

Edn No.8

HR Newsletter

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TRIVITRON
HEALTHCARE
speaking your language

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HOLA!

Firstly, hearty congratulations to all the winners and participants of the Sports Day and the annual event, Jalsa 2019. Your pro-activeness, team spirit and enthusiasm were the most important factors for making the event a huge success. I also appreciate the efforts of all those, who were involved in the management and execution of the 3 days long event in Chennai, Delhi & Mumbai.

It was quite exciting to watch several participants compete against each other. The happiness of participation and joys of winning was something to cherish for the entire team. The event showcased teamwork, dedication and competitive attitude of the entire team. While some cheered even though they lost, I found few gloomy faces too. I think they took defeat quite hard. This manifestation of their emotions was a reflective of their mental health.



Ms. Chandra Ganjoo

Executive Director
Group CPO &
Head Corporate Communications

Mental health comprises of our emotional, psychological, and social wellbeing. It affects our thought processes, feelings, and actions. It also helps in determining the choices we make and our stress handling abilities. Mental health is important at every stage of life and a solid mental health is essential to overall well-being.

Sound mental health isn't just the absence of psychological problems. Being mentally or emotionally healthy is much more than being free of anxiety, depression or other emotional issues. In a broader sense, not just the absence of mental illness, mental health refers to the presence of positive psychological characteristics.

Having a strong mental health is advantageous in all our day to day activities, be it home or work. In my opinion, people who have a sound emotional health have:

- A sense of satisfaction
- An eagerness to live and the ability to laugh and enjoy
- The capability to cope up with stress and bounce back from any kind of misfortune
- A sense of meaning and purpose in their activities and relationships
- A flexible approach towards learning new skills
- A sense of adaptability
- A good work life balance
- The ability to build and sustain fulfilling relationships
- Self-confidence and high self-esteem



These positive character traits of strong emotional health allow an individual to live life at the fullest, and participate in each and every aspect of life through meaningful activities and strong relationships. Also, these characteristics assist in effective stress management in life.

In today's lifestyle, anyone can suffer from mental health problems—and over a lifetime most of us will. But the good news is, we can very effectively and efficiently imbibe positive traits and become more resilient so as to enjoy life even more, but just as it requires efforts to sustain physical health, so it is with mental health.

To build a sustainable emotional health, one needs to socialize more, be it through social media platforms or in person, exercise to relieve stress and feel positive, eat healthy so that he or she can immune himself/herself from various ailments, have a quality sleep so as to wake-up cheerful the other morning. Adopting healthier habits like these, in addition to shunning negative habits like smoking, staying awake very lately, consuming too much of junk food etc. would definitely work in building a sound mental health.

However, having a strong mental health does not immune you from going through tough times. We all experience loss and disappointments as a part of our lives. But just as physically strong and healthy people are able to bounce back from illness or injury, people with solid mental health are able to bounce back from emotional tremors, stress or any other adversity.

People who are mentally strong remain focused, flexible and productive at all times. Their emotional strength makes them less afraid of newer experiences or an unpredictable future. Even when they don't have instantaneous solutions for any problem, they are hopeful that a solution will eventually be found. I personally feel that, sound mental health will provide impetus to organizational growth. A team comprising of mentally strong people would not only be ever ready to undertake challenging projects but would also be at the forefront in coming up with innovative ways of executing a project.

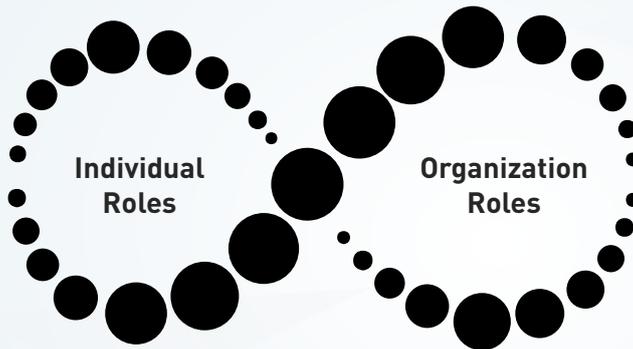
Having said that, I extend my wishes for sound physical and emotional health of the team.

Happy reading.





EMPLOYEE ENGAGEMENT



“

Connect the dots between individual roles and the goals of the organization. When People see that connection, they get lot of energy out of work. They feel the importance, dignity, and their meaning in their job.

Ken Blanchard and Scott Blanchard

”

Employee engagement is a critical driver of organizational productivity, profitability, and customer loyalty which is essential for every workplace. It describes people who are committed to their work and the goals and values of their company.

To put it another way, engaged employees show up and are involved, not only because they are paid to be, but because they are invested, emotionally or otherwise. They are involved and invested in their roles in alignment to the organization goals.

We at Trivitron, support and encourage employees with engagement activities for the betterment at all the levels. Here is a glance of the activities which we initiated.



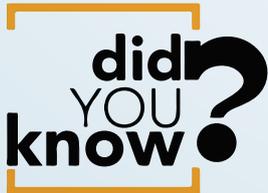
New Year marks the beginning of new hopes, new zeal and new learnings. Trivitron celebrated the dawn of 2019 with heartfelt wishes and lots of blessings. Our offices throughout the world cherished the spirit of newness and celebrated last year's achievements with great pomp and show. We vowed to carry forward the legacy of Trivitron and leave no stone unturned to re-write our success stories with even more enthusiasm. Various fun games and activities were carried out to make the day more memorable. The team savoured some of the finest delicacies, sweets and snacks.



The Gregorian calendar is the calendar that is used throughout most of the world. It began to be used from 1582. It replaced the previous Julian calendar because the Julian calendar had an error: it added a leap year (with an extra day every four years) with no exceptions.

Republic Day

Republic day celebration is the manifestation of patriotism and love for our country. This year was the 70th year of India becoming a republic. To commemorate the occasion, we at Trivitron remembered the sacrifices made by the founding fathers of the country. We paid homage to the architects of the Indian constitution. Also, various fun filled activities, games and other team building exercises were carried out in the office.



Republic Day Celebrations are a 3-day long affair. The celebrations end on January 29 with the Beating Retreat ceremony. The ceremony is held Vijay Chowk where bands of the Indian Army, Indian Air Force and Indian Navy perform.

International Women's Day

MARCH



We celebrated International Women's day with great zeal and enthusiasm. It was observed around all our locations, to celebrate the valour of women. Celebrating Women is a way of feeling gratitude to each and every woman in one's life, be it in the professional or the personal life. Thus, we had a Women's day Contest in Trivitron where employees were asked to share a story or experience relating to the most important contribution made by a women in their life. Primarily, "how she adds sparkle to your life?" The three best entries were rewarded for the same.



In 1975, the United Nations—which had dubbed the year International Women's Year—celebrated International Women's Day on March 8th for the first time. Since then, the UN has become the primary sponsor of the annual event.

Winners of the contest held



Ivan Jyoti Das

Customer Support Engineer

The first one to wake up and the last one to sleep. She took food after everyone had their stomach full. She stitched clothes for others to put clothes on us. She took care of us in a way that you couldn't notice that she is taking care of us. The person who kept awake whole night to keep stirring the hand fan so that we could sleep when there was load shedding. She is the one who gives everything and asks for nothing.

and that's my 'Maa'.



Sagar Srinivasan

Graphic Designer

Happy Women's Day to all the incredible women! Shine on....
Not just today but Everyday!

In my life the most important woman is my Grandma. I was mostly brought up and tutored by her. She taught me many good things which always be in my memory, where she used to always say Respect Women, keep her Safe and Happy Always, Women deserves true happiness forever. Just wanted to thank you Grandma, Mom, Sisters & Best friends and all from bottom of my heart for all things you do!



Dhawal Mittal

Management Trainee

My mother added many sparkles into my life as she is the one who gave me birth. She gave me opportunity to see this world. She has given me the good learnings. And from my experiences, I had found that she has always been right. She always says that if you will do your work with honesty and passion then you will become successful person one day. I am blessed that I have mother like her and with her blessings, I will be a successful person one day.

Pongal Celebration



Pongal is the most popular festival of South India. This is a festival celebrated to thank the Sun for a fruitful harvest. Celebrated for a span of four days, the festivities start from Bhogi when people get rid of old belongings in a bonfire to celebrate new possessions. The second day is Thai Pongal celebrated to recognize abundance and prosperity. The famous sweet pongal dish is cooked in earthen pots in a traditional way. The third day is the mattu pongal when the cattle are worshipped for their services. On the fourth day, Kannum pongal is celebrated when people visit their family and loved ones.

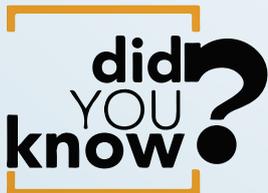
At Trivitron's Chennai office, the team cooked sweet pongal in a traditional way. The entire staff adorned traditional attire.



Many of the symbols of this holiday are recycled in the art and temporary decorations people draw on the ground with rice flour called kolam. Pongal kolangal (kolams) are symmetrically drawn, colorful ground art made with colored rice flour and other items (maybe flowers, grains, etc).

Holi Celebration

The festival of colours, was celebrated with great joy and enthusiasm at all offices of Trivitron. The event was organized to encourage amity among the team. The celebrations heralded good wishes, positivity and vibrancy in the office. The festival was enjoyed with mouth-watering sweets and tasty delights. The team organized a painting competition where our talented people proved their painting skills on canvases & balloons. The entire premises were made flamboyant with bright colours of rangoli and gulal.



Holi is a two-day festival, where on the first day a bonfire is created, which is known as 'Holika Dahan' and on the second day, 'Badi Holi' or 'Dulhandi', people play with colours and eat mouth-watering delicacies and dance to have all the fun. Holika Dahan is celebrated because on this day the 'Goddess Holika' was burnt as a symbol of burning away all our bad omens in it, along with singing and chanting.

Birthday Bash *Celebration*

Hosting a fun-faith filled birthday has always been a gesture to thank Almighty for bringing wonderfully made lives in our path. Since Birthdays come only once in a year, we at Trivitron choose to make birthdays meaningful time for Trivitronians so that we create sweet memories.

As a family, we strive to make birthdays special for the birthday boys/birthday girls. We have the traditional cake-cutting ceremony after which, the entire team enjoy some tasty delights. We also organize some fun-filled activities for the entire team.



Annual Day

#Jalsa2019

How swiftly and unnoticed time flies! Trivitron turned 21! One more year has been added to the glorious saga of Trivitron.

A day to celebrate and remember past achievements and look forward to the journey ahead. Annual day 2019 festivities took place at locations - Chennai, New Delhi and Mumbai.

The day started with Sports activities – “Trivitron Sports Day” where all the employees participated in various races viz. 100m, 200m, 400m relay race, lemon and spoon race, sack race, 3 leg race, 1 leg race. The entire team also participated in various other activities and showcased their high team spirits.

This was followed by an array of Cultural Events – “#Jalsa” where employees across the organization gave impressive performances through multiple dance forms, singing, hymns, rap-songs and poetry. Highlight of “Jalsa” was the performances given by the employees’ family members.

As a recognition of teamwork, competitive attitude and to encourage sportsmanship within the team, Annual awards were presented to the employees in various categories. The awards are presented not only to celebrate the achievements of our employees, but also to give due regard to our values and morals which these awardees exemplify.





Belief, Positivity and Commitment

Dear Trivitronians!

The Trivitron Group is passing through a strategic inflection point at this moment that is characterized by sharp growth with significant expansion of our global footprint especially in Europe and America, intense research and development leading to new product launches both in IVD and Medical Imaging segments and the resultant growth in revenue and market share. If we get our Strategy and Execution right during this phase, the Trivitron Group would emerge as a Global Leader in the Medical Technology space and a force to reckon with. As our leader Dr. Velu says... it has been the Belief and Positivity amongst Trivitronians that has made us reach this point, and it will be Belief, Positivity and Flawless Execution with Razor sharp focus that would help us navigate through this decisive phase and emerge as a Global Leader.

All things around us are created twice. There is a mental creation, what we refer to as a Vision, or a Dream that comes first and then the actual physical creation that comes second. The mental creation is like the blueprint based on which the actual physical building is constructed. It is this Vision and an unflinching Belief in that Vision and focused execution with Positivity and Commitment - intense and strong enough to dissipate challenges, impediments, constraints and competition that comes our way is what goes into making a Great Organization - a Trivitron that we all dream of.

While the Vision and Strategy is the starting point and is needed to guide and direct our efforts, the pivotal aspect to success lies in Flawless Execution. We need to understand the role we have to play as individuals and as a team to achieve the Vision, and break down that role into smaller tasks and day to day activities. It's like translating the Vision into our Everyday and start living it, taking action, succeeding, failing at times, trying again and keep trying till we succeed.



A great organization is a group of Committed people working together Synergistically towards a common goal. It's a team. As the old saying goes.. "two heads are better than one." Synergy is the act of creative cooperation, helping each other, team-work, and the adventurous journey of finding new creative solutions to typical old problems.. together as one. Synergistic team work does not happen on its own, it's a process that starts with Belief and Trust on each other's abilities followed by the act of bringing everyone's personal experience, expertise and competence to the table. Success stems from specific skills of different individuals coming together synergistically to do the challenging tasks that would have been impossible to achieve individually alone.

We are now in the mid of the first quarter of FY 2019-20, the AOP rolled out and the 5 year Vision document clearly articulated. We have the team in place, the right leadership and the infrastructure needed to achieve the AOP and the 5 year Vision. HR has been taking initiatives like Young Turks, Chairman's Club to identify and nurture budding leaders. We have rolled out Customer Obsession and Power of One programs to enhance our engagement with the ones that matter most - our customers. It is now the time for us to Believe "Yes we can do it" and work as one team and drive this dream with all our Positivity and Commitment show the world what we can do as Trivitronians. We will not stop till we have achieved our Vision and built our Dream Trivitron.

Best Regards

- Satyaki Banerjee

CEO, Kiran Medical Systems
A Divison of Trivitron Healthcare



She has completed her 1st year work anniversary this February 2019!!

She had joined as a sole legal resource for the group and later on added as a team member. Being in the Healthcare industry and across multiple jurisdictions in the world, she has been learning something new on the job. In this short span, her work experience has been diverse: M&A transactions in various jurisdictions, various complex types of contracts review and negotiations, statutory & legal compliances etc.

She finds a good mentor in Parthasarathi De, who guides and provides her with the benefit of his vast experience and supportive of her work. She is also ably supported by my team member Sumathi who is a fresh law graduate and has joined Trivitron a few months back. It has been a great learning experience for her in Trivitron.

Her husband Sriram is a Logistics Professional and has been her support system throughout her career. She has 2 daughters, Aishwarya and Manasi, who are both in college. Aishwarya is graduating with a degree in architecture this year and Manasi is starting her BBA in Hospitality Management.

She loves reading and in her free time looks to read a fictional story as a stress buster. She also likes Cooking and loves to try new recipes every now and then.

- Dharini Rajagopalan

Senior Legal Counsel



Perseverance

“In our sufferings, there is glory,” Former President Obama has said. Such verses and our own experiences demonstrate that in difficult times while we may not feel our suffering has meaning, we should never underestimate the power of perseverance.

We may question our strength, feel our patience tested, and wrestle closely with hopelessness, but through perseverance can return to times of ease and joy with stronger character and hope than before.

Certainly, challenges in life will come and go. Perhaps some of us feel the challenges will not end in the near future. Suffering may not reveal its meaning to you immediately, but if you persevere through it, you will find self-confidence and a moral compass in life. Above all, your understanding of life will increase, your wisdom will blossom.

The path to a life full of appreciation, love, good character, success and achievement ultimately is derived from our roots—the stronger our roots become, the further outward our integrity and character shine and bloom.

These 5 steps can guide those who are tempted to quit but want to find the strength to keep doing.

01

Make sure your goals are worthy of your perseverance.

Sometimes you actually should quit. Make sure this isn't one of those times before you do anything else. "Don't 'keep going' down a tunnel with no cheese." Also consider the collateral damage to your health, relationships and integrity that your quest is causing.



02

Recall past persistence

Remembering times in the past when you refused to give up can help you summon more perseverance now. It could be strong, stubborn, unyielding, clear, inspired, surrendered, on-mission, purposeful, focused, committed - or all of these. Recall a time you had this feeling, and know it again in your body.



IM GOO

03

Take a step

Don't get caught up in thinking too far into the future. Often there's something you can do to make some small progress right now



04

Set your pace

Once you're in the swing of things again, you don't want to find yourself back in the doldrums a week or a month later, so avoid frenzied activity that will just burn you out once more. As the old saying tells us, slow and steady often wins the race.



05

Just keep going (even if it's only in your mind)

Having faith that your efforts will pay off and just putting one foot in front of the other is the most basic aspect of perseverance.



Get Creative



"Everyone does have a passion for something in their life that motivates or inspires in some way."

She is passionate about sketching and paintings. She was very fond of participating in the painting competitions during her school days. Her hobby of painting became her passion then.

She likes to make unrealistic things look realistic through painting. Painting is the perfect way to make things look alive.



Shagufta Waris
Management Trainee,
HR - New Delhi



"Zeugma is situated about 50 km from the modern city of Gaziantep, on the banks of the Euphrates. Its name derives from the bridge of boats that in ancient times connected the river banks in this place, forming one of the three major river crossings of the region. The significant part of this archaeological site is now lost under the waters of the Birecik Dam, and its most spectacular artefacts - the extraordinary mosaics - are now displayed in the magnificent Zeugma Mosaic Museum in Gaziantep."

No one could imagine a better place than Gaziantep, the cradle of mosaic arts, to expose his work.

As a mosaic lover and fresh mosaic artist, Zeynep was way proud to exhibit 3 of her art pieces at Guvenevler Art Center of Metropolitan Municipality of Gaziantep. This special exhibition was held on 8th-10th March, also as greetings to the International Women's Day. Mosaic tutor Dilek Turk and her class of 20 creative ladies were warmly welcomed and taken very good care by Municipality of Gaziantep and enjoyed the city, especially the Zeugma Mosaic Museum.

Zeynep is creating mosaic arts in hand cut opaque stained glass since 2015 and always astonished by the fact that mosaic art will be vivid and beautiful centuries after it was created, her visit to Zeugma Mosaic Museum was also a perfect proof to that..



Zeynep Demirel
Chief Operating Officer,
Bome - Ankara

A stage performer, she has showcased her acting skills many a times during her college days. From crude 'nukkad naataks' to sarcastic mimes, she has been a protagonist in all. She has been at the upfront to raise her views over relevant topics through her flair. As a recognition of her talent, she was a recipient of the best actor award in her college.

She believes that acting is a way to express her inner self. She also acknowledges her acting skills as a foundation for confidence, humility, team spirit and optimism.



Jyoti Kashyup
Management Trainee,
Jalandhar



1

BRAIN TEASER

Which is heavier? A pound of feathers or a pound of rocks?

2

BRAIN TEASER

I exist only when there is light, but direct light kills me. What am I?

3

BRAIN TEASER

What travels around the world staying in the same corner?

4

BRAIN TEASER

If you have me, you want to share me. If you share me, you haven't got me. What am I?

5

BRAIN TEASER

What has hands but do not clap?

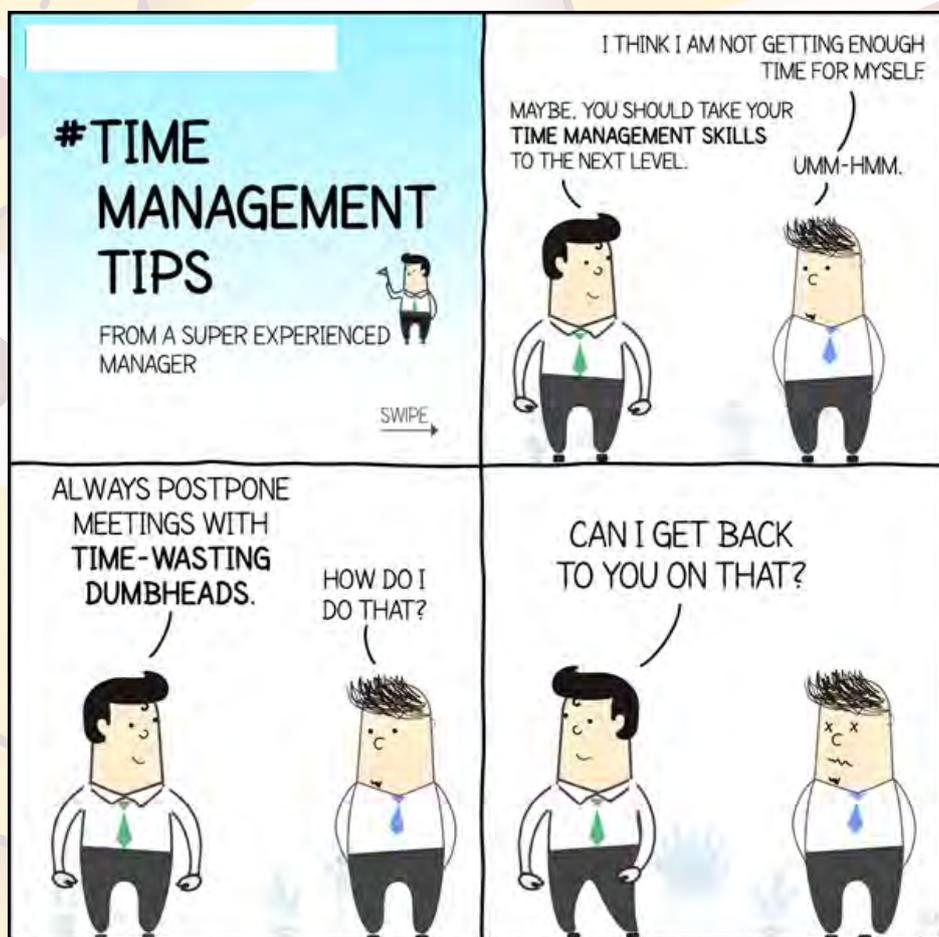
6

BRAIN TEASER

What starts with E, ends with E, and has only 1 letter in it?

Two donkeys are standing at a roadside, one asks the other:
So shall we cross?

The other shakes his head: "No way, look at what happened
to the zebra."

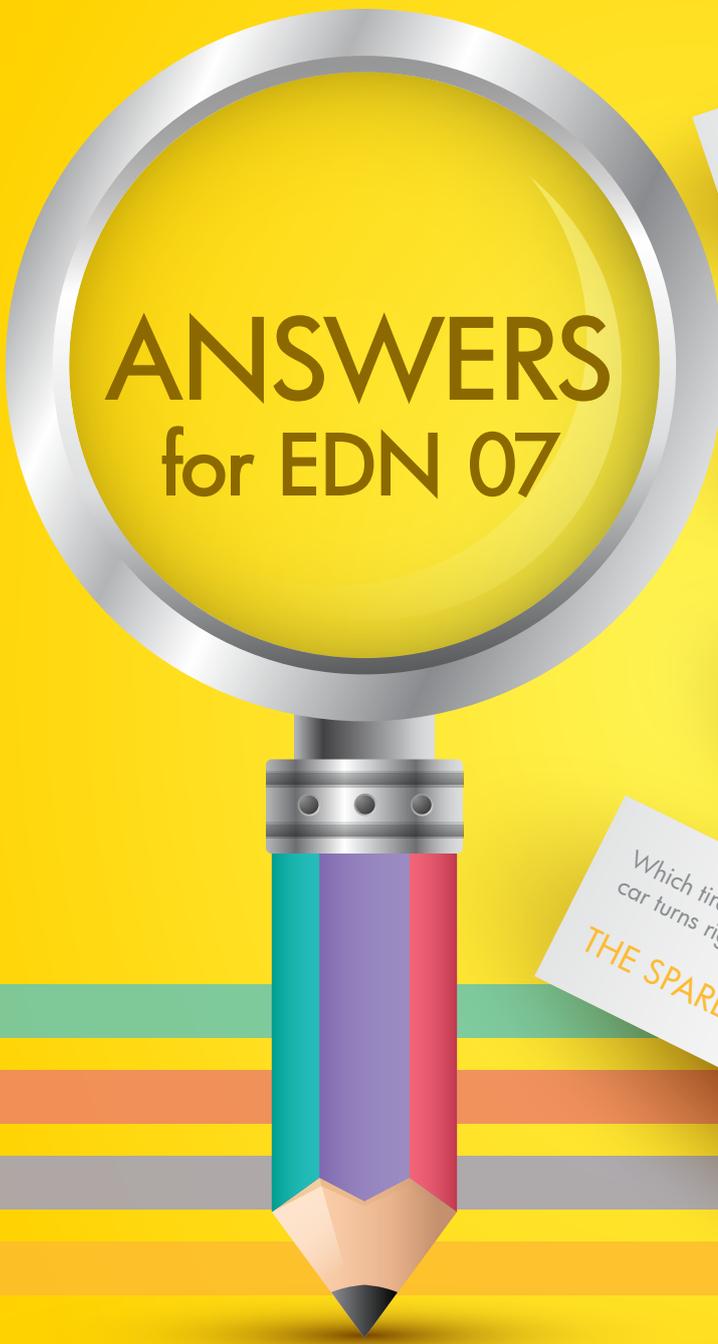


Why shouldn't you write with a broken pencil?

Because it's pointless.



don't forget
to smile!



ANSWERS for EDN 07

I have forest but no trees, I have lakes but no water, I have roads but no cars. What am I?

MAP

You throw away the outside and cook the inside. Then you eat the outside and throw away the inside. What do you eat?

CORN

Which seven-letter word contains dozens of letters?

MAIL BOX

Which tire does not move when the car turns right?

THE SPARE TYRE

CIAO

