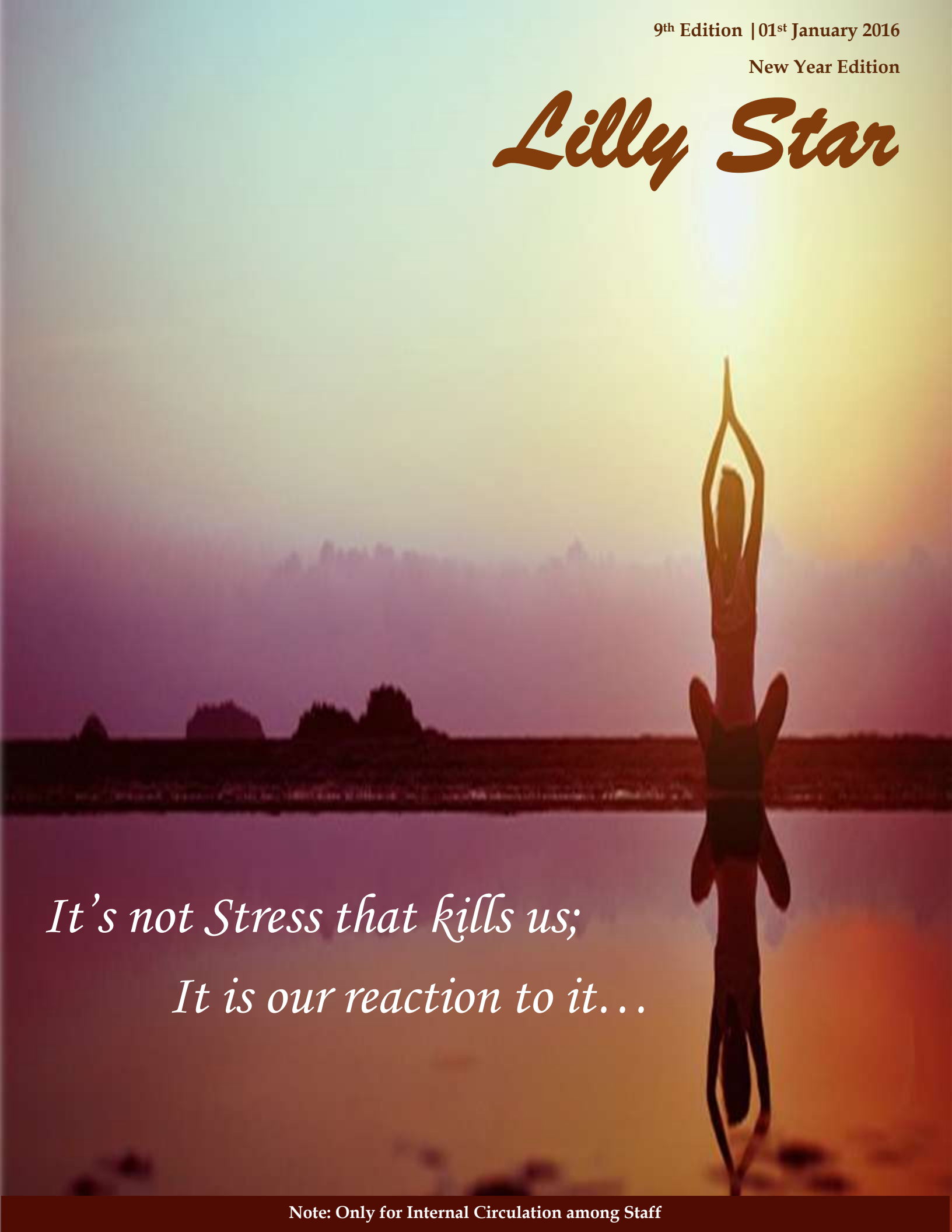


Lilly Star



*It's not Stress that kills us;
It is our reaction to it...*



CONTENT

1. Cover Page #1
2. Content #2
3. How to Reduce Stress at Workplace #3 & #4
4. Soul Thought #5
5. Sharing is Caring -Best Safety Issues #6
6. HSEQ Data of Fleet #7
7. Winds of Change -Suzlon Project #8
8. India Ship Management Summit #9

Season's Greeting



HOW TO REDUCE STRESS AT WORKPLACE

Stress is a state of mental or emotional strain or tension. Job or occupational stress something we all face as employees or employers and we handle it differently. It poses a great threat to the health of workers as well a health of organizations. Stress is the biggest killer which harms you today.

So the questions arises how can we deal with the stress. We can get relief from stress just by three simple things **taking responsibility** that can improve your physical and emotional well being, **avoiding pitfalls** and **learning better communication skills** which can ease and improve your relationship with management and coworkers.

Reduce your stress by proper **time management**, which includes:-

- ✚ Create a balanced schedule.
- ✚ Don't over commit yourself.
- ✚ Try to leave early in the morning.
- ✚ Plan regular brakes.

Reduce stress by **improving emotional intelligence**:-

- ✚ Self awareness.
- ✚ Self management.
- ✚ Social awareness.
- ✚ Relationship management.

Reduce stress by **breaking bad habits**:-

- ✚ Don't try to control the uncontrollable.
- ✚ Flip your negative thinking.
- ✚ Resist perfectionism.
- ✚ Clan up your act.

Never reduce your stress in **unhealthy way**, it can reduce stress for sometime but they can cause more damage in long run, they can be:-

- ✚ Smoking
- ✚ Drinking too much.
- ✚ Using pills or drugs to relax.
- ✚ Sleeping too much.
- ✚ Taking out your stress on others.
- ✚ Withdrawing from friends, family.



CONCLUSION

So the 'mantra' or formula to keep away stress is, have control over mind, control over desires, avoid ego, adorn spirituality, face difficulties, enjoy solitude, conquer anger and try to enjoy every moment of your life.

Narendra Singh (Deck Cadet)

TIPS TO REDUCE STRESS AT WORKPLACE





While some workplace stress is normal, excessive stress can interfere with your productivity and impact your physical and emotional health. And your ability to deal with it can mean the difference between success and failure.

You can't control everything in your work environment, but that doesn't mean you're powerless – even when you're stuck in a difficult situation. Finding ways to manage workplace stress isn't about making huge changes or rethinking career ambitions, but rather about focusing on the one thing that's always within your control: you.










Other people's stress will negatively affect you, or workers everywhere, the economy may feel like an emotional roller coaster. "Layoffs" and "budget cuts" are common in the workplace, and the result is increased fear, uncertainty, and higher levels of stress.

Your emotions are contagious, and stress has an impact on the quality of your interactions with others. The better you are at managing your own stress, the more you'll positively affect those around you, and the less other people's stress will negatively affect you.

Common causes of excessive workplace stress

-  *Fear of being laid off*
-  *More overtime due to staff cutbacks*
-  *Pressure to perform to meet rising expectations but with no increase in job satisfaction*
-  *Pressure to work at optimum levels – all the time!*

Consult your employees

-  *Give workers opportunities to participate in decisions that affect their jobs.*
-  *Consult employees about scheduling and work rules.*
-  *Be sure the workload is suitable to employees' abilities and resources; avoid unrealistic deadlines.*
-  *Show that individual workers are valued.*
-  *Offer rewards and incentives.*
-  *Praise good work performance, both verbally and officially, through schemes such as Employee of the Month.*
-  *Provide opportunities for career development.*
-  *Promote an "entrepreneurial" work climate that gives employees more control over their work.*
-  *You can learn how to manage job stress*

You can learn how to manage job stress

Tip 1: *Recognize warning signs of excessive stress at work*

Tip 2: *Reduce job stress by taking care of yourself*

Tip 3: *Reduce job stress by prioritizing and organizing*

Tip 4: *Reduce job stress by improving emotional intelligence*

Tip 5: *Reduce job stress by breaking bad habits*

Tip 6: *Learn how managers or employers can reduce job stress*

Soul Thoughts

A famous writer was in his study room. He picked up his pen and started writing:

1. Last year, I had a surgery and my gall bladder was removed. I had to stay stuck to the bed due to this surgery for a long time.
2. The same year I reached the age of 60 years and had to give up my favorite job. I had spent 30 years of my life in this publishing company.
3. The same year I experienced the sorrow of the death of my father.
4. And in the same year my son failed in his medical exam because he had a car accident. He had to stay in bed at hospital with the cast on for several days. The destruction of car was another loss.

At the end he wrote: Alas! It was such bad year!! And filled with negative feelings.

When the writer's wife entered the room, she found he husband looking sad lost in his thoughts. From behind his back she read what was written on the paper. She left the room silently and came back with another paper and placed it on side of her husband's writing.

When the writer saw this paper, he found this written on it:

1. Last year I finally got rid of my gall bladder due to which I had spent years in pain.
2. I turned 60 with sound health and got retired from my job. Now I can utilize my time to write something better with more focus and peace.
3. The same year my father, at the age of 95, without depending on anyone or without any critical condition met his Creator.
4. The same year, God blessed my son with a new life. My car was destroyed but my son stayed alive without getting any disability.

At the end she wrote:

This year was an immense blessing of God and it passed well!!

See!! How positively we can be!

The same incidents but different viewpoints. If we ponder with this viewpoint that what could have happened more, we would truly become thankful to the Almighty.

Moral: In daily lives we must see that its not happiness that makes us grateful but gratefulness that makes us happy.

There is always, always, always something to be thankful for!!!

A jobless man applied for the job of "office boy" at Microsoft.

The HR interviewed him then watched him cleaning the floor as a test. "You are employed" he said. "Give me your e-mail address and I'll send you the forms to fill in as well as when you may start". The man replied "But I don't have a computer, neither an email." "I'm sorry", said the HR manager, "If you don't have an email, that means u do not exist. And who doesn't exist, cannot have the job."

The man left with no hope at all. He didn't know what to do, with only \$10 in his pocket. He then decided to go to the supermarket buy a 10Kg tomato crate. He then sold the tomatoes in a door to door round. In less than two hours, he succeeded to double his capital. He repeated the operation three times, and returned home with \$60. The man realized that he can survive this way, and started to go every day earlier and return late. Thus, his money doubled or tripled every day.

Shortly, he bought a cart, then a truck, and then he had his own fleet of delivery vehicles. 5 years later, the man is one of the biggest food retailers in the US.

He started to plan his family's future, and decided to have a life Insurance. He called an insurance broker, and chose a protection plan.

When the conversation was concluded, the broker asked him his email. The man replied, "I don't have an email." The broker answered curiously, "You don't have an email, and yet have succeeded to build an empire. Can you imagine what you could have been if you had an email?!"

The man thought for a while and replied, "Yes, I'd be an office boy at Microsoft!"

Moral of the story:

- 1) *Internet/E-mail/BBM/Whatsapp is not the solution to your life*
- 2) *If you don't have internet/email/BBM/WhatsApp, and work hard, you can be a millionaire.*

Sharing is Caring... Best Safety Issues

Near Miss

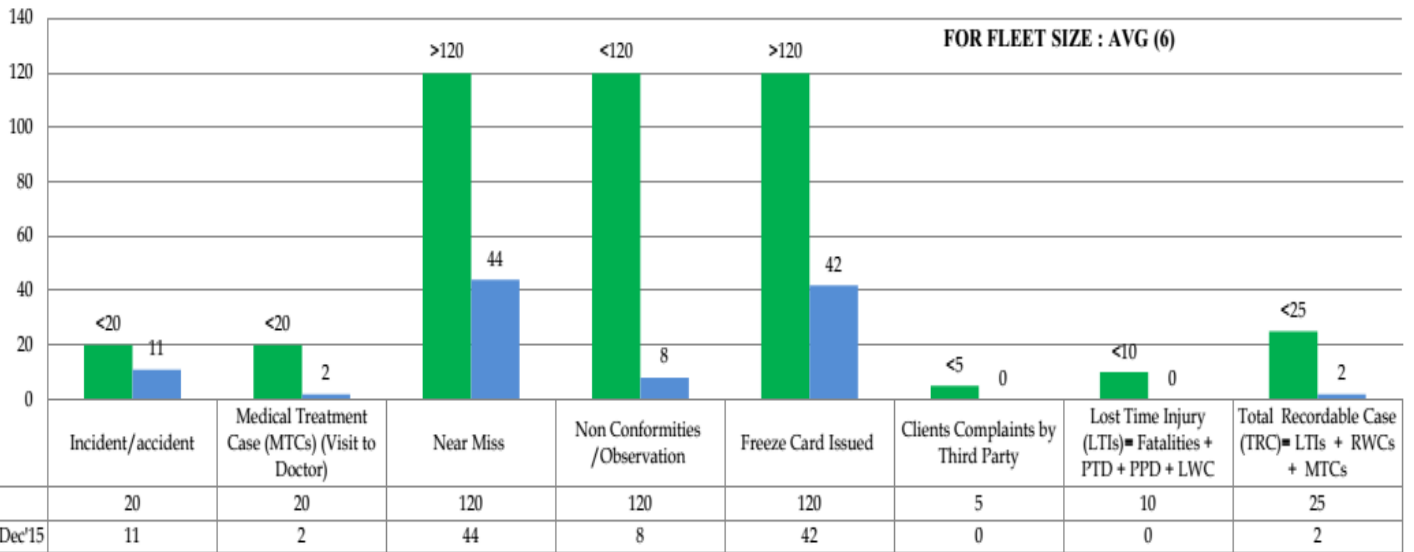
<i>Incident</i>	<i>Corrective Action</i>	<i>Office Feedback</i>
During mooring station cadet standing in between the passing rope.	All the crew were acquainted and explained hazardous situation which may arise & advised to work with safety while doing the mooring stations.	
AB was changing grinder cup brush without switching off main supply for the grinder.	The Chief Officer briefed the Deck Crew regarding the correct procedure to be followed for changing the Cup Brush. In no case the Safety is to be bypassed. The issue will be discussed further during the Safety Meeting.	Any electrical equipment needs to be isolated before it can be worked upon. The hand electrical equipment is easiest to be unplugged and worked upon for best results. Kindly ensure that such simple seamanship is followed strictly.
chafing of mooring rope which might have injured deck/mooring crew.	Given instruction to all crew, to report immediately if any damage to mooring ropes is noticed. After berthing the chafed part of the rope was cut and re-spliced.	Also advice the crew on rounds during cargo watches to be more vigilant with the ropes. Kindly explain them for next port of call.

Freeze Card

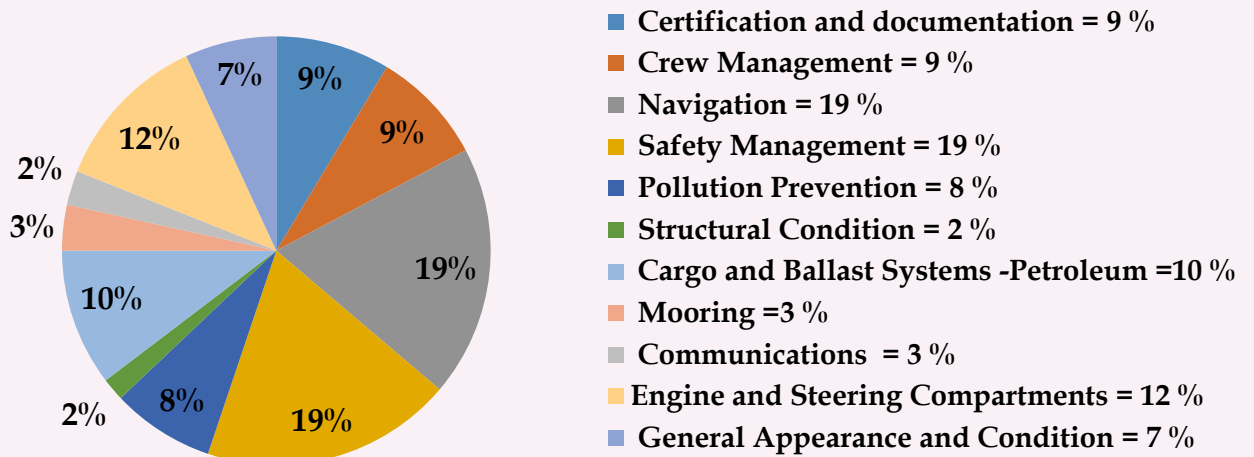
<i>Incident</i>	<i>Corrective Action</i>	<i>Office Feedback</i>
AB found entering pump room without checking pump room entry permit and wether pump room blower was running	Briefed and ordered the crew involved to switch on/check pump room blower and told not to enter pump room without a valid pump room entry permit and to sign the pump room register with entry and exit timings.	Permits are very important thus please do not ignore them and ensure the crew is trained to use them at all times.
Found the primered area not cordon off properly after securing day work.	All personnel were called by 3rd Officer and explained the importance securing area properly after completion of day work.	All areas of work at the end of the day need to be reviewed and any further action required to be planned and implemented. Similarly, closing of any doors or putting of lights in store rooms, etc are simple seamanship practice to be passed on to the ship staff by seniors on board.
A/B was stretching over the side to recover the cargo hose for recovery after completion of discharging operation could fall in water due to misbalance.	Same time Strictly briefed and advised deck crew to follow safety procedure on board without failure use safety harness while hose connection/disconnection.	It's a very good pro active measure and must be followed always.

HSEQ Data of Fleet

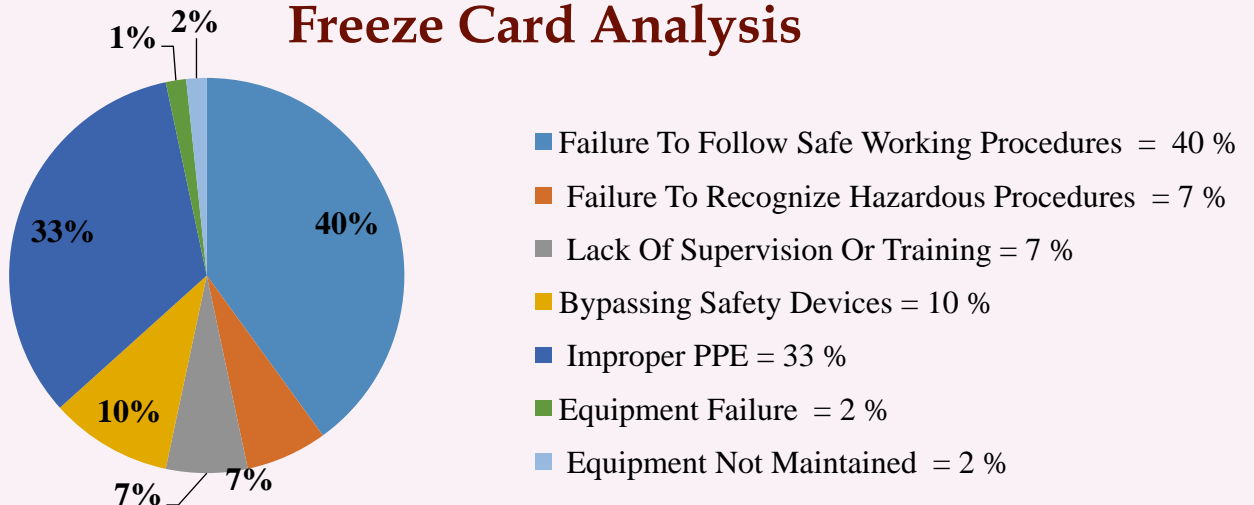
HSE GRAPH
Jan '15-Dec'15



Vetting Inspection Status 2015



Freeze Card Analysis



Winds of change

SUZLON - POWERING A GREENER TOMMOROW



India Ship Management Summit 2015

