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A Quarterly Newsletter (For In-house Circulation only)

Issue No. 40, October 2023

CM's Alfaaz

Words from the CM's Desk

Dear Gilardians,

June is the month where we re-focus on Environment. We reconfirm our commitment towards avoiding pollution and protecting the environment. This year also we had various events to create awareness about the same.

Looking to our growing needs, in July we constructed an underground tank to store 20 KL of water coming through the municipal supply. This will ensure that we minimize the use of ground water for our consumption.

In September, we had a visit by some industrialists from CII. They came to learn about the good practices we follow. They were particularly impressed by our housekeeping and 5S, besides the good work culture in our Company. This is a matter of pride for all Gilardians. Please keep up the good work.

With best wishes to all Gilardians and their families for the upcoming festival season.

Keep up the good work !
 With best wishes.

H.S. Sethi
 H.S. Sethi
 Chairman

Vikaas

New Products

Gilard has added a range of new products to its arsenal in the last quarter. Take a quick look at some of the new products.



GE's Item Code: 997-10B
 (2-Gang Appliance Outlet
 with V-Lock-2C13)



GE's Item Code: 997-11B
 (Mains Outlet with
 V-Lock-2C19)



GE's Item Code: 2204-250
 (Battery Cut Off Switch)



GE's Item Code: 2521
 (Stay Plate)



Sensitizing people on Environmental issues is a repetitive effort of our Team EHSAS. It is amazing how they come up with new ideas every year to strengthen their efforts in this direction. Their in-house Theatre group presented a new concept to share with us some factual information pertaining to Environment, across the nation. Read on to know more.

Yogdaan Initiatives for CSR

MIS - Modern Indian States

In continuation to the various Environmental events held by us in June month, in August our Team EHSAS organized for us a first of its kind event on the same subject, titled- Modern Indian States. The objective was to make Gilardians aware of the Environmental concerns in various Indian States/Union Territories and improvements planned and executed by their respective. local government. This included Delhi, Jammu & Kashmir, Punjab, Uttar Pradesh, Maharashtra, Goa, Karnataka & West Bengal.

Those who participated spoke very well, after doing a thorough homework of the environmental status of respective areas they were representing. The act also had few laughter punches to hold the attention of listeners for this 90 minutes' stage performance, making it an enjoyable and informative act at the same time.



Investment Awareness Program

To reduce financial stress and anxiety it is important to gain financial literacy. Our HR Department occasionally holds awareness sessions on this subject to keep Gilardians updated on various available options for savings so that we make better financial decisions and plan for our future more efficiently. In August 2023 one such session was organized for office staff. The speaker was Mr. Dev RajVeer Singh who has been of great help in holding such awareness sessions in our organization earlier also. Approximately 30 Gilardians attended this particular session and gained knowledge on different modes of investment and how they can plan their finances for short term and long term goals.



We are grateful to Mr. Dev RajVeer Singh for his time, effort and support extended to us.

Mr. Dev RajVeer Singh taking session on Investment Awareness

F I K A R F A R A K F A K H A R

"If we are passionate about our work, we can make a difference and then take pride in the results."

Dil Se... The Creative Zone

पेड़ लगाओ

धरती की बस यही पुकार,
पेड़ लगाओ, पेड़ बचाओ।
आओ हम सब मिलकर ये कसम खायें,
धरती पे हम खूब पेड़ लगायें।
पेड़ धरती की शान हैं,
हमारे जीने का समाधान हैं।
हमारे आस-पास जब हरियाली होगी,
जीवन में हमारे खुशहाली होगी।
पेड़ों को हम रोज़ाना सींचे सवारे,
जीवन में ये एक नियम लायें।
आओ सब मिलकर पेड़ लगायें,
धरती को हम खुशहाल बनायें।
धरती की बस एक पुकार,
पेड़ लगाओ, पेड़ लगाओ।
पेड़ों को हम ना काटने दे,
कर्तव्य हमें ये अपनाना है।
धरती को हम खुशहाल बनायें,
पेड़ लगायें, पेड़ बचायें।

Rashid Mohammad (E2599)
Sales/FG Store

वेस्ट मटेरियल को वेस्ट ना करो

बदले हम तसवीर जहां की,
सुन्दर सा एक दृश्य बनायें।
संदेश ये हम सब तक फैलाए,
आओ पर्यावरण बचायें।
मिलकर आज ये कसम हम खाये,
पर्यावरण को स्वच्छ बनाएं।
आओ हम ये कसम खायें,
पर्यावरण को नष्ट होने से बचाएं।
संदेश ये हम सब तक पहुंचाए,
आओ हम पर्यावरण बचायें।

Madhu (E1609)
Auto Shop



Plant Visit by Japanese Students in August, 2023

Industrial visits give a good insight to students. Besides getting an opportunity to see the plant, the machines and the assembly lines they also feel and experience the work culture of the company they are visiting.

A welcoming company culture in Gilard and our professional working brings to us requests for a plant visit by students and also by professionals from the industrial circles.

In this quarter we had a group of 5 Japanese students who were sent to us on a plant visit by the Panjab University, Chandigarh. Besides observing and learning on various aspects of our processes and best practices that we follow, they were pleased to know of our 5S work culture based on the Japanese 5S concept.

Satpreet Kaur (E3004)
HRD

Dastak News from around Gilard

Role Play in September 2023

Like Teacher's Day in September is a special day for the appreciation of teachers, in our organization we give an opportunity to some, to be in the shoes of another Gilardian for 2 days. The objective of HR department behind this event is to promote better understanding between inter-facing employees which happens when they understand the daily routine jobs and time management of each other. A new addition to this event was voting by all Gilardians to select the winners. On day two, each pair gave a short stage performance to seek more votes.

Pictures of top 3 winners are shared below (Clockwise): -

Shubham- E2644 (Moulding) & Rishav Kumar- E2861 (PLM) ranked **First**

Amandeep Singh- E2160 (ASS/Team D) & Jaspreet Singh- E2914 (ASS/Team F) (Both Specially-Abled)
Naresh- E2688 (ASS/Team C) & Harmanjot Singh- E2919 (ASS/Team I) (Both Specially-Abled)
ranked **Second**

Kamaljit- E1107 (T. R) & Jagdish Kumar- E2641 (T.R)
ranked **Third**



External Training:

Outsourced trainings were conducted in 4 sessions in months of May, June and July for departmental heads by Mr. Anshuman Bhuchar, Partner & Founder, Unlock More. The focus was on building leadership skills for better team management. The topics covered were Emotional Intelligence & Situational Leadership; Conducting one-on-ones with direct reportees and giving/receiving feedback; Accountability and ownership of work & continuous learning in Leaders; and Team Building for HODs.

A motivational talk by Mr. Harish Mehta was conducted in September. He focused on Passion, Dream & Focus. The session was very motivating and boosted the morale of all attendees.

A session on "Extending HR Beyond HR Department" was conducted in September by Mr. Arun Raghav, Vice President HR, Admin & CSR - Swaraj Division. The objective of the training was to educate all HODs on the importance of learning HRD Skills. The focus was on making HODs realize that they are HR of their respective teams.



Mr. Anshuman Bhuchar With Trainees

Gilard Electronics Pvt. Ltd., C-132,
Phase VIII, Industrial Area, Mohali, Punjab
CIN: U31909PB1983PTC012861

www.gilard.com

Sales Office: 0172-5020511, 5020514, 5020517

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