

Edn No.9

HR Newsletter



What's New
Around You?

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TRIVITRON
H E A L T H C A R E
speaking your language

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HOLA!



Ms. Chandra Ganjoo

Executive Director
Group CPO &
Head Corporate Communications

A famous Chinese proverb says “women hold up half the sky” and that is something absolutely true. The contributions of women in the society is unfathomable. A woman is a being with senses, imagination and thoughts and she should be able to express herself freely. In all our offices across continents, we provide ample opportunities for everyone to grow professionally and women are no exception. We have always been pro-active in our efforts to encourage and empower our female staffs. In the last quarter, not only did we celebrate the spirit of womanhood with even more fervor and enthusiasm, but we also launched various women centric initiatives in the organization, POSH to be one such great initiative. I would like to say that in the months ahead, Triviron shall come up with many new initiatives that shall be focused more towards the benefit of women.

Industries are evolving to become more flexible and employee centric. Innovative ways are sought to search for perfect work life balance. A lot of efforts have been put to increase the participation of women in key decision making and financial institutions. A majority of companies have now become aware that supporting leadership from a female and encouraging gender equality is an absolute must in today’s work environment.

It is an undeniable fact that women bring immeasurable value to the workforce. With the knowledge and skills that women bring to the table, it’s no wonder why gender equality is at the highest now. Women in the workforce is a benefit to all. More and more companies every day, are now embracing the importance of women in the workforce, but to sustain this growth organizations need to keep pace with the business world and ensure that an organization is capitalizing on the favorable impact of women.

It is a woman who preserves human life. She has played an extremely important role in the progress of humanity and has been pivotal in shaping the society. Women had been great saints, scholars, poets, writers, administrators and reformers. Our team comprises of a number of female staff working at our organization in most of the departments and at all levels, and we cherish their engagement throughout the team.





At Trivitron, we delight in creating and delivering learning opportunities, which enable the team to climb the ladder of learning. We also take pride in recognizing the role of our women in taking us to the point where we are today. In our efforts to give more strength to our ladies, we are set to Launch “Abhiमान” an informal community of female employees of the organization.

Abhimaan (अभिमान) the hindi word for pride, stands for self-respect. And that is what our ladies mean to us. We take pride in our women and the support that they have been providing us ever since our inception. We walk with our heads high in great pride to rewrite history every day.

Abhimaan has been conceptualized as our efforts to ensure equal opportunities being provided to women. The forum can be considered as a platform where all Trivitron female employees can share their ideas on how to support fellow women, identify area for change and growth, support purposeful actions, harness personal wisdom, find answers to their personal and professional issues. We intend to inculcate a sense of security and inclusion among the females of the company through this initiative. I am positive that this initiative would be welcomed by every member of the Trivitron Team.

Lastly, I would only say that all female staff of the Trivitron family is radiant with dazzling glory of their strength. We are so proud to team you. It is our honor to work with you and it really feels good.



EMPLOYEE ENGAGEMENT

Together
Everyone
Achieves
More

“

Talent wins games, but teamwork and intelligence win championships

Michael Jordan

”

Even the best product or most innovative business plan doesn't mean anything if there aren't great people behind it. Investing time and money into team building events and activities; builds relationships and can lead to a more open and collaborative culture.

It allows employees from different departments to get to know each other. Employees interact with colleagues they might not usually see.

Employees are the heart of every company, and investing in team building exercises enhances their roles and connections. We @ Trivitron keep on organizing such activities every month. Here is glance of last quarter's activities.

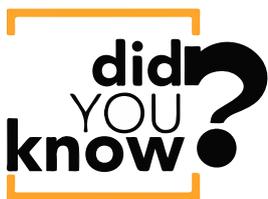


*Mother's
Day*

Mother's Day is an occasion which is celebrated to express respect and love towards mothers. The day is an event to honour the contribution of mothers, motherhood, acknowledge the efforts of maternal bonds and the role of mothers in our society. Thus, we had a Mother's day Contest in Trivitron where employees were asked to share photographs with their mother along with a message. The 7 best entries were rewarded.

Contest Winners

Dhananjay Kumar Sinha – Zonal Head - Imaging
Sangeetha VS – Customer Support Executive – Renal Care
Akshay Sharma – Management Trainee - Kiran
Rahul Kumar Singh – Assistant Manager - HR
Sheeba Nair Kannan- National Manager - Imaging
Smita Ashok Kalghatgi – Manager - Imaging
Srikanth S - Assistant General Manager – Finance & Accounts

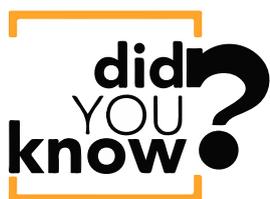


The modern holiday of Mother's Day was first celebrated in 1908, when Anna Jarvis held a memorial for her mother at St Andrew's Methodist Church in Grafton, West Virginia. St Andrew's Methodist Church now holds the International Mother's Day Shrine. Anna Jarvis wanted to honour her mother by continuing the work she started and to set aside a day to honour all mothers because she believed a mother is "the person who has done more for you than anyone in the world".



This year's theme was #Beat Air Pollution- We can't stop breathing, but we can do something about the quality of air that we breathe.

This environment's day, we at Trivitron took an initiative for Green Social Responsibility and planted trees at the Chennai IVD factory



92 per cent of the global population live in places with unhealthy air quality. Air pollution comes from many sources: Inefficient transport, coal-fired power plants, industrial activity, waste burning and other human activities are major sources, but natural events such as dust storms can also play a role.



Father's Day

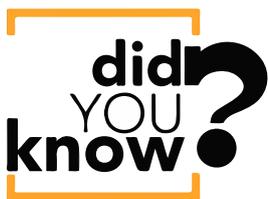
To honour the spirit of fathers and to celebrate the paternal bonding, a special day is observed every year as Father's Day, to commemorate the efforts and contributions of fathers in the society. Therefore, we @ Triviron celebrated this Father's day by conducting a contest "My dad makes me smile," to realize and give back a small fragment of fathomless love which we receive from them who truly are the existing superhero of our lives.

Contest Winners

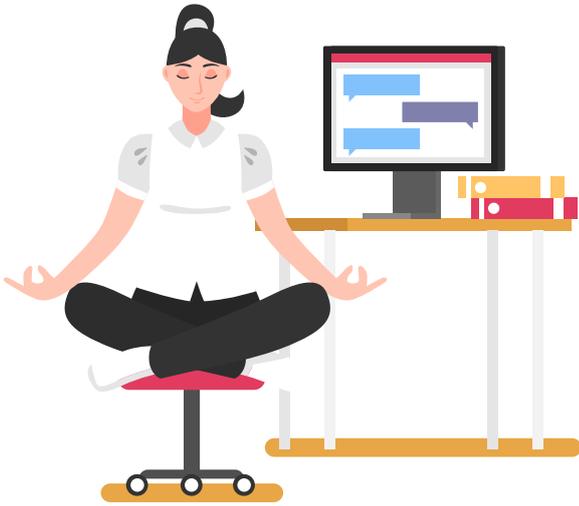
Valarmathi K – Executive – Diagnostics Manufacturing

Rumeli Sarangi – Customer Care Executive – Marketing

Shagufta Waris – Management Trainee - HR



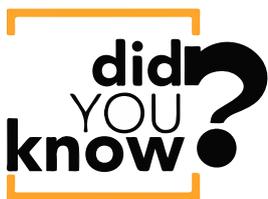
The first Father's Day was celebrated in Washington, USA on 19th June, 1910. Father's Day started in the USA when Sonora Smart Dodd of Spokane, Washington planned a day to honour Fathers. She was inspired by the first Mother's Day which was celebrated in 1908



Desk Yoga

Yoga isn't about twisting your body into the shape of a pretzel. Yoga has countless benefits for people with desk job. Yoga can reduce stress and tension. It improves focus and concentration and also detoxifies and tones muscles. Yoga can improve posture and flexibility and improves your outlook for a better day.

On the occasion of International Yoga Day, we @Trivitron conducted Desk Yoga program at all our locations.



The tradition of yoga dates back nearly 5,000 years to the time of pre-vedic Indian traditions. We then find Yoga to be the central theme of the Bhagavad Gita, a Hindu scripture appearing around 500 B.C., confirming that the practice of yoga had been around for some time. Further development of yoga appeared in roughly 100 B.C. when Patanjali wrote the Yoga Sutras in an attempt to define and standardize classical yoga.

Bome Trivitron's Pearl Anniversary Celebrations

Bome Trivitron recently celebrated its 30th anniversary. As a part of the celebrations, the team organized a linocut workshop at Tosca Art studio. In the workshop, the team worked on linocuts to eventually print a handmade flag of the organization.

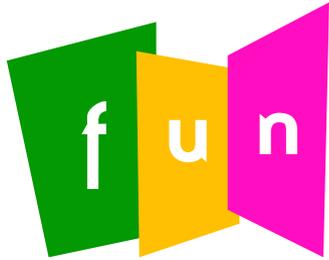
The linocut activity was a manifestation of the dedication, patience and teamwork of the entire team with, each one showcasing his or her leadership and managerial skills. The team enjoyed doing their part throughout the workshop.

The day came to an end with gifts for the entire team. Every team member was given tote bags with a wish of Good health, love, prosperity, peace, friendship, happiness, success, good luck, gratitude, tolerance and etc.

To sum-up, it was one of the most memorable day reminding us that each one of us is a great value to our company and we succeed only when we come together.

Wishing the entire team great success for many more years to come...cheers!





Activities

We @Trivitron keep a balance of work & fun at office. Happy mind-set leads to enhanced motivation & build trust relationship among employees.

Take a glimpse at few of them-





Dream big Reach Higher

Dear Trivitronians!

You must all be excited to be a part of this fast track growth Organisation that has catapulted itself amongst the top internationally acclaimed Healthcare Technology groups. Glancing through the journey of this exponential growth the only thought that crosses the mind is how obsessed and focussed Dr. Velu was even in the early days to reach these heights and go beyond the dreams conceived in 1998.

What better quote than

“It may be that those who do most, dream most.”

– Stephen Butler Leacock

To capture the essence of his vision....

The growth has known no boundaries establishing International presence from the USA to China with existing operations in Europe, Turkey and Middle East. A dream has no boundaries, no limits. All of us have grown with the sheer momentum of this dream run and it can be said with confidence that this will continue! So to all of you - Start with a dream, Convert that into a goal, Work towards it with utmost sincerity and Results will follow.

After the fun filled yearend Jalsa celebrations and the announcement of well deserved promotions, its time to work towards the goals for yet another exciting year. Trivitron has been an 'equal opportunities for all' Organisation treating everyone fairly and the deserving ones have been recognised and rewarded. The vision of the group has also been ably supported by all of you who have contributed to the all-round expansion. Needless to say that the concerted efforts by the entire Management Team has anchored all of us for stability and support. So take inspiration from the achievers around you and

Have no **D**elusions

Rejoice and Rejuvenate

Exhilarate and toil

Achieve Goals

Maximise Life

Best Regards

- Sameer Saral

COO, LabSystems Diagnostics
A Division of Trivitron Healthcare



Cultivate Your Proactive Brain

Studies have shown that a good memory helps you better navigate the future. And in business, the ability to anticipate and negotiate future demands is an asset. A proactive brain uses details from past experiences to make analogies with your current surroundings. It then helps you determine where you are and envision future possibilities. We are all born with proactive brains, but these three things can help improve brain performance:

01

Give your brain a lot to work with

Create a rich pool of information to draw from. Expose your brain to diverse experiences and situations.



02

Borrow from others

Find out as much as you can about others' experiences by talking and interacting with people, and reading about their lives.



03

Let your mind wander

Undisturbed time gives your brain the space it needs to recall and recombine past experiences in ways that help you anticipate the future.



Get Creative



He is passionate about drawing and painting since his childhood. He creates art on waste objects such as stones, used bottles, broken photo frames, etc. It gives him a lot of positivity to make the best out of the unwanted stuff.



Magesh K
Zonal Manager - Renal Care,
Chennai

“Chase your passion like it’s the last bus of the night”

Music is his passion. He started playing harmonica when he was 10 years old. He started learning guitar at 17 and hasn’t looked back since. He was part of a music band “TALAB” during college days that he formed with his friends. He has performed in various colleges in Delhi.

Apart from music he is a regular sportsperson and also a painter. He likes creativity and is always on the lookout for learning something new from anywhere and everywhere.



Amir Suhail
Marketing Intern,
New Delhi



What can be the best thing that can happen to a Marketer?

Associated with Trivitron for the last two years, Abhinav strongly believes that Trivitron encourages new ideas & initiatives.

He began his career as a software engineer and later moved to healthcare industry because of his passion for marketing. His journey in Trivitron has been outstanding as he got ample opportunities and challenging roles to work on. He together with Ms Kajal Bhagat and Ms Sarleen Bedi take care of the entire marketing activities for Imaging, Radiology, Critical and Renal Care Solutions of Trivitron.

He and his team utilize their expertise to convert an abstract idea into a form that can be understood by the target customer group which eventually leads to value creation for the product and the company as well. In his capacity of a marketing professional, Abhinav gets multiple opportunities to interact and collaborate with almost all the departments in the organization which he performs with utmost ease.

Abhinav is thankful to his superiors for their support and guidance which he continuously receives throughout the organization. It is this support, which encourages him to try new ideas and innovative ways in his work.

He is married to Shashikala who is a management consultant. Both of them share common interests, and love to spend quality time together. Abhinav likes watching movies and he is an avid reader. Some of his favourite books are 'Sapiens' by Yuval Noah Harari, 'Nilamellam Rattham' (Tamil) by Pa Raghavan, 'Tipping Point' by Malcolm Gladwell and 'Zero to One' by Peter Thiel. He is also a big fan of Stanley Kubrick, the Legendary Filmmaker, for the way he achieved perfection and excellence in his Films like 2001: A Space Odyssey & Barry Lyndon.

His son, Siddhanth will turn 3 this month.

His Favourite Quotes:

"It ain't about how hard you hit. It's about how hard you can get hit and keep moving forward; how much you can take and keep moving forward" – Rocky Balboa

"However vast the darkness, we must supply our own Light" – Stanley Kubrick

- Abhinav V

National Manager - Marketing

Health tips



DRINK SOME WATER, ESPECIALLY BEFORE MEALS

Drinking enough water can have numerous benefits. Surprisingly, it can boost the number of calories you burn. Studies have proven that it can increase metabolism by 24–30% over 1–1.5 hours. This can amount to 96 additional calories burned if you drink 2 litres of water per day. The best time to drink it, is before meals.

MINIMIZE YOUR SUGAR INTAKE

Added sugar is one of the worst ingredients in the modern diet, as large amounts can harm your metabolic health. High sugar intake is linked to numerous ailments, including obesity, type 2 diabetes, heart disease, and many forms of cancer.



DO SOME CARDIO

Doing aerobic exercise, also called cardio, is one of the best things you can do for your mental and physical health. It's particularly effective at reducing belly fat, the harmful type of fat that builds up around your organs. Reduced belly fat should lead to major improvements in metabolic health.

IMPROVE YOUR GUT HEALTH

Good ways to improve gut health include eating probiotic foods like yogurt and sauerkraut, taking probiotic supplements, and eating plenty of fiber. Notably, fiber functions as fuel for your gut bacteria. A disruption in gut bacteria is linked to some of the world's most serious chronic diseases, including obesity.



Recipe Corner

Roll (sarma) means 'wrapped thing' in Turkish .' And for Turkish cuisine, sarma is a general term used for many varieties of vegetables and leaves stuffed with meat and rice fillings.

'Sarma ' can be very time-intensive to prepare. They are usually made with great love and care by the lady of the house. Making them "the right way" is very subjective. It can either be a main dish or an appetizer.

Grape Leaves 'Sarma' and Cooking - Ingredients

- 500 gm grape leaves
- 150 ml water to cook
- 75 ml olive oil to cook



Stuffing

- 250 gram rice
- 200 milliliter water for the rice
- 1 tomato
- 1 table spoon tomato paste
- 750 gram onion
- 175 milliliter olive oil for the rice
- 1 dessert spoon dried mint flakes
- 1 tea spoon black pepper
- 1 tea spoon all spice
- 1/2 bunch dill chopped
- 1/2 bunch parsley chopped
- 1 tea spoon sugar
- 1 tea spoon salt

Note : If you like you can add , 1 table spoon pine nut,1 table spoon currant,tea spoon cinnamon to stuffing.



Sebahat Güner Gökesme
Quality Manager/Purchasing Sp.
Bome

Preparation

1. Grate the onions, or use a food processor.
2. Peel and chop the tomato.
3. Wash the rice, pine nut and the currant and drain.
4. Pour about 150 ml olive oil in a non sticky pot (add the pine nut). As soon as the nuts turn in golden brown, add the onions. Sauté until translucent
5. Add the tomato and the tomato paste, mix.
6. Add also the rice. Mix until well combined.
7. Add the salt, currant, sugar and the other spices. Mix and add the 200 ml warm water and close the lid. You do not need to stir again. Cook over first high and then at low heat as possible.



Cook till the water is soaked up by the rice. Rice should not be cooked all the way; as it will be cooked again with the grape leaves. Taste and add more salt or other spices if you find necessary.

Wash and chop parsley and dill and add. Mix and cover lid. Set aside to cool.

How to Prepare and Cook Rolls ?

1. Wash thoroughly each grape leaf. Remove the stems, but keep about 20 of the stems, discard the rest.
2. Put the pickled grape leaves in boiling water and keep for several minutes, to get rid of excess salt. Be careful not to keep leaves in hot water for too long. If the leaves become too soft, it will be difficult to pack. Wash well under running water, one by one.

Note : Grape leaves may also be fresh leaves .If you use fresh leaves you may put the leaves in water and boil in the cooker for 20 minutes so as to soften the leaves.

3. Put the saved stems and several worn grape leaves to the bottom of your pot. This will prevent your "dolma" to stick to the bottom of the pot and/or get burnt
4. Place a grape leaf on a flat dish. The shiny part should be facing downward. put half tablespoon of the filling on the leaves, close to the stem. Fold two sides inwards and roll the wrap upwards like a cigar. Do not roll too loose, or tight. Continue until either the leaves or the filling is finished.
5. Place each roll in the pot, firmly side by side in circles. Add a 150 ml of warm water and 100 ml olive oil. Put a porcelain plate on the very top so the dolma's don't swim around in the pan.
6. Cook at high heat first. Then when the water boils, reduce the heat to medium. Cook the leaves for about half an hour, till the rolls soak all the water. Cool and serve. Garnish with lemon slices



Learning Bites

Breaking Stones & Building Monuments

It happened some years ago on a deserted street in Rome. It was a hot, sunny afternoon. A woman was walking down the street, shopping bags in her hands, whistling a tune to herself, when she noticed a group of labourers breaking stones by the roadside. Clack-clack...clack-clack...they went as their hammers pounded on the stones, splitting them into smaller and smaller bits.

Intrigued, the woman went up to one of the workmen and asked him what he was doing. 'Can't you see?' came the reply, as the man looked up and wiped sweat from his brow. 'I am breaking stones.'

Walking a little farther, she saw another man, also breaking stones. 'What are you doing?' she asked him. 'Me?' he replied. 'Oh, I am helping build the world's tallest cathedral!'

Think about it. Apply this analogy to your workplace. How do you perceive your role in the organization? As mere stone breakers, or as the builders of the world's tallest cathedral?

Your perception makes a difference!

Jokes



Employee 1: Do you believe in life after death?
Employee 2: No, because there is no proof of it.
Employee 1: Well there is now!
Employee 2: How?
Employee 1: When you left yesterday saying that you have to go your uncle's funeral, your uncle came here looking for you after you left



Solve the Mystery

The Stolen Coins

Someone stole gold coins from a museum near the park. No one saw the thief take the coins, so there isn't a description of the robber. Slylock Fox suspects one of the creatures in the park is the thief. Which one?



Murder at School

On the first day of school, someone murdered a history teacher. There were four people at the school that the police suspected had done it: the landscaper, a math teacher, a basketball coach, and the principal. These were their alibis:

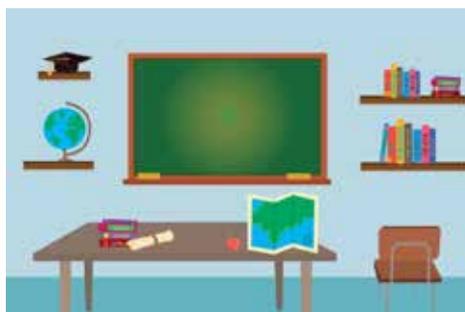
The landscaper said he was outside mowing the lawn.

The math teacher said he was giving a mid-year test.

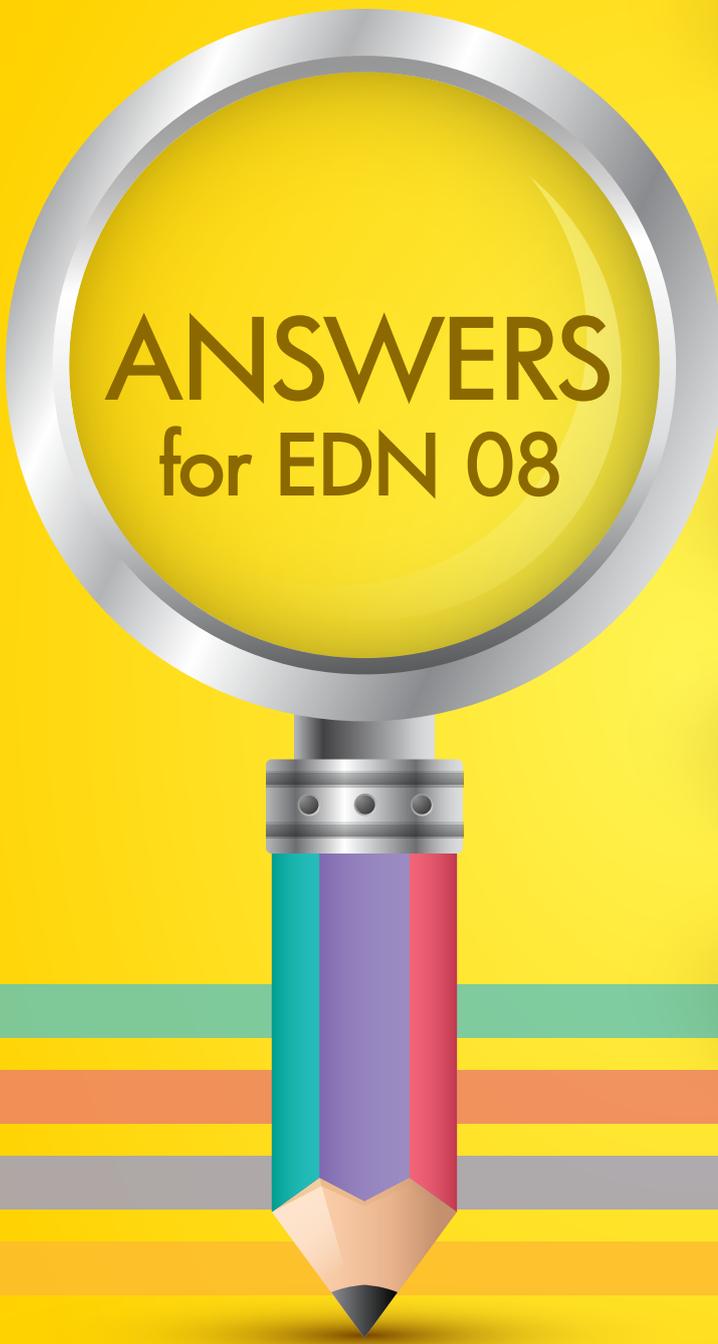
The basketball coach said he was running practice drills with his players.

The principal said she was in her office.

After giving their alibies, the police arrested the killer immediately. Who killed the history teacher and how did the police know?



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



ANSWERS for EDN 08

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

BOTH WEIGH A POUND!

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

SHADOW

What travels around the world staying in the same corner?

A STAMP

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

A SECRET

What has hands but do not clap?

A CLOCK

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

ENVELOPE



Sameer Meher
Service Coordinator

LDX - India

CIAO

