



CHAIRMAN'S MESSAGE

TAKE OWNERSHIP AND RESPONSIBILITY

Synthite is an organisation that has been built on knowledge. In our initial days, we sourced technology from CFTRI, Mysore, to produce oleoresins from spices. But that wasn't perfect. We had to research and perfect it before we could use it commercially.

In our early days, we learnt things on the job through trials and errors and gained valuable experience. The junior employees had to prick the brains of their seniors and work with them to understand the nuances of the industry.

Times have changed. Today we have institutionalised a system that helps people develop and share knowledge. We have a culture that encourages people to share knowledge.

Our focus on knowledge creation has deepened steadily over the years. We have introduced training systems to share knowledge and skills. They incorporate both classroom sessions and online platforms. Online learning helps people learn anything, anywhere at their own pace. It is a huge opportunity for our employees to learn and grow. I hope all of you will take full advantage of the system.

The world is changing at a fast pace today and the pace of change is also increasing by the day. In such a situation, it is important that we take the initiative to update ourselves to meet the challenges that come our way. Employees have to take the responsibility of developing their skills. I assure you that Synthite will do whatever is needed to help you in this regard. ■



←
Mr. Raju B T (Engineering Department)
Synthite Star for May 2016



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Mr. Kuriakose K Varghese
(Planning Department)
Synthite Star for June 2016

Synthite launches its own Cricket League; brings the excitement of 20-20 cricket to the workplace

A BIG HIT

Cricket has always had a huge following in Synthite. But it lacked a cricket team. The fact was brought into the light when Kitchen Treasures found it difficult to assemble a team for a tournament, at short notice. That led to the suggestion to form a cricket team in the organisation.

Being an organisation that lends its ears to its employees, Synthite was quick to respond. And it exceeded expectations by launching a cricket tournament itself - the Synthite Cricket League(SCL) - among its different divisions. It didn't matter to Synthite that the suggestion had nothing to do with its business. Anything that enhanced life in the Synthite family was welcome.

The tournament was organised on the model of the IPL, sans the bidding for the players. Eight teams—Lake Blasters from Synthite Hospitality, Spice Superkings from Spice Division, BioDevils from Bio Ingredients Division, CorpTechies from Corporate, Treasure Hunters from Kitchen Treasures, Finest Savoury from Symega Savoury, Flavo Crusaders from Symega Flavours and Herbal Warriors from Herbal Isolates - soon sprung up.

Preparations at the venue -St Peter's College ground, Kolenchery - started a week in advance. DMD Dr

Viju Jacob pitched in and brought registered cricket pitch curators from the Kerala Cricket Association to ready the ground.

The show started on 7th April. Before long, cricket fever had Synthite in its grip. Even the top management wasn't spared. Many of them took time off their busy schedules, to watch the matches.

Professional umpires from the Ernakulam Cricket Club officiated the matches. Software from cricHQ took care of the scoring. It's mobile app made the scores available to the employees on their smartphones.

As the days passed, the contest between bat and ball became more exciting. Soon it was April 30th, the day of the final. The finalists - Lake Blasters and Spice Superkings - gave it their best shot. Lake Blasters emerged victorious at the end and

lifted the CV Jacob Ever Rolling Trophy. The first, second and third prize winners were awarded Rs 10000/-, Rs 5000/- and Rs 2500/- respectively.

But that is beside the point. Even though they were adversaries on the field, employees from different divisions of Synthite, shared exemplary camaraderie off the field, just as true sportsmen do. Many of them became friends for life. They were indeed the true winners. As Chairman CV Jacob says, "What better medium to bring people together than sports?"

It is just the start. "We are in the process of selecting the Corporate Cricket Team for Synthite," says Mr Eldhose Scariah, Kitchen Treasures and Mr Mithun Raj - Symega Flavours, the main organisers of the event. "The statistics of all the matches and the players that are now available thanks to the scoring software, could be used to select the team."

The cricketers in Synthite are not resting, though. They are busy organising and playing matches with their new friends. How'z that!! ■



Winner - Lake Blasters
Runner-up - Spice Superkings
Man of the tournament -
 Thennarasu M / Spice Superkings
Best batsman -
 Robin Joseph/Lake Blasters
Best bowler-
 Limson Davies / Spice Superkings
Best fielder -
 Jobil T George / Treasure Hunters

SMARTER, SIMPLER

Digital initiatives are changing life in Synthite for the better



“Mr George Paul, MD launching the online learning initiative - One hour learning – on 17th June, 2016

We live in a digital world. A world where technology allows us to connect, communicate and collaborate easily and effectively. A world where geography is becoming irrelevant. A world that has been changing at a fast pace.

Our organization, Synthite, too has been changing with the times. It is going digital with a series of initiatives such as nGage, Alfresco, Touch, Successfactors and One hour learning. These initiatives are part of its efforts to reach out to the younger generation. “55 per cent of our employees are millennials, and most of them use a smart phone. The challenge is to make it attractive to them,” says Mr. Rajesh Kumar MR, Senior Vice President - Human Resources.

The move towards such technology enabled learning systems are aimed at achieving a fast pace of growth, envisioned in our Vision 2020. To achieve that vision, the human resources of the organization have to be scaled up.

Informed choices

To meet this challenge our organization has made a paradigm shift in its training strategy. Earlier the organization used to identify the development needs of the employees and train them accordingly. But now it wants us, employees, to take responsibility for our training and career.

We will be informed about the various career options available to us in the organization. We will also be told about the skills needed for advancing along a

particular career path. Furthermore, the trainings needed to develop the skills will be provided by the organization. We can choose our career path and opt for the needed trainings. What more can we ask for?

Our organization wants us to break away from our comfort zones and take up higher responsibilities. All the job descriptions in the organization are being redesigned to reflect this change in focus. In short, the organization expects us to take responsibility for our career. And it is coming up with systems that help us do just that.

All in an hour

One hour learning, the online learning initiative launched by Mr. George Paul, MD on 17th June, 2016, is the latest such initiative. Learning new skills is essential for career growth. At the same time, one does not have the luxury of taking all the time to learn in today's fast-paced world, where knowledge is expanding at a furious pace, and becoming obsolete in no time. This is especially true for those of us who juggle work and studies. Work schedules and travel plans often overlap with the training sessions and wreak havoc with our training plans.

The tie-up with Onehour learning.com addresses this issue. It will help us learn and develop our skills at our own pace, anytime, from anywhere in the world. The courses



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have been designed by subject matter experts. The study material has been shrunk to concise one-hour courses, which have been further sub-divided into several 3-5-minute capsule sessions. So if you have 10 minutes to spare, you can log in to the system on your mobile and finish two learning capsules. Interesting isn't it!

The fact is vouched for by Mrs. Minu Thomas, Head -Corporate Information Systems. "It was a good experience. The content is well organized. Finally, the quiz reinforces what we learned," she says. Mr. Aravind KN, Team Lead - Corporate Projects & Engineering, also shares the view. "Most of the time we miss class room sessions, since we are in projects. One hour learning gives us the opportunity to learn anywhere at our convenience that too in a shorter time. I can always go back and refer the modules and reinforce my learning," he says.

Technology has been used to ensure that the reduction in time does not affect learning. Complex concepts have been broken down and presented in a simple manner. Graphics and animations have been used to make learning enjoyable. Once you give it a try, you are sure to get addicted to learning. After all, why would one wait for scheduled trainings when an easier, faster and enjoyable alternative is available anytime, anywhere on your mobile or your computer?

Multiple modules on various disciplines are present in the system currently. Those desirous of attending a course can apply for it, during



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the training needs identification process. Once the application is approved, they can go through the material at their own pace. After all the capsules have been completed, there will be a quiz to test how much the person has learned. The course will be marked complete and a certificate issued, if the employee passes the test.

For now, the system has been rolled out for employees in the professional band. The rest of us will have to wait a bit more. The Synthite



Centre for Learning and Development is in the process of

making customized courses for all of us. The wait will surely be worth it.

Other initiatives

Other online initiatives too have made life at Synthite simpler and smarter. The employee engagement portal at Synthite – ngame - helps us get continuous real-time feedback, enabling us to make course corrections right in time. The platform hosts the entire training process at Synthite - from need identification to evaluation - and gives us real-time feedback on our training performance. We can also schedule feedback meetings with our managers and solicit feedback from other teams

with which we collaborate. The feedback is stored in the system and helps make the appraisal process more objective and transparent.

Alfresco, our enterprise content management portal enables collaboration at work. It doubles up as a knowledge sharing mechanism too. We can form work groups on the portal and share information through the groups. Tasks can also be assigned through the system and tracked to completion.

"Touch – Information at your finger tips," developed in-house by our IT department, targets the new hires. It is a single window that provides them access to all the relevant information that they need at work – be it company policies, procedures, privileges, systems, rules, developmental opportunities, and even emergency contact numbers."The system is sure to make the new joiners feel at home," says Ms. Athira Raj, Manager- Talent Acquisition & Employee Engagement.

Our organization is also implementing SAP SuccessFactors Human Capital Management software. The application suite integrates different modules such as learning management system, performance management, recruiting software, applicant tracking software, succession planning, talent management and HR analytics to maximize the people performance within the organization. ■





Riviera Suites bags Certificate of Excellence from TripAdvisor

The world's largest travel site - TripAdvisor - granted the Certificate of Excellence for the year 2016 to Riviera Suites in recognition of the consistently great reviews it has been receiving on the site.

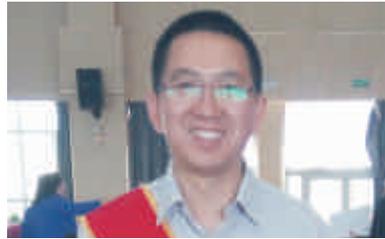
Synthite China trains Sri Lankan delegates



Synthite China conducted a training session on "Oleoresins & it's market in China" for delegates from Sri Lanka at the invitation of the Ministry of Commerce, People's Republic of China. Mr. Sreekumar Methil, Mr. Jacob Ninan and Mr. Cai Zhenghua conducted the training session at the Training Centre of the Ministry of Commerce.



Kitchen Treasures MD and CEO Ashok Mani receiving the Dhanam Emerging Brand of the Year 2015 Award at the Dhanam Marketing & Branding excellence awards



Synthite Xinjiang Unit Lead Mr. Frank Tong was awarded the "model worker" by Hejing Administration, and blending supervisor Ms. Iris Jiang was awarded the model female worker by the Xinjiang administration. In pic: Mr. Frank Tong with the award"



Team Synthite, represented by Athira Raj, Dheeraj Unni, Abdul Salam & Vineeth P. Mathew, has emerged as second runner up in the "34th KMA Young Managers Contest 2016" hosted by Kerala Management Association. The team receiving the award at a function held at Le Meridien on 17 June, 2016.



Synthite Kadayiruppu was awarded the 2nd prize for "Excellence in Pollution Control" in the category of Large Industries by Kerala State Pollution Control Board. The Synthite delegation receiving the award from Mrs PK Sreemathy, MP at a function held on 05th June 2016 at Kannur.



Ramada Resort won medals at the Kerala Culinary Challenge 2016, organised by Hotel Tech from May 22-24, 2016. Rajarajan P and Dileesh won the gold medal, Silas Gurung won the Silver medal, and Bikal was awarded the bronze medal



Synthite Kadayiruppu received a Business Award from Cochin Port Trust for highest number of customs clearance in 2015-16. Mr K Gnana Vadivel, SVP - Operations and Mr. Ramanathan TL, DGM- Logistics & Operations receiving the award from Mr Paul Antony, IAS, Chairman, Cochin Port Trust



Synthite Harihar bagged the Export Excellence Award instituted by the Federation of Karnataka Chambers of Commerce & Industry in the "District Category" for 2015-16

**BEST
CIRCLE**



April and June – MACE
(Production plant 1, 2 & 3)



Best Circle
Leader - June
Anish Peter



Symega Flavours has been awarded the FACT MKK Nair Productivity Award for the year 2015-16 by the Kerala State Productivity Council in the category of medium industries. The Symega team receiving the award from Industries Minister Mr. EP Jayarajan



Ms Nidhi Chitlangia, Marketing Technologist, Symega Flavours won second prize for the poster and cartoon competition organised by Kerala State Productivity Council. Ms Chitlangia receiving the prize from Industries Minister Mr. EP Jayarajan.



May – Diamond (QC- QA)



Mr. Ninan Philip, Director speaking about employee involvement through OPLs & Kaizens



Sr. V P Operations – Mr. K Gnana Vadivel felicitating employees who successfully completed the 5S Auditor course



China Spice conference, 2016 was held on June 20 - 22 in Haikou, the capital of Hainan province. Delegates from various countries including USA, UK, Europe, India, Sri Lanka, Cambodia, and China attended the conference that was organised by the Ministry of Commerce, PRC. Mr. Sreekumar Methil, Country Head- Synthite China addressed the conference. Synthite China were co-sponsors of the event.



World Environment Day celebrations organized by Team Ramada at L P School, Kumbalam

Mr. CV Jacob, Chairman planting a sapling at Synthite Kadayiruppu as part of the World Environment Day celebrations



Synthite joined the Environment day Celebrations at Kadayiruppu Govt. Higher Secondary School and distributed 100 saplings

Environment Day celebrations at Synthite Marudur



Environment Day celebrations at Synthite Ongole



Mr. Alphonsus Stoelinga, Ambassador of the Kingdom of the Netherlands inaugurating our new office in Delhi on April 12, 2016 in the presence of DMD, Dr Viju Jacob

