CORE VALUES PREAMBLE AND CHARTER OF VISAKHAPATNAM PORT TRUST

INTEGRITY

LEARNING & DEVELOPMENT

PASSION

RESPONSIBILITY

RESPECT

LEADERSHIP

MANAGEMENT TEAM
Chairman’s Message

Every one of us has our own set of core values that’s unique which determine what’s really important to us. These values help determine our VISION & MISSION.

Many people arrive at mid-life to find their core values have been suppressed, compromised or ignored completely. At some stage they experience conflicts within them because instead of living life according to their own core values, they find to be living according to the values of a company, a religious or political organization or their friends, colleagues or partner.

Vizag Port, since its formal inauguration by His Excellency Lord Willingdon, the then Viceroy and Governor General of India on 19th December 1933 till today, evolved with the changing times and grow steadily but always guided by its unique values. It is now time to reiterate what it believed in.

The message throughout is for the individual and the collective to find the way back to original divine roots through a process of learning and conscious exercise of choice. Such a process embraces the real meaning and purpose of spiritual and moral education, not to impose an ideology or particular set of values, but rather, to elicit the best from within the every individual of VPT family.

In choosing or becoming aware of values itself is great motivation impacting our behaviour. We assign worth or importance to an aspect of life, which in turn, influences how we approach life. Today, majority of people are largely influenced and define their worth by material values such as a social position, monetary worth, external appearance, or personal possessions. They have to be steered in the right direction.

Our values statements have been derived from a series of workshops facilitated by Drona Consultancy to our VPT Family and were researched. The underlying principles and philosophy address the universal aspects of spiritual and moral values as a basis for living one’s life. The statements are designed to encourage us to think about, reflect on, understand, realise, assimilate and practice the set of core values that are inherent in us.

I appreciate Mr. Suresh Bath, Chief Executive of Drona Consultancy for his fruitful efforts in bringing out this notable document.

M.T. Krishna Babu, IAS
Chairman
INTEGRITY

Integrity is a concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. In ethics, it is regarded as the honesty and truthfulness or accuracy of one’s actions. It can be regarded as the opposite of hypocrisy, in that it regards internal consistency as a virtue, and suggests that parties holding apparently conflicting values should account for the discrepancy or alter their beliefs.

The word “integrity” stems from the Latin adjective integer (whole / complete). In this context, it is the inner sense of “wholeness” deriving from qualities such as honesty and consistency of character. As such, one may judge that others have “integrity” to the extent that they act according to the values, beliefs and principles they claim to hold.

He conquered untruth with truth.
Defeated violence with non-violence.
He protested. He challenged. He was fearless.
He embraced honesty and moral uprightness as he has led his country in her fight for freedom.
What gave Mahatma Gandhi his formidable strength?

INTEGRITY

At VPT, Integrity is not limited to the organization’s capacity to meet the needs of the trade at large but also encompasses the vision and values of everyone involved.
We value professional and personal integrity above all else. We achieve our goals by being honest and straightforward with all our stakeholders. We earn trust with every action every minute of every day.
LEARNING & DEVELOPMENT

Learning and Development is the field which is concerned with organizational activity aimed at bettering the performance of individuals and groups in organizational settings. It encompasses three main activities: training, education, and development.

Training: This activity is both focused upon, and evaluated against, the job that an individual currently holds.

Education: This activity focuses upon the jobs that an individual may potentially hold in the future, and is evaluated against those jobs.

Development: This activity focuses upon the activities that the organization employing the individual, or that the individual is part of, may partake in the future, and is almost impossible to evaluate.

It is the process of changing an organization, its employees, its stakeholders, and groups of people within it, using planned and unplanned learning, in order to achieve and maintain a competitive advantage for the organization.

Born in a poor family as a fourteenth child, he campaigned against social discrimination. He was posthumously awarded the Bharat Ratna, India's highest civilian award.

Overcoming numerous social and financial obstacles, he became one of the unsurpassed educationalists in India, eventually earning law degrees and multiple doctorates and became the first Law Minister of India and Chairman of the Constitution Drafting Committee.

What was it that drove Dr. Bhimrao Ramji Ambedkar?

LEARNING & DEVELOPMENT

At VPT individuals receive timely training that is needed to perform their assignments in accordance with its training plan. Individuals capable of performing their assignments pursue development opportunities that support their development objectives. Training and Development practices are institutionalised to ensure they are performed as managed processes.
PASSION

Passion is a very strong feeling about a person or thing. It is an intense emotion compelling feeling, enthusiasm, or desire for something. It is also often applied to a lively or eager interest in or admiration for a proposal, cause, or activity or love - to a feeling of unusual excitement, enthusiasm or compelling emotion, a positive affinity or love, towards a subject. It is the love for one's life and work. Passion includes, persistence, creativity, trust in colleagues, teamwork, planning, preparation, discipline, desire, dedication, positive attitude, energy, emotion and celebrating success. It reduces levels of stress in performing.

He was one of the most prominent leaders in the Indian independence movement. He was imprisoned by British Authorities eleven times. He was the founder of All India Forward Bloc and led the Indian National Army (Azad Hind Fouz).

He was the ninth child of a total of fourteen siblings. He topped the matriculation examination and passed his B.A. in philosophy. He was a topper in the Indian Civil Services Examination, was selected in his first attempt and secured fourth rank. But he did not want to work under an alien rule, resigned his civil service job and joined the Indian Freedom Movement.

What made Netaji Subhas Chandra Bose to lead the Masses and the Military? What is it that made him a legendary figure in India?

PASSION

We practice passion. We are desirous to achieve personal goals and accelerate business growth. VPT strives constantly to improve and be energetic in everything it does.
Responsibility

Responsibility is the ability in responding to the people. It is an ethical ideology or theory that an entity, be it an organization or individual, has an obligation to act to benefit society at large. It is a duty or obligation to satisfactorily perform or complete a task assigned by someone, or created by one’s own promise or circumstances that one must fulfill.

A responsible person fulfills the assigned duty by staying true to the aim. Duties are carried out with integrity, sense of Purpose and Passion. Responsibility often calls upon Humility to help overcome obstacles created by Ego.

At the age of twelve, she felt strongly the call of God. She knew she had to be a missionary to spread the love. At the age of eighteen she left her parental home and joined with missions in India. The suffering and poverty she glimpsed in Calcutta made such a deep impression on her and devoted herself to working among the poorest of the poor in the slums. Although she had no funds, she depended on Divine Providence, and started an open-air school for slum children. Soon she was joined by voluntary helpers, and financial support was also forthcoming. This made it possible for her to extend the scope of her work. Her work has been recognised and acclaimed throughout the world and she has received a number of awards and distinctions.

She led them, sheltered them, cleaned their wounds.
She made the poor feel loved and wanted.
She gave their dying dignity:
Her charity, humanity and joy in service made her a Saint in her own lifetime?

What made Mother Teresa (Agnes Gonxha Bojaxhiu) go to such lengths?

Responsibility

We are responsible Corporate Citizens. We believe we can help make a difference to our environment and change lives for the better. We will do this in a manner that befits our size and also reflects our humility. We are grateful to what our society has helped us to achieve and it is our responsibility to do what we can for our society.
RESPECT

Respect is an acknowledgment of the inherent worth and innate rights of the individual and the collective. It denotes a positive feeling of esteem or deference for a person or other entity. It can be a specific feeling of regard for the actual qualities of the one respected. Actions that honour somebody or something indicate respect. Specific ethics of respect are of fundamental importance to various cultures. Respect means treating as equal. Obstacles are encountered to test the strength of respect. Attempting to win respect without remaining conscious of one’s original worth and honour becomes the very method to lose respect. To know one’s own worth and honour the worth of others is the true way to earn respect.

He was born in a poor Telugu family. He was awarded scholarships throughout his academic life. At the age of 20, his thesis was published. He wrote many acclaimed works on philosophy. In 1918, he was selected as Professor of Philosophy by the University of Mysore. In 1921 he was appointed as a professor in philosophy to occupy the King George V Chair of Mental and Moral Science at the University of Calcutta. For his services to education he was knighted by George V in the June 1931 Birthday Honours, and formally invested with his honor by the Governor-General of India, the Earl of Willingdon, in April 1932. However, he ceased to use the title after Indian independence, preferring instead his academic title of ‘Doctor’.

He was elected as the first Vice President of India in 1952 and the second President of India (1962?1967). When he became President, some of his students and friends requested him to allow them to celebrate his birthday, 5th September. He replied, “Instead of celebrating my birthday, it would be my proud privilege if 5th September is observed as Teachers’ Day.” Since then, his birthday is being celebrated as Teachers’ Day in India.

What timeless quality do Sir & Dr. Sarvepalli Radhakrishnan possess?

We respect the dignity of every individual. We are open and transparent with each other. By respecting we create a bond that link people to achieve high standards and challenging goals. We believe that we can succeed only by building mutual respect.
Leadership

Leadership is the “process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”. It is “organizing a group of people to achieve a common goal”. The leader may or may not have any formal authority. Leadership involves traits such as situational interaction, function, motivation, behaviour, power, vision, values, charisma, and intelligence. Leadership is not position, it is action. It is making things happen. People want to be guided by those they respect and who have a clear sense of direction. A sense of direction is achieved by conveying a strong vision of the future. The basis of good leadership is honourable character and selfless service. Leadership is everything we do that effects the organization’s objectives and its well-being. The two most important keys to effective Leadership are Trust and Confidence. Leadership communicates a vision that we need to follow.

He came from a poor background and started working at an early age. He was brought up in a multi-religious environment but did follow a religious routine. As a child, he had a discipline and after completing school, he distributed newspapers in order to financially contribute to his father’s income. He was the 11th President of India and is also a renowned aerospace engineer. He was awarded the Bharat Ratna. Before his term as President, he worked as an aerospace engineer with the Defence Research and Development Organisation and the Indian Space Research Organisation. He played a pivotal organizational, technical and political role in India’s Pokhran-II nuclear tests.

He is currently a visiting professor at Indian Institute of Management Ahmedabad, Indian Institute of Management Indore, Chancellor of Indian Institute of Space Science and Technology Thiruvananthapuram, a professor of Aerospace Engineering at Anna University (Chennai), JSS University (Mysore), and an adjunct/visiting faculty at many other academic and research institutions across India. In May 2011, he launched his mission for the youth of the nation called “What Can I Give Movement?” with a central theme to defeat corruption. His plan of action to Lead Mother India; Education with Value System, Religion transforming into Spirituality, Equitable Economic Prosperity and Health Care.

What seamless trait made Dr. Avul Pakir Jainulabdeen Abdul Kalam?

LEADERSHIP

We inspire and enable people to progress and grow. We lead by example. We strive to achieve our Vision and Mission and deliver the highest quality every day. We take ownership of our work and meet highest standards of quality in both what we do and the way we do it. We take pride in excellence. We inspire and motivate our stakeholders to achieve perfection.