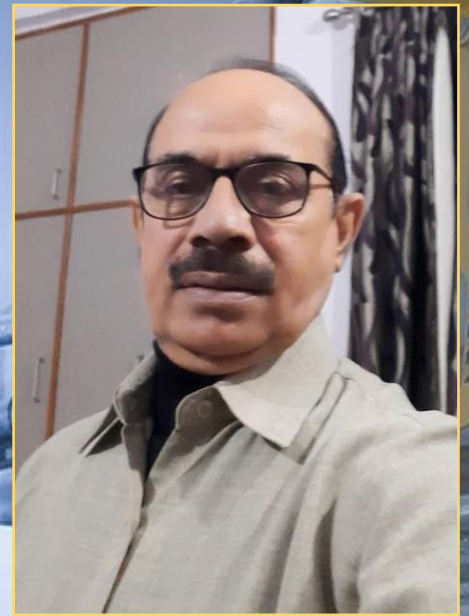


A  
Delightful Journey  
Down the  
Memory Lane



SINHA RHK

## A Delightful journey Down the Memory Lane

Here are the memories and learnings of my professional career path which I feel could serve as insights as well guidelines for the young professionals looking for the tips and tricks of the trade. My journey is based on few simple principles that eventually lead to stable, enjoyable success in every manner in all walks of life including personal arena.

I started my career after passing out from Institute of Paper Technology Saharanpur, West Coast Paper Mill Dandeli being my first work ground. Initially I worked in Pulp Mill for one year and thereafter looking at my interests, I was transferred to Paper Machine section as Shift In charge. It used to produce 250 MT per day. Picking up the Hand on practical knowledge of contemporary paper making, worked for 6 years there and feeling began to grow in side me that the further career development was not eminent at organization, hence chose to leave and join a rather small paper mills at Chakdah (West Bengal) namely Supreme Paper Mills, which operated at a different way and provided opportunity to learn and participate in larger perspective of management of day to day activities as well exposure to Raw Material involving Agricultural residue and waste Paper. The tenure was highly satisfying as it offered new challenges every day. There I worked for two years and again, having exhausted the challenges, decided to make a change.

Quest for more took me to Hindustan Newsprint limited situated at NP Nagar (A subsidiary of HPC). The place provided with 9 years of working with a rich bonus of exposure to high speed machine equipped with Twin wire former, Tri-nip press having deckle width of 6.85 meter. Besides, I was also fulfilling the role of troubleshooter whenever the need felt at MNPL at Mysore

One incident which gave me the opportunity to showcase my ability to greater extent is narrated as Follows:

On fine morning, I still remember the date vividly – 18<sup>th</sup> January 1989, the managing director of the company and stalwart of Indian paper industry Mr. BT Sridharan visited the machine floor and out of blue fired a question – Can you increase the speed of this machine from 650mpm to 850mpm?

While the idea was involving rich dividends in form of increased production and profitability, I was dumbstruck for the moment as nobody had thought about it earlier as manufacturer had specified operating speed as 610mpm and we were already operating at 650~680mpm. Moreover 850 was design speed and it meant that machine itself was capable to run mechanically not beyond that speed and auxiliary system was not designed to support machine at that speed. However, after giving it a thought, it was decided to take up the challenge, and my team started working on it. It not only involved major changes in machine and supporting departments in a mill wide manner, being a government concern, it was not easy to organize funds as it had to go through the tedious and lengthy process of getting sanctions etc. Moreover, the capacity to give the incentive for the hard work involved for the team was limited for us.

During this work, central government wanted a letter of confirmation from Machine Manufacturer that this is possible. They gave a diplomatic answer that “The machine is mechanically suitable to run at 850mpm”. Such was the atmosphere of uncertainty.

I took up the enhancement of my qualification during project years despite of major chunk of daily work was consumed by project, and completed PGPDM from IGNOU, Delhi besides participating Management Development Programs which helped me in working on project.

There I learned the art of getting things done against all odds and it took not until 1993 to realize the dream. Lot of sweating, tireless long hours, morale boosting, inspiration and courage building went into it and finally the goal was met in flawless manner. Almost every key person had a chance to visit abroad to get trained in the uphill task of upgradation for which was even machine manufacturer was not confident.

The lesson learnt was that the determination and dedication can achieve anything.

As an outcome of this success, I was promoted and transferred to NPM at Naogong. I had to decline the same due to Family reasons.

Thereafter I changed job to join Orient Paper Mills at Amlai, MP and stayed there for ten years, It provided me to gain wonderful insights in various fields of manufacturing, Finishing including many fields which were new to me besides exposure to tissue making also and had an opportunity to attend a in depth knowledge seminar on tissue technology at Kuffer-ATH giving me the vital tips and tricks of the trade. Also got the opportunity to refine my management skills as the working at OPM was very much worker dominated – union strength led environment where all moves were bound to be objected by vested interests and winning trust of work force was far from easy. I was further helped by exposures during various management development programs giving the knowledge of modern tools of the trade. During my tenure there, the newly installed tissue machine started producing in 1997.

The OPM working period of was in fact achievements studded despite of severe limitation on equipment design front restricting any major development move due to astronomical investments involved.

I decided to change to gain exposure of a rather newly evolving field of waste paper deinked processes and related paper making, hence joined Rama Newsprint at Surat, Gujarat.

Thereafter Joined Anand Triplex. Later after working at two years for Khanna Paper Mills as Plant Head producing more than 1000 tons per day of paper and board, adding to the experience of Board also along with Writing Printing grades and Newsprint.

Again, joined back to Rama Newsprint as President – Works at Surat and worked for four years. Later shifted to NR industries at Vapi, where a new plant was commissioned. Also served M/s Shah Pulp & Paper in Vapi as Director. I was also associated with Rainbow Paper Mills and during that period worked as consultant for many mills in that area.

I would like to express that in all the working period, I learned that If you set a goal for your life, you would need to work for it in a systematic and time bound manner to achieve it. You will seriously need

to build ability for work knowledge and handle workforce team handling. There is no substitute of hard work, midnight oil burning and to achieve it faster you need to review your results rather rapidly in order to adjust your strategies for smarter working. Being at right place at the right time plays a significant role and it would not be possible to always predict the “Rights”, hence here comes the “Luck” also, but you can always plan as per best of your abilities for the eventualities and that involves assessing the *Strengths, Weaknesses, Opportunities, Threats (SWOT)*.

As far as the friction during work is concerned, one cannot walk or run comfortably without friction and needs to discuss or act without prejudices, firmly as per own belief and strictly without raising unnecessarily points on personal lines. It is said that “Either you convince others OR get convinced – No middle way”. This is what will earn you respect at workplace.

Further you will need the support from your family otherwise the opportunities can just slip away, hence it is imperative to support the family in the first place and prepare them to take challenges that your career path may throw in.

Currently I am engaged with M/s Bindals Paper Mills as President (works) which is an agricultural raw material-based unit producing writing and printing paper and is known for its progressive journey since its inception.

