Share & Care

April 2026

Objective of this initiative :

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

CONTACT INFORMATION

✉ support@sripadhmam.com

📱 +919962117222

🌐 www.sripadhmam.com

Sri Padhmam
Consultancy & Training

For free circulation only

Share & Care

C O N T E N T S

We are in a blessed nation !
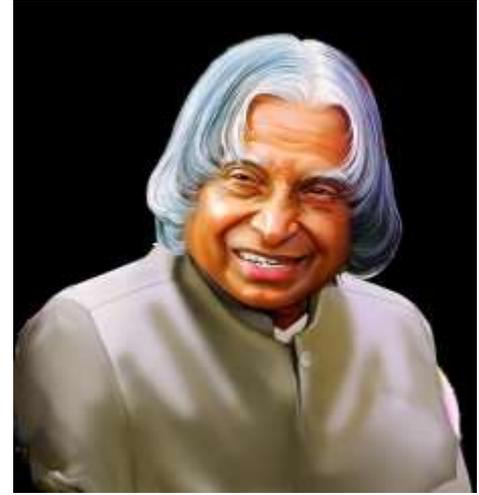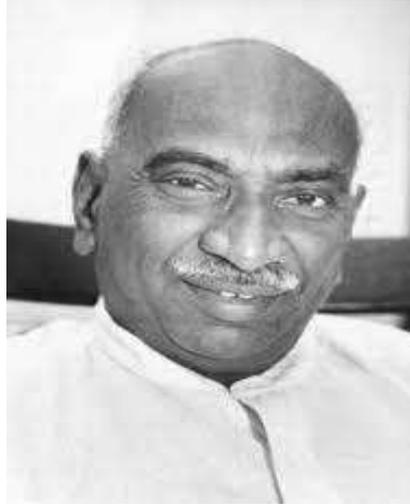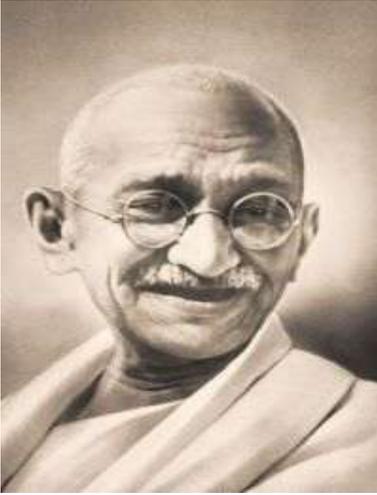
Say

"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

அன்பீனும் ஆர்வம் உடைமை அதுஈனும்
நண்பென்னும் நாடாச் சிறப்பு.

Brief Explanation by 'Padma Shri' Solomon Pappaiah

குடும்பம், உறவு என்பாரிடத்துக்
கொள்ளும் அன்பு,
உலகத்தவரிடம் எல்லாம் உறவு
கொள்ளும் விருப்பை
உண்டாக்கும். அதுவே
அனைவரையும் நட்பாக்கும்
சிறப்பையும் உண்டாக்கும்.
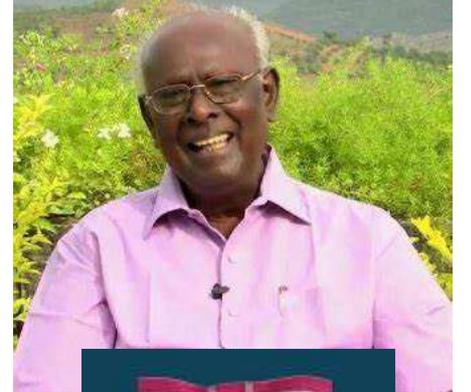
Essence in English

From love fond yearning springs for union

sweet of minds;

And that the bond of rare excelling

friendship binds.

Thought on "Future ready"

Energy with in us !!!

PARETO'S LAW

Effort
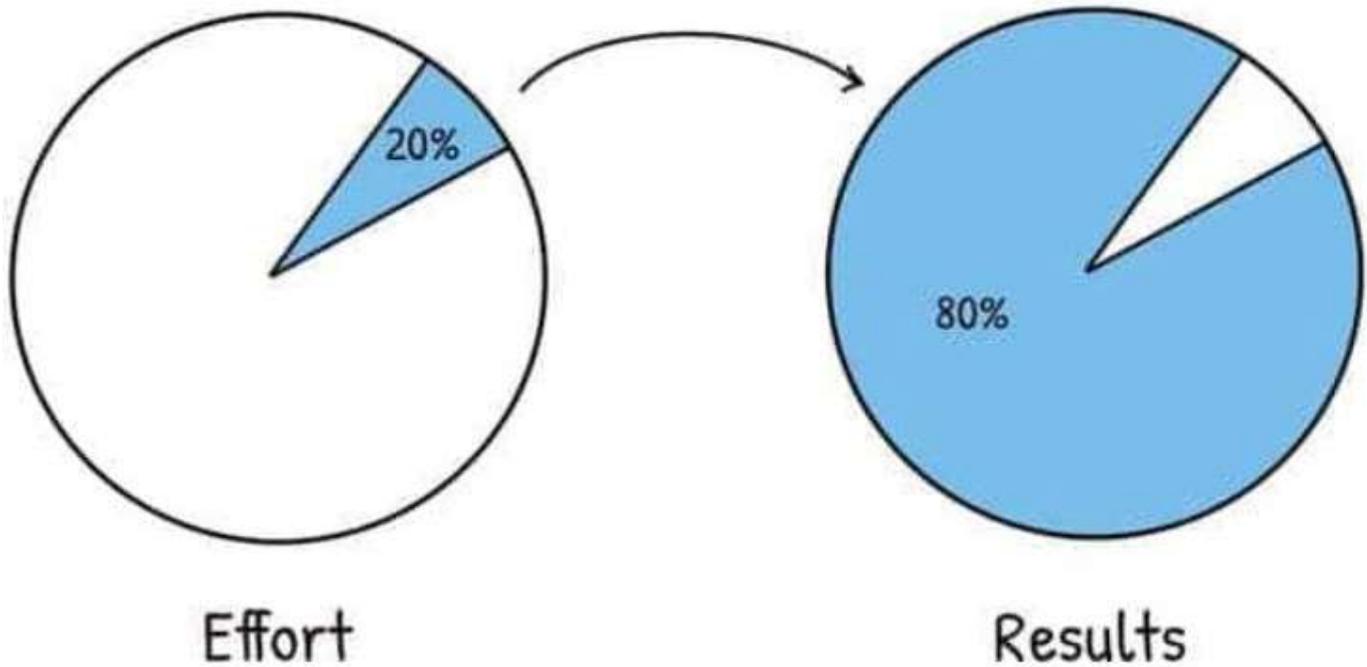
Results

80% of results stem from 20% of actions,
Prioritise and focus on what's important.

www.sripadhmam.com

Wall of fame
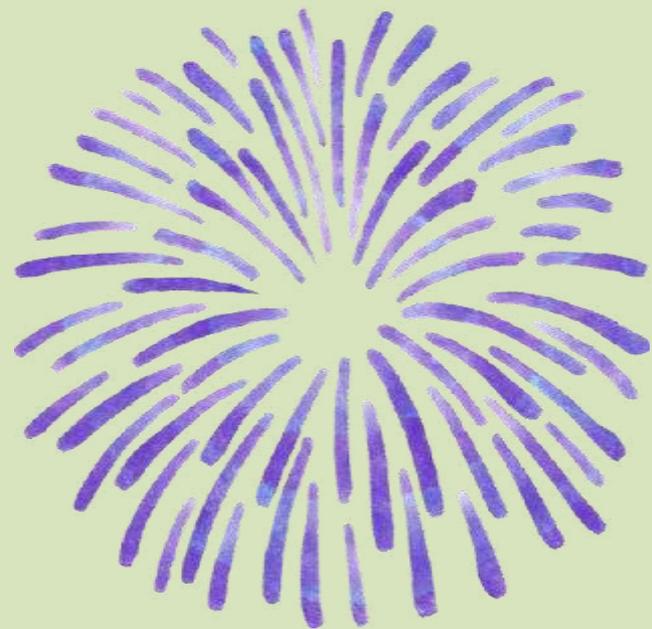
Top performers during our assignments !

www.sripadhmam.com
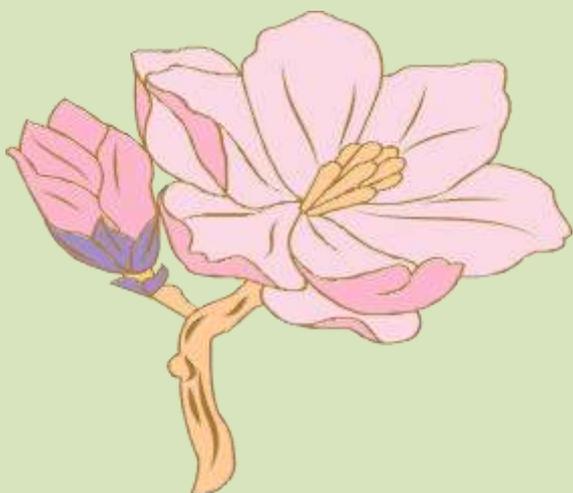
Mr. Murugan J

Integrated Management Systems

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

Client	**UCAL Systems**
Coordinator(s)	**Ms. Hema & Team**

Mr. Singaravelan C

Integrated Management Systems

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

Client	UCAL Systems
Coordinator(s)	Ms. Hema & Team

Mr. Subramanian K

Integrated Management Systems

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

Client	UCAL Systems
Coordinator(s)	Ms. Hema & Team

Mr. Deepa Murugan R

Integrated Management Systems

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

Client	UCAL Systems
Coordinator(s)	Ms. Hema & Team

Session Topper

Mr. Guru Bhaskar P

Process FMEA
(AIAG-VDA version)

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

Client	Nelcast Limited
Coordinator(s)	Mr. K B Balachandar & Team

Mr. Suresh Babu K

**Process FMEA
(AIAG-VDA version)**

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

Client	**Nelcast Limited**
Coordinator(s)	**Mr. K B Balachandar & Team**

==Mr. Sarath ANS==

Process FMEA
(AIAG-VDA version)

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

Client	Nelcast Limited
Coordinator(s)	Mr. K B Balachandar & Team

Session Topper

Mr. Siranjeevi S

Process FMEA
(AIAG-VDA version)

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

Client	**Nelcast Limited**
Coordinator(s)	**Mr. K B Balachandar & Team**

Mr. Suresh Babu K

**Process FMEA
(AIAG-VDA version)**

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

Client	Nelcast Limited
Coordinator(s)	Mr. K B Balachandar & Team

Online assessment !

Time to celebrate !

Process FMEA (AIAG-VDA version)

Mr. Hemakumar N, Nelcast Limited

Online Exam

100 %

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

Coordinator	Bharath

Online assessment !

Time to celebrate !

Process FMEA (AIAG-VDA version)

Mr. Siranjeevi S, Nelcast Limited

Online Exam

88 %

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

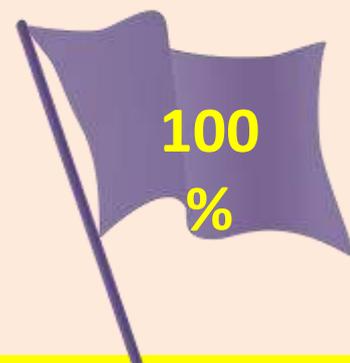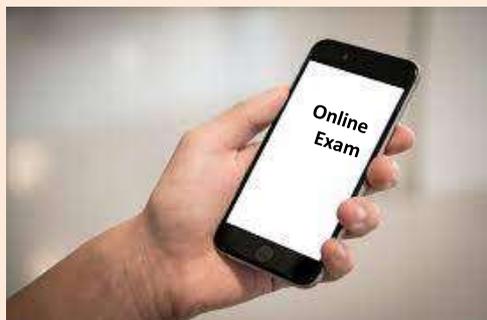| Coordinator	Bharath

Final Qualification Test : Topper

Online assessment !

Time to celebrate !

Process FMEA (AIAG-VDA version)

Mr. Minto,
Nelcast Limited

88 %

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

Coordinator	Bharath

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.

23

Sri Padhmam
Employability Solutions

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 Register 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, TCES/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 !*
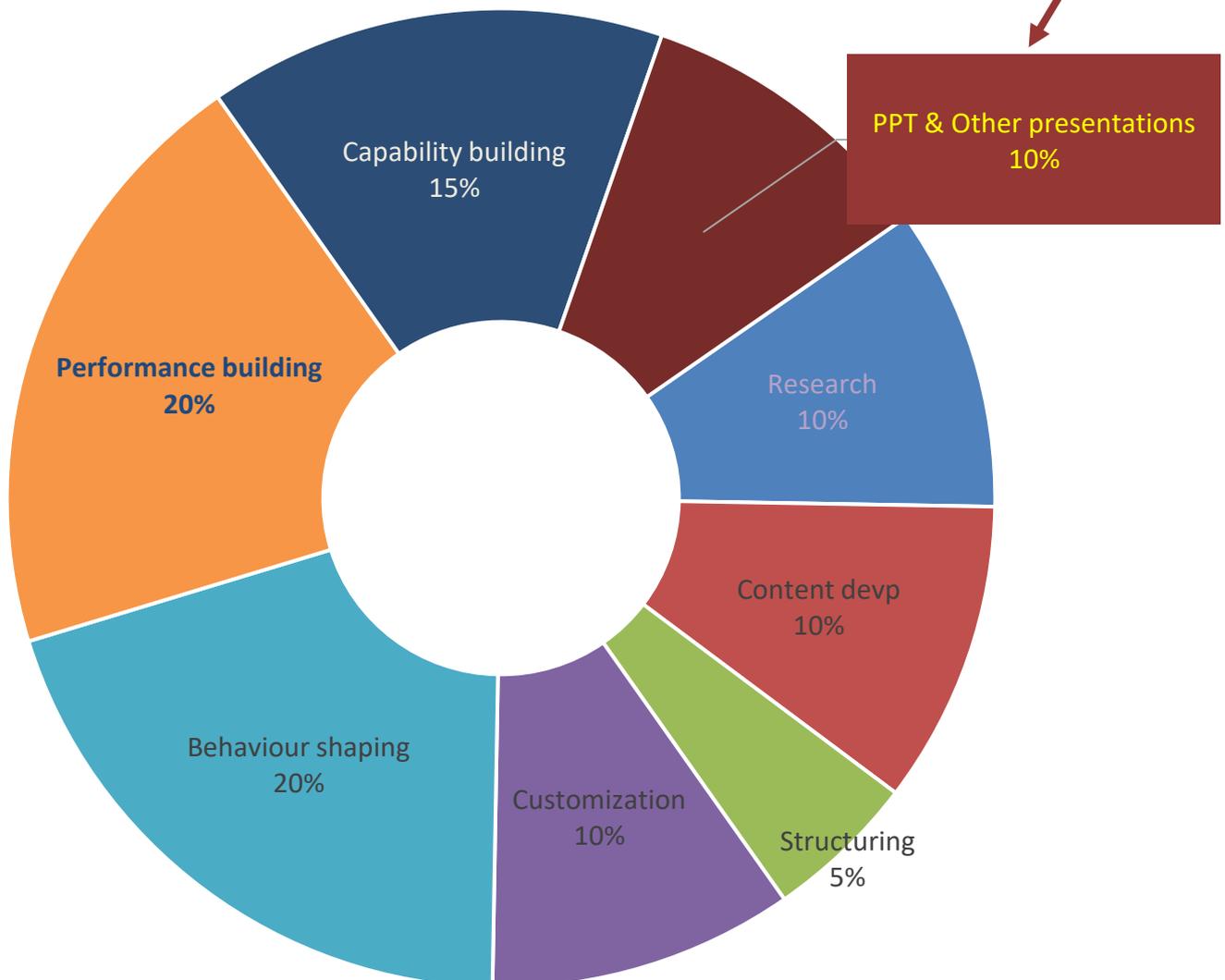
Our country is suffering because of
' False Assumptions' ! Let's stop this !!

What way Sri Padhmam is different ?

Sri Padhmam
Employability Solutions

What is generally seen outwardly !

Capability building
15%

PPT & Other presentations
10%

Performance building
20%

Research
10%

Content devp
10%

Behaviour shaping
20%

Customization
10%

Structuring
5%

Sri Padhmam Consultancy & Training

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?

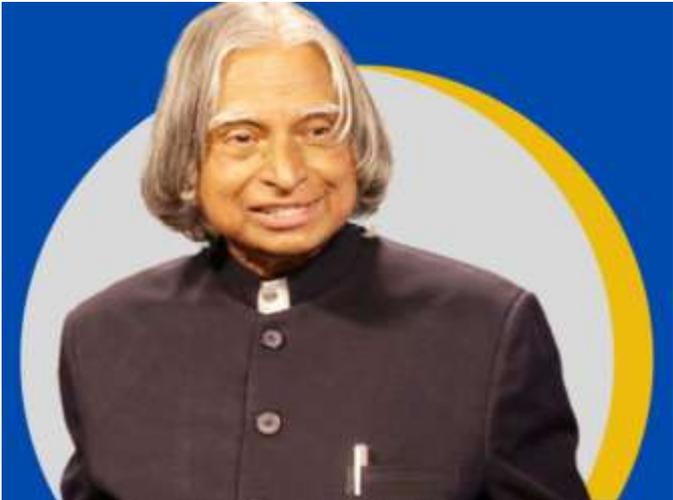நிச்சயமாக, உங்கள் தொழில் வளர்ச்சியில் நீங்கள் எதையாவது இழக்கிறீர்கள்!

இன்றே தொடங்குங்கள்!

For Video courses : 99621 17222

Sri Padhmam
Employability Solutions

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 ?

"How many times I <u>thank</u> others in a day ?"

Quality is free indeed !

Sri Padhmam
Employability Solutions

Learning Management System (LMS)

**Create your own
Training modules in the
<u>Video</u> 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   +91 99621 17222

Sri Padhmam
Employability Solutions

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 !
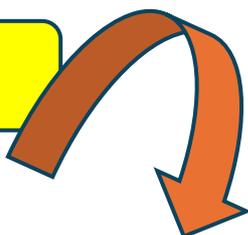
For any more clarifications, contact us :

+ 91 99621 17222 (or)

support@sripadhmam.com

The Mirror Image

www.sripadhmam.com

❑ I'm Venkatesh working in Ashok Leyland.

❑ Attended the FMEA program.

❑ It was an excellent program & very much effective.

❑ **Workbook** itself gives 80% knowledge.

❑ Lots of hard work done in preparing it since it is a vast subject.

V **Venkat Babi**

★★★★★ 3 days ago NEW

Venkatesh working in ashokleyland attended the FMEA program. It was excellent program very much effective. **Work book** itself gives 80% knowledge. Lots of hardwork done in preparing since it is a vast subject.
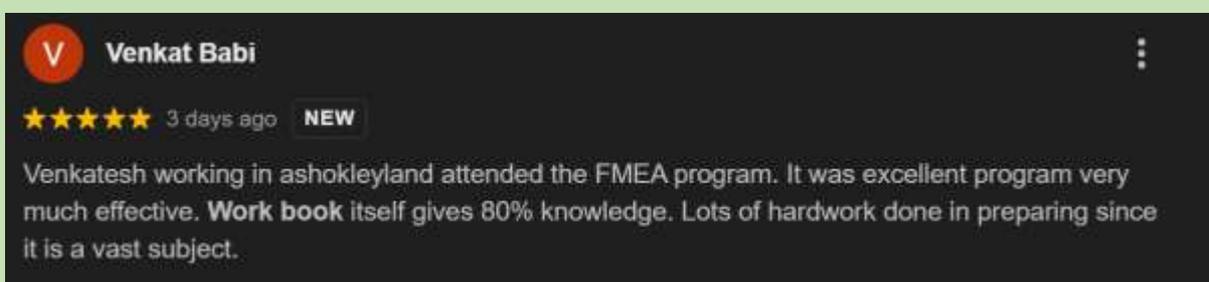
- I have attended the DOE training !

- An Excellent opportunity !

- Very interactive !

- Thank you so much to AVM!

Mr. Lakshminarasimhan,

(Retd) DGM of Rane Institute for employee

Development (RIED), Chennai

Process FMEA
(VDA version)

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

Core tools Quiz
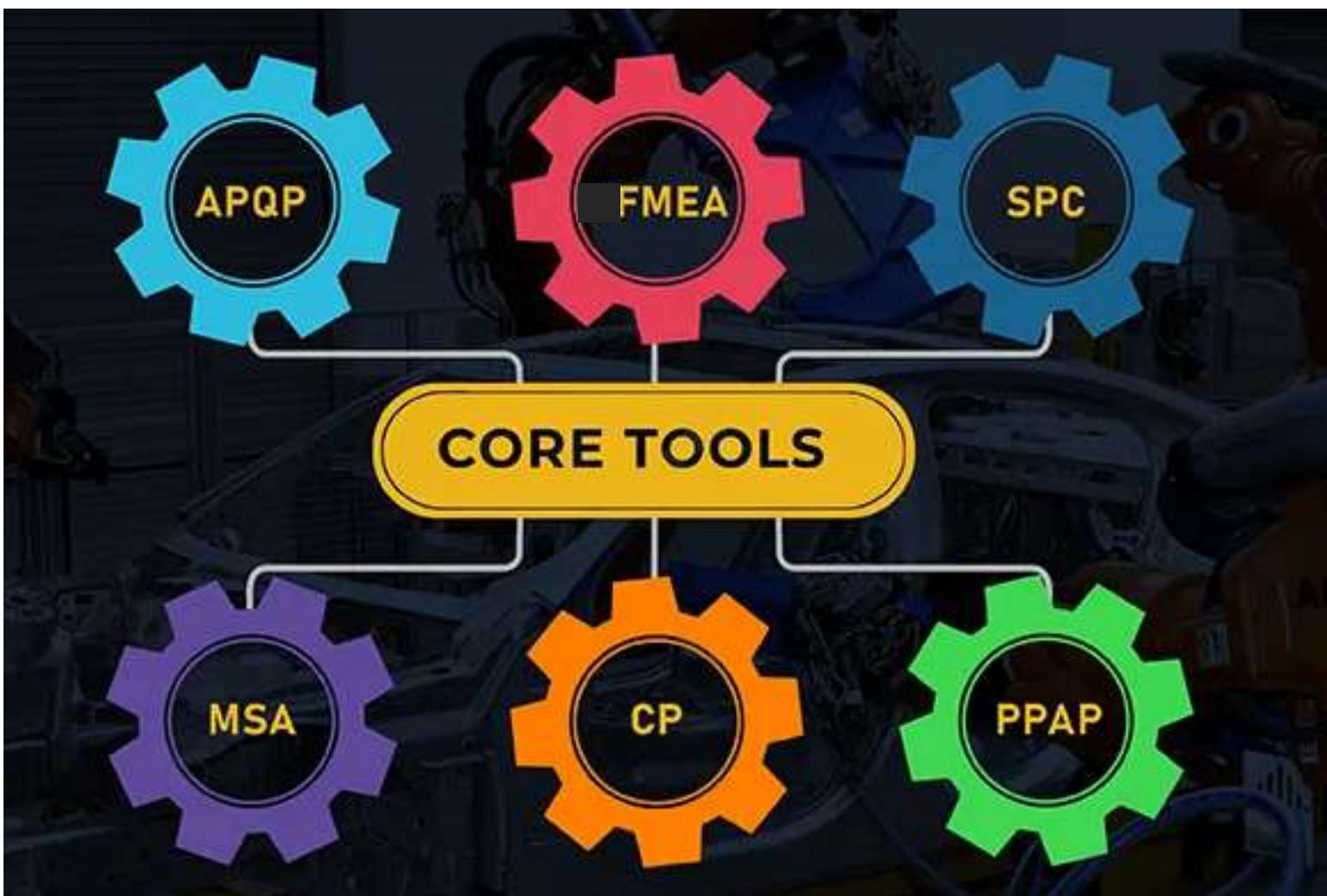
Core tool Name	Quiz Statement	True	False
APQP	The latest version of APQP manual goes by 5 phased approach	?	?
Control Plan	As per the latest edition, there may be a Safe-Lauch Control Plan also	?	?
FMEA	Reverse FMEA method will help the CFT to get all the Failure Causes	?	?
SPC	X MR chart is a good choice to control the Process parameters such as coolant concentricity	?	?
MSA	There are 4 different approaches suggested on performing MSA vs SPC	?	?
PPAP	Typically 200 Samples are produced during the PPAP run, when the Customer does not suggest any numbers	?	?
Our views will be shared in the next month's e-magazine			

Take our Certification Courses and become more Qualified

MSA) - Sept 2023 — Playlist

ot-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) — Playlist
Process FMEA latest version

10

IATF 16949 Internal auditor program — Playlist
Add description

17

On all the Latest Core tools