



ripple

HORIZON

- The Family Magazine



Editors Note :

Ripple Horizon is a Ripple Family Magazine, an initiative from HR Team to enhance the bond amongst all our Ripple Family Members across the Nation aims to throw some light on our day to day happenings in our Ripple World.

The News Letter is currently Planned for a Digital format with a Quarterly Circulation covering wide aspects of our Activities, Team Members, Organizational developments, Quiz competition, Fun elements etc.

Our Team members are requested to participate in giving the Articles which are related to our Ripple World. Depending on our space availability and capacity, we certainly will take your contributions. We named this News Letter are Ripple Horizon and purely with an intention to get connected with all team members. We sincerely hope that this initiative is welcomed by all of you and wishing you all a Very Happy & Prosperous New Year 2018 with Success.



Sudarshan
HR & Admin Team

Foreword

Dear Ripple Family,



Wish you a very Happy & Prosperous New Year 2018.



Let me begin with a big 'Thank you' to all of you for your contributions to Ripple Family during the year 2017.

The Year 2017 has been a challenging year for us due to various factors like effects of demonetization, introduction of GST, slowdown in the economy especially in the construction related industries. Apart from the above we have had nearer challenges like recoveries, long market outstanding's, high inventory, cash flow issues, manpower attrition among others.

During these tough times, we have sailed cautiously and managed to strengthen ourselves to face & overcome those challenges. Undoubtedly we could not have achieved this without your strong unconditional Support during this turbulent period. We have strengthened our Sales/Technical Team, HR & Finance Team, we also got an external investor to maintain our Indian Stock Inventory levels with adequate products & quantities.

In this New Year 2018, we intend to fast track our steps towards accomplishing our vision by achieving a strong market share growth as well as improving our bottom line numbers. This is not going to come easy unless your constant efforts & support to attain our deserving position in this competitive market. This New Year we are gearing up in many ways & initiatives to achieve our Goals. To name a few key initiatives briefly below.

Development @ RIPPLE :



With an aim to move to a more Professional & Systematic way of working, People, Policies, and Processes are getting streamlined. Our Performance Management initiatives like (PerFECT, RPM etc..) will capture and reward team members who make outstanding contributions and deliver on their targets.

This Year we will enable our Sales & Technical teams especially Newly Joined Team Members with adequate training. The launch of RAFT (Ripple Anchor Fastening Technology) will enhance the technical competency of the team & Consultants. ROI (Ripple Orientation & Integration) will be conducted for Sales/Technical Team, we will also work on providing Competence based training to the members in respective functions & teams.

We plan to work and install the ERP Implementation for streamlining the Process. ISO Certification initiatives will help us getting certified ISO Company for both Ripple Infra & Ripple India. In the New Year we will be launching two of our Ripple Power Tools ex. 4"Angle Grinder, Rotary Hammer Drill etc.,

The current market scenario seems to be very optimistic and provides us with many opportunities. Let us take this challenge together.

Best Regards,

Nunna Rao & Kishore Munnola

“ Great Things in Business are Never Done by One person. They are done by a Team of People” - Steve Jobs





GOOD NEWS Around RIPPLE!

HQ News

Ripple Infra System Celebrates 3rd Anniversary

RIS as it is commonly referred in the Ripple Group has completed 3 successful years. Operating in the specialized and niche area of offering Turnkey Contractual Projects in building Infra Structure Services solutions for LPG Gas Pipe Line installations, Anchor Fasteners Installation and Fire stop system Installation for Domestic and Commercial Purposes.



Back in 2014 it started of 2 team. Today it has strength of 22 team members with offices in all the major cities in India. It also has numerous associates who contract with RIS on project basis. Currently a prominent player in the LPG gas pipe line installations RIS plans to expand its bouquets of services into Web based Metering, Maintenance and other Infra Projects.

HO Team Outing to Anantagiri Hills



On 14th October 2017 members of the Head of Team joined by few family members went on a day long picnic outing to the nearby Ananthagiri Hills. Starting at around 6:30 am , the Bus drive from the Head Office to Anantagiri took around two hours along a beautiful route providing a fresh early morning ride. The ride was made jolly by the boisterous singing and merry making by the Team.

After a short stop for quick breakfast, the first key stop was the popular **Sri Anantha Padmanabha Swamy temple**, followed by the origin place of river Musi which is nearby. The next stop was at the Kotapally Reservoir which is about 20 km away. The best part is the kayaking facility at the reservoir, which was enjoyed by some of our Team Members, other's enjoyed by taking a dip in the reservoir for a short time before the watchmen came running to clear them because there was a danger from the crocodiles!!!

Next after a short break at the hills view point the team reached the resort hotel for the lunch and some relaxation. Later in the afternoon there were numerous team activities and games. Followed by confirmation, Birthday's & yes there was dancing too before we wound up with some cake and snacks. The return drive was less noisy and the team reached the Head Office by 9:00 pm to disperse to their homes.



Festivals Celebration



Last quarter the head Office Team celebrated various festivals and Events. Team Members participated with enthusiasm and complemented to the spirit occasion.

Diwali

On the occasion of Diwali the office was decorated with lights, diyas, flowers and beautiful rangoli's. The day was an ethnic dress day to office and Team Members came in traditional Indian outfits. Towards the evening a Puja was performed and sweets distributed. Diwali was also celebrated by our Team Members across other Locations like Mumbai, Kolkata, and Chennai etc



Christmas Celebration



On the Occasion of Christmas the Head Office Team had fun filled time. The office was decorated with lights, Christmas tree, star etc. The evening started off with a prayer followed by singing, cutting of the Christmas cake and the Santa Claus Show. Clothes Contribution





Cloth Distribution



Anchored by our Team Member from RIS Raj Douglas a unused Clothes collection drive was conducted. Team members volunteered to give away their unused clothes to be donated to an orphanage/leprosy center.



Know Your Team Member



- Pavan Kumar Kongara Sales Manager-South has completed his B.Tech Mechanical Engineering from JNTU University in the year of 2012 with first class.
- Born in a traditional farmer's family, hails from a small village **Vatsavai** in Krishna District today's AP His journey with Ripple India started in May 2013 as **Area Sales Engineer** based at Hyderabad. Very focused, high energetic and self-driven nature of Pavan earned accolades from Customers and the Management which lead to **Best Sales Man of the Year** for three consecutive Years from 2014 to 2016. He could able to qualify for 2 cars' as prize in 2015 & 2016 because of his well-balanced Sales, Collection and Customer Satisfaction. Pavan elevated himself as Sales Manager since 2015.
- **Pavan** got married in August 2017 to **Priyanka**



Team Members Services - Confirmation



Paidi Raju
BDE
RMT - Sales
Hyderabad



Raghu Chandra Bethi
BDE
RMT - Sales
Hyderabad



Sai Krishna
BDE
RMT - Sales
Hyderabad



Santhosh
Office Assistant
Hyderabad



New Joined Members



Ajay B
Trainee
RMT GAD
Hyderabad



Alekhya
RCP CSE/ Technical
RCP
Hyderabad



Ashok Kumar
ASE
RCP
Hyderabad



Chandra Shekar
Sr Manager
Finance & Accounts
Hyderabad



Devraj KD
Executive
SCM
Mumbai



Harshal DN
ATE
RCP/Tech
Mumbai



Prashanth Yadav
ASE
RCP Sales
Delhi



Mohit Sharma
ASE
RCP Sales
Jaipur



Murari Kumar
ASE
RCP Sales
Banglore



Nikhil Sharma
ASE
RCP Sales
Delhi



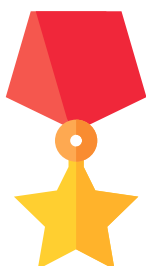
Santhoshi SL
TDE
RMT GAD
Hyderabad



Yunus Md.
ASE
RCP Sales
Vijayawada

RCP recieves ISO Certification

Ripple Construction Products Pvt Ltd received the ISO Certification, Happy to share with you all.





Please carefully read the essay and answer the Quiz..

A power tool is a tool that is actuated by an additional power source and mechanism other than the solely manual labour used with hand tools. The most common types of power tools use electric motors. Internal combustion engines and compressed air are also commonly used. Other power sources include steam engines, direct burning of fuels and propellants, or even natural power sources like wind or moving water. Tools directly driven by animal power are not generally considered power tools.

Power tools are used in industry, in construction, in the garden, for housework tasks such as cooking, cleaning, and around the house for purposes of driving (fasteners), drilling, cutting, shaping, sanding, grinding, routing, polishing, painting, heating and more.

Power tools are classified as either stationary or portable, where portable means hand-held. Portable power tools have obvious advantages in mobility. Stationary power tools however often have advantages in speed and accuracy, and some stationary power tools can produce objects that cannot be made in any other way. Stationary power tools for metal working are usually called machine tools. The term machine tool is not usually applied to stationary power tools for wood working, although such usage is occasionally heard, and in some cases, such as drill presses and bench grinders, exactly the same tool is used for both wood working and metal working.

The global market for power tools is \$33 billion (in 2016) and estimated to reach \$46 billion in 2025.

As keen builders and innovators it is not really a surprise that the first power tool was created by the ancient Egyptians. Although a very primitive version of what we would consider a power tool, the ancient Egyptians developed a hand powered lathe that is widely believed to be the first ever power tool.



When Thomas Edison invented the incandescent electric lamp in 1879 it led to a transformation in how people viewed the potential of machinery. In fact, it was only 16 years after Edison's invention that the first modern power tool was invented. German company C&E Fein is credited with inventing the modern power tool when it combined the power of an electric motor with a manual drill to create a new type of drill that revolutionised the industry. This drill was heavy, weighing 16.5 pounds, required multiple operators and, being powered by a large but relatively weak electric motor, was slow. Compared to modern standards this drill was cumbersome, unproductive and difficult to use, but for the next 20 years it reigned supreme.

Q : When was the first Power Tool invented and put in place???

Please share your answer by clicking on the below link to and post your answer or email to chiru@rippleindia.in

Link : <https://docs.google.com/forms/d/1Fa3iqKE0di0TCZekPq9zQXn0QEG4qKoinB6YFxbPQ4I/edit>

The Winner will be awarded with surprise gift*





Sales Tip

1. It's not what you say, it's what your customer believes



You can have the best sales presentation in the world, but if the customer doesn't believe your proposition, then you don't have a chance. Take the time to engage with the customer.

Ask them questions and let them tell you their wants and needs. Yes, many times they don't know what their needs are and you'll have to guide them, but in the end, if they don't believe it, you don't have a chance.

2. Never go into a sales call not knowing how you're going to close the sale



If you don't know where you're going, then how will you get there? The most common part left out of any presentation is the close. Plan for it upfront by developing the strategy and your course of action.

This does not mean you're only going to use one type of closing technique. On the contrary, it means you're going to be ready to close using several different techniques based on what the customer tells you.

3. Have a dedicated time set aside either daily or weekly to do your prospecting



Too many salespeople find themselves spending far too much doing everything else but prospecting. If you don't schedule it and hold yourself accountable, you won't do it

4. Believe in yourself and what you're doing to help your customers



Why should anyone buy anything from anybody if the person from whom they are buying doesn't even believe in it? There's a reason why confident salespeople are more successful

5. Show up and show up on time



More sales are lost because the salesperson either failed to show or failed to follow-through. It's a sad comment that something that basic and easy could deter more sales, but it's a fact. This is the main reason why when companies are looking for salespeople, I tell them to find candidates who have a proven track record of self-discipline.



Health, Safety & Wellness Tips

1. NEVER EAT while moving...



Even while driving). When food is eaten during moving, the process of digestion gets disturbed and results in heartburn and acidity.

2. Eat Fruits instead of having Fruit Juices.



In order to make a glass of orange juice you take about 4-5 oranges. This can lead to fructose overload. Unlike consuming whole fruit, the juice does not contain fibre as well.

3. Consuming a cup of green tea or regular tea, WITHOUT SUGAR and even milk, can help quicken the weight loss process and burn your calories faster, as tea contains antioxidants. Avoiding sugar is the key point to note.



4. Want to Reduce Belly Fat?

CHEW FOOD SLOWLY!



Chewing food slowly gives the time to your stomach to communicate that you are feeling full and improves satiety that helps to ultimately lose weight.

5. Drink water when your stomach is empty and that too in sitting posture. Not only all the water is absorbed to the maximum but also it helps in good metabolism, reduces obesity and reduces all sorts of digestive problems



Hope you liked the Edition of Ripple Horizon.

Please send us your comments, suggestions, Contributions & feedback to hr@rippleindia.in

