

HR NEWSLETTER

What's **New**
Around **You?**



TRIVITRON

H E A L T H C A R E

speaking your language

COMPENDIUM

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Hola !



Ms.Chandra Ganjoo
Executive Director
Group CPO & Head Corporate Communications

Hello,

Cricket is in the air . I am a diehard cricket fan since my childhood. As a kid, I used to like this game merely because it gave me chance to be with my friends and it gave me a reason to make new friends. It used to be More of Fun and Less of Game. Going out in the field with my cricket kit and playing with my friends is the childhood memory I will always cherish. I realised it much later that this is one game which teaches us to be Strategic in our decision making. The team regularly needs to assess the situation and make changes accordingly in order to stay in the game. It makes us believe in the power of teamwork, no matter how good I perform, a mistake from my teammate will cost us the match. Last but not the least, it teaches us to trust the decision of our partner when we have little knowledge of the area of his expertise. I feel cricket has all the components of a perfect team and A Healthy Organization.

If characteristics of a healthy organization was measured by the number of healthy people in the organisation I am sure Trivitron will be among the top. 

There are certain characteristics ingrained in the DNA of a Healthy Organization and for me all of them are important. However, if I have to choose one which can make or break the organization it will be "TEAMWORK".

Great Things in Business are never done by one person, they are done by a team of people.....Steve Jobs

No matter how talented or passionate we are, our success depends on our ability to build a team and be a great team player. For me Team work is like a bond which promotes Strength, Unity and Support. And a properly managed teamwork maximizes strengths, bringing out the best in each team member. Like cricket, winning or losing is contributed equally to all members of the team, there are no individual champions. It always takes a collaborative effort to compete with the opponent and win. Trophy goes to the team.

A real team player is someone who puts aside his personal goals/ egos and works well with others, doing what he needs to do to strive for a common goal. For any organization, success of individuals is important but success of organization is a necessity. And the success mantra of a successful and a healthy organization is THE PEOPLE within that organization who need to work well together and understands the strengths and weaknesses of each other.

Trivitron is an organization whose foundation is laid on Trust, Honesty, Respect and Teamwork. It's the responsibility of each one of us to protect our core philosophy. Together we need to make Trivitron "One of the Greatest Company" to work for.

Q4

The only place
where this looks chic
is usually on an Audi!! 😊😊😊

It's that period, where mercury trapped inside the sphygmomanometer falls in love with North Pole.

Did I sound confusing? If yes, then I stand loyal to my "HR" DNA, who, as part of their curriculum, study a subject on 'Confusing the Employee'!!

Chill!! Let me stop with this as the introduction, as anything more, Ms Chandra might not permit it to get inked.

In simple words, I meant... This is the busiest period during the 12 months cycle and employees are under super stress to meet their respective targets. This translates to the fact – HR guys should do more to help their customers strike a decent balance between work and fun.

India is known to be a cultural capital on many ends and we guys love bringing our festivals to workplace too.

Thus we roped in Pongal and Holi and celebrated International Women's Day during this quarter.



PONGAL CELEBRATIONS



Pongal is the Harvest Festival in South India where the Sun God is thanked for a successful harvest. It's a four day festival starting with 'Bhogi' where people discard the old belongings in bonfire. Day 2 is 'Thai Pongal' which signifies 'abundance / overflowing' of prosperity. The famous Sweet Pongal Dish is cooked on this day in traditional earthen pots. Day 3 is 'Maatu Pongal' where Cattle are worshipped/thanked for their service in agriculture. Day 4 is Kaanum Pongal where families visit places of interest / worship.

@ Trivitron Chennai office, IVD and PWH, women employees took lead and the cooked sweet Pongal dish in traditional earthen pots. Men were spotted in Whites...i.e. traditional attire of Dhoti and Shirts.

INTERNATIONAL WOMEN'S DAY

W= Wonderful

O= Outstanding

M= Marvelous

A= Adorable

N= Nice

We made sure to prove the acronym correct by making Women's Day special for all our ladies. The day started with male employees giving a flower to all the ladies entering the office and greeting them Women's Day. The workstations of all the ladies were decorated to make them feel special. Male employees shared their stories about the most special woman in their life. Salad making competition was organized wherein a female employee was leading a team of male employees and guiding them. Day ended with cake cutting ceremony.



HOLI

Holi is one of the most vibrant festivals that are celebrated with immense fervour in the whole of India. It is a major festival that is celebrated with unbridled joy. The fun and frolic that is associated with Holi is unmatched with any other festival. Holi is celebrated as a mark of the arrival of spring season and therefore is a festival of gaiety that is celebrated with colours. We in India celebrated Holi by making colourful posters on the theme. T-shirt painting competition was also organized wherein one employee had to paint the t-shirt which the other employee was wearing. Employees smeared the colours on each other and made the day very colorful.



OPEN HOUSE

A Stitch in Time Saves Nine!

I'm pretty sure, we all would agree when we say – This is true to the last alphabet.

In our attempt to enable better Employee – Management sync, we had organized Open House meetings between HR and their customers. The highlight of these meetings was its agenda. The agenda was simple yet effective – “meet us and talk with an open mind”. The management team was represented by its HR Department led by Ms Chandra. We started off with Chennai, followed with Mumbai in March. Questions ranged from simple vehicle parking amenities to malfunctional aircons to more complicated ones such as process improvements in line of work and specific Training requirements.

HR department considers this as a true blood win-win situation because of two factors.

- (i) Those employees with genuine concerns / queries had left the hall with solutions.
- (ii) It was highly motivating to one and all to see how many long standing Trivitronians were among us when they shared their loyalty stories.

All the points that were discussed were minuted and respective HR / Admin / Operational staff are working on addressing them.

And Folks, This shall be a monthly routine from now on!!

L&D

The L&D engine ran as a well-oiled machine this FY delivering its bag of goodies along the journey. Q4 witnessed delivery of an important programme which could shape up the behavioral characteristics of an individual to a great extent, *provided they wish to use it.*

A lot of Problems in the world disappear if we talk to each other

Instead of about each other.... 

In an attempt to enhance the interpersonal skills of an individual which adds up to 60% of an overall communication as 'nonverbal communication' we partnered with CS & Associates as our knowledge vendor and delivered a Pan India 2 day intensive Training Programme on Communication Skills which covered Negotiation Skills, Email Etiquettes, Conflict Management, Emotional Intelligence etc... Mr. Chander who had earlier delivered Customer Focus and Selling Skills programme was the facilitator.

First Aid Training Programme:

“Safety doesn't happen by Accident.”

The above is a popular quote on safety and first aid. As it aptly reads, safety doesn't happen by chance... we've got to train ourselves towards it. In that line, we had organized a ½ day Training Programme on Basic First Aid Training Programme for our IVD Factory staff in Chennai. The IVD team led by Mr Pankaj showed great interest in learning new concepts in first aid. Our vendor was St. John's Ambulance Service who are pioneers in this field. The highlight of the programme was the practical demo session using a mannequin through which CPR procedures were taught to all employees.





Gülşah Sönmez
CEO, BOME

Distinguished Members of Trivitron Team,

I take this letter as the first opportunity to give the best wishes to all of you from your new member, Bome. As you may already know, we have become a part of the Trivitron Group Companies in June 2016, so we will soon be celebrating our first year of partnership.

Special thanks to Chandra who has given me the opportunity to introduce to you more about Bome.

Bome is a 28 years old woman. (51% female population is a standard practice in the company!)

She is originally from Northern Türkiye , Trabzon city, same as our founder and father, Mr. Demirel.

She is married and just as Yaşar, she is a great father. As Kübra, she is expecting her first child.

Last year, she has completed her military service with Bilal.

Thanks to Elife at the production facility, she is a great cook. She loves to eat just as Burçe!

She is hardworking as Emel and Serap but English can be a limitation from time to time.

She is a solution provider like Hilmi and Emrah. You leave it to her and forget.

As Meral, Güner and Burak; she is a very dedicated person and can stay highly motivated even after 10 years of contribution.

In Mehmet's car, she traveled all over Turkey. She is as strong as İsmail.

In Osman, she keeps her own style of "excel sheets" that only she can manage but would give you all the information you need.

With Ceyhan, she wants to explore. Her eyes are blue as sky.

Her honesty and her load of the seasons rests in Münevver.

In Emre, she remembers her youth and energy.

Time goes by quickly and change is inevitable. She is changing.

The organizational integration with Trivitron is bringing many changes to the processes, job assignments, types and uses of technology. Change is an institutional journey and a very personal one. I believe you all have experienced similar intense changes in your work area in some period of your lives. At such challenging times, it is actually the employees of the organization who have to change how they do their jobs, and if change is not embraced by them, initiative will fail and consequently success will not be achieved. Employees are the company.

It makes me really happy to see how Trivitron has preserved the same belonging and ownership notion in all layers of this big organization and how the senior management addresses the 'human side'. I see that it was not traded-off for business growth. This is very vital as it ensures the solid ground on which we will all build our future.

I would like to end my words by thanking to all Trivitron management team and employees with whom we had been closely cooperating throughout last year. The years ahead will surely bring new challenges to our business but I believe, if we do act in integrity, we will be equipped to succeed.

Best wishes,

Gülşah Sönmez

Kudos



Mr. Sajeer Muliyaathil
Star Trivitron LLC

Dear Mr. Sajeer

I am writing this to thank you for the high level of dedication and knowledge that your engineers Tony and Arathy have shown in resolving the problems related to my Chison Ultrasound system.

I have also to thank you personally for your professional management of your team and resources and for your care about your customers.

I will be happy to recommend your services to any medical establishment without hesitation.

Samir Issa MD

Medical Director, VenoCare Vascular Surgery Clinic, Dubai



Tony Abraham
Product Specialist- Imaging
Star Trivitron, Dubai



Arathy Mohan
Application Specialist- Imaging
Star Trivitron, Dubai

Kudos



OPTI Medical Systems Certificate of Achievement

is hereby granted to:

Star Trivitron

to certify that they have completed to satisfaction

OPTI Medical Systems
Outstanding Achievement Engineer

Granted: February 2nd, 2017

Abe Sierra-OPTI Medical Product Trainer



Kudos



April 1, 2017

TO WHOM SO EVER IT MAY CONCERN:

NeoGen Labs has validated Newborn Screening Instruments and associated kits based on Fluorescence Enzyme Immuno Assay (FEIA) technology manufactured by LabSystems, Vaanta, Finland. These systems have been installed in our laboratory in Bangalore in October 2015. These systems are used daily and have met our performance criteria.

The assays that are used at NeoGen Labs are,

- Neonatal Galactose
- Neonatal TSH
- Neonatal 17OHP
- Neonatal Biotinidase
- Neonatal IRT
- Neonatal G6PD
- Neonatal PKU

The hardware used with these assays are,

- Reader
- Washer
- Automated Puncher

We have had no concerns with Trivitron/LabSystems as a vendor and would recommend them without any reservations. Please contact me if you have any questions.

Sincerely,



Thomas Mookken
CEO

mookken@neogenlabs.com

This reference is valid until June 30, 2017

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Amit Arora

Senior Manager
Group Marketing

Amit is born & brought up in a town named 'Ajnala', 24 Kms away from Amritsar, Punjab. He did his schooling & graduation from Amritsar, and went to Punjabi University Patiala for Post-graduation/ MBA. Coming from a business family background, to start working in a corporate was never so easy for him.

He started his career with a Newspaper Media Company, Hindustan Times, followed by working with HealthFore Technologies (formerly Religare Technologies (Healthcare IT organization of Religare/Fortis Group)). He is associated with Trivitron for last 3 years managing brand & marketing activities and brand communication management (internal/ external) for Trivitron Healthcare.

Amit explains his journey in Trivitron as, “My 3 years with Trivitron Group is one of most learning and rewarding experiences in my whole career spell. I feel very proud to be a part of Trivitron Family” .

He lives in Delhi with his wife, Urvashi and 20 months old son, Kabir. His favourite time spends are playing with Kabir, Roaming & running around in the park with him, watching movies, spending leisure time with family, and research & reading. His parents are living at his home town, running their family business.

GET CREATIVE



Zeynep found her way to mosaics through painting. She has been creating mosaic art in hand cut opaque stained glass since 2015. Mosaic is an art form that particularly appeals to her because of its long life and she believes beauty is not necessarily about something being perfect or whole. Unlike most forms of art, glass, tiles or stone will be as vivid and beautiful centuries after it was created. The pieces she creates are usually extremely time consuming but knowing most will be around long after she makes it all worthwhile!!



Zeynep Demirel
COO- Bome, Ankara

I'M GOOD

HEAT STROKE



WHO AT RISK

- SENIOR
- CHILDREN
- ATHLETES
- OUTDOOR WORKERS

SIGN & SYMPTOM

104 F

- NO SWEATING
- DRY, HOT RED SKIN
- DIZZINESS & HEAD ACHE
- PINPOINT PUPILS
- VOMITING
- UNCONCIOUSNESS

PREVENTION

- DRINK ENOUGH
- NO ALCOHOL & CAFFEINE
- COOL SHOWERING
- WEAR LIGHT PROTECTION
- DO NOT STAY CLOSED CAR
- LIMIT OUTDOOR TIME

Heatstroke is predictable and preventable.

Take these steps to prevent heatstroke during hot weather:

- **Wear loosefitting, lightweight clothing.** Wearing excess clothing or clothing that fits tightly won't allow your body to cool properly.
- **Protect against sunburn.** Sunburn affects your body's ability to cool itself, so protect yourself outdoors with a wide-brimmed hat and sunglasses and use a broad-spectrum sunscreen with an SPF of at least 15. Apply sunscreen generously, and reapply every two hours — or more often if you're swimming or sweating.
- **Drink plenty of fluids.** Staying hydrated will help your body sweat and maintain a normal body temperature.
- **Take extra precautions with certain medications.** Be on the lookout for heat-related problems if you take medications that can affect your body's ability to stay hydrated and dissipate heat.
- **Never leave anyone in a parked car.** This is a common cause of heat-related deaths in children. When parked in the sun, the temperature in your car can rise 20 degrees F (more than 6.7 C) in 10 minutes.

It's not safe to leave a person in a parked car in warm or hot weather, even if the windows are cracked or the car is in shade. When your car is parked, keep it locked to prevent a child from getting inside.

- **Take it easy during the hottest parts of the day.** If you can't avoid strenuous activity in hot weather, drink fluids and rest frequently in a cool spot. Try to schedule exercise or physical labor for cooler parts of the day, such as early morning or evening.
- **Get acclimated.** Limit time spent working or exercising in heat until you're conditioned to it. People who are not used to hot weather are especially susceptible to heat-related illness. It can take several weeks for your body to adjust to hot weather.
- **Be cautious if you're at increased risk.** If you take medications or have a condition that increases your risk of heat-related problems, avoid the heat and act quickly if you notice symptoms of overheating. If you participate in a strenuous sporting event or activity in hot weather, make sure there are medical services available in case of a heat emergency.

JUST FOR FUN

BRAIN TEASERS **???**

What can travel around the world while staying in a corner?

There was a green house. Inside the green house there was a white house. Inside the white house there was a red house. Inside the red house there were lots of babies. What is it?

Imagine you are in a dark room. How do you get out?

Can you find a 10 letter word in English language which can be typed using only the 1st rows of the computer keyboard?

*share your responses @tconnect@trivitron.com.
Correct entries shall invite a gift through lucky draw

LAUGHING CORNER

A Company Owner was asked a Question:
"How do you Motivate your Employees to be so
much Punctual?"
He Smiles & Replies:
"It's simple; I have 30 Employees and 29 free
Parking spaces, 1 paid."



Personnel manager: "What made you leave your last job?"
Applicant: "Sickness."
Personnel manager: "And what was the problem?"
Applicant: "My boss was sick of me!"



Manager told a joke. Everyone in the team laughed except one
guy...
Manager asks him - "Didn't you understand my joke????"
The guy replied - "I resigned yesterday"



ANSWERS TO PUZZLES TO PUZZLE YOU (2nd Edition)

You are given two ropes and a lighter. Each of the two ropes has the following property: if you light one end of the rope, it will take exactly one hour to burn to the other end. It doesn't necessarily burn at a uniform rate. **How can you measure a period of 45 minutes?**



Light both ends of rope A and one end of rope B. After 30 minutes, rope A will be completely burned up and there will be 30 minutes of rope B left. Light the other end of rope B; it will burn up in 15 minutes. Total time elapsed since starting the ropes on fire: 45 minutes.

You put a coin in an empty bottle and insert a cork in the bottle's opening. **How can you remove the coin without taking out the cork or breaking the bottle?**



Push the cork into the bottle and shake the coin out.

You are in an empty room with a transparent glass of water. The glass is a right cylinder and appears to be half full. **How can you accurately figure out whether the glass is half full, more than half full, or less than half full?** You have no rulers or writing utensils.



The best way to accurately gauge the amount of water is to tilt the cylinder glass to the side till the edge of the water is exactly at the open rim's edge. If the water intersects the corner of the bottom of the glass, then you have a glass Half Full. If the the water is above the bottom rim, its more than half full, If below-less than half full.



Ciao