

CULTIVATING NEW SEEDS OF CHANGE



FROM THE DESK OF THE CHAIRMAN & MD

Dear Friends,

I trust you all are doing well. As summer reaches its peak, it's vital for everyone to prioritize their health, stay cool, and remain hydrated.

Our group is widely recognized as a reputable and dependable organization in the logistics industry in India. With a consistent track record of growth, for over past 2-3 decades, we've achieved an impressive CAGR of 20%, expanding our reach and network significantly. However, in the past 8-9 years, particularly since 2015, our growth has slowed down. External factors such as Covid, the introduction of GST, Demonetization, and transport strikes have contributed to this slowdown. Nevertheless, we remain confident in our strengths and recognize our untapped potential.

In May 2023, we unveiled Vision 2026, with the ambitious goal of achieving Rs. 3000CR for the group of which Rs. 2000 CR will be for V-Trans. To realize these objectives, we've devised a series of strategic initiatives and established our center of excellence, "Innovex." In alignment with our vision, we conducted a strategic cultural change workshop, initially with management and subsequently with the senior leadership team across India. We are now transitioning towards a market culture where performance will serve as the primary driver of growth. With renewed vigor and sharper focus, we are fully committed to achieving Vision 2026.

During our recent Annual Review Meeting held on April 12th, alongside the review of last year's performance, we engaged in a comprehensive session with the team.

Additionally, we connected with our workforce nationwide, highlighting our growth trajectory over the past 2 and a half decades and outlining our current priorities and action plan for the upcoming years. Another important update on the technology front is that, as we had announced in the ARM, we are going live with Vijayant in V-Trans from 1st November 24. This is going to boost the performance of the team and support in automation.

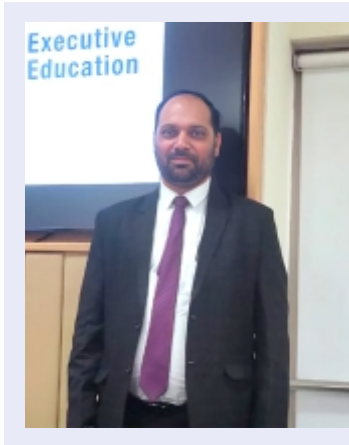
I am pleased to acknowledge the contributions of our Executive Director, Mr. Viral Shah, who has been a regular speaker at esteemed forums organized by JITO. His recent participation in top seminars focusing on Family Business, Entrepreneurship, and more deserves commendation. Furthermore, I am delighted to share that our company received the prestigious CVOCA Entrepreneurship & Leadership Award 2024, accepted by our Chairman Emeritus, Mr. Ashok Shah. Heartfelt congratulations to all members of the V-Trans group on this remarkable achievement.

As we embark on the new financial year and witness promising year-over-year growth in April and May, let us rekindle our determination and strive to bridge the gap of the past couple of years. Together, let's paint the canvas of success with vibrant colors and achieve our target of 3000 CR triumphantly.

Best Wishes,
Mahendra Shah



PEOPLE PROFILE



In this edition of People Profile, we are delighted to showcase a senior colleague from V-Xpress team, who has been driving the operations function and ensuring that the service excellence is achieved. Mr. Manmohan Jha, National Manager of Operations at V-Xpress.



Mr. Manmohan Jha with his family

Mr. Jha embarked on his journey with V-Xpress in January 2020, assuming the role of National Head of Hub Operations initially and later overall operations. Over the past four years, his contributions have enhanced and fortified the Pan India operations for V-Xpress. In his rich experience spanning over 22 years, Mr. Jha has worked well-known companies such as Gati Limited, Future Supply Chain, Gati-KWE, and Stellar Supply Chain.

Mr. Jha's journey serves not only as a testament to his professional accomplishments but also highlights the significance of values, dedication, and a strong family foundation. He firmly believes in the transformative potential of team building and collaboration to overcome any challenge. His unwavering commitment to achieving success can be seen in his success mantra for life "Never rest until the goal is achieved".

Behind every successful professional stands, a robust support system, and for Mr. Manmohan Jha, that support comes from his family. His wife, Mrs. Kusum Jha, is a homemaker, managing and nurturing their household and family life. They are blessed with two sons: Adityanath, their elder son aged 16 years, is currently studying in class 11th, and the younger son, Tejas, aged 9 years, is studying in class 4th. Mr. Jha finds immense joy in socializing with friends, relatives, and his official team, along with indulging in group travels to new places and exploring businesses alongside peers.

PARTNERS IN PROGRESS



Mr. Sohan Lal Dhannaram Jangid

In our ongoing series highlighting our growth partners, we share with you the individuals who have journeyed alongside us, contributing significantly to the success story of V-Trans. One such invaluable partner is Mr. Sohan Lal Jangid, operating under the name of Shiv Motor Bodies, who has been associated with V-Trans since 1995, marking a remarkable journey of nearly 29 years, during which he has attached more than 10 vehicles with us.

Reflecting on his time with us, Mr. Jangid expresses that, "It has been a deeply rewarding journey, and we are honored to be a part of one of the leading names in logistics. I am grateful to the management team of V-Trans Group for their continuous positivity, ethical standards, and unwavering support, which have not only helped our growth but also made us feel like a valued member of the V-Trans family."

ARM & THE CULTURAL CHANGE EXERCISE

Our Annual Review Meeting, also known as AGT, is a pivotal session where the key leadership team from across the nation convenes to delve deep into performance and strategies for the future. Evolving with the times, our format has transitioned from regional-level ARMs to a national hybrid model, with the senior team physically present in Mumbai and the rest of the team members connecting online from their respective locations.

Each function and region presented last year's performance, sharing insights for mutual benefit and discussing how to extend support to achieve desired targets.



The highlight of the ARM was the presentation by CMD Mr. Mahendra Shah. He took the entire team through the organization's performance data from 2009 onwards. Starting with last year's figures, he summarized that while top-line growth has been satisfactory, the bottom-line targets have not been met. Using a bell curve graph illustrating an organization's life cycle, he emphasized the need for reinvention and sustained growth.

One significant focus area across the organization this year is overhead reduction. Through rigorous efforts, the team has achieved notable savings in the proposed budget, which will remain a crucial area of focus for next year to achieve both top and bottom-line targets.



As part of our strategic intervention to revamp our operational approach, we underwent a culture change exercise that included a two-day workshop led by subject experts to instill a performance-driven market culture. Our HR team established clear KPIs for objective reviews. On April 10th and 11th, our team deliberated and absorbed insights into the forthcoming transformation, integrating the workshop's learnings into the ARM strategy presentations made by the respective function heads and regional managers.



With the senior leadership team aligned with Vision 2026, the upcoming years will be critical for the group's growth. The sessions began with insightful remarks from our Executive Director, Mr. Aditya Shah, who emphasized the criticality of change in our journey towards sustained growth and success in the dynamic logistics sector. He highlighted the importance of adapting and evolving to meet the challenges of the rapidly changing industry landscape.

ARM & THE CULTURAL CHANGE EXERCISE

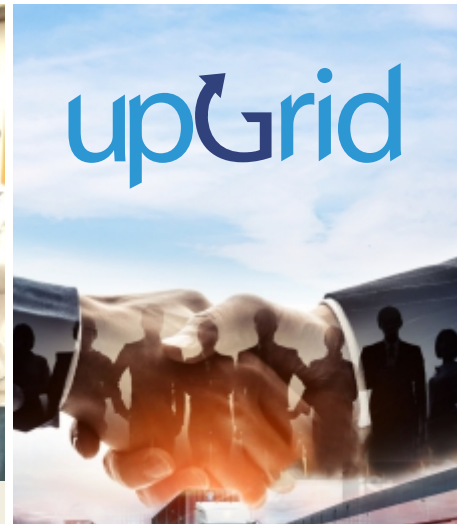


Following Mr. Shah's address, Mr. Gurudarshan and Dr. Kanan from Whole Brain Consulting conducted an engaging workshop. They shared valuable insights and practical strategies for effectively navigating and implementing change within our organization.

The HR team presented a well-defined performance-driven approach, outlining key strategies and initiatives to guide our organization forward. They emphasized the significance of accountability, competitiveness, and continuous improvement in driving our performance culture.



Book Unveiling Ceremony with Senior Management



The session was concluded with an address by our Chairman and Managing Director (CMD), Mr. Mahendra Shah. He reflected on our journey over the past year and articulated the path ahead. Mr. Shah stressed the importance of transitioning to a performance-driven culture, highlighting the need to embrace change to achieve our Vision 2026.

Finally, the session featured the launch of "Upgrid," a new initiative designed to facilitate cultural transformation within our organization. This tool will support our commitment to fostering a dynamic and performance-oriented environment. A comprehensive guide was provided to assist all team members in navigating and contributing to this cultural shift.

REVOLUTIONIZING LOGISTICS

THE UPCOMING LAUNCH OF THE NEW ERP “VIJAYANT” AT V-TRANS

In the dynamic world of logistics, adaptability and innovation are the keys to staying ahead. Our company, V-Trans has exemplified this by launching its state-of-the-art new ERP system, “Vijayant”, indicating a new era of efficiency and customer-centricity.

The journey towards Vijayant began with a meticulous evaluation of existing systems and current & future requirements. This was followed by an extensive training program and then a phased implementation approach, starting with infrastructure setup and culminating in a successful go-live across all departments and locations at V-Xpress. With some initial teething issues at V-Xpress, Vijayant is now delivering superior results. Now after successful launch and implementation of Vijayant at V-Xpress, we are ready to take it live shortly at V-Trans.

Vijayant is more than just a technological upgrade; it represents a fundamental shift in how V-Trans operates. The system streamlines processes, enhances efficiency, and provides real-time insights for better decision-making. Moreover, Vijayant is going to empower V-Trans to deliver even better service to its customers, meeting their needs with unprecedented speed and accuracy.

By bringing advanced systems like “Vijayant”, V-Trans demonstrates its proactive approach of leveraging technology and innovation to meet the evolving needs of its customers, setting a new standard for efficiency and effectiveness in the logistics industry.

We are also covering the team members who are part of the TMS development & implementation & integration with the ERP. They are the heroes who have worked tirelessly to make this best in class ERP ready to use for our group.



Mr. Joydeep Mallick
Tech Lead



Mr. Selvaganapathi M
ROR Developer



Mr. Suraj Sekhar
ROR Developer



Mr. Mahesha G R
ROR Developer



Mr. A S Pavan
ROR Developer



Mr. Srinivas
ROR Developer



Mr. Rakesh Saini
ROR Developer



Mr. Deepak Patil
ROR Developer



Mr. Praveen Kumar
ROR Developer



Ms. Vidya T M
Automated Testing



Ms. Ankitha Kalsi
Automated Testing



Ms. Pragnya
Android Developer



Mr. Ravi D
Report Developer



AWARDS AND ACCOLADES

India most trusted brand in logistics for 2024

V-Trans is bestowed once again with the title of “India’s Most Trusted Brands” in logistics for 2024. The award reinforces the dedication to provide excellence in the services and earning the trust of its customers.



Our Senior Management (Executive Directors - Mr. Hasmukh Shah, Mr. Rajesh Shah & Mr. Vishal Shah) received the awards from the esteemed guest of honor and founders of Team Marksmen.

50th CVOCA Entrepreneurship & Leadership Awards 2024, 6th April 2024

The prestigious CVOCA Entrepreneurship & Leadership Awards was organized on 6th April at Yogi Sabhagruh, Dadar, and we are delighted to share that V-Trans won the award in the family business category and our Chairman Emeritus Mr. Ashok Shah, was announced as the “Business Leader of the year” in Male Category. The award is a testament to the dedication and hard work of our entire team. It showcases our relentless commitment to excellence and innovative leadership.



CMD Mr. Mahendra Shah, Chairman Emeritus Mr. Ashok Shah, Executive Directors Mr. Hasmukh. K. Shah, and Mr. Rajesh Shah (with Mrs. Rajesh K Shah) on the stage receiving the award from the chief guest.

V-Trans Receives Excellence in Logistics Award from The Blue Ocean Corporation, Presented by Sourav Ganguly

V-Trans has always strived for excellence, as reflected in its tagline, “Driving Excellence” in the Logistics Industry. Being recognized by esteemed organizations like The Blue Ocean Corporation, known globally for scaling and transforming businesses, validates V-Trans' commitment.

V-Trans is honored and delighted to receive the Excellence in Logistics Award from Blue Ocean Corporation. This accolade gained even more prestige as it was presented to V-Trans' CMD, Mr. Mahendra Shah, and Mr. Rajiv Bhattacharya, by the iconic cricketer, former Indian captain and president BCCI, Mr. Sourav Ganguly, renowned for his exceptional leadership in revolutionizing the Indian cricket team.



Mr. Sourav Ganguly, President BCCI & former Indian Captain presenting Award for ‘Excellence in Logistics’ to our CMD, Mr. Mahendra Shah, and Mr. Rajiv Bhattacharya.

AWARDS AND ACCOLADES

The Road Rakshak: Road Safety Initiative 2024

"The prestigious 'Road Rakshak: Road Safety Initiative 2024' program was concluded in Delhi on March 6th, 2024. V-Trans received an award from the hands of Honorable Minister Mr. Nitin Gadkari – “Minister of Road Transport and Highways of India”, for being a responsible and reputed logistics organization promoting road safety. Mr. Deepak Kumar (AVP – Sales) and Mr. Vikas Shekhar (GM - NORTH & EAST India) received the award. Also Mr. Deepak Kumar took part in the panel that deliberated about the importance of road safety and highlighted what V-Trans is doing to enhance the safety on the road and at the premises.



Our Sr. Team while taking the award from Hon'ble minister

JITO event on family business

Our Executive Director, Mr. Viral Shah, participated as a panelist at the "Family Business Towards the Future" event hosted by JITO Business Network. Family businesses are crucial to economies, yet only 30% endure to the 3rd generation. The challenge is aligning founders' values with the next generation's aspirations amid changing markets. In the panel he shared insights from a very successful family business of V-Trans, that is now having its 3rd generation of the founders.



Our Executive Director, Mr. Viral Shah, received felicitation from the esteemed guest of honor.

Industrial Real Estate and Warehousing Conclave of NARVIGATE 2024

Our Executive Director Mr. Vishal Shah, was one of the key panelist "Evolving Demands in Warehousing & Industrial Storage" at the Industrial Real Estate and Warehousing Conclave on February 29, 2024. He shared his thoughts on the dynamic landscape of warehousing and industrial storage.



Our Executive Director Mr. Vishal Shah, while receiving the felicitation

NEWS AND EVENTS

Chemexpo India Exhibition - A seasoned event for Chemical segment

The Supply chain industry has gained all the attention in the past couple of years, and logistics has now become a crucial part of today's supply chain. There are some industry segments that requires specialized and expert handling, and chemical is probably one of the most important of such industry segments. When it comes to an exhibition that represents one of the largest gathering of chemical clients in India, it is ChemSpec, and when it is about the expert to handle the logistics for Chemicals, V-Trans is the first name that comes to mind. We have regularly been a part of ChemSpec, as it is the platform to meet our clients, and demonstrate our capabilities to the prospects.



Our Senior Directors Mr. Rajesh Shah and Mr. Ronak Shah with colleagues at our exhibition stall



Our colleagues engaging with clients at the stall

V-Trans Group's Super Hub Vapi Moves to a newer, bigger location at Pardi Bigger, Better, Advanced – enhancing the logistics experience

V-Trans Group, a pioneer in the logistics industry, is all set to move the Super Hub, the acts as an important nerve center to a newer, cutting-edge facility and bigger location close to national highway at 'Pardi'. This strategic move symbolizes our unwavering commitment to innovation, operational excellence, and customer-centricity.

The new facility, equipped with state-of-the-art infrastructure, is strategically positioned for optimal connectivity to major industrial clusters and highways ensuring seamless operations. Moreover, with a steadfast focus on security, safety, and sustain ability, our group is setting new benchmarks in the logistics landscape. This relocation signifies not just a change in location, but a significant leap forward in organization's mission to deliver unparalleled logistics solutions. The inauguration of this groundbreaking facility on June 17, 2024, marks the dawn of a new era of excellence.



TREE PLANTATION DRIVE

V-Trans Triumphs with 'Together for Tomorrow' Tree Plantation Drive

V-Trans proudly announces the triumphant success of our 'Together for Tomorrow' initiative, underscoring our unwavering commitment to environmental stewardship. In a short span of approx. 2 weeks, from May 21st to 3rd June, employees from all regional offices came together to plant thousands of trees in schools, colleges, and various other locations. This initiative not only enhanced our green footprint but also fostered awareness in the larger part of the society.

The week-long campaign, driven by the enthusiastic participation of the colleagues from across the nation, resulted in a significant positive impact, bringing joy and hope to future generations. Observing the World Environment Day on June 5th, V-Trans reaffirmed its dedication to sustainability with continuous efforts in tree planting, renewable energy adoption, and the use of alternate fuel. The undeniable effects of global warming highlight the urgency of our actions. By involving our colleagues and spreading awareness, we are paving the way for a greener, more sustainable future for all.



MOTIVATIONAL STORY

The Story Every Jungle

In the heart of the jungle, where dawn painted the sky in hues of gold, a timeless tale unfolded. Here, every creature, be it deer or lion, embraces the rhythm of survival.

As the sun emerged, casting its warm glow, a silent race began. The slowest deer understood they must outrun the fastest lion to see another evening. And the slowest lion knew it must move quicker than the swiftest deer to satisfy its hunger.

In this jungle, time was not measured by clocks but by the beating of hearts and the thunder of hooves. Each morning was a test, a challenge to push beyond limits.



So, whether deer or lion, every morning brought a choice: to embrace the challenge or succumb to the wilderness. And with each dawn, they ran, driven not solely by instinct but by the will to endure.

हर जंगल की कहानी

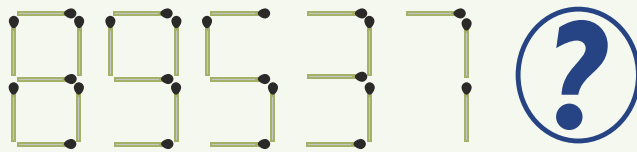
घने जंगल में, जहाँ भोर आकाश को सोने के रंगों में रंगती है, एक कालातीत कहानी सामने आती है। यहाँ, हर प्राणी, चाहे वह हिरण हो या शेर, अस्तित्व के लय को अपनाता है।

जैसे ही सूर्य निकलता है, अपनी गर्म चमक बिखेरते हुए, एक मौन दौड़ शुरू हो जाती है। सबसे धीमा हिरण समझता है कि उसे अगली शाम को देखने के लिए सबसे तेज शेर को पछाड़ना होगा। और सबसे धीमा शेर जानता है कि उसे अपनी भूख को संतुष्ट करने के लिए सबसे तेज हिरण से भी तेज दौड़ना होगा।

इस जंगल में, समय को घड़ियों से नहीं बल्कि दिलों की धड़कन और खुरों की गड़गड़ाहट से मापा जाता था। हर सुबह एक परीक्षा थी, अपनी सीमाओं को पार करने की चुनौती थी।

तो, चाहे हिरण हो या शेर, हर सुबह एक नया विकल्प लेकर आती है: चुनौती को स्वीकार करना या जंगल के हार मान लेना। और हर सुबह के साथ, वे दौड़ते थे, न सिर्फ सहज प्रवृत्ति से प्रेरित होकर बल्कि अपनी क्षमता विकसित की इच्छा से भी।

PUZZLE



The last number is missing from this number. Guess the missing number.

Find out the correct answer option :

- A (1) B (2) C (3) D (4)

Share your answer at
himanshutikekar@vtransgroup.com &
jiteshgautam@vtransgroup.com
Use mail subject line – Vijaypath number Puzzles

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