

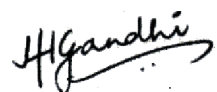
From the Editor's Desk

While some workplace stress is normal, excessive stress can interfere with your productivity and impact your physical and emotional health. And your ability to deal with it can mean the difference between success or failure. You don't have a control over everything in your work environment, but that doesn't mean you're powerless—even when you're stuck in a difficult situation. Finding ways to manage workplace stress isn't about making huge changes or rethinking career ambitions, but rather about focusing on the one thing that's always within your control :you.

For workers everywhere, the troubled economy may feel like an emotional roller coaster. Layoffs and budget cuts have become bywords in the workplace, and the result is increased fear, uncertainty, and higher levels of stress. Since job and workplace stress increase in times of economic crisis, it's important to learn new and better ways of coping with the pressure.

Your emotions are contagious, and stress has an impact on the quality of your interactions with others. The better you are at managing your own stress, the more you'll positively affect those around you, and the less other people's stress will negatively affect you.

This GRPVoice issue we discuss issues that stress us at our workplace and tips on how to manage them. Mentioned inside is the Six Sigma approach that has been adopted by GRP to streamline processes and enhance the problem solving skills for the entire workforce. GRP's participation at the K fair and a mention of the **current** news in the rubber industry. Happy Reading... Drop in your comments and queries on **corporate@grpweb.com**



Ms. Hemal Gandhi

Inside

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- ▶ Six Sigma @ GRP
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CURRENT NEWS OF THE RUBBER INDUSTRY

- Natural Rubber is one of the Agri Commodities that has come under the purview of CTT (Commodity Trading Tips)
- Expansion plans delayed by Global Majors such as Michelin , Bridgestone, Continental and Yokohama in India.
- According to ATMA, the tyre industry was almost flat last year. Within the Tyre industry, commodity vehicle segment grew by just 5 % last year, passenger car segment by 6.7 % and 2 Wheeler remained flat.
- Indian Companies spent \$ 14 Billion on foreign acquisitions in 2012 higher by 27 % compared to 2011.
- Apollo Acquired Cooper Tires USA for a whopping \$ 2.5 Billion and has made inroads in the top few tyre companies of the world.
- Mahindra & Mahindra entered into a Shares Swap arrangement with CIE Automotive of Spain.
- Indian Rupee became a senior citizen when sank to an all - time low of 60.72 on 26th June'13.
- Looking to the overall slow-down ,Government is likely to announce Export Incentives.
- Michelin & Chandra Asri Petrochemicals will join hands to set up \$ 435 M plant of Synthetic Rubber which will start by 2015.
- Sumitomo Rubber Industries Ltd has developed a highly purified form of natural rubber called Ultra Pure Natural Rubber (UPNR).
- Cabot Corporation to acquire NHUMO,Mexico.
- Cheng Shin Rubber Industry Co, supposed to be the world 9th largest tyre manufacturer is considering putting up its 7th plant in Northern China.

Source : Internet / Rubber Publications.

SIX SIGMA @ GRP

Six Sigma is a systematic, structured approach to improving processes. It is a structured approach that provides a tool box of materials to use. It relies on statistical and other analysis of data for decision making. Often provides 'breakthrough' solutions to our process problems. The results of Six Sigma projects are sustainable

The Six Sigma approach starts with a well conceived and communicated strategy addressing people, processes and systems.

A synergy between people, systems and the strategy will ensure effective cultural change for survival and growth.

MISSION:

To use the concepts and tools of Six Sigma to drive results through:

- implementation of appropriate, well-scoped process improvement projects,
- application of an analytical approach to problem-solving throughout our organization, and
- enhancement of the problem-solving skills of our entire workforce.

GOALS:

- Belt training will be taken over by GRP personnel by end-2013
- At least 80% of the Belt candidates trained will be certified as Green Belts or Yellow Belts.

RESOURCES:

- Each project will have a champion, who is responsible for ensuring that the project is properly scoped, focused, and on schedule and that roadblocks to the success of the project are removed.
- Belt candidates will be selected based on the following criteria: motivator/leader, analytical/problem solver, results-oriented, ability to learn/understand statistics, computer skills, enthusiasm, organizational ability, communication skills, ability to see the big picture, willingness to share ideas, and experience.
- Each project will have a team of employees, including the Belt candidate, employees who work directly with the process, and any support personnel needed (i.e., Finance, engineers, chemists, etc.). Support personnel may be core team members or called upon as needed. The Belt candidate will work with appropriate members of management to assemble the project team.

PROJECT SELECTION

- Projects will be selected based on the following criteria: value to the business, resources required, timing to complete, probability of success, necessity of the Six Sigma tools, and applicability to the business
- Each site will have a "project hopper," which is updated on a continuing basis.
- The project hopper will be in the form of a Cause and Effects Matrix, and numeric ratings will be assigned to each project based on the above criteria to determine which projects will be undertaken.

PROJECT VALUE

- The potential value of a project will be determined in the scoping phase.
- The Belt or Belt candidate will involve Finance Department personnel early in and throughout the project to determine actual savings.
- Ideally, savings for Green Belt projects will be hard- but soft- savings will be allowed with Finance Department approval.
- Savings may not be claimed for a project without Finance Department confirmation.

COMMUNICATION

- The Six Sigma program will be well-communicated to ensure a high level of participation.
- Project successes will be communicated throughout the organization.
- Control Plan items that may be useful to other locations would be communicated throughout the organization.

SUSTAINING THE GAINS

- Every project will include a Control Plan that is to be turned over to the appropriate members of management at the closeout of the project.
- The Control Plan shall include action items that will ensure that the gains from the project are sustained. These items may include: training, retraining, trouble-shooting guidelines, procedures, procedure revisions, etc.
- The Champion is responsible for following up with the Belt Candidate quarterly after completion of the Control Phase to ensure that the Control Plan is effective.

PROJECT CLOSE-OUTS

- A project is considered complete at the end of the Control Phase, when the project notebook is complete, and the Project Completion form is signed off.
- A project is closed out twelve months after completion of the Control Phase, provided that the gains from the Control Plan are sustained.

BELT CERTIFICATION

The following is requirement for belt certification

TYPE : Green Belt

REQUIREMENTS: Complete Green Belt training, Lead and close out one project, Demonstrate successful application of appropriate statistical tools

REWARDS AND RECOGNITION

There will be an annual recognition event to celebrate project successes and certification, beginning in 2014

At GRP, Six Sigma will be beneficial as:

- The ultimate objective will be to build six sigma culture across all levels and functions.
- Derive long term competitive advantage for the business.
- Promote team work and develop Leadership skills
- It will be more of a Management change process using the best of best TQM tools and techniques



16 - 23 October 2013
Dusseldorf
Germany



Stall No F11 (Hall No.7, level2)

GRP-IP is pleased to announce its participation as an exhibitor in the upcoming K-2013 fair to be held in Dusseldorf, Germany from 16th to 23rd Oct-2013.

K is the no.1 trade fair in plastics & rubber worldwide. With over 3000 exhibitors, K2013 will again be the biggest event of the industry and hence the ideal business and contact platform for inspirational ideas and forward-looking decisions. It has over 168,000 sqm of net exhibition space and 19 exhibition halls. It showcases the entire global offering of the plastics & rubber industry. The main product groups comprises of the Raw material, semi-finished products, technical parts and reinforced plastics, machinery & equipment for plastics & rubber industry, services for the plastics & rubber industry.

GRP-IP will display its product offerings which mainly include its unfilled up-cycled Polyamide-6 compounds. GRP-IP has developed range of unfilled and filled up-cycled PA6 compounds based on various post-consumer and post-industrial PA-6 materials. It has wide range depending on customer's cost-performance material requirements. Apart from the PA-6 compounds, it will also showcase products like thermoplastics elastomers (TPEs) and specialty masterbatches.

GRP-IP is already exporting its products to European customers. Participation in the K show will help strengthening GRP-IP's customer and dealer network in European and other international markets.

We look forward to your presence and ideal opportunity to share business ideas & explore co-operation. Please visit GRP at Hall No.7, level 2 / F11.

SIGNS AND SYMPTOMS OF EXCESSIVE JOB AND WORKPLACE STRESS

- Feeling anxious, irritable, or depressed
- Apathy, loss of interest in work
- Problems sleeping
- Fatigue
- Trouble concentrating
- Muscle tension or headaches
- Stomach problems
- Social withdrawal
- Loss of sex drive
- Using alcohol or drugs to cope

COMMON CAUSES OF EXCESSIVE WORKPLACE STRESS

- Fear of being laid off
- More overtime due to staff cutbacks
- Pressure to perform to meet rising expectations but with no increase in job satisfaction
- Pressure to work at optimum levels – all the time!

REDUCE JOB STRESS BY PRIORITIZING AND ORGANIZING

When job and workplace stress threatens to overwhelm you, there are simple steps you can take to regain control over yourself and the situation. Your newfound ability to maintain a sense of self-control in stressful situations will often be well-received by coworkers, managers, and subordinates alike, which can lead to better relationships at work. Here are some suggestions for reducing job stress by prioritizing and organizing your responsibilities.

TIME MANAGEMENT TIPS FOR REDUCING JOB STRESS

Create a balanced schedule: Analyze your schedule, responsibilities, and daily tasks. All work and no play is a recipe for burnout. Try to find a balance between work and family life, social activities and solitary pursuits, daily responsibilities and downtime.

Don't over-commit yourself: Avoid scheduling things back-to-back or trying to fit too much into one day. All too often, we underestimate how long things will take. If you've got too much on your plate, distinguish between the "shoulds" and the "musts." Drop tasks that aren't truly necessary to the bottom of the list or eliminate them entirely.

Try to leave earlier in the morning: Even 10-15 minutes can make the difference between frantically rushing to your desk and having time to ease into your day. Don't add to your stress levels by running late.

Plan regular breaks. Make sure to take short breaks throughout the day to take a walk or sit back and clear your mind. Also try to get away from your desk or work station for lunch. Stepping away from work to briefly relax and recharge will help you be more, not less, productive.

TASK MANAGEMENT TIPS FOR REDUCING JOB STRESS

Prioritize tasks: Make a list of tasks you have to do, and tackle them in order of importance. Do the high-priority items first. If you have something particularly unpleasant to do, get it over with early. The rest of your day will be more pleasant as a result.

Break projects into small steps: If a large project seems overwhelming, make a step-by-step plan. Focus on one manageable step at a time, rather than taking on everything at once.

Delegate responsibility: You don't have to do it all yourself. If other people can take care of the task, why not let them? Let go of the desire to control or oversee every little step. You'll be letting go of unnecessary stress in the process.

Be willing to compromise: When you ask someone to contribute differently to a task, revise a deadline, or change their behavior at work, be willing to do the same. Sometimes, if you can both bend a little, you'll be able to find a happy middle ground that reduces the stress levels for everyone concerned.