

# Share & Care

January 2026



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

 [support@sripadmam.com](mailto:support@sripadmam.com)

 +919962117222

 [www.sripadmam.com](http://www.sripadmam.com)

 Sri  
**Padhmam**  
Consultancy & Training

For free circulation only

# Share & Care



Wish you for a  
Happy & Progressive new year, 2026 !



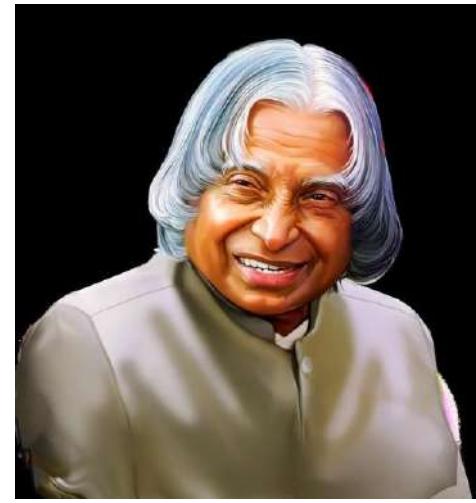
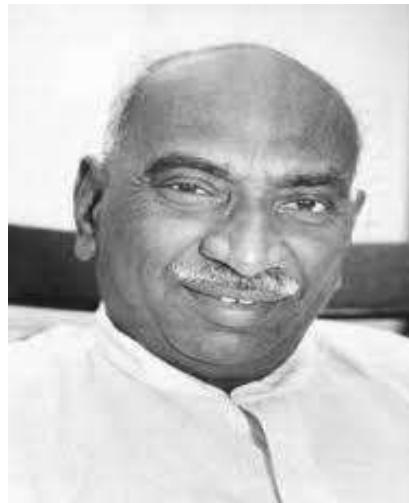
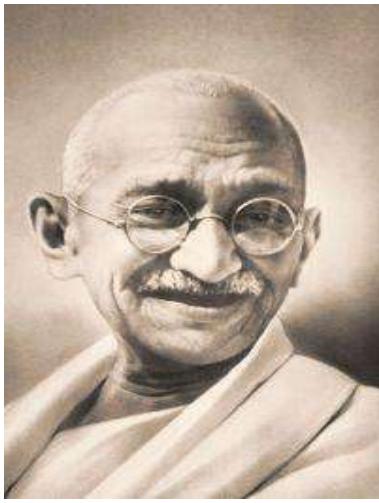
**Sri**  
**Padhmam**  
Consultancy & Training



# CONTENTS

1. Thirukkural..... *Page 03*
2. Thought on “Future ready” ..... *Page 05*
3. Wall of fame ..... *Page 07*
4. Ten rules of Confrontation ..... *Page 29*
5. Six insights on MSA..... *Page 31*
6. How effectively you can complete your task ? ..... *Page 34*
7. Sri Padhmam’s Uniqueness..... *Page 35*
8. World Class person ..... *Page 38*
9. Am I a Quality person ? ..... *Page 39*
10. Learning Management System ..... *Page 40*
11. Mirror Image ..... *Page 42*
12. Quality Skills 2030..... *Page 46*

We are in a blessed nation !



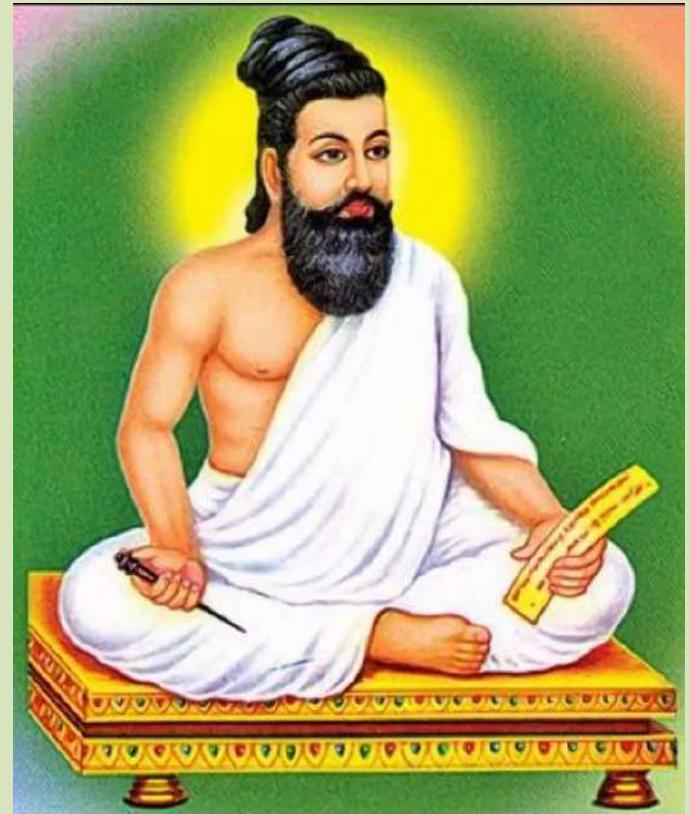
Say  
“NO”  
to DRUGS  
*in any form!*



# Thirukkural

திருக்குறள்

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



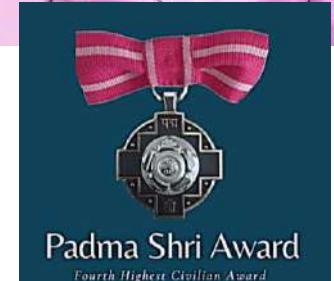
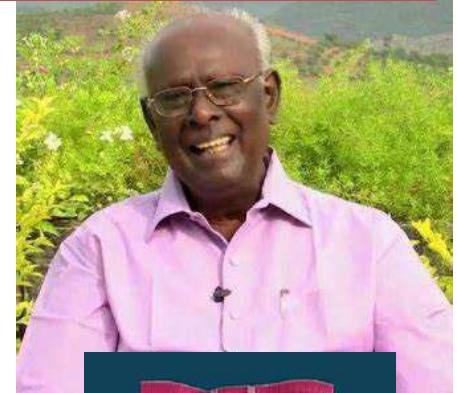
# Thirukkural

திருக்குறள்

இலனென்று தீயவை செய்யற்க செய்யின்  
இலனாகும் மற்றுப் பெயர்த்து

Brief Explanation by 'Padma Shri' Solomon Pappaiah

தன் ஏழ்மையைப் போக்கப்  
பிறர்க்குத் தீமை செய்யாதே,  
செய்தால் மேலும் ஏழை  
ஆவாய்..



Essence in English

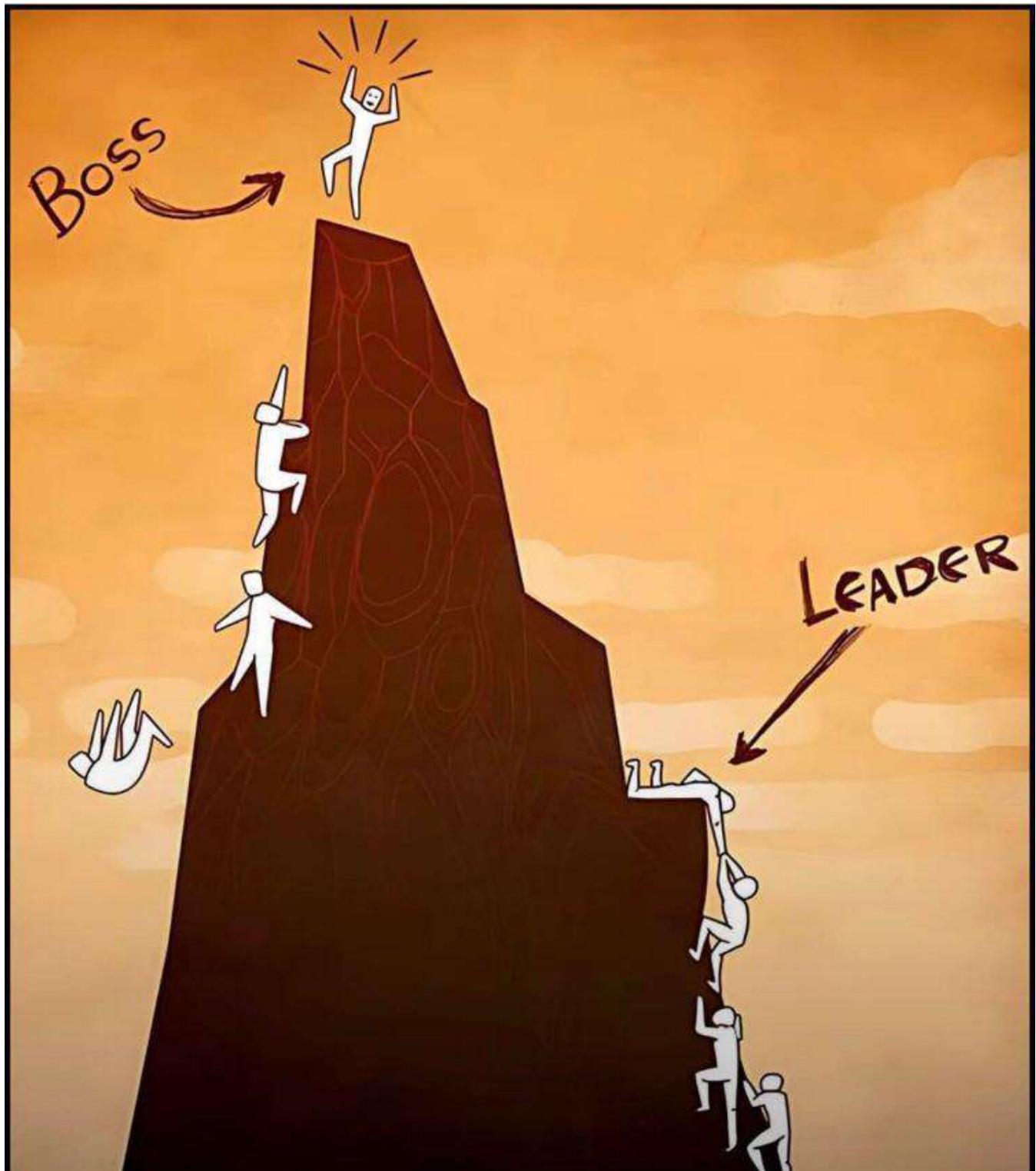
Do not harm others to remove your own  
poverty; For if you do, you will become  
even poorer.



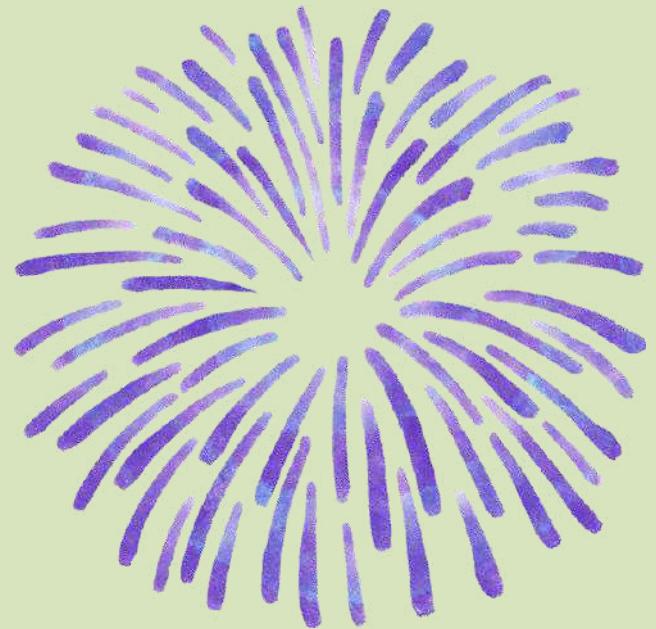
# Thought on “Future ready”

Energy with in us !!!

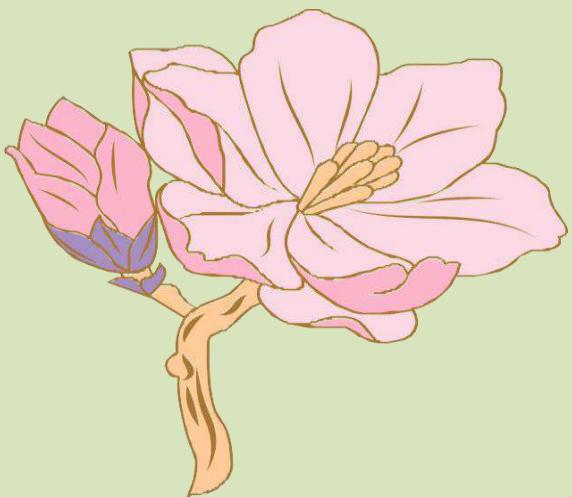




# Wall of fame



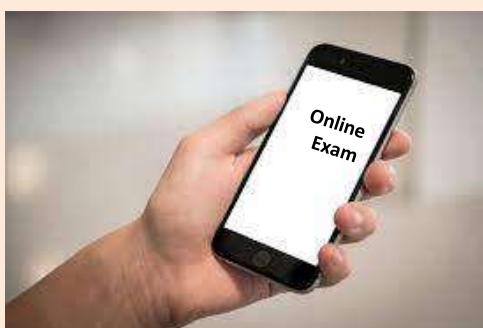
Top performers during our assignments !





Process FMEA : AIAG-VDA Latest version

**Mr. Saravanan Rajasekaran**  
**Industrial Rubber Products,**  
**Chennai**



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

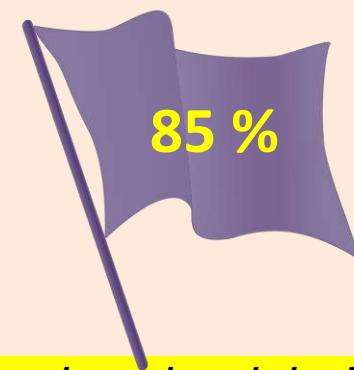
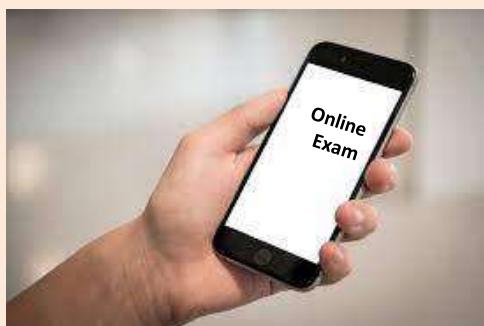
**Coordinator**

**Bharath**



Process FMEA : AIAG-VDA Latest version

**Mr. Tamilvasagan Palanisamy  
Industrial Rubber Products,  
Chennai**



*“.... You have proved your knowledge !  
Keep your spirit up ! ... ”*

**Coordinator**

**Bharath**

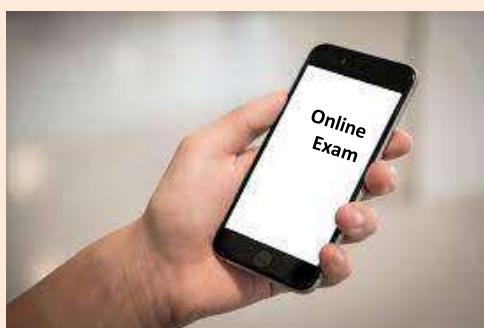


Online assessment !

Time to celebrate !

## Global 8D : PSP workshop

**Mr. Jayasurya K  
Industrial Rubber Products,  
Chennai**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

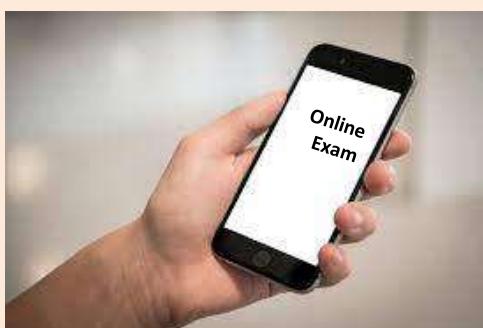
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Siva J  
Industrial Rubber Products,  
Chennai**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

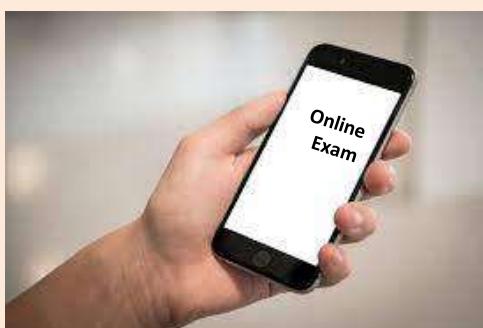
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

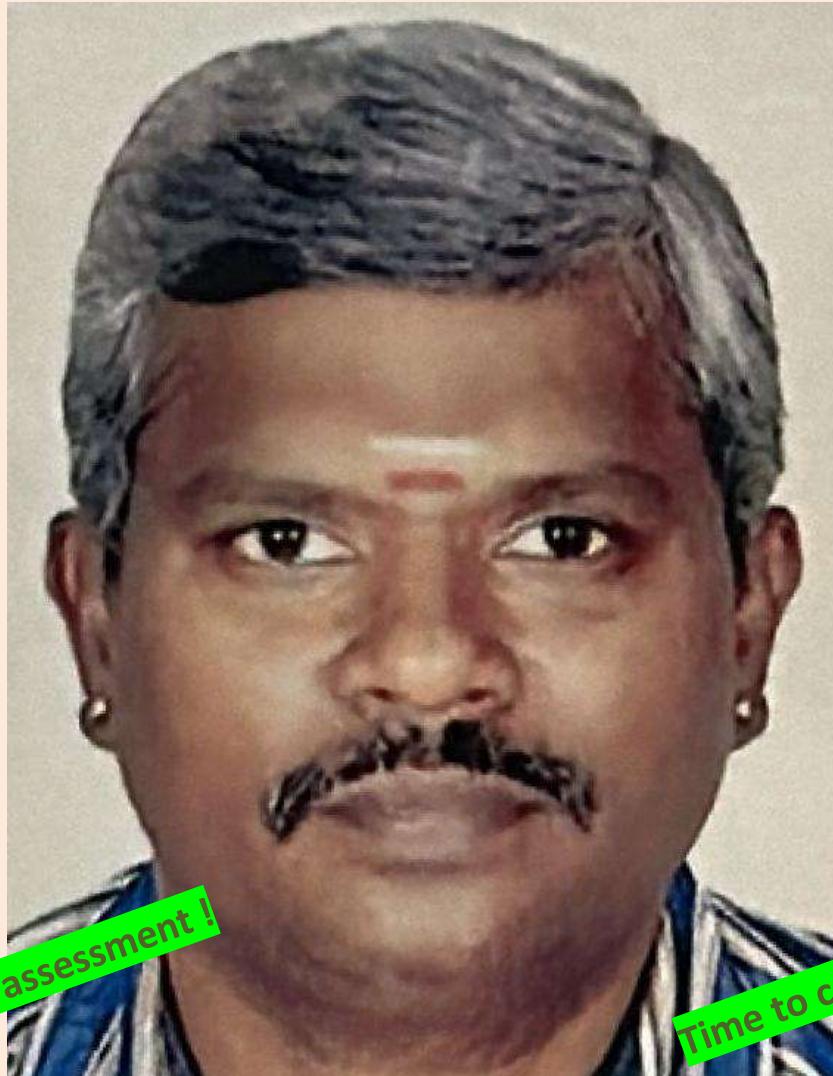
**Mr. Karthikeyan S  
Industrial Rubber Products,  
Chennai**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

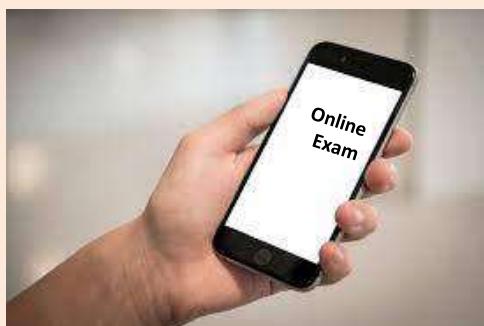
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Sajay Kumar G**  
**G.A.Industries,**  
**TAFE's Supplier Partner**



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

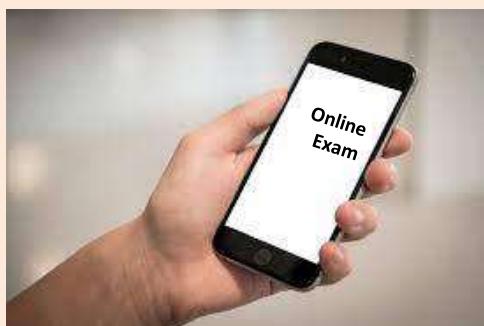
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Harikrishna Yadav A V**  
**Vibgyor Automotive,**  
**TAFE's Supplier Partner**



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

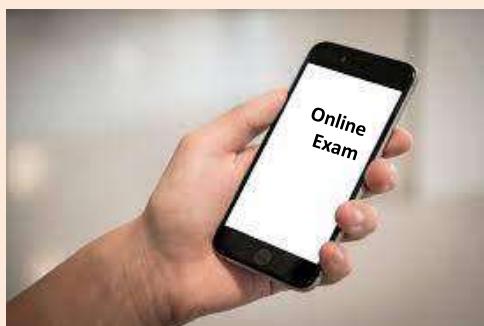
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Ramachandran M**  
**Sunfab,**  
**TAFE's Supplier Partner**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

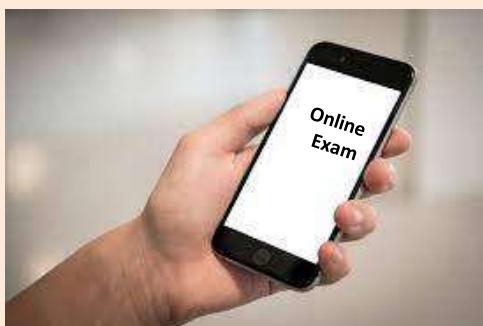
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Hariharan E**  
**Cross Manufacturing,**  
**TAFE's Supplier Partner**



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

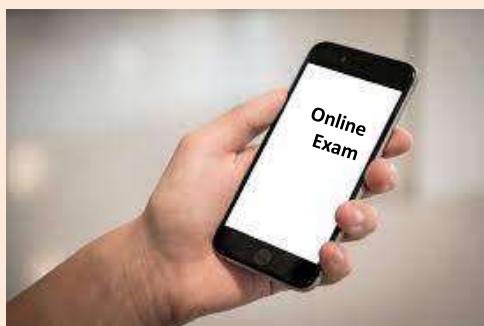
**Coordinator**

**Bharath**



## Global 8D : PSP workshop

**Mr. Lakshmi Sharath B**  
**Reethika Precision Engineering,**  
**TAFE's Supplier Partner**



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

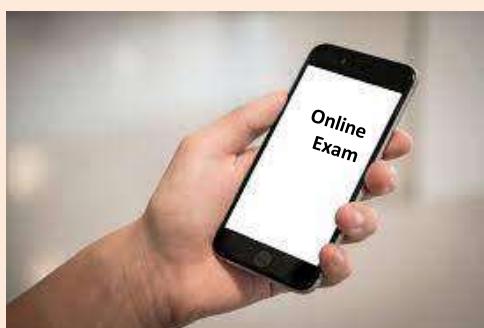
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Rajesh K  
Transenergy, Chennai  
TAFE's Supplier Partner**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

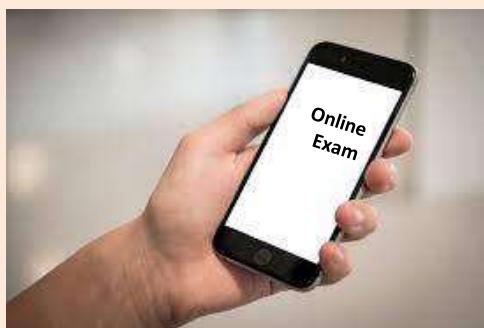
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Marshal M**  
**Imperial Auto Inds, Chennai**  
**TAFE's Supplier Partner**



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

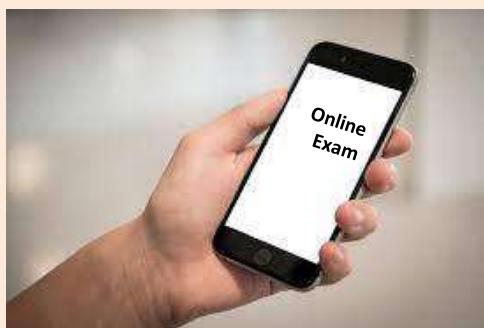
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Raghul P**  
**Vibgyor Automotive, Chennai**  
**TAFE's Supplier Partner**



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

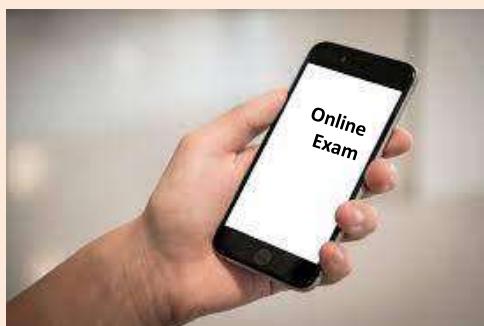
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Arshdeep Singh**  
**Surin Automotive, Bangalore**  
**TAFE's Supplier Partner**



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

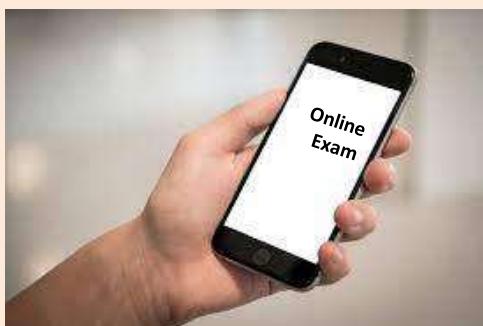
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Prabhu V  
TVS – SFL, Chennai  
TAFE's Supplier Partner**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

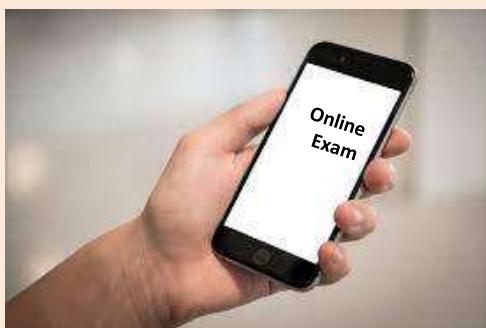
**Coordinator**

**Bharath**



## TQM & DWM workshop

**Mr. Mohanbabu S  
Kamadhenu Auto CNC,  
Bangalore  
TAFE's Supplier Partner**



**“.... You have proved your knowledge !  
Keep your spirit up ! ... ”**

**Coordinator**

**Bharath**



**Mr. Nirmal S**

## APQP & Control Plan



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

Client	<b>Devendra Autocom, Chennai</b>
Coordinator(s)	<b>Mr. Ganesan &amp; Team</b>



**Mr. Sasikumar M**

## APQP & Control Plan



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

Client	<b>Devendra Autocom, Chennai</b>
Coordinator(s)	<b>Mr. Ganesan &amp; Team</b>



**Mr. Balaji Pazhamalai**

**IATF 16949**



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

<b>Client</b>	<b>Ashok Leyland, Ennore</b>
<b>Coordinator(s)</b>	<b>Mr. Sivakumar &amp; Team</b>



**Mr. Vinoth Raj**

**IATF 16949**



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

<b>Client</b>	<b>Ashok Leyland, Ennore</b>
<b>Coordinator(s)</b>	<b>Mr. Sivakumar &amp; Team</b>

# Top team

Client	Krysalis Consultancy Services
Coordinator(s)	Mr. Divakar T & Team



## Mr Mukilan D & Team

**Global 8D Problem-solving  
process**

**“.... You have proved your team performance !**

**Keep your spirit up ! ... “**

# 10 Rules of Confrontation !!!



[ മോതല് ] [ടക്കാവ ]

# Confrontation [ மொதல் ] [டக்ராவ் ]

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.*

## Process FMEA ( VDA FMEA )



*My learning ! My progress !!*

### *6 insights*

Learning from the  
Course Videos



### *My learning ! My progress !!*

1. Gained a strong understanding of the VDA PFMEA 7-step structured approach for systematic process risk analysis.
2. Learned to perform structure and function analysis to link process steps, functions, and potential failures effectively.
3. Understood the Action Priority (AP) system for smarter and more practical risk prioritization compared to traditional RPN.
4. Enhanced Focus on Prevention over Detection.
5. Learned how to integrate PFMEA outputs with the Control Plan to ensure effective implementation and monitoring.
6. Recognized the importance of cross-functional team collaboration for accurate risk identification and robust decision-making.
7. Continuous Improvement.



<b>Name</b>	<b>A.Mohammed Rafi</b>
<b>Location</b>	<b>Chennai</b>

## *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 !*



AVM

## 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 ?

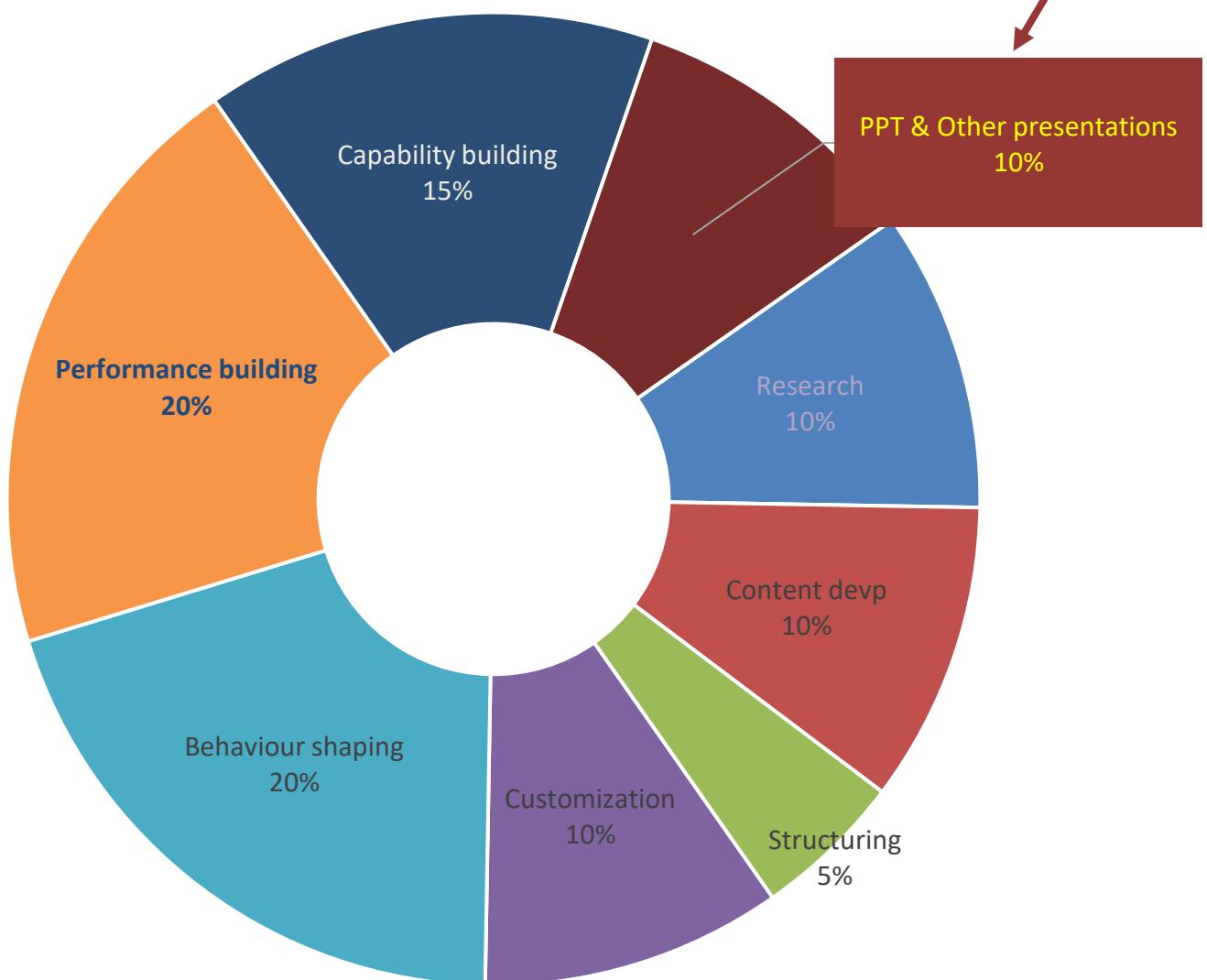
- *Do not assume !*
- *Clarify with the concerned, before proceeding !*

---

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	<ul style="list-style-type: none"> <li>Based on the rich experience of 15 years of service.</li> <li>PPTs themselves are created in an interactive way.</li> </ul>
04	Development of Workbook & Exercises	<ul style="list-style-type: none"> <li>Workbooks are aligned to the PPTs.</li> <li>Exercises are application oriented.</li> <li>The workbook will be a permanent asset with the learners for many years.</li> </ul>
05	Implementation experience	<ul style="list-style-type: none"> <li>Most of the tools / techniques, (for example FMEA, SPC, Systematic problem solving) have been hand-held as 1000+ projects in various fields.</li> <li>This treasure of experience will reflect in the training programs as Q &amp; A, Videos, Group discussions++</li> </ul>

**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!**

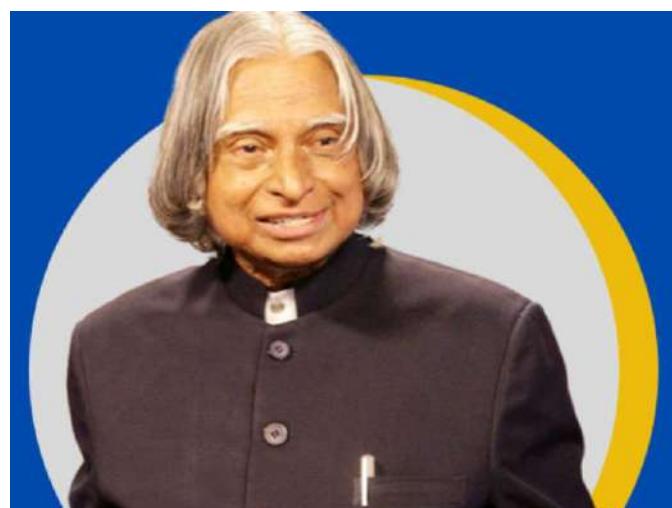
**இன்றே தொடங்குங்கள்!**

**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 !



**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**

[support@sripadhmam.com](mailto:support@sripadhmam.com)

+91 99621 17222

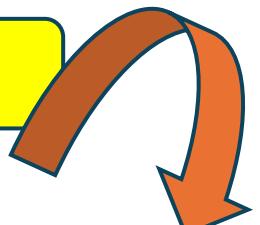
# ***CERTIFICATION COURSE ON***

## ***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@sripadmam.com](mailto:support@sripadmam.com)

# The Mirror Image



- I attended so many training programs so far.
- This program is the best among all.
- Very unique and highly interactive

**Arshdeep Singh**  
Surin Automotive,  
Bangalore



- My name is Benasir.M working in Ashok Leyland attended FMEA Training and found it excellent.
- Honestly, not everyone gets the chance of attending this high-level program without spending anything.
- That too it being a world class tool used by most of the companies I believe.
- Thank you so much to my company for giving me this opportunity and I thank Mr.Manivannan for such a detailed workshop program.
- He made the entire concept very easy to digest.
- Despite his personal issues, he spent the whole day with us maintaining and obeying his commitment.
- Thanks a lot.



# TQM & DWM

- Great training!
- The sessions were engaging, informative, and relevant.
- The trainer's expertise and delivery style made complex topics easy to understand.
- Looking forward to applying the learnings.
- Thank you!

Prabhu S  
Shashi Bharath Industry  
Supplier to TAFE, Chennai



# 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