for this programme
- Participants would be engaged in role-plays, video sessions, group activities etc.

Training Hours

The duration of the training program would 8 hours

Resources Required

- Maximum number of participants to a class to be 25-30
- The following will be provided by your organization:
 - Handouts to be printed /photocopied.
 - The LCD projector & Audio system / Chart papers / Pens

Target participants/ Courseware

- CPCL Employees/Team Leaders. One set of reading material would be given in soft copy

Training Programme On

SELF DEFENSE AND MOTIVATION

Overview

Self-defense training is a corporate well-being initiative as it gives your female Trainees/employees essential life skills to protect themselves. Holding a corporate self-defense course demonstrates a commitment, concern and dedication of the employer to invest in female Trainees/employees. Motivation along with self-defense initiates, guides, and maintains goal-oriented behaviors. Motivation involves the biological, emotional, social, and cognitive forces that activate behavior. In everyday usage, the term "motivation" is frequently used to describe why a person does something. It is the driving force behind human actions. It's no secret - employees who feel they are valued and recognized for the work they do are more motivated, responsible and productive.

Programme objectives

Women with self-defense training leave a special bond and connection to each other. Discussing difficult and unexpected scenarios during the training sessions and doing this together, in a safe environment, could help women employees relate to each other better in the workplace. It is also an empowering and uplifting exercise – taking control of your own safety and knowing that they have the skills to protect themselves really boosts confidence and morale.

Motivation, on the other hand, is the most essential part of the work life of an employee. It inspires individuals to put in their efforts towards the attainment of the organizational goals. The motivational tools should be formulated by taking into consideration the fact that individuals join the organization because they feel that their personal goals would be satisfied by getting associated with the organization. Motivation is required in every sphere of organizational life, as it helps in building the zeal and interest among the employees to pursue organizational goals. It also increases the efficiency of the employees.

Programme Contents

Session 1: Self Defense

- Threat awareness
- Adrenaline switches and how your body reacts
- Evaluation and risk avoidance strategies
- Mindset and body language
- Types of attackers and their rituals
- Improvised weapons
- Self-defense and the law
- Effective physical self-defense techniques – using your whole body as a weapon, palm strikes, The Shredder, responses to holds and grabs.

Session 2: Motivation

- Understanding Self
- Enhancing Self-Esteem and Self-Confidence
- Ways to Motivate Oneself
- The impact of Motivation and Morale - Success

Benefits for the Participants

Self Defense and Motivation programme helps your female employees/trainees to

- Feel empowered and valued
- Increase employee confidence
- Boost team morale
- Increase staff retention.
- Identify the link between motivation and employee performance
- Recognize the external factors that can influence performance and morale
- Discover ways to build and encourage self-motivation
- Learn effective strategies to encourage and sustain positive attitude
- Have a clear vision and overcome obstacles

Training Hours / Venue

- The duration of the training program will be 8 Hours at CPCL HRD Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation
- Video Clips/Role plays/Games
- Group Activities

Resources required/Others:

The following will be provided by organiser:

- ✓ The LCD projector & Audio system/Mic
- Maximum number of participants to a session should be 30-35
- The training programme to be conducted at CPCL HRD Centre

Target participants:

- CPCL Women Trainees/Employees

Courseware:

One set of soft copy of PP/Reading material will be provided

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Training Programme on



Leading Innovation, Emotional Intelligence, Building Trust & Respect and Effective Communication

Date: 4.1.2023 Venue: Taj Vivanta



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Plot No.13, Flat No. S1, KRS Kings Park, Vanasakthi Nagar, Extn-2, Kolathur, Chennai-600 099.

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Programme Details on Leading Innovation, Emotional Intelligence, Building Trust & Respect and Effective Communication

Programme Objectives:

Leading Innovation is an application-oriented learning experience in which participants learn how to use their natural leadership traits and characteristics to drive bottom-up innovation and lead people through top-down innovation. When team members offer new ideas, innovation leaders are receptive and more than willing to explore the concept, hence the title "Innovation Leader." Being open to new, creative ideas, radical ones included, significantly contributes to a long-lasting inspired culture in the organization. This programme aims at addressing these issues.

Emotional intelligence (otherwise known as emotional quotient or EQ) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict. Emotional intelligence helps employees to build stronger relationships, succeed at school and work, and achieve their career and personal goals. EI also helps employees to connect with their feelings, turn intention into action, and make informed decisions about what matters most to them. This programme aims at addressing these issues.

Building Trust & Respect is essential for in-person teams and remote workers. Without it, any employee is likely to be less motivated and productive. In fact, workers at high-trust companies report 74 percent less stress, exhibit 50 percent higher productivity, and experience 40 percent less burnout. This programme aims at addressing these issues.

Effective communication is the process of exchanging ideas, thoughts, opinions, knowledge, and data so that the message is received and understood with clarity and purpose. When employees communicate effectively, both the sender and receiver feel satisfied. Typical objectives for communication training are improving one's ability to clearly transmit his or her message, improving the skills to understand better messages from other people and to witness actual applications and demonstration of the principles of effective communication. This programme aims at addressing these issues.

Programme Contents

Session 1: 0900-1030 Hrs: Leading Innovation

- Incremental innovation
- Adjacent innovation
- Disruptive innovation
- Radical innovation

Session 2: 1100-1300 Hrs: Emotional Intelligence

- Self-Management
- Self-awareness
- Social awareness
- Relationship Management

Session 3: 1400-1530 Hrs: Building Trust and Respect

- Consistency, Competence and Caring
- Boundaries, Reliability, Accountability
- Vault (Confidentiality), Integrity
- Non-Judgement and Generosity

Session 4: 1545-1730 Hrs: Effective communication

- Active listening skills
- Communicating under stress
- Storytelling
- Writing engaging content
- Articulation of thought
- Writing winning proposals

Training Hours / Venue

- The duration of the training program will be 8.5 hours at Vivanta

Training Methodology:

- Professional Trainer
- Power Point Presentation
- Video Clips/Role plays/Games
- Group Activities

Resources required/Others:

The following will be provided by organiser:

- ✓ The LCD projector & Audio system/Mic
- Maximum number of participants to a session should be 30-35
- The training programme to be conducted at Taj Vivanta

Target participants:

- CPCL Officers/Team Leaders/Line Managers

Courseware:

One set of soft copy of PP/Reading material will be provided

.....

Programme Details on Stress Management

Programme Objective:

Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes the individual feel frustrated, angry, or nervous. Stress is one's body reaction to a challenge or demand. But when stress lasts for a long time, it may harm health.

Stress management is addressed through various tools, strategies, or techniques that reduce stress and reduce the negative impacts. These include mental, emotional, and behavioural strategies. This program helps employees to understand the causes of stress and how it affects at different levels of their personality.

Benefits:

- Reduces harmful stress levels
- Improves physical and physiological health
- Improves coping skills
- Improves relationships
- Enables self to feel more energized
- Encourages a Positive Attitude
- Develops the ability to perceive events from different points of view

Training Topics:

What is Stress?

- Types of Stress/ Symptoms of work stress
- Causes of Harmful Work Stress
- Personality and Stress Questionnaire
- The Power of Perception/ Reaction to Stress

Planning & Prioritizing

- Getting Organised
- Creating a To-Do list
 - ✓ Activity Logs
 - ✓ Analyzing Your Time Log
- Managing Distractions effectively
 - ✓ Identifying time robbers and putting specific action plan to overcome
- Prioritizing activities and tasks – Daily – Weekly – Monthly
 - ✓ Creating the Action Plan

Training Hours/Training Methodology:

The duration of the training program will be 8 hours /PowerPoint Presentation
• Role Plays • Games and Group Activities • Case Studies

Resources Required: Laptop/LCD:

The necessary hardware and software to be arranged by the organiser

Courseware:

One set of PP slides/Soft copy will be provided

Target Audience:

CISF Jawans who wishes to reduce and manage work-related stress.

Training Programme on

**Team Management Skills &
Leadership Skills**



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Plot No.13, Flat No. S1, KRS Kings Park, Vanasakthi Nagar, Extn-2, Kolathur, Chennai-600 099.

Tel : 044-48534186 | Email: info@meruconsulting.in | URL: www.meruconsulting.in

Team Management Skills & Leadership Skills

Overview

The success of an organisation depends on the Team & Leadership qualities exhibited by its Managers. Every organisation has large number of Managers but very few Leaders. The main difference between a Manager and a Leader is that Managers get compliance from their employees, but it is the Leaders who get employees' commitment. Managers get compliance by using their positional powers, while leaders get commitment by winning their heart and soul. A Manager becomes a Leader, when he/she acquires and uses Leadership skills. The programme on Team & Leadership Skills Development has been designed to equip the Managers with effective Team, Leadership skills for their lifetime by providing them hands-on experience during the training programme.

Objectives

Team Management Skills are qualities that help Leaders/Managers guide groups effectively. These characteristics enable managers to guide employees with empathy, logic, and confidence

Leadership is the ability to continuously influence a team of individuals and encompasses many important traits. While management gives the overall direction and oversight of the work activities of a team, Leadership focuses on the ongoing motivation, engagement and productivity of a team. **Leadership skills** are the strengths and abilities individuals demonstrate that help to oversee processes, guide initiatives and steer their employees toward the achievement of organisation goals.

Programme Contents

Session 1:

Important Team Management Skills required for new gen Managers are ;

- ✚ Effective Communication
- ✚ Emotional Intelligence
- ✚ Ability to Delegate
- ✚ Openness/ Integrity/Leadership
- ✚ Problem Solving Skill
- ✚ Decision Making Skill
- ✚ Collaboration Skill
- ✚ Remote Management
- ✚ Diversity and Inclusion

Session 2:

The "Fundamental Leadership Skills required for new gen Managers are;

- ✚ Self-Awareness
- ✚ Communication
- ✚ Influence
- ✚ Learning Agility

Benefits

By end of the programme, the Managers would be able to

- ✓ Master the Team ,Leadership Management skills and bring out the best in others

- ✓ Will be able to give constructive feedback—both positive and negative.
- ✓ Delegating effectively
- ✓ Communicating with a variety of personality types.
- ✓ Proactively detecting and resolving problems.
- ✓ Resolving disputes
- ✓ Unifying teams/ Being approachable
- ✓ Would be willingness to learn from the team

Training Hours/Venue

- The duration of the training program will be 8 hours at CPCL RESOT Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation
- Video Clips / Role plays / Games
- Group Activities

Resources required/Others:

The following will be provided by organiser:

- ✓ The LCD Projector & Audio system / Mic
- ✓ Handouts of Reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organiser's venue

Target participants:

- Employees/Team leaders/Line Managers

Courseware:

One set of soft copy of PP/Reading material will be provided



Wealth Creation Wealth Protection & Wealth Transfer Management

Overview

Wealth creation refers to building wealth through a variety of methods using financial products. When you invest in financial products for a long period, you get higher returns. Hence, it is an essential part of your financial journey in order to achieve all your long-term financial goals like your dream house, your child's education, and much more.

Wealth creation is essential for a number of reasons: It provides you with money to fulfil your future goals. It offers a steady flow of income even when you are no longer employed or working. This can be a great way to ensure financial liquidity and help your loved ones to continue to live a life of comfort, abundance, and security. Retirement can be a challenging phase with increasing medical and daily expenses. However, with wealth creation, you will never experience a financial crunch and be independent for as long as you live.

When it comes to financial planning, often, a majority of people leave their investments to the absolute last minute. These last-minute planners are happy with simply making minimal investments that allow them to save on taxes. If you're looking to get your finances in order, then you need to look at creating a long-term financial plan that will help you achieve all your goals. The first step toward building a sound financial plan is to determine your goals and manage your risk. For this, wealth generation and wealth protection must be accounted for in equal parts.

In addition, a good wealth transfer plan is an important part of the estate planning process. It is defined as a series of decisions you make and actions you take to prepare your heirs. Making your intentions as crystal clear as possible is the best way to make sure your wishes are met. The Wealth Transfer Strategy uses a permanent life insurance policy as a tax effective way to transfer wealth to your children or grandchildren and provide you with control of this wealth until it is transferred.

Topics:

- **Senior Citizen Savings Scheme**
- **Pradhan Mandri Vaya Vandhana Yojna (PMVVY)**
- **RBI Bonds – 7.15% Floating Rate Bonds**
- **Gol - Sovereign Gold Bond**
- **Fixed Deposits**
- **Mutual Funds**
- **Debt Funds**
- **Equity Funds**
- **Health Insurance**
- **Base Plans**
- **Top-Up Plans**

Training Hours/Venue

- The duration of the training program will be 4 hours at CPCL RESOT Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation/Live demo

Resources required / Others:

The following will be provided by organiser

- ✓ The LCD projector & Audio system/Mic
- ✓ Handouts of reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organizer's venue

Target participants:

Senior Employees who are likely to retire in next 1-4 months time



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Programme Details on Organisational Values, Integrity and Ethics

Programme Objectives:

CPCL has well defined Vision, Mission, and Value statement. This programme would aim at addressing these three very important subjects Values, Integrity and Ethics in Corporate perspective, in changing economic environment perspective. Broadly, Ethics and values are important within a business organization because, they influence morals and decisions within an organisation and need to be present, in order to promote business sustainability. In turn, Integrity is “the state of being whole and undivided”. In a business context, this means, operating with consistency in interactions at all levels and representing the organization in an honest and consistent way to all stakeholders in accordance with a strong set of moral values following applicable ethical guidelines.

Programme Contents:

Session 1: Organizational values

What are Values?

Types of Corporate stewardship values

- Market values
- Financial values
- Team values
- Artistic values

Benefits of organization values

- Providing a Framework for Decision-Making
- Setting an Example for Employees
- Differentiating Businesses from Competitors
- Attracting Talent
- Attracting Business Partners
- Increasing Sales

Session 2: Integrity

What is Integrity?

Examples of Integrity

- Being Honest
- Being Consistent
- Meeting Commitments & Obligations
- Acting in Good Faith
- Operating as a Meritocracy
- Accepting Accountability

Why Integrity is Important

- Integrity Builds Trust
- Business Integrity Drives Employee Satisfaction & Retention
- Integrity Enables Change & Improvement
- Integrity Means Enhanced Business Results

Demonstration of integrity at workplace

- Respect and follow company policies
- Be ready to work
- Lead by example
- Respect others' opinions, even if you don't agree with them
- Be accountable for your mistakes

Session 3 - Ethics

What is Ethics?

Why Is Business Ethics Important?

What are the Types of Business Ethics?

- Trustworthiness
- Respect
- Fairness
- Caring

Ethical Behavior in the Workplace

- Being Transparent
- Prioritizing Workplace Diversity
- Respecting Customer Information
- Providing Resources for Reporting Unethical Behavior

Examples of Unethical Behavior in the Workplace

- Taking Sides in an Employee Argument
- Lying/Misusing Company Time
- Cultivating a Hostile Workplace
- Ignoring Conflicts of Interest

Training Hours:

- The duration of the training program will be 8 hours

Training Methodology:

- One /Two Corporate / Professional Trainer
- PowerPoint Presentation
- Video Clips/Role plays/Games
- Group Activities
-

Benefits/Take aways

- Helps foster an open and positive work environment and an ethical approach to decision-making.
- Helps to gain respect and trust from Peers and Managers, who also plays a bigger part in career growth, progression and overall success.

Resources required/Others:

The following AV to be provided by organiser:

- ✓ The LCD projector & Audio system/Mic
- ✓ Handouts of reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organizer's venue

Target participants:

- Employees/Team leaders/Line Managers

Courseware:

One set of soft copy of PP/Reading material will be provided

CPCL Core Values: [Source CPCL Website](#)

Core Values.



Training Programme Details on Personnel Skills, Creativity and Innovation, Communication & Report Writing

Overview

Personnel Management skills are essential for the long-term success of every business. Organisations that possess Human Resources with exceptional skills have a long-term focus and are more likely to use their skills to take advantage of emerging opportunities.

Creativity and innovation (C&I) skills helps to come up with new ideas and approaches both at work and outside work. They help to think about things differently than in the past. And they help to change things for the better. People who are creative and innovative have curious minds. They find inspiration from a broad range of experiences and perspectives. C&I helps to think of mistakes as learning moments. They inspire others to innovate and support them in developing their own creativity.

Business Communication and Report Writing emphasizes effective business writing and covers letters, memoranda, reports, application letters, and resumes.

Objectives

- Self-development is a continuous process that one can only get better at with the passage of time. Setting personal development goals can be a great way of ensuring that individual is continuously working towards being a better individual. These goals for work can also help the employee in the advancement of their career as they focus on improving their capabilities.
- Creativity and innovation help develop new ways of improving an existing product or service to optimize the business. This also allows employees to think outside the box and beyond the traditional solutions.
- The objective of Business reports is to give the information in an organized manner which helps to make major decisions and plan for the future. Communication and Report writing help businesses, plan budgets and decide on promotions and organizational growth based on the drafted information.

Topics:

Session 1

- Analytical Skills
- Basic Computer Skills
- Adaptability
- Interpersonal Skills
- Problem-Solving
- Leadership
- Ability to Learn
- Teamwork
- Ambition

Session 2

- Divergent thinking
- Problem Solving
- Creativity
- Inspiration and imagination
- Product Innovation.
- Process Innovation.
- Business Model Innovation.

Session 3

- Formal or Informal Reports
- Short or Long Reports
- Informational or Analytical Reports
- Proposal Report
- Vertical or Lateral Reports
- Internal or External Reports
- Periodic Reports

Course Benefits

1. Helps to set personal development goals for work/Career/Self-Growth
2. Helps to set Goals for a Performance Review/ identify problems and arrive at solutions
3. Employee would develop ideas and communicate with others
4. Be open to others' ideas and perspectives and incorporate others ideas into the work/Be original and inventive when working with others
5. Understand that creativity and innovation is a long-term process
6. Appraised of well-written communication to define goals, identify problems and arrive at solutions. /Helps to have a clear logical Structure / Selectivity in words.
7. Aids employee to understand the Objectivity/Accuracy/Clarity Simplicity/Sections and subsections Headings and Sub-headings.

Training Hours/Venue

- The duration of the training program will be 8 hours at CPCL HRD Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation/Live demo

Resources required / Others:

The following will be provided by organiser

- ✓ The LCD projector & Audio system/Mic
- ✓ Handouts of reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organizer's venue

Target participants:

- Employees/Team leaders/Line Managers

Training Programme on

**Team Management Skills &
Leadership Skills**



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Team Management Skills & Leadership Skills

Overview

The success of an organisation depends on the Team & Leadership qualities exhibited by its Managers. Every organisation has large number of Managers but very few Leaders. The main difference between a Manager and a Leader is that Managers get compliance from their employees, but it is the Leaders who get employees' commitment. Managers get compliance by using their positional powers, while leaders get commitment by winning their heart and soul. A Manager becomes a Leader, when he/she acquires and uses Leadership skills. The programme on Team & Leadership Skills Development has been designed to equip the Managers with effective Team, Leadership skills for their lifetime by providing them hands-on experience during the training programme.

Objectives

Team Management Skills are qualities that help Leaders/Managers guide groups effectively. These characteristics enable managers to guide employees with empathy, logic, and confidence

Leadership is the ability to continuously influence a team of individuals and encompasses many important traits. While management gives the overall direction and oversight of the work activities of a team, Leadership focuses on the ongoing motivation, engagement and productivity of a team. **Leadership skills** are the strengths and abilities individuals demonstrate that help to oversee processes, guide initiatives and steer their employees toward the achievement of organisation goals.

Programme Contents

Session 1:

Important Team Management Skills required for new gen Managers are ;

- ✚ Effective Communication
- ✚ Emotional Intelligence
- ✚ Ability to Delegate
- ✚ Openness/ Integrity/Leadership
- ✚ Problem Solving Skill
- ✚ Decision Making Skill
- ✚ Collaboration Skill
- ✚ Remote Management
- ✚ Diversity and Inclusion

Session 2:

The "Fundamental Leadership Skills required for new gen Managers are;

- ✚ Self-Awareness
- ✚ Communication
- ✚ Influence
- ✚ Learning Agility

Benefits

By end of the programme, the Managers would be able to

- ✓ Master the Team ,Leadership Management skills and bring out the best in others

- ✓ Will be able to give constructive feedback—both positive and negative.
- ✓ Delegating effectively
- ✓ Communicating with a variety of personality types.
- ✓ Proactively detecting and resolving problems.
- ✓ Resolving disputes
- ✓ Unifying teams/ Being approachable
- ✓ Would be willingness to learn from the team

Training Hours/Venue

- The duration of the training program will be 8 hours at CPCL RESOT Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation
- Video Clips / Role plays / Games
- Group Activities

Resources required/Others:

The following will be provided by organiser:

- ✓ The LCD Projector & Audio system / Mic
- ✓ Handouts of Reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organiser's venue

Target participants:

- Employees/Team leaders/Line Managers

Courseware:

One set of soft copy of PP/Reading material will be provided



Philosophical Model of Life Principle

Overview

The Five Great Principles for Life are Focus, Strength, Success, Wisdom, Responsibility. Three major areas of philosophy are Theory of **Reality** : Ontology & Metaphysics. **Theory of Knowledge**: Epistemology--from episteme and logos. **Theory of Value**: Axiology--from the Greek axioms (worth, value) and logos. This programme aims at addressing these life principles .

Life Principles allow you to live and work to your best while enabling others to understand the best way to interact. When we behave in a manner which is consistent with our principles, we feel confident and empowered. The participant will also be explained on the common approach to the branches of philosophy categories like ethics, epistemology, metaphysics, logic, and aesthetics.

Topics:

- Defining the Human Person
- The Way of the Heart, the Four Levels of Happiness
- Ten Categories of Cultural Discourse
- Application of the Above Principles to the Life Issues
 - Application to the Abortion Issue
 - Application to the Euthanasia Issue

Training Hours/Venue

- The duration of the training program will be 3.5 hours at CPCL RESOT Centre

Training Methodology:

- Professional Trainer
- Power Point Presentation/Live demo

Resources required / Others:

The following will be provided by organiser

- ✓ The LCD projector & Audio system/Mic
- ✓ Handouts of reading material
- Maximum number of participants to a session should be 25-30
- The training programme to be conducted at the organizer's venue

Target participants:

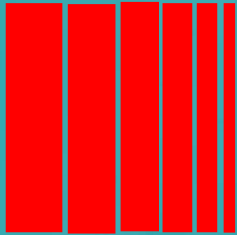
- Employees who are likely to retire in 1-4 months



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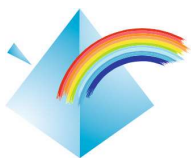
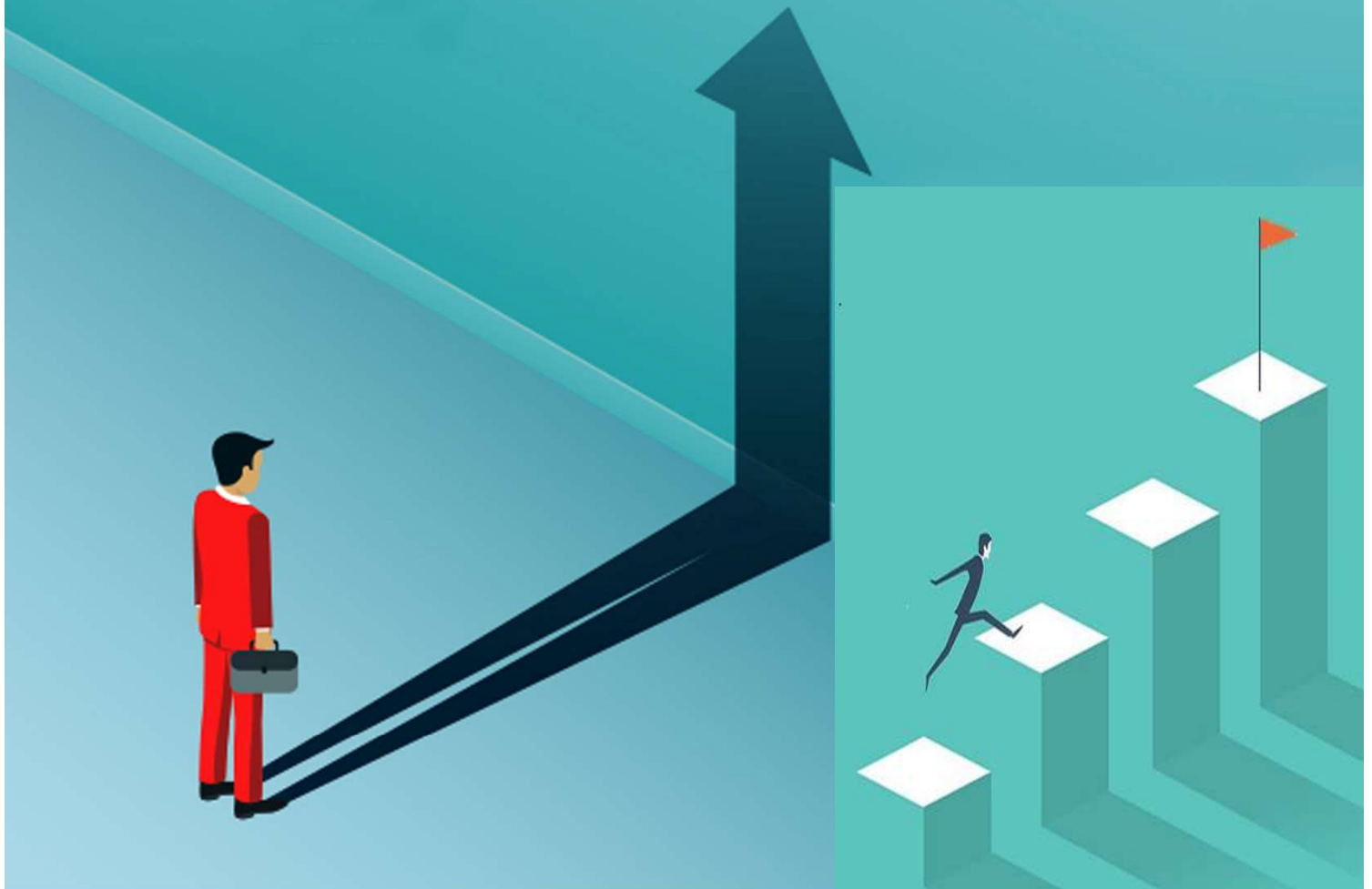
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Training programme on



PERSONALITY DEVELOPMENT

FOR ACHIEVING EXCELLENCE



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Programme Details on Personality Development

Program objectives

Personality development is the process of enhancing oneself to bring about a positive change and developing necessary characteristics that make up the overall personality of an individual. This Personality Development training will mainly focus on

- Providing the right mindset required to reach professional success
- Shift the way you think and react to your environment
- Get a deeper understanding of performance level and the barriers to it
- Helping to chalk-up an individual development plan to overcome the barriers to success
- Help in understanding the components that contribute to success as an Individual

Training Topics:

- What is Personality?
 - ✓ Types and Characteristics of Personality
 - ✓ Showing Self-Confidence
 - ✓ Never Give-Up
- The Power of Positive Attitude
- Ways to develop a positive attitude:
 - ✓ Employ the 'Flip Side' technique.
 - ✓ Play your winners
 - ✓ Simplify! Simplify
 - ✓ Clarity of mission
- Importance of Commitment
- Power of Persistence
- Ways to Motivate Oneself:
 - ✓ Focus
 - ✓ Hard Work
 - ✓ Positive believing
 - ✓ Character
 - ✓ Give more than what you get
 - ✓ Pride of performance
 - ✓ Passion
 - ✓ Strategy

Benefits for the Participants:

- By attending this training seminar the participants will learn how to:
 - ✓ Identify the link between motivation and employee performance
 - ✓ Recognize the external factors that can influence performance
 - ✓ Discover ways to build and encourage self-motivation
 - ✓ Learn the effective strategies to encourage and sustain positive

- attitude
- ✓ Viewing things in different perspectives
- ✓ Manage and adapt to change
- ✓ Have a clear vision and overcome obstacles
- ✓

Training Hours:

- The duration of the training program will be 8 hours/day

Training Methodology:

- PowerPoint Presentation
- Movie Clips/Role plays/Games
- Group Activities

Resources Required:

- Maximum number of participants to a session will be 25
- The training will be conducted at the organizer's venue
- The following will be provided by organiser:
 - ✓ Handouts will be printed / photocopied
 - ✓ The LCD projector & Audio speakers

Target audience:

- Trainees/Employees/Team leaders/Line Managers

Courseware:

- One set of soft copy of PP/Reading material will be provided



CAREER OPTIONS-AGENDA

HALF A DAY PROGRAMME

1000-1030 Hrs: Ice Breaking / Options after graduation for Higher studies/Jobs

1030 -1100 Hrs: Preparing for Campus Placement

1100-1130 Hrs: Personality Development/Communication Skills

1130-1200 Hrs: Presentation Skills/Preparing For Group Discussion

1200-1245 Hrs: Facing Interview/ Preparing CV

1245-1300 Hrs: Goal setting/Conclusion

INPLANT TRAINING, MINI PROJECTS & INTERNSHIP

AT



NSIC-TSC, Chennai

**National Small Industries Corporation
(Government of India Enterprise)**

FOR

Polytechnic/Engineering Students



**NSIC Technical Services Centre
The National Small Industries Corporation Limited
(A Govt. of India Enterprise)**

Sector B-24, Guindy Industrial Estate, Ekkaduthangal, Chennai - 600 032.
Ph : 044-22252335 / 6 / 8 Fax : 044-22254500
E-mail : ntscche@nsic.co.in / chentrg@nsic.co.in / nsic_energy@nsic.co.in
Website : www.nsic.co.in

NSIC- National Small Industries Corporation Ltd

National Small Industries Corporation Ltd. (NSIC) is an ISO 9001-2015 certified Government of India Enterprise under Ministry of Micro, Small and Medium Enterprises (MSME). NSIC has been working to fulfil its mission of promoting, aiding and fostering the growth of small industries and industry related micro, small and medium enterprises in the country.

NSIC -TSC-TECHNICAL SERVICES CENTRE, CHENNAI

The NSIC- Technical Services Centre (NTSC), Chennai established in the year 1976 for the support of existing and aspiring entrepreneurs of MSME Sector in Southern region by providing skilled manpower and testing services through its various skill development training programs and testing facilities in the area, Motor, Pump and engine etc which are NABL accredited and BIS recognized. The centre also provide support to MSME sector through its various commercial schemes like SPRS, Infomediary etc besides carrying out energy audit services as being one of the certified authorized auditor to carry out energy audit by Government of India under Ministry of Power.

MERU Consulting

MERU Consulting is a firm with a group of Professional Trainers, Facilitators, expert Coaches and Advisors in Human Resource, Finance, Marketing, Safety, Health etc. MERU Consulting is a registered as Micro-Services category with registration number: UDYAM TN-02-0105184, enlisted with NSIC -Regn No: NSCIC/GP/SCH/2022/0049012

Inplant Training / Mini Projects / Internship

Meru Consulting has been empaneled as PTSP- Professional Training Services Provider by NSIC-TSC-The National Small Industries Corporation Ltd, Technical Services Centre, a Government of India Enterprise under the Ministry of MSME Chennai. NSIC-TSC is engaged in imparting industry centric, demand oriented training for Skill / Entrepreneurship development to address the demand of skilled manpower of industry. The main objective of this NSIC-TSC & PTSP collaboration is to focus on bringing successful opportunities that lead to skill development through training and competency development in various fields of Engineering & Technologies at NSIC Technical Services Centre, Sector-B24, Guindy Industrial Estate, Ekkaduthangal, Chennai 600032.

NSIC-TSC also provides In Plant Training/Mini Projects/ Final Year Engineering Projects/ Workshops / Seminars / Industrial Visit / Internship/ Apprenticeship Training for Polytechnic/Engineering students of 2/3/4 year for a duration of 2-4 weeks at their Centre. The cost of Internship is Rs 1,000 per student per week to be directly paid to NSIC. NSIC would issue the certificate under Government of India Training/Internship guidelines.

MERU Consulting also facilitates training students and industry personnel to gain knowledge about advanced technologies for the following courses.

- 1. Smart Welding**
- 2. Computer Integrated Manufacturing (CNC, CAD, CAM, CAE)**
- 3. Virtualization / Cloud Computing**

NSIC TSC -Job oriented Training/ Courses

MECHANICAL COURSES

- CAD USING AUTO CAD
- CAD USING CATIA/SOLID WORKS/CREO/NX(UG)
- CAD & CAM USING MASTER CAM
- CNC WITH CAD/CAM
- CNC MACHINING TECHNOLOGY (Turning & Milling filling in Fanuc System)
- RAPID PROTOTYPING (3D PRINTING) WITH ONE DESIGN SOFTWARE
- REVERSE ENGINEERING TECHNIQUES USING 3D SCANNER (NEXT ENGINE)

ELECTRICAL COURSES

- CAD
- PLC WITH INDUSTRIAL APPLICATION (ANY TWO PLCS)
- CERTIFIED PLC PROGRAMMER (ANY THREE PLC WITH SCADA)
- CERTIFIED AUTOMATION ENGINEER (PLC, SCADA WITH HMI)
- SOLAR PHOTO VOLTAIC DESIGN AND INSTALLATION
- SERVICING & MAINTENANCE OF UPS & INVERTER
- REFRIGERATION & AIR CONDITIONING
- E-VEHICLE

ELECTRONICS COURSES

- EMBEDDED DESIGN USING RTOS / WIRELESS MOBILE NETWORK/ ARTIFICIAL INTELLIGENCE
- VLSI DESIGN & IMPLEMENTATION
- INTERNET OF THINGS/ROBOTICS USING ARDUINO/RASPBERRY PI
- LAPTOP/CELL PHONE SERVICING
- PCB DESIGN AND ELECTRONIC ASSEMBLY
- MATLAB (IMAGE OF SIGNAL PROCESSING)
- 3D ANIMATION & MULTIMEDIA:
- DATA ACQUISITION USING LABVIEW:

COMPUTER / IT COURSES

- ANDROID APPLICATION DEVELOPMENT
- ADVANCED NETWORKING USING CISCO ROUTER
- PYTHON
- BIG DATA HADOOP
- CORE JAVA/ DOT NET
- COMPUTER HARDWARE MAINTENANCE & NET WORK
- WEB DESIGNING
- CLOUD COMPUTING
- MICROSOFT OFFICE & INTERNET

For further details, please contact : P.Duraisamy Mob:91765 71017



MERU CONSULTING

Plot No.13, Flat No. S1, KRS Kings Park, Vanasakthi Nagar, Extn-2, Kolathur, Chennai-600 099.
Tel : 044-48534186 | Email: info@meruconsulting.in | URL: www.meruconsulting.in

Report on NSIC presentation to CPCL Polytechnic students

A briefing session NSIC Job Oriented Training and Testing facilities was conducted at CPCL Polytechnic college, Manali on 7.2.2023.

Mr R.Balasubramanian, DGM NSIC made a detailed presentation on NSIC -TSE facilities, various Internship programs/IPT offered to students, Technical courses that are being conducted by NSIC Ekkatuthangal.

Earlier, Mr P.Lakshmi Narayanan, Principal, CPCL Polytechnic college welcomed the gathering.

Mr.K Ramesh, Senior Consultant, MERU consulting, explained the role of Professional Training Services Provider (PTSP) in providing skill training to the students. He also briefed, NSIC-TSC provides IPT for the Polytechnic students of second and third year for a duration of 2-4 weeks at their Centre with certificate issued by NSIC Government of India Training/Internship guidelines. Mr.R.Vijakumar DGM-Admin, CPCL Asst Correspondent spoke during this occasion. Mr.R.Gomuraj DGM-Admin and Mr.P.Narayana Baskar SM-Admin, Mr P.Duraisamy, Advisor, Meru Consulting also participated in this programme.

Dr G. Chakravarti, Vice Principal proposed a vote of thanks.

Around 100 students of II and III year participated in this programme.

Few glimpses:



List of Faculty/ Profile

LIST OF FACULTY/CV

- INDUMATHI UMESH
- SAI LAKSHMI
- CATHERINE
- UMA BHASKAR
- ABI SHANKARI
- GAYATHRI
- MADHU MALAR
- RAVIKUMAR
- BHARATHY VARADARAJ



Profile of Mrs Indumathi Umesh

A Qualified MBA(HR) in Profession served IT and ITES Industries as a Human resource officer for about a decade. The pre-eminent passion in training infused her to start own company-Vision Academy of Training and Consulting, facilitating various customized training programs for Corporate and Educational institutions, including several public workshops.

She inculcated capability to create and ability to demonstrate, develop and execute training programs in an effective manner which is applicable to different working groups at different levels. A passionate professional, served in different States and got several rewards and recognitions from various social platforms.

Glimpses of few TRAINING PROGRAMS

PERSONALITY DEVELOPMENT programs for HCL employees and respective Family Members

Self Development Training Programs for 1000+ Teachers of Various Institutions.

Motivational Training Programs for 5000+ Students

Staff Development Programs for Eurokids Play school Group.

Empowerment and Motivational Programs for Women

Communication Skills to Various Colleges and Schools

Parental guidance programs

Work life balance workshops for Corporate

Train the Trainer Workshops

Special programs Instigated through Vision Academy

<p>Career Guidance Programs</p> <p>Effective Exam Preparation Methods</p> <p>Exam Presenting Skills</p> <p>Softskill Training programs</p> <p>Stress and Anger Management</p> <p>Aligning towards basic Values & Ethics</p> <p>Setting up their SMART goals</p>	<p>Goal setting</p> <p>Fast-track career growth framework</p> <p>Breaking the Glass Ceiling - Perception Module</p> <p>Work life Balance</p> <p>How to effectively Sell yourself in Corporate</p> <p>Building one team workshop &Outbound trainings</p> <p>Client centricity trainings</p>	<p>How to stay consistently wired & networking</p> <p>Exploring Successful Entrepreneur inside you</p> <p>Inculcating customized strategies in Business</p> <p>Emerging Leaders</p>
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Associated with

- KARUNA INTERNATIONAL CLUB(Secretary of KIND)
- CHENNAI TRAINERS FORUM
- VES AalamAlumni Association (Secretary)
- ANNA ADHARSH Alumni Group (Cultural Secretary)
- Social Activist engaging in projects initiated for various Noble cause.

Eminence of the Programs provides extensive service by developing the interpersonal skills of the Students, teachers, parents, employees and Business professionals by imparting soft skills and thereby providing wider opportunities for the advancement.

Analysed and identified the needed traits for the targeted population designed Pre and post-training assessments and submitted evaluative reports to the clients.

Contact Details;

- E-Mail : induhrconsult@gmail.com
: Winatvision@gmail.com
- Mobile Phone :9884057775.

REE SAI LAKSHMI

Plot No 125, 6TH CROSS
BRINDAVAN STREET
SRINIVASA NAGAR
PUZHUTHIVAKKAM
CHENNAI - 600 091
sreesailakshmi@gmail.com
Mobile: 98840 78922

Objective: To enhance my counseling skills and build a strong career as a successful psychologist and a soft skill trainer.

KEY SKILLS

- Good analytical and communication skills
- Organized and efficient in meeting deadlines
- Aware about the importance of teamwork, flexibility and punctuality
- Excellent interpersonal, people skills and high level of motivation
- Propensity to develop and maintain excellent rapport with clients

WORK EXPERIENCES:

Working as a Project Director at International Association for Human Values from 2019 - till date

Conducting session on Life Skills/ Employability Skills

Coordinating a village Developing Project

Organizing Job Fairs

Professional Counselling Service

Worked with Tamil Nadu Institute of Labor Management as Faculty of Personal growth laboratory for Post graduation and graduation students

Worked with UNIVERSITY OF MADRAS as a Faculty of Personality Enrichment course (2014 – 2019)

Conducted training on soft skills for Post graduate students

Worked with Dr. M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN as a Consulting Psychologist (Jan'2011- April'2015)

- Counseled the students and faculty on various parameters such as academic issue, behavioral issue, emotional issue, financial issue, marital issues etc
- Conducted session to update students on various counseling activities in the campus
- Conducted session on mentoring

Worked with Dr.M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN as a Soft Skill Trainer (June '2014 - March' 2015)

- Conducted Soft Skills training for Under Graduate Students

Worked with Dr.M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN as a Lecture in the department of Psychology (Sep '2009 – April '2010)

- Conducted classes for Under Graduate Psychology Students based on Madras University Syllabus
- Organized International Seminar

Worked with IBS as a Student counselor (jan-2007 – Sep '2009)

As a counselor my job responsibilities includes:

- Conducting sessions to update students on various counseling activities in the campus
- Identifying Psychological problems among students based on the psychometric test results
- Counseling the students on various parameters such as academic problems, behavioral problems, emotional problems etc.
- Making periodic follow ups with clients on their progress.

Worked with V-Reach as a student counselor (Nov '05 – June '06)

Worked as a trainer for staff working with AIDS victims (June '05 – Oct '05)

Worked as a part time counselor at SDS Institute of Behavioral Sciences (Sep '03 – July 04)

EDUCATIONAL QUALIFICATIONS::

UG/PG	College & University	Year
Ph.D (psychology)	Mother Teresa Women's University	2007 - 2011
PGDCP (Post Graduation diploma in Counseling & Psychotherapy)	IBMS(Institute of Behavioral & Management science)	2008-2009
M.Phil (Counseling & Guidance)	Mother Teresa Women's University	2004 - 2005
M.Sc (Psychology)	Madras University	2000 – 2002
PGDCA((Post Graduation diploma in Counseling & Psychotherapy)	Loyola Institute of Business Administration(LIBA)	1997 – 1998
M.B.A (Marketing)	Sriram Engineering College (Affiliated to Madras University)	1995 - 1997
B.A (English Literature)	Ethiraj College For Women	1992- 1995

RESEARCH EXPERIENCES:

- a. A study on Spirituality at Work in relation to Quality of Life was conducted at various public and private sectors to measure the dimension of Spirituality and the domains quality of life

- b. A study of the counseling needs of Tsunami Victims with special reference to children. The program was conducted at Nagapattinam to identify the counseling needs of the Tsunami Victims especially Children and to provide a support system, to discuss about their emotional and financial issues, further counseling needs and suggestions were discussed.
- c. Studied an impact of counseling the school students with behavior and academic problems. An intervention program was conducted for a period of 5 weeks based on the problems identified on their academics and behavior.
- d. Conducted a study on customer satisfaction levels of RPG pagers. A detailed questionnaire was given to a sample of 250 RPG users to find out their satisfaction level. The study was conducted for a period of 8 weeks. Appropriate analysis was done on the feedback from the customers and the satisfaction levels were reported to RPG.

INTERNATIONAL CONFERENCE/ SEMINAR

- Organized International Conference on Contemporary Trends in the Effective Practice of Counseling(Feb'2015)
- Organized International Seminar on :Psychological and Social impact of Recent Recession – Retrenchment in IT and NON- IT industries across the Globe (Jan'10)

TRAINING CONDUCTED:

- Conducted training on soft skills for SRI Ramanujar Engineering College(Jan- March ' 2014
- Conducted an intervention and training program for the Doctors and staff working with AIDS Victims (September '2006)

TRAINING UNDERWENT:

- Completed training on Basis Fire Safety and emergency preparedness,march-2009
- Underwent training for counseling in Tamil Nadu State Aids control society (Nov2006)

RESOURCE PERSON:

- Invited as a guest speaker to deliver a lecture on “Stress Management” in the social work department at Stella Maris College for women (August ‘2018)
- Invited as a guest speaker to deliver a lecture on “Time management” in SA ENGINEERING COLLEGE(June ‘2018)
- Delivered a guest lecture on “ STRESS MANAGAMENT” in Amity Business School (April’ 2018)
- Delivered a guest lecture on“ How to manage stress “ in Amity Global Business School, Chennai (March’2018)
- Invited as a guest speaker to deliver a lecture on “Life skill Management” in the social work department at Stella Maris College for women (Jan ‘2018)
- Invited as a guest speaker to deliver a lecture on “stress management” in the social work department at Stella Maris College for women (Jan ‘2018)
- Delivered a guest lecture “ Yoga for healthy living “in the social work department at Stella Maris College for women (feb ‘2017)
- Delivered a guest lecture – Motivational talk for st year students (July 207)I
- Invited as a guest speaker to deliver a lecture on “stress management” in the social work department at Stella Maris College for women (Jan ‘2017)
- Invited as a resource person to lecture on” Self Esteem” In Loyola Institute of Technology (August’ 2016)
- Delivered a lecture on ‘stress and stress management techniques’ in the Workshop on Health information and communication in the social work department at Stella Maris College for women (jan-2016)
- Delivered a guest lecture “ Stress Management “in the social work department at Stella Maris College for women (jan-2014)
- Delivered a guest lecture “ Stress Management “in the social work department at Stella Maris College for women (jan-2013)
- Invited as a guest speaker to deliver a lecture on “stress management” in NSS Camp at Vishranti Home for aged, Pallavakam N(oct-2012)

- Delivered a guest lecture on counseling practices and conducted counseling sessions at University Constituent College(August-2012)
- Invited as a resource person to lecture on “stress management “ in NSS camp at Kokilamedu village Kanchepuram district (feb-2012)

PUBLICATIONS:

RESEARCH ARTICLE:

Career Decision Making: A Tool for Progress – ICFAI Journal of Soft skills and SSRN(Social Science Research Network)

ARTICLES:

- “Developing Positive Habits In The Work Place”, ICFAI journal of Soft Skills and SSRN,mar-2011
- “Social Intelligence a Key To Success”, ICFAI Journal of Soft Skills and SSRN,mar-2011
- “Enrichment of Hidden Potentials”,Journals of School Social Work,sep-2010
- “Understanding the Human Psychology for Organizational enhancement” in an edited book Behavioral Dimensions in human resources management, Co-authored with Catherine Joseph , Feb’2009
- “Developing Professional Habits in the workplace” in an edited book Winning Habits, Co-authored with Catherine Joseph, Jan’2009
- “Ego management perspectives in an edited book Ego management: Achieving excellence Co-authored with Catherine Joseph, Dec’2008
- “Person Centered counseling – An Introduction” in an edited book Counseling for all phases of life, Co-authored with Catherine Joseph , Oct’2008
- “Integrative Counseling – The Current Trend” in an edited book Counseling for all phases of life, Co-authored with Catherine Joseph, Oct’2008

- “Personal Resilience – Equilibrium for Life” in an edited book The Personality development the Competitive Edge in human resources management, Co-authored with Catherine Joseph , April’2008
- “Personality Development emphasis on Communication and Confidence” in an edited book Personality development the Competitive Edge in human resources management, Co-authored with Prof Menon , April’2008
- “Industrial relation – An Overview” in an edited book in an edited book Industrial relation – Indian & Global perspective, Co-authored with Dr. Jagadesan & Catherine Joseph published in May-2008
- “Discipline A Progressive Change” in an edited book Employee Discipline Concepts and Issues , Co-authored with Catherine Joseph published in May-2008
- “Retention – the HR Mantra” in HRM Review, Nov’ 2007, The ICFAI University Press, Nov-2007

CASE STUDY:

- “Workplace Counseling to Overcoming Alcohol Addiction” in an edited Book The art of workplace counseling, May 2008

PAPER PRESENTATIONS:

- Presented a research paper on ”Spiritual Wellness- A component of Recovery” in the International Conference at M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN (Feb’2015)
- Presented a research paper on “ Quality Of Life- An Anchor to Well Being” in the National Seminar at ETHIRAJ COLLEGE FOR WOMEN (August’2012)
- Presented a research paper on “Innovative Strategies: A /New Paradigm” in the International conference at BHARATHIDASAN INSTITUTE OF MANAGEMENT (Feb’ 2012)

- Presented a research paper on “A study on the Life skill programs for the Holistic development of individuals and society” in the International Conference at Rajiv Gandhi Institute of Youth development (RGNIYD) April -09
- Presented a research paper on “The impact of religious values on organizational transformation” in the International Research Workshop on Spiritual and Ethical Foundations of Organizational Development at Pondicherry (February 2009).
- Presented a research paper on “Prevention of suicide through counseling” in the National Conference at Mother Teresa Women’s University (Oct – 2004)

PARTICIPATION

- Participated in the workshop on Healing Inner Conflict organized by Chennai Counselor’s Association and Australian counseling Association (Jan 2018)
- Participated in the workshop on TA101 at University of Madras (Jan-2018)
- 1. Participated in National Conference on cardiopulmonary rehabilitation at Dr. MGR Medical University (Sep- 2017)
- Participated in Regional Seminar titled “ Impact of Substance Abuse among Youth” at Dr. M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN (Feb’2013)
- Participated in Regional Seminar titled “ Innovative Practices in Ensuring quality” at Dr. M.G.R JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN (March’2010)
- Participated in National Seminar titled “ Gender Discrimination and Health” at MMM College of Health Services (Dec’2009)
- Attended a Capsule course on Psycho diagnostics at SSS HR Innovators Chennai (Feb – 2008)
- Participated in National Seminar on “Life Style Management Through Counseling at MADRAS SCHOOL OF SOCIAL WORK (Mar ‘2007)
- Participated in National Seminar on “Current Trends in HRD and Counseling Psychology” at UNIVERSITY OF MADRAS (Dec’ 2006)
- Participated in National Seminar on “Current Trends in Clinical Psychologist” at TAMILNADU ASSOCIATION OF CLINICAL PSYCHOLOGIST (March’2003)

NGO

Part Time facilitator for the ART OF LIVING FOUNDATION which is multi faced nonprofit humanitarian NGO in over 150 countries

SPORTS ACTIVITIES:

- Participated and won in Throw ball at MGR Janaki college of arts science for women (mar-10)
- Participated and won in KHO-KHO at Ethiraj college for women (dec-1992)
- Participated and won in 100 mts running at Rosary matriculation higher secondary school(feb-1989)

SOCIAL ACTIVITIES:

- Participated in Blood Donation camp conducted in Apollo specialty hospital at the Department of Transfusion
- Underwent Training on Basis Fire Safety and emergency Preparedness at Usha Fire Safety Equipment(p)Ltd

STRENGTH

- Extrovert
- People Oriented
- Good Team Player
- Empathetic

PERSONAL DETAILS

Date of Birth : 17.05.1974

Marital status : Married with three Kids

Languages Known: Tamil, Telugu & English

NAME: DR.CATHERINE JOSEPH

Mailing Address:

126,Kamraj Nagar
Ernavoor
Chennai, Tamilnadu
India 600 057

Contact Information

- Mobile: 9444461279
- E-mail:
catherinejoseph@stellamariscollege.edu.in

Date of Birth & Age : 28.02.1968,53years

Languages Known:English,Tamil,Malayalam

Personal Details: Married

EDUCATION

Ph.D.Sucessfully completed in Guidance and Counselling

Year: 2010 **Topic:** The effect of life skills intervention programme on HIV positive women.

Institution: Mother Teresa Women's University, Tamil Nadu, India

MPhil: Guidance and Counselling

Year: 2005 **Topic:** A Study on the Counselling Needs of Tsunami Victims with Special Reference to Women

Institution: Mother Teresa Women's University, Tamil Nadu, India

M.A.Social Work

Year: 1990

Institution: Stella Maris College, Chennai. India

PGDCP (Post Graduation diploma in Counseling & Psychotherapy)

Year: 2009

Institution: IBMS(Institute of Behavioral & Management science)Chitoor,India

PROFESSIONAL EXPERIENCE

2010June-till date **Title:** Assistant Professor, Department of Social Work **Institution:** Stella Maris College, (Autonomous) **City:** Chennai, India

Nature of duties involved: Teaching, Testing, and Evaluating- MPhil, MSW, BSW Students, Research activities, Fieldwork Guidance &Supervision, also

Centre Head- SMC DRIVE (Extension Service)-A Social Welfare Centre of Stella Maris College. Chennai, India -October 2015 till date

Subjects Taught: Research Methodology, Counselling Theory&Practicals, Health Services Management, UN Systems, Life Skills, Psychology, Youth Development, Family Social Work, Group Work, Mental Health &Social Work, Integrated Practice, Fields of Social Work, Marriage and family life Education, International Cooperation,Social Work Profession.

2005August-2008 January: Psychological Student Counsellor at ICFAI Business School, Chennai, India

PUBLICATIONS

Journal Articles

International

- Emotional Decision Making Tests for Prevalence among Day Traders.
International Journal of Research in Social Sciences (IJRSS) November 2012,ISSN: 2249-2496

National

- Employee Counseling: An Innovative Strategy" has been published in June 2012 issue The IUP Journal of Soft Skills.&SSRN ISSN: 0973-8479
- Spiritual intelligence at work. December 2011 IUP Journal of Soft Skills &SSRN.ISSN:0973-8479
- Premarital counselling:Function of sustaining marital life. June 2012. "From the Field" Rajagiri Journal of Social Development-National.ISSN:0973-308
- "Social Intelligence a Key To Success", ICFAI Journal Of Soft Skills &SSRN, September 2010.
- "Developing Positive Habits in the Work Place", ICFAI Journal of Soft Skills &SSRN, March 2011.
- "Enrichment of Hidden Potentials", JSSW, September 2010
- "Emotional intelligence -A Tool to Revolutionize Life" HRM Review Magazine,ICFAI Publications, August 2008

Chapters in Edited Books

- Conference Proceedings, International Conference. "The Effect Of Life Skills Intervention Programme On HIV Positive Women" .Bharathidasan University, March 2011.
- "Career Decision Making: A Tool for Progress" – ICFAI Journal of Soft skills also in **SSRN.June 2008.**
- "Understanding the Human Psychology for Organizational enhancement" in an edited book, Behavioral Dimensions in human resources management, ICFAI publications, February 2009
- "Person Centered counseling – An Introduction" in an edited book Counseling for all phases of life, ICFAI publications , October'2008
- "Integrative Counseling – The Current Trend" in an edited book Counseling for all phases of life, ICFAI publications , October 2008
- "Personal Resilience – Equilibrium for Life" in an edited book The Personality development the Competitive Edge in human resources management, ICFAI publications, April'2008
- "Industrial relation – An Overview" in an edited book Industrial relation – Indian & Global perspective, ICFAI publications, published in May-2008
- "Discipline A Progressive Change" in an edited book Employee Discipline Concepts and Issues , ICFAI publications, published in May-2008.
- "Violence at work place" in an edited book ,The art of workplace counseling, ICFAI publications, May 2008
- **Books Edited:**Honorary Special Editor for Journal of School Social Work ,January 2011. Editorial.: Values for Transformation.

Papers Presented

- Transformational leadership styles– Determining sustenance in a conservative society.A case study on the founder member of Positive Womens Network. February2013.School Of Management, SRM University
- Employee Counselling – An Innovative Strategy February 2012. Bharathidasan Institute of Management
- Family Competence for Social Development: Emerging Paradigms in Social Work Practice
Spirituality in Family January 2012 Rajagiri School of Social Sciences
- “The Effect Of Life Skills Intervention Programme On HIV Positive Women” .Bharathidasan University, March 2011.
- The Effect Of Life Skills Intervention Programme On Quality of Life of HIV Positive Women” JBAS College Chennai, March 2010
- Presented a research paper on “A study on the Life skill programs for the Empowerment of HIV women.” in the International Conference at Rajiv Gandhi Institute of Youth development (RGNIYD) April -09
- Presented a research paper on “Problems of the aged” in the National Conference at Mother Teresa Women’s University Oct – 2004

Chair person

Was the Chair person for a National Conference on Youth Well Being: Perspectives and Challenges at the Department of Social Work, Patrician College of Arts and Science. Chennai, India on 21 February 2019.

PhD-Doctoral Committee

SRM School of Management, TamilNadu-2022

Thank You



Profile of Smt. Uma Baskaran

Motivational speaker ,
Students' mentor, Corporate trainer ,
Counseling Psychologist, NLP master practitioner,
POSH enabler (External member-IC), Visiting Professor

Ex Vice President from BFSI sector:

26 years experience in corporate sector in leadership roles as an achiever

QUALIFICATIONS:

M.sc physics at SRC Trichy
CAIIB, PGDIP IN FIN MGT
PG Dip in projects management
NCFM, AMFI
M.Sc. counselling psychology
PG Dip in clinical psychology
HRM AT LIBA
NLP Masters from US , Transactional analysis

Certifications in

Online career assessment , Stress management
Train the trainer, Learning disability
Counseling excellence, Cognitive behavioural therapy
Certification in POSH
Certified in "BLUE PRINT FOR SUCCESS" Shiv Khera live one week workshop &
One week live program on " Emerging global leaders" at IIM, KOLKATA

Appeared in TV shows - நம் விருந்தினர் in டொகா க, first episode
as guest speaker, and many talk shows in other channels



Profile of Trainer Ms Abi Shankari

A Qualified Lions Quest National Trainer, Master Trainer in "Police Well Being Program from NIMHANS, NLP Professional Trainer, International Trainer in Experiential Training, POSH & POCSO Trainer, facilitating Training programs for Corporate and Educational institutions, including several public workshops with more than a decade of an experience in Self Development, 3years experience in Police Well Being. Psychotherapist, Founder: Margadharsi Counseling and Training Centre, Chennai.

She has instilled capability to create, Inculcate t skills to demonstrate, develop and execute training programs in an effective manner applicable to different working groups at various levels. A Passionate Professional travelled across globe and got several rewards and recognitions from various social platforms in India & abroad.

Educational/Professional Credentials:

- **ON LINE CERTIFICATION (RATIONAL EMOTIVE BEHAVIOUR THERAPY)SEP 2021**
- **ON LINE CERTIFICATION (BECKS COGNITIVE BEHAVIOUR THERAPY) JULY2021**
- **ONLINE CERTIFICATION IN ADVANCE CRIMINAL PSYCHOLOGY AUG 2021**
- **ON LINE CERTIFICATION IN ADVANCE FORENSIC PSYCHOLOGY July 2020**
- **INTERNATIONAL CERTIFIED ADVANCE LIONS LEADERSHIP INSTITUTE, Feb 2020**
- **INTERNATIONAL CERTIFICATION IN REGIONAL LIONS LEADERSHIP INSTITUTE, SEP 2019**
- **POSH TRAINER, MAY 2019**
- **MASTER TRAINER IN POLICE WELL BEING AT NIMHANS, FEB 2019**
- **LIONS QUEST NATIONAL TRAINER IN Jan 2019**
- **INTERNATIONAL CERTIFICATION -GOAL FACILITATOR (Games Oriented Active Learning) November 2018.**
- **INTERNATIONAL CERTIFICATION - LIONS QUEST TRAINER SKILLS FOR ADOLESCENCE TEACHERS TRAINING WORKSHOP (2019)**
- **INTERNATIONAL CERTIFICATION ON EMERGING LIONS LEADERSHIP INSTITUTE (ELLI)MARCH 2018.**

- **INTERNATIONAL CERTIFICATION ON FACULTY DEVELOPMENT TRAINING,ICIF LIONS CLUB(2017)**
- **MASTER PRACTITIONER OF NEURO LINGUISTIC PROGRAMING,IPE,CANADA (2016)**
- **PROFESSIONAL TRAINER IN DESIGN AND FACILITATION OF EXPERIENTIAL LEARNING,IPE,CANADA(2016)**
- **LANDMARK TRAINING FORUM-BASIC LEVEL(2016)**
- **MBA IN EDUCATIONAL MANAGEMENT (2013-2015)**
- **MASTERS IN PSYCHOTHERAPY AND COUNSELING (2008-2010)**
- **MASTERS IN PUBLIC ADMINISTRATION (1997-1999)**
- **TRAIN THE TRAINER (LEVEL 101,102,103)**
- **ADVANCED TRANSACTIONAL ANALYSIS**
- **MASTERS IN YOGA THERAPY**
- **GRANDMASTERS IN REIKI AND SOUL PROGRAMING**
- **SPIRITUAL HEALER**
- **CLASSICAL DANCER**

LIONS QUEST TEACHERS TRAINING PROGRAM

Certified as Lions Quest National Trainer on Jan 20th 2019.Sixth Lions Quest National Trainer in Southern Lions Quest Teachers Training program.

TTW Programs

1. 23rd and 24th Feb 2019, 324 B4-Sankaran kovil-35 Teachers
2. 23rd and 24th March 2019,324 A5-Chennai-35 Teachers
3. 6th and 7th April 2019,324 A2-Thanjavur-35 Teachers
4. 30th and 31st August 2019,317 A-Bangalore-35 Teachers
5. 27th and 28th Sept 2019 324 A1-Kilkarai-30 Teachers
6. 30th and 1st Oct 2019 324 B4 Coimbatore-30Teachers
7. 2nd and 3rd Nov2019 324 B5 Coimbatore -30 Teachers
8. 22nd and 23rd Nov2019 324A8 Chennai-35 Teachers
9. 19th and 20th Dec2019 324 B1 Salem-28 Teachers
10. 14th and 15th Feb2020 324 A6 Chennai-30 Teachers
11. 30th and 1st Sept-Oct 2020 324 A2 Karur-44 Teachers
12. 8th and 9th Dec 2020 324 B1 Coimbatore 27 Teachers
13. 9th and 10th Jan 2021 324 A5 Chennai 26 Teachers

CORPORATE TRAINING PROGRAMS

FACILITATED STRESS MANAGEMENT TRAINING PROGRAM TO CISF OFFICIALS ON JULY 14TH 2022 AT CHENNAI PETROLEUM CORPORATION OF INDIA

FACILITATED STRESS MANAGEMENT TRAINING PROGRAM TO CISF OFFICIALS ON JULY 27TH 2022 AT CHENNAI PETROLEUM CORPORATION OF INDIA

FACILITATED -STRESS MANAGEMENT TO CISF OFFICIALS ON AUG 2,2022, CHENNAI PETROLEUM CORPORATION OF INDIA

FACILITATED - PERSONALITY DEVELOPMENT TO MARINE ENGINEERS CISF OFFICIALS ON AUG 5TH MARINE INSTITUTE OF TRAINING AT COCHIN SHIPYARD

FACILITATED STRESS MANAGEMENT TRAINING PROGRAM ON AUG 8TH 2022 TO CISF OFFICIALS.

FACILITATED

POSH AWARENESS TRAINING Program to ANDHAMAN and LAKSHADWEEP Harbour works August 2021, Mar 2022

NEURO LINGUISTIC PROGRAMING TO PETROLEUM COIRPORATION OF INDIA, CHENNAI-AUG 2019

MOTIVATIONAL PROGRAMME TO CONTRACT WORKERS -HYUNDAI MOTORS, MARCH8TH, 2018.

STRESS MANAGEMENT TO STAFF MEMBERS OF HANIL TUBE INDIA, PVT LTD. MAR 18TH, 2018

EMPOWERMENT AND MOTIVATIONAL PROGRAM TO T.V.S.GROUP- WOMEN STAFF MEMBERS MARCH 8, 2017.

COMMUNICATION SKILLS-AGILITY LOGISTICS, APRIL, 2017

PSYCHOLOGY OF SELLING-ABI REAL ESTATES, MAY, 2017

PERSONALITY DEVELOPMENT-BHANDARI SWIFT LOGISTICS PVT LTD, JUNE, 2017

COMMUNICATION AND MOTIVATION, PWD OFFICIALS, JULY 2017.

NEUROBICS, NLP TRAINING, SOUTHERN RAILWAY -MECHANICAL GROUP STAFF MEMBERS, AUGUST, 2017

Stress Management to Staff Members of Hanil Tube India, Pvt Ltd. Mar 18th, 2018.

Associated with;

- THAMIZH LAL INNAIVOM-"District Governor"
- SEYYAL
- BVP MYLAPORE BRANCH – GENERAL SECRETARY
- NLP AND TA STUDY CIRCLE (LIFE MEMBER)
- LIFE ACADEMY, TRAINERS NETWORK (LIFE MEMBER)
- HYPNOTIQUE CIRCLE
- KARUNA INTERNATIONAL (KIND)DIRECTOR
- Lions Club of Sterling Avenue (Global Membership Team)

- Achievements**
- : **TEACHERS EXCELLENCE AWARD SEPT 2015**
 - : **TRAINERS EXCELLENCE AWARD SEPT 2016**
 - : **EXCELLENT CONTRIBUTION & GRATITUDE AWARD 2015-2016.**
 - : **WOMEN ACHIEVER AWARD 2016-2017.**
 - : **SAADHANAI PENNMANI AWARD 20017**
 - : **LION OF THE REGION X 2018.**
 - : **MELVIN JONES FELLOW AWARD 2018.**
 - : **PROGRESSIVE MELVIN JONES FELLOW AWARD 2019**
 - : **MELVIN JONES AWARD FOR WOMEN EMPOWERMENT DECEMBER 2019**
 - : **THE BEST SOCIAL ACTIVIST, Jan 2020**
Bharathy kanda puthumai Pengal-Penn Sadhanaiyalar
 - : **THANGA MANGAI AWARD FEB 2020**
 - : **SAADHANAIYALAR AWARD MAR2021**
 - : **THAMIZH CHEMMAL AWARD, 7TH SEP2021**
 - : **THAMIZH THONDAR AWARD, JAN 12TH 2022**
 - : **STAR WOMEN ENTREPRENEUR AWARD 9TH April 2022**
 - : **BEST DISTRICT LCIF CORDINATOR AWARD MARCH 2021**

: BEST DISTRICT GMT DC AWARD 29TH MARCH 2022

PAPER PRESENTATIONS:

1. VALUES IN T.A-NCTA (NATIONAL CONFERENCE OF TRANSACTIONAL ANALYSIS) 2014.

2. EMOTIONAL INTELLIGENCE IN SAATA (SOUTH ASIAN ASSOCIATION OF TRANSACTIONAL ANALYSIS) 2015.

3. ANTICIPATE, APPRAISE AND APPRECIATE IN ICTA (INTERNATIONAL COUNSELING OF TRANSACTIONAL ANALYSIS) 2016.

MEDIA-“ LIVE COUNSELING SESSIONS ON RAJ NEWS and MORNING TALK SHOW ON PUDHU YUGUM (AWARENESS ON ROMANCE FOR COUPLES), PODHIGAI-COUNSELIG PROGRAMS, PUTHIYA THALAIMURAI-MOBILE ADDICTION AWARENESS, VIJAY T.V-NEEYA-NAANA.Makkal TV.Podhigai T.V,Sathiyam T.v MAGAZINES-COUNSELING QUERIES IN DESATHIN NAMBIKKAI,URATHA SINTHANAI.

**RUNS-MARGADHARSHI COUNSELING AND TRAINING CENTRE
59,2C,GNCHETTY ROAD,SAGAS APT, T. NAGAR.CHENNAI.**

Contact Details;

- E-Mail : amy2amba@gmail.com
- Mobile Phone : 9952912066.

CURRICULUM VITAE OF G.GAYATHRI

A seasoned life skill trainer, M.S.W (Specialized in Family and child welfare), cleared the National Eligibility Test for Lectureship, B.A in Sociology, completed three levels in Alliance Française de Madras

Mobile No : +91 9309150627

Email Id: gayabelle@gmail.com

Date of Birth: 18th March 1990

Education

Qualified for Junior Research Fellowship and cleared National Eligibility Test, December 2013

Yr. of Passing	Institution	Degree (%)	Major
2014	Stella Maris College, Chennai, India	MSW First Rank Holder	Family and Child Welfare
2012	Stella Maris College, Chennai, India	B.A First Rank Holder	Sociology
2010	Alliance Française de Madras	Diplome d'Etudes en langue Française (74.5 %)	DELFB1
2009	Alliance Française de Madras	Diplome d'Etudes en langue Française (96.5 %)	DELFA2
2009	Alliance Française de Madras	Diplome d'Etudes en langue Française (90.5 %)	DELFA1
2007	S.B.O.A School and Junior College, Chennai, India (CBSE)	XII (87.6%)	Science
2005	S.B.O.A School and Junior College, Chennai, India (CBSE)	X (94.6%)	

Field work and teaching Experience

- ❑ Runs a counselling and training centre, Vidyaansh Counselling and Training Services, offering various training modules and counselling services to institutions
- ❑ Worked as a school counsellor for the classes XI and XII in Indira National School, Pune and designed life skill modules in the academic years 2016-2018
- ❑ Worked as a French teacher in Indira National school, Pune in the academic year 2016-2017
- ❑ Worked as a French teacher for two years in Union Christian school, Chennai for classes XI and XII in the academic year 2014-2015
- ❑ Five years of experience in teaching French for school students from classes VI to XII and college students
- ❑ Six months of experience in taking remedial classes for college students in Sociology
- ❑ One year of experience in taking remedial class in French for college students
- ❑ Interned in "SV Home For the Aged" for two months in the year 2014
- ❑ Interned in the Non-Governmental Organization "The Banyan" for 250 hours in the year 2012-13

- ❑ Interned in the N.G.O “Marialaya” for 249 hours in 2013
- ❑ Interned in the N.G.O “Aruwe” and was placed in the Directorate of Social Defense in the year 2013-14. Worked for 240 hours in the Child Welfare Committee and boys and girls correctional home
- ❑ Interned at “East West Center for Counselling” during Apr-May 2011, organized, developed and trained in life skills for adolescents

Awards & Recognitions

- ❑ Guest speaker at premium institutions like Stella Maris, LIBA
- ❑ Qualified for Junior Research Fellowship and cleared National Eligibility Test, December 2013
- ❑ Recipient of the Best Outgoing Student Award in the department of Social Work 2012-14
- ❑ Recipient of Gold medal in the department of Social work 2012-14
- ❑ Received the Sister Christine gold medal and Tmt Venkatammal silver medal in Sociology and a cash award
- ❑ Recipient of the Best Outgoing Student award in the department of Sociology for the year 2009-12
- ❑ Obtained First Rank in French in Stella Maris College in the year 2011-12 and 2010-11
- ❑ Won first place in essay writing competition and third place in collage in the intra departmental culturals in the department of social work in the year 2012
- ❑ Won second place in quiz in the intradepartmental fest “Meads Meet” conducted by the department of Sociology, Stella Maris College
- ❑ Won second place in Creative writing French competition in “Kaathadi 2010”, interdepartmental college fest at Stella Maris College
- ❑ Won the first place in three consecutive years 2001-03 in French Elocution competition in S.B.O.A School and Junior College

Extra-Curricular Activities

- ❑ Content developer and Presenter for Youtube channel “Self-Fix” ([Youtube Link](#))
- ❑ Recipient of the Alternative media skills training conducted by NACO in the year 2012
- ❑ Participated in the training program “Enhancing Employability” at Stella Maris College in the year 2011
- ❑ Part of the documentation committee for many events in College like rural camp, street theatre, international conferences and endowment lectures
- ❑ Reading books and writing are my interests

Languages Known

- ❑ English – Read, Write, Speak
- ❑ French – Read, Write, Speak
- ❑ Tamil – Read, Speak

Referrals

- ❑ Dr. J. Maria Agnes Sasitha, M.A., M.Phil., Ph.D .H.O.D, Sociology, Stella Maris college
✉ sasitha@hotmail.com
- ❑ Ms. Mary Shantha Joseph, M.A., M.Phil., Faculty, Psychology, Stella Maris College
✉ shenthe@hotmail.com
- ❑ Ms. Lora Deva Prasna M.A, Faculty, Social Work, Stella Maris College
✉ laurajoseph.smc@gmail.com



- ★ Motivational Speaker
- ★ Certified Corporate Trainer (IATD)
- ★ Soft Skill Trainer
- ★ Public Speaker
- ★ Health & Wellness Coach
- ★ Physiotherapist
- ★ Acupuncturist
- ★ Psychologist
- ★ Fitness Trainer
- ★ Career Guide

Dr. P. Madhu Malar



+91-9841906969

BPT.,MIAP.,MD(Acu) M.Sc (Psy)
MBA.,BIAMS.,DNHE.,DMLT



madhumalar.motivation@gmail.com



SOFT SKILL PROFESSIONAL

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- ★ Meaningfully engages them on various Soft Skills and Debate Skills



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- ★ Fitness training
- ★ Nutritional Advice & Diet Plan
- ★ Psychological Counselling



PUBLIC SPEAKING WORKSHOPS

- ★ Health Awareness
- ★ Acupressure
- ★ Reflexology
- ★ Sujok and Magnet Therapy
- ★ Alternative Medicines



CLIENTS



Larson & Turbo Construction



Apollo Arts & Science, College



Kumararani Meena Muthiya, College



Gojan College of Teachers Education



Annai Violet Arts & Science College



Gojan School of Business & Technology



C L Baid Mehta College of Pharmacy



Govt. School Chennai



Vellammal International School



Shri Chandrababhu Jain College

About Our CEO.



C. RaviKumar, affectionately known as Ravi in the friends circle, CEO of CRK Financial Solutions. Ravi is a qualified Financial Consultant, with commendable experience. He earned his clients, just through the word of mouth reference from the people whom he served to their best satisfaction. An able advisor who has a customer angle and always believe to Find Product for the customers need, and not searching the customers for the products. He plays a vital role for the customers as their Fund Manager, Asset Manager, Advisor, and Portfolio Manager and now with a client base of 3500+ customers managing the asset worth of 450 crores.



DON'T FIND CUSTOMERS FOR THE PRODUCTS, FIND PRODUCTS FOR THE CUSTOMERS

Our SERVICES.

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GENERAL INSURANCE:

Medical, Vehicle and General

POST OFFICE DEPOSITS:

Fixed, Recurring

ALL COMPANY DEPOSITS:

Fixed and Cumulative

MUTUAL FUNDS:

SIP, STP and Lump sum, ELSS

BONDS:

RBI/ GOI bonds, Tax free bonds, Capital gain bonds & Sovereign gold bonds

DEMAT:

Demat Account & Trading Account

INCOME TAX:

Applying of PAN Card, IT filling, Tax planning

OTHERS :

Non-Convertible Debentures, NPS

Our BUSINESS PARTNERS.



Our VISION.

- To be progressive leader in financial consultancy sector and to provide the best of financial planning for our clients.
- To be the most passionately referred consultant for the optimal and professional service provided by us at CRK.
- Become the most trusted consultant for the best end-to-end service provided with the best of technology empowering customers make the right decision towards their prosperity.

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- Customer is our Master.
- Committed to provide effective, efficient service with integrity.
- Right planing at the right time with utmost fidelity.
- Building lifetime relationships by earning trust through quality solutions and services.



Access YOUR PORTFOLIO.

- Secured Website
- Wealth Portfolio
- Fingertip info on your Investments
- Service Request
- Transact Mutual Funds Online
- Pay Premium online
- Periodical renewal / Maturity reminders

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PAPERLESS
SERVICES.**

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Annual Maintenance Service

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Renewal / Revival

HEALTH INSURANCE:

Purchase of new policies,
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Contact Us.

CRK FINANCIAL SOLUTIONS

A-1, Block-A, Ravi Ram Apartments,
No.75, Arya Gowda Road, West Mambalam,
Chennai 600033.

CUSTOMER CARE:

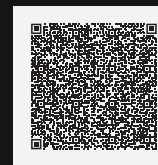
+91 73388 14414, +91 81480 44414

+91 90422 04488, +91 91509 44414

+91 63798 45277, +91 91503 44414

044 4855 5415

webmaster@chequeleaf.com



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PROFILE

BHARATHY VARADARAJ

OPTIMISTA TRAINING & DEVELOPMENT INDIA PVT LTD

HP: +91 98842 14440

Email: bharathy@optimista.in

A versatile and vibrant person, who uses her bold and positive outlook towards life in successfully bringing an attitudinal change among the people around her. Her “Never say die” attitude and belief in moral values has been a beacon for many in the BPO, IT & ITES, and logistics industries and also among many entrepreneurs.

She is a post graduate in Physics with more than 19 years of experience. She has held managerial positions and handled various projects in many companies before entering the field of training and facilitation.

She is an NLP practioner, trainer, facilitator and an executive coach. She started mentoring people to bring about a change in their lives and she is successful in bringing an attitudinal change in the people around her. She has gained various certifications nationally and internationally to equip herself as a trainer. She is also a certified Executive and Life coach under the governing body of Certified Coaches Alliance (CCA), USA.

She has conducted various training programmes for Corporates such as Sterling & Wilson, William Hare India Pvt Ltd, Willoesch India Pvt Ltd, Chain Sys, Synergy Freight Systems, CHENSAA,L&T Infotech, CPCL, LIC of India, Oriental Insurance, BHEL, Dentistree, Tamil Nadu State Electricity Board, ITC Park Sheraton, Hotel Ambica Empire, Hotel Athithi Inn Pondicherry etc. to name a few. She is also a regular faculty in most of the nationalized banks like Indian Bank, Indian Overseas Bank, IDBI Bank. She is an empanelled faculty in the Tamilnadu Electricity Board and The Indian Institute of Chartered Accounts.

She has also been the training director for BNI for three consecutive years which is a platform exclusively for Business Entrepreneurs.

She has also conducted various soft skills training program in various colleges such as Stella Maris College for Women, Ethiraj College for Women, Tamil Nadu Agricultural University – Coimbatore, Bharathiyar Arts and Science College for Women, Salem.

She is the creator of the program “Budding Leaders” which aims at grooming teenagers. She regularly conducts public workshops to empower individuals and the takers for her one-on-one coaching are many.

She is also the Co-Founder and Director-Training of Optimista Training & Development India Pvt Ltd, which is an IT Development and Training Company.

Her quest for knowledge never stops and that made her pursue law. She creates awareness among people on various aspects of law. As a lawyer, she firmly believes that people will become more responsible citizens if they are aware of the law of the land. Her keen interest in handling POSH training has helped to create awareness among the female employees of various organizations.

She is happily married to Varadaraj and has two children Mukesh and Thanush.

Her personal motto in life is “Happiness is a state of mind which comes from within”.

GST Certificate



सत्यमेव जयते

Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

Registration Number : 33BRTPR8718P1ZM

1.	Legal Name	KUCHANAPALLI RAJAKUMARI			
2.	Trade Name, if any	MERU CONSULTING			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	FIRST FLOOR, PLOT NO 13 FLAT NO S1, VANASAKTHI NAGAR, VIVEKANANDHA NAGAR, KOLATHUR, Chennai, Tamil Nadu, 600099			
5.	Date of Liability	08/01/2022			
6.	Period of Validity	From	08/01/2022	To	Not Applicable
7.	Type of Registration	Regular			
8.	Particulars of Approving Authority	Tamil Nadu			
Signature		Signature valid Digitally signed by ES GOODS AND SERVICES TAX NETWORK(4) Date: 2022.01.21 11:00:53 IST			
Name		Authorized Signatory			
Designation		Proper Officer			
Jurisdictional Office		VILLIVAKKAM			
9. Date of issue of Certificate		21/01/2022			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 21/01/2022 by the jurisdictional authority.



सत्यमेव जयते

Annexure A

GSTIN	33BRTPR8718P1ZM
Legal Name	KUCHANAPALLI RAJAKUMARI
Trade Name, if any	MERU CONSULTING

Details of Additional Places of Business

Total Number of Additional Places of Business in the State	0
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GSTIN	33BRTPR8718P1ZM
Legal Name	KUCHANAPALLI RAJAKUMARI
Trade Name, if any	MERU CONSULTING

Details of Proprietor

I



Name	KUCHANAPALLI RAJAKUMARI
Designation/Status	PROPRIETOR
Resident of State	Tamil Nadu

UDYAM-MSME Certificate



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



UDYAM REGISTRATION CERTIFICATE



Our small hands to
make you LARGE

UDYAM REGISTRATION NUMBER	UDYAM-TN-02-0105184																							
NAME OF ENTERPRISE	MERU CONSULTING																							
TYPE OF ENTERPRISE *	MICRO																							
MAJOR ACTIVITY	SERVICES																							
SOCIAL CATEGORY OF ENTREPRENEUR	SC																							
NAME OF UNIT(S)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">S.No.</th> <th colspan="3">Name of Unit(s)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td colspan="3">Meru Consulting</td> </tr> </tbody> </table>				S.No.	Name of Unit(s)			1	Meru Consulting														
S.No.	Name of Unit(s)																							
1	Meru Consulting																							
OFFICAL ADDRESS OF ENTERPRISE	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Flat/Door/Block No.</th> <th style="width: 25%;">S1</th> <th style="width: 25%;">Name of Premises/ Building</th> <th style="width: 25%;">KRS Kings Park</th> </tr> </thead> <tbody> <tr> <td>Village/Town</td> <td>Kolathur</td> <td>Block</td> <td>Vanasakthi Nagar</td> </tr> <tr> <td>Road/Street/Lane</td> <td>Kolathur</td> <td>City</td> <td>Chennai</td> </tr> <tr> <td>State</td> <td>TAMIL NADU</td> <td>District</td> <td>CHENNAI , Pin 600099</td> </tr> <tr> <td>Mobile</td> <td>9840205375</td> <td>Email:</td> <td>rameshkollu@yahoo.com</td> </tr> </tbody> </table>				Flat/Door/Block No.	S1	Name of Premises/ Building	KRS Kings Park	Village/Town	Kolathur	Block	Vanasakthi Nagar	Road/Street/Lane	Kolathur	City	Chennai	State	TAMIL NADU	District	CHENNAI , Pin 600099	Mobile	9840205375	Email:	rameshkollu@yahoo.com
Flat/Door/Block No.	S1	Name of Premises/ Building	KRS Kings Park																					
Village/Town	Kolathur	Block	Vanasakthi Nagar																					
Road/Street/Lane	Kolathur	City	Chennai																					
State	TAMIL NADU	District	CHENNAI , Pin 600099																					
Mobile	9840205375	Email:	rameshkollu@yahoo.com																					
DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	21/01/2022																							
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS																								
NATIONAL INDUSTRY CLASSIFICATION CODE(S)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">SNo.</th> <th style="width: 25%;">NIC 2 Digit</th> <th style="width: 25%;">NIC 4 Digit</th> <th style="width: 25%;">NIC 5 Digit</th> <th style="width: 20%;">Activity</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>70 - Activities of head offices; management consultancy activities</td> <td>7020 - Management consultancy activities</td> <td>70200 - Management consultancy activities</td> <td>Services</td> </tr> </tbody> </table>				SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity	1	70 - Activities of head offices; management consultancy activities	7020 - Management consultancy activities	70200 - Management consultancy activities	Services										
SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity																				
1	70 - Activities of head offices; management consultancy activities	7020 - Management consultancy activities	70200 - Management consultancy activities	Services																				
DATE OF UDYAM REGISTRATION	31/01/2022																							

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 03/02/2022

For any assistance, you may contact:

1. District Industries Centre: CHENNAI (TAMIL NADU)
2. MSME-DI: CHENNAI (TAMIL NADU)



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 भारत सरकार Government of India सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय Ministry of Micro, Small and Medium Enterprises	 सूक्ष्म, लघु एवं मध्यम उद्यम MICRO, SMALL & MEDIUM ENTERPRISES
Udyam Registration Number : UDYAM-TN-02-0105184	

Type of Enterprise	MICRO	Major Activity	Services
Type of Organisation	Proprietary	Name of Enterprise	Meru Consulting
Owner Name	SMT KUCHANAPALLI RAJAKUMARI	PAN	BRTPR8718P
Do you have GSTIN	Yes	Mobile No.	9840205375
Email Id	rameshkollu@yahoo.com	Social Category	SC
Gender	Female	Specially Abled(DIVYANG)	No
Date of Incorporation	21/01/2022	Date of Commencement of Production/Business	

Bank Details

Bank Name	IFS Code	Bank Account Number
ICICI	ICIC0006023	602301522001

Employment Details

Male	Female	Other	Total
1	0	0	1

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value (WDV)	Exclusion of cost of Pollution Control, Research & Development and Industrial Safety Devices	Net Investment in Plant and Machinery OR Equipment[(A)-(B)]	Total Turnover (A)	Export Turnover (B)	Net Turnover [(A)-(B)]	Is ITR Filled?	ITR Type
1	2019-20	Micro	0.00	0.00	0.00	0.00	0.00	0.00	No	NA

Unit(s) Details

SN	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	Meru Consulting	Plot No 13	KRS Kings park	Vanasakthi Nagar	Flat S1	Kolathur	Chennai	600099	TAMIL NADU	CHENNAI

Official address of Enterprise

Flat/Door/Block No.	S1	Name of Premises/ Building	KRS Kings Park
Village/Town	Kolathur	Block	Vanasakthi Nagar
Road/Street/Lane	Kolathur	City	Chennai
State	TAMIL NADU	District	CHENNAI , Pin : 600099
Mobile	9840205375	Email:	rameshkollu@yahoo.com

National Industry Classification Code(S)

SNo.	Nic 2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
1	70 - Activities of head offices; management consultancy activities	7020 - Management consultancy activities	70200 - Management consultancy activities	Services

Are you interested to get registered on Government e-Market (GeM) Portal	Yes
Are you interested to get registered on TReDS Portals(one or more)	No

District Industries Centre	CHENNAI (TAMIL NADU)
MSME-DI	CHENNAI (TAMIL NADU)
Date of Udyam Registration	31/01/2022
Date of Printing	03/02/2022

NSIC Vendor Enlistment



राष्ट्रीय लघु उद्योग निगम लिमिटेड

THE NATIONAL SMALL INDUSTRIES CORPORATION LIMITED

(A Government of India Enterprise)

SrS No. SCH/00091229

Branch Office : NSIC SC ST HUB Office no 65/1, GST Road, Guindy, Chennai-32
 Ph : 48631200 Fax : 48631200
 Email : nsshochen@nsic.co.in Website : www.nsic.co.in

GOVERNMENT PURCHASE ENLISTMENT CERTIFICATE

Certificate (Valid From 19/04/2022 to 18/04/2023)

Ref.No NSIC/GP/SCH/2022/92238

Date: 19/04/2022

M/s. MERU CONSULTING
 PLOT NO.13, S1 BLOCK, KRS KINGS PARK,
 VANASAKTHI NAGAR, KOLATHUR,
 CHENNAI,
 TAMILNADU- 600099

Factory Address:
 1 .PLOT NO.13, S1 BLOCK, KRS KINGS PARK,
 VANASAKTHI NAGAR, KOLATHUR,
 CHENNAI, TAMILNADU -600099

Name of the Proprietor
 KUCHANAPALLI RAJAKUMARI

Constitution: Proprietorship

Udyam Registration
 Number UDYAM-TN-02-
 0105184

Enterprise Social Class: SC Special Category: Women

GOVERNMENT PURCHASE REGISTRATION NO: NSIC/GP/SCH/2022/0049012

Monetary Limit: ₹ 5 lakhs (₹ Five Lakh Only)

MSEs registered with NSIC are exempted from deposit of Earnest Money irrespective of value of Monetary Limit. Your name has been registered as a MSE Unit eligible for participation in the **Central Government Store Purchase Programme** as per the **Single Point Registration Scheme** for the following Item(s)/Store(s)/Service(s).

Name of the Store(s)/ Service(s)	Specification(s)	Qualitative Capacity	Quantitative Capacity P.A.
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"As per List Attached" (3 item only)

Disclaimer:-1. The purchasing agencies are advised to satisfy themselves with the store details in the certificate while doing the Technical Evaluation stage before placing the tender/order on the units, certified by NSIC.

2. This certificate will be valid subject to compliance of definition (Composite criteria of investment and turnover for classification of Micro, Small Enterprises as per MSMED Act).


Certificate (Valid From 19/04/2022 to 18/04/2023)

ANNEXURE TO GOVERNMENT PURCHASES ENLISTMENT CERTIFICATE

NO. NSIC/GP/SCH/2022/0049012 D.T. 19/04/2022

ISSUED TO M/s. MERU CONSULTING, TAMILNADU

J. ANANTHA NARAYANA PRASAD
 Branch Manager
 The National Small Industries Corp.Ltd.
 (A Govt. Of India Enterprise)
 The National SC-ST HUB
 No.65/1, GST Road, Guindy, Chennai-32.


 Authorised Signatory

M/s. MERU CONSULTING

"Authenticity of the certificate can be checked through the web portal: www.nsicsonline.com"



टिप्पणी:-

1. एनएसआईसी की एकल बिन्दु पंजीकरण स्कीम के अंतर्गत पंजीकृत इकाइयाँ सूक्ष्म लघु एवं मध्यम उद्यम मंत्रालय, भारत सरकार, नई दिल्ली द्वारा दिनांक 26.03.2012 को जारी की गयी अधिसूचना, जो कि 01.04.2015 से अनिवार्य हो गई है "सूक्ष्म और लघु उद्यमों के लिए सार्वजनिक उपापन नीति आदेश 2012" के अन्तर्गत अधिसूचित किए गए निम्न लाभ पाने की पात्र हैं।

क. निःशुल्क टेण्डर।

ख. बयाना जमा राशि (ईएमडी) के भुगतान से छूट।

ग. टेंडर में भाग लेने वाले सूक्ष्म व लघु उद्यमों को एल-1+15% के मूल्य बैंड में उद्भूत दर करने पर कुल टेंडर वेल्यू का 20% तक अपेक्षित भाग की सप्लाई करने की भी सुविधा दी गई है लेकिन उसे अपनी दरें एल-1 पर रही गैर-सूक्ष्म एवं लघु उद्यम इकाई की दर तक अपनी दर कम करने पर ही यह सुविधा मिलती है।

घ. प्रत्येक केन्द्रीय मंत्रालय/विभाग/सार्वजनिक क्षेत्र के उपक्रम को अपनी कुल वार्षिक खरीद हेतु न्यूनतम 20% खरीद सूक्ष्म एवं लघु उद्यमों द्वारा उत्पादित उत्पादों या प्रदान की जाने वाली सेवाओं से किया जाने का वार्षिक लक्ष्य निर्धारित करना होगा। सूक्ष्म एवं लघु उद्यमों से 20% की खरीद की अपनी वार्षिक जरूरत में से 4% खरीद अनुसूचित जाति/जनजाति के स्वामित्व वाली इकाइयों से की जानी निर्धारित/ईयरमार्क की जाएगी। तारीख 26.03.2012 के पब्लिक प्रोक्योरमेंट पॉलिसी आदेश के अनुसार 01.04.2015 से प्रोक्योरमेंट का समग्र लक्ष्य अनिवार्य कर दिया गया है।

ड. उपरोक्त के अलावा, 358 वस्तुएं केवल एमएसई इकाइयों से ही खरीदी जाने के लिए भी आरक्षित की गई है।

2. प्रोविजनल प्रमाण पत्र, जिसकी की वैधता प्रमाण पत्र जारी होने की तारीख से केवल एक वर्ष की अवधि के लिए होगी, को छोड़कर यह प्रमाण पत्र जारी होने की तारीख से दो वर्ष के लिए वैध है। पंजीकरण का नवीनीकरण दो वर्ष की अवधि के लिए प्रदान किया जाएगा। आपेक्षित शुल्क के साथ प्रमाण पत्र का नवीनीकरण कराने के लिए आवेदन पत्र प्रमाण पत्र वांछित दस्तावेज सहित प्रमाण पत्र की समाप्ति के तारीख से छः माह पूर्व जमा किया जाए।

3. एनएसआईसी को यह पूरा और नितांत विवेकाधिकार होगा कि एनएसआईसी अथवा किसी दूसरे सरकारी विभाग की किन्हीं देय राशियों के भुगतान न करने की स्थिति में, तथा किसी सरकारी विभाग आदि से कोई प्रतिकूल रिपोर्ट प्राप्त होने पर, सरकारी आपूर्ति कांट्रैक्ट की शर्तों को न मानने, सामान की आपूर्ति करने में असफल रहने या घटिया सामान अथवा सेवाएं देने, आदेश को पूरा करने में जानबूझकर विलंब करने या मना करने, सरकारी खरीद प्रमाण पत्र में किसी प्रकार का हेर-फेर करने, जाली हस्ताक्षर, धोखाधड़ी, आवेदन पत्र में कोई महत्वपूर्ण सूचना छिपाने/गलत बयानी करने या फिर सरकारी खरीद प्रमाण पत्र प्राप्त करने के लिए प्रस्तुत दस्तावेजों में कोई सूचना छिपाने/गलत बयान करने और किसी दूसरे कारण आदि के लिए इस सूचीयन प्रमाण पत्र को रद्द कर दें।

NOTES:-

1. The units registered under Single Point Registration Scheme of NSIC are eligible to get the following benefits under "Public Procurement Policy for Micro & Small Enterprises Order 2012" as notified by the Government of India Ministry of Micro Small & Medium Enterprises, New Delhi vide Gazette Notification dated 26.03.2012, which has become mandatory w.e.f. 01.04.2015:-

a) Issue of the Tender Sets free of cost;

b) Exemption from payment of Earnest Money Deposit (EMD),

c) In tender, participating Micro & Small Enterprises quoting price within price band of L1+15 percent shall also be allowed to supply a portion of requirement by bringing down their price to L1 Price in a situation where L1 price is from someone other than a Micro and Small Enterprise and such Micro and Small Enterprise shall be allowed to supply upto 20 percent of the total tendered value.

d) Every Central Ministries/Departments/PSUs shall set an annual goal of minimum 20 percent of the total annual purchases of the products or services produced or rendered by MSEs. Out of annual requirement of 20% procurement from MSEs, 4% is earmarked for units owned by Schedule Caste /Schedule Tribes (as per PPP Order dated 26.03.2012 overall procurement goal mandatory w.e.f. 01/04/2015).

e) In addition of the above, 358 items are also reserved for exclusive purchase from MSEs.

2. The certificate shall be valid for two years from the date of issuance except in case of provisional certificate validity of which shall be for the period of one year only from the date of issuance. Renewal of registration shall be granted for a period of 2 years. The application for renewal of the certificate along with the requisite fee has to be submitted before six months of the expiry date.

3. NSIC has the sole and absolute discretion to cancel this Enlistment Certificate on receipt of adverse report from any Government Departments regarding non-compliance of terms of contract awarded, tampering with GP Certificate, forging of signatures, cheating, suppression/misrepresentation of material facts in the application of any document submitted for obtaining the GP Enlistment Certificate or in the event of any amount unpaid to NSIC or any other Government Department or any other reasons etc.

J. ANANTHA NARAYANA PRASAD
Branch Manager
The National Small Industries Corp.Ltd.
(A Govt. Of India Enterprise)
10 The National SC-ST HUB
No.65/1, GST Road, Guindy, Chennai-32.



एन एस आई सी
N S I C

राष्ट्रीय लघु उद्योग निगम लिमिटेड THE NATIONAL SMALL INDUSTRIES CORPORATION LIMITED

(A Government of India Enterprise)

Sr. No. 177302
S.No. SCH/0000172

Branch Office : NSIC SC ST HUB Office no 65/1, GST Road, Guindy, Chennai-32
Ph : 48631200 Fax : 48631200
Email : nsshochen@nsic.co.in Website : www.nsic.co.in

STORE DETAILS CERTIFICATE

PLOT NO 13, S1 BLOCK, KRS KINGS PARK, VANASAKTHI NAGAR, KOLATHUR,, CHENNAI, TAMILNADU-600099

Sno	Name of Service/ Activities	Definition of Activity/ Service(s)	Quantitative Capacity/Services PA
1	CONDUCTING GENERAL MANAGEMENT TRAINING PROGRAM ON STRESS MANAGEMENT TIME MANAGEMENT PERSONALITY DEVELOPMENT WORK LIFE BALANCE TRAIN THE TRAINERS	TRAINING PROGRAMS	20 TRAININGS
2	RECRUITMENT SERVICES FOR HR, MARKETING & FINANCE	RECRUITMENT SERVICES	10-20 PERSONS APPROXIMATELY
3	MANUAL PREPARATION ON HR MANUAL, SAFETY MANUAL TOTAL PRODUCTIVE MAINTENANCE(TPM)	MANUALS-TECH/ NON TECHNICAL	2 MANUALS

SGS India Pvt Ltd, Ambattur, Chennai
Comments / Note
(Optional):recommended

M/s. MERU CONSULTING


Authorised Signatory

"Authenticity of the certificate can be checked through the web portal: www.nsicsonline.com"

J. ANANTHA NARAYANA PRASAD
Branch Manager
The National Small Industries Corp.Ltd.
(A Govt. Of India Enterprise)
The National SC-ST HUB
No.65/1, GST Road, Guindy, Chennai-32.



NSIC – MoU NSIC-TSC / MOU PTSP



MERU CONSULTING

CS 963959

A. DHANALAKSHMI

Stamp Vendor

L.No.20028/B4/B7/94

164, Amman Koil Street
Chennai - 600 001.

Memorandum of Understanding

This Memorandum of Understanding ("MoU") is made on 4th November 2022, at Chennai by and M/s **MERU Consulting**, having its registered office at Plot No : 13, Flat No: S1, KRS Kings Park, Vanasakthi Nagar Extn 2, Kolathur, Chennai 600 099 acting through its authorized signatory Smt K.Rajakumari, herein after referred to as "(PTSP) Professional Training Service Provider" which expression, unless its repugnant to the context shall mean and include its successors and permitted assigns of the First Part.

AND

NSIC-Technical Services Centre, Chennai (herein after referred as "NSIC-TSC") one of the technical services centres of The National Small Industries Corporation Ltd., a Government of India Enterprise under the Ministry of MSME, having its registered office at NSIC Bhawan, Okhla Industrial Estate, New Delhi-110020, which expression, unless repugnant to the context, shall mean and include its successors, assigns and authorized representative of Second Part.

ARTICLE 1

PURPOSE

- NSIC-TSC**, Chennai is one of the Technical Services Centres of NSIC, engaged in imparting industry centric, demand oriented training for Skill/Entrepreneurship development to address the demand of skilled manpower of industry. Also, NSIC-TSC is offering services to the industries through its NABL accredited laboratories.
- MERU Consulting (PTSP)** shall create and identify market for NSIC-TSC services, training & technologies and solutions etc. Provide marketing support for the short-term training courses, In-plant training, seminars / workshops at college and students engineering projects.

ARTICLE14

FORCE MAJEURE

Neither party shall be made responsible for an unexpected or uncontrollable event.

ARTICLE15

DURATION

The MoU shall be effective from the date of signing and it shall remain in effect for a period of **One year**. It may be renewed thereafter by mutual written consent.

ARTICLE16

INDEMNIFICATION

NSIC-TSC agrees to indemnify and hold harmless **MERU Consulting** and its offices, directors, employees, subsidiaries, holding companies, affiliates or agents ("indemnified parties") with respect to any claims, suits, actions, damages, expenses (including reasonable attorney's fees), obligations, losses, liens imposed or incurred by, or asserted against **MERU Consulting**, its successors or assigns, or any of the indemnified Parties, that may be made against **MERU Consulting** or Indemnified Parties with respect to any claims resulting from, or related to, the grant or this MoU.

In the same way, **MERU Consulting** agrees to indemnify and hold harmless **NSIC-TSC**, and its offices, directors, employees, subsidiaries, holding companies, affiliates or agents ("indemnified parties") with respect to any claims, suits, actions, damages, expenses (including reasonable attorney fee), obligations, losses, lien imposed or incurred by, or asserted against **NSIC-TSC**, its successors or assigns, or any of the indemnified parties, that may be made against **NSIC-TSC** or indemnified parties with respect to any claims resulting from, or related to, the grant or this MoU.

The parties herein have agreed and signed this document on 4th Nov, 2022 as under as per above clauses.

In WITNESS WHERE OF the parties have here unto executed this MoU on the date, month, and year first above written.

For PTSP



K. Rajakumari
(K.Rajakumari)
Proprietor

Witness

- 1.
- 2.

For NSIC -TSC

(U.Venkatachalapathi)
General Manager - SG

Witness

1. 4/11/2022
2. 4/11/2022

NSIC TECHNICAL SERVICES CENTRE
THE NATIONAL SMALL INDUSTRIES CORPORATION LTD.
(A GOVT. OF INDIA ENTERPRISE)
SECTOR B-24, GUINDY INDUSTRIAL ESTATE
EKKADUTHANGAL, CHENNAI - 600 032.



Audited Statement 2022-23

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT

[Where the data of the Return of Income in Form ITR-1(SAHAJ), ITR-2, ITR-3, ITR-4(SUGAM), ITR-5, ITR-6, ITR-7 filed and verified]
(Please see Rule 12 of the Income-tax Rules, 1962)

Assessment Year
2023-24

PAN	BRTPR8718P		
Name	KUCHANAPALLI RAJAKUMARI		
Address	6/30,, Second Cross Street, Senthil Nagar, Kolathur, 29-Tamil Nadu, CHENNAI, 91-INDIA, 600099		
Status	Individual	Form Number	ITR-3
Filed u/s	139(1)- On or Before due date	e-Filing Acknowledgement Number	212523340080623

Taxable Income and Tax Details	Current Year business loss, if any	1	0
	Total Income	2	4,81,880
	Book Profit under MAT, where applicable	3	0
	Adjusted Total Income under AMT, where applicable	4	4,81,880
	Net tax payable	5	18,152
	Interest and Fee Payable	6	0
	Total tax, interest and Fee payable	7	0
	Taxes Paid	8	18,152
Accreted Income and Tax Detail	(+) Tax Payable /(-) Refundable (7-8)	9	(+) 0
	Accreted Income as per section 115TD	10	0
	Additional Tax payable u/s 115TD	11	0
	Interest payable u/s 115TE	12	0
	Additional Tax and interest payable	13	0
	Tax and interest paid	14	0
	(+) Tax Payable /(-) Refundable (13-14)	15	(+) 0

Income Tax Return submitted electronically on 08-Jun-2023 18:14:50 from IP address 223.184.21.237 and verified by KUCHANAPALLI RAJAKUMARI having PAN BRTPR8718P on 08-Jun-2023 using paper ITR-Verification Form /Electronic Verification Code 7WGEUZ81RI generated through Aadhaar OTP mode

System Generated

Barcode/QR Code



BRTPR8718P032125233400806234c22dca656283147cf001d881b7149a33681cba0

DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU

MRS. K.RAJAKUMARI

(Proprietrix: MERU CONSULTING)

No: 6/30, SECOND CROSS ST, SENTHIL NAGAR
KOLATHUR, CHENNAI-600099

BALANCE SHEET AS AT 31 ST MARCH 2023

LIABILITIES	Rs	ASSETS	Rs
<u>Capital-MRS. K.RAJAKUMARI</u> (As per Schedule)	5282873	<u>Fixed Assets</u> (As per Schedule)	4074249
		<u>Current Assets</u>	
		Deposits/Investments	986476
		TDS (income-tax)	17555
		Sundry Debtors	7130
		Cash at Icici bank	10932
		Cash in hand	186531
	5282873		5282873



V. Ravi

V. RAVI, B.COM., FCA., ACS.,
Chartered Accountant, M.No. 220562
51/2, (Old No. 26), First Main Road (West),
Shenoy Nagar, Chennai - 600 030.

MRS. K. RAJAKUMARI

(Proprietrix: MERU CONSULTING)

No: 6/30, SECOND CROSS ST, SENTHIL NAGAR
KOLATHUR, CHENNAI-600099

PROFIT & LOSS ACCOUNT FOR THE YEAR ENDED 31.03.2023

PARTICULARS	Rs	PARTICULARS	Rs
To Salary	60000	By Service charges recd	205500
" Travelling & Conveyance	41170		
" Repairs & Maintenance	5862	Other income	
" Miscellaneous Expenses	2774	" Capital gain on sale of shares	355564
" Depreciation	7504	" Dividend recd	38129
" Net profit	481883		
	599193		599193



V. Ravi

V. RAVI, B.COM., FCA., ACS.,
Chartered Accountant, M.No. 220562
51/2, (Old No. 26), First Main Road (West),
Shenoy Nagar, Chennai - 600 030.

MRS. K.RAJAKUMARI

(Proprietrix: MERU CONSULTING)

No: 6/30, SECOND CROSS ST, SENTHIL NAGAR
KOLATHUR, CHENNAI-600099

Schedule of Fixed Assets

Name of Asset	Opening balance	Additions	Total value as on 31.03.2023	Depn Rate	Depreciation	Closing balance
House Property	4023645		4023645			4023645
Furniture & Fittings	24239		24239	10%	2424	21815
Air Conditioner	33869		33869	15%	5080	28789
Total Fixed Assets	4081753	0	4081753	0	7504	4074249

Capital Account- K.RAJAKUMARI

Opening balance as on 01.04.2022

Add:Net Profit for the year

Less :

Drawings

Closing balance as on 31.03.2023

Amount

Rs

5084629

481883

5566512

283639

5282873



V. Ravi

V. RAVI, B.COM., FCA., ACS.,
Chartered Accountant, M.No. 220562
51/2, (Old No. 26), First Main Road (West),
Shenoy Nagar, Chennai - 600 030.

Advisors and Consultants

ADVISORS AND CONSULTANTS

- K.RAJAKUMARI
- K.RAMESH
- P.DURAISAMY
- DR K.V. DORAI
- C.SUNDARAM
- B. ISAAC
- J. MUNITATHNAM
- N.SANJEEVAYYA
- K.AKHIL
- C. SUNDARAM

K Rajakumari



Name: K Rajakumari

Age: 51 years

Designation: Proprietor, MERU Consulting

Educational Qualifications

1989-92: B.A.(Eco), KVR Government College , Sri Krishna Deva Raya University, AP

2002- 05: B.Ed., IGNOU, New Delhi

2005-07: M.A.(Eco), University of Madras (DE)

Work Experience

1999- 2006 Teacher, Singaram Pillai Government High School, Chennai

2007 - 2020 : HR Manager, Kavitha Exports

Nature Of Duties

- Maintained optimal staffing levels by tracking vacancies and initiating recruitment and interview processes to identify qualified candidates.
- Handled on-boarding process for newly hired employees, which included distribution of all paperwork.
- Addressed employee conflicts with appropriate urgency, following all corporate procedures. Coordinated technical training and personal development classes for staff members.
- Oversaw hiring, staffing and labor law compliance. /Oversaw exit interviews and off-boarding process for resigned and terminated employees.
- Structured compensation and benefits according to market conditions and budget demands.
- Collaborated with legal and compliance teams to review paperwork, obtain feedback, and procure available information for new training processes.
- Organized company-wide events designed to boost employee morale.
- Collaborated with entire human resource department to discuss new ways to recruit top talent.
- Updated HR database with new employee information, changes in benefits and other details.
- Advocated for staff members, helping to identify and resolve conflicts.
- Collected and analyzed information to monitor compliance outcomes and identify and address trends of non-compliant behavior.
- Reduced expenses by analyzing compensation policies and implementing competitive programs while ensuring adherence to legal requirements.
- Improved organizational filing systems for confidential employee records, resulting in improved accessibility and efficiency.
- Pre-screened resumes prior to sending to corporate hiring managers for consideration.
- Improved office efficiency by effectively managing internal communications and correspondence.

Contact Address :

Plot No: 13, FlatNo: S1, KRS Kings Park, Vanasakthi Nagar Extn 2, Kolathur, Chennai 600099

E-Mail : rameshkollu@yahoo.com

Contact Number: 8939201649

K Ramesh

Name : K.Ramesh

Age: 60 years

Designation: Director, MERU Consulting



Educational Qualifications

1979-84: B.E., Mechanical Engineering, Anna University

1987- 88: PGDMM Annamalai University

1995-98: MBA, University of Madras

2013- 14: PGADR NALSAR, Hyderabad

2012 15: LLB, Yogi Vemana University, Kadapa, AP

Work Experience

1985 -2000: Manager, Marketing, CPCL

2001 - 08: Senior Manager HR -Personnel and Training- CPCL

2009-12: Chief Manager, TPM/ISO, CPCL

2012- 15: Chief Manager, Materials and Contracts, CPCL

2016-18 : Chief Manager, ETP/ TTP, CPCL

2019-21 : General Manager (Admin& Legal)/ CGM- HR, CPCL

Managerial Courses Attended

IIM B,XLRI,ASCI,IFMR,CII,MDI,AIMA,IE,/FIE,IMM

Address:

Plot No: 13, Flat No: S1, KRS Kings Park, Vanasakthi Nagar Extn 2, Kolathur, Chennai 600099

e-mail:rameshkollu@yahoo.com

Contact::9840205375

P. DURAISAMY,
B.A.,B.Lib Sci, M.A.(His),M.A.(Pub Adm), PGD(HR)

MERU CONSULTING, Chennai



Work Experience

A service of 35 years in State, Central Government offices and Public Sector Companies.

To mention a few, worked with

- Ministry of Education and Social Welfare at New Delhi;
- Indira Gandhi Centre for Atomic Research at Kalpakkam.
- Chennai Petroleum Corporation Ltd. (CPCL), Chennai as Senior Manager - Personnel & Administration, Training & Development,

Career Achievements

- ◆ Awarded Fast track promotion in 1991, for commendable performance in the Dept. of Administration at CPCL
- ◆ Organised various training programmes, while at the Dept. of HRD, CPCL
- ◆ Held the posts of Secretary and Vice President in the Officer's Association of CPCL, marked by active involvement in various negotiations with the Management.

Significant Achievements

- ◆ Nominated by the Governor of Tamil Nadu, as Senate Member, University of Madras.
- ◆ Elected as Member to the Academic Council, University of Madras.
- ◆ Recipient of the prestigious 'Award of Best Alliance Group Service Project (2018-2019) by the Association of Alliance Clubs International District 160, Chennai

Skills & abilities

- ◆ Inter-personal skills
- ◆ Communication skills
- ◆ Resource speaker in the areas of motivation, communication, team building & leadership, personality development, leading a successful life, exploration of inner self, empowerment of women, power of positive attitude, interpersonal skills, power of the conscious and sub conscious mind, time management, etc.
- ◆ Administrative skills
- ◆ Problem solving skills
- ◆ Lingual abilities in English, Tamil and Hindi.
- ◆ Creative writing skills in Tamil.

Personal strengths

- ◆ Staunch advocate of righteousness.
- ◆ Firm defender of the cause of the socially deprived.
- ◆ Fervent belief that the quality of a person's life is in direct proportion to one's commitment to excellence, regardless of the chosen field of endeavour.

Other credentials

- ◆ Spoke at various Senate and Academic Council meetings which were published by the University.

Short term courses/workshops /Attended :

S.No	Course attended	Name of the institution
1.	Transport Management	National Institute of Industrial Engineering, Bombay.
2.	Human Resource Management for Non-Personnel Executives	Indian Institute of Management, IIM Calcutta.
3.	Communication And Leadership	Anna Institute of Management, Chennai.
4.	Administrative Vigilance	Institute of Socio-Economic Research and Action, New Delhi.
5.	Executive Development Programme On 'Facilitating the Transition"	Indian Institute of Management, IIM Bangalore.
6.	Cooperative Leadership	Refinery Engineering School of Training, Madras Refineries Ltd.
7.	Intensive Programme on Abstracting and Indexing	National Institute of Small Industry Extension Training, Hyderabad.
8.	Management Course on Conservation and Preservation of Documents in Libraries	Indian Association of Special Libraries and Information Centres, Calcutta.

Presently occupied as :

- Director, MERU Consulting
- Educational activities for school and college students in rural areas in TN
- Vice President – Lions Club, Tambaram East
- President – Residents' Welfare Association, Lakshmi Nagar

Address for Communication : 9/11, Lakshmi Nagar I Street
Alwar Thirunagar Annexe
Virugambakkam
Chennai - 600 087

Telephone (Res.) : 044-23774117
[Mobile] : 9841491921/9176571017

Dr V Chinnadorai



Name : Dr V Chinnadorai

Age: 65 years

Educational Qualifications:

- ✚ B.A. (Economics) University of Madras/Year of passing 1977
- ✚ M.A. (Economics) University of Madras/ Year of passing: 1980
- ✚ LLB-University of Bangalore-2001
- ✚ PGADR -NALSAR , Hyderabad- 2016
- ✚ Ph.D in HRD – University of Madras- 1993-95

Work experience

1979 to 81: Supt at Ministry of Labour, Dept of Employment and Trg, Govt of India, New Delhi

1981 to 82: Sr Supt at Directorate of Medical Edn/ Department of Health/Govt of Tamil Nadu

1983 to 85 : Off Supt, Administration Department, CPCL

1986 to 87: Senior Office Superintendent-HR Corporate Admin, CPCL

1988 to 90 : Senior Office Superintendent – HR Personnel and Welfare, CPCL

1991 to 92 : Senior Office Superintendent – HR Training, CPCL

1996 to 98 : Officer- HR Training and Development/Simulator, CPCL

1999 to 2001 : Officer ISO/Quality Circles, CPCL

2002 to 2005: Environment Department, CPCL

2006 to 2008: Sr Officer TTP/ETP/ CLM, CPCL

2009 to 2011: Sr Officer, CLM section CPCL

2012 to 2013 : Deputy Manager, R&D, CPCL

2014 to 2015 : Deputy Manager, HR General Administration, CPCL

2016 to 17 : Manager, HR Education and Training, CPCL

Training programs handled for NBFCs :

Team Building, Personality Development, Anger Management, Interpersonal Relationship, Work Ethics, Creativity and Critical Thinking, Personal Orientation, EQ and IQ, Leadership Management etc

Address:

Plot No: 13, Flat No: S1, KRS Kings Park, Vanasakthi Nagar Extn 2, Kolathur, Chennai 600099

Contact: 82486 08024

E mail address : drdoraikv@gmail.com

Isaac B



HR Professional with over 30+ years of experience in Chennai Petroleum Corporation Ltd. Excellent reputation for handling Recruitment, Establishment, Policies, Industrial Relations, HR Development Initiatives, Employees Welfare, Compensation and Benefits Management. Retired as Deputy General Manager (HR) with effect from Feb-2022.

Key Responsibilities:

- **Recruitment:**
 - Manpower Planning / Rationalization
 - Recruitment of Workmen and Officers
 - Reservation Matters as per Presidential Guidelines
 - Liaison Officers for SC / ST / PwBD
 - Engagement of Apprentices
- **Establishment:**
 - Pay Revision / Pay Fixation
 - Employee Benefits viz. HRA, DA, Cafeteria, etc.,
 - Transfers / Promotion
 - e-Performance Management System
 - Leave Management
 - Retirement / Superannuation Benefits
- **Industrial Relations**
 - Settlements / Agreements with Union
 - Disciplinary Actions
 - Statutory Compliances
 - Conciliations / Arbitration / Legal Cases
- **Policies**
 - Formation / Drafting of Policies
 - Review of Policies periodically
 - MoUs / Departmental Targets
 - Board Notes / Approvals
- **HR Initiatives:**
 - Mentoring / Reverse Mentoring
 - Competency Mapping and Development Programs
 - Employee Satisfaction Survey
 - People Capability Maturity Model (PCMM)
 - Reward & Recognition
- **Training & Development:**
 - Identifying Skill Gap
 - Training Need Analysis
 - Internal / External Training
 - Learning Management System

Professional Qualifications

Bachelor of Psychology – (Full Time)
Andhra University.

M.A (Industrial Relations & Personal Management) – (Full Time)
Andhra University

Contact

Address:

H. No -3/48, Nehru Street,
Lakshmi Nagar, Kolathur,
Chennai-600099
Tamil Nadu

Phone:

94440 67348

E-mail:

isaac1962@gmail.com

Personal Details

Birth: 08-02-1962

Marital Status: Married

Key Skills:

- Recruitment
- HR Policies
- HR Development Initiatives
- Meeting MoU HR Targets
- Handling Employee Relations
- All Establishment Matters
- Performance Management
- Statutory Compliance



J Munirathnam

Mr. Munirathnam is an aeronautical engineer with a post graduate diploma in Management. He has over 30 years of experience in the engineering field right from project management to operational management and establishment of strong organizations. He has worked in Germany, Holland, USA and India for leading companies and was involved in large projects for customers like Airbus, BMW, Renault, John Deere etc.

He has been associated with SAEINDIA since 2008 in various roles.

He is the Founder CEO of Javaji M Consulting, which focuses on cross border activities in Engineering Activities and also advisor board of few startups.

Some of the Professional Engagement.

Chairman of SAEINDIA Engineering Education Board

Past Chairman of SAEINDIA Aerospace Board

Past Chairman of SAEINDIA Bengaluru Section

Past MC member of Indo-American Chamber of Commerce, Karnataka Branch.

Founder President of Infinite- Association of Indian IT companies in Germany.

He is recipient of

- 1. Dr. KCG Excellence award for distinguished Alumnus from Hindustan Group of Institutions.***
- 2. Outstanding Contribution to Education Award by Imperial Society of Innovative Engineers - India.***



Nakka Sanjeevayya

Gf 1, Kalyan Enclave
APSEB Colony Seethammadhara
Visakhapatnam 530013
Contact No. 7093930362
nakkasanjay61@gmail.com

About Me

Formerly worked as Manager in O\o Managing director Andhra Pradesh State Housing Corporation Limited, Amaravathi and rendered 38 years of good service without any remarks and worked with dedication and hard work with utmost satisfaction of my superiors.

Education

- **Masters**
M.A. in Public Administration
M.A. in Sociology
- **Business Administration**
MBA in finance management
- **Graduation**
Degree B.A.
- **Intermediate**
HEC

Professional Qualifications and Affiliations

- Post Graduate Diploma in Computer Applications
- 2 years government certificate course in building construction and planning

Career Highlights

- Certificate of merit from Honourable Chief Minister of AP for the service rendered during Hudhud cyclone relief operations, 2014 .
- Certificate of merit presented by Honourable Deputy Chief Minister of AP for the meritorious service rendered with exemplary devotion to duty, 2015
- Certificate of merit from Respected Collector & District Magistrate of Visakhapatnam for the meritorious service rendered with exemplary devotion to duty, 2018.

Skills

- Letter corresponding
- Communication skills
- Leadership qualities
- Public relationships

Work Experience

January 2020 – January 2021

Manager

APSHCL

Amaravathi, AP.

June 2008 - December 2020

Assistant Manager Admin

APSHCL

Warangal , Vijayanagaram & Visakhapatnam, AP .

June 1998 – May 2008

Sr Accountant / Assistant

APSHCL

Vijayanagaram & Visakhapatnam , AP .

June 1990 – May 1998

Junior Accountant / Assistant

APSHCL

Vijayanagaram , AP .

July 1983 – May 1990

Technical Works Inspector

APSHCL

Vijayanagaram , AP .

Computer Proficiency

Operating Systems

- Microsoft Windows

Software

- Word 2010
- Excel 2010
- Power Point 2010

Languages

- Telugu
- English

Personal Interests

- Book reading
- Gardening
- Walking and Yoga
- Meditation

Personal Details

Father's Name : Nakka Vanamayya (Late) Marital Status : Married
Date Of Birth : January 25, 1961 Spouse Name : D Rameswari
Gender : Male
Nationality : Indian

Declaration

I, N Sanjeevayya , hereby declare that the information contained herein is true and correct to the best of my knowledge and belief.

N Sanjeevayya

N Sanjeevayya

Visakhapatnam ,
Andhra Pradesh
September 20, 2022



EXECUTIVE SUMMARY

Senior Associate, Acuity Law LLP, Mumbai | B.A., LL.B. (Hons.), Gold Medal - Gujarat National Law University

Akhil is a Senior Associate at Acuity Law's Mumbai office. His focus areas include investment funds, private equity / venture funding and restructuring & insolvency. He has 4+ years' experience in his focus areas and advises clients based out of India, Japan, Singapore, and United Kingdom across varied industries such as agree-tech, retail, logistics, recruitment, and social media.

WORK EXPERIENCE

Senior Associate, Acuity Law LLP, Mumbai

July 2019 – Present

Transactions and Compliance

- Advised Sreyas Holistic Remedies Private Limited, and its promoter and principal shareholder in the acquisition of securities by Kedaara Capital Growth Fund III LLP where the deal value was ~\$ 65 million.
- Identified various structures for a proposed acquisition of a promoter's minority stake in a private company in the recruitment sector; prepared structure note; advised the buyer on transaction documents and foreign exchange laws on downstream investment.
- Advised the lead investor in its ~\$9 million investment in a public company in the retail business during the pandemic; negotiated and drafted the transaction documents.
- Advised a family office in its proposed follow-on investment of ~\$1.02 million; negotiated and drafted the share subscription agreement and restated the shareholders agreement.
- Advised a global social media company on various corporate matters under Indian law related to their day-to-day operations in India such as employment contracts, service agreements and social media marketing.

Insolvency & Restructuring and Disputes

- Drafted legal opinion for a global logistics company on transmission of shares from a dissolved Hong Kong based entity to a Singapore based entity.
- Drafted proof of claim of ~\$25 million for a Singapore-based financial creditor against an Indian company undergoing insolvency resolution and liquidation process; advised on the role of a stakeholders' consultation committee under the insolvency law.
- Filed an appeal against the rejection of claims by the insolvency professional and liquidator on behalf of a financial creditor before the National Company Law Tribunal.

BARS AND COURTS

State of Tamil Nadu and Puducherry

EDUCATION

Gujarat National Law University

2014-19

B.A., LL.B. (Hons.); Percentage: 64.71%; Recipient of Late Mr. Jayantilal H. Parekh Gold Medal 2020 for highest score in Media Law

CO-CURRICULARS

Publications (Author / Co-Author)

- Article titled 'Covid disruption: ESG investment catches on fast & is here to stay' published by [The Economic Times](#), 06 September 2020.
- Article titled 'Response to Covid 19 and impact of insolvency law in India' published by INSOL International, July 2020 Issue No. 7.
- Article titled 'India: Rules Governing the Gig Economy' for the e-bulletin of the IBA Employment and Industrial Relations Law Committee (submitted for publication in September 2022).

Webinars

- Speaker: Webinar on 'Lifecycle of a shareholders agreement' organized by Taxsutra, 18 April 2023
- Speaker: Webinar on 'Ordinance on Pre-Packs for MSMEs' organized by Taxsutra, 17 June 2021.

Courses

- Completed the certificate course in Distress M&A Deal and the Bankruptcy Code, September 2016.
- Completed the certificate course on European Union and Sports by Prof.Dr.Ian Blackshaw, February 2016.

AWARDS, RECOGNITION AND POSITIONS OF RESPONSIBILITY

- Part of the recruitment team at Acuity Law; represented Acuity Law at ALB India Law Awards 2022.
- Won 10+ awards as the keyboard player of the band 'Legally Blues' at various national and intra-university cultural fests; featured in [Catharsis Magazine's](#) March issue of 2017.
- Represented the Lawn Tennis team at the regional and intra-university levels.
- Convener, Music Club at Gujarat National Law University (2016 – 2018); Member, Social Media Team, SuperLawyer.in (2016–2017).

Name : **C. SUNDARAM**
 Father's Name : M. Chinnathambi
 Date of Birth : 29th June 1969
 Nationality : Indian
 Marital Status : Married
 Communication details : Phone: 9445910219
 sundaramc@yahoo.com



EDUCATIONAL SYNOPSIS

- Degree in B.Tech, CHEMICAL ENGINEERING - (Bharathiyar University) - 1991
- Diploma in INDUSTRIAL SAFETY - (Annamalai University) - 2005
- OHSAS 18001 (BV) - 2009
- IOSH Managing Safety - 2010
- NEBOSH OHS - 2011

Experience Synopsis:

Company	Job Title	Period	No of years' experience
Worley India Private Limited (Formerly known as Jacobs Engineering Pvt Ltd) Refinery & Petrochemical Revamp Project & Shutdown. (CPCL & IOCL) PMC & EPCM	Safety Manager	Apr 2015 to till day	8+ years
Reliance Industries Limited - Jam Nagar, Gujarat Larsen & Toubro Limited INDIA	HSE Manager	Dec 2013 to Mar 2015	1 year & 2 Months
Abu Dhabi Polymer Company - ADNOC, (Borouge) Ruwais, UAE thro' Kharafi National LLC, Abu Dhabi – UAE	HSE Superintendent	Sep 2012 to Feb 2013	5 Months
KNPC – Mina Abdulla Refinery, Kuwait IMCO Engineering & Construction Company	Safety Engineer	Nov 2005 to May 2012	6 ½ Years
Manali Petrochemical Limited – Chennai, INDIA	Senior Executive Deputy Manager & Engineer- Production	Nov 1996 to Nov 2005	9 Years
SIP Industries Limited – Chennai INDIA	Senior Production & Engineer	Mar 1992 to Nov 1996	4 ¾ Years

Accolades: -

- Won "Significant Milestone Award-Global" (2017) for Project.
- Won "BeyondZero® Excellence Award-Global" (2018) for project
- Won "BeyondZero® Excellence Award-Global" (2018) for Individual
- Won "BeyondZero® Excellence Award-INDIA" region (2018) for Project
- CEO SOR award for Runners.

Responsibilities

Projects:

- Overall responsible for driving the HSE culture throughout the business and advising key business leaders on all aspect of HSE.
- Review and approve the contractor's project HSE plan, Job Hazard Analysis, Rigging plan, Safe Operating Procedures, and other safety documents as PMC.
- Interacted with Engineering team for the constructability review, transportation study, critical equipment lifting study, HAZID, etc.
- Prepared and maintain Worley project related Risk register, Health Risk & impact register, Journey Management Plan, Occupied facility sitting, regulatory HSE and other compliance register.
- Review all requirements to comply with HSE contractor requirement and applicable legislative HSE regulations.
- Review and approving contractor HSE plan, Job Safety Analysis, Rigging plan, Safe Operating Procedures, and other safety documents.
- Participate and lead safety committee meeting, frontline supervisor engagement program and leadership engagement program with all contractors and shared the updated safety concerns also ensure the corrective action are taken for the at-risk observation.
- Assisting and witnessing supervisors' Safety Task Assignment before staring their jobs.
- Conducting investigation of all near misses cases / incident & recommend appropriate corrective measures and the same communicate to the employees during their TBT.
- Conducting Behavioral Based Safety at the work site and providing their safe and at risk observation.
- Organize campaigns, competitions & other special emphasis programmes to promote HSE in the workplace.

Shutdown

- Turn around Shutdown HSE Plan, Action plan, HSE Manual prepared and the same implemented.
- Key Performance Indicator followed as per the client requirement and achieved the targets without any injury, illness, and property damage.
- Task Risk Assessment (TRA) prepared for all the critical activities with concern departments through the walk down and implemented the same and achieved zero accident.
- Familiar and knowledge of permit to work (PTW) system. Ensured all work areas are safe for required work through visits to work sites during dangerous or potentially difficult work.
- Conduct Safety perception survey in operation plant through Behavior Based Safety to correct At-Risk behavior of employees, to impart on-site safety advice.
- Develops and conducts safety training programs, power point presentation in loss prevention which includes supervising practical exercises.
- Carried out regular comprehensive Safety audits, Inspections and safety checks of operation units assigned perform as focal point and report on a regular basis the progress of the closure of the identified gaps.

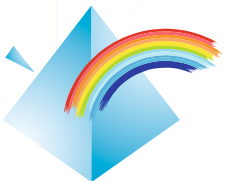
Maintenance

- Driving force in the organization of Health, Safety & Environment for proper Implementation.
- The process of conveying, imparting, and exchanging information by the two-way communication meeting arranging with company and client followed by preparing the Minutes of Meeting.
- Daily routine duties of walk-through inspection of the refinery units where work is being carried out ensure that conditions stipulated in the work permits are followed.
- Preparation of Work Permit Risk Assessment along with concerned department for all critical activities to identify of potential hazards and advice concerned personnel of mitigation measures to prevent Injury, illness, property damage and environmental losses.

- A systemic Orientation Program is conducting for new employees / visitors and refresher training for existing employees as per the training matrix.
- Arranging safety promotional activities such as displaying of positive attitude safety posters, safety signs, banners, and publication of safety bulletin.
- As a SOLAR Observer, conducting (Safe Observation Lead to Accident Reduction) observation at the refinery units while working the employee and the same communicate to the safe / at risk behaviors.

Production

- Shift in charge.
- Monitoring and controlling of the plant with various DCS (HONEYWELL, YOKOGAWA – CS 3000, YOKOGAWA - CENTUM V, FISHER ROSEMOUNT RS3 and YOKOGAWA XL).
- Ensure standard operating procedures are being followed during the shift to carry out the routine operations of all major equipment.
- Supervising, trouble shooting and optimization of operating parameters to achieve and improve the target plant performance and quality of product.
- Responsible for planning, monitoring, control of all manufacturing activity and overall responsibility for manufacturing efficiency of shift.
- Prepared daily/ monthly report which is mainly consists of material balance and plant efficiency.
- Recording and creating detailed reports on employee attendance, production quality, production costs for the higher management
- Handling the operations of the DMW plant, induced Draft Cooling Tower System, chilled water and chilled brine system.
- Analyzing and solved day to day problems in the process and machineries.
- Operating knowledge about pressure and vacuum distillation columns, compressor, blowers, absorbers, rotary vacuum and leaf filters, various types of pumps, ejector system, HRT & RVDF.



MERU
CONSULTING

MERU CONSULTING

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