

Share & Care

December 2025



e-magazine from Sri Padhmam Consultancy & Training
Reaching 26,000 + subscribers

Objective of this initiative :

To disseminate the knowledge to many & to recognize the performance of the toppers during our assignments !

CONTACT INFORMATION

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 +919962117222

 www.sripadhmam.com

 **Sri
Padhmam**
Consultancy & Training

For free circulation only

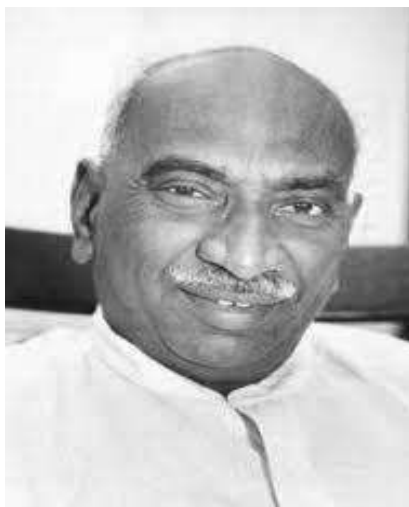
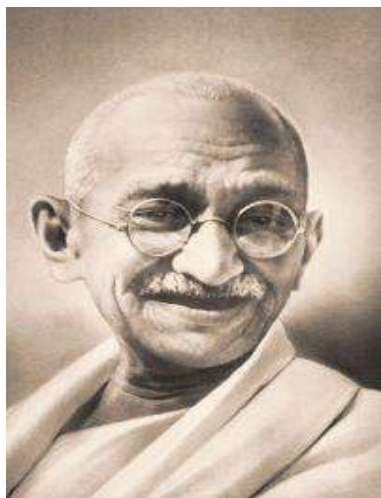


Share &
Care

C O N T E N T S

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We are in a blessed nation !



Say
“NO”
to DRUGS
in any form!



Thirukkural

திருக்குறள்

- ❑ Best suited to any part of the world & any walk of our life !
- ❑ Has no expiry date too !!



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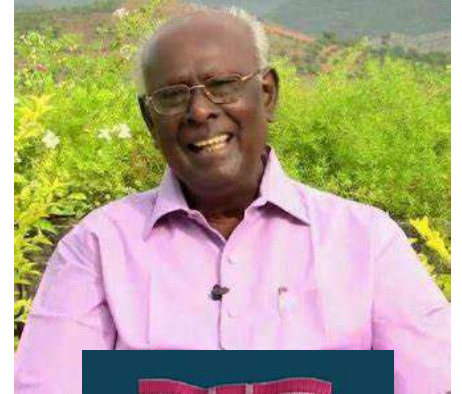
Thirukkural

திருக்குறள்

கண்ணுடைய ரென்பவர் கற்றோர் முகத்திரண்டு
புண்ணுடையர் கல்லா தவர்.

Brief Explanation by 'Padma Shri' Solomon Pappaiah

கற்றவரே கண் உடையவர்;
கல்லாதவரோ முகத்தில்
இரண்டு புண்ணையே
உடையவர்.



Essence in English

The learned are said to have eyes, but the
unlearned have (merely) two sores
in their face.



Thought on “Future ready”

Energy with in us !!!



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Men need to know

It's OK...

To not
be OK

To ask for
HELP

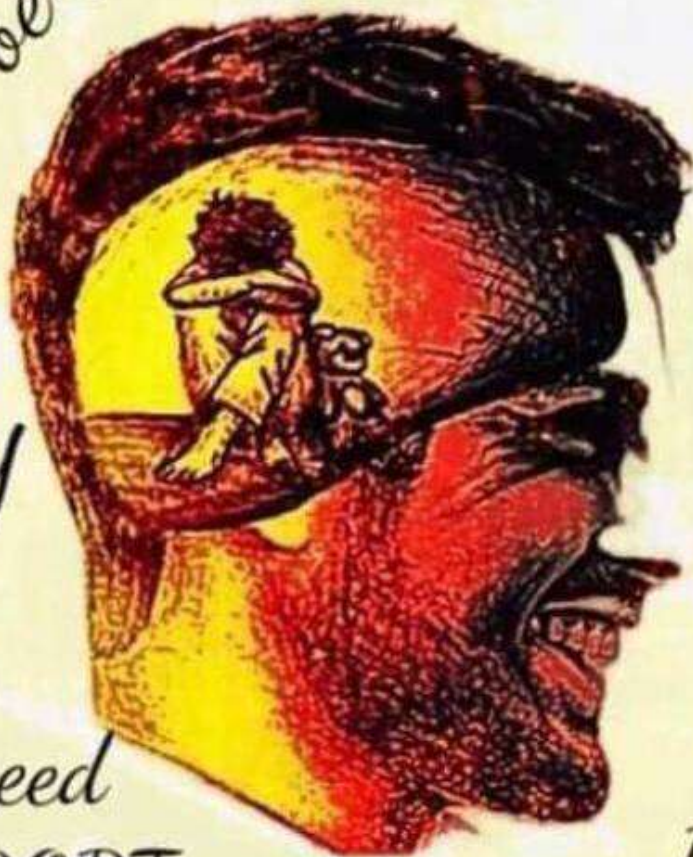
To
CRY

To talk
about
FEELINGS

To need
SUPPORT

To
BREAKDOWN

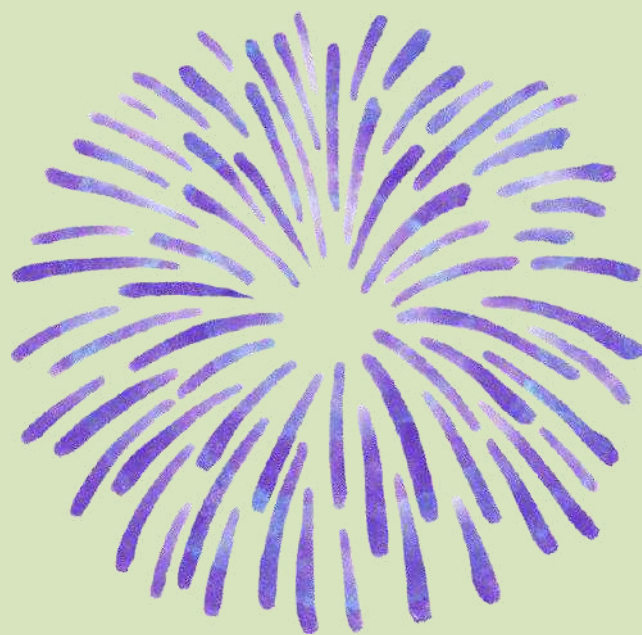
To be
VULNERABLE



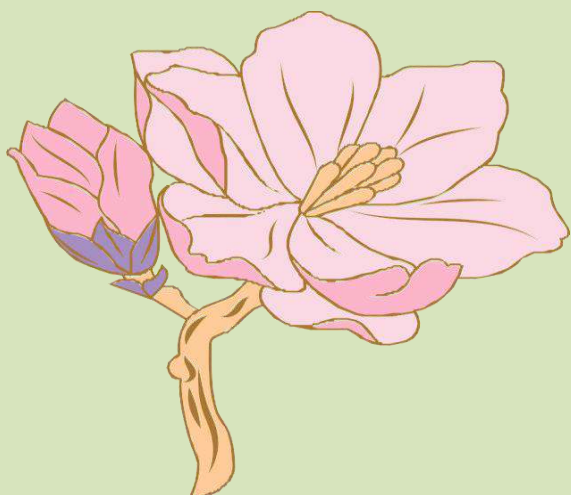
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Wall of fame



Top performers during our assignments !



www.sripadhmam.com

Interim Test 2 : Topper



Online assessment !

Time to celebrate !

Design of Experiments (DoE – Shainin)

Mr. Guhan M S
Polaris, Coimbatore



***"... You have proved your knowledge !
Keep your spirit up ! ... "***

Coordinator

Barath

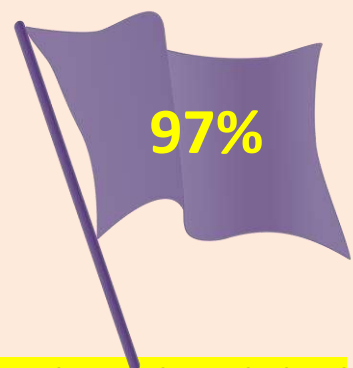
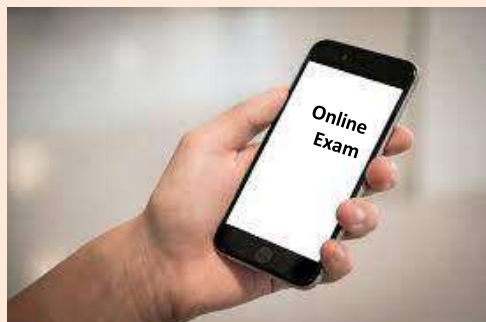


Online assessment !!

Time to celebrate !

IATF 16949 : 2016 Internal Auditor

Mr. Gurudatta G S
Tumkur, Karnataka



**".... You have proved your knowledge !
Keep your spirit up ! ... "**

Coordinator

Bharath

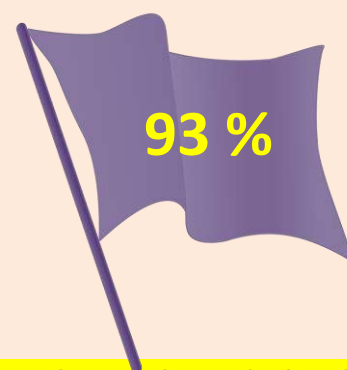
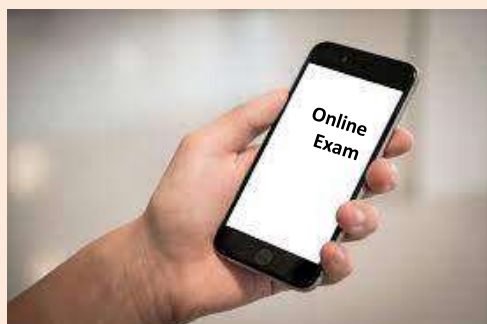


Online assessment !

Time to celebrate !

APQP, Control Plan & PPAP

Mr. Hemakumar
Nelcast Limited



**".... You have proved your knowledge !
Keep your spirit up ! ... "**

Coordinator

Bharath

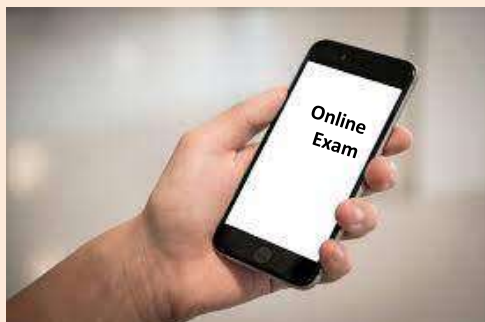


Online assessment !

Time to celebrate !

APQP, Control Plan & PPAP

Mr. Siranjeevi S
Nelcast Limited



*".... You have proved your knowledge !
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Coordinator

Bharath

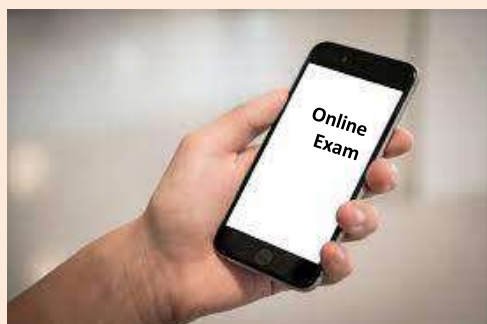


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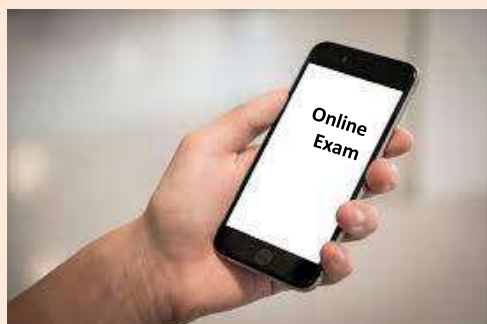


Online assessment !

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APQP, Control Plan & PPAP

Mr. Gurubhaskar P
Nelcast Limited



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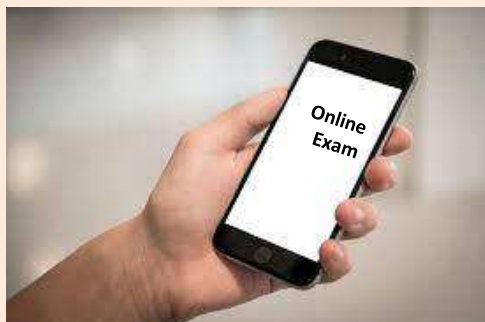


Online assessment !

Time to celebrate !

APQP, Control Plan & PPAP

Mr. Srikanth K
Nelcast Limited



**".... You have proved your knowledge !
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Coordinator

Bharath

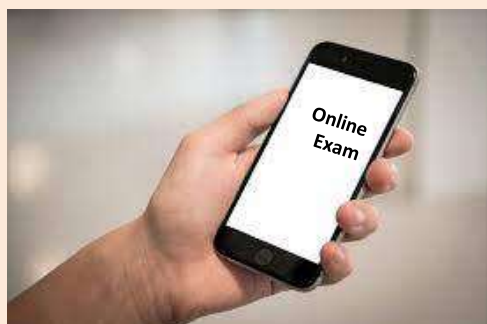


Online assessment !!

Time to celebrate !

Global 8D Problem-solving Process

Mr. Prabhakaran R
Krysalis Consultancy Services,
Chennai



**".... You have proved your knowledge !
Keep your spirit up ! ... "**

Coordinator

Bharath

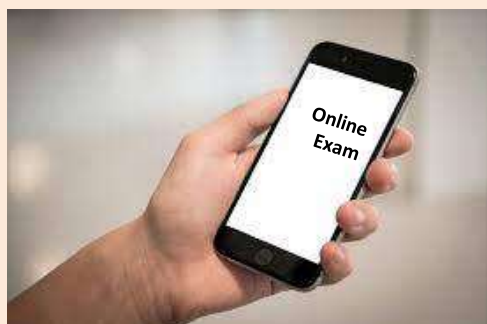


Online assessment !

Time to celebrate !

Global 8D Problem-solving Process

Mr. Arjun N S
Krysalis Consultancy Services,
Chennai



**".... You have proved your knowledge !
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Coordinator

Bharath

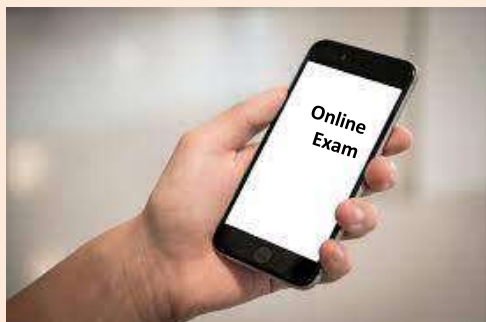


Online assessment !

Time to celebrate !

Global 8D Problem-solving Process

Mr. Mujahid Kamal
Krysalis Consultancy Services,
Chennai



***".... You have proved your knowledge !
Keep your spirit up ! ... "***

Coordinator

Bharath



Mr. Jyotirmaya Das
MRF, Hyderabad

TQM & DWM



***"... You have been the source of energy for me too !
Keep your spirit up ! ... "***

Client	TAFE (Supplier Devp Program) Chennai
Coordinator(s)	Ms. Devi Priya



Mr. Gulam Khatri
Yokohama Tyres, Gujarat

TQM & DWM



*".... You have been the source of energy for me too !
Keep your spirit up ! ... "*

Client	TAFE (Supplier Devp Program) Chennai
Coordinator(s)	Ms. Devi Priya



Mr. Prabhu V
TVS – SFL, Chennai

TQM & DWM



***“... You have been the source of energy for me too !
Keep your spirit up ! ... ”***

Client	TAFE (Supplier Devp Program) Chennai
Coordinator(s)	Ms. Devi Priya



Mr. Sasikumar M

APQP & Control Plan



*".... You have been the source of energy for me too !
Keep your spirit up ! ... "*

Client	Devendra Autocom, Chennai
Coordinator(s)	Mr. Ganesan & Team



Mr. Saravanakumar V

APQP & Control Plan



***"... You have been the source of energy for me too !
Keep your spirit up ! ... "***

Client	Devendra Autocom, Chennai
Coordinator(s)	Mr. Ganesan & Team

10 Rules of Confrontation !!!



[மோதல்] [टकराव]

Confrontation [மோதல்] [टकराव]

Confrontation is very difficult for most people. If you feel uneasy just reading the word *confront*, I'd like to suggest that you substitute the word *clarify*. *Clarify* the issue instead of confronting the person. Then Follow these 10 commandments.

1. Do it privately, not publicly.
2. Do it as soon as possible. That is more natural than waiting a long time.
3. Speak to one issue at a time. Don't overload the person with a long list of issues.
4. Once you've made a point, don't keep repeating it.
5. Deal only with actions the person can change. If you ask the person to do something he or she is unable to do, frustration builds in your relationship.
6. Avoid sarcasm. Sarcasm signals that you are angry at people, not at their actions and may cause them to resent you.
7. Avoid words like *always* and *never*. They usually detract from accuracy and make people defensive.
8. Present criticisms as suggestions or questions if possible.
9. Don't apologize for the confrontational meeting. Doing so detracts from it and may indicate you are not sure you had the right to say what you did.
10. Don't forget the compliments. Use what I call the "sandwich" in these types of meetings: Compliment — Confront — Compliment.

---*Developing the Leader Within You*

*Have courage and confront the person
you have avoided dealing with.*



My learning ! My progress !!

6 insights

Learning from the
Course Videos



My learning ! My progress !!

1. Understood the 4TH edition Key changes
2. Learnt the relationship between MSA and SPC
3. Got a clear insight of Bias, Stability, Linearity, G R&R
4. Step by Step approach on all the Studies makes it easier to understand and apply.
5. Understood the applicability and importance of 't' table and 'Z' table
6. Understood the linkage of MSA with reference to IATF 16949:2016 requirements

Name	R Anantha sayanan
Designation	Group Resident Engineer
Company & Unit	Valeo India Pvt Ltd, Chennai



Disclaimer :

- ❑ The very purpose of this document is to enhance the KNOWLEDGE but not to enhance the COMPETENCE.
- ❑ Competence shall be improved only by Implementing the knowledge gathered from our various initiatives.

Sri Padhmam Consultancy & Training

4.7 ★★★★★ 1,168 Google reviews

Training centre in Chennai, Tamil Nadu

Best wishes !



A V M

How effectively you can complete your task given by your management ?

A simple guide !

Step 1	Understand clearly ‘what is wanted’ by your management !
Step 2	Go to the Gemba , where the data / information is available !
Step 3	Get the REAL data / information; ensure its relevance and accuracy
Step 4	Analyse the data and draw the graph (if so, wanted by your management), preferable manually !
Step 5	Make your clear conclusions !
Step 6	Share it with your management on time, as instructed!

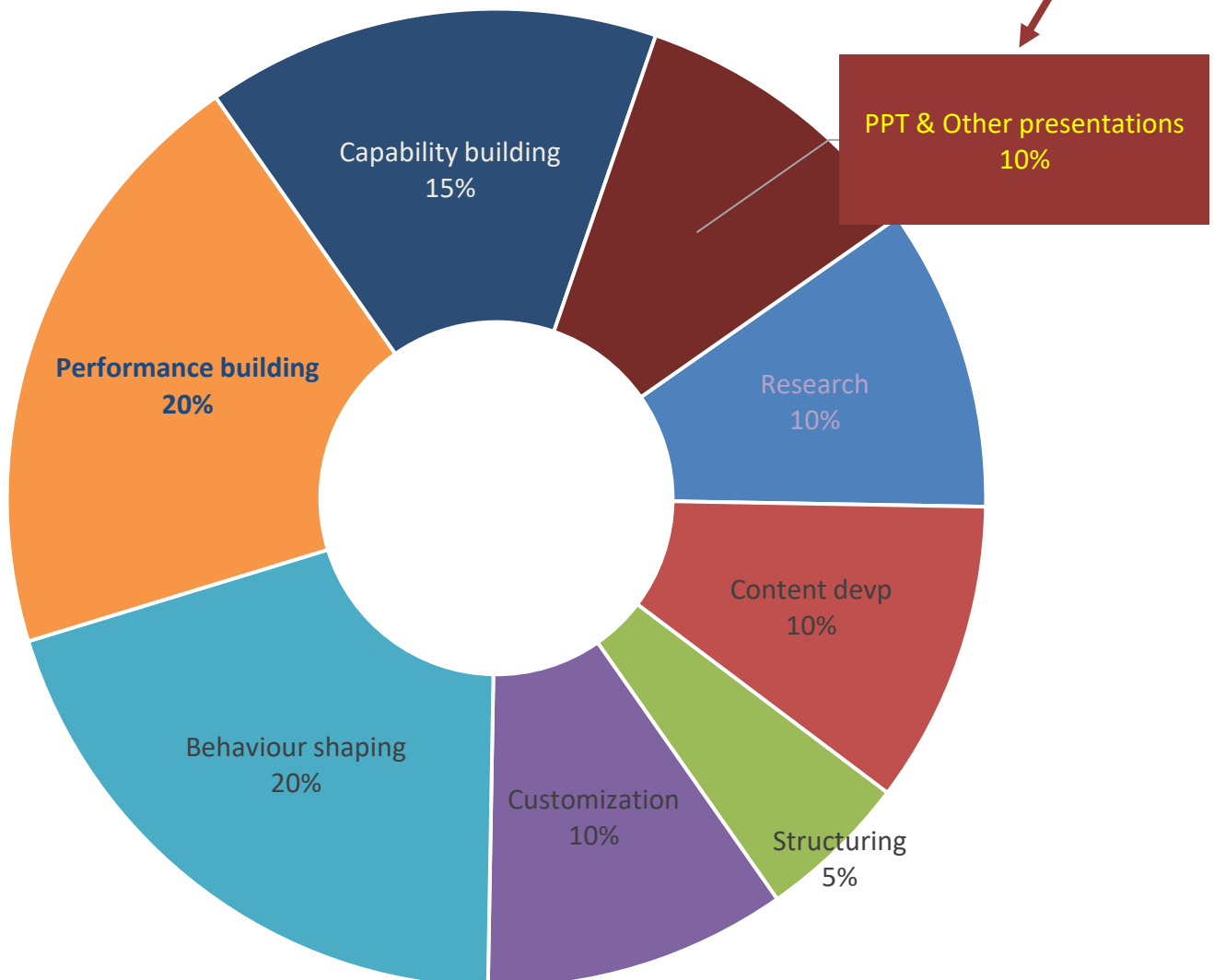
Are you in doubt ?

- *Do not assume !*
- *Clarify with the concerned, before proceeding !*

**Our country is suffering because of
‘ False Assumptions’ ! Let’s stop this !!**

What way Sri Padhmam is different ?

**What is generally seen
outwardly !**





Sri Padhmam's Uniqueness

#	Focus point	Uniqueness
01	Voice of the Learners from the core Engineering & Automotive Supply chains	One of the very few Training Firms in India with 1000+ Google Reviews and 4.5+ Average Review Rating consistently.
02	No. of clients	120+ from different parts of India and some in abroad too.
03	Development of Modules	- Based on the rich experience of 15 years of service. - PPTs themselves are created in an interactive way.
04	Development of Workbook & Exercises	- Workbooks are aligned to the PPTs. - Exercises are application oriented. - The workbook will be a permanent asset with the learners for many years.
05	Implementation experience	- Most of the tools / techniques, (for example FMEA, SPC, Systematic problem solving) have been hand-held as 1000+ projects in various fields. - This treasure of experience will reflect in the training programs as Q & A, Videos, Group discussions++

Greetings !

Have you not taken our Video courses yet ?

Certainly, you are missing something in your career growth !

Please start today !

வாழ்த்துக்கள் !

எங்கள் வீடியோ பாடங்களை நீங்கள் இன்னும் எடுக்கவில்லையா?

நிச்சயமாக, உங்கள் தொழில் வளர்ச்சியில் நீங்கள் எதையாவது இழக்கிறீர்கள்!

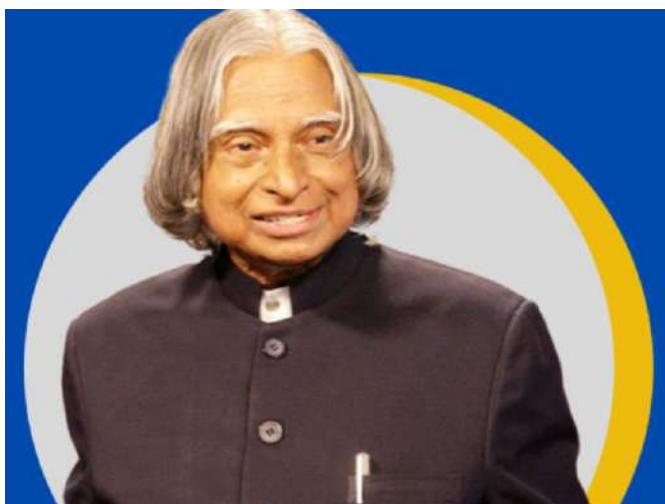
இன்றே தொடங்குங்கள்!

For Video courses : 99621 17222

Do you want to become a
‘World-class person ?’

It simply means

1. Today, I’m a better person than yesterday !
2. I’m a benchmark person to others for the
right causes !



Please think.....

Am I a Quality person ?

Check yourself !



*“How many times
I thank others
in a day ?”*



Quality is free indeed !



Learning Management System (LMS)

**Create your own
Training modules in the
Video form**

- Customized with your organization's processes
- Videos with your organization members' participation
- Structured with many case analysis & assessments
- Train your internal Trainers with our expert knowledge
- Will help for many decades !

For further details

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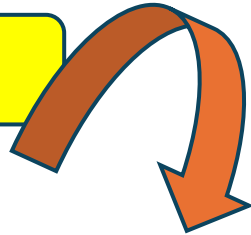
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CERTIFICATION COURSE ON **IATF 16949 : Internal Auditing**

Course details	
No. of Session videos (Recorded Video Course)	15
Total duration of the entire Course	20 hours (approx)

Course validity	2 months (you can access all the videos at any time for 60 days)
Course fee	Rs. 2700/- INR

You may enrol today and proceed !



For any more clarifications, contact us :

+ 91 99621 17222 (or)

support@sripadhmam.com

The Mirror Image



www.sripadhmam.com

Design of Experiments (DoE-Shainin)

- ☐ This is the first time I am attending the course on DoE.
- ☐ Mr. AVM made me to learn & it gives an Enthusiasm to continue my learning and implementing in my processes.
- ☐ A very few Tutors are available who can share and transfer their knowledge to society.
- ☐ Mr. AVM is one among them & I am fortunate to learn from him !

M. Sankar Kesavan

DGM - QA

The Supreme Industries Ltd,
PPD Division, Hosur



Sri Padhmam Consultancy & Training

4.7 ★★★★★ 1,168 Google reviews

Training centre in Chennai, Tamil Nadu



VDA FMEA (Process) (Latest version)

Excellent Experience !!!



Sri Padhmam Consultancy & Training

4.7 ★★★★★ 1,190 Google reviews

Training center in Chennai, Tamil Nadu



Design of Experiments (DoE-Shainin)

- ❑ A great training program with extraordinary interaction with all the participants.
- ❑ I have never felt it like an Online training program.



Hemakumar, Nelcast, Ponneri

**Sri Padhmam Consultancy &
Training**

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Training centre in Chennai, Tamil Nadu



Process FMEA (VDA FMEA)

- Recently on 7th September 2025, I attended the Recorded Video session of VDA FMEA.
- The course content & the way of proceeding the Training was amazing.
- Absolutely I couldn't find any difference between Sri Padhmam's face to face Training and the Training through Recorded Video.
- Throughout the Training Program, Mr.AVM kept all the participants in a vibrant mode.
- Whoever feels that they don't have time to attend his direct Program or even his Online Live programs, can use this opportunity (Recorded Video program)
- As a conclusion, simply it's a Rocking Performance by our Guru Mr.AVM

Thanks, and regards



S Srinathan, BSI India Pvt Ltd
IATF 16949 - Technical Reviewer



Quality Skills for 2030 : A quick look



QUALITY SKILLS FOR 2030

The Evolving Skill Map for Quality Professionals

Core Skills

(Timeless & Fundamental)

Bedrock of any quality role and essential in every era

- Problem Solving (8D, DMAIC, A3)
- Root Cause Analysis (5 Why, Ishikawa)
- APQP / PPAP / FMEA expertise
- Process Auditing (IATF / ISO)
- SPC & MSA
- Customer complaint handling
- Calibration & Traceability
- Control Plan and Process Standardization

Steady Skills

(Slowly Evolving but Still Relevant)

Useful but not changing rapidly, need periodic updates

- Internal Auditor Skills
- Risk-Based Thinking (ISO 9001:2015)
- Document & Change Control
- Training & Competency Matrix
- Supplier Quality Audits
- Cost of Quality (CoQ) Management
- Non-Conformance Management
- Lean Six Sigma

Future-Ready Skills

(High-Growth & Emerging)

These will define quality leadership in Industry 4.0 & 5.0.

- Data Analytics & Power BI
- AI/ML in Quality Monitoring
- Digital Twin & IoT-enabled Processes
- Sustainability & Green Quality
- Cybersecurity in Quality Systems
- Agile Quality Management
- Remote & Integrated Auditing
- Predictive Quality using Big Data
- Quality in Software/Embedded Systems

Fading Skills

(Losing Relevance or Becoming Automated)

These are being phased out, automated, or absorbed by tech/systems.

- Manual Data Entry & Inspection
- Paper-based Quality Records
- Standalone Excel Analysis
- Over-reliance on Visual Checks
- Redundant Report Writing
- Manual Document Control
- Isolated Quality (not integrated into business strategy)
- Tribal Knowledge Without Standardization