Ananya 2019 Salutes Bravehearts Battling Odds
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This International Women’s Day (March 8) marked a new dawn for a group of courageous women from rural belts in the Asansol-Raniganj region who have all overcome stiff odds by dint of their never-say-die spirit, to become agents of change.

Stepping into its centenary year, India Power Corporation Limited, in association with Sri Hari Global School, rolled out ‘Ananya 2019,’ a platform to recognize and felicitate such strong-willed women with special awards and certificates at a unique function on March 8 at the Sri Hari Global School auditorium, Sristinagar, Asansol. Five such ‘Ananyas’ were honoured for their exemplary courage. Ms. Shruti Kanoria, Trustee, Kanoria Foundation, presided over the proceedings.

This IPCL initiative has been hugely appreciated by political leaders and administrative functionaries in Asansol. Mr. Tapas Banerjee, Member, West Bengal Legislative Assembly & Chairman, Asansol-Durgapur Development Authority (ADDA), was the Chief Guest on the occasion. The programme was also graced by Ms. Tabassum Ara, Deputy Mayor, Asansol Municipal Corporation, Mr. Bidhan Upadhyay, MLA, Barauni, Maharaj Somatmanandaji of the Ramakrishna Mission, Asansol and Ms. Joya Mitra, noted writer.

Case studies were culled from villages and peri-urban communities located across the company’s license area in tandem with local civic bodies and NGOs familiar with the socio-economic fabric of the region. The plan is to make Ananya an annual event linked to International Women’s Day. Going forward, we will scale up the project to identify and reward more such women of substance from the region.

Here’s a quick glance at our Ananyas of 2019:

**RIMPA ADHIKARY**
*(Pursuing education braving stiff odds in life)*

Rimpa always wanted to study. But she was forced into wedlock by her parents while still shy of 15, and plunged into paralyzing poverty. Her husband, a daily labourer, brings home a paltry Rs 150 a day, hardly enough to feed six mouths.

ANANYA 2019
SALUTES BRAVEHEARTS BATTLING ODDS
So, young Rimpa, who has magic in her hands, took the burden on her tender shoulders to provide subsistence to the family, including her five-year-old son. She burnt midnight oil to learn crafting an assortment of knick-knacks and daily-usage items like ladies’ handbags, jewelry, etc, working through the night and hawking her wares by day.

All this while, amid all the hardship, she never lost sight of her passion for studies. Having cleared Madhyamik after marriage, she is now gearing up to appear for HS through open school, and then pursue higher studies. Rimpa has a will of steel and is not one for resting on her oars. She wants to start her own shop to fund her studies and the family, and is saving up to chase that dream. And we know she’ll make it, because Rimpa is a winner, she is Ananya...

ASTAMI MISHRA
(Overcoming stigma attached to Leprosy and the disease itself)

Born of leper parents, Astami had inherited the disease as a child, but worse was the stigma attached to it since society ostracizes lepers. After battling early onset of leprosy in her childhood and conquering it, Astami could actually figure out the enormity of the battle that lay ahead of her.

Outside the perimeters of the Kankordanga Leprosy Colony where she was born and grew up, girls like her were shunned by one and all, hence, finding work was well-neigh impossible. Astami was lucky to be employed as domestic help in a non-leper household, a job that hardly yielded enough to support her sons, but one that opened up a new vista for her.

Her employer arranged for lessons in tailoring which Astami quickly picked up. Now, she is part of a self-help group she helped set up with women from her colony from similar challenged backgrounds. Thus, while ensuring her sons’ continued education, Astami has now become self-reliant, and through the SHG, managed to empower other women facing the same scourge.

PARWATI MANZAYAIN
(Empowering the community)

Parbati dreams her two sons would grow up to be engineers. Considering the milieu she hails from, a very poor tribal village in Mithani, and the fact that she was married off while still in her teens, pitchforked into a life of perennial want, this might seem like a pipe dream. But Parbati is bent on making her dream and those of other women in her community come true.

Having mastered the art of weaving with “babui” grass and beads to create beautiful artefacts and daily-use items like baskets, table mats and necklaces, Parbati now teaches the craft to 80-odd girls in her village and outside. Many among these young girls can now support their families through this special skill painstakingly imparted by their beloved “Parbati-didi”.

As for Parbati herself, she is saving up for starting her own business to retail those pretty items produced through her labour of love, which she now vends at shops and in melas. The budding entrepreneur hopes once her shop is off and running, her sons, now 10 and 8, will not be impeded in their higher studies for want of funds.

SANGITA DEVI
(Overcoming domestic violence and empowering other women in similar situations)

Sangita Devi was physically and mentally tortured by her husband who left her to marry another lady. With little resources and four daughters to support, she was broken, desolate and all but gave up on life. But the fear and vulnerability she saw on the faces of her girls ignited a spark in her.

Sangita Devi picked herself up from the mat and started taking up odd jobs. The aim was to garner some resources to try and help other women in similar plight. Her sheer perseverance, resolve and empathy led to the birth of Nai Roshni, an NGO which supports widows and women abandoned by their husbands, through vocational training in stitching clothes, making pickles and papads and even in using computers.

Nai Roshni also helps these women retail their produce. “Till date, I have helped over 200 hapless women who had nowhere to go,” says a beaming Sangita. Of course, she is Ananya…

CHANDNI BAURI
(Born fighter - big responsibilities on tender shoulders; juggling various facets of life)

At the tender age of 15, when she should be playing with friends and concentrating on her studies, Chandni has to juggle various facets of life. Plagued by acute poverty, the frail girl from Manasha Mandir slum in College Para, Raniganj, works as a domestic help in the early hours of the morning, before rushing to school.

Once school gives over, Chandni picks up her needle and coloured thread rolls and gets busy stitching ladies’ dresses to meet delivery deadlines set by her supervisor. “She’s a born fighter and very skilled in her tailoring work,” says her trainer from the NGO which provides girls like Chandni with weekend stitching lessons. And the glint in her eyes tells you Chandni won’t take her foot off the pedal and that her siblings are secure in her care.
DIGITAL INITIATIVES BY DT TEAM:

IT Seva : Chatbot For IT Help Desk
A chatbot was launched in February 2019 for the IT Helpdesk. It is called ‘IT Seva’. Chatbot is a computer program designed to simulate conversation with IPCL users. Users can see an icon as shown below on their desktop / laptop screen marked “IT Seva”. On double-clicking it, it opens up the Chatbot screen wherein you may ask any regular question (min 3 words) and it will answer if it is known. This chatbot is also capable of answering basic SAP-related queries. It may not have all answers today, but as we go along, it will prepare itself with more answers.

This Chatbot has been internally developed by IPCL’s digital team with no external help.

How will it help Users?
Users no longer need to call the IT Helpdesk for any minor problem. They may get the answers directly from the automated answers, which is based on frequently asked questions. Besides, they can lodge an issue directly to the itcare.indiapower.com (IT Help Desk portal) from the answers given / generated by this Chatbot. There’s no need to open up the browser and log in to itcare.indiapower.com.

Intelligent Reports through automated email
In the previous quarter, we had launched dashboard reporting using a Business Intelligence tool called Tableau to cater to some selected users in the HO and Asansol. However, in order to increase accessibility, in this quarter, we have launched automated mailers which take a snapshot of the dashboard and send out a mail with the dashboard embedded in the mail as a picture. The whole process is automatic and thus ensures seamless transmission of business information.

With this, users can see their key parameters as a dashboard even without logging into the BI Tool (Tableau).

browser and login to itcare.indiapower.com.
Web-Based Form for Capturing Technical Data from Sub Stations and zones

Most technical data were captured and reported in excel form, thus reducing manual errors and high effort in collation of data. Hence, the need was felt to develop a web-based form with fields defined so that users could enter just the values and submit to the centralized database. This was made possible when the DT team designed and deployed such a form. Now users simply enter the values from their respective sub-stations and the system takes care of all reporting. This allows users to enter updated data as and when required from wherever they are (since the form is web-based).

This web-enabled data entry system shall completely eliminate manual data collation work. Besides, since the technical-level information would be updated at the substation / field level on an as-and-when basis, data on dashboards are expected to become more concurrent.
WE WERE THERE

Mr Raghav Raj Kanoria at the Bengal Global Business Summit 2019: Our MD, Mr Raghav Kanoria, was one of the key speakers at the Bengal Global Business Summit 2019 organised by the West Bengal Government. On this prestigious platform, he spoke about the scenario of the power distribution business and renewable energy in the present context.

Next Gen Employability Industry-Academia Networking Meet: The People Management Committee of The Bengal Chamber of Commerce and Industry (BCC&I) organised the ‘Next Gen Employability Industry-Academia Networking Meet’ on 19th January 2019 at The Citi Residenci Hotel, Durgapur, West Bengal. India Power was the Event partner and was invited as the Guest of Honour and Panellist to the industry-academia networking meet. The panel comprised a clutch of senior HR Heads from Emami, Cognizant, IBM, Tata Steel, Quaker and SREI.

Board Meeting of APFHRM in Fiji: Fiji Human Resource Institute (FHRI) organised the Asia Pacific Federation of Human Resource Management (APFHRM) Board Meeting which was held in Nadi, Fiji, on March 16, 2019 and a National Seminar on HR on March 15, 2019. The congress was a global platform where India Power was represented by our Group President, Mr Somesh Dasgupta who is also the Vice President of APFHRM.

26th Annual Conference of the Institute of Internal Auditors India – Calcutta Chapter: The 26th Annual Conference of the Institute of Internal Auditors India – Calcutta Chapter was held on 22nd February, 2019 at The Park Hotel, Kolkata, which revolved round the theme ‘Emerging Paradigm of Enabling Audits’.

Mr. Argha Ghosh, VP-Internal Audit and Mr Ashish Bose, Chief Manager-Internal Audit, participated in the conference and represented India Power at the event.
SAFETY TRAINING @Asansol, March 2019

Annual Conference: EMERGING PARADIGM OF ENABLING AUDITS organised by Institute of Internal Auditors India @Kolkata February, 2019

Leader Speaks: FLUE GAS DESULPHURIZATION @Kolkata, February, 2019

Infusing SOUL in PERFORMANCE MANAGEMENT SYSTEM: SMART GOALS, OPTIMAL PERFORMANCE, UNLOCK POTENTIAL, LEARN CONTINUOUSLY @Kolkata & Asansol, January 2019
An Intervention on Structured Performance Management Process Through Discussion And Feedback Mechanism Between Managers & Their Team Members

FIRST AID AWARENESS TRAINING @Kolkata, January 2019

BASIC EXCEL HANDS-ON WORKSHOP @Kolkata, February, 2019

MACHINE LEARNING ISUW Paper Presentation @Delhi, March 2019

STEP UP to TEAM UP @Haldia, March 2019
An Outdoor Team-Building Experiential Learning Intervention
EVENTS

INDIA POWER WINS THE REPUBLIC DAY TABLEAU COMPETITION

Like every year, on 26th January, 2019, India Power Corporation Limited participated in the tableau competition which is organised in Asansol on the occasion of India’s Republic Day. Our theme for this year was in line with our CSR objective “Manusher Sathe, Manusher Pashe”

It is of greatest pleasure that we won the tableau competition and we congratulate our entire India Power family for the same.

REPUBLIC DAY CELEBRATION

The 70th Republic Day of India was celebrated with gaiety and patriotic fervour at Hiranmaye Energy Limited, Haldia amidst the foggy morning of 26th January, 2019. The ceremony took place in the presence of Mr. Mahendra Pratap Singh (Plant Head), HoDs of various departments, security personnel and staff members.

The ceremony commenced with the unfurling of the National Flag by the Plant Head. This was accompanied by the rendition of the National Anthem. The programme moved forward with an incredible display of parade by our security personnel. It was followed by inspiring speeches by the Plant Head on the significance of occasion. He also briefly discussed the issues that the nation is currently facing and urged everyone to unite and stand against them. The hour long ceremony was concluded by distribution of sweets to all the members.
Haldia Development Authority held the seventh edition of the Haldia Trade Fair, with an exhibition-cum-conference between January 25 and February 3, 2019 at Satish Samanta Trade Centre, Ranichak, Haldia, jointly with Haldia Municipality to enable local industries to exhibit their products and build a good customer/client relationship. HDA also intended to reach out to a target group of new entrepreneurs who would set up their units in Haldia.

The opening ceremony of Haldia Trade Fair- 2019 was graced by HDA Chairman Shri Subhendu Adhikari, CEO Shri Bibhu Goel - IS(CEO-HDA), Shri Shyamal Adak (Chairman, Haldia Municipality), our Group President Mr Somesh Dasgupta, female actor Raveena Tandon and ace cricketer Harbhajan Singh besides other dignitaries.

Hiranmaye Energy Limited secured a stall inside the Trade Centre which was inaugurated by Mr. Dibyendu Adhikari (sitting MP, Tamluk constituency), Mr. Shyamal Adak (Chairman, Haldia Municipality) and Mr. Hirakjyoti Mazumdar (AEO, HDA). Our Group President, Mr. Somesh Dasgupta, Plant Head, Mr. M. P. Singh and other officials of HEL were also present at the occasion.

The closing ceremony was presided over by Shri Suvendu Adhikari, Chairman, Haldia Development Authority, on 3rd Feb, 2019.
India Power organised its customer meet on February 21, 2019, at Ambassador Hotel, Asansol as its endeavour has always been to constantly interact with its customers and get feedback on how the services can be improved. Mr Sanjeev Seth, CEO, IPCL shared with customers experiences about accomplishments of teams during the year and their fulfilment of the tasks undertaken and shared during last consumer meet. For example: Automation and digitisation of network where two of feeders have been completed right from SCADA at 220 kV grid to 33 kK and 11 kV substations, IoT devices at distribution transformer level and smart metering/ AMR at customer level, availability of next voltage level 132 kV connectivity with Gas Insulated Substation (GIS) commissioned and the Value Added Services (VAS). In the same forum it was also shared that the company continues being the preferred supplier while maintaining lowest T&D losses of around 3% in spite of accelerated growth in LT base, highest supply reliability and constant improvement in SAIFI and SAIDI nos.

Mr Seth added that the company continues to focus on customer centric and corporate social responsibility programs to add value to the lives around them.

The consumers present at the meet appreciated and showed confidence on the service delivery by IPCL and also shared inputs for industry specific suggestions for further business growth and profitability.

Mr. Debasis Sarkar, Business Head, Mr. Amitabha Saha, VP- Marketing and AVP Business Mr. Amit Mitra apart from all key functional and department heads were present on the dais to directly interact with the company’s valued customers.
CSR

DISTRIBUTING FURNITURE TO BAL BODHON SCHOOL

India Power addressed the basic requirements of Bal Bodhan school and facilitated the students with wooden benches so that they can study with better comfort and ensure better concentration. Local Councillor, Ms. C.K. Reshma was present at the occasion when India Power handed over the benches to the school authority. Mr Subhro Saha, GM – CSR & Corporate Communications, Mr. Partha Chattaraj, GM – HR, Mr. Manas Banerjee, AGM – Civil & Maintenance, Ms. Shalini Mukherjee, Executive – PR and Mr. Aparup Chatterjee, Officer - HR and other officials of IPCL Asansol team were present at the occasion.

CONSTRUCTION OF AC BUS STAND AT RANIGANJ SEARSOLE RAJBARI MORE PRIMARILY FOR THE BENEFIT OF WOMEN OF THIS LOCALITY

India Power built and handed over an AC bus shelter to the Asansol Municipal Corporation (AMC) at the busy Searsole Rajbari More, for the benefit of women and the elderly of the locality. “India Power has always stood by the people of the Asansol-Raniganj region and I thank them for their continuing CSR initiatives,” Asansol mayor Jitendra Tiwari said at the inaugural occasion who himself inaugurated the bus shelter along with Borough-2 Chairman, Ms. Sangeeta Sarda in presence of India Power Group President, Mr Somesh Dasgupta, Business Head, Mr. Debasish Sarkar, GM – CSR & Corporate Communications, Mr. Subhro Saha and other officials of IPCL.
INDIA POWER IN ASSOCIATION WITH MEDICA HOSPITALS

Our team has been working at the grassroots level and they identified that there is a huge requirement for Primary Healthcare in the villages in and around our business area. To address this need of the society and its people, our company organised free health screening camps in the villages of Benali and Pandabeswar in association with Medica Hospitals. The camps experienced a huge footfall of over 100 patients where we also distributed medicines besides providing medical and nutritional consultations, ECG, Blood Sugar and Blood Pressure tests. It was in our camp in Pandabeswar, where a 12 year old girl was diagnosed with a congenital cardiovascular anomaly and was referred to and guided for further treatment by the paramedical team.

Mr. Subhro Saha, GM – CSR & Corporate Communications, Mr. Manas Banerjee, AGM – Civil & Maintenance, Ms. Zeenat N. Kaiser, Manager – Branding, Ms Shalini Mukherjee, Executive – PR, Mr Mrinal Mukherjee, Executive and Mr. Aparup Chatterjee, Officer – HR facilitated the camp as a team in close association with the Distribution Team of the respective areas.

CONSTRUCTION OF NON AC BUS SHELTER IN KULTI REGION IN ASSOCIATION WITH AMC

Bus shelters not only add to the infrastructural development of the localities, but also serve as a resting area especially during adverse weather conditions. With this objective of bringing positive changes to the community and its people's lives, another bus shelter has been constructed by the company at Dhemo Main More on GT Road in Kulti and handed over to AMC under Ward No. 58.

The Bus shelter was inaugurated by ward councillor Mr. Sanjay Nonia, Mr. Amit Tapan Mitra, AVP – Distribution, Mr. Partha Chattaraj, GM – HR, in the presence of other officials of India Power.
India Power’s tech push to Asansol ops

Muhammad Asif

Asansol: Stepping into its 100th year of existence, India Power Corporation (IPC) is planning to make the Asansol operation a “smart utility”, keeping pace with the latest technology and market trends. Calendar 2019 in the power sector was a bunch of challenges, ups and downs, hits and misses. However, as a team, we could sustain such business environment impacts, consolidate our position and look beyond the opportunity to re-engineer our operations with an eye on the future,” said Raghunath Rajpurohit, MD, IPC.

The company has embarked on a clutch of tech upgrades in the Asansol-Raniganj region. This includes installation of tamper-proof smart meters at the consumer level and introduction of a mobile app which will enable the consumers to view payment-consumption history, download bills, lodge complaints, pay bills online, etc. It will also help in customers to optimise power consumption by presenting loss of electricity and ensuring accurate billing against actual consumption.

Meanwhile, IPC is gearing up to supply traction power to Indian Railways for running locomotives on the Pandabeswar line to Burdwan. Arrangements of overhead equipment to carry 22 KV traction power have already been made. Said Sancha Jha, General Manager, IPC, “We will supply 30 tractions to the JR Nagar to Pandabeswar stretch.”

Asansol to be ‘Smart Utility’ through Internet on Things

Himanshu

Kolkata. As part of its plan to become smarter, the Eastern Region of the Kolkata UT (EAST) has decided to implement a smart metering system in Asansol, a major hub of industrial activity in the state. The system will be rolled out in Asansol in collaboration with the state government and private players.

The initiative comes as a part of the Kolkata UT’s (Kolkata UT) Smart City project, which aims to leverage technology to improve the quality of life for residents. Asansol, with its industrial clusters and commercial hubs, is expected to benefit significantly from this move. The smart metering system will enable real-time monitoring of energy consumption and help in reducing wastage.

The project will involve the installation of smart meters at various locations in Asansol. These meters will be connected to a central database, allowing the authorities to keep track of energy consumption patterns and take necessary actions to improve efficiency. This will not only help in reducing energy costs but also in combating fraud and theft.

In addition to the smart meters, the project will also include the installation of solar panels and energy-efficient lighting systems. This will further contribute to reducing the city’s carbon footprint and promote sustainable development.

The initiative is expected to save a significant amount of money for the local residents and businesses, as well as contribute to the overall growth of the city. The Kolkata UT is committed to making Asansol a model for sustainable urban development, and this project is a testament to the city’s commitment to achieving this goal.
Moving from advertising to the corporate sector was quite a shift for me. But it was great. What I like most about being with IPCI is how I can use my 360-degree branding knowledge to different platforms here. It's a dynamic work environment and provides me with a constant learning curve that I plan to use in the years to come.

Thank you IPCI for giving me this opportunity.

Zeenat N. Kaiser
Manager: Branding & PR
International Women’s Day is celebrated with full enthusiasm all over the world. It has been observed every year on 8th March since 1990s. The agenda behind celebrating this day is to empower the women who have gone through a number of hurdles all through their lives. This day is about ensuring their social, political, religious, and cultural rights and simultaneously it also calls for “Gender Equality”. Thus International Women’s Day is all about unity, integrity, celebration and reflection of struggles which have proven well over a century and continues to strengthen with the passage of time.

Like every year, this year too at India Power we have celebrated this day with our women employees. They had a day out at Nicco Park Bowler’s den with fun packed games followed by a delicious lunch. Apart from that, we have given customized mugs to all the women employees of IPCL with special messages written by their HOD’S on the card.
Holi Celebration

The festival of colour and love, Holi is all about letting loose and having some fun.

While the original significance of the festival is the victory of the good over the evil, it also marks the arrival of spring and the end of winter, and is celebrated in most parts of India by burning a bonfire.

Holi at India Power was even more colourful and fun packed than usual. In the month of March we have celebrated this occasion in our office premises with our colleagues. Lot of fun games were played and gifts were distributed amongst all winners.

Since Holi is associated with enjoyment as much as colour, food is an integral part of it. Hence, snacks coupled with ‘thandai’ were arranged to be served at the end of Gulal playing.

Poush Parbon

Makara or Makar Sankranti is celebrated all over India with some regional variations. It is known by different names and celebrated with different customs in different parts of the region. Sometimes, different festivals coincide on the same day such as Pongal, Makar Sankranti and Poush Parbon.

This day is celebrated throughout the country by preparation of various kinds of regional dishes especially sweet dishes. In Bengal we celebrate this festival by making ‘Pitha - Puli’ - a well known plethora of sweet dishes.

This year at India Power we have celebrated this day in a greater manner compared to last year, where we have requested our employees to bring home made sweet dishes and ‘pithas’. On the day of the event they brought all the sweet dishes prepared by them and put them on sale in their respective counters at the cafeteria. This time the footfall was high and total sale was much higher than the last year. Our panel of judges visited all the counters and tasted the dishes and as per the taste, decoration, varieties of dishes and total sale, they have declared the winners. To motivate everyone for participation in a bigger manner next year, wrist watches were given to all the participants as a token of appreciation. The response and the excitement level of our employees will continue to help us thrive and celebrate this elite event at India Power with new fervour next year.
TATA STEEL FRIENDSHIP CORPORATE CRICKET TOURNAMENT - 2019

The TATA Steel HMC Division, Haldia organised TATA Steel Friendship Corporate Cricket Tournament-2019, a Cricket Knock-Out Tournament at Durgachak Stadium on 2nd Feb, 2019 where Hiranmaya Energy Limited (HMEL) participated besides other corporates. In the Quarter Final match HMEL beat Mitsubishi Pvt Ltd, Haldia and entered into the semi final.

In the semi final match, we won over Electro Steel Castings, Haldia and entered into the final against Indian Oil Corporation Ltd., Haldia and achieved the Runners up position in the final match.

INTER-DEPARTMENT CRICKET TOURNAMENT

Inter-Departmental Cricket Tournament by HMEL was held on 15th February 2019 & 16th February 2019 at Haldia Stadium.

Team HMEL won the Runners up Cup at the BUTENE Cup, a cricket tournament organized by Haldia Petrochemicals Limited.

India Power participated in the Kolkata Police Marathon and the IDBI Marathon.
## NEW JOINEES LIST

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It is about what I can be,
but I am not.
Pushing my limits to broaden my horizon,
from ‘sense to Things’ to human beings,
individual to integral,
a man to mankind.
It has always been selective & never universal.
It has always been about,
who is mine & the ones to be kept aside.
The choice of class is now a terror to mass.
Innocence shows its back to nascent ones.
A mind so glittered to share with ‘Things’,
Mindlessly lost its way in between.
Pacing with time,
Perhaps to leave it behind.
A game of deprival let me remind.

- *Sreyoshi Sur*
  Assistant Manager
  Corporate Engineering

**By Kumari Saumya**
Niece of *Kumar Deo*
Assistant Manager
BD & Strategy
Once upon a time there lived a little boy with his grandmother. His name was Tani. They were very poor and used to earn their living by selling milk in the village. They had two cows and two goats. Everyday Tani used to take his herd to the lush, green fields for grazing. Now the little boy had to pass by a dense forest each day in order to reach the grasslands. Speculation was rife that the forest is the homeland of pixies, elves, goblins and mighty wizards and witches. Though Tani has never had any chance encounter with any of them, he secretly pined to meet these entities one day.

While his animals were busy eating the soft, fresh grass Tani used to immerse himself in playing flute. The boy had great acumen in blowing the instrument and all were mesmerized when he played. Days passed, Tani’s flock increased to seven from four, his old grandmother became more fragile with age and Tani had to shoulder some more responsibilities.

One day, while Tani was returning from the fields, a rough thunderstorm blew up. Raging winds coupled with torrential rain and recurrent lightnings frightened the boy a lot. He felt miserable with his animals. Helpless, he started running with his flock. In no time, he discovered himself inside the dreaded jungle. Dusk had already set in and the forest was misty dark. A bizarre silence prevailed with not even the cricket’s clamoring. The stars too seemed intimidated to peep inside! The young lad was all jittery with the dust and gloom almost blinding him. He managed to sit under the bushy trunk of a tree whose leafy foliage formed a thick canopy above his head. The boy soon became engrossed in the thoughts of his warm home and loving grandma. The animals too appeared motionless, fathoming their eerie surroundings.

Suddenly a very old lore flashed by his mind- once a man gets trapped inside this mystical wood- which is under the bewitching spell of the wizard and witches; by no means can he get out. The supernatural entities
advertently torment whoever steps into their homeland, finally killing them.

Fright, hunger and fatigue eventually made Tani fall asleep. All of a sudden something made the boy sit up. Just close by, he could hear some faint murmuring. By now his eyes were acquainted with the darkness and near him he could see some toad stools scattered here and there under a huge oak tree. A closer ear and an intent gaze ensured him that the voice was coming from the insides of the largest mushroom in the entire cluster. ‘Please help me/ please help me, somebody mumbled very faintly. Tani was perplexed! Never in his life had he seen a ‘toad stool’ whisper. Giving the boy little time to contemplate, a whirlwind broke out just above the bunch of mushrooms and a shadowy and indistinct frame came out of it, oscillating in the air. The face was partly human and partly beastly with the lower part of its body shrouded in a cloud of smoke. Tani was terrified. Sensing his fear the creature cried out. ‘Tani. Don’t be afraid I’m Pie- an elf and I will do you no harm’ . Tani was still not sure but the elves assuring voice relaxed him a bit. It slowly came closer to Tani and held his hand. ‘Please help me, my friend’-he pleaded. I’m under a horrible curse and only you can help me get out of this’ . A flabbergasted Tani could not make out how he can help an elf!! What happened, he blurted out! ‘You know,’ Pie started. ‘Every moon lit night a group of beautiful fairies comes in this jungle. With their giggles, song and dance- this place then becomes an entirely different world. I used to hide and peer at these beauties, from a distance every time they came. But one day I was caught. This was a very private affair of theirs and they were furious to find someone intrude into that. Joe the fairy rebuked me for this shameful act and in a feat of rage cursed me. She said that I will become a toad stool and remain so throughout the rest of my life,’ Pie sobbed. ‘Can’t you by any means get back to your previous life? Tani asked.

There is only one way; if I come across a young and virtuous little boy, the evil spell will be severed. But the boy needs to be an excellent flute player and when I saw a flute with you I know Tani that I have knocked the right door’ , Pie gasped for breath.

Tani felt very sad for this miserable elf. ‘Yes, I will of course help you and in no time he started playing a cheerful tune. The happy notes of the jingle immediately seemed to clear the air of gloom, and woe and with great awe Tani noticed that a very timid looking elf- of ones he had read in stories, standing right next to his side. ‘Boy, oh Boy, this is a miracle; you have given me a new life, I’m freed up!’-Pie cried out in joy. I will never forget this gesture of yours and here is a small reward for your heroic act’. Tani saw Pie with two sacks full of glittering stones standing in front of him, his face beaming. ‘Take this and you will no more be poor, friend! Be happy and whenever there is a cause of concern come right at this place and call me by my name, I will be right there. And yes, you will be able to return home on your own when the dawn sets in. Now I will have to go; my elf friends are waiting. Good byeereeeeeeeeee. Pie’s voice reverberated in the air long after he had gone.

The boy seemed stupefied. Never in his life had he seen anything like this. Confused with what to do with so much treasure little Tani started to count the gems one by one. Little did he realize that attracted by this sweet noting, a group of fairies drifted towards him and started to gyrate, encircling him. It was again a full moon night and mesmerized by the sonorous sound, they started doubling up the gems. Tani seemed to be entranced. He did not see the fairies nor could he make out that his stones are getting swelled up with each passing minute. Slowly dawn started to settle in and the fairies also disappeared. Tani was in a deep slumber. Mooing of his cows woke him up and the sight of the gems sparkling in the sun rays, reminded him of last night. Tani muttered a prayer of thanks for his elf friend and with a radiant face started for his home with his cattle.
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ABHIJIT Siddhanta is a seasoned Human Resources professional having more than twenty four years of rich experience in the field of Human Resources Management, which includes Talent Acquisition, Talent Management, Talent Development, Employee Life Cycle Management and Employee Relations. He is successful in establishing HR systems & processes, managing change and providing strategic direction on HR functions in the organisations he has served so far.

ABHIJIT is an honours graduate in Economics from University of Calcutta with Post Graduate Diploma in Human Resources Management from Indian Institute of Social Welfare & Business Management, Kolkata the first management institution of India. He also completed Post Graduate Diploma in Personnel Management, Industrial Relations & Labour Welfare from State Labour Institute under Labour Dept., Govt. of West Bengal.

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His career span has been associated with reputed organisations in different industries like telecom, finance, e-commerce, consumer electronics & home appliances, polymer & polymers etc. He served with Reliance Communications Ltd., Birla Infrastructure Finance Ltd., CNBC TV18, Unitech Ltd., Videocon International Ltd., Lancer Polymers Ltd. etc. in various capacities. Currently, he is associated with India Power Corporation Ltd. as General Manager & Head of HR Operations (Corporate) having the verticals of talent acquisition, talent management and employee lifecycle management for the entire group of companies.

Abhijit has shown proven abilities in the technical and competencies of Leadership Skills, Building Cross-functional Teams, Inspiring & Developing team, Goal Orientation, Interpersonal Skills.

Maintaining high degree of principle in evaluation of HR interventions etc. He is considered to be asset to any organisation.

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Dr. R. L. Bhatia
Founder, World CSR Day & World Sustainability

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