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Editorial

PLASTICS INDIA

A journal for the growth and development of plastics trade & industry

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Hi Friends,

Hope the New year has started on a fancy note for all of you .

The world seems to be talking about start-ups. It always intrigued me. What is the difference between a Startup and a small business? When I hear the word "startup," my mind immediately begins playing a reel of a bunch of twenty-something year old web developers, huddled together in a retro office, drinking beer at midday, laughing about the epic, cool culture they've got going and chatting about the fact that they spent the weekend hanging out with their venture capitalist besties

After racking my brain enough, I have managed to derive at some points where the two differ.The thing is, a tech startup or any type of startup for that matter (doesn't have to be technology focused) and a traditional, new business venture, are different for a number of reasons, most notably: the way they think about growth.

Startups are different from traditional businesses primarily because they are designed to grow fast. By design, this means that they have something they can sell to a very large market. For most businesses, this is not the case.

Generally speaking, to operate a business, you don't need a big market. You just need a market and you need to be able to reach and serve all of those within your market.

This is one of the reasons, most startups are tech startups. Online businesses can more easily reach a large market because they traverse time and space – people can buy from you or use your product regardless of whether you're awake or not and whether you're in Delhi or Bangalore. The distinctive feature of most startups is that they are not constrained by these factors.

Apart from having different ways of thinking about "growth," startups seek financial investment differently than most small business operations. Startups tend to rely on capital that comes via angel investors or venture capital firms, while small business operations may rely on loans and grants.

Another thing you'll want to keep in mind is your vision for your business. If you're pitching for VC funding without an exit strategy, you're unlikely to get it.

Venture capitalists need an exit strategy as they need to maximize their ROI. If you'd still like to be running the company in 10 years time, you're probably going to want to ensure that exit plan comes in the form of a steady revenue stream that allows you to pay off investors, an IPO instead of a buy-out, or simply opt for a different strategy—your own funds, or loans and grants, either private or governmental.

With this I hope I have creased out the differences between a startup and a normal business!

Keep healthy , Stay fit & Happy reading ahead

Warm Regards,

Manish Kr. Bhaia
Editor

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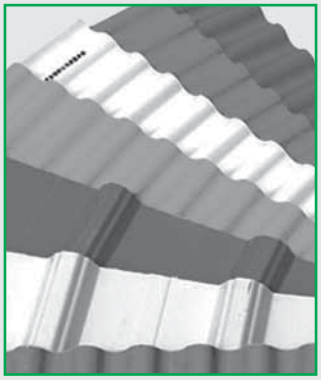

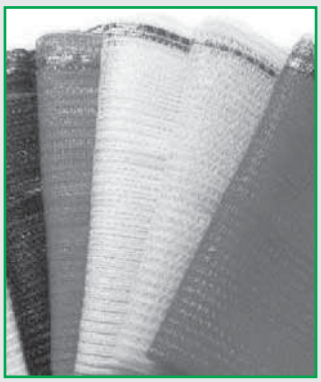

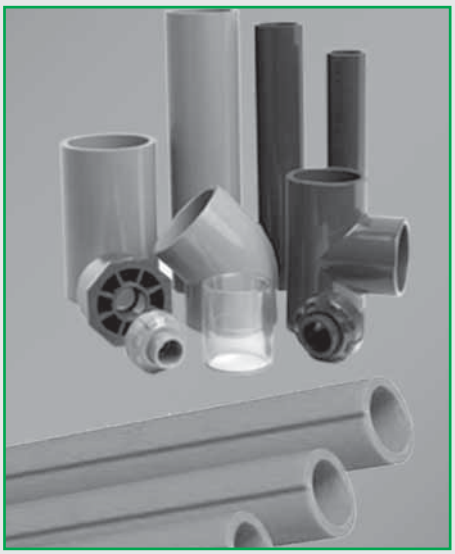

PRESIDENTIAL ADDRESS

Dear Friends,

This will be my last message to you as President of IPF. An Extra Ordinary General Meeting will be held on 26th February 2016 at 11.30 am in the auditorium of Indian Chamber of Commerce to elect a new President. During my tenure I had the opportunity of meeting many new people and leading a young batch of committee members who devoted lot of their time for IPF work. I also received the whole hearted support and cooperation of the members and thank them for reposing their faith in me.

During my tenure as President IPF continued to work in harmony as a team for the welfare and interests of its members and plastics trade and industry.

IPF Knowledge Centre that was conceptualized many years back started taking physical shape after me taking over as President. The Bhumi Pujan was held on 12th February 2014. As on date the ground and first floor of the centre is complete involving an expense of over 3 crores.

Various seminars and workshops were held during the last two years on different subjects related to plastics, New Companies Act 2013, Symposiums on Union Budgets, New West Bengal Industrial Policy, etc.

Visit to Chinaplas was organised in 2014 and 2015. The largest ever delegation in the history of IPF was taken in 2014. Members were happy with the services and arrangements provided by the Federation.

To bridge the gap between receipts and expenses and to keep the activities of the Federation running smoothly, the Annual and Life Membership subscriptions were raised after a gap of over 20 years. In the EGM that was held to give effect to this change, members unanimously agreed that increase of membership subscription was overdue.

IPF Cricket League was initiated for the first time in 2014. It is now being held on a regular basis.

For protecting the interests of members, the Federation made representations to government authorities and also pursued with the government the re-opening of Haldia Petrochemicals Ltd that was shut down for a few months affecting the supply of polymers to our members.

IPF has the distinction of having its Past President, Shri K. K. Seksaria elected as President of Plastindia Foundation (PIF) for the term 2015-18. This is the second time in the history of PIF that IPF's representative has been elected as President of PIF.

The largest ever exhibition in the history of IPF was held at Science City from November 27-30, 2015. It was held on an area of above 6,000 sq. m. 291 exhibitors with live demonstration of machines participated of which around 50 were from foreign countries making Indpplas'15 a truly international exhibition. Large number of visitors from all over India and many from abroad also visited the exhibition. Indplas'15 has generated a surplus of over Rs.3 crores.

Though last but not the least I thank all members & staff of IPF Secretariat for their support and good work during my tenure. I request all members to extend their full co-operation and support to the new President and his team.

To end with I salute TEAM IPF MEMBERS for supporting me in difficult situations.

With best wishes,

Pradip Nayyar
President

From the Desk of Hony. Secretary

Dear Members,

Members are all aware that election of Office Bearers and Committee Members for the term 2015-16 had to be adjourned due to some technical issues. On 22nd January 2016 an Executive Committee meeting was held and decided to hold an Extra Ordinary General Meeting on 26th February 2016 at 11.30 am at the auditorium of Indian Chamber of Commerce, 4 India Exchange Place, Kolkata – 700 001 (located near Tea Board). Subsequently, a notice for holding the Extra Ordinary General Meeting has been despatched to all members enclosing candidature / nomination forms, Form DIR-2, DIR-8, KYM Form and instructions to candidatures, proposers and seconders.

By the time this issue is in your hand elections will be over. We are confident that our members will elect a good team to run the affairs of the Federation.

IPF organised 3rd IPF Cricket League Tournament on 16th January, 2016 at Pailan Stadium, Joka, West Bengal. I personally thank all four sponsors and specially to Mr. Mukesh Agarwal, Chairman-Youth & Sports Committee for making such an event possible. Lastly, I also thank all the members and staff of IPF Secretariat for their full support and co-operation during my tenure.

We shall be announcing our delegation to Chinaplas this year too, details of the same will be forwarded to all members soon. We request all members to kindly register their names once the delegation details are circulated.

With best wishes

Ashok Jajodia
Hony. Secretary

BIO-BASED PE FILM FOR LABELS

US-based Avery Dennison has introduced two bio-based PE label films. The new products are claimed to be the first self-adhesive PE filmic labels with a face stock including more than 80% renewable content. This will help customers to meet targets for renewable sources while getting the function and performance of a regular PE label product.

The bio-based PE self-adhesive laminates are available in a white and a clear version.

The resin used for the new bio-based PE films is made from Bonsucro Certified sugar cane, which follows rigorous social and environmental monitoring prior to certification. Both new products offer performance and recyclability comparable to standard PE85 resin.

With the proper precautions and preparation – Avery Dennison suggests that special care is observed, and that dies are not sharp or damaged – these films act as drop-in replacements, meaning converters can substitute conventional PE for a bio-based PE label film without investing in new machinery.

Avery Dennison worked with global resin producer Braskem and Belgian converter Desmedt Labels to prototype and test the bio-based PE label at the Belgian facilities of Ecover, manufacturer of ecologically sound cleaning products.

Source : Plastics in Europe

NEW REUSABLE POLYMER THAT CAN REMOVE POLLUTANTS FROM FLOWING WATER WITHIN SECONDS

Scientists have developed a new reusable polymer that can remove pollutants from flowing water within seconds, just like air fresheners trap invisible air pollutants in the home and remove unwanted odours. Researchers from Cornell University have used the same material found in air fresheners, cyclodextrin, to develop a technique that could revolutionize the water-purification industry. The team, led by Will Dichtel, associate professor at Cornell University, developed a porous form of cyclodextrin that has displayed uptake of pollutants through adsorption at rates vastly superior to traditional activated carbon - 200 times greater in some cases. Activated carbons have the advantage of larger surface area than previous polymers made from cyclodextrin - but they do not bind pollutants as strongly as cyclodextrin. The findings were published in the journal Nature.

"What we did is make the first high-surface-area material made of cyclodextrin combining some of the advantages of the activated carbon with the inherent advantages of the cyclodextrin," Mr Dichtel said."These materials will remove pollutants in seconds, as the water flows by," he said. Whereas activated carbon filters must undergo intense heat-treating for regeneration, cyclodextrin filters could be washed at room temperature with methanol or ethanol. Recyclability is another advantage of the cyclodextrin polymer, Mr Dichtel said. Whereas activated carbon filters must undergo intense heat-treating for regeneration, cyclodextrin filters could be washed at room temperature with methanol or ethanol

Source : Plastics News

GLOBAL WOOD PLASTIC COMPOSITE MARKET TO REACH US$5.39 BLN IN 2019

The global wood-plastic composites market was valued at US$2.64 bln in 2012 and is anticipated to reach US$5.39 bln in 2019, expanding at a CAGR of 10.8% between 2013 and 2019, as per Transparency Market Research. According to the report, the global wood-plastic composites market is rising owing to the increasing demand from the industry of building and construction. In addition, development of the global automobile industry, along with strict environmental regulations, has also fuelled the market. Additionally, products such as decking boards made out of wood-plastic composites are superior in quality in comparison to products manufactured from plastic or wood in isolation, thus increasing their demand. Furthermore, wood-plastic composites are substituting

plastics and steel in a number of interior vehicle components such as the internal trim of door panels, dashboards, backrests, seat cushions, and other interior liners. On the other hand, emergence of a number of other natural fibers including straw fiber, seed fiber, and leaf fiber is predicted to impede the development of the market in the coming years. On the basis of product, the market is segmented into polyethylene wood-plastic composites, polyvinyl chloride wood-plastic composites, polypropylene wood-plastic composites, and others including polystyrene, ABS, and polylactide. Amongst these, polyethylene wood-plastic composites led the market in 2012 with a volume share of more than 60% and this trend is predicted to continue in the forecast horizon. The segment of polypropylene wood-plastic composites is predicted to exhibit an above-average growth in the forecast horizon. On the other hand, the segment of polyvinyl chloride wood-plastic composites is predicted to be the most swiftly developing segment in the forecast horizon due to rising demand for it in decking and window applications.

On the basis of application, the market is segmented into automotive, building and construction, electrical, and others including trays, toys, shoe soles, musical instruments, etc. Amongst these, on the basis of revenue and volume, the application segment of building and construction led the market in 2012. This is owing to the increasing usage of wood-plastic composites in window lineals, decking boards, door components, sliding and fencing products, and rails and balusters. On the other hand, the application segment of the automotive industry is predicted to be the most swiftly developing segment and is anticipated to expand at a 9% CAGR from 2013 to 2019 on the basis of volume. This is due to the increasing inclination of consumers towards biobased products. On the basis of geography, the market is segmented into Europe, North America, Asia Pacific, and Rest of the World (RoW). Amongst these, in 2012, North America held the biggest share in the market and constituted a share of more than 65% on the basis of volume. Europe is anticipated to exhibit moderate growth in the market by 2019. On the other hand, Asia Pacific is predicted to be the most swiftly developing market for wood-plastic composites in the coming six years. As per the report, the prime players dominant in the market include Fiberon LLC., Trex Company Inc., CPG International, Fineko, and Advanced Environmental Recycling Technologies (AERT).

Source : Plastics News

POLYMER PUTS NEW MEDICAL SOLUTIONS WITHIN REACH

Combining the properties of liquid crystals and hydrogels in just the right proportions creates the potential for new materials that have the same mechanical properties as soft tissues in the body. A material that is water-loving and has structure opens up the door the possibility for artificial blood vessels that are mechanically stealth so they wouldn't be viewed as a foreign body. Now, a newly developed process can create this type of a polymer.

Researchers, particularly those in the medical field, have been searching for a way to combine the properties of liquid crystallinity with those of hydrogels.

Liquid crystals are characterized as having the fluidity of liquid but some of the order of a crystal so they can be oriented to have structure. They are not water-loving, in that they will dissolve in water, making them less than ideal candidates for use inside the body.

Hydrogels, however, are water-loving but they lack the order to orient them into specific shapes.

Combining the properties of liquid crystals and hydrogels in just the right proportions creates the potential for new materials that have the same mechanical properties as soft tissues in the body. A material that is water-loving and has structure opens up the door the possibility for artificial blood vessels that are mechanically stealth so they wouldn't be viewed as a foreign body.

Professor Pat Mather has developed a process that can create this type of a polymer.

The paper "A hydrogel-forming liquid crystalline elastomer exhibiting soft shape memory" authored by Mather and graduate student Amir Torbati G'14, now a post-doc at UC Denver, was featured on the cover the Journal of Polymer Science B: Polymer Physics.

"It is a balancing act of not having too many water-loving groups in the polymer and balancing that with other chemicals in the polymer that promote structure." said Mather.

Whatever the hydrogels do to make the liquid crystals water-loving destroys the order of crystallinity, so historically creating a material like this has been a challenge but Mather's process opens to the door to new medical applications that were previously out of reach.

Source: Syracuse University

PRESS INFORMATION BUREAU GOVERNMENT OF INDIA, MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES

MSME AMENDMENT BILL, 2015

The Ministry of Micro, Small and Medium Enterprises Development (Amendment) Bill, 2015 are to (i) enhance the existing limit for investment in plant and machinery considering changes in price index and cost of inputs consistent with the emerging role of the MSMEs in various Global Value Chains, (ii) include medium enterprises apart from small enterprises in section 7(9) to enable the aforesaid category of enterprises to avail the benefits and become competitive, and (iii) empower the Central Government to revise the existing limit for investment, by notification, considering the inflation and dynamic market situation.

As per Micro, Small and Medium Enterprises Development (Amendment) Bill, 2015, the investment limit prescribed for Micro, Small and Medium Enterprises (MSMEs) in the country, is proposed as under:

Manufacturing enterprises:

(i) Micro enterprise: Investment in plant and machinery does not exceed fifty lakh rupees

(ii) Small enterprise: Investment in plant and machinery is more than fifty lakh rupees but does not exceed ten crore rupees.

(iii) Medium enterprise: Investment in plant and machinery is more than ten crore rupees but does not exceed thirty crore rupees.

Service enterprises:

(i) Micro enterprise: Investment in equipments does not exceed twenty lakh rupees.

(ii) Small enterprise: Investment in equipments is more than twenty lakh rupees but does not exceed five crore rupees.

(iii) Medium enterprise: Investment in equipments is more than five crore rupees but does not exceed fifteen crore rupees.

As provided under Section 7(9) of the MSMED Act, 2006, the Government, while classifying any class or classes of enterprises under sub-section 7(1) of this Act, may adopt any criteria e.g. investment, employment or turnover of the enterprises and include in such classification the micro or tiny enterprises or the village enterprises, as part of small enterprises.

Source : Press Information Bureau

GLOBAL PETROCHEMICALS MARKET TO REACH US$890 BLN. BY 2020 AT 6.5% CARG

The global demand for petrochemical market was valued at US$550 bln in 2014 and is expected to reach US$890 bln in 2020, growing at a CAGR of around 6.5% between 2015 and 2020, as per MarketResearchStore.Com.

Growing demand from key end user inductees including construction, packaging, transportation, textile, plastics, healthcare etc., coupled with favorable operating conditions mainly in the Middle East and Asia Pacific is expected to drive the global market for petrochemicals

over the next five years. Strong growth of these end-use industries is the major driving factor for global petrochemical market. However, manufacturers are expected to face major challenges such as growing environmental concerns. Owing rapidly growing pollution and global warming concerns, use of petrochemicals is expected to decline. Nevertheless, rapidly depleting crude oil reserves is expected to present major challenge to the manufacturers. Moreover, growing awareness about environment safety and shift towards use of bio-based chemicals is expected to hold the growth of this market.

On the basis of product segment petrochemicals market is segmented into ethylene, propylene, butadiene, benzene, xylene, toluene, vinyl, styrene and methanol. Ethylene was the most dominating petrochemical product, accounting for about 25% of the global petrochemicals market in 2014. Ethylene is primarily used in the manufacture of polypropylene and propylene oxide. Methanol is projected to be the fastest growing segment from 2014 to 2020. Growth of methanol is directly related to its increasing usage in gasoline blending and methanol to olefins (MTO) processes. Other petrochemicals such as butadiene, benzene, xylene, toluene, vinyl and styrene accounted for a significant portion of the global petrochemicals market share in 2013. With around 50% share in total volume consumption in 2014, Asia Pacific has emerged as leading market for petrochemicals. Growing demand for polymers and solvent, dyes, adhesives, paints and coatings in Asia Pacific is expected to fuel the growth of petrochemicals in the region.Petrochemicals market in Asia Pacific is led by China. Asia Pacific was followed by North America and Europe. The manufacturing companies of petrochemicals have a significant impact on the value chain through a higher degree of forward integration. These companies manufacture raw materials as well as the final product and use it in various product types such as ethylene, propylene, butadiene, benzene, xylene, toluene, vinyl, styrene and methanol. BASF SE, ExxonMobil, The Dow Chemical Company, Shell Chemical Company, SABIC, Sinopec Limited, Lyondell Basell Industries, Total S.A., Sumitomo Chemical Co. Ltd., Chevron Phillips Chemical Company LLC and E. I. du Pont de Nemours and Company are some important competitors in petrochemicals market. The report covers detailed competitive outlook including the market share and company profiles of the key participants operating in the global market.

Source : Plastics News Daily

DYKA DEBUTS WORLD'S FIRST BIOPLASTIC PIPEWORK AT THE VSK INTERNATIONAL TRADE SHOW

Belgium-based Dyka, a leading European manufacturer of plastic pipework systems and member of the Tessenderlo Group (Brussels), has launched the world's first piping system made of plant-based, renewably sourced plastic material under the name Dyka Bioplastic.

The new bioplastic line launched earlier this week at the VSK international trade show for the installation sector held once every two years in Utrecht (Netherlands), and, for now, consists of a rainwater piping system designed for residential buildings, both newly built and older homes. Dyka said that additional products will be rolled out in due course.

"We have only just got started," said Barry Kooistra, Product Manager at Dyka in the Netherlands.

The new pipes and accessories are made of a durable, non-biodegradable PLA derived from sugar beet and developed in collaboration with Netherlands-based lactic and polylactic acid producer Corbion Purac. Because PLA is derived from renewable sources, it has a smaller carbon footprint than conventional oil-based materials.

"Also, pipework made from PLA bioplastic is comparable to piping made of PVC: the material is very strong, and has a long service life," said Kooistra. "It's a completely new development in the construction industry."

He also does not rule out the possibility that Dyka would also be looking at bioplastic options other than PLA in the future. Dyka has the ambition, said Kooistra, to further broaden the available application options for bioplastic materials within the construction industry, in order to contribute to the transition towards a more sustainable building and construction industry supply chain.

For Dyka, PLA further extends the range of materials, which includes PVC, PP and PE, already used by the company. However, cost is still an issue: the new bioplastic pipe system is more expensive than one made from conventional plastics. The raw material is more expensive, and, as Kooistra pointed out, it is the material costs that determine to a large extent the price of a product—any product.

"Yet we have found that the construction industry is starting to look differently at materials and material costs," he added. "It's no longer just price that matters; the market and consumers are starting to demand greener products, and project developers, especially those operating in the higher segments of the market, are now willing to invest in delivering more sustainably built houses."

In his view, bioplastic is the material of the future. "This material will enable us to further enhance the sustainability of the building and construction industry supply chain. The choice of material can have a real impact on waste streams," he said. "Plus, it enables us to respond to the changing demands of consumers and the construction sector as a whole, as well as reducing our dependence on fossil fuels. It's a great example of how Dyka can use its knowhow and expertise to contribute to a more sustainable sector."

Prior to launching the new rainwater system, Dyka spent a number of years researching and developing a high-quality bioplastic end product. The material and the new downpipe system has been extensively tested in accordance with the most stringent requirements and guidelines and is now ready for the official market launch. The application possibilities, said Kooistra, are 'extensive.'

What about the end of life? According to Kooistra, Dyka is seriously looking at the possibility a recycling program for PLA. "But that's a process that will need some time—we've only just launched our first product. We may have to collaborate with parties outside the construction sector to get the scale needed to start up a recycling program. That all remains to be seen, but it's something we are certainly going to pursue."

The Dyka bioplastic piping system will be introduced in May 2016 to the Dutch and Belgian market.

Source : Plastics Today

PLASTICS INDUSTRY LAUNCHES ZERO NET WASTE PROGRAM

SPI: The Plastics Industry Trade Association, Washington, has launched the Zero Net Waste (ZNW) program, which it describes as "a groundbreaking tool for members to use to evaluate waste reduction opportunities and maximize landfill diversion." ZNW will provide plastics companies with a set of resources they can use to pursue, and achieve, zero net waste in their facilities and offices, SPI says.

The program was born out of the SPI Recycling Committee's Emerging Trends Subcommittee, chaired by Kathy Xuan, CEO of Chicago-based PARC Corp., and developed by a broad workgroup of SPI members.

Xuan says, "As chair of the subcommittee and a recycler who provides zero landfill services, we feel this program will be instrumental in providing tools and resources to accelerate the industry's pursuit of zero waste."

According to a news release from SPI, the cornerstone of the ZNW program is the manual, which includes real-world, step-by-step tools and resources for companies throughout the plastics value chain to ensure that plastic materials and

other manufacturing byproducts are put to their highest and best use. From building the business case for pursuing zero net waste, to educating employees and offering practical guidance on finding the right service providers, the ZNW program manual is designed to enable companies of all sizes to take immediate steps to begin pursuing zero-waste in their facilities.

Companies that participate in the program and meet requirements of the two-step qualification and verification process will be recognized for their efforts.

However, "the Zero Net Waste Program isn't just for companies looking for Zero Waste certification," says Robert Flores, director of sustainability for Berry Plastics, Evansville, Indiana. "The accompanying manual is applicable to a wide variety of companies and provides the basics for how to get started, as well as how to enhance existing programs that a company already may have in place."

Reducing reliance on landfills provides environmental and economic benefits, which are being driven by many of the major brand owners in the plastics industry today, says Nina Goodrich, executive director of GreenBlue, Charlottesville, Virginia. "GreenBlue and the Sustainable Packaging Coalition support SPI's Zero Net Waste Program," she says. "Providing companies the tools and resources to demonstrate leadership in landfill diversion is an important step towards reducing carbon emissions and developing a circular economy."

For more information on the ZNW program and how it can impact a company's sustainability click here. The ZNW program is available only to SPI members currently.

Source : Plastics News Daily

RECYCLING TECHNOLOGIES RECEIVES HONOR FOR PLASTICS INNOVATION

Recycling Technologies, Swindon, United Kingdom, has been named the winner of three awards at the Rushlight Awards 2015-16 ceremony in late January 2016 in London. The Rushlight Awards, organized by E venture Media and several energy and waste associations, focus on technology and innovation achievements made by British and Irish organizations and companies involved in efforts pertaining to sustainability and reducing carbon emissions.

Recycling Technologies was named winner of the Resource Recycling Award and the Resource Innovation Award in those two group categories as well as winning the broader Rushlight Award, presented to the overall winner of the night, deemed to have "demonstrated a substantial contribution to addressing environmental issues."

"We are delighted to have won these awards and to have been recognized for our work transforming end of life plastic waste into a valuable hydrocarbon material," says Adrian Griffiths, CEO of Recycling Technologies. "At Recycling Technologies, we are hugely proud of our process and genuinely believe that our work is a key innovation in the field of recycling plastic, creating a highly commercial, distributed solution for a global problem."

Says Clive Hall of the Rushlight organization, "Innovation is a key driver for growth across our green economy and beyond, helping us find new ways to manage our environmental footprint, reduce costs and help put our businesses on a more sustainable footing. It's great to see so many organizations stepping up to this challenge, and I would like to congratulate the winners of the Rushlight Awards on their exciting new ventures."

Recycling Technologies was formed in 2011 to commercialize the development of a plastic scrap energy conversion technique established originally by the University of Warwick in the U.K. The company's flagship machine, the RT7000, converts unsorted residual plastic waste into what it calls a valuable low-sulphur hydrocarbon fuel oil known as Plaxx.

Source : Plastics News Daily

Cond....pg.17

3rd IPF CRICKET LEAGUE TOURNAMENT 2016

We are grateful to our four sponsors viz.

Kkalpana Industries (India) Ltd. -
Mr Narendra Surana

Malsons Polymers Pvt Ltd. - Mr Anil Agarwal

Pratap Polysacks Ltd. - Mr Sunil Agarwal

Servo Packaging Ltd. - Mr Sisir Jalan

Who made it possible for us to organize the 3rd cricket league by IPF on 16th January 2016 at Pailan Stadium, Joka, WB.

Fantastic weather with brilliant lush green outfield and amazing passion of all the participants made it a successful day for cricket and Plastics. Players from all the fields of plastics participated with age of players from 13 years to above 50 years. Contribution of Father and Son batting together is a rare occasion.

To Start with, the combination of father and son among the sponsors were Mr. Narendra Surana from Kkalpana Industries (India) Ltd. with his son Dev, with both giving outstanding performances and both having great passion for cricket were among the favourites.

Second was Mr Sunil Agarwal from Pratap Polysacks Ltd. with Harsh, where Sunil Agarwal was giving his contribution with the bat , harsh gave an all round performance with both bat and ball along with his chachu Vineet Agarwal also featuring in one of the most successful batsman in the Tournament.

Last but not the least, the winning combination of the father and the son, Mr Anil Agarwal of Malsons Polymers Pvt. Ltd. with his son Anish. Anil Agarwal was adjudged as the Best Batsman of the Tournament and the Son Anish took the Best bowler trophy and obviously won the tournament after being runners up from past two years.

Mr Hemant Daga from Meghraj Bhikamchand was adjudged the Man of The Tournament for his fastest 20 runs from 7 Balls and also for his pace Bowling which took 5 Wickets in the Tournament.

With all participants being the winners, the winning trophy went to Mr Anil Agarwal of Malsons Polymers Pvt Ltd with Sisir Jalan of Servo Packaging Ltd. being the Runners Up.

Special Thanks goes to Mr Praip Nayyar, President and Mr Ashok Jajodia, Hony. Secretary, IPF for making such an event possible.

Hoping for a similar co-operation for the next tournament.

Mukesh Agarwal

Chairman - Youth and Sports Committee

Indian Plastics Federation







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Sustainable Solution with Mineral Based Enhancers

BAJAJ POLYMIN ENHANCERS

Presenting an additive that adds to quality & profits!

An additive so good, it can be 70% of your product

Advantages

Ultra fine calcium carbonate used
Best in class filter pressure value
Superior dispersion even at higher loading levels
Excellent compactness & elasticity
Low processing temperatures required
Smooth running even at higher addition levels
Food grade

Benefits

Enhanced mechanical properties (tear and drop dart impact strength)
Reduction in Cost
Excellent filter life, less machine stoppage
Better surface finish and strength in the film
Addition of modifiers not required
Saving on power costs
Excellent bubble stability
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SURVEY REVEALS STRONG OPTIMISM IN COMPOSITES MARKET

According to Composites Germany's latest market survey, the level of satisfaction among composite companies in Germany was general very high, despite a slightly negative trend for certain indicators.

The general business situation was seen as more positive or very positive by the vast majority of respondents. The proportion of optimistic assessments of the worldwide business situation in this latest survey was 82%, amounting to a slight increase of 2% since the previous survey.

The indicator was even higher for the German market, where 73% of respondents assessed the general business situation as more positive and 14% as very positive. Yet despite this highly positive underlying mood, Germany recorded a 3% downturn in positive assessments compared with the survey for the first half of 2015.

Optimism also prevailed among the majority of respondents on future developments, the survey revealed. Only less than 10% of the participants said hey expected the situation to deteriorate in the next six-month period, although there were differences in their assessments of the different regions (worldwide, Europe and Germany).

Whereas, for instance, just over a quarter of respondents expected the worldwide business situation to improve, this proportion was "only" 19% for Germany.

Companies are currently continuing to give positive assessments of their own business situations. Over three quarters of all respondents described their own companies/ organizations as being in a more positive or indeed very positive position.

When asked about expectations about their own business situations for the next six-month period, only a very small number expected a deterioration in Europe. The outcome was similar for their expectations worldwide and within Germany.

This positive image was supported by the investment climate indicators. Companies' HR planning figures were similar to the level found in the previous survey. As before, many expected to see an increase in their own staffing levels.

In this segment the ongoing positive trend was even more clearly in evidence for investments in plants and machinery, said Composites Germany. 44% of respondents expected corresponding increases during the next six-month period. Having risen by 7%, this value was again much higher than in the previous survey.

Where the material is concerned, respondents still expected most important growth stimuli to come from carbon fiber reinforced plastics (CRRP). When it comes to application engineering, the most hopeful industries for composites are currently automotive and aviation.

When asked about regional expectations, the companies expected Germany to continue delivering major stimuli. Both Asia and Europe (except Germany) were down somewhat in significance, but continued to be important.

Compared with the previous survey, both the general economic situation and the companies' own business situations were seen as less positive.

These indicators, however, should not distract from a highly positive overall picture of the industry that continues to prevail, the association said. In all, satisfaction and optimism for the future continue at a very high level.

Another fact which speaks for a positive development is that over half of all respondents said they expected to step up their companies' involvement on the composite market.

The survey covered all the member companies of the four biggest umbrella organizations of Composites Germany: AVK, CCeV, CFK Valley and VDMA.

Source : CPRJ Editorial Team

STATE-RUN OIL FIRMS TO SET UP BIGGEST REFINERY

Public sector oil firms IOC, BPCL, HPCL and EIL will invest Rs.1.50 lakh crore in setting up India's biggest refinery on the west coast,

Oil Minister Dharmendra Pradhan said.

Indian Oil Corp (IOC), the nation's biggest refiner, will build a 60 million-tonne-a-year oil refinery in Maharashtra along with Bharat Petroleum Corp Ltd (BPCL), Hindustan Petroleum Corp Ltd (HPCL) and Engineers India Ltd (EIL), Mr. Pradhan said in a twitter post.

"Refinery to be built in 2 phases (40+20 million tonnes); 1st phase will have more than Rs 1 lakh crore investment (biggest in India)," he said.

IOC has been looking at west coast for a refinery as catering to customers in West and South was difficult with its refineries mostly in the North. HPCL and BPCL have also been looking at a bigger refinery because of constraints they face at their Mumbai units.

"The refinery will produce petrol, diesel, LPG, ATF and feedstock for petrochemical plants in plastic, chemical and textile industries in Maharashtra," said Mr.Pradhan, who discussed the setting up of the refinery with Maharashtra Chief Minister Devendra Fadnavis in Mumbai yesterday.

"Government of Maharashtra and Ministry of Petroleum and Natural Gas will closely work for early identification of land for refinery and finalisation of details of project," he added.

Fifteen million tonnes a year is the biggest refinery any public sector unit has set up in one stage. IOC recently started its 15 million tonnes unit at Paradip in Odisha.

Reliance Industries holds the distinction of building the biggest refinery in India till now. It built its first refinery at Jamnagar in Gujarat with a capacity of 27 million tonnes, which was subsequently expanded to 33 million tonnes.

It has built another unit adjacent to it for exports, with a capacity of 29 million tonnes.

The refinery being planned by the state-owned firms will be bigger than that. The phase I itself will be bigger than any one single unit. It will cost Rs. 2,500 crore per million tonnes and for the full 60 million tonnes, it will cost Rs 1.5 lakh crore. It will also be accompanied by a petrochemical complex.

Being on the west coast will provide the unit a natural advantage of easily sourcing crude oil from the Middle East and Africa, officials said. Also, moving products to consumption heartland will not be difficult.

Source : The Hindu

PUTTING A SPOTLIGHT ON FAMILY-OWNED COMPANIES IN THE PLASTICS INDUSTRY

Family-owned businesses are the backbone of the economy — and the plastics industry. This industry has its share of big publicly owned companies, businesses owned by private equity investors, partnerships and lone entrepreneurs.

But many of the most significant companies in plastics are family-owned.

It's been that way for more than 100 years now, since shortly after Leo Baekeland cooked up the first batch of Bakelite in 1907. I'm confident predicting that family-owned businesses will still be among the industry's leaders a century from now.

The question is, how many of today's family-owned plastics companies will survive until 2116?

The odds are against them.

Only the strong survive

There are lots of statistics on family-owned businesses, and the data tells two stories: First, on the important role they play in the economy. Second, on the difficulty they have in surviving over the long term.

Sources estimate that 80 to 90 percent of all global businesses are family owned — in the United States the number is close to 90 percent. They include two- and three-employee businesses all the way up to multinational companies like Wal-Mart Stores Inc. and Ford Motor Co. Some of the biggest companies in the world are family-owned businesses on their second, third or fourth generation of family leadership.

But few get that far.

Whenever I visit a family-owned company, we have the talk, where I start to bring up the statistic —that only 12 percent of U.S. family businesses make it to the third generation. Typically I'm

interrupted before I can even get out the whole question.

They're already aware of the issue. They live it every day, they worry about it, they plan for how they'll beat the odds — or how they'll eventually turn over the business to someone else.

We're a family-owned company, too

Our parent company is turning 100 years old this year, which is what's prompting me to write about this issue today. That's because we're using our anniversary to take the opportunity to put the spotlight on other family-owned businesses.

We're planning a special issue on May 16 that will feature profiles of dozens of family-owned plastics companies. We'll also cover the common issues that they face and highlight the importance they play in the industry, and the overall economy. And we'll write a bit about our family-owned history, too.

It should be a fun package, like our PN Women in Plastics and Rising Stars that you've seen the past few years. If you work for a family-owned business that wants to be included, go to www.plasticsnews.com/familyowned and fill out our survey.

There are questions about your company history, the challenges you've faced as a family-owned company, and your outlook for the company for the next 5, 10 and 20 years.

We don't ask if you've ever had a heated discussion about business at Thanksgiving dinner. But if you want to volunteer that story, we're all ears.

Source : Plastics News

PLASTICS PACKAGING MARKET STILL SEEING M&A ACTIVITY

Rick Weil sees good things when he looks at the 2016 market for plastics packaging mergers and acquisitions.

"This is really a golden age," Weil said in a recent phone interview. "When you look at the amount of private capital that's been raised, there's a huge amount of money that needs to be put to work."

"Private equity companies have made big acquisitions at big prices," added Weil, who's a managing director with Mesirow Financial in Chicago. "They need to make these deals happen for their investors."

A recent Mesirow market study indicated that the pace of plastics packaging M&A activity isn't expected to slow down in 2016. "Packaging and plastics are stable and growing," Weil said. "You can't say that about automotive or construction or consumer goods."

"And some sections in packaging are still fragmented, so in making deals, you can make one plus one equal more than two," he added. "You can save on resin, back office costs and other areas."

As of yet, the stock market meltdown of early 2016 hasn't seemed to have slowed down plastics packaging M&A. Weil said that Mesirow currently is working on three plastics-related deals. "The appetite for deals remains there," he added. "Interest isn't abating at all with the market down."

In December, Mesirow represented blown and cast film maker Bloomer Holdings Inc. — which does business as Optimum Plastics — when it was sold to Charter NEX Films Inc. That deal actually was between the private equity owners of the two firms. Optimum was owned by Huron Capital Partners LLC of Detroit. Charter NEX is owned by Pamplona Capital Management LLP of New York and London.

The Mesirow study also pointed out that in the packaging sector, earnings multiples paid in transactions hit 7.7 in 2015 — the highest level seen in the industry since 2007. "Money is chasing fewer deals," Weil said. "Multiples that were 6 times a couple years ago now are 8 times."

"If you're 65 years old and you've been running your plastics company for 40 years, you're going to get interest from a lot of buyers," he added. "Now remains a very good time to sell."

Source : Plastics News

SELF-ASSEMBLING PLASTICS COULD BE THE NEXT SUPER CONDUCTING MATERIAL

New research from Cornell University brings the worlds of soft-materials science with futuristic physics. Cornell University

researchers have a brand new superconducting material on their hands that is soft like a plastic bottle. It is designed to self-assemble like tiny microorganisms known as diatoms, creating, to quote one of its inventors, a "beautiful structure" that also happens to contain unique superconducting capabilities. The research, published today in Science Advances, points the way toward a massively scalable superconductor that allows for greater control over how the material moves the magnetic fields of energy that passes through it.

Superconductors are a class of materials that move electron energy through them without resistance. But, as co-author and Cornell grad student Peter A. Beaucage points out, "there's a property that defines them better but is lesser known, which is that they totally push out magnetic fields." The plastic nanostructures have a number of pores throughout them, ones the researchers believe they'll someday be able to take advantage of. "We can actually direct where the magnetic field from the material into these pores," Beaucage says. The polymer is made from niobium oxide, which is exposed to about 1292 degrees Fahrenheit, cooled, then exposed to an ammonia environment burning at 1562 degrees Fahrenheit. Somewhere in this process—and the process must be followed very carefully to achieve superconductivity—it becomes the superconducting compound niobium nitride.

"There's something that happens to the material when we heat the material to 700 and then cool it and heat it to 850 again is different than direct heating it to 850, and whatever that is isn't clear to us," Ulrich Wiesner, a Cornell professor in materials science and engineering and another co-author on the paper, said. Some of the more novel properties have yet to be explored as the researchers figure out quite what they're working with and what it's capable of. Thus far, it isn't quite at the holy grail of superconductors in which the can operate at room temperatures. But because its structure allows for easier integration, it may be compounded with other structures to create unseen kinds of superconductivity. It also opens the door for cheaper superconductors, as the process is straight out of the world of polymer material science with the world of physics, arenas that don't have much crossover. "In principle, the ease of processing polymers is now brought to making superconductors," Wiesner says. "The techniques we're using are all developed through the polymer industry, which works on the ton scale," Beaucage added.

Source : Plastics News

IOC TO INVEST RS.34,000 CRORE IN PETROCHEMICAL COMPLEX AT PARADIP

After completing construction of its 15 mln ton crude oil refinery at Paradip, Indian Oil Corporation Ltd (IOCL) plans to invest in a petrochemical complex in the vicinity. IOCL plans to invest Rs 34,000 crore on the petrochemical complex, roughly the same amount it spent on the refinery. Though the oil refinery and petrochemical complex were conceptualised simultaneously, the petrochemical complex was kept in abeyance due to recession.

The entire petrochemical complex is slated to be commissioned by 2021. The first unit of this complex -- the polypropylene unit is scheduled to be completed by December next year. The polypropylene unit would have a capacity of 7,000 kilo tpa, would be integrated with the oil refinery, and will make use of Spheripol Technology from Basell, Italy. The unit will be capable of producing different grades of polypropylene but will commence with production of only homo grade initially. The major facilities envisaged under the project are coker liquefied natural gas (LPG) treater unit, warehouse for polypropylene storage and other associated facilities like flare and cooling tower. Two more projects have been planned for the petrochemical complex --a 1200 ktpa purified terephthalic acid (PTA) plant and petcoke gasification-based synthetic ethanol plant. Both projects would, together, cost IOCL Rs 28,000 crore and are due to be commissioned by September 2021.

With the availability of mono ethylene glycol (MEG) and PTA from these units, downstream industries like polyester chips, fibers, PET (polyethylene terephthalate) grade chips, PET film grade chips and polyester industrial yarn can be developed.

Source : Plastics News

COMPOSITE FLYWHEEL REDUCES FUEL CONSUMPTION IN BUS

A kinetic energy recovery system (KERS) with a carbon fiber composite flywheel at its core is intended to further improve bus fuel efficiency and reduces the KERS weight and cost, helping to improve the bus operator payback. The new design has reduced parts count and system weight by 30% and 80 kg respectively and incorporates a simpler 2x2x2 clutched flywheel transmission system reducing 'coast down' losses and improving efficiency during torque transfer.

The KERS captures the kinetic energy that is normally wasted when the bus is braking and stores it in a steel and carbon fiber flywheel weighing 8.5 kg and spinning at up to 30,000 rpm. The energy stored in the flywheel is then delivered back to the wheels reducing the energy that is required from the engine to accelerate the bus and so reducing the fuel consumption of the vehicle. The process of capturing, storing and releasing energy back to the wheels is fully automated, giving a high quality driving experience. The Flybrid KERS technology was developed in Formula 1 and has been applied in a variety of vehicle applications including motorsport, passenger road cars and excavators.

KERS developer Torotrak Group and coach builder Wrightbus have already completed an in-service trial of a Wrightbus StreetLite midi bus fitted with the Flybrid mechanical KERS. The trial was conducted with Arriva, one of the largest bus operators in the UK.

The trial was conducted on a standard bus route in Gillingham, Kent from March 2015. It successfully demonstrated the performance of the Flybrid KERS under real-world operating conditions including the capture, storage and release of energy from the brakes and the drivability of the system. The learnings from the trial have already proven invaluable in selecting the operating strategy for the volume production system, which will be a second generation design.

Already undergoing detailed testing on rigs and in a new Euro VI StreetLite bus, this new KERS design is on track to commence production from mid 2016 onwards. Tier 2 suppliers across the UK and other parts of the EU have been nominated and the manufacture of production tooling is currently underway.

Adam Robson, Torotrak Group CEO, said: "This is a very exciting time for the Group with the bus KERS project that started in 2012 going into commercial production from the middle of this year. I am delighted with the progress we have made and we look forward to delivering our first systems to Wrightbus during Q3 2016."

The Flybrid KERS for buses is reportedly a highly efficient and robust hybrid technology, ideal for the long service life and repeated stop-start duty cycle of public service buses. Using common materials and manufacturing methods, and removing the requirement for replacement batteries during service life the flywheel-based technology can offer exceptional value and an opportunity for widespread hybridization.

Brian Maybin, Wrightbus Engineering Director, said: "After the invaluable in-service trials with Arriva, Wrights and Torotrak have confirmed that the next generation of flywheel is now under extensive durability testing, and after successful fuel trials, will be put into service trials from May 2016. Production vehicles will be able to be delivered into service late in 2016."

Ian Tarran, Engineering Director at Arriva UK Bus commented: "As one of the largest bus operators in the UK with over 5,900 buses, improving the efficiency of our bus fleet and reducing emissions is important to us and our customers. Having collaborated with Torotrak and Wrightbus on the flywheel project since 2012 we are looking forward to installing Flybrid KERS across our bus fleet from Q3 2016 onwards."

Source : Plastics Today

HOME, SWEET PLASTIC HOME

When you think of industries where plastics are in great demand,

you might think of packaging or automotive. But one visit to the International Builders Show (IBS) gives you just a glimpse of the myriad applications for plastics in today's homes. The IBS is happening this week in Las Vegas, and it was perfect timing for SPI: The Plastics Industry Trade Association (Washington, DC) to publish Plastics Market Watch: Building and Construction, its fourth report in a series analyzing factors affecting the plastic industry's key end markets.

"From floors to roofs, inside and outside of walls, plastics are a go-to product on construction sites around the world," said William R. Carteaux, SPI President and CEO. "Innovation in the plastics industry to improve and diversify products is matched by the building and construction sector's pace to find, and use, new solutions to address fundamental issues like structural integrity, energy savings, recycling and cost savings."

The leading uses of plastics in residential and commercial construction include roofing, insulation, wall coverings, windows, piping, composite "lumber" (WPC) planks and rails, flooring and structure wraps. According to the report, while the building and construction sector has not regained its "prerecession vigor," it is making steady progress with the promise of growth in the future. Globally, noted the report, "China, India, and the U.S. will be the primary drivers of construction activity, as India is on pace to overtake Japan as the third largest construction market between 2017 and 2022."

The "dramatic inroads" made by plastics in building and construction materials, according to the SPI study, "are linked to plastics' utility, cost, ease of installation, longevity and the propensity of the plastics industry to constantly develop new products to supersede traditional building materials in many phases of the building process."

Having attended the International Builders Show off and on for more than a decade, I've personally seen the evolution of plastics used in building materials from primarily extruded decking, railing and fencing; interior and exterior trim; and vinyl siding to the expanded use of injection molding to produce roofing shingles, siding shingles, even stone work that now looks like the real deal. Cedar shake shingles and siding look like real cedar shake shingles but without the fire hazard that wood shingles present, particularly on homes in forested areas. Thus, many homeowners who are replacing wood shingles with injection molded shingles get the advantage of saving on insurance premiums.

Acceptance and adoption of these plastic building materials didn't come overnight. I can remember talking to several builders a number of years ago, and their biggest concern was that they may have to retrain their workers if the plastic siding and shingles are installed differently than traditional building materials. Many of the manufacturers of these injection molded building products, as well as those producing the extruded WPCs, have adopted designs that allow traditional installation of these "disruptive" building products, making them more acceptable to builders.

I can remember the first IBS I attended in Orlando about a decade ago, and the big question then was whether or not plastic—the material that everyone loves to hate—is truly "green." Plastic's close affiliation with fossil fuels, a natural material that is on everyone's hit list, gives it a bad name and lends to its allegedly dubious environmental qualities. I think that we're past that issue now—we know how "green" plastic is and how much it saves in energy, natural resources and home maintenance costs while extending the life of the structure.

"Plastics play an exciting and growing role in building and construction around the world, particularly given the drive to find 'smart' designs with improved environmental and energy efficiencies," Carteaux concluded. "Our industry needs to continue to collaborate with engineers and architects on building materials and find new innovations and advances. We have a strong, versatile and ecologically responsible material—the plastics industry should expand its presence on construction sites in the years ahead."

Source : Plastics Today

PLASTIC FRISK FOR DIGHA CARS

The beach in Digha

Tamluk, Jan. 21: Tourists in Digha would face vehicle searches from February 1 and would be fined for carrying anything made of plastic or thermocol.

The amount would range between Rs 300 and Rs 500.

The East Midnapore district administration, which has successfully imposed a ban on plastic and thermocol through fines on hotels and shops at Digha, decided at a meeting on Monday to extend the cleanliness initiative to tourists.

"It has been seen that although the hotels and shops are abiding by the ban, outsiders, especially who come to the resorts in their own cars or buses for picnics, are either unaware or are ignoring the ban we have imposed on these substances," said district magistrate Antara Acharya. "We have seen that the visitors coming for picnics, have meals and then throw the plastic or thermocol bags, glasses and plates all over," she said.

This also came to the notice of chief minister Mamata Banerjee who was in Digha about a month ago. She gave instructions to implement strong measures to stop such pollution.

"Before February 1, we will raise awareness about the ban on plastic and thermocol products. We are expecting huge crowds between January 23 and 26. Microphones, banners and posters would be used to inform visitors about the measures," Acharya said. "The fines will be imposed after that," she added.

The meeting on Digha's beautification on Monday was held at the Ramnagar-I panchayat samiti office. Other than the DM, Nitai Charan Sar, the sabhapati of the Trinamul-run panchayat samiti, and Sujan Dutta, executive officer of the Digha-Shankarpur Development Authority, along with other officers and hotel owners, were present.

Sar said: "We have decided to fine small cars carrying plastic and thermocol bags, glasses and plates Rs 300, while buses will be fined Rs 500. Posters and banners in this regard will be put up," he said.

Dutta said vehicles would be checked as they pass the Digha Gate. "If the banned items are found, they will be seized, and a warning issued. From February 1, fines will be imposed," he said.

"Notices are also being sent to other district authorities to request them to spread the awareness about the new measures in Digha," he added.

Source : The Telegraph

INDIA'S PLASTICS PACKAGING INDUSTRY TO HIT $73 BILLION BY 2020

India's plastics packaging industry is set to more than double by 2020 reaching $73 billion at an annual rate of 18%, according to a report by The Federation of Indian Chambers of Commerce & Industry and Tata Strategic Management Group. Key factors attributing to this growth are rising population, lifestyle changes and an increase in income.

In addition, a growing demand from the rural sector and a boom in e-commerce and organized retail are also noted as reasons for the increase in the packaging sector.

Currently, the size of the plastics packaging industry in India is around $32 billion, which makes up only 4% of the global packaging industry, said report. The per capita packaging consumption in India is quite low at 4.3 kg, compared to countries such as Germany and Taiwan, where it is 42 kg and 19 kg, respectively.

India is a growing market for plastics and consumes nearly 12.8 million tonnes of plastics annually against the global consumption of 285 million tonnes per year.

Source : Plastics Today

What is told and heard

Dr. Devdutt Pattanaik

Vedas are called shurti, that which needs to be heard. It is distinguished from later literature, which is called smriti, that which is remembered. Vedas are considered pure while smriti literature, such as the dharma-shastras, are considered contextual, even contaminated by human prejudice. This nomenclature draws attention to the gap between what is told and what is actually heard. And the gap between what is told and what is heard is a function of the memory of the receiver. Our memories create the filter of prejudice that distorts all that we hear. So what we hear is often not what is said.

Nowhere is this more clearly demonstrated than in the story of the death of Drona, the teacher of the Kauravas and the Pandavas, at Kurukshetra. Drona is the second commander of the Kaurava army and a formidable opponent, as the Pandavas soon realise. How do they kill him? "Kill the elephant whose name is Ashwatthama and then tell him that Ashwatthama is dead. He will assume you are speaking about his son, who he is too attached to, and without verifying the facts will lay down his weapons," said Krishna. And that is exactly what happens.

The elephant is killed and everyone goes about declaring that Ashwatthama is dead. Drona checks with Yudhishtira, who confirms it is true, but also adds that it could be the man or the elephant. The impact is as Krishna predicted. Drona is convinced his son is dead and loses all his will to fight. He lays down his weapons and is beheaded. A great victory for the Pandavas, all because their guru did not listen to what was actually being said.

This is a huge epidemic in the business world, where management wants to be heard but refuses to listen, where marketing wants to tell but refuses to hear. A simple exercise is to measure who speaks the most at a meeting: the boss or the subordinates. If the boss speaks for more than 50 per cent of the time, he is in a tell mode. If the boss speaks for less than 50 per cent of the time, he is in listening mode.

Things are not so simple, though. For it is possible that the boss – having undergone a behavioural science training programme – decides to speak less in meetings and let the others speak. But does that mean he actually listens? Or is he simply following a process? Not speaking when the other is speaking does not mean one is actually listening.

Many employees have figured out how bosses do not care what they have to say and how bosses prefer to give orders rather than listen to feedback. So they shut up and listen, or rather, pretend to listen, nodding their heads appropriately and taking down extensive notes that they never bother to check. For many bosses, the employee who does not interrupt their long monologues is a good, attentive employee. They do not see the submission of the defeated and the deaf.

We listen only when we care. We listen only when we believe that the other one has something of value to say. Or if we are convinced we do not know everything. Often, we do know what the other wants to say and are too impatient to keep listening and so interrupt and move to the next point. We may have heard what the other has to say, but the person who has been interrupted feels disrespected and unheard and so clams up eventually.

Some leadership coaches advise that you repeat what the other has said to give the feeling of acknowledgment and affirmation. All listening becomes easy if you genuinely believe the world has something to teach you. Many successful people in positions of power often do not believe that.

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