



A Quarterly Newsletter (For In-house Circulation only)

Issue No. 44 October 2024

CM's Alfaaz

Words from the CM's Desk

Dear Gilardians,

I am proud to share an update about Gilard which is a matter of pride for all of us.

In a major advancement to our infrastructure, we have set up a Gilard Research and Development Centre at our premises. This R&D centre is also recognized by the Department of Scientific and Industrial Research (DSIR), Government of India. This will further make our working more systematic and also generate more confidence in our customers. Infact some of our customers are already in collaboration with us for joint development of new products.

We have also initiated a new program called 'Sahyog'. This program is meant to act as a bridge between Gilard's R&D centre and educational institutes for collaboration on projects. Sahyog will create an open communication system and foster an environment wherein resource and knowledge sharing between Gilard and educational institutions can take place. This way we can work closely with the Academia and benefit from their research papers and scholars. For them, we shall provide real industry training and lectures for their students on Industry working.

The inauguration of the in-house R&D Centre and Sahyog initiative was done at Gilard Electronics by Mr. DPS Kharbanda (Secretary, Department of Investment promotion) on 30-July-2024.

The inauguration ceremony was attended by various industrialists and customers from Vibracoustic, Mahindra, Hella India Lighting, and representatives from PHDCCI, Invest Punjab Business, District Industries Centre, Punjab State Council for Science & Technology as well as college representatives from UIET, PU, ISB Mohali, IIT. The event also involved the launch of new logo of the R&D Centre, an informative session about Sahyog, a plant tour for all visitors, followed by Lunch.

With best wishes to all Gilardians and their families.



H.S. Sethi
Chairman





Everything in the natural world is connected for survival by way of inter-dependence in various ways. Mankind is already bearing the cost of negligence by way of global warming, ozone depletion, depletion of environmental resources, due to overuse or misuse.

As a socially responsible company, Gilard makes best possible efforts to Reduce, Re-use and Re-cycle natural resources to reduce/eliminate contribution to negative environmental impacts. Our annual Environment Mela showcased the efforts made in these directions while handling various production processes.

Yogdaan Initiatives for CSR

Environment Month

Our quarterly newsletter would be incomplete without any reference of our annual Environment month.

Environment Mela is always our top ranked event by Gilardians. This year it exhibited various processes of Gilard's manufacturing unit and how the negative impact of these processes on the environment are minimised by setting the right controls. Many enthusiastic engineers, HODs, staff and operators made realistic models of the processes assigned to them. A model on the future plan of installing a Solar Power Project was also showcased by our engineering team.

Besides this, stage performances by children of Gilardians, as a message from them to us, to save the Environment for their future was also much appreciated.

In the Sapling Distribution event, in-house made organic compost was distributed along with saplings of Mango, Neem, Curry Leaves and Tulsi plants.



Health Sessions organised for the benefit of Gilardians

Events arranged in this quarter:

- 1. Eye Check Up Camp** - An eye checkup camp was organized in July. Eye sight and colour vision was checked for 56 Gilardians who work on minute work processes which require good eye sight. Corrections were suggested by Dr. Aastha, for those who needed it. Courtesy - JP Eye Hospital, Phase-7, Mohali.
- 2. A general health check-up** camp for Gilardians above 40 years of age was organized in August. ESI Doctors checked basic health parameters of 70 Gilardians & prepared their health report. Courtesy-ESIC Hospital, Phase 7, Mohali
- 3. Health Session on Diabetic Diet and Weight Management** was organized in September. Dt. Shiva Bhanot, Nutritionist gave interesting tips on a good diet. She emphasised on leaving bad lifestyle habits like high consumption of fast food, lack of exercise, smoking etc. and including high protein and high fiber food. Courtesy - Dr. Reddy's Foundation for Health Education.



Dil Se... The Creative Zone

My Experience of Role Play Activity at Gilard

Gilard Electronics is a professional organization where innovation meets precision. I am part of Gilard's R&D design team.

Our HRD organises a unique two days annual event of ROLE PLAY in September, which ends with an election process.

This year, I volunteered to step into the shoes of Mr. Kamaljeet, Deputy Manager in Tool Room. This experience was both informative and challenging, giving me valuable insights into day-to-day operations of our tool room. Mr. Kamaljeet shared tips and best practices that I could apply to my own role as a tool designer. It was inspiring to see dedication and expertise of Team Toolroom, and it motivated me to enhance my skills further.



Fun Activity on Day 1: As contestants we tried a variety of tactics to reach out to voters. We presented our ideas and contributions at work, in a gathering arranged for the purpose by HR Department.

Fun Activity on Day 2: Each Jodi (pair) gave a dance performance to attract votes from Gilardians. I and my partner, Mr. Kamaljeet did a hilarious performance and were cheered by the audience.

The voting process was opened one hour before closure of Day 2 and to our surprise our jodi bagged the 2nd position, as a preferred jodi by the voters.

The entire activity was a great way to bond with my colleagues and enjoy some lighthearted moments together. Post this bonding experience, my communication with Team Toolroom will definitely be more effective. With joint efforts, CAD and Toolroom will enhance collaboration within the company. Mr. Kamaljeet & I wish to thank all Gilardians for choosing us, via voting process, at the 2nd position. Thank you HRD for this fantastic opportunity to learn, connect with colleagues and share experiences.

Manav Punchouty (E2740)
R&D / Design



Dastak News from around Gilard

Role Play

Our organization is popular for a good work culture of employee engagement. We organize various activities throughout the year with the motive of imparting new learnings and messages to our team. One interesting annual event in September which promotes team work is ROLE PLAY. It gives hands-on experience to an individual about the roles & responsibilities of another person from an inter-facing department. The participating persons understand the challenges, scope & learnings involved in various positions.

This year there were 24 participants, 2 each teamed up as a Jodi, making total 12 such Jodis. Since the top 3 jodis are elected by Gilardians by ballot voting, the event encourages campaigning for votes by the participating jodis. This involves showcasing their strengths based on work responsibilities and goes up to the extent of entertaining the masses by way of jokes, acts and even dancing for the audience. This years first ranked jodi was of our specially-abled Gilardians.

In a nut shell the event is a spicy treat, involving the challenge of stage performances.



FIRST JODI



SECOND JODI



THIRD JODI

Flag Hoisting on Independence Day



Gilard Electronics believes in building a culture of patriotism amongst the employees. This helps in spreading a sense of togetherness and builds team work spirit, fostering a strong corporate and a strong nation. Hence, we celebrate heroic moments which make us proud of our nation like success of Chandrayaan-3 mission, achievements of specially-abled in the Paralympics, medals won by our sports champs in Olympics, etc.

As per the annual ritual we hoisted the National Flag in the company on 14th August and all Gilardians were proudly engaged during the process.

May the flag of our nation always fly high.
Jai Hind!

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