

“What a Person’s mind can
conceive & believe,
it can achieve!”

— SHARE & CARE —

APRIL 2018



BY SRI PADHMAM CONSULTANCY & TRAINING

Sri Padhmam

Greetings ! We are delighted by your encouraging feed-back given to us ! Thanks a lot !

We are also introducing, a new vertical now. Implementation !!



Yes! Our 100% video based e-Learning courses are now available for your repeated usage in the form of DVD's & Pen drives. Our team is preparing to support the implementation too !

Virtually, we will be available at your place to support for the skill development. We are also coming out soon on **Advanced FMEA and the expected changes for the implementation, with a clear linkage to IATF 16949:2016, a new course !**

Long way to travel along with you, with you trust in us and the continued support by you all !

Let us all become the fittest for succeeding still better !!!

Sincerely yours,

A V Manivannan
Managing Partner

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TOP PERFORMERS

Poka Yoke: Error Proofing

Coordinated by:
Ms. Lakshmi & Team

Public Program- Chennai



Mr. P Jaya Kumar of Phorotech Surfin (India) Pvt Ltd,

Mr. S.Palani of Brakes India,

Mr. K.Chiti Babu of Brakes India.

TOP PERFORMERS

Auditing the Automotive Core
Tools as per IATF 16949

Coordinated by: Mr. Velu & Team

Comstar Automotive - Chennai



Mr. Suresh,

Mr. Harish R

TOP PERFORMERS

APQP & PPAP

Coordinated by:
Ms. Kavitha & Team

Sundram Fasteners Ltd
Pondyicherry



Mr. Babu G,

Mr. Gopinath P,

Mr. Ramkumar K

TOP PERFORMERS

Statistical Process Control (SPC)

Coordinated by:
Mr. T Ramalingam & Team

Royal Enfield - Chennai



Mr. Pradeep Kumar,

Mr. Narayanan P,

Mr. Ashok Kumar M,

Mr. Karthik R

TOP PERFORMERS

Design Of Experiments

Coordinated by:
Mr. R Siva Kumar & Team

Ashok Leyland - Chennai



Mr. SivaKumar R,

Mr. Sivakumar S S,

Mr. Sridharan A P,

Mr. Senthil Kumar S,

Mr. Akhil Jose,

Mr. Lakshmikanth B,

Ms. Jaishree S,

TOP PERFORMERS

Measurement Systems Analysis

Coordinated by: Sri Padhmam & Team

Public Program- Chennai



Mr. Dilli Baskar D of Delphi Tvs Diesel Systems Ltd,

Mr. Satheesh Kumar R of India Japan Lightings pvt Ltd,

Mr. Ravi Kumar Reddy A of Rane Engine Valve Ltd,

Mr. Sajjan Varghese of Krysalis consultancy services Pvt Ltd

Do you want Inhouse training ?

NEW MODULE!

Workshop on

**APQP & PPAP (as per IATF 16949 : 2016)
with a focus on CSR**

Program Objectives

To familiarize the participants to apply the concepts & Practices of Advanced Product Quality Planning & Control Plan (APQP) 2nd edition – Production Part Approval Process (PPAP) 4th Edition.

To provide the skill sets on new product development through APQP & PPAP methodologies.

Also to familiarize on linkages to IATF 16949:2016 requirements.

COURSE DELIVERABLES

- Origin of APQP
- Basic concepts & Principles
- Linkages to IATF 16949:2016
- Techniques of APQP process
 - Quality Function Deployment (QFD)
 - Error proofing & PDCA cycle
 - Process Flow for Lean management
 - Characteristics matrix
 - M E O S T for product validation
 - Quality plan
 - Gantt chart
 - Quality planning sign-off
- Phase 4 of APQP : Linkage to PPAP
- Successful PPAP through structured APQP Process
- Five Phases of APQP – with exercises
- Control plan - Creation & management
- PPAP – How to interpret & Implement ?
- Situations Analysis on PPAP

Contact us

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STATISTICAL TOOLS

A Close look !

We are offering many Statistics based Workshops such as Statistical process control, Six Sigma awareness, Control Charts, Capability studies and Design of Experiments (Shainin).

This exercise will help those who had undergone the above mentioned programs by us !

Special Exercise for the Practitioners of Statistics !



Statistical Tools : A Close look

VI

#	Statistical Tool	Focus Point	Please select the best Option & Circle		
			Option A	Option B	Option C
1	Normality Test	Closely related to	Best fit curve	Correlation of Data points	Median Statistics
2	Histogram	Increment computation	R / k	R / R bar	R / r
3	Variable search	Sub-tool	Histogram	Sigma Computation	Ishikawa diagram
4	Full Factorial - Anova	Focus & avoid	Data collection	Noise Factors	Data analysis
5	B vs C	Another name	Six Pack study	Homogenization Study	Pre-control Chart
6	Sigma Computation	Method on Bought out parts	Range method	Summation Method	Both A & B

LEADERSHIP

(Born to lead)

Emotional Intelligence in Leadership

Learning How to Be More Aware

When you think of a "perfect leader," what comes to mind?

You might picture someone who never lets his temper get out of control, no matter what problems he's facing. Or you might think of someone who has the complete trust of her staff, listens to her team, is easy to talk to, and always makes careful, informed decisions.

These are qualities of someone with a high degree of emotional intelligence.

In this article, we'll look at why emotional intelligence is so important for leaders – and how you, as a leader, can improve yours.

What Is Emotional Intelligence?

Emotional intelligence or EI is the ability to understand and manage your own emotions, and those of the people around you. People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people.

For leaders, having emotional intelligence is essential for success. After all, who is more likely to succeed – a leader who shouts at his team when he's under stress, or a leader who stay in control, and calmly assesses the situation?

According to Daniel Goleman, an American psychologist who helped to popularize emotional intelligence, there are five key elements to it:

1. Self-awareness.
2. Self-regulation.
3. Motivation.
4. Empathy.
5. Social skills.





The more that you, as a leader, manage each of these areas, the higher your emotional intelligence. So, let's look at each element in more detail and examine how you can grow as a leader.

Emotional Intelligence in Leadership

1. Self-awareness

If you're self-aware, you always know how you feel, and you know how your emotions and your actions can affect the people around you. Being self-aware when you're in a leadership position also means having a clear picture of your strengths and weaknesses, and it means behaving with humility.

So, what can you do to improve your self-awareness?

- **Keep a journal** – Journals help you improve your self-awareness. If you spend just a few minutes each day writing down your thoughts, this can move you to a higher degree of self-awareness.
- **Slow down** – When you experience anger or other strong emotions, slow down to examine why. Remember, no matter what the situation, you can always choose how you react to it.

2. Self-regulation

Leaders who regulate themselves effectively rarely verbally attack others, make rushed or emotional decisions, stereotype people, or compromise their values. Self-regulation is all about staying in control.

This element of emotional intelligence, according to Goleman, also covers a leader's flexibility and commitment to personal accountability.

So, how can you improve your ability to self-regulate?

- **Know your values** – Do you have a clear idea of where you absolutely will not compromise? Do you know what values are most important to you? Spend some time examining your "code of ethics."



If you know what's most important to you, then you probably won't have to think twice when you face a moral or ethical decision – you'll make the right choice.

- **Hold yourself accountable** – If you tend to blame others when something goes wrong, stop. Make a commitment to admit to your mistakes and to face the consequences, whatever they are. You'll probably sleep better at night, and you'll quickly earn the respect of those around you.
- **Practice being calm** – The next time you're in a challenging situation, be very aware of how you act. Do you relieve your stress by shouting at someone else? Practice deep-breathing exercises to calm yourself. Also, try to write down all of the negative things you want to say, and then rip it up and throw it away. Expressing these emotions on paper (and not showing them to anyone!) is better than speaking them aloud to your team. What's more, this helps you challenge your reactions to ensure that they're fair!

3. Motivation

Self-motivated leaders work consistently toward their goals, and they have extremely high standards for the quality of their work.

How can you improve your motivation?

- **Re-examine why you're doing your job** – It's easy to forget what you really love about your career. So, take some time to remember why you wanted this job. If you're unhappy in your role and you're struggling to remember why you wanted it, try the **Five Whys** technique to find the root of the problem. Starting at the root often helps you look at your situation in a new way.
- **Know where you stand** – Determine how motivated you are to lead.
- **Be hopeful and find something good** – Motivated leaders are usually optimistic, no matter what problems they face. Adopting this mindset might take practice, but it's well worth the effort.





Every time you face a challenge, or even a failure, try to find at least one good thing about the situation. It might be something small, like a new contact, or something with long-term effects, like an important lesson learned. But there's almost always something positive, if you look for it.

4. Empathy

For leaders, having empathy is critical to managing a successful team or organization. Leaders with empathy have the ability to put themselves in someone else's situation. They help develop the people on their team, challenge others who are acting unfairly, give constructive feedback, and listen to those who need it.

If you want to earn the respect and loyalty of your team, then show them you care by being empathic.

How can you improve your empathy?

- **Put yourself in someone else's position**
- **Pay attention to body language**
- **Respond to feelings**

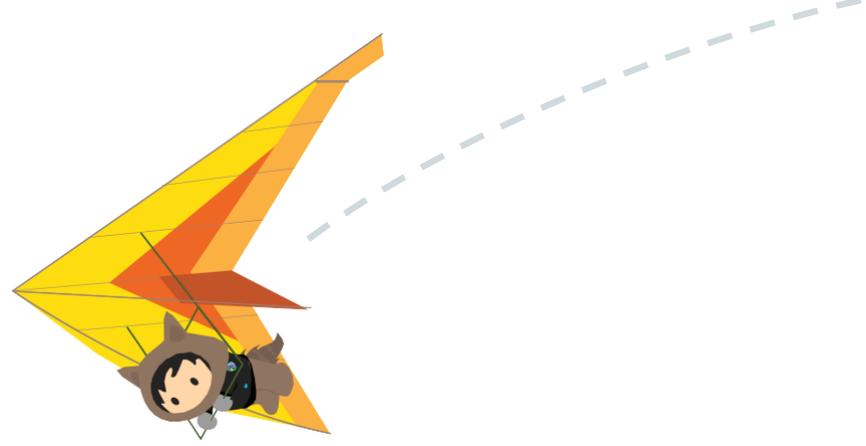
5. Social Skills

Leaders who do well in the social skills element of emotional intelligence are great communicators. They're just as open to hearing bad news as good news, and they're expert at getting their team to support them and be excited about a new mission or project.

So, how can you build social skills?

- **Learn conflict resolution**
- **Improve your communication skills**
- **Learn how to praise others**





Thought For the Month !

There are known knowns. These are things we know that we know. There are known unknowns. That is to say, there are things that we know we don't know. But there are also unknown unknowns. There are things we don't know we don't know.

Donald Rumsfeld



TIME MANAGEMENT

(PLAN YOUR TIME, PLAN YOUR LIFE)

5 Tips to Be an Expert at Managing Your Time

Because successful people are organized people.

Do you have too much to do and too little time? Of course! The most common form of stress that professional people experience is the feeling of being overwhelmed with too much to do and too little time to do it in. It's called "time poverty" and it's the biggest single problem facing most people today. Things like budget limitations, staff cutbacks, competitive pressures force individuals to take on more and more work.

The key to becoming more efficient and relieving that stress is the ability to set priorities and the ability to focus on one task at a time. Here are five ways to get organized and get started:

1. Be open to new ideas.

The most foolish person of all is either the person who feels he has no time to learn about time management or, even worse, the person, while being overwhelmed with work, feels that she already knows all that's needed to know on the subject.

2. Learn from the experts.

Success leaves tracks. A wise man, who had studied success for more than 50 years, once concluded that the greatest success principle of all was, learn from the experts. If you want to be a big success in any area, find out what other successful people in that area are doing—and do the same things until you get the same results. Study the interviews, speeches, biographies and autobiographies of successful men and women. You'll find that they all had one quality in common: They were all described as being "extremely well organized."

There is probably no other skill that you can learn that will give you a "bigger bang for the buck" than to become extremely knowledgeable and experienced in using time management practices. So read the books, the articles, listen to the audio, take the courses. Then, practice, practice, practice every day until you master those skills.

3. Develop a plan.

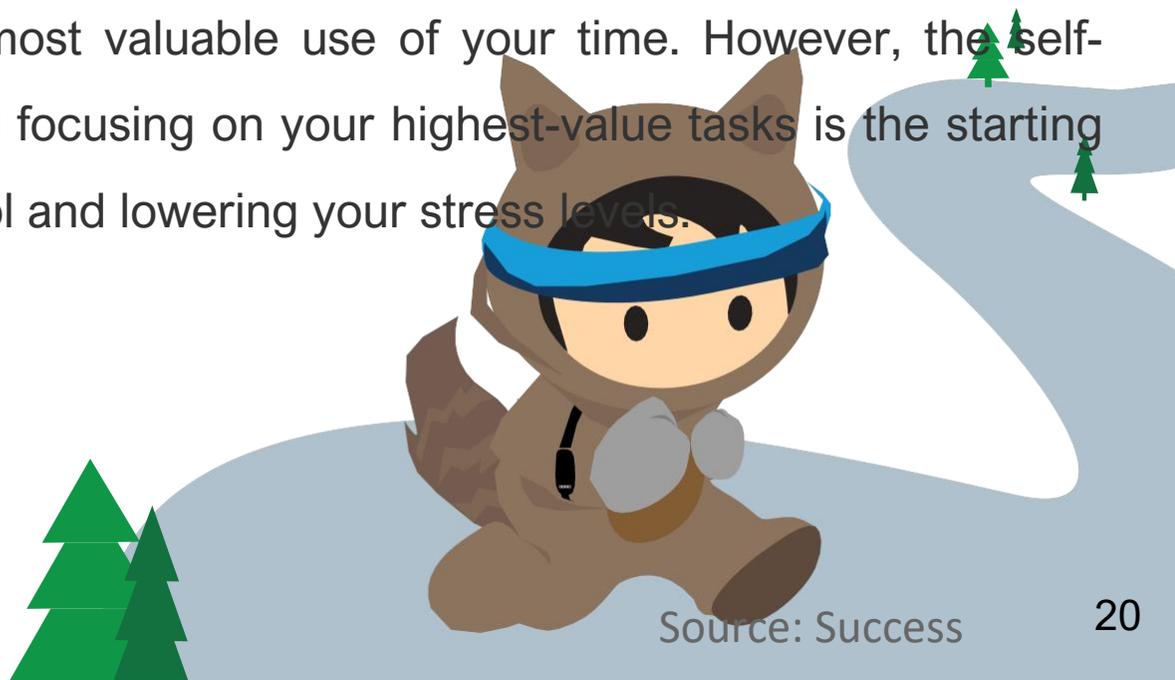
Successful men and women are both effective and efficient. They do the right things, and they do them in the right way. They are constantly looking for ways to improve the quality and quantity of their output. Develop a plan, Then decide what is the most important thing to do, and then decide how to do it.

4. Set priorities.

Since there is never enough time to do everything that needs to be done, you must continually set priorities on your activities. Perhaps the best question you can memorize and repeat is, What is the most valuable use of my time right now?

5. Focus on one task.

Start with your top tasks. The natural tendency is to major in minors and clear up small things first. After all, small things are easier and they are often more fun than the big, important things that represent the most valuable use of your time. However, the self-discipline of organizing your work and focusing on your highest-value tasks is the starting point of getting your time under control and lowering your stress levels.





Program Topic

8D PROBLEM SOLVING METHODOLOGY

Resource Person : A V Manivannan, Principal Consultant & Trainer

Practical exposure to familiarize the participants to understand and apply the 8D Problem Solving Methodology of Structured Problem solving, for a detailed analysis at their end and at their Suppliers' end too.

Get your **Certificate** after successful completion of the course

Program Date & Time : 25-04-2018 (Wednesday) & 26-04-2018 (Thursday) [2 days] 09.00 am to 05.00 pm

Target Participants : Engineers & above - from QA, SQA, Manufacturing ,NPD & other engineering functions

Date	Course Deliverables
25 th April 2018 (Wednesday)	<ul style="list-style-type: none"> ✓ Introduction to 8D Methodology ✓ Origin of 8D approach ✓ Customer Focused PDCA cycle ✓ Linkage of 8D to ISO & TS Standards ✓ Advantages & Challenges in 8D ✓ Each D and the activities in each D ✓ Types of Root-causes ✓ Implementation of Remedial actions ✓ Statistical tools related to each D ✓ Analytical tools : A Practical look ✓ Handling the Side-effects ✓ Standardization : Ways and means
&	
26 th April 2018 (Thursday)	

Program Fee: ~~Rs. 4500~~ Rs.4,200/- (incl. GST) per participant
(Complementary Work book, Stationary, Refreshments & Lunch)

Corporate offers :

No. of participants	Program fee (incl. GST)
3 employees from the <u>same</u> company	Rs.3,900/- per head
4 to 6 employees from the <u>same</u> company	Rs.3,700/- Per head

Venue:

JP HOTEL
1131, Inner Ring Road, Koyambedu.
Opposite CMBT Bus Stop.

Last date of Registration: 23-04-2018 (Monday)

Sri Padhmam e-Learning

100% video based training at our e-learning centre

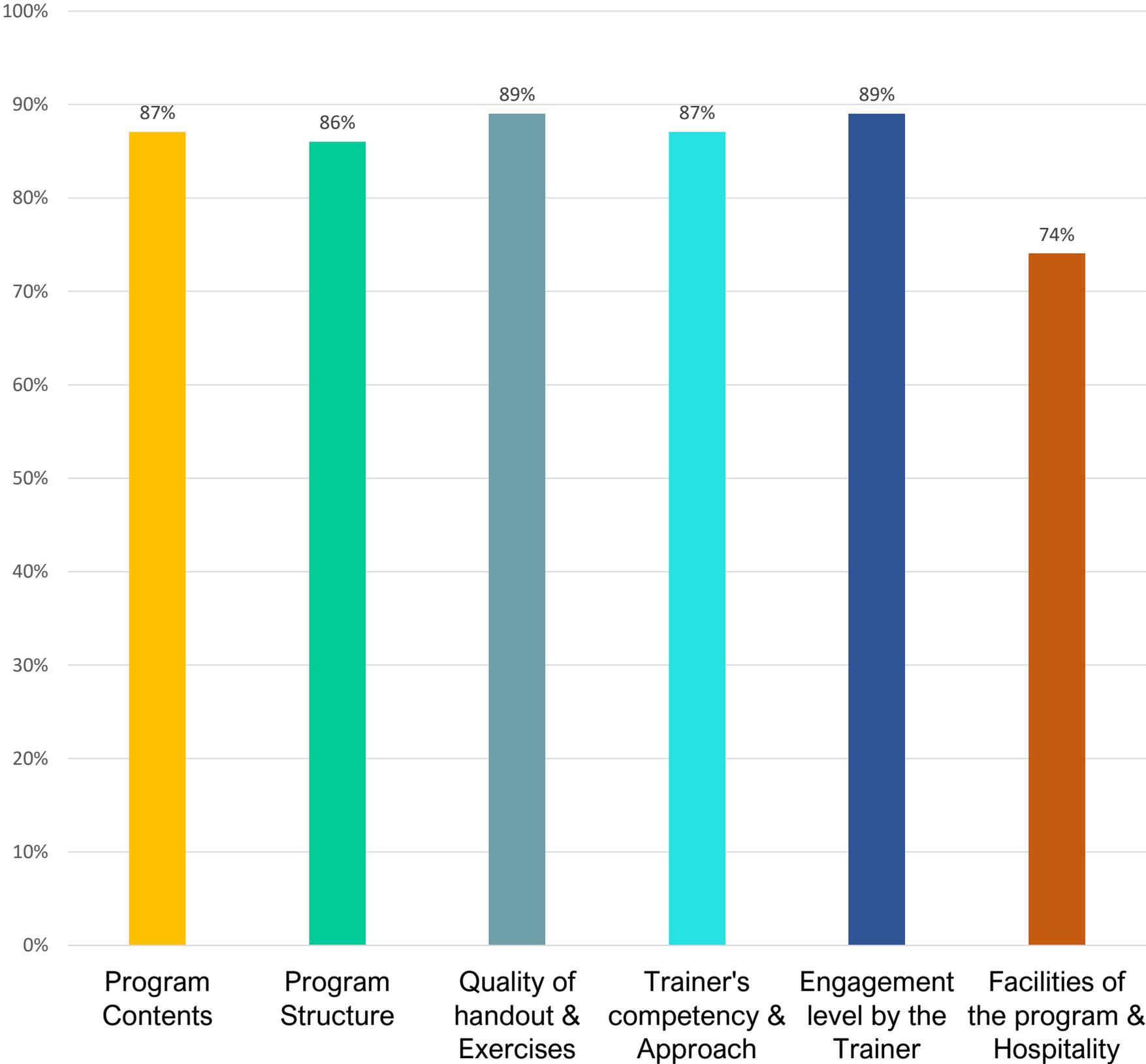


Mr. Rahul

Successfully completed the course of
Analytical Tools for Improvements Stage-2
(Passed with Distinction)

Public Program Feedback – March 2018

Measurement Systems Analysis



Tools Used in FMEA

Tools

This article provides a summary of the most often used tools in the problem-solving process. The problem solving process was defined as an eight-stage process.

1. Identify
2. Scope
3. Define
4. Analyse
5. Implement
6. Evaluate
7. Follow-up
8. Continually improve

Affinity diagram:

A number of small cards (1" * 3") each inscribed with an idea or solution. The affinity diagram is based on brainstorming and a cause-and-effect diagram.

What it does:

Tools that is useful when

1. Facts/thoughts are in chaos
2. A breakthrough in traditional concepts is needed.
3. Support for justifying a proposed implementation is needed.

When to use it:

Stage 1: Identify

Stage 2: Define

Stage 3: Analyze

Box and Whisker Plots:

Alternative to a histogram. Has appearance of a rectangle (the box) with a horizontal and a vertical line passing through its center and extending outside the box (the whisker).



When it does: Displays the main features of a data set and permits simple comparisons of several data sets.

When to use it:

Stage 4: Analyze

Stage 5: Implement

Stage 6: Evaluate

Brainstorming:

An idea-generating technique that relies on team participation and interaction. All ideas are noted before any less practical ones are discarded.

What it does: Enables a team to create as many ideas as possible in as short a time as possible.

When to use it:

Stage 1: Identify

Stage 5: Implement

Cause and Effect Diagram:

Simple means for finding the causes of an effect (problem) by an individual or a team.

Also known as the fishbone diagram because of its shape.

What it does: Graphically shows the relationship of causes and sub causes to an identified effect. Helps reveal potential root causes.

When to use it:

Stage 4: Analyze

Stage 5: Evaluate

Computer Simulation:

Computer-based technique probably requiring the assistance of operations research to prepare the programs.



What it does: A pictorial representation of an area layout showing the movement of items within the area. A means of solving what-if questions and examining the effects of various related data over long and short-term periods.

When to use it:

Stage 4: Analyze

Stage 6: Evaluate

Stage 7: Follow-up

Stage 8: Continual improvement

Control chart-c:

Standard control chart for the total number of nonconformities, based on a constant sample size.

What it does: Graphically displays stability of process, (for example, total number of errors in a batch of 100 forms rather than just the number of faulty forms.)

When to use it:

Stage 4: Analyze

Stage 5: Implement

Stage 6: Evaluate

Will Continue Further...

Training Calendar

Public Programs @ Chennai, Bangalore 2018 - 2019

Month	Workshop Topic	Duration
Apr 2018	8D Problem Solving Methodology	2 Days
May 2018	Advanced FMEA & Changes for Implementation	1 Day
Jun 2018	Advanced Product Quality Planning (APQP) & Production Part Approval Process (PPAP)	2 Days
Jul 2018	Failure Mode and Effects Analysis (FMEA)	2 Days
Aug 2018	Auditing the Automotive Core Tools as per IATF 16949:2016	2 Days
Sep 2018	Poka Yoke: Error Proofing	1 Day
	Capability Studies	1 Day
Oct 2018	IATF 16949: Internal Auditor	3 Days
Nov 2018	Design of Experiments (DoE-Shainin)	2 Days
	Failure Mode and Effects Analysis (FMEA)	2 Days
Dec 2018	ISO 45001 (HIRA)	1 Day
Jan 2019	IATF 16949: Quality Management Systems	1 Day
Feb 2019	Poka Yoke: Error Proofing	1 Day
	QC Story	1 Day
Mar 2019	Failure Mode and Effects Analysis (FMEA)	2 Days
	ISO 45001 (HIRA)	1 Day

NOTE : To get the Dates and Venue of the above monthly programs, please visit www.sripadmam.com Contact: +91 99621 17222