

# Zebec Marine Consultants and Services

# 2009

## Employee Newsletter Vol.1 - January 2009

### Our Vision Statement

"Zebec, as a company is an excellent partner in Engineering".

### Our Mission

- Service & Product
- Technology Know how
- Price

### Our Values

- Competence
- Integrity
- Achievement

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## Message from CEO

### Another Great year for Zebec

Dear Friends,

Some might say that because of the global economic troubles, 2008 (or certainly its last quarter) will not be missed.

However, despite problems posed by the current economic climate, which have impacted on many areas of Indian and Singaporean life, 2008 saw a number of positives for Zebec. Zebec has continued to post growth and positive performances overall.

Perhaps the foremost was the successful delivery of the "Sea Witch"; the last of a series of eight Platform Supply Vessels which were built for our principals - Thome Ship Management and Deep Sea Supply (DESS). The overwhelmingly positive reactions from all quarters are testimony to the great work put in by the site team and Cochin Office. Through terrible personal tragedies, the team persevered to ensure improvements on each successive vessel. Congratulations!

Each of our offices across India and Singapore has played a pivotal role towards our moving forward successfully and my fellow directors join me in wishing you all our deepest thanks for your innovation and perseverance. Some of our staff has left us while new personnel have joined us. To each we wish positive growth and career prospects.

2008 was a year of incredible highs and abysmal lows - from the Beijing Olympics to the terrorist attacks on Mumbai. I hope the coming year shall have many more highs than lows. 2009 will present us with a number of challenges as the economic downturn continues.

Overall 2008 has been a positive year for Zebec; 2009 will be a year of challenges that I know, collectively, we can meet.

I wish you, your families and friends a very Happy New Year.

## Goal Setting and New Year's Resolutions

### A New Way to look at the New Year

It's that time of year again. Time to renew, refresh, recommit, re-everything we can come the turn of the New Year.

Have you been thinking about what you'd like to change for the New Year?

May be perhaps these below resoulttions will help you.

1. Get out of debt or save money
2. Lose weight
3. Develop a healthy habit (e.g., exercise or healthy eating)
4. Get organized
5. Develop a new skill or talent
6. Spend more time with family and friends
7. Work less, play more
8. Break an unhealthy habit (e.g., smoking, alcohol, overeating)

The Old Year has gone. Let the dead past bury its own dead. The New Year has taken possession of the clock of time. All hail the duties and possibilities of the coming twelve months.



# Year End Happening at Kochi

Naming ceremony of Hellespont Dawn & Hellespont Daring

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God Mothers  
Her Excellency Mrs. Delia Domingo Albert (Philippine Ambassador to Germany) &  
Mrs Gloria Freifrau von Oldershausen (Mother of Christian von Oldershausen, CEO, Hellespont Steamship Corporation)



Capt. Andrew Lidgard, Offshore Fleet Manager, Hellespont



Michael B. Kennedy, Managing Director, Hellespont



## The Indian Rough DESS Riders



Mr Ajesh Kumar, Mr. Karlsen, Mr. Venkiteswaran

*"The successful delivery of a series of 8 PSVs for a single owner DEEP SEA SUPPLY, NORWAY (DESS) within a period of 3 years from 2006 to 2008 from an Indian Shipyard is a record. After delivering the first vessel in 2007, almost every three months a ship was delivered to the full satisfaction of owner. We could achieve this only with continuous and tremendous effort of a dedicated team. My hearty congratulations to "VENKIT, MAHESH, and AJESH & SUBASH" team for their excellent performance and all others who have contributed to achieve this goal. "*

*By: Mr. Krishna Pillai*



Dess Team



Sea Witch Vessel (DESS)

Under the site supervision of Mr. Venkitesawaran after the completion of DESS the team has moved to take new challenge for Vroon Vessels BY 73 and BY 74 at CSL.



## Cochin Shipyard Recreation Club

The children's fest was organized by Cochin Shipyard Recreation Club on 22nd November 2008. Zebec was one of the sponsors for this worthy cause.



## Meet ....

**Naval J Oonwalla** has a portfolio which is a rainbow of assignments. Off the blocks on the right foot with an apprenticeship in Mazagaon Docks he served on many foreign flag vessels culminating as a Chief Engineer and subsequently as an engineer superintendent. For the vast and varied amount of experience he has garnered, Naval as we dearly call him is a very unassuming person. When Naval joined Zebec he became the third leg of the management tripod, providing stability and improving collateral strength.

When the economic tsunami hits Indian shores and the decks are awash Naval will provide Zebec the jack-up to safe heights. Naval heads the technical department with a passion for professionalism. Thanks to his meticulous planning and execution of projects, Zebec has been blessed with an ever increasing number of satisfied clients. His work plate is always full, but his appetite for more is insatiable. When he collates his plan of action he creates a kaleidoscope with a plethora of techniques; Delegation of work according load factor of team players, unambiguous instructions, feed back procedures and specifically camaraderie. He

has a keen eye for spotting deviations and his spontaneous advice to prevent recurrence and sweepings under the carpet is spot on.



You could say Naval has the Midas touch. Hence the name Gold Mist of the sea facing apartment building where he lives with his gracious wife and his two children who are soccer stars with lofty goals for the future.

By FMF

## New Zebec Family Members



# News from Human Resource Department

## It's an Appraisal Time!



Day - 1 (After Appraisal)



Day - 3 (After Appraisal)



www.dlsecartoons.com

Day - 5 (After Appraisal)



Day - 7 (After Appraisal)



Appraisal karne mein maza hai ye mehnat?

Maza hi hoga varna wo bhi aap hum se hi karwate.



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### Story of Two Screws

Once upon a time there were two screws fastening a vital part of a gasoline engine. One of the screws was haughty and proud of its shining head. The second screw was quiet, intent only on doing its job to the best of its ability.

One day a speck of rust appeared on the head of the second screw. Filled with vain pride of its own beauty, the first screw began to laugh at the second. "Your head is tarnished," the first said to the second. "Look at you. Your perfect luster is gone."

The second screw said nothing. Instead, it concentrated on what it was doing. "How ugly you have become," the first screw chortled, "and how beautiful I have remained." Then it began to laugh so hard at the second screw that it failed to notice that it was working itself loose. Finally it dropped off the engine and plunged into a small pool of dirty oil below.

With the first screw no longer holding up its end of the load, the second was faced with doing the work of two. Meanwhile the first screw, now covered with grimy oil, wailed and lamented. "Just look at me! I'm dirty and filthy and all my beauty is gone. By laughing at the blemish on my friend the second screw, I worked myself loose and fell into the muck. Now I'm doomed."

Now, it just so happened that a short time later the owner of the engine started it up. He immediately noticed that something didn't sound right -- the engine was running rough. When he checked, he instantly saw that one of the two screws holding the vital part was missing. "Ah ha!" the owner said. "One of the screws must have worked itself loose and fell to the ground, but I don't see it. Maybe it fell into that puddle of old oil."

The owner reached into the oil and found the missing screw. "Look at you," the owner said. "You're all covered with grime and oil. How ugly you are. But I will fix that right away." The owner reached for a nearby rag and wiped all the oil and grime off the first screw until it shone even brighter than before. Then he replaced it on the part. Before he turned away, he noticed a little speck of tarnish on the head of the second screw. With the second rag, he wiped the head clean and bright. Then the owner walked away.

Finally the engine was started. The two screws, now equally beautiful, held the part tight. "Forgive me, my friend," the first screw said to the second. "In my vanity, I was so busy laughing at your blemish that I did not notice that I was working myself loose."

"And what have you learned?" the second screw quietly asked.

"I learned not to judge others because I have my own sins to deal with."

"Then," the second screw said, "I forgive you."

"Thank you, my friend. And rest assured, my vanity will remain forever at the bottom of that dirty puddle of oil."

*Article Contributed by Vimal Kumar*

## Baptism Ceremony

**WASUP!** There is a two letter word that perhaps has more meanings than any other two letter word, and that is 'UP'. It is easy to understand UP, meaning toward the sky or at the top of the list, but when we awaken in the morning, why do we wake UP. At a meeting, why does a topic come UP? Why do we speak UP and why are the officers UP for election, and why is it UP to the secretary to write UP a report? We call UP our friends. And when we use it to brighten UP our room, polish UP the silver. We warm UP the leftovers and clean UP the kitchen. We lock UP the house and some guys fix UP the old car. At other times the little word has real special meaning. People stir UP trouble, line UP for tickets, work UP an appetite, and think UP excuses. To be dressed is one thing, but to be dressed UP is special. And this UP is confusing; a drain must be opened UP because it is stopped UP. We open UP a store in the morning but we close it UP in the night. We seem to be pretty mixed UP about 'UP'! To be knowledgeable about the proper uses of UP, look the word UP in the dictionary, it takes UP almost ¼ pages and can add UP to about 30 definitions. If you are UP to it, you may be building UP a list of the many ways UP is used. It will take UP a lot of your time, but if you don't give UP, you may wind UP with a hundred or more. When it threatens to rain, we say it is clouding UP. When the sun comes out, we say it is clearing UP. When it rains it wets the earth and often messes things UP. When it does not rain for a while, things will dry UP. Go UP to your room. Finish UP your work. Give UP you can not solve the problem.

One could go on and on, but I have to wrap it UP, so .... It is time to shut UP. !!

By Zebec 91 FM



*Christening Ceremony for Joseph Antony Hurtis & Rene's baby boy on 28<sup>th</sup> Dec 08 at Kochi*

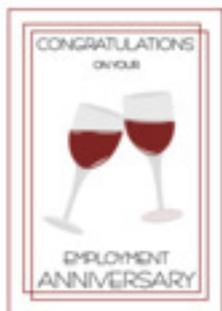


### Moving UP

Mr. Prithvi Pal Singh has been promoted to Assistant Manager Technical based in Mumbai – Technical Office

Vishal Bandekar has been promoted to a Design Engineer at Goa

Megha Bhise has been promoted and re-designated to Administration/Documentation/ Graphics Executive.



Jan-March 2009

**Jan-March 2009**

1. Shramili Naik-Goa- 1<sup>st</sup> Jan (3yrs)
2. Damodar Chari- 2<sup>nd</sup> Jan (2yrs)

3. Vishal Bandekar- 2<sup>nd</sup> Jan (1yr)
4. Megha Bhise- 2<sup>nd</sup> Jan (1yr)
5. Joseph Antony Hurtis 2<sup>nd</sup> Jan (1yr)
6. Anita Mohra-7<sup>th</sup> Feb (4yrs)
7. Bhavana Hiwase 8<sup>th</sup> Feb (3yrs)
8. Hruishikesh Kapoor 5<sup>th</sup> Feb (2yrs)
9. L.P. Ayappan 25<sup>th</sup> Feb (1yr)
10. F.M. Furtado 1<sup>st</sup> March (4yrs)
11. P.Sudhakar 17<sup>th</sup> March (2yrs)



Wedding Bells for Zebecans  
Look who is tying the knot



*Lixon Samuel and Jane*

## *Meet Vimal Kumar M*

Among all of us has probably the most diverse experience. With a Bachelor of Engineering in mechanical as his bed rock he has accumulated hands-on experience in high horsepower diesel engines, high pressure steam boilers and turbines and alternators, high capacity air conditioning and refrigeration plants, desalination plants to name just a few.

In addition he has worked in ship repair facilities, oil rigs, dredgers and water treatment plants and in the Indian Navy as Chief Engineer Artificer.



*Vimal Kumar with his family*

All this expertise has made him a complete engineer and he is able to put it to good use as a Site Manager where his fastidious attitude for perfection with his team and the shipyard can only deliver a perfect product. To his credit he will shortly be completing the final protocol to deliver the third vessel to DESS from ABG, Surat.

This is by no means an easy task. He has had to use his wits with the owner to mitigate their apprehensions and a lot of persuasion with the yard to enhance their quality to international standards. Vimal as we dearly call him, despite his sound knowledge base, is a very amicable person.

He invariably starts the day with an amusing anecdote conveyed by email to those in need of cheer. As long as Vimal is in ABG, Surat, all of us in various offices of Zebec are at ease that the ABG flank is well under control.

By FMF

## **DNV's Periodic Audit**

Zebec was awarded certification on 15th November 2008 by DnV an international certification body for meeting the stringent international quality management system requirements established by ISO 9001:2000 rules. The Periodic Audit for Zebec was successfully conducted by DNV at Goa, Mumbai and Cochin.

## Up Coming Events

### Maintain work-life balance

IF YOU are always working late, stop and ask yourself why. Is it because you have too much work? Do you manage your time poorly? Are your company's processes inefficient or lacking in good management practices? Or is making your presence felt the key to getting a promotion?

Working late occasionally during audit periods or a new business drive can be necessary. However, when a work-late culture is practised unnecessarily, it can be detrimental to productivity, personal health and society at large.

Working late constantly can have a detrimental impact on society as it impacts negatively on family relationships.

In some societies and locations, women in particular are choosing not to or finding it difficult to, develop a relationship, marry and have children because the work environment and a work-late culture do not support women who want to have a career and a family."

### Make a difference

What can be done to better manage the impact of working late or break unhealthy cultural habits?

- Create a "culture of flexibility" that allows employees to manage the demands of their work and personal lives.

- Imphasis on the fact that company's culture is about performance by objectives as opposed to time in the office and that is the premise that our flexible work-life philosophy is based on.

- Practice Workload management by understanding employees and procatively mangaging staff portfolios to monitor workloads and resource planning.

- Invest significanlty in training to improve productivity and actively encourage staff to develop healthy work

1. Annual Performance Appraisal Exercise – starting from 1st January till 31st January 2009

2. Zebecs's 3rd Annual Seminar- dates will be announced soon.

3. 4<sup>th</sup> Leadership Program-dates will be announced soon.

## Mumbai Terror Attack 26th Nov 08: Remembering the Heroes

This is the time to pray for the deceased souls and a time to remember the brave people who saved many. Some of those brave men are lucky to be alive today.

### Obituary

Mrinalini Shinde, wife of Mahesh Shinde (Assistant Site Manager at Cochin), died on 29.11.2008 at Amrita Hospital, Cochin. Funeral was held in her hometown Ratnaqiri.

Readers are requested to contribute generously for the forthcoming Newsletter by forwarding valuable articles of interest to Zebecans. Please also give your valuable comments and suggestions to make this Newsletter a success.

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