



INSIDE

**Swatchatha hi Seva**  
On account of Gandhi  
Jayanthi we had observed  
the Swatchatha hi seva

**CEO's Talk**  
Shri. Kishore George

### Inter Companies Games –

We are delighted to announce that the Inter-Company Games will take place during the last week of December 2024. Further details will be shared with you soon.

**CEO, KIAP Ltd**

### KYC - Forms

**Don't forget to complete the KYC forms.**

We are planning to bring a directory of the companies in KIAP.

Please update the KYC forms.

<https://forms.gle/hDQrK CgT9SF8TBwG8>



### 'Invest Kerala Global Summit'

The Government of Kerala had planned 'Invest Kerala Global Summit', scheduled on 2025 February 21 and 22 at Kochi to woo the investors into Kerala. The logo for the meet was unveiled by Chief Minister Shri. Pinarayi Vijayan. The logo has been designed with birds and handicrafts as a symbol of Kerala's progress, as well as the message that Kerala sees innovative industries as a destination.



**KINFRA handed over the 60,000 Sq. Ft. Facility building within a year**

*The building will be used for research and development activities related to graphene, which is known as the material of the future.*

The building was constructed at the Defence Park, Ottappalam.



**Padmabhushan  
Dr. Krishna Ella**  
CMD of Bharat Biotech  
International Ltd.

"My colleagues had warned me against investing in Kerala. I was told that Kerala is as volatile as a stock market. After a meeting with the Minister of Industries, P. Rajeeve, I decided to give it a try. Within 8-9 days of applying through KSIDC, I received the allotment for setting up the unit. No lobbying was required. I applied like an ordinary citizen. Kerala is the only state in India where we can establish an industrial unit in any village.

There is a huge false campaign going on against the state. I can vouch from my own experience that this is far from the truth. Kerala has become the most suitable destination for setting up industries.

## Our Entrepreneur, Mr. Niaz Najeeb, planting tree in the campus



**Sidbi Manager Mr. Savishes and Ms. Indu Rajendran are planting the tree.**

*Please share photos and updates from your companies for publication in the newsletter.*

*Editor*



# CEO's Talk

## Mr. Kishore George

### AISWARYA BAKES AND CONFECTIONS PRIVATE LIMITED



**Líso** is made from the finest chocolate. There is paramount care, expertise and dedication that goes into creating our chocolate couverture range. From artfully melting and expertly tempering to carefully moulding and cooling the chocolate, each step forms part of a seamless process that in effect gives a resoundingly satisfactory answer to chocolate connoisseurs everywhere. Líso makes smooth, exquisite chocolates that are world class in quality, taste & craftsmanship.



## Pebbles to Pebbles

The journey of Mr. Kishore George is a unique one, transitioning from granite pebbles to chocolate pebbles. Initially operating a quarry and crushing unit in Kanyakumari district, Tamil Nadu, Mr. Kishore ventured into the chocolate industry. His enduring love for pebbles led him to create exquisite chocolate pebbles.

In 2015, he founded Líso Chocolatier, recognizing India as the world's largest potential market for high-quality chocolate and its value-added products. His early career in the quarry and crushing industry honed his strategic skills, enabling him to innovate and succeed in the chocolate business. His vision and proficiency have allowed him to

masterfully navigate the market.

### **Mr. Kishore George talks to KIAP Snippets**

#### **Q: What motivated you to start LISO Chocolatier?**

A: Growing up, I noticed a significant gap in chocolate quality between India and other countries. When relatives visited from abroad, they'd bring exquisite chocolates that piqued my curiosity. During my travels, I saw that high-quality chocolates were standard elsewhere. This realization ignited my passion to craft exceptional chocolates in India.

#### **Q: What were some of the major challenges you encountered, and how did you overcome them?**

A: Entering the chocolate industry was a new venture for me. To understand industrial manufacturing, I traveled to Europe and Australia. I hired experts and sought advice from industry leaders in sales and marketing. With persistence, hard work, and unwavering focus, I tackled each challenge head-on.

**Q: How do you deal with failure and setbacks?**

A: I focus on learning from failures, correcting mistakes, and moving forward without dwelling on them.

**Q: How would you describe your leadership style, and how has it evolved?**



A: My leadership style is rooted in active listening, respect, ownership, and foresight. Over time, I've learned to manage my temper and ego, ensuring more effective decision-making.

**Q: How do you motivate and manage your team?**

A: Leading by example is crucial. As a leader, your actions and intentions are closely observed. Demonstrating integrity, a strong work ethic, and transparency inspires high performance.

**Q: How do you keep up with industry trends and innovations?**

A: We stay ahead by adopting the latest technologies, engaging with industry leaders, attending trade shows, and staying updated through reading and research.

**Q: Can you share a strategy that has significantly impacted your business growth?**

A: Attracting the right talent has been essential. Collaborating with industry experts and thought leaders keeps us informed about trends and best practices.

**Q: How do you balance your professional and personal life?**

A: I ensure balance by dedicating time to family, delegating tasks, and taking regular downtime. Weekly breaks and occasional travel with family help recharge my batteries.

**Q: What activities help maintain your well-being?**

A: Regular physical exercise (3-4 times a week) and downtime are key to recharging.

**Q. What advice would you give to someone starting their business?**

A. Distinguish between goals and strategies. Strategy helps you win the game. Granular planning and adaptability are essential.

**Q. What qualities are essential for success?**

A. Vision, attention to detail, realism, and clarity of thought are vital.

**Q. What advantages has KIAP offered?**

A. KIAP's hassle-free environment and swift setup of production facilities have been invaluable.

*Aishwarya Bakes and Confections Private Limited is currently functioning under a sub lease at Matha Industries plot.*

<https://liso.in/>



# Chocolatier