

Share & Care

March 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

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 +91996217222

 www.sripadhmam.com

 **Sri
Padhmam**
Consultancy & Training

For free circulation only

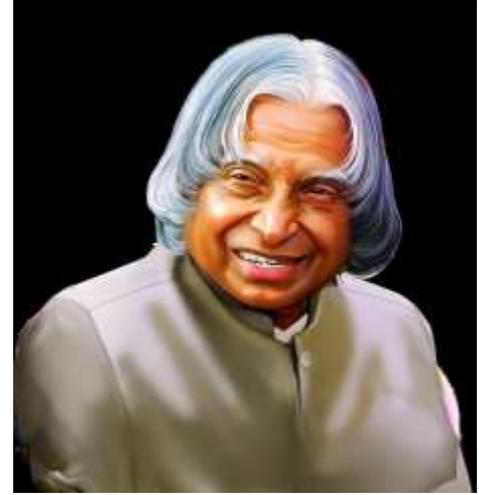
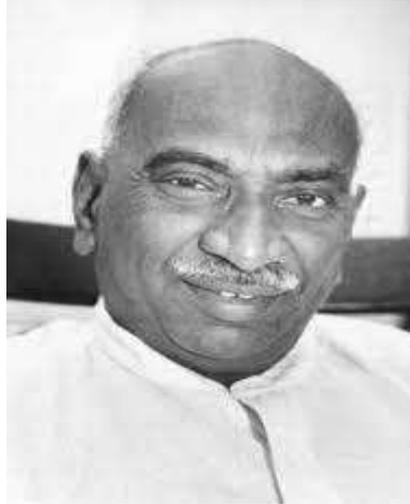
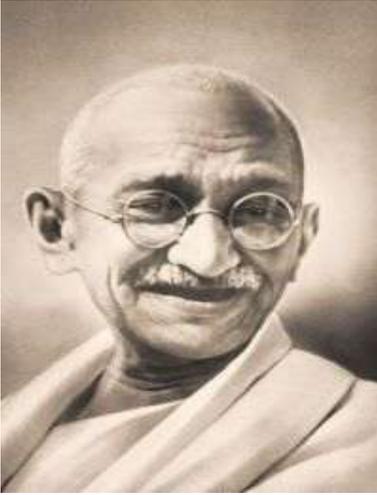


Share &
Care

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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 !!



www.sripadhmam.com

Thirukkural

திருக்குறள்

அழுக்கா றுடையான்கண் ஆக்கம்போன் றில்லை

ஒழுக்க மிலான்கண் உயர்வு.

Brief Explanation by 'Padma Shri' Solomon Pappaiah

பொறாமை
உள்ளவனுக்குச் செல்வம்
இல்லை என்பது போல்,
ஒழுக்கம்
இல்லாதவனுக்கு
உயர்குலம் என்பதும்
இல்லை..



The envious soul in life no
rich increase of blessing
gains, So man of 'due
decorum' void no dignity
obtains.



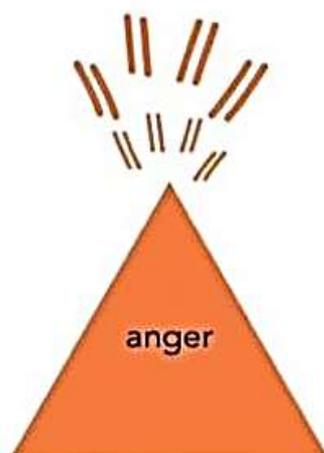
Thought on “Future ready”

Energy with in us !!!



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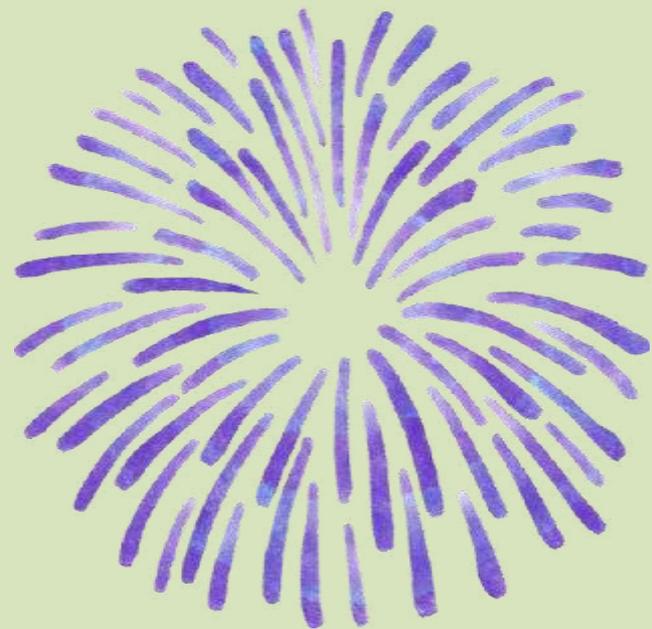
WHAT WE **THINK** ANGER IS



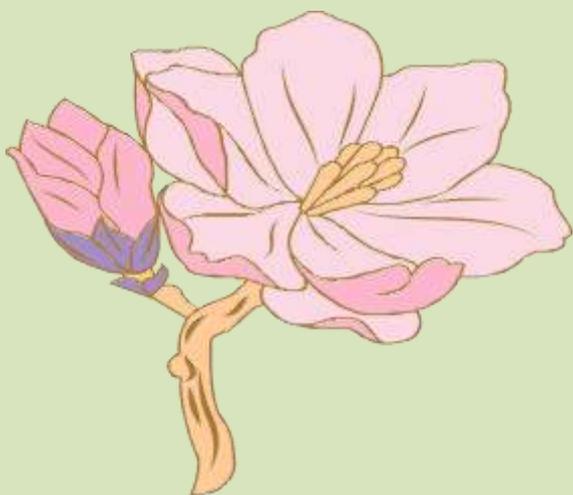
WHAT **ANGER** ACTUALLY IS



Wall of fame



Top performers during our assignments !



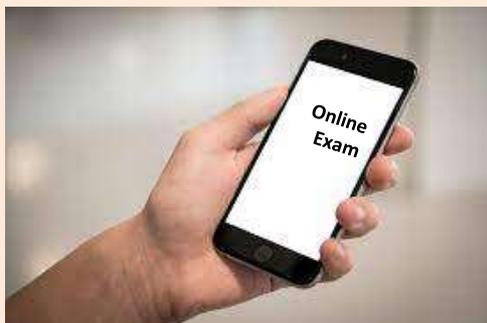


Online assessment !

Time to celebrate !

Process FMEA Workshop

Mr. Balaji pazhamalai
Ashok Leyland, Ennore Plant



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

Coordinator

Bharath

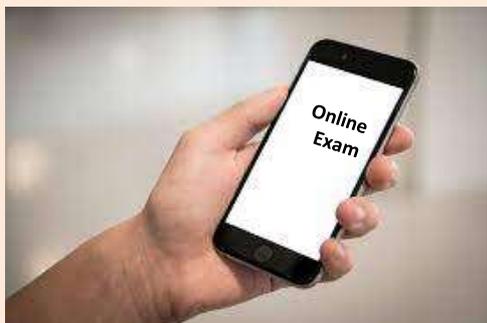


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Process FMEA Workshop

Ms. Benasir.M
Ashok Leyland, Ennore Plant



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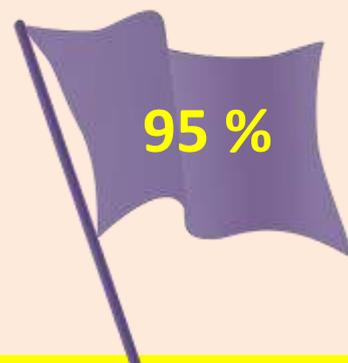
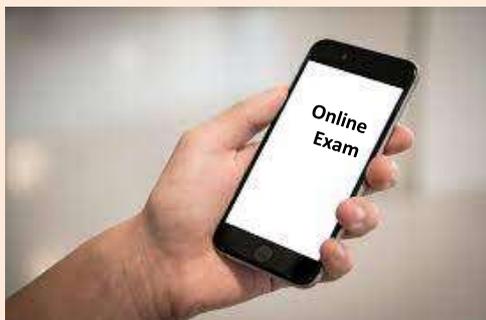
Coordinator

Bharath



Process FMEA Workshop

Mr. Ponraahul L
Ashok Leyland, Ennore Plant



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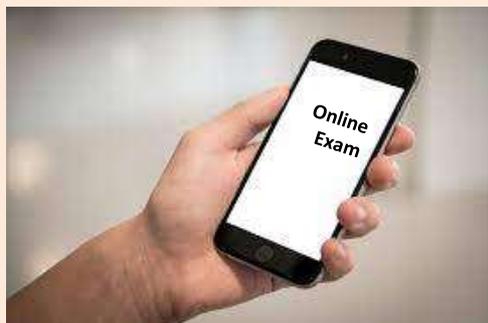


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Process FMEA Workshop

Mr. Mohamed Thanveer G Ashok Leyland, Ennore Plant



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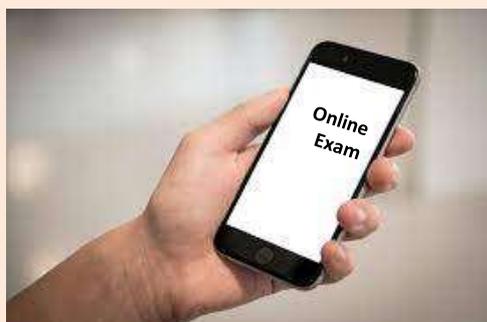


Online assessment !

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Process FMEA Workshop

Ms. Kalpana S
Ashok Leyland, Ennore Plant



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Bharath

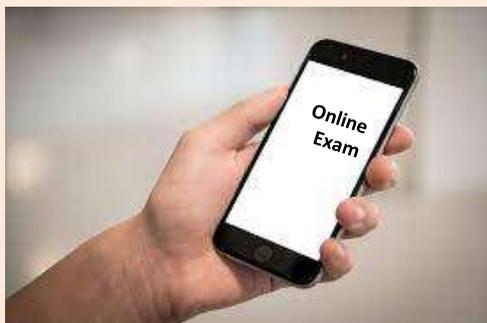


Online assessment !

Time to celebrate !

APQP & Control Plan Workshop

Mr. Abishek V V
Devendra Autocom Pvt Ltd



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

Coordinator

Bharath



Online assessment !

Time to celebrate !

APQP & Control Plan Workshop

Mr. Nirmal S
Devendra Autocom Pvt Ltd



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

Coordinator

Bharath



Online assessment !

Time to celebrate !

APQP & Control Plan Workshop

Mr. Ponmasanam
Devendra Autocom Pvt Ltd



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Coordinator

Bharath

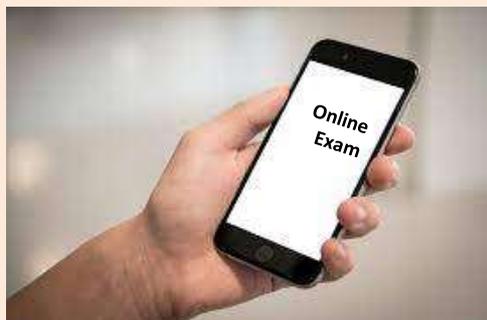


Online assessment !

Time to celebrate !

Aspects & Impacts and HIRA Workshop

Mr. Jagadesh P
UCAL Systems, Chennai



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

Coordinator

Bharath

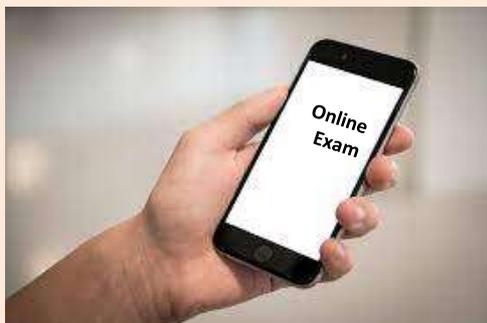


Online assessment !

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Aspects & Impacts and HIRA Workshop

Mr. Sivasankaran Danasekaran UCAL Systems, Chennai



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Coordinator

Bharath

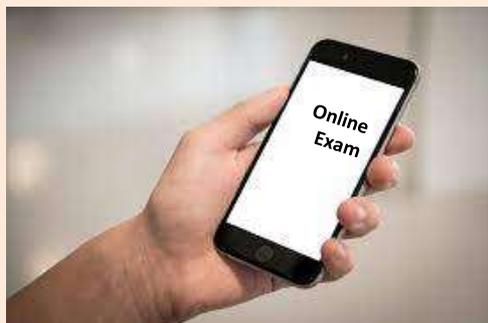


Online assessment !

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Aspects & Impacts and HIRA Workshop

Mr. Kamalakkannan
UCAL Systems, Chennai



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Coordinator

Bharath

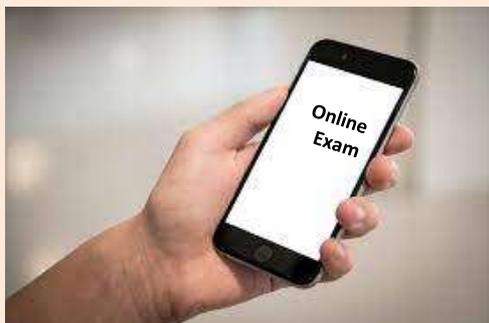


Online assessment !!

Time to celebrate !

Aspects & Impacts and HIRA Workshop

Mr. Kalivaradhan k
UCAL Systems, Chennai



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Bharath

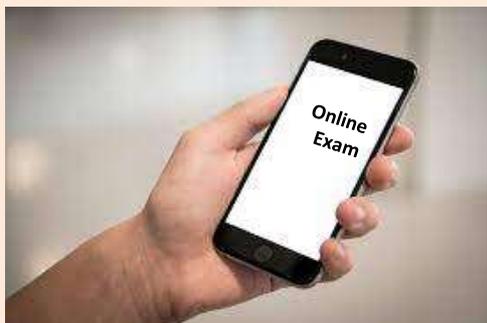


Online assessment !

Time to celebrate !

Aspects & Impacts and HIRA Workshop

Mr. Hariprasath A UCAL Systems, Chennai



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Coordinator

Bharath

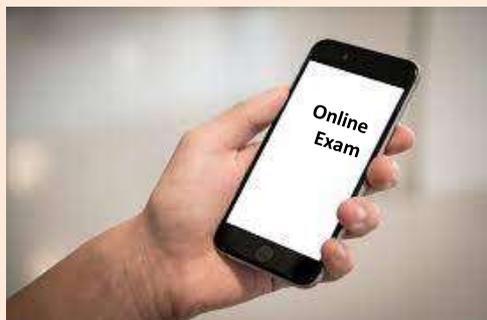


Online assessment !

Time to celebrate !

APQP, PPAP & Control Plan Video Course

Mr. Aravind B, Chennai



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

Coordinator

Bharath



Mr. Saravanan K

Process FMEA (AIAG-VDA)



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

Client	Ashok Leyland, Ennore
Coordinator(s)	Mr. Sivakumar & Team



Mr. Lakshmi Perumal

Process FMEA (AIAG-VDA)



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

Client	Ashok Leyland, Ennore
Coordinator(s)	Mr. Sivakumar & Team



Mr. Imayavaramban K

Process FMEA (AIAG-VDA)



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

Client	Ashok Leyland, Ennore
Coordinator(s)	Mr. Sivakumar & Team



Ms. Benasir M

**Process FMEA
(AIAG-VDA)**



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

Client	Ashok Leyland, Ennore
Coordinator(s)	Mr. Sivakumar & 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. The situation analysis and related documentation review were very effective. The check matrix was an excellent feature and one of the most valuable aspects of this programme.
2. I gained strong knowledge of the internal auditing process through practical exercises.
3. The 5W1H guide and CRUX on core tools provided clear understanding of the importance and application of core tools in the auditing process.
4. The Power Notes were very useful and helped key concepts.
5. The programme provided valuable insights into ISO 9001 in addition to IATF 16949:2016 requirements.
6. As always, Mr. AVM's method of delivering the required information with practical examples was excellent and highly engaging.

Name	Manjunatha M S
Designation	Engineer
Company & Unit	Kromberg & Schubert Middle East, UAE



Mr. Manjunatha MS
had cleared the
Final Examination with
95 % score



**Sri Padhmam
Consultancy & Training**

Registration No: 507
of Registrar of firms

Certificate Of Achievement

This is to certify that

Mr. Manjunatha MS

has attended and successfully completed the training and
assessment for the qualification of

Internal Auditor program on IATF 16949 : 2016

"Best Wishes for wonderful implementation & sustenance of the learning"

Certificate # : OL/2023-24/0000165/C0004

Held during : Dec 2025 to Jan 2026 through Recorded Videos mode



Signed: _____

**A V Manivannan
Principal Consultant & Trainer**

Lead Auditor - QMS, EMS, OH & S
Certificate # - LA3/16/IN/2777, TCE8/16/IN/201, OHS/07/IN/2423

Second party Auditor - IATF 16949
Certificate # - AUT/007/17/672/A/02

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 ★★★★★ 1,340 Google reviews

Training center 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!

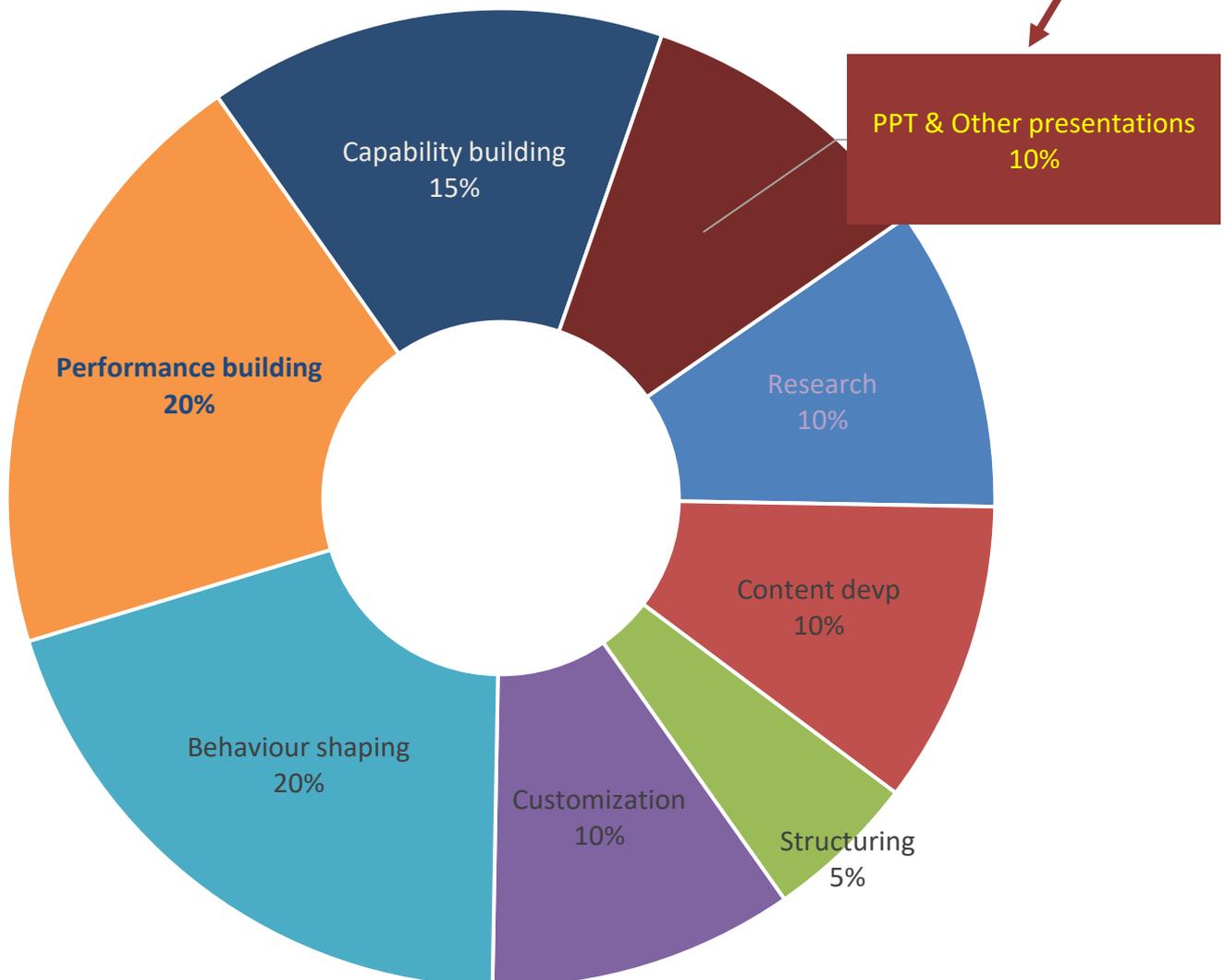
Are you in doubt ?

- *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	<ul style="list-style-type: none"> Based on the rich experience of 15 years of service. PPTs themselves are created in an interactive way.
04	Development of Workbook & Exercises	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 !



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@sripadmam.com

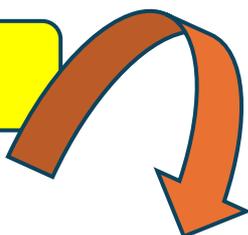
+91 99621 17222

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

The Mirror Image



Process FMEA (VDA version)

- ❑ Great training with many Learning!
- ❑ Glad to be a part of the 2-day training program on PFMEA in the correct way and experienced the art of unlearning & re-learning with the wonderful trainer Mr. A V Manivannan.

**Krishna,
Ashok Leyland**



TQM & DWM

- ❑ The two-day training program was exceptionally well organized and professionally conducted.
- ❑ The sessions were engaging, collaborative, and highly informative, offering valuable insights and practical knowledge relevant to our roles.
- ❑ AVM demonstrated excellent expertise and delivered the content in a clear and interactive manner, ensuring active participation from all attendees.
- ❑ Would also like to extend my sincere appreciation to the TAFE training organizers for their meticulous planning and support in facilitating this successful program.
- ❑ 🙌 Marshal M, Imperial Auto Industries



Process FMEA (VDA version)



Mithun Aravind
1 review • 0 photos



★★★★★ 21 hours ago **NEW**

Working in TAFE as a junior engineer, having attended this training program recently, I can genuinely say that this program is a MUST for anyone trying to get a hands on experience on FMEA and everything related to it. Really friendly training and the training provided was excellent.

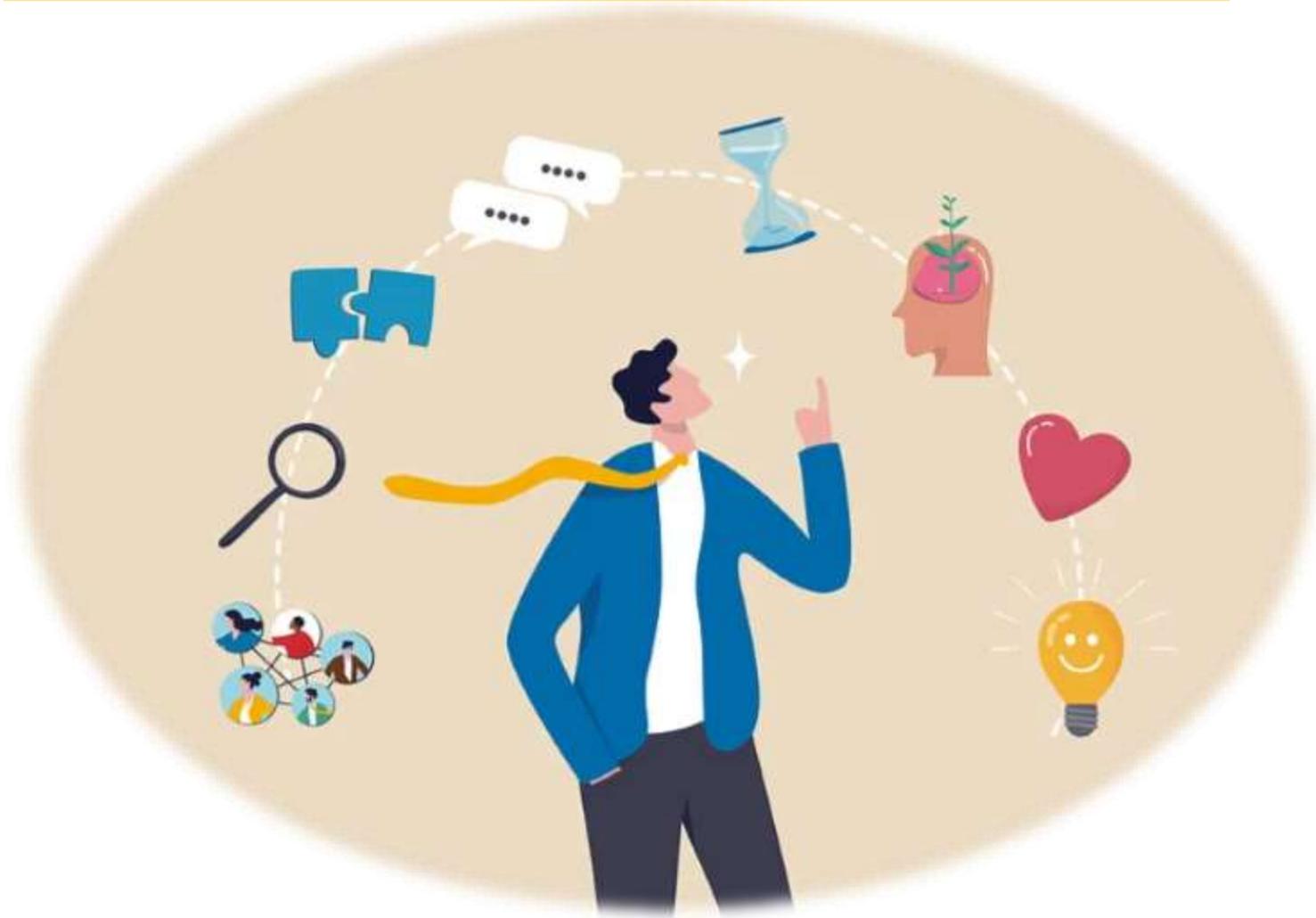
4.7 ★★★★★ (1,340 reviews) ⓘ

↶ Reply to reviews

↷ Get more reviews



Quality Skills for 2030 : A quick look



www.sripadhmam.com



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

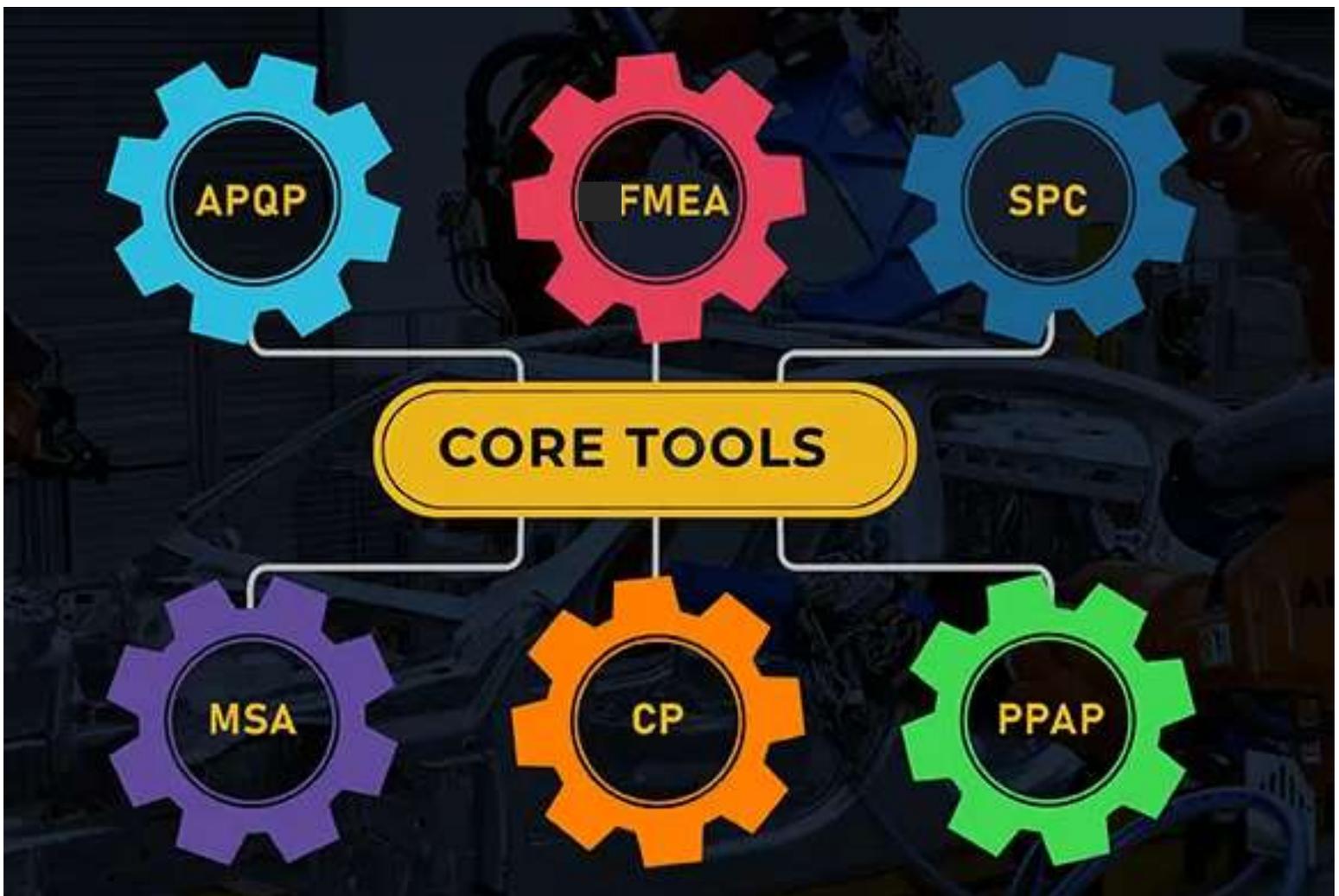
Fading Skills

(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

Core tools Quiz



Our views for the previous month's e-magazine Quiz

Core tool Name	Quiz Statement	True	False
APQP	The latest version of APQP manual is 3 rd edition, 2024		
Control Plan	Control Plan guidelines are given in the APQP manual itself		
FMEA	Latest version of FMEA will go by a seven stepped approach		
SPC	All Stable processes are Capable processes also		
MSA	Bias study typically uses t distribution		
PPAP	Generally, the 4 th phase of APQP will run PPAP		

Take our Certification Courses and become more Qualified



MSA) - Sept 2023	Playlist
...	
Root-Cause analysis	Playlist
QC tools with Box Plot analysis, Normality plot analysis, Co-efficient of Correlation and a deep dive into Root-cause...	
Process FMEA (AIAG-VDA version) Process FMEA latest version	Playlist
IATF 16949 Internal auditor program Add description	Playlist

