AN EFFECTIVE INTERFACE BETWEEN THE PEOPLE OF TRANSWORLD GROUP

transVIEW

transworld GROUP

Issue 19: July 2015

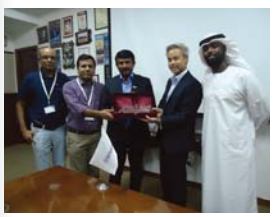
(Standing): Left to Right : Mr. Sony Antony, Capt. Leslie Reis, Mr. Sachin Rathore, Mr. Paolo Messina, Master of vessel Capt. Filippi, Mr. Ramesh S. Ramakrishnan, Mr. Stefano Messina, Mr. Andrea Gais, Mr. Vincenzo Re (Sitting): Left to Right : Mr. Mauro Incardona, Capt. Giordano Gelasini, Mr. Ignazio Messina and Mr. Ritesh S. Ramakrishnan

Transworld Group, Ignazio Messina & C. mark 30 years of Success

Transworld Group and Ignazio Messina & C. celebrated 30 years of partnership at an event to mark the occassion in Genoa, Italy. Commemorative plaques were exchanged to mark the partnership between Transworld Group's Transworld Shipping and Logistics Ltd and Ignazio Messina & C. owned Ignazio Messina Line, S.P.A, Italy. Chairman Mr. Ramesh S. Ramakrishnan (fifth from left in picture above) led the Transworld Group delegation.

03
Ritesh S. Ramakrishnan identified as Global Next Gen Business Leader

05
Transworld Group, Ignazio Messina & C. mark 30 years of partnership



07
Etihad Rail signs MOU with Transworld Group

Shades of leadership and its concerns

Albatross Shipping's 2nd Annual All India Forwarding Conference

Tips for a greener Transworld

Impact of technology on logistics industry

Editorial

Dear Readers,

Yet another fast-paced quarter has zoomed past.

For Transworld Group family it has been very eventful and remarkably successful, yet again.

The quarter opened with the news that Chairman Mr. Ramesh S. Ramakrishnan was chosen the winner in the Outstanding Category at the Asia Pacific Entrepreneurship Awards 2015, UAE which was held on 15 April 2015 in Dubai. The Outstanding Category recognises individuals who have shown outstanding efforts, perseverance and growth in the business and those who prove to be exemplars in their fields.

Also in April, OEL Emirates became the latest to join the Transworld Group fleet. While marking the occasion, Chairman emphasized : "As always, it is fitting, for me, to make special mention of the dedication and hard work of each and every member of the Transworld Group team that has made this acquisition possible. Thank you and congratulations to each and every one,"

Come May, and as the heat began to take grip, there was sizzling news again. This time prestigious trade publication Lloyds List identified Ritesh S. Ramakrishnan, Director of Strategy and Business Planning, Transworld Group, as one of the Global Next Gen Business leaders who is to be watched.

In an article about young global leaders, while highlighting the stature of the Group and underscoring Chairman's stewardship under which it became a global powerhouse, Lloyd's List noted : "Dubai-based owner and operator Transworld Group and its young director of strategy and business planning, Ritesh Ramakrishnan, are worth watching. The company has flourished under Mr. Ramakrishnan, current chairman of the Transworld Group, who took over the role from his father in 1989. As a next-generationer, Ramakrishnan junior has an expanding business located in one current hotspot, the Middle East, and with strong direct ties with another, the expanding Indian economy."

It is in that dynamic market that yet another Transworld Group entity, Shreyas Shipping and Logistics Limited made waves. In the wake of a superb year it posted its best performance yet. Chairman commented : "This performance is not an overnight miracle but a planned strategy which has brought to bear this day for the Company. Shreyas shall continue with its quest to innovate ideas for developing coastal shipping in India."

May also witnessed a landmark event, with Transworld Group and Ignazio Messina & C. celebrating 30 years of partnership at a function to mark the occasion in Genoa, Italy.

Success and milestones were not restricted to business.

It was heartening to see that Tintu Luka and Jisna Mathew, both trainees at Usha School of Athletics - USHA - won laurels for India at the 21st Asian Athletics Championship held at Wuhan, China. Transworld Group is proud to be a sponsor of USHA, headed by Indian Olympian legend P T Usha, and contribute to this success.

Scanning the industry, as we go to press, the crisis in Greece is creating consternation in the markets. Even while the outcome is expected with bated breath, the slowdown in most markets, especially China is adding to the volatility.

But with Transworld Group firmly entrenched in the dynamic markets, and combined with hard-work, drive and innovation, we Transworld Group family members, can replicate success in the months ahead.

Once again thanks for all the efforts.

Let us stay focused, innovate and make it happen, again.

Best Regards,

B. Mannan

Editorial Team:
Ritesh S. Ramakrishnan, B. Mannan, Sanjit Roy,
Amit Powar

All mails for Transview to be sent to:
transview@transworld.com

Lloyd's List recognises Ritesh as one of Global Next Gen Business Leaders

Lloyd's List

On our radar : Lloyd's List Next Generation 2015

Friday 15 May 2015, 00:01 by Lloyd's List Editorial

Dubai: Ritesh Ramakrishnan

DUBAI-based owner and operator Transworld Group and its young director of strategy and business planning, Ritesh Ramakrishnan, are worth watching.

Transworld has grown from a small Indian company in 1976 to a multi-faceted shipping, freight forwarding and logistics services business with three separate shipowning divisions, headquartered in the Jebel Ali Free Zone in Dubai.

The company has flourished under Mr Ramakrishnan, current chairman of the Transworld Group, who took over the role from his father in 1989.

As a next-generationer, Ramakrishnan junior has an expanding business located in one current hotspot, the Middle East, and with strong direct ties with another, the expanding Indian economy.

Mr Ramakrishnan graduated from Purdue University with a Bachelor of Science in logistics and a double minor in communication and finance in 2009.

After brief spells at American Eagle Tankers and PKF Dubai, he joined the family group full-time in January 2010. Today he oversees the financial, commercial, operational and administrative departments of the company and is a board member on a number of the group's subsidiaries.

Congratulations to Ritesh S. Ramakrishnan, Director of Strategy and Business Planning, Transworld Group.

Prestigious trade publication Lloyds List has recognised Ritesh as one of the Global Next Gen Business Leaders who is to be watched: "DUBAI-based owner and operator Transworld Group and its young director of strategy and business planning, Ritesh Ramakrishnan, are worth watching. The company has flourished under Mr Ramakrishnan, current chairman of the Transworld Group, who took over the role from his father in 1989. As a next-generationer, Ramakrishnan junior has an expanding business located in one current hotspot, the Middle East, and with strong direct ties with another, the expanding Indian economy." Excellent achievement, hearty congratulations to Chairman Ramesh S. Ramakrishnan, Ritesh and the Transworld Group family.

OEL Emirates joins the Transworld Group fleet

MV OEL Emirates (Ex. Norfolk Express) has become the latest vessel to join the Transworld Group fleet.

"We took delivery at 4 pm local time in Hamburg, Germany on 29 April 2015. MV OEL Emirates is our humble dedication to the United Arab Emirates with due respect to our long and fruitful association with the UAE," said Mr. Ramesh S. Ramakrishnan, Chairman of Transworld Group.

"MV OEL Emirates is the largest vessel in our fleet with a Capacity of 3607 Teus with cargo dwt 45,240 tons. She will be deployed on our India Middle East Sector. With this additional deployment we can continue to provide our customers a more competitive and reliable service," added Mr. Ramakrishnan.

"As always, it is fitting, for me, to make special mention of the dedication and hard work of each and every member of the Transworld Group team that has made this acquisition possible. Thank you and Congratulations to each and every one," Chairman added.

The latest entrant to the Transworld Group fleet at Hamburg

Coffee with Chairman

Every month, the CEO of the respective units - OEL, BSL, TSL, TL - nominate a staff member who will then be invited for Coffee with Chairman and have an informal conversation.

In June, Sony Antony - General Manager, OEL, Aurea Aquino - Customer Service and Documentation Assistant, TSL and Francis Edward - Senior Executive, Liner Services, BSL were selected. Chairman was pleased to spend time interacting with them, understanding the views and feedback for taking Transworld Group to greater heights.

Chairman meets Sony Antony

Francis Edward

Aurea Aquino

Media Coverage: Shreyas Shipping and Logistics FY results

IHS | JOC.COM

Shreyas Shipping and Logistics returns to FY profitability

JOC Staff | May 27, 2015 12:48PM EDT

Shreyas Shipping and Logistics swung to a net profit of Rs. 61.75 crore (about $9.6 million) in the fiscal year ended March 31, a big turnaround from its loss of Rs. 4.32 crore ($675,000) in the previous year, as the Mumbai-based multimodal logistics and shipping firm significantly expanded its feeder network with the acquisition of new ships.

Yearly group revenue totaled $85 million, up 12 percent from $76 million in fiscal 2013-14, the company said in a filing to the Bombay Stock Exchange.

"This is the company's best-ever performance to date," Shreyas said.

"This performance is not an overnight miracle but a planned strategy which has brought to bear this day for the company. Shreyas shall continue with its quest to innovate ideas for developing coastal shipping in India," said Ramesh S. Ramakrishnan, Chairman and Managing Director, in the earnings release.

Shreyas, part of Mumbai-based Transworld Group, posted net earnings of $5.7 million in the last fiscal quarter (January to March), reversing a $1.2 million loss in the same period of 2014, on a 7 percent year-over-year increase in revenue to $22.5 million.

"The success of the company is on the back of excellent support from its wholly owned subsidiary, Shreyas Relay Systems, on the domestic trade as well as regional trade. The increase of tonnage and extension of service to cover complete Indian coastal regional areas has strengthened the company's position," Ramakrishnan said.

During the year, Shreyas added a string of services to its coastal and regional shipping network, including a fortnightly route from Visakhapatnam — India's major east coast cargo gateway — to Jebel Ali, a leading transshipment hub in the Middle East. "The company also covers Karachi (Pakistan) and aspires to start calling Chittagong (Bangladesh) in the near future," the release said.

The group is looking to expand its land-based logistics portfolio by handling liquid and other products, according to the statement. Shreyas currently has a fleet of six cargo ships. The company in March announced the board approved a plan to acquire four new container ships with capacities ranging from 1,700 to 2,500 TEUs (20-foot-equivalent units) over the next two years.

Transworld Group, Ignazio Messina & C. mark 30 years of partnership

Transworld Group sponsored Tintu, Jisna do India proud

Transworld Group was extremely happy to learn that Tintu Luka and Jisna Mathew, both trainees at Usha School of Athletics - USHA - won laurels for India at the 21st Asian Athletics Championship held at Wuhan, China. Tintu won the gold medal in the 800 meters and silver medal in the 4X400 meters relay while Jisna won silver medal in the 4x400 meters relay. Congratulations to both.

Transworld Group is proud to be a sponsor of Usha School of Athletics headed by Indian Olympian legend P T Usha and contribute to this success.

Tintu Luka (right), and Jisna Mathew with Indian Olympian legend P T Usha (centre) after their victorious run at the Asian Athletics Championships held at Wuhan, China.

Self - Confidence: Why should you believe in yourself?

There were two boys in a village, one of them was 10 years old, the other was 6 years old. They were the best of friends, and used to play together the whole day long.

One day while playing, they reached a faraway place from their village. There the 10 year old boy slipped and fell into a well. He did not know how to swim and was just struggling to keep himself on the surface of water. He could drown anytime. Seeing this the 6 year old boy got scared. He looked around for help, but there was nobody.

Just then he saw a bucket with a rope kept beside the well. He immediately threw the bucket into the well, the elder boy clung on to it, and with all the strength he had, the younger one pulled the rope and got his friend out of the well.

Now when both of them went back to the village and told everyone the story, nobody believed them. They said it was not possible. How can a 6 year old boy who is so weak that he cannot lift a bucket full of water, lift the same with another boy clinging on to it?

Though there was one wise elderly man in the village who believed their story. He said he believed every word the boys said. Seeing this, all the villagers went up to the wise man and asked how could he believe their story. The man said the boys themselves said what had happenedthe younger one threw the bucket into the water, the elder one clung on to it, and he pulled his friend out of the well.

Arun Raj K V

The villagers explained that the question is not as to how the boy did it. The question is that how was he able to do it. To this the wise man said that there is only one possible explanation, and that is, at the place where the incident took place, for miles and miles there was not even a single person who could tell the boy- "YOU CANNOT DO IT"

So ignore what the world says, the magic is already within you.

Arun Raj K V
Executive - Customer Service & Documentation
Albatross Shipping Limited, Bangalore

Etihad Rail signs MoU with Transworld Group

Right to left: Mr. Khaled Jamea Yousif Ajjah, Mr. Kendrick Tang, Key Accounts Team of Etihad Rail, Mr. Mannan Balasubramanian, Mr. Subramanian Jagdeesh and Mr. Suresh Rajagopal of Transworld Group

Etihad Rail, the developer and operator of UAE's national railway network, has signed a Memorandum of Understanding (MoU) with Transworld Group as the leading multi-faceted, integrated shipping and logistics company in the region. The purpose of the agreement is to ensure an economical mode of transportation of goods and a reliable, high volume service across rail and shipping networks. The MoU was signed by Mr. Faris Saif Al Mazrouei, Chief Executive Officer of Etihad Rail and Mr. Mannan Balasubramanian, General Manager of Transworld Logistics FZE.

Mr Saif Al Mazrouei, Chief Executive Officer of Etihad Rail said : "This agreement with Transworld Group is crucial for Etihad Rail to be able to continue to expand and develop the railway network and cements an important relationship between our two companies. Transworld Group's experience and expertise will be essential in shaping the freight transportation element of the network, which will open up a wealth of opportunity when it comes to shipping goods."

The Etihad Rail network will span approximately 1,200 kilometers across the UAE, providing both freight and passenger services. It will connect urban and peripheral communities, facilitate trade, open up communication channels and foster economic development across all Emirates in the UAE. The network will also form a vital part of the GCC Railway Network, linking the UAE to Saudi Arabia through Ghweifat in the west and Oman through Al Ain in the east.

Transworld Logistics felicitates "best employees" of May 2015

Transworld Logistics FZE office and warehouse employees who won the employee excellence awards for the month of May 2015 were felicitated with certificates and gift vouchers. General Manager Mannan Balasubramanian gave away the prizes.

This initiative was undertaken to motivate all staff, recognize their efforts and create a positive attitude towards work responsibilities, co-workers and customers. These performers also serve as a role model for others.

Ms. Supriya Adhav - Customer Service Team

Mr. Jaiganesh Thangaraju - Customs Documentation Team

Mr. Atif Latif - Warehouse Operations

Tips for a greener Transworld

Ann Linet Nazareth

World Environment Day was celebrated by Transworld Group on 11th June 2015.

A greener workplace can mean a lighter ecological footprint, a healthier and more productive place to work, and good news for the bottom line.

Here are some tips for **Going Green at Work:**

1. More Work, Less Energy
For many people, a computer is the central tool at work. Optimizing the energy settings for computers and other devices can be more than a modest energy saver. Set computers to energy-saving settings and make sure to shut them down when you leave for the day ("standby" settings will continue to draw power even when not in use).

2. Digitize
It does seem a bit strange that in the "digital age" we still consume enormous amounts of mashed up, bleached tree pulp, most of which gets used once or twice and then tossed or recycled. The greenest paper is no paper at all, so keep things digital and dematerialized whenever possible.

3. Don't Be a Paper Pusher
When buying printer paper, look for recycled paper with a high percentage of post-consumer content and the minimum of chlorine bleaching. Even recycled paper gobbles up a great deal of energy, water, and chemical resources in its processing.

4. Greening the Commute
We can ease some strain on environment by carpooling, taking public transit, biking, walking, or a creative combination thereof. If there's no good way to phase out your car, consider getting a hybrid, electric vehicle, motorcycle, scooter, or using a car sharing service.

5. Green Sleeves
You might be amazed how sharp work clothes from thrift stores can look. If you buy new, get clothes made with organic or recycled fibers. Avoid clothes that need to be dry cleaned, and if they so demand it, seek out your local "green" dry cleaner.

6. Use Green Materials Some paper use can't be avoided, so use recycled paper and envelopes that have been processed and colored using eco-friendly methods.

7. Redesign the Workspace
Greening the space in which you work has almost limitless possibilities. Start with good furniture, good lighting, and good air. Furniture can be manufactured from recycled materials as well as recyclable. Incandescent bulbs can be replaced with compact fluorescents.

8. Lunch Time
Bringing lunch to work in reusable containers is likely the greenest (and healthiest) way to eat at work. Getting delivery and takeout almost inevitably ends with a miniature mountain of packaging waste. But if you do order delivery, join coworkers in placing a large order (more efficient than many separate ones). Also, bring in a reusable plate, utensils, and napkins. If you do go out for lunch, try biking or walking instead of driving.

9. Get Others in on the Act
Share these tips with your colleagues. Ask your boss to purchase carbon offsets for corporate travel by car and plane. Arrange an office carpool or group bike commute.

Compiled by
Ann Linet Nazareth
Executive – Client Relations
Transworld Logistics FZE, Dubai

References and bibliography
www.arabianbusiness.com
www.unep.org

'Finance for Non Finance Managers' training conducted in India, UAE

A two-day 'Finance for Non Finance Managers' training was held on 5, 6 April 2015 in Dubai. The training was also held in India on 28- 29 April 2015.

The Heads of Business Units and senior managers of UAE and India attended the training conducted by Mr. Ramesh Mahalingam of Ideal Management Consultants.

International Yoga Day sparks a new interest among staff

On the occasion of United Nations International Yoga Day celebrated globally on 21 June, a yoga training session was conducted in the Corporate Head Office training room. Yoga Trainer Ms. Mahalakshmi explained the benefits of yoga and demonstrated some of the yoga techniques.

Start where you stand as life is not all perfect

Don't let the vague of darkness create blindness in your eyes; let it illuminate both the beauty and the lies. You won't last in this life not reading between the lines; and getting conquered with pain, with all those hurtful cries. The past won't help you in beginning new, if you have left it all behind at last.

Don't give the vanished days a backward look, as the world won't care about your old defeats, if you can start new and win success; the future is your time, and time is fleet as there is much of work and strain and stress; going further you may not find the ultimate rest.

Forget the buried woes and dead despair, here is a brand new trial right at hand, have you ever driven down a road? Just to drive with no destination in mind and the road seems to go on and on, life my friend is like that long road not knowing when it ends.

This life ain't perfect, in mind a thought to keep; there are times you'll have no choice but to pray with wind your hands leaped. But still you strive for another tomorrow, hoping that in the long run everything will turn out well at the end.

But the future is for him or her my friends who does and dares, as life my friends start where you stand as all is not perfect till it ends.

Ramsey Vincent Quadros
Senior Executive - Customer Service
Orient Express Lines FZCO, UAE

Public Enemy No. 1

One would think you would get used to being hated when it is all you have known. You do not. It still stings when they groan at the mere mention of my name. When my arrival reduces grown men to whimpers. Every week I hope for a warmer welcome. For someone to recognize and delight in my potential. Few ever do, they turn up their noses like I'm to blame for their miserable jobs. Like it's my fault nobody cares about the pursuit of education anymore. Like sleeping till two is all life has to offer.

Sometimes I really wish I was Friday instead.

Zia Ur Rehman
Finance Executive
Transworld Saudi Arabia

Arabic Training

Ms. Rita Hamaoui conducted an Arabic training class which helped Staff enhance their language skills

Albatross holds 2nd Annual All India Forwarding Conference

Albatross Shipping held the 2nd Annual All India Forwarding Conference in Mumbai on 26, 27 March 2015.

The conference required all the branches to present their performances against budget of last FY, SWOT analysis, and projected performance of this FY.

Mr. V. Ramanarayan, Vice Chairman of Transworld Group, Mr. Ritesh S. Ramakrishnan, Director of Strategy and Business Planning and Capt. Bharat Sabharwal, CEO of Albatross Shipping were present.

The management gave the necessary and requisite feedback to all the branches and emphasized the need to optimize and focus on the opportunities and dedicated sales manpower.

They also commended the performances of most of locations and shared that the organization banked heavily on its people. It was also highlighted that "our people are our major assets and our move should be towards developing their talent."

Mr. Ramakrishnan accentuated on communication between all and sharing of domain knowledge which benefits all. He also rightly remarked that the leadership that we all enjoy is rare.

The icing on the cake was the recognition and appreciation of the best performing branches and individual performers from regions viz. – North, South, West and Gujarat.

The winners of the best performing branch award were:

1) Baroda – 1st prize (Gujarat region)
2) Bangalore - 2nd prize (South region)

The other contenders for the best performing branch, not falling far behind the winners, were :
1) Ahmedabad, Kandla
2) Cochin
3) Tuticorin

The winners of the individual performers – Forwarding Division were

Mr. Mahendra Thakur – Mumbai (West Region)
Mr. Hitesh Makadia – Baroda (Gujarat Region)
Mr. Venkat Bharat – Bangalore (South Region)
Mr. Ashish Garg – New Delhi (North region)

The winners of the individual performers – Liner Division :
Mr. Sunil Fernandez – Kandla (Gujarat Region): Best performer - Dry
Mr. Jugal Shah – Mumbai (West region) : Best performer – Reefer
Mr. Naresh Santwani collected the award on behalf of Mr. Fernandez.

Heartiest congratulations to the winners and very best wishes to all the performers for achieving the performance targets set for FY 2015-16.

In addition to the recognition of the best performing branch and individuals, Cold Chain Division was recognized and awarded as the most promising and enterprising business model of the year 2015.

Winners with Mr. V. Ramanarayan, Mr. Ritesh S Ramakrishnan and Capt. Bharat Sabharwal

Baroda - Best Branch Award 1st prize

Liner Dry - Winner - Mr. Sunil Fernandez, Kandla

North - Winner - Mr. Ashish Garg, New Delhi

Bangalore - Best Branch Award 2nd prize

West - Winner - Mr. Mahendra Thakur, Mumbai

Gujarat- Winner - Mr. Hitesh Makadia, Baroda

South - Winner - Mr. Venkat Bharat, Bangalore

Liner Reefer - Winner - Mr. Jugal Shah - Mumbai

Best Business Model - Mr. Krishna Navaratna, Cold Chain Division

World Environment Day marked

World Environment Day is observed every year on 5 June to raise global awareness of the need to take positive action to protect the environment.

This year, the theme was:

UNEP

World Environment Day 2015
Seven Billion Dreams.
One Planet.
Consume with Care.
June 5

On 11 June 2015 Transworld Group organised an Inter-Unit Exhibition Competition in which every unit had to present, exhibit and display works of art, designs, creative artefacts made out of waste materials / recycled items. Innovative ideas in shipping and logistics in todays era were displayed in a creative way by use of all waste items and recycled things.

The most creative and environment friendly ideas were chosen, with Transworld Logistics being the winners and Balaji Shipping the runner-up.

Winners: Transworld Logistics

One of the winning creative entries

Runner-up: Balaji Shipping / TSL

My first poem of a dream city

I was thinking about the subject for my first poem
This is not my first poem though,
As I stopped writing after school
My quest for knowledge was growing then
Now I know 'The less I know, the more certain I am'

Is it about love, happiness, success?
Trees, animals, ocean or rain?
I was not sure of it and started writing my thoughts
In pursuit of new learning and
To wear the tag of a 'Poet' for ever

I started thinking about 'My Dream city'
Where I would live in future, I feel the morning sun from my window
Animals are having their space and not on the roads
Traffic jams are unknown

It is a city without a bit pollution
Waste –Solid or otherwise is recycled
Weather is moderate and
Trees and Rainfall are abundant
Where people live as a community

Where citizens are responsible,
Kids are taught values & ethics
Water is conserved for better usage
Sanitation at its best and,
Electricity is available all the time

It's a city without crowd
Where public transport is efficient
Parks outnumber the buildings,
Wow, what an experience to Live in this awesome city!

Parameshwari Shanmugham
Manager - Human Resources
Encore Pierian Logistics
Business Services

Photography second prize at Global Konkan Festival 2015

The winning entry

Mr. Ranjan Gawde from Shreyas Shipping & Logistics Ltd won the 2nd prize in the 'GLOBAL KONKAN FESTIVAL 2015' photography competition. The winning photograph was clicked in Kudal Bhogwe Goan.

Shades of leadership and its concerns

Capt. Bharat Sabharwal

Often I ponder over the idea of leadership and its role in the corporate world.

Observations of various corporate honchos differ vastly from each other, hence my question, is there any fixed definition of the leader ? The answer is "Big NO."

Leaders could be by birth, can be made, may cease to become leader. It is not a one time title and like everything else, you too need to earn this title continuously and require to invent, innovate, lead with the changing times.

When I write that one can cease to be leader, this means that the day a person feels no one is good enough for them. Such persons are consumed by their own brilliance and they often resist talent management. In other words they feel they are immortal and in the absence of their successors they believe they can work from their graves. Such people are responsible for the murder of organisations.

Lets find out who is a leader in real terms. A leader can be seen as possessing information (measurable), skills (measurable), knowledge (nonmeasurable) and competencies (nonmeasurable).

Now, a good leader must understand that the measurable part can be made part of training programs, which is top -down. This means training will have a definite outcome depending on the quality of the training, its content and design.

The non-measurable part can be made part of learning and development programmes which is bottom-up. This means participants need to be seekers and have curiosity but despite the best of content and design of the programme no one can guarantee the outcome.

We can enhance the transmission of coaching, mentoring and training. But as a leader it is our moral responsibility towards humanity and organisation and we must work towards it.

Why is there acute shortage of leaders, skilled manpower now-a-days ? This is mighty threatening to all the industries and no single industry is immune from this disease.

Inspite of knowing the severe consequences, what stops people short of nurturing their colleagues, transmitting their expertise ? Is there an insecure feeling of loosing their own crown, or fear that sharing knowledge will make you less important in the organisation or if one will run out of ideas if shared, or whether someone will score faster than you inspite of learning from you ? - there are number of reasons which restricts the flourishing of this process.

Like parents who feel their children are not as good as them, most leaders feel their successors are not as good as them. At an extreme, some leaders feel no talent is as good as them or can be as good as them. So they refuse to invest in talent development programmes. They yearn for clones exactly like them. They love compliments from those who obey them and supplements who enhance them. But at all times they fear competition who can substitute them, so they reject them.

These leaders forget their mortality. They do not care for the death of the organisation. Such fantasy is dangerous. Great leaders create great organisations and great organisations create great ecosystems that creates a great leader. But neither a leader, nor an organisation, however great, may be immortal. People die, processes get outdated, systems collapse eventually. It is the law of entropy. The only way for the organisation is to admit to the mortality of the leader and work towards making him immortal. But no human is immortal, so he needs to father children, replace himself with successors who are as competent as they are.

At last there is no starting stage as such for the process of becoming the leader. Passion in you brings the change. Take ownership of the tasks assigned without fear of being right or wrong. Accept responsibility. Stop bothering about the designations. It is the knowledge, competency, qualification, skills, urge for learning and working continuously towards inner improvement, which is the key to true Leadership.

HAPPY LEADERSHIP

By Capt. Bharat Sabharwal
CEO
Albatross Shipping Ltd.

The City Life

I don't know the science of life, even
though in my real life;
Can you tell me how
the scenario has changed now...?

People in cities,
are really busy;
their life has become,
really fussy.

Their work load,
has become really broad,
this has made them narrow minded,
and make shy of the broad minded.

Can you explain me
why it happens so ?
Is it so,
because the technology growth..?

Machines and robots,
have made man lazy;
mobiles and computers,
have made man crazy.

The hurry up and give up,
since they don't have time;
they are so busy that,
they have to face all crimes.

Due to the facilities and
technologies, we say city
life is best; But it can't
give us with pleasure, that
the village life gives us!

Chithra Hari

By Chithra Hari
D/o Hari
Shreyas Relay Systems Ltd.
Mumbai

Net Neutrality

Sudeep Sharma

Internet Neutrality or Net Neutrality has been in news from past few months but in India it got the push with the release of Consultation paper on Regulatory Framework for Over-the-top (OTT) services by the Telecom Regulatory Authority of India (TRAI) on 15 March 2015.

The paper deals with proposed changes to the way the data traffic is regulated over the Internet, in other words, it spells out the regulator's intent to revisit the Principle of Net Neutrality, which has been religiously followed by all the stakeholders of the Internet since it came in vogue in 1990s'.

With the following "Common Questions Aroused for any Internet User" the Concept of NET NEUTRALITY and Its Importance to the Readers is clear :

• What is Net Neutrality?
The Principle of Net Neutrality or Internet Neutrality refers to equal treatment of all data over the Internet by the Internet Service Providers (ISPs). The term was coined by Columbia University media law professor Tim Wu in 2003 as an extension of the long-standing concept of a common carrier.

As per the principle, the Governments and ISPs should treat every bit transmitted over the Internet equally, without any option for priority delivery or differential charges on the basis of user (Business or Domestic), content (voice or video or data), platform, application, type of attached equipment or mode of communication.

• What triggered present debate over Net Neutrality in India?
Apart from the intended policy shift by the TRAI, following developments in the telecom market led to a nationwide debate over the observance of the principle.

In December 2014, the decision of India's major telecom Bharati Airtel to charge subscribers extra for using social networking applications like Skype and Viber met with severe criticism which made the company to rethink and stay the implementation. The company argued that by providing communication services, these applications are eating into the Net Neutrality company's revenues.

In February 2015, Reliance Communications offered few selected websites and applications free of cost to its customers in partnership with the internet.org of social networking major Facebook.

On 6 April 2015, Airtel Zero programme was launched, under which the Airtel subscribers can access selected websites and applications, which are registered with the company, free of cost.

The above incidents indicate the intent of the ISPs to build new partnerships with content providers which is antithetical to the principle of Net Neutrality.

• What are the arguments in favour of Net Neutrality

The primary benefit accruing from the principle is it has ensured a level playing field in terms of access to the Internet for the content providers whether they are Internet monopolies like Google and Facebook or start-ups in the neighbourhood.

Any compromise by the ISPs in observing the principle is nothing but an unfair business practice, as recently observed by the Chairman of the Competition Commission of India (CCI), since it involves preferential treatment for select websites and applications. The argument that social networking sites are eating into the revenues of telecoms is absurd because the revenue foregone as estimated by the telecoms is fictitious and not supported by factual evidence.

The violation of the principle will have adverse impact on the start-ups because the Internet giants with surplus funds can pay higher fees to ISPs in order to push their data on the Internet on a priority basis.

Compiled By
Sudeep Sharma
Assistant Manager
Shreyas Relay Systems Limited
Gandhidham

Outings enhance spirit of camaraderie, teamwork

Transworld Logistics team watched Jurassic World

Corporate team celebrated

Balaji / TSL team enjoyed

Employee Wellness Programme conducted

LIVING WELL employee wellness program

Eye Check-Up

Shreyas Shipping & Logistics Limited organised a free Eye Check-up Camp for Transworld Group employees on 21 and 22nd April in the office cafeteria. The camp was conducted by AEHI hospital, Navi Mumbai.

An Employee Wellness Programme was conducted at Transworld Group Corporate Head Office premises on 30 April. Medical Staff from Prime Medical Centre conducted BMI check-up, Height & Weight Analysis, Blood Pressure check-up and Blood Sugar check-up.

In addition an interactive session on "Critical Illness" was conducted by Mr. Amit Kango from Arab Orient Insurance PJSC. All employees were advised to practice a healthy life style.

Impact of technology on logistics industry

Ambrish Rai

Logistics has been playing a fundamental role in global development for almost 5,000 years now.

Since the construction of the pyramids in ancient Egypt, logistics has made remarkable strides. Development in logistics industry include the invention of the sea-cargo container, Kanban and just-in-time – logistics concepts.

Transportation and Logistics Industry has been dramatically impacted by the introduction and use of new technologies. Staying in tune with new technology and being open minded for change is critical for companies and individuals to maintain competiveness.

The development of technology has led to greater rivalry among logistics businesses worldwide as they compete to stay ahead of each other and in order to be the leader of the sector in which they operate. Over the years technology has completely changed the way that logistics industry operates. Now nearly all operating companies have their own IT department. A functioning technology department allows businesses to maximise its efficiency and save on costs.

Technology has also contributed to the way in which materials are delivered to customers. Drivers are able to deliver the materials to customers within an allocated timeframe with the aid of GPS mapping software.

The logistics sector is extremely cost driven with limited possibilities to differentiate. This is due in particular to the limited internal technology development and to the limited effects of traditional marketing on industrial markets with little information asymmetries (often, shippers directly do their logistics operations)

It is clear that in this era, logistics firms simply cannot operate efficiently without the use of technology. To conclude, IT will remain on top of the agenda of logistics companies for the coming years and requires proper strategic management.

Ambrish Rai
Deputy Manager
Shreyas Relay Systems Ltd., Kandla

New Faces

We extend a warm welcome to all those who have recently joined Transworld Group family and wish them a successful career

Siddharth Phadnis
Senior Executive Accounts
Balaji Shipping Lines FZCO

Ramya Rajagopal
Senior Assistant Statistical
Data Analyst
Orient Express Lines FZCO

Mayur Palav
Senior Executive Liner Services
Balaji Shipping Lines FZCO

Krishna Kumar
Senior Assistant Warehouse
Operations
Transworld Logistics FZE

Christopher Fernandes
Senior Assistant Customer Service
Transworld Logistics FZE

Savarimuthu Bosco Christopher
Executive Customer Service
Transworld Logistics FZE

Joseph Mathew
Executive Customer Service
Transworld Logistics FZE

Sreedharan Thekkiveettil
Executive Transport
Transworld Logistics FZE

Scribe Surprize

Your favourite newsletter TransVIEW now 'Trans'formed.
It's got your views, it's got your news and we need them coming.

Just send in your contributions to transview@transworld.com and if selected, you stand to win attractive prizes.

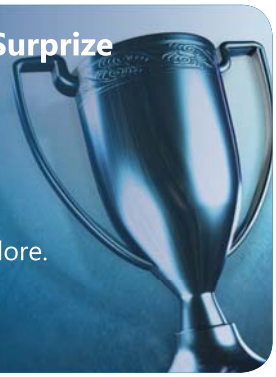
So get cracking on those ideas and start sending them.
Winning was never so easy!

The following are the winners of the Scribe Surprize

1st Prize : Cash Award of US$ 100/-:
Ambrish Rai, Shreyas Relay Systems Limited, Kandla.

2nd Prize : Cash Award of US$ 60/- :
Parameshwari Shanmugham,
Encore Pierian Logistics Business Services Limited, Bangalore.

3rd Prize : Cash Award of US$ 40/-:
Arun Raj K V, Albatross Shipping Limited, Bangalore.



Scribe Surprize Winners

Thanks for sending in your articles, poems etc. but sometimes, due to space constraints, we are unable to carry your articles in a particular edition. But please bear with us, they will definitely be published. Keeping writing to us ! We treat your comments as a gift - Feedback is always positive, so feel free to drop us a line: email: transview@transworld.com.