

# HR Newsletter

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# HOLA!

**Ms. Chandra Ganjoo**

Executive Director  
Group CPO &  
Head Corporate Communications



FIFA 2018! My sleeping hours have reduced from 6 to 3 in the last one month because the telecast of FIFA in India starts only at night and gets over by midnight. I think it's a very small price I am paying keeping in consideration my interest in the game, although let me accept that my love for football started just a couple of years back when my son forcibly made me watch few of his school football tournaments. I love this game because it makes me energetic and the fast pace of the game forces us to think fast and act faster! This game also made me realize that individual champions can't win matches on their own unless they are equally backed by a talented team; we have examples of Messi/ Ronaldo/ Neymar during FIFA 2018!

This game completely fascinates me because there is lot of similarity between the game and the way organizations run, both need group of players (employees) with complementary skills to be a successful team (organization). An organization, can never achieve success unless it has skilled employees who are supported by skilled managers like for every football game you need skilled players supported by efficient coaches. This game also helps us to understand that in order to achieve success you need to compete with others as well as yourself. To compete with others you need to research, think critically, plan and execute well. To compete with yourself, you need to keep on learning and you need to develop your skills.

For all of you who follow this game, you will see leaders encouraging their teammates when the score isn't in their favor; I personally love that leadership skill. Your team needs you more when they are failing and you as a coach need to help them to be successful. Also, football is one game which follow "one fail, all fail" policy. Individuals never win football games, and same is applicable for every organization. Effective collaboration of team is essential for success, both in corporate world as well as in a football match. We need a unified team who behave in the same way and create a strong team spirit.

There are no shortcuts in this game and team would never quit till the end. They fight until the last second of each match. This equally applies to every employee who is aiming for success in any organization. You have to use your mind, heart and soul and never give-up. The journey is important, if we follow the right path with right tools, we definitely will reach our destination. We just need to be disciplined and focus.. Again one of the important skills required for football.

The final match of this world cup declared France as Winner. Congratulations to the winning side and very well played, Team Croatia.

# EMPLOYEE ENGAGEMENT



“No Company, Small or Large, can win over the long run without energized employees who believe in the mission and understand how to achieve it.”

- Jack Welch

Our employees are the foundation on which our business is built. Without the right people in the right place, no company can hope to operate anywhere near its potential.

An engaged employee is one who feels a strong emotional and personal connection to their workplace. They're enthusiastic and passionate about their work, throw themselves into tasks with maximum effort and always want to achieve the best possible results.

They're the people who take pride in working wherever they go, doing their job properly and helping the business grow and prosper.

To make sure that we have a happy and charged-up employees, we @ Trivitron keep on organizing several activities every month. Some of the activities that we did in last quarter were:

# Happy Pongal

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.



## Republic Day Celebration



Many people throughout India celebrate the nation's Republic Day. It is a day to remember when India's constitution came into force on January 26, 1950, completing the country's transition towards becoming an independent republic.

@Trivitron we celebrated the day by organizing fun activities through which Trivitronians remembered the freedom fighters and Indian History. Sweets were distributed to all employees of the group.

# HOLI

Holi Festival is a spring festival celebrated with much fervor in India, also known as the festival of colors or the festival of love. The festival signifies the victory of good over evil, the arrival of spring, end of winter bringing in the air the fragrance of flowers and aura of warmth and happiness. Various colors and water are thrown on each other, amidst loud music, drums etc to celebrate Holi. Trivironians had a blast playing with colours and water with each other. The festival was celebrated in all the offices in India with utmost excitement and fun.



## WOMEN'S ♀ DAY

In all roles of life

S - She

H - Has

E - Eternal

Strength to humanity.

We made the day special for the God's finest and beautiful creation. The day started with male employees giving a flower to all the ladies entering the office and greeting them Women's Day. The ladies went out for a lunch and enjoyed the day to the fullest.

# Annual Day 2018

## #jalsa

Trivitron celebrated its 20th anniversary with full of enthusiasm and fervour. Annual day 2018 festivities happened at different locations viz. Mumbai, Delhi and Chennai. We kicked off the day with Cricket Match Series – “Trivitron Premier League” where our employees showcased their cricket skills and high team spirit. The day was followed by Cultural Event – “#jalsa” where employees exhibited their talent via dance, music, singing and poetry. Highlight of “jalsa” was performances given by the employees’ family members.



This year’s theme of World Environment day was “#Beat Plastic Pollution- If you can’t reuse it, refuse it. The whole world came together to combat single-use plastic pollution, so we @ Trivitron also strived together for Green Social Responsibility.

We took our action to address plastic waste and reduce plastic footprint by reusing the waste plastic material and making Flower pots, Stationary stands and hanging pots from it.

WORLD  
ENVIRONMENT  
DAY



# STEPPING INTO THE SPOTLIGHT

SOME WELL - DESERVED TRIVITRONIANS,  
WHO MADE IT TO THE  
TRIVITRON ANNUAL AWARDS 2017-2018 WINNERS LIST

## TRIVITRONIAN OF THE YEAR

★ PRAKASH D'SOUZA ★

## DEPENDABLE TRIVITRONIAN OF THE YEAR

PREMA R, MEGANATH, AMIT ARORA, DHIREN,  
ARUP GHOSH, SAMEER SARAL, HILMI,  
RAVINDRA KAMAT, SIVANESAN

## BEST DIVISION & CLIENT COMFORTER

Customer Support - Imaging  
Growing Division - X-Ray  
Client Comforter(IND) - Santhosh S

Managed Divison - Biosystem  
Performing Divison - BOME  
Client Comforter(INT) - Udhaya Kumar

## CHIEF SALES CLOSER

Diagnostics - Muralitharan K  
CLSS - Shiva Kumar S

Imaging - Dabobrota  
Kiran - Dipak Gadhawe

Star Trivitron - Abdul kareem

## KEY CONTRIBUTORS

Sale / CS admin support - Padmanaban J  
R&D - Vasant Badami

## AWESOME TEAM - SUPPORT FUNCTIONS

Marketing

## ROCKSTAR ROOKIE

Muralitharan K

# Learning & Development



Learning sessions at Trivitron, has become more than a routine session to address employee knowledge & skills concern. It is being directly customised to address the areas which are directly related to the organisational goals. In order to bring the team more closer to our business activities, L&D sessions are revolving around core activities this year. A training program allows you to strengthen those skills that each employee needs to improve. A development program brings all employees to a higher level so they all have similar skills and knowledge.

“ The great end of learning is not knowledge but action”  
– Stephen Covey ”



## Customer Handling and Selling Skills

**Session:-** We have already started the year with some promising sessions on “Selling and Negotiation Skills” for Sales and Service teams. Two sessions have been successfully conducted in Mumbai and Delhi , addressing real life challenges faced by them. Customer Handling, Customer Retention, Payment Collection and Customer centric business communication were key areas handled during these sessions.

## Emotional Quotient and Business

**Communication :-** On a similar pattern, Business Communication session was also done at Delhi and Dubai in Star Trivitron, which focussed on “Emotional Intelligence and Business Communication”. These sessions were based on the experiential learning mechanism. This program aims to improve the emotional quotient of the employee consequently improving the business communication thereof.

Core Values of Trivitron- Exclusive sessions on Six Core Values of the Trivitron are being done during induction session of the new joinees this year. These sessions aim at generating awareness among the employees about the core values of the organisation right from the day of their arrival in the organisation. This will drive their business activities towards the core values of Trivitron, also it will bring the professional discipline among them. We at Trivitron must adhere to it.

Integrity | Customer Centric | Team work | Passion and determination |  
Continuous Improvement | Self Discipline

# GUEST SPEAKER



## Greetings Friends

Once ex-Chairman of Ford Motor said according to him among all of his assets, the human resource asset is more precious. The human resource asset needs to be built up over a period of time. This Human Resource asset does not mean "Any Individual Employee", it means a winning team. This team can win in any circumstances be favourable or adverse. The process of this team building is time tested and after putting lot of effort by individuals and Management. In Trivitron Group we are passing through that tough process of Team Building. We encourage the Young people to join our team and take more and more responsibilities. Our HR department has taken lot of initiatives to make Young Leaders for Trivitron. For example, Chairman's Club, Ocean Club membership which encourages creativity and empowerment of Young and energetic employees. This also needs reciprocating efforts from individual members. Any win is not possible by one individual and it requires collective efforts by a group of people of similar mindset. Every individual has to make his own winning team or be part of a winning team as a contributing partner.

Trivitron is a growing company both by organic and inorganic routes. We

all have to contribute in that growth being the active soldiers. If our company grows, we all will grow at the same pace. If we all can create wealth for the Company we also get our share in terms of incentives, variable pay, Bonus and ESOP. The Profitable growth of our business will give "Win-Win" opportunity for both the Company and its dedicated employees.

All our main company and group companies have done reasonably well in FY 2017-18 and the estimated performance for FY 2018-19 will surely be much better. But it is only possible if we all work very hard with full passion of "Profitable Growth".

Since we are planning to grow in rapid pace in next 3 to 5 years' time frame, there will be huge potential of Growth of deserving young Individuals who can lead the team successfully. In the process there will be huge potential of Knowledge enhancement and Career growth. Trivitron Group is giving the opportunity to all of us and we need to grab the opportunity and prove our worth and drive the Company in the Summit.

In this connection I like to mention winning team is formed based on

mutual trust, respect and help. We all have to respect each other and help each other so that we all can win as a Team. In a team every member is equally important and everyone has to contribute his share of responsibility. At the end, Performance is the only indicator of Success and nothing else.

After three and half years of Journey in Trivitron Group I feel we already have a winning team who will excel in this Financial Year and future years to come to lead us most successful IPO in the Medical Technology sector in India in 2020-21.

Let all of us work towards that milestone as a Team to achieve "Vision 2020" objective under the able guidance of our Chairman and Managing Director Dr GSK Velu.

- Partha Sarthi De

Executive Director & Group CFO



Professional journey began with Trivitron in the month of November 2005. He joined as Regional Manager for West. Initial phase of his journey was very interesting & challenging. On one side it gave him a scope of learning a new segment of product and on the other side managing west region with complete new team of engineers to ensure on field support to customers.

He got promoted as Zonal Manager for West, after six month of joining. During this period, he got equal opportunity to visit Principals for higher Technical Training at DPC, USA; Sebia, France which helped him in enhancing his Technical skills and in turn improving team competency level to provide support on field.



Dhiren Ramji Trambadia  
Associate Vice President,  
Diagnostics - Mumbai

When he joined Trivitron, his professional work expectation was keeping him on toes as he had to travel for 15-20 days in a month. It became difficult for him to manage work life balance as he was in his initial phase of Marriage life with 10 months old son. But he always had equal support from his life companion to manage home which helped him in focusing on professional expectations. His wife is a Head Technician in Bhakti Vedanta Hospital. Being from the same profession, she understands the requirement of prompt service.

He got another opportunity & was promoted as National Manager Service in Year 2007. Altogether, it was a different learning experience for him as he visited all parts of India & interacted with different customers. During this period, Trivitron was rated as one of the best Customer Service Provider by external agency.

Year 2010-11 was another year of transformation where he got the opportunity to handle CS Vertical & Product management for new Product Segment of Clinical Chemistry.

His overall journey of last 14 Years in Trivitron has been amazing. He always feels engaged & enjoys working, as Trivitron has given him numerous opportunities to learn & grow within the organisation. He had a great learning experience with his mentors- Mr. Nitin Sawant, Mr. Sameer Saral and Mr. Perianayagam Ponnambalavanan. In his personal life it is hard to differentiate between Trivitron & Home as each day he discusses problem, challenges & achievements with his Wife more than his Personal life challenges. Equal support of all team companions has made his professional journey successful & enjoyable.

## How to Reduce Stress?

Stress... A word we use most often in our lives – a stressful day, a stressful conversation. But do we know what exactly stress is? Notice that one situation can bring out different reactions from different people. Some people may be able to do the thing very easily. While, on the other hand, some may lose their temper or get stressed explaining how the thing needs to be done. This is a broad outline of what basically stress is. Stress, in fact, is anything that poses a threat or challenge to our well-being. But, the bigger picture that needs to be answered is how to reduce stress!

### Feeling Stressed? Relax and calm down

Feeling stressed in today's time is inevitable. But how you handle stress is what makes you a healthy and in fact, a happy person. It is important to control stress for a healthier and happier life. Every individual reacts differently to stress. So there is no 'one formula for all' to manage stress. You should focus on what keeps you calm and in control during stressful situations.

Follow the below mentioned tips and learn how to reduce stress in your life:



### Get up and moving

Stress hits us at both mental and physical level. A small walk or simple yoga can help you get a peaceful sleep at night.

### Make friends with healthy food

It has been observed that people turn to junk food for comfort during stressed times as the urge to eat unhealthy food under pressure increases. Well, how to reduce stress? The key here is not to deprive yourself of food. Arm yourself with some healthy snacks so that you are not tempted to binge.





## Turn on good music

Music is a tried and tested stress-buster. It has the prowess to pull you out from any stressful situation and helps release feel good hormones in your body. Listen to some soothing tunes, distract your mind and release stress while tapping your feet to the music beats.

## Hit the sack

Good sleep is a catalyst to a peaceful mind, and a healthy body. If you are tired, your stress levels are bound to go up as it might cause you to overthink irrationally.



## Maintain a healthy lifestyle

Your lifestyle choices determine your resistance to combat stress. It is advisable to reduce caffeine and sugar intake, avoid excessive smoking and drinking and eat healthy food.



There are times when certain things are not in our control. It is imperative here that you stay positive at all times and don't let stress overrule your life. Recall a past success and give room to happy thoughts. Once you're happy and positive thoughts enter your mind, stress will ooze out itself. Stress is a by-product of an advanced, busy life we lead now-a-days. But it is important to control stress and know how to reduce stress so that it does not overpower you. One needs to find a good balance in life to control stress and lead a healthy, happy and peaceful life. All these tips are obvious. But when you manage these well in your lifestyle, it will pose a huge impact on your energy, outlook and attitude towards handling stress.

*Stay  
Positive*

# Follow Your passion

**“Its never too late to do anything you wanted to do. You never know what you can accomplish until you try ”**

## **How sports keeps Ankit focused in life...**

He had been privileged to have spent formative years in Darjeeling at St. Paul's School where he was first introduced to distance running. Over the years he developed running as a hobby and now this sport has become a passion for life.

While running any distance is a challenge on its own, running a full marathon with a distance 42.195 km or 26.2 miles requires immense physical and mental strength. He began his journey of marathons in the year 2013 when he ran his first full marathon in the great city of Mumbai. Since then, he has run 6 full marathons and scores of half marathons. He has been able to push

himself and improved from 6 hrs 6 mins finish time to the latest finish time of 4 hrs 27 mins running 42.195kms. Completing a full marathon distance is a humungous task which requires disciplined-regimental training and a well thought out strategy to complete the full distance.



While there are scores of quotes on running which has inspired him however the most meaningful quote that he found on this endurance sport is by **Oprah Winfrey** *“Running is the greatest metaphor for life, because you get out of it what you put into it.”*

He drew a great amount of learning from the sport of running which has helped him both in his personal and professional life. Running also instills the great quality of camaraderie. He feels proud that he has inspired several colleagues to start the habit of running in his previous organisations and continues to do so in Trivitron also. He aspires to run the next Mumbai Marathon in 2019 in Trivitron colours.

**Ankit Das**

Sr. Sales Manager  
Labsystems - Mumbai



1

## BRAIN TEASER

What is as big as you are and yet does not weigh anything?

2

## BRAIN TEASER

From the beginning of eternity, To the end of time and space, To the beginning of every end, And the end of every place.  
What am I?

3

## BRAIN TEASER

Until I am measured, I am not known. Yet how you miss me, When I have flown!  
What am I?

4

## BRAIN TEASER

You may enter, but you may not come in, I have space, but no room, I have keys, but open no lock. What am I?

5

## BRAIN TEASER

I'm written with two letters, said with one and seen with two. What am I?

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

Once all the engineering professors were sitting in one plane.  
Before the takeoff, one announcement came  
"This plane is made by your students"  
Then all professors stood up, ran and went outside.  
But the principal was sitting.  
One guy came and asked, "are you not afraid"?  
Then the principal replied  
"I trust my students very well and I am sure the plane won't even start".



An airplane was about to crash.  
There were 4 passengers on board, but only 3 parachutes.  
The 1st passenger said "I am Stephen Curry, the best NBA basketball player. The Warriors and my millions of fans need me, and I can't afford to die." So he took the 1st pack and left the plane.  
The 2nd passenger, Donald Trump, said, "I am the newly-elected US President, and I am the smartest President in American history, so my people don't want me to die." He took the 2nd pack and jumped out of the plane.  
The 3rd passenger, the Pope, said to the 4th passenger, a 10-year-old schoolboy, "My son, I am old and don't have many years left, you have more years ahead so I will sacrifice my life and let you have the last parachute."  
The little boy said, "That's okay, Your Holiness, there's a parachute left for you.  
America's smartest President took my schoolbag."



An Englishman an Irishman and a Scotsman were in a pub, talking about their sons. My son was born on St George's Day," commented the English man. "So we obviously decided to call him George" "That's a real coincidence," remarked the Scot. "My son was born on St Andrew's Day, so obviously we decided to call him Andrew."  
"That's incredible, what a coincidence," said the Irishman. "Exactly the same thing happened with my son Pancake."



Today was my first day entering a court.  
The judge shouted "Order, Order!!"  
I was so excited,  
So I shouted back "fried rice with chicken, five bottles of beer and a chilled glass of special ice mineral water."  
I am now locked up in a dark room.  
I am sure they will bring my order soon.



# ANSWERS for EDN 05

I have no voice, yet I speak to you. I tell of all things in the world that people do. I have leaves, but I am not a tree. I have pages, but I am not a bride. I have a spine, but I am not a man. I have hinges, but I am not a door. I have told you all. I cannot tell you more. What am I?

BOOK

He committed suicide by hanging himself when the ice melted

Crime Scene: A large wooden box was built with one door. The door was locked from the inside, and then nailed shut from the inside. The police break into the room. In the middle of the room there is a dead man hanging from the ceiling, with his shoes 3 feet off the ground. The only other thing in the room is a hammer lying in a puddle of water. Can you explain what happened?

FIRE

Feed me and I live, yet give me a drink and I die.

What has a mouth but cannot eat, what moves but has no legs and what has a bank but cannot put money in it?

RIVER

Sally, Lisa, and Bernadette are triplets. But Sally and Lisa share something that Bernadette does not. What is it?

THE LETTER 'L'  
IN THEIR NAMES.

CIAO

