BANGALORE CHAMBER OF INDUSTRY AND COMMERCE

e-Synergy

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Journey of Excellence Continues 2023-2024

MISSION

Namma Karnataka -
Gateway to Future India

VISION

Look Beyond

Together We Should

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Looking forward for Successful Financial Year 2024-25

Financial year 24-25 begins. Hope all our members had a good financial year 23-24. The journey of growth continues. Policy Deployment is an important management tool which is used for New year Policies for Growth of both Top line and Margins, Technology growth and People growth. The most important is Deployment of Policy target and the means to achieve this. This is cascaded from Company level to Department level to Section level to individual target setting. BCIC also had organised successful seminars, Summits, Global Business Forum meet of WTCA etc with excellent involvement of Office team. We welcome new members and also our new MOUs signed of Netherlands, Saudi Arabia and WTC Mumbai joining successful BCIC – Japan and International fraternity.

With Weather and Elections of World's largest Democracy hotting up, it is necessary for each one of us to ensure and encourage all members and families to exercise their voting rights without fail.

Similarly, Greening the environment, Sustainability is the key in all areas – products, processes, individuals (Using public transportation),supporting the society - by demonstrating "Walking the Talk" should be our new mantra. Planning for Water saving techniques, Rain water harvesting and Green, lean and safe initiatives in our own organisations by having monitored Task forces in each area and driving from the Top.

In this new year let us look positively by having Positive and "Can do" - Energy within ourselves, Energise our team, Expand to new technologies and horizons, Have Edge in new areas, Empower our team with Empathy, Execute the targets with Environment, Sustainability and Digitilisation in mind.

Wishing all - Safe, Healthy and successful financial year - 2024-25 and future.

Raju Bhatnagar
Executive and Leadership Coach
ITI Consultants

Mentoring: Origins, Types and Benefits

> A mentor is someone who sees more talent and ability within you, than you see in yourself and helps bring it out of you - Bob Proctor

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The more accepted origin of the term mentor pertains to the story of Mentor which traces its origin to Homer's epic poem Odyssey. When Odysseus, the King of Ithaca, departs to fight in the Trojan War, he entrusts the care of his household to Mentor. Mentor serves as teacher and overseer of Odysseus' son, Telemachus.

Closer home, verse 16 in the Advayataraka Upanishad states:

गुशब्दस्त्वन्धकारः
स्यात् रुशब्दस्तन्निरोधकः ।

अन्धकारनिरोधित्वात्
गुरुरित्यभिधीयते ॥ १६॥

The syllable gu means darkness, the syllable ru, he who dispels them,

Because of the power to dispel darkness, the guru is thus named.

This too has a similar connotation where a more experienced "teacher" selflessly i.e., without expectation of any gain or reward helps a less experienced "student" learn the ropes of the trade and gain knowledge with an overall intent of helping the "student" identify and achieve their goals.

A casual search on Google for the word "mentoring" will throw up a myriad of finds from the 3-stage, 4-stage, 6-stage of mentoring as well as the 3A's, 4C's, 4 pillars, 5 factors etc. of mentoring.

Shorn of jargon, mentoring involves two key characters - the mentor and the mentee:

- A **mentor** provides support, encouragement, guidance and constructive feedback to the mentee by developing a genuine interest in the growth of their abilities and talents. A mentor would also be a sounding board and knowledgeable about the domain.
- A **mentee** actively seeks support and guidance in their career and professional development from an experienced leader. While a mentee continues to be ultimately responsible for their career and professional development, it is imperative that a mentee must plan ahead to derive the maximum benefit from their interactions with their mentor.

The process of mentoring has been more commonly used in helping new recruits settle into an organisation by "attaching" them

to a senior leader. Apart from this being a support system, to be leveraged by the new joinee, experience has also demonstrated that mentoring a new joinee not only enhances their levels of job satisfaction, but also helps new joinees contributing productively to the organisation. Needless to add, it also helps in reducing turnover, which has an economic impact on the organisation as well.

What originally started as an intervention for new joinees has, in many organisations, been extended to even tenured employees. This is specially true when leaders graduate to their first leadership position, and they face a steep learning curve and daunting challenges. Mentoring helps them settle into their new roles and results in similar outcomes as in case of new joinees, albeit on a different scale.

While these are generic statements about mentoring, getting into specifics most mentoring approaches can be

clubbed into six broad categories, as follows:

1. **Traditional One-to-One Mentoring:** One-to-one mentoring pairs a senior leader with a much younger, either in age or experience, employee. Given that this is a bilateral mentoring arrangement, it is preferable for a schedule to be worked out for mentor-mentee interactions. Both participants, the mentor and mentee, need to commit to the process and make time for it. For example, the mentor shouldn't frequently change the schedule citing work pressures or continuously interrupt the discussion by taking calls etc. Similarly, the mentee should not just waltz into the mentoring session unprepared about what is to be discussed or without having worked upon the agreed actions from the previous mentoring session.

2. **Group Mentoring:** Group mentoring is when a senior leader takes a group of younger colleagues under his / her wing. Ideally the group size for this intervention should not exceed 4 to 5 mentees. This approach usually works well when there are a number of entrants into a particular division with a common purpose. The process is largely similar to the one-on-one mentoring except that one leader is interacting individually as well as collectively with a group of younger colleagues. It is not uncommon for a group mentoring intervention to occasionally appear like a teaching exercise.

3. **Team Mentoring:** Team mentoring is akin to multiple groups coming together for mentoring. It involves several mentors working with several younger colleagues with a common intent. This is usually done when new recruits are being onboarded and the joinees are required to understand the functions and roles of multiple functional units of the organisation. It helps enormously, if among the multiple leaders, one is identified as the anchor or SPOC for the mentees, which helps them settle down better.

4. **Peer Mentoring:** Peer Mentoring is a different kettle of fish. This can either be done as a one-on-one intervention or even a group intervention. However, given the nature of mentoring, best results usually follow a one-on-one peer mentoring engagement. Peer Mentoring, as the name suggests, is a mentoring effort between leaders who are at a similar stage in their career or maybe are of similar age. The mentor, as expected, is the one who would have greater experience or exposure to help the mentee overcome challenges or developmental areas that the mentee may be facing.

5. **Reverse Mentoring:** Over the past two decades or so, the concept of "reverse mentoring" has also been gaining traction. The Harvard Business Review, in a recent article explained Reverse Mentoring as: "Reverse mentoring is when a junior employee mentors someone senior to them. The idea is that the junior employee can share their expertise (usually, technology, digital media topics, etc.) with a senior colleague, who is likely to be less familiar with these areas. When done correctly, reverse mentoring can be extremely effective in developing talent and building bridges across generations. The key difference in reverse mentoring, is that the power dynamic is flipped on its head. It gives a more junior person the opportunity to develop leadership skills and impart wisdom upwards" [Emphasis added].

   Reverse Mentoring was first conceptualised and implemented by Jack Welch in 1999 at General Electric. Jack Welch encouraged mid-level and senior leaders to pair up with junior staff to learn about the internet and start leveraging the new technology. Since then, Reverse Mentoring has come a long way, specially these days, when it is not uncommon to have up to four generations of employees working side by side !!

6. **E-mentoring (or online mentoring or tele-mentoring):** This form of mentoring can be any of the above-mentioned types of mentoring, except that it is done on-line or virtually. As

expected, this type of mentoring gained traction and acceptance during the COVID pandemic. Like most other virtual interactions, once the teething problems got resolved, it became more acceptable. Now with the pandemic behind us, there is a movement to hybrid mentoring, where approx. 25% of the mentoring sessions are face-to-face and the remaining continue to be virtual.

It is quite evident that mentoring is a serious developmental intervention that most organisations have espoused. Very obviously, this is not an intervention that can or does run on auto-pilot. There is considerable time, money and effort spent by the HR teams in putting the program together, creating a framework for it, engaging with mentors and mentees and finally, program managing the entire intervention. The obvious question that would arise is how does the organisation benefit from implementing such a large and wide-ranging developmental initiative.

So very briefly, and in the interests of space, the following are some benefits that the organisation, mentor and mentee are able to derive from such interventions:

Some Benefits of Mentoring for the Organisation:

- Aids transfer and sustenance of institutional knowledge.
- An extremely cost-effective and sustainable professional development option
- Enables embedding desired company behaviours and attitudes
- Facilitates the growth and development of high-potential leaders.
- Fosters an inclusive, diverse and collaborative environment.
- has been known to improve company culture into becoming more cohesive
- Improved employee satisfaction and retention, resulting in improved morale and performance.

Some Benefits of Mentoring for the Mentor:

- Develops and practices a more personal style of leadership
- Enables improvement of management, leadership and communication skills;
- Gets a hands-on understanding of the barriers experienced at lower levels in the organization
- Homes the mentors' skills in coaching, counselling, listening and modelling
- Increases generational awareness, it is gaining greater importance in the current environment
- Personal satisfaction from making a contribution to the industry;
- Renews enthusiasm and reinforces the role of expert, as well as the joy in sharing knowledge.

Some Benefits of Mentoring for the Mentee:

- Gains sharper focus on what is needed to grow professionally in the organisation
- Gains capacity to translate values and strategies into productive actions
- Enlarges his understanding of career development opportunities
- Provides the mentee to demonstrate strengths and explore his potential
- Improves the ability to express expectations, goals and concerns in a mature manner
- Receives knowledge of organizational culture
- Build professional networks and an extended support system in a short time;
- Increase confidence and self-esteem;

In conclusion, it was Plutarch, the Greek philosopher, historian and high priest at the Temple of Apollo in Delphi who succinctly summed up the essence of mentoring: "The mind is not a vessel that needs filling, but wood that needs igniting."

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Continuous Improvement

A path to significant improvement

CI is a scientific approach for achieving significant improvements in productivity, quality and cost metrics.We will go through PDCA & Kaizen method.

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Industry is always stressed with cost competition, enhanced quality needs, and best ever customer experience. This can't be achieved by a single revolutionary step but this requires adoption of continuous changes to standard process, practising improvements, reviewing changes and standardising the new process.

Continuous improvement is a scientific approach for achieving significant improvements in productivity, quality and cost metrics.

Following are common methods for continuous improvement:

PDCA (Plan-Do-Check-Act) 2) Kaizen 3) Six Sigma 4) Lean 5) Theory of constraints

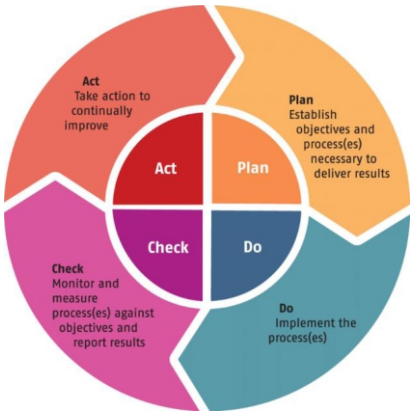
Let's delve into these methods to start the journey of continuous improvement.

In this article we will discuss about the first 2 methodologies.

PDCA (Plan- Do- Check- Act)

Plan-Do-Check-Act (PDCA) is a four-step methodology used to identify, test, and implement changes to improve a process. Originally based on the scientific method, PDCA is a framework for continuous improvement that focuses on measuring and analysing results to identify the actions needed for improvement efforts.

Sometimes referred to as the Deming Cycle or Deming Wheel, this method was developed in the 1950s by statistician and engineer W. Edwards Deming.



PDCA has four steps:

- **Plan:** Identify the problem or opportunity and determine a process for improvement.
- **Do:** Implement the process changes and collect data to measure the results.
- **Check:** Analyse the data to determine if the change had a positive impact.
- **Act:** If the change was successful, standardize the change and implement it on a larger scale. If it was not successful, make further changes and repeat the cycle.

Let's understand this with an example. We have following problem at hand, by following these simple steps we can understand how we can achieve the desired results using PDCA.

Problem: Frequent failure of fasteners holding a joint of a product.

Step-1

Study the current process and explode it into small steps. (Use existing process documents for this purpose or define the process steps by observation)

Step-2

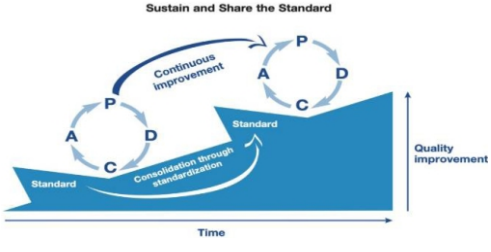
Identify the tools and standards followed by the operator in conducting the present process.

Step-3

Co-relate the problem with the existing process and tools used. Identify a probable cause of failure. Lets suppose in this case reason of failure is over torquing.

Step-4 (Plan)

Plan necessary resources to address the identified cause of failure. Here in this case, we can think of implementing a Transducerised pulse tool in place of Impact nut runner.



Step-5 (Do)

Implement the changes identified in plan phase. In this case implement Transducerised pulse tool.

Step-6 (Check)

Analyse the data post implementation of change. Conduct a mini process capability index of 30 torque readings and check whether the process is stable. Observe the positive impact of this change in addressing the failure.

Step-7 (Act)

Standardise the process if above change is improving the result and also look for horizontal deployment of this improvement across other manufacturing processes. Repeat PDCA for better results.

Kaizen:

Kaizen is a Japanese business philosophy based on the principle of continuous improvement. Recognizing that small improvements can have a ripple effect on other areas of the organization, the Kaizen method focuses on making incremental changes that are often easy to implement and track.

Kaizen as we say Improvement in Japanese rely on the idea that small, gradual changes can lead to significant improvements over time.

As a continuous process improvement method, Kaizen follows the implementation of five core principles:

1. **"Know Your Customer" -** Understand your customers' interests, challenges, and pain points to improve the customer experience with better products or services. (Define the objective of the Kaizen effort)
2. **"Let it flow" -** Every process and every employee should focus on creating value and eliminating waste, with an ultimate goal of achieving zero waste.
3. **"Go to gemba" -** Gemba roughly translates to "place." Go to exact site of operation and follow each action to get a better understanding of how operation is being carried out and be more aware of what's happening at every level of the process.
4. **"Empower people" -** Organize teams and goals in a way that supports kaizen principles. And, provide employees with the systems and tools they need to achieve them.
5. **"Be transparent" -** In order to evaluate their success, the improvements you make should be measured and tracked with data.

Let's understand the concept of Kaizen with an example. We have following problem at hand, by following these simple steps we can understand how we can achieve the desired results using Kaizen methodology.

Problem: Reduce cycle time of component production at Station A

Kaizen approach:

- Form a team to conduct Kaizen. Team must be empowered by senior management to conduct this study.
- Conduct Gemba at station A and related sub-processes like: Movement of component from last station, Cycle time of last process and identify bottlenecks.
- Number of steps taken by the operator to pick the component from last station to Station A.

Decision points:

- Can number of steps be reduced.
- Can material handling device be further optimised to reduce handling time.
- Can we improve ergonomics of the operator to reduce fatigue and enhance productivity.
- Is the machine program optimised or there is need of further refinement by eliminating certain steps, improve machining parameters etc.
- Is there any manual component inspection required? Can this be automated? How can be reduce the cycle time of gauging? Is there any scope of reducing frequency of gauging (1 per 5 components to 1 per 10 components)
- Create solution for the identified problems above.
- Implement the solution and study the improvements after implementation.
- Measure and analyse the results of the Kaizen effort.
- Publish the Kaizen activity and standardise the new process.
- Give rewards and recognition to the participating team for encouragement and continuous engagement.

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Chief Technology Officer
Indian Register of Shipping

Trekking to Mount Everest Base Camp:

Accomplished Mission in the Himalayas, Nepal

A Successful Journey: Trekking and Climbing Everest Base Camp

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I am proud and happy to share that I have successfully trekked to reach Everest Base Comp (EBC) at Kathmandu, Nepal on 23-April-2023. EBC is at elevation of 5,364 meters (Elevation - 17,598 feet). This is lifetime the most difficult and challenging milestone achieved in my career in the field of games, sports and adventure. But finally, it was a great learning and enjoyable experience. I dedicate this achievement to my dear mother and father. Thanks to my family members for their support and encouragement to achieve it.

Trekking was organized by Tata Steel Adventure Foundation (TSAF) - Jamshedpur with participants from PAN India.

Highlights of Trek to Everest Base Comp (EBC):

- Total Trek Days (Both Climbing & descend) = 2 Weeks
- Trek to EBC (Going up) = 8 Days
- Trek Started from: Lukla (2840 meter/9317 feet) - Kathmandu
- Trek Top Destination: Everest Base Comp - (5364 Meters / 17,598 feet)
- Date of Mission Accomplished: 23-April-2023
- One-way Trekking length: 90-95 KM
- Every day - full day trekking
- Killer Trek - sharp up & down climbing, Spiral, Stones, Rocks, Rock Stairs;
- Weather: Challenging, Snow falls, Heavy wind, Poor Visibility, Oxygen Issue with Height
- Appetite = Very Poor
- Acclimatization Trek: 2 Days (On the climbing)
- Organized by: Tata Steel Adventure Foundation (TSAF)

Trekking Details as follows:

Trekker Team

24 members trekker participated with us from Pan India. All trekkers were very engaging and supportive. Trekking was organized by Tata Steel Adventure Foundation (TSAF). Thanks to TSAF team for very well organized and supportive at each and every stage of trekking which made us possible to complete the EBC mission. This was supported by Local team of Mega Adventures International - Kathmandu. Thankful to Guides and Sherpas for being with us during the entire trek and guiding us who are superior climbing skills and extreme endurance for high altitudes. Special thanks for their support in during challenging and difficult times.

Weather

Initial 2-3 days, weather was pleasant but later it was very bad. It was heavy snow fall, windy, poor visibility and trek was covered with snow/ice. Oxygen is always problem with height when we continue to climb. Even we faced temperature of around -10 degree C.

Trek Profile

Initial trek profile was average complexity in nature but later it was Killer Treks - sharp up & down climbing, Spiral, Stones, Rocks, Rock Stairs, Snow/Ice Trek.

Trekking Route & Elevation:

Day#0: Lukla - 2,840 M (9,317 Ft) → Day#1: Phakding - 2,610 M (8,563 Ft) → Day#2: Namche Bazar - 3,440 M (11,286 Ft) → Day#3 (Acclimatization): Syangboche - 3,775 M (12,385 Ft) → Day#4: Deboche - 3,860 M (12,664 Ft) → Day#5: Dingboche - 4,410 M (14,468 Ft) → Day#6 (Acclimatization): Nagakarsang - 5,010 M (16,437 Ft) → Day#7: Labuche -4,910 M (16,109 Ft) → Day#8: Gorakshep - 5,140 M (16,863 Ft) → Day#8: Everest Base Camp - 5,364 M (17,598 Ft).

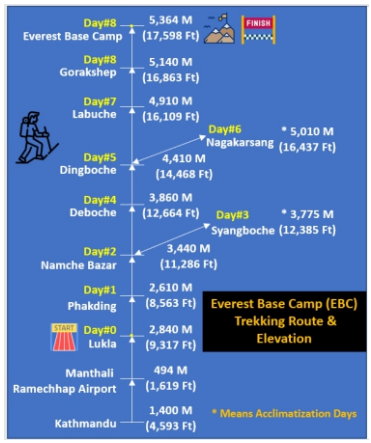
Article - 3

Amazing learning experience along with 4-Peak Factors:

- Drink Plenty of Water
- Carry Light Resources
- Walk Slowly
- Do not lose your appetite
- How to live with minimum resources
- Team building - Helping Team to succeed
- Help each other in the journey to reach the goal together
- Focus to achieve Goal
- Learn about passion and commitment

I had golden opportunity to start my trekking journey with "Sham Valley Trek" -Leh, organized by Tata Steel Adventure Foundation (TSAF) and led by the legend herself, Padma Bhushan awardee, Ms Bachendri Pal - First Indian women to climb Mt. Everest. This trekking was successfully completed on 24-Aug-2021. Sham Valley Trek Trekking had 7 Passes with 24 KMs and elevation of 11,548 ft to 12,715 ft. With mentorship and encouragement of Ms Bachendri Pal, I practiced and taken mission Everest Base Comp and accomplished successfully.

I am highly thankful to Ms Bachendri Pal for her guidance and mentorship. I am also thankful to team Tata Steel Adventure Foundation (TSAF) for making this possible.



Dr. T Meenakshi
Professor
Jansons Institute of Technology

Twin Disc Contactless Energy Harvesters for Industrial Drives

Ingenious energy harvesting technology for Industrial drives.
Integrate to produce by-product power to meet the electricity demands.

https://www.linkedin.com/company/amrita-technology-enabling-center/

Brief Overview:

The era of Industrial revolution established the predominate use of electric motors in the industries to efficiently produce its deliverables. This is achieved at the cost of huge power consumption. The motors are subjected to continuous duty and invariably produce continuous rotational power to drive the load. This article encapsulates Ingenious efficient Energy harvesting technology to use the rotational energy from the industrial motors to generate additional power to meet the light loads of industry without disturbing the existing system.

Salient Features:

- The contactless system comprises twin disc with impregnated repulsive magnets separated by air gap.
- The technological setup could be seamlessly integrated with the industrial motor to produce contactless rotation and when coupling generator through twin discs produces the by-product electrical output.

- The belted pulley improves the efficacy of the system by introducing the necessary speed conversion
- The contactless twin disc takes the advantage of producing power as by- by-product with zero loading on the motor and does not disturb its functionality.

The prototyping and testing were found to generate the desired by-product power from existing drives through an ingenious energy harvester and proved its efficacy by seamless integration and conversion.

Patent Details

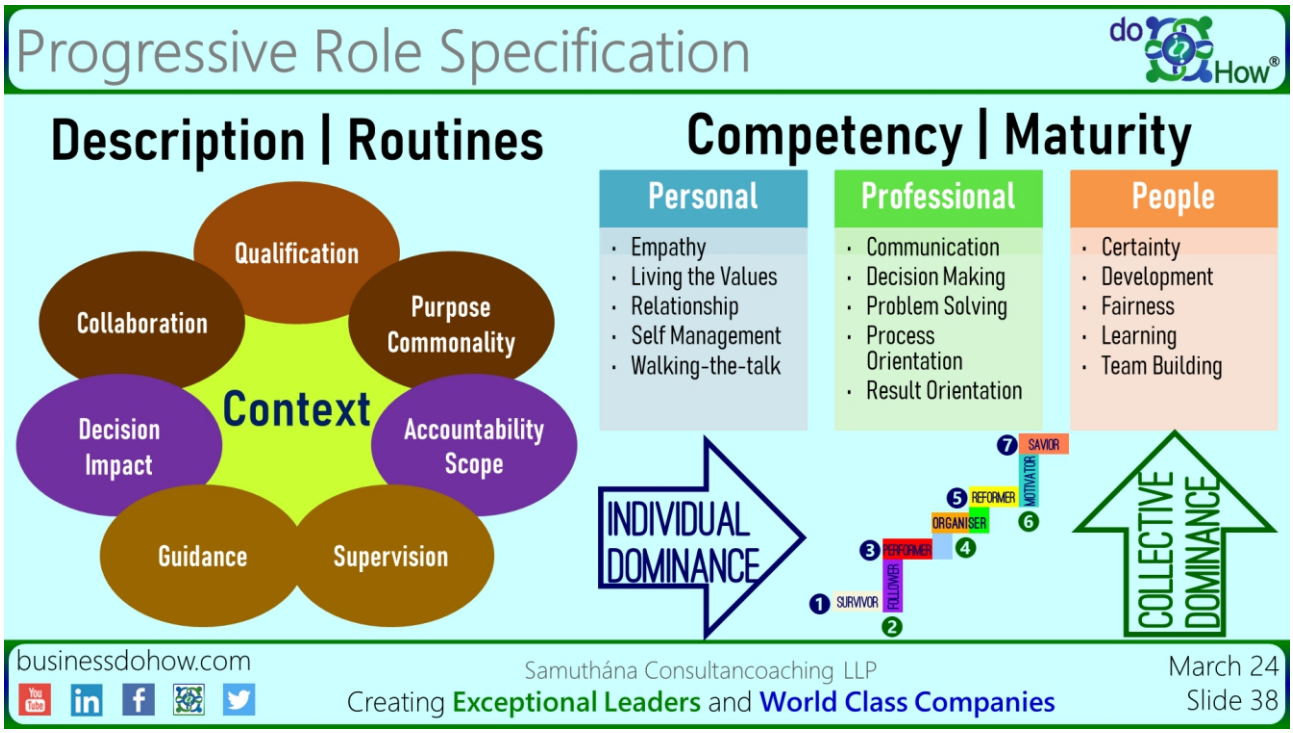
Sl. No.	Title of Patent	Filing Date	Application No.	Patent Published Date
1	Contactless Twin Disc with Implanted Magnets and Belted Pulley with Shaft Bearing arrangement for Energy Harvesting	21/03/2022	202241015482 A	22/09/2023

Dinakar Murthy Krishna
Managing Partner and doHow Coach
Samuthána Consultancoaching LLP

Progressive Role Specification

Author's journey:
Job descriptions to doHow & Scale. 7-level maturity

https://www.linkedin.com/in/dinakarmurthykrishna/



In the early 1980s, during my Industrial Engineering program, I first studied the concepts of job description and evaluation. Later at Bosch, as a manufacturing engineer during the late 1980s through 1990s, I described and evaluated jobs to determine workmen's job grades, which were then approved by the corporate Industrial Engineering department. During 2000s, in Germany, I underwent training in the nationwide standardized Agreement Framework for Wages (ERA: Entgelt-Rahmenabkommen), where I described and evaluated jobs for tariff groups covering workmen to junior management. Upon returning to India, I got trained in the Mercer International Position Evaluation methodology to describe mainly mid and senior management roles. Recently, I discovered the Qualification Pack - National Occupational Standards (QP-NOS) of the National Skill Development Corporation (NSDC), akin to ERA in Germany, offering detailed job descriptions across industry sectors. Although this is a solid foundation for bridging the skill gap, companies have yet to fully adopt QP-NOS for employee reskilling/upskilling, like ERA in Germany. My exposure and experience in Job/Role descriptions and evaluations helped me develop the doHow® Progressive Role Specification, which basically describes the context of a role and the necessary maturity in standard competencies.

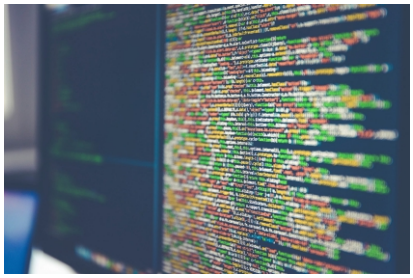
Article - 5

After describing the role and the connected routine activities, the role context is defined, covering Qualification (Highest formal education), Collaboration (Level of Complexity), Purpose (Degree of Commonality), Decision (Level of Impact to Business), Accountability (Degree of the Share), Guidance (Frequency of Handholding), and Supervision (Proximity of Monitoring). This definition is very useful in filtering out potential role occupiers on the one hand and on the other for grooming talent to occupy these roles.

Now I will introduce you to the doHow® Progressive Maturity Scale with 7 levels.

1. **Survivor:** Operates with limited awareness of practice / competency, reacting proactively only when faced with imminent threats to survival. Relies on assumptions and beliefs rather than conscious learning or understanding.
2. **Follower:** Recognizes and acknowledges practice / competency, acting proactively to maintain companionship and belonging. Seeks opportunities for learning and improvement, embracing maturity and growth.
3. **Performer:** Actively learns and develops practice / competency, responding proactively to protect reputation and credibility. Engages in conscious learning and skill-building, documenting insights for future reference.
4. **Organizer:** Proficient in practice / competency, proactively ensures smooth operations and efficiency. Maintains consistency and reliability, benchmarking performance and adhering to structured processes.
5. **Reformer:** Adaptable and innovative in practice / competency, proactively seeking to shape the future and drive improvement. Continuously evolves and sets standards for comparison and scalability.
6. **Motivator:** Coaches and inspires others in practice / competency, proactively fostering growth and prosperity. Encourages reflection and learning, implementing regular reporting and review processes.
7. **Saviour:** Master in practice / competency, proactively safeguarding legacy and fostering a culture of continual improvement. Develops inclusive visions and strategies, promoting a culture of learning and accountability through regular audits.

Now, for each of the success competency in our 3P model, the minimum recommended maturity level is defined.



Personal Competencies: Empathy, Living the Values, Relationship, Self-Management, and Walking-the-talk.

Professional Competencies: Communication, Decision Making, Problem Solving, Process Orientation, and Result Orientation.

People Competencies: Certainty, Development, Fairness, Learning, and Team Building.

You must be wondering that these don't have role specific skills such as preparing proposals, studying process capability, production planning, preparing fullkit, etc. These are very much included in professional competencies, where the necessary hard skill is added in the respective competency before defining the minimum recommended level. The criteria described in the context additionally ensures the readiness of the role occupier with the hard skills.

The key success factor is the clarity on the expected evolution, as described in the progressive maturity scale. I believe that this scale could replace the standard scale (Doesn't not meet expectations, Meets expectations, Exceeds expectations), which is subjective and relative and depends to a great extent on the expectations of the superior, for employee appraisals. Whereas the doHow® Progressive Maturity Scale is absolute and is based on the demonstrated/observed behavior.

How do you describe your role specifications?

Happy reading!

Dr. M M Matheswaran
Associate Professor
Jansons Institute of Technology

Revolutionizing Agriculture with Shinijet Agri Dryer:

A Solution to Post-Harvest Losses

Inefficient drying methods lead to losses. Our Innovative solution slashes drying time by 26 to 40%, while reducing space needs by 32%

http://linkedin.com/company/amrita-technology-enabling-center

Introduction:

In the heart of agricultural innovation stands the Shinijet Agri Dryer, a ground-breaking solution composed to transform post-harvest practices. With post-harvest losses ranging from 20% to 40% due to high initial moisture content, the agricultural sector faces significant challenges. We are proudly presents an overview of this product, designed to address the root causes of agricultural wastage and inefficiency.

Identifying the Problem:

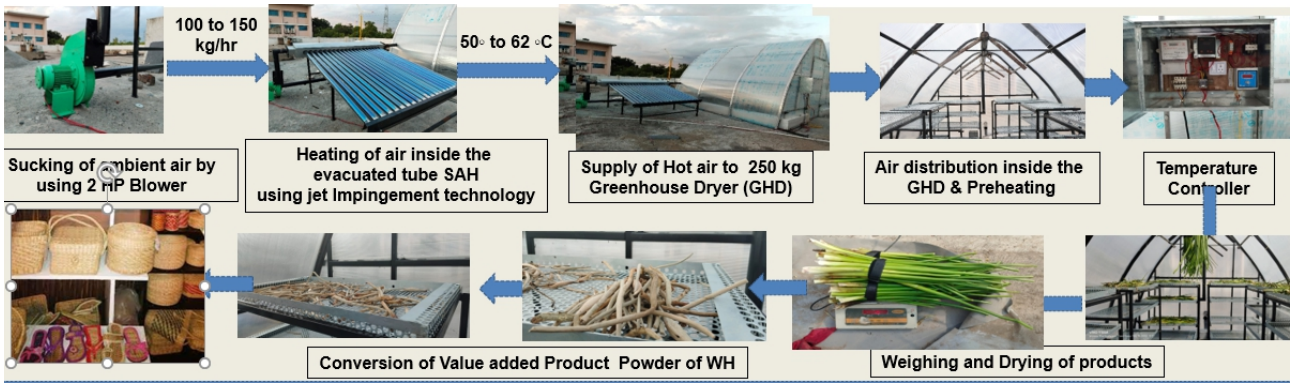
- **Post-Harvest Losses:** Farmers face significant post-harvest losses due to inappropriate dehydrating conditions.
- **Ineffectiveness of Traditional Methods:** Traditional methods such as open sun drying and conventional electric dryers prove inadequate resulting in reduced product quality and increased operational costs.
- **Dire Need for Sustainability:** There's an urgent need for a sustainable and efficient solution to mitigate post-harvest losses.
- **Quantifiable Impacts:** The consequences of ineffective drying methods are quantifiable, including wasted products, prolonged processing times, and escalating production costs.

The Innovative Solution:

- **Shinijet Agri Dryer:** Innovative technology for drying of agricultural and industrial products.
- **Jet Impingement Technique:** Overcomes limitations of traditional dryers.
- **Integration with Greenhouse Dryers:** Optimizes space, reduces drying times significantly.
- **Cost and Time Savings:** Cuts drying time by 26 to 40%. Space reduction by 32%.
- **Holistic Business Model:** Includes Drying as a Service

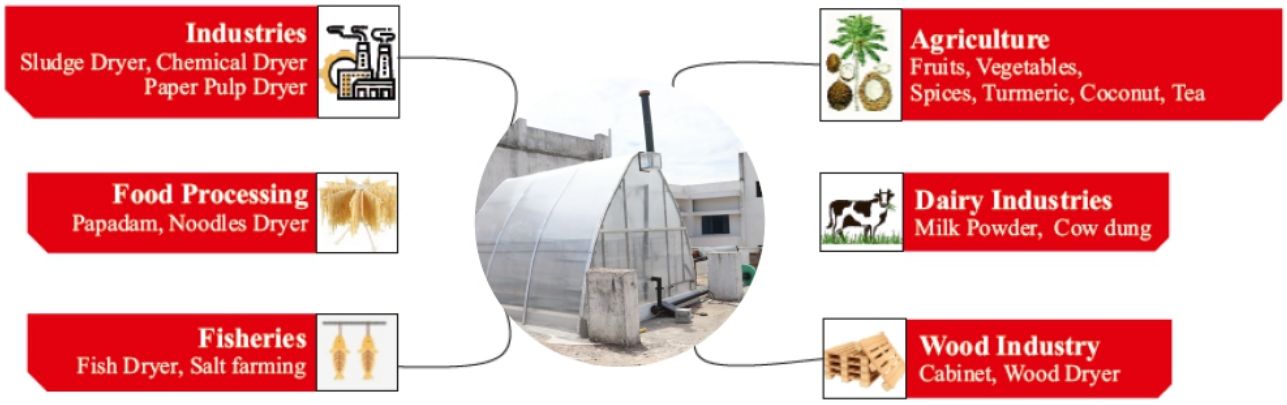
(DaaS), Nursery as a Service (NaaS) models.

- **Sustainable, Multi-Seasonal Approach:**
- **Target Market:** Agricultural Heartland of South India Focuses on drying needs.
- **Crop Focus:** Onions, Chilies, Moringa, Water Hyacinth: Addresses specific crop drying requirements.
- **Diverse Market:** Food Processing Industries, Farmer Produce Organizations: Targets both industrial and organizational sectors.
- **Revenue Models:** Beyond Direct Sales: Includes retrofitting services and innovative service-based models.
- **Service Models:** DaaS, NaaS: Offers Drying as a Service, Nursery as a Service.



Product Work Flow:

Applications



Recognition and Awards:

Sl. No.	Recognition / Award	Agency	Month / Year	Details	Remarks
1	Patent Granted	Indian Patent Office	February 2024	Patent No: 515641	

Overview of BCIC

BANGALORE CHAMBER OF INDUSTRY AND COMMERCE

Namma Karnataka
The Gateway to Future India

- Promoting Trade and Industry in Karnataka since 1976
- Apex organisation of large and medium industries
- An amalgam of Domestic, International and wholly owned subsidiaries of foreign companies
- Facilitating and promoting business contacts and networking

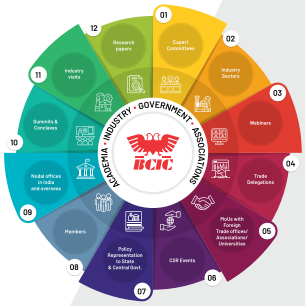
INDUSTRY AND GOVERNMENT FORCES MEET TO PARTNER PROGRESS

We have presently a membership of 880+ companies representing various sectors of Industry such as - Manufacturing, ITI/ITES Biotechnology, Engineering, Consultancy and Legalfirms etc.

BCIC plays an active and important role in promoting trade and investment in the State and has an excellent domestic and International network with MoUs with the leading Chambers of Commerce across the globe. Being the apex Chamber of Commerce in Karnataka, BCIC organises Seminars / Workshops and Interactions with Senior Government Officials both from the Centre / State on critical issues concerning trade and industry from time to time.

BCIC - Partner in Progress

• Outreach • Government Interaction • Eminence
• Special Projects • Governance and Member Services



MoUs with Foreign Trade Offices/Associations/ Universities and Colleges

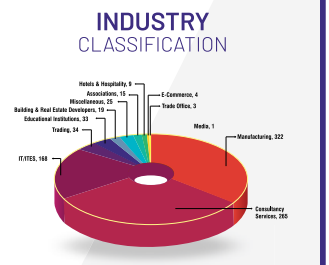
- BCIC and The Association of People with Disability (APD)
- BCIC - Brigade Skill Development Academy
- BCIC - MS Ramaiah Institute of Management
- BCIC - Institute of Indian Interior Designers,
- Bangalore Regional Centre, Bangalore (IIID)
- BCIC - Best Cluster of Indian Institute of Science
- BCIC Tokyo Office MoU: BCIC, Japan External Trade Organisation, Toyota Tsusho India Private Limited, Inter Trade K K, India Research Institute Pvt. Ltd
- BCIC and Bangalore International Mediation, Arbitration and Conciliation Centre (BIMACC)
- JSS Science and Technology University, Mysore

Industry Focus

- Aerospace and Aviation
- Agro and Food Processing
- Automotive
- Banking, Financial Services and Fintech
- e-Commerce, Retail, Logistics & Warehouse
- Infrastructure: Energy, Environment and Water
- IT & Cybersecurity
- Pharmaceuticals
- Real Estate
- Semiconductor, Electronics and Telecom
- Start-Up
- Tourism, Hospitality and Facility

Our Offices (Domestic and International Office)

Cross Section of Our Members



Start-up Hub Programs and Activities

- Fireside chat with eminent entrepreneur
- Mini Conference - Thematic Start-up conference Techonology Commercialisation
- BCIC Annual Start-up Award 2022-23
- Start-up Conclave
- Series of Start-Up Showcases

Major Summits and Conclaves

- BCIC Economic Analysis Research Report
- Report on Direct Tax Administration and Capital Gains Tax Regime
- Direct Tax Recommendations-Policy Paper
- Approach Note to Transfer Pricing
- Human Capital Index in Karnataka
- Co-existence stakeholder model for effective healthcare delivery in the backdrop of pandemic
- Chief Financial Officers – handbook
- Synergy
- Annual Report

Policy Advocacy and Government Interaction

- Request for easing the pain points of industries operating at Chikkaballapura District
- Request for exemption on levy of road tax, registration fees on purchases of all forms and types of EVs up to March 31, 2030 andto extend the benefits of Karnataka Electric Vehicle and Energy Storage Policy, 2017.
- Matters requiring attention for enhancing Customer experience of using Indian Railways for Bangaloreans
- BCIC Policy Paper in Relation to Income Tax Matters
- BCIC Pre-Budget Memorandum 2023-2024 on Customs
- Recommendations on Direct Taxes- both at Policy level and Tax Administration level.
- Note on Difficulties faced by LLPs with MCA V3 system
- Request to expedite the construction work at Bengaluru-Mysuru Expressway
- Request to empanel BCIC to support Govt. in infrastructure planning and management in times of distress, caused due to flooding

Research Report and Publications

- BCIC Economic Analysis Research Report
- Report on Direct Tax Administration and Capital Gains Tax Regime
- Direct Tax Recommendations-Policy Paper
- Approach Note to Transfer Pricing
- Human Capital Index in Karnataka
- Co-existence stakeholder model for effective healthcare delivery in the backdrop of pandemic
- Chief Financial Officers – handbook
- Synergy
- Annual Report

Membership Privileges

Thought Leadership
- Dissemination of Industry best practices
- 27 Expert committee – Workshops, seminars, Industrial site visits, training and skilling
- Access to resources and opportunities

Industry Voice - Business Support and Advocacy
- Strong advocacy with Union and State Governments
- Representation to Government in consultation with Industry to support Ease of Doing business

Foreign Collaboration
- Collaboration with Foreign Embassies and Trade offices
- Regular interaction with foreign offices for opportunities and hassle-free business interactions
- Regular hosting of trade delegations from abroad and facilitate business delegation visits to foreign countries to business expansion

Networking, Outreach and Visibility
- Networking opportunity with ThoughtLeaders and Professionals from Large, Medium, Small Industries, Educational Institutions and Government organisations
- Networking events to exchange and validate innovative ideas with Industry professionals
- Foster collaboration with members for expansionof business interests

Women Empowerment and Leadership and Start-up Awards


1st Edition of BCIC Emerging Star Awards on February 5, 2021.


BCIC Maiden Women Leadership Award 2020-2021 on August 19, 2021.


2nd Edition of BCIC Emerging Stars Start-up Summit and Awards Ceremony on July 19, 2022.


2nd Edition of BCIC Women Leadership Conclave and Award Ceremony held on August 5, 2022.

Overview of BCIC

Our Industry Focus

- Agri Business and Food Processing
- Automobiles and Components
- Apparel and Readymade Garments
- Aerospace and Aviation
- Electronics Energy Enviroment
- IT/BT
- Tourism
- Machine Tools
- Human Resource
- Startups/Innovations
- Real Estate
- Pharmaceuticals
- Precision Engineering
- Telecommunications
- Consultancy
- Women Enterpreneurs
- BFSI

BCIC has developed excellent and extensive contacts with Foreign Embassies and Trade Offices in India and counterpart Associations in other countries.

Partners and network

- Key Departments of Union and State Governments
- State owned Corporations
- Industry Associations and Chambers of Commerce in India and abroad
- Foregin Embassies, Consulates and Trade Missions
- Trade and Inverstment Promotion Organisations in India and abroad Financial Institutions

Expert Committee:

- Aviation and Aerospace
- Agro and Food Processing
- Banking, Financial Services and Fintech
- Corporate, Economic Affairs and Legal
- CSR & Societal Branding
- Direct Taxes
- Ease of Doing Business Council
- Environmental, Social, and Corporate Governance
- e-Commerce, Retail, Logistics & Warehouse
- Human Resources & Women Leadership
- Healthcare, Wellness and Regional Culture
- Hospitality, Tourism & Travel
- Indirect Taxes
- Industry 4.0
- Industry-Institute Interface and Edutech
- IT & Cybersecurity
- Infrastructure: Energy, Environment and Water
- International Business
- Leadership Forum
- Manufacturing
- MSME
- Publications and Corporate Banding
- Real Estate
- Semiconductor, Electronics and Telecom
- State Coordination
- Start-Up
- Start-Up Hub

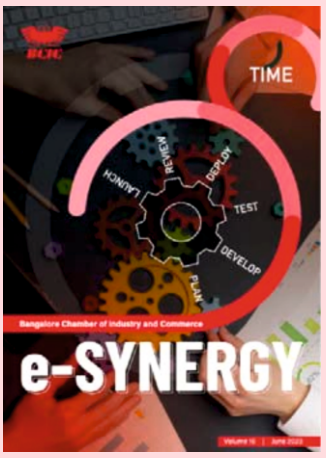
The Functions of BCIC are driven by exceptionally-enabled Apex Advisory and Expert Committees comprising of senior Industry representatives from Core Sectors.

Expert Committees

Our Expert Committees are Chaired by senior Representatives who are experts in their respective industry segments

Apply for membership at https://members.bcic.in/

BCIC Publications: Connecting with Members



BCIC Library at a Glance

1 View of Library at BCIC

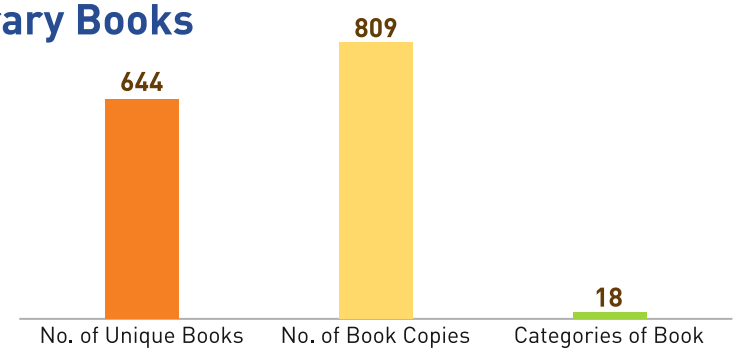
Sl. No.	Category	No. of Books
1	Management	175
2	Economics	94
3	Fiction	48
4	Non-Fiction	107
5	Science	5
6	Wellness	14
7	Digital Technology	3
8	History	14
9	Travel & Tourism	4
10	Law & Policy	9
11	Politics	6
12	Engineering	1
13	Start-Up	2
14	Manufacturing	4
15	Information Technologies	12
16	Taxation	50
17	Human Resources	29
18	Miscellaneous	67
	Total	**644**

644
No. of Unique Books

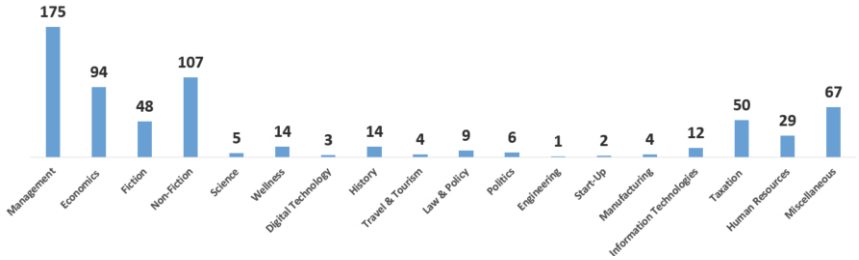
809
No. of Book Copies

18
Categories of Book

2 Highlights of Library Books



3 No. of Unique Books in indexed in 18 categories



4 Scan below QR Code to get Library Books issued

https://members.bcic.in/

5 Write on Email ID: admin@bcic.in for any clarification and support

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BCIC INTERNATIONAL OFFICE	:	Tokyo, Japan
MEDIATION CENTER	:	Tie-up with BIMACC, Bengaluru
START-UP AND INCUBATION CENTER	:	MG Road, Bengaluru

www.bcic.in