



Organization

thyssenkrupp Uhde secures landmark contract for GNFC's new nitric acid plant

03



Digitalization

Work Smarter,
Not Harder -
Let Copilot Help!

06



Aren't we all leaders?

The French intellectual Andre Malraux said, "To command is to serve. Nothing more, nothing less." This simple yet profound idea reminds us that leadership is not about authority - it is about responsibility, action, and service.

Too often, leadership is associated with titles, seniority, or decision-making power. But in reality, leadership is found in everyday moments. It is in the colleague who steps up to solve a problem, the teammate who supports others, and the individual who chooses to do the right thing even when no one is watching. It is in the way we listen, collaborate, and inspire.

A true leader does not always stand in the spotlight. Sometimes, leadership is quiet-seen in a reassuring word, a shared idea, or a willingness to take on challenges without seeking credit. It is not about telling people what to do; it is about setting an example that others want to follow.

In today's fast-changing world, leadership is not limited to a select few. It belongs to anyone willing to take initiative, embrace responsibility, and make a difference. Whether in small gestures or bold actions, leadership is within all of us.

So, aren't we all leaders in our own way?

Editorial Board

Perspective

Leadership Beyond Titles



My leadership journey began with lot of self-doubt. Could I truly lead others when I couldn't even confidently lead myself? I battled paralyzing shyness, feared judgement, and silently suffered rather than asking for help. Yet beneath these fears burned an undeniable flame - a desire to lead with purpose and compassion. What transformed my path were the mentors in the organization as well as outside saw potential within me when I couldn't see it myself.

The pivotal moment arrived when I embraced a profound truth: authentic leadership springs not from perfection, but from genuine humanity. When I shed the armour of pretence and stood in my truth-imperfections and all-everything changed. My confidence blossomed because acknowledging my flaws connected me more deeply with others. I began to see my team not as resources, but as fellow travellers with their own struggles and brilliance.

Like a championship football match where victory depends on synchronized purpose, we positioned ourselves according to our strengths and kept our collective goals in focus. Together, we

navigated financial challenges, execution stress and found innovative paths during the pandemic. These experiences revealed that our greatest triumphs came not from my direction alone, but from our collective courage.

I recognized leadership in unexpected places: in the quiet teammate who steadied a colleague during crisis, in the trainee who challenged outdated thinking, and in individuals who elevated standards through personal example. This wasn't leadership by title - it was leadership through action.

Leadership emerges when we choose to guide, inspire, and bring forth potential in ourselves and others. It weaves through daily existence: when parents model values, when siblings support each other, and when family members step forward in hardship. The essence of leadership transcends authority - it pulses with responsibility and transforms through genuine care.

Our communities flourish through individuals who embody purposeful action: the neighbour organizing cleanups, the passionate volunteer, the teacher who sees potential where others see problems.

The most profound leadership reveals itself in consistent choices: choosing compassion when indifference would be easier, standing for principles when pressure mounts, and taking accountability when tempted to deflect.

The question isn't whether we possess leadership - it's how we choose to exercise it. Leadership isn't an accolade we display; it's a journey we navigate through every decision we make and every life we touch.

Sagarika Das

Senior General Manager & Head -
Commercial Project Management





Lucretia Löscher visit to tkUIPL

Lucretia Löscher, Chief Operating Officer of thyssenkrupp Uhde, visited tkUIPL from February 25. During her visit, she engaged in strategic discussions with the Management Committee, reinforcing alignment on key business priorities and future growth opportunities.

She also took the time to connect with tkWings, the organization's women talents, sharing her insights on leadership, career progression, and the importance of prioritizing self growth. Her visit spread across Mumbai and Pune also saw her interacting with the senior management and key stakeholders, addressing queries related to collaboration within the global Uhde network.

On the concluding day of her visit, she graced the annual get-together in Pune, adding a special touch to the celebrations.



Misa Djenic visits tkUIPL

Misa Djenic, CFO, thyssenkrupp Uhde recently visited tkUIPL along with Head of Digital Solutions Global, Kay Michael Goertz to review the progress on the roll-out of the SAP4Uhde program launched last year. During this meeting, he interacted with the various stakeholders regarding the roll-out. The project is running according to plan, and a series of workshops are completed in India to identify necessary process and workflow changes.

Organization



Sudeep Ellath participates at the 32nd Edition India CFO Summit 2025

Sudeep Ellath, Chief Financial Officer, recently participated in the 32nd Edition India CFO Summit 2025, held in Mumbai. The event, centered around the theme “CFOs Role as Strategic Partner to CEO & Board Members”, brought together industry leaders to discuss the evolving responsibilities of finance executives in shaping business strategies.

Sudeep Ellath was part of an insightful panel discussion on “CFOs Actions in Mitigating Risk Management & Compliance.” The session delved into the proactive steps CFOs must take to navigate financial uncertainties, regulatory complexities, and corporate governance challenges.

He shared valuable perspectives on how CFOs can drive a culture of accountability while ensuring financial resilience in an increasingly volatile business landscape.

tkUIPL recognized with Long-Term Planned Intervention Safety Culture Transformation Award

thyssenkrupp Uhde India (tkUIPL) is honored to receive the “Long-Term Planned Intervention Safety Culture Transformation Award” at the 9th Annual National BBS Conference, organized by the Forum of Behavioural Safety (BeSafe), Indian Institute of Management, Mumbai, and the National Safety Council of India (NSCI).

With the belief that 98% of accidents are preventable, tkUIPL has embedded Behavior-Based Safety (BBS) into its culture, fostering a mindset shift that drives safer behaviors at work and beyond. This award is a testament to our journey towards a Generative HSSE Culture.

The award was presented by Dr. Lalit Ghabane (DG & CEO, NSCI) to E. S. Anilkumar (COO & Executive Director, tkUIPL) and Indranil Chakraborty (Head of HSE, tkUIPL). At the conference, Mr. Anilkumar shared insights on “Safety as a Core Value” in a CEO session, while Mr. Chakraborty spoke on “Perception of Safety Among Corporates.”



Inspiration Day at Baroda

An “Inspiration Day” was held at JM Chavda School near our IOCL Baroda site as part of the ILDP project by participants from tkUIPL offices and Baroda site. The “Inspiration Day” had career counselling sessions for the students at the school to guide them on the options available after 10th and 12th Std. The program also included learning through games where various concepts were explained to the students through different games. For the “Inspiration Day”, students had also prepared a few, “Green Earth” projects and these were explained to everyone. At the end of the event, the site teams agreed to act as mentor to students to solve their doubts about their career aspirations. Maruti Dandwate (ILDP participant) and Swati Haldavnekar were present at the event from the Mumbai office. They were joined by Ashwani Kumar, Rajendra Kumar De, Edakattu, Binuraj and Vijay Pandey from the site with great enthusiasm and full of energy.

Digitalization

Work Smarter - Let Copilot Help!



Microsoft Copilot is an AI tool that assists with various work tasks. There is possibility of confusion since Microsoft offering a variety of AI tools with different uses. To help you better understand below is the comparison of two co-pilot versions that are particularly relevant for all Uhde employees: **M365Copilot and Copilot Chat**.

Copilot helps you draft emails, summarize reports, organize data, and create presentations with ease. The table below highlights the differences between these two.

	Copilot (Available to all UHDE employees)	M365 Copilot (Available to Licensed users)
Description	A free AI tool that can access extensive general knowledge to answer questions. Individual pieces of Uhde content can be provided and then incorporated into the response.	A fee-based AI tool that can access both extensive general knowledge and a great deal of Uhde content (in M365) to answer questions.
Uses	- Semantic search in world knowledge - Generation of content (summaries, texts, etc.)	- Semantic search in world knowledge - Semantic search in the Uhde knowledge to which the person making the request has access in M365 - Generation of content (summaries, texts, minutes of meetings after a Teams meeting, images created using Visual Creator, etc.)
Approved for Use?	Yes	An extended proof of concept is currently being carried out. M365 Copilot has not yet been approved beyond this PoC.
Example Prompts	a. Brainstorm ideas using Microsoft 365 Copilot Chat b. Rephrase the text c. Prepare a text outlining the ten key points for presentations. d. What are the general project phases in the plant engineering and construction business?	- All prompts possible with Copilot Chat, plus: - Summarize the latest emails in my inbox. (After recording and transcribing a Teams meeting) Create a summary of this morning's Team's meeting. - What is the IMS at Uhde?
Cost	Free for Microsoft E5 license holders (standard for Uhde employees).	Approx. €30 per user per month.
Data Protection / Intellectual Property	There is a data protection agreement with Microsoft. Uhde content does not flow back into the AI model, preventing indirect use by competitors. However, to use it via the browser, you must be logged in with your thyssenkrupp account (see also "Type of use").	There is a data protection agreement with Microsoft. Uhde content does not flow back into the AI model, preventing indirect use by competitors.
Type of Use	It can be used via the chat interface in Teams (search for the Copilot add-in) or through the website "office.com" after logging in with your thyssenkrupp account.	It can be used via the chat interface in Teams and key apps (Word, Excel, PowerPoint, Outlook). If not available in locally installed apps, use the online versions via your browser.
Knowledge Used	Draws on general world knowledge from the internet. Uhde documents can be uploaded for temporary use during query processing.	Draws on general world knowledge from the internet as well as Uhde knowledge. The Uhde knowledge used is restricted to the M365 information to which the user has access.

So give it a go! Copilot Chat is available to all employees and offers real added value. For the latest information on Copilot, including training documents, videos, FAQs, and more, visit the SharePoint portal [Uhde Copilot Portal](#). And while you access Copilot, don't forget the [Golden rules of AI](#).

Opportunity Upskill yourself!

Register for English-language webinar specifically for Microsoft M365 Copilot Chat with below two options for this brown bag session with the same agenda. Please choose the one that suits you best.

Option 1 - Thursday, 10 April 2025, 01:30 - 02:00 pm • [REGISTER HERE!](#)

Option 2 - Thursday, 10 April 2025, 08:00 - 08:30 pm • [REGISTER HERE!](#)

What you get: This 30-minute hands-on session will cover use cases and features of Microsoft 365 Copilot Chat to maximise your time. It's also a great opportunity to get your questions answered.

- Information and documents for security levels 1 through 3 are approved for use in Microsoft 365 Copilot. Strictly confidential or highly sensitive information is prohibited for Copilot use.
- To use Copilot via browser for any work i.e. prompting, uploading document, etc it is mandated to use thyssenkrupp credentials only.
- Source: Global communication [Microsoft Copilot: Your AI work assistant](#)



People

Leading Together



In today's dynamic and interconnected world, the concept of leadership has evolved beyond the traditional view. The assertion that "We all are Leaders" underscores the importance of shared responsibility, embracing collective leadership, and recognizing that leadership can be demonstrated by individuals at all levels of an organization or community. This perspective has significant implications for the workplace of any organization.

Historically, leadership was often associated with authoritative roles, such as CEOs, managers, or other designated individuals. However, this notion is increasingly being challenged. Modern definitions of leadership emphasize influence, vision, and the ability to inspire others. Leadership is no longer confined to formal positions; it encompasses anyone who can motivate, guide, or positively impact others. This approach to redefining leadership characteristics enables a culture where innovation and initiative thrive.

When we recognize that everyone can be a leader, we empower individuals to take initiative. This empowerment fosters an environment where individuals feel valued and capable of making

meaningful contributions. Employees are more likely to engage in problem-solving, share ideas, and take ownership of their responsibilities when they understand that they have a leadership role to play. I have personally experienced this in my current company project, where every team member has a sense of ownership and demonstrates individual leadership.

The philosophy that "We all are Leaders" encourages a collaborative culture and teamwork. In such environments, diverse perspectives are sought and valued. As individuals recognize their potential to lead, they enhance communication, share knowledge, and foster relationships built on trust and mutual respect. This collective approach to leadership not only strengthens team dynamics but also drives organizational success.

Organizations and communities must actively cultivate leadership development among all members. Training programs, mentorship opportunities, rotating roles to leverage different strengths and insights, and including individuals in decision-making processes can equip them with the skills and confidence needed to lead. To realize the potential of collective leadership, organizations must address barriers that inhibit participation. By fostering an inclusive environment, leaders at all levels can thrive, and the organization can benefit from the richness of diverse ideas.

The answer to the question "Aren't we all leaders?" lies in redefining our understanding of leadership in a modern context. By fostering a culture of shared leadership, organizations and communities can tap into the collective potential of all their members. As we embrace this approach, we can create more resilient, innovative, and compassionate environments where every individual sees an opportunity to shape the future, inspiring those around them along the way. By recognizing and empowering everyone as a leader, we pave the way for transformative change.

Milind Natkar

Technology, Process and System Design

The Leadership within us



Summer is close, and temperatures are soaring. Even inside a car, the sweltering heat pierces through the windows despite the air-conditioning. Then, a car with pitch-dark windows and an illegible number plate zips past. The thought crosses our mind-where are the authorities, and why do such offenses go unnoticed?

Come election time, the nomination process for political candidates turns into a grand spectacle, creating chaos for commuters. We wonder how such candidates, once elected, will ever be sensitive to public needs. What kind of role models are we looking at?

During festivals, a major city square is transformed by a collage of illegal hoardings. These banners, displaying the faces of aspiring leaders, extend their good wishes to the public while blocking traffic signals and creating safety hazards. What is happening?

It is early morning. The roads are relatively empty, but urgency fills the air-it is school time. Traffic rules, including signals, are blatantly ignored. Amid the chaos, a two-wheeler stops at a red light. Some notice, some ignore, and some follow. The rider, a woman with a school-going girl as a pillion, waits patiently until the signal turns green. Who is she?

An elderly woman boards a crowded bus, struggling to hold on as the vehicle moves. The other passengers masterfully avoid eye contact, pretending to be engrossed in their phones or staring out the window. A young boy notices and offers her his seat. Who is he?

A public celebration turns into an ear-splitting spectacle. Windowpanes and heartbeats thump to the deafening beats of the music. It is no longer a melody but a relentless noise. Bystanders resign themselves to the situation-until an ordinary-looking, middle-aged couple steps forward and requests the organizers to lower the volume. Their plea sparks an animated discussion, drawing onlookers. Slowly, more voices join in. The noise finally turns into music again.

We wonder-who is in charge? Who is responsible? Who were that woman, that boy, that couple? Who are the responsible ones, and who are the indifferent ones? The answer is simple: Me, You, and We. We play these varied roles every day. We lead even when not asked to, and we falter when explicitly given the responsibility. We have excuses, justifications, concerns, and obligations. But we also have choices.

Leadership is not limited to public spaces-it exists in our workplaces too. A preparer completes a drawing, assuming the checker will take care of any errors. A leader, on the other hand, refines it to ease downstream work. An engineer either hones competencies or cleverly masks gaps with articulation. A department either treats its scope as a rigid boundary or explores the possibility of expansion. Some step up when the situation demands, while others begrudgingly accept responsibility.

So, will we take ownership and respond with our best abilities? Who is stopping us but ourselves? Each of us possesses unique abilities that can be transformed into remarkable possibilities. We can rise to the occasion-even if we are not fully trained or assigned to a task. Courage is within us to do what is needed.

Let us break free, take action, and drive the change.

Ignite the flame. Spread the fire. We are all leaders!

Kedar Damle

Head - Mechanical (Pune)



National Safety Week

The National Safety Week 2025 was celebrated from 4th to 10th March to promote safety awareness at offices and sites. This year's theme was "SAFETY & WELL-BEING CRUCIAL FOR VIKSIT BHARAT," reinforcing the commitment to ZERO harm to people, property, and the environment. This week was marked at tkUIPL with various activities such as Campaigns on Electrical Safety and Material Handling, Screening of AV films, HSE workshops and training sessions, BBS drives, Practical demonstrations on PPE / firefighting, Emergency drills and HSE Poster and Slogan Competitions.



Kick-off & Inaugural by Site teams



Workforce Address & Client engagement



External Workshops on Critical Safety Aspects



Awareness Rallies at site



Miscellaneous Awareness Demonstrations/ Skits



Safety Quiz for Employees & Workforce



Poster Making Competitions



Awards distribution & recognition



Valedictory & closing ceremonies



Fire-fighting training for ERT Team



Defensive Driving Training for Drivers

Annual Get-Together

The annual get-togethers in Mumbai and Pune were filled with energy and excitement. Employees took the stage, showcased their talents, outstanding performers and long-serving employees were recognized for their dedication and contributions. It was a time to unwind, celebrate, and connect with colleagues beyond work. Both events created lasting memories, bringing teams together in a spirit of joy and appreciation. Here are some glimpses from these special evenings.



Welcome Aboard

A warm welcome to our new colleagues, who joined our Pune and Mumbai offices and at sites.

We wish them the very best for their careers with our organisation...



Administration

- Nrusingha Charan Panda
- Gitesh Suresh Kadam
- Deepak Kumar Malviya

Civil & Structural

- Sayali Prasad Juvekar
- Vyankatesh Polu
- Shamal Patil
- Sachin Kishor Kadu

Commercial Project Management

- Kedar Terkhedkar

Construction & Site Management

- Pankaj Sharma
- Ved Parkash
- Rajesh Kumar
- Abhishek Singh
- Moh. Sohrab Aliamam Siddiqui
- Mehul Gordhanbhai Mangukiya
- Hemanta Hemanta Mallick
- Gautam Kumar
- Prabhulladas S

Electrical

- Vivek Kumar
- Sandeep Ramdas Gawas
- Ashish Deshmukh
- Vishal Tulshiram Patil
- Jairaj Sunil Salvi
- Swapnil Gundurao Chougule

Engineering

- Sonam Suresh Kapadi

Finance

- Shubh Ajay Agrawal
- Ritu Suresh Bhuta

Information Technology Management

- Ritik Dodiya

Inspection & Expediting

- Sachin Arjun Kedar

Instrumentation / Automation

- Tejaswini Sachin Jadhav
- Avinash Eknath Patange
- Mandar Arunrao Pathak

Mechanical

- Anil Ashok Patil
- Sarwan Kumar
- Rajat Gupta
- Ganesh Punjaram Sangle
- Dhwanish Shivkumar Chaurasia

Plant Design & Piping

- Ashwin Dhananjay Sahasrabudhe
- Prashant Bhagwan Shimpi
- Mahesh Shankar Chavan
- Shekhar Basavraj Hiremath
- Prakash Sah
- Rajan Ganesh Surve

Technology, Process & System Design

- Gauresh Gunwantrao Patil
- Sumit Diliprao Sayankar

Retirements



We bid goodbye to our colleagues who retired recently. tkUIPL wishes them the very best for their retirement years...



Shashank G Yadwad
Administration
(Pune)



Prakash G More
Inspection & Expediting
(Mumbai)

For comments and feedback, kindly send an email to: communications@thyssenkrupp.com

Coming up next!

The theme for the next issue is “The power of consistency”.
Interested employees must send in their views, articles, stories to:
communications@thyssenkrupp.com before 10th June, 2025

