

BOOK REVIEW

Inspirational & Empowering for Young Managers

- B.K.Warrier*

ANUYATHRA –

Publishers: Poornima Printing & Publishing House, Trivandrum – page 251 – Rs.300/-.

This book presents a journey through the life and career of Padma Shri Dr.C.G.Krishnadas Nair. It is a valuable handbook to scientists and technocrats. This book has been authored by two senior journalists Sri K.M.Muraleedharan and Sri P.Thankachan in a mixed format of biography with first person narration explaining important life experiences that Dr.Krishnadas Nair has encountered. Brief comments of important personalities on reading this book, are appended below:

“I had the opportunity to work with him during various phases of LCA development to flight test. Dr.C.G Krishnadas’ contributions in the fields of material science and aviation are of great significance to the nation.” – Dr.A.P.J.Abdulkalam

“I hope the important leadership qualities, management philosophy, co-operative team work, dedication to growth of Industrial Infrastructure particularly MSMEs creating employment wealth and welfare in addition to enhancing self-reliance in this vital area of Aerospace and defense as highlighted in the book will provide excellent inspirational reading for our young managers, executives and students.” – A.K.Antony.

‘ANUYATHRA’ (Travelling Together) is a biography-cum-autobiography of one of India’s renowned Aeronautical Engineer. It is the story of a village lad who to complete his high school studies walked barefooted 8 kms, each way up and down every day, with that spirit of sweating it out to achieve a big dream

to serve his village and the society at large. His higher studies for Engineering Degree at the Indian Institute of Technology (IIT), Madras, itself is a big inspirational story for those who study in their mother tongue, get graduated in three tier towns without much exposure to the technical niceties of the syllabus and converting

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challenges that appear to be un-surmountable, to build a strong foundation for academic and career development.

His pursuit of learning continued and took him overseas to Canada with a scholarship. He joined the Saskatchewan University there, completed P.G. Research on metallurgy and after obtaining his PhD., returned to India as a call of his inner voice, though he had excellent career opportunities either in Canada or in the US.

In India he started his career with the noble profession of teaching. He joined as an Asst. Professor at the Surtkal Engineering College. After a short stint there he moved to the destination of his destiny as a junior engineer at the Shop floor of India's number one aeronautical industry. From the shop floor here, step by step, he reached the highest position in the organization – that of Chairman and CEO.

From here onwards the narrative in the book is the real time life story of a professional engineer, for all those who want to reach out to the top. For a dreamer with enthusiasm and who holds in the heart Swami Vivekananda's call "Arise, Awake and Stop Not till the Goal is Reached", ANUYATHRA will give a climbing experience of Mount Everest and reaching the top facing unexpected onslaughts all the way.

The experiences encountered here tell the true story of the decayed Indian mindset, filled with inferiority complex of our own capabilities and for the 'foreign' craze for everything starting from a screw or a blade.

Here is an interesting case study in this book, which is both humorous and elaborating a serious deterrent for our nation's growth and progress – of low self-esteem of our indigenous

capabilities and passion for 'foreign made' goods.

“ ‘Decapex’ – a solvent being imported from France – an araldite type adhesive - was used in bonding an aluminium alloy spar and plastic foam structure to the thin rap around aluminium alloy sheet to make the Helicopter rotor blades. Many blades get damaged, delaminated during usage and sent to HAL for repair. ‘Decapex’ was used to soften the adhesive to facilitate easy stripping of the sheet from the aluminium spar and plastic foam core to facilitate repair. It was not costly, but had to be brought to India by ship only. Being a chemical, it could not be dispatched by aircraft. Often there were delays in supplies and consequent delays in repair, much to the dissatisfaction of the customer, the Indian Armed Forces. So it was important to develop an Indian substitute. So I took a tin of Decapex and got it analyzed through fractional distillation in our chemical lab, identified the ingredients. We bought these solvent ingredients and made a mixture exactly matching the composition of ‘Decapex’ and offered it to the shop for trials. The shop in-charge and technicians used it and gave a certificate of shop trials as ‘satisfactory performance, but the imported solvent is better.’ We knew it cannot be so, as both were identical. It was our general mindset that ‘foreign made is always of better quality.’ So we decided to play a trick on the shop in charge and shop technicians. We collected another tin of imported ‘Decapex’ from the store and took it to the lab. We declared to all concerned that we need about two weeks of research to improve the lab sample substitute. After two weeks, we simply emptied the contents

of the cans to bottles marked 'Lab-improved sample' and filled the empty can bearing the label Decapex with substitute made in the lab. We did this with the knowledge of airworthiness certifying authorities, and HAL's quality assurance department and offered both to the shop. Same certification came after shop trials. "The lab sample has some marginal improvement. But the imported Decapex, in the Can is better!"

As it is explained in one of the autobiographic section *"It was a lesson in Triumph over challenges."* And the result of that triumph *"For me personally it was a remarkable achievement boosting my self-esteem, and also winning friends and admirers from among my colleagues and the employees of HAL including Employee Union representatives. All these would not have been achieved, if I had given up the development out of frustration arising out of the increasing quality demands from the airworthiness certifying agencies and blaming it on their lack of interest for indigenous development."*

And now let us read a portion of what the biographers say: *"Corner stone of his management style is involving the people*

and making everybody a team mate for him. The team constituted all employees from the lowest cadre to the top Chief Executive, i.e. the Chairman himself. It is necessary for the team leader not only to appreciate that the contribution of every member of the team is important but make each of the members of the team share this value and feel proud of each one's job."

Dr.C.G.Krishnadas Nair, former Chairman, HAL, whose life story is narrated in this book, continues his journey of empowering India as the Hony. President of the Society of Indian Aerospace Technologies & Industry, Chancellor of Jain University, Advisor to many Govt. of India undertakings and member of a number of Corporate Boards.

'ANUYATHRA' is not just a saga of an individual's achievements and success. It is a life story that can fire inspiration, self-confidence and determination to pursue righteous action needed to build a company, a society, a nation and of course the career of a professional manager who gets the 'Wings of Fire' to fly high and high and high in personal career as well as in nation building.

