

HR Newsletter

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10



What's New Around You?

October 2019

TRIVITRON
HEALTHCARE
speaking your language

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HOLA!

Today is an exciting day for me as I write for the 10th edition of the HR Newsletter. This quarter has been amazing. It was great to see the artistic side of the Trivitronians, as every office of Trivitron came up with better than the other creative for Founders Day. It was indeed extremely difficult to choose the winners from among all the entries.

Also, a number of informative sessions were conducted under 'Abhimaan' and 'Harmony Saturday' initiatives. I also appreciate the developing competitive attitude in the team members as every contest being organized by the HR team witness increased participations however, we are still far from substantial numbers. I greatly appreciate your continued interest in Trivitron's various initiatives, and thank you very much for the various opinions and suggestions that you provide to us during these sessions.



Ms. Chandra Ganjoo

Executive Director
Group CPO &
Head Corporate Communications

On the occasion of Founders day this year, as a reflective of Trivitron's vision to create a society free from hardships, and in lines with Dr Velu's mission of adding momentum to the building blocks of the community, we introduced "Pankh-wings to dreams" an education support initiative designed for all existing employees of the organization. Pankh underlines Trivitron Group's timeless convictions, and determination to accelerate growth.

The motive of 'Pankh' is to bring a ray of hope into the lives of children who find it difficult to fulfil their dream of achieving quality education due to financial constraints. Through Pankh, we wish to benefit more needy people and underprivileged children.

Grounded in the Essence of Trivitron, and by practicing CSR management across the Group's business domains, we aim to bring a substantial change throughout the world by imparting quality education. This would help us to contribute to the realization of a sustainable society, and to improve corporate value. This initiative can be considered as a helping hand to deserving children who have spirit but not the strength and have dreams but not the direction.

The structure of every initiative being taken by the organization is calibrated according to the existing needs and the current requirements of the community which facilitates in achieving a quality throughput. At Trivitron, we have multiple opportunities to nurture and evolve, with a strong will power and an efficient leadership. A lot has been done and a lot still remains to be done. I am sure we will be able to come up with more such initiatives to contribute our bit to the society.

Enjoy Reading.



EMPLOYEE ENGAGEMENT

**“ TO FEAR CHANGE IS TO FEAR BEING CHALLENGED. TO FEAR BEING CHALLENGED IS
TO FEAR GROWTH AND NEW POSSIBILITIES.”**

Ty Howard

Employee engagement as an “engine” in talent management drive draws its resilience from the effectiveness of various environmental factors from within and outside an organization.

Changes are inevitable and not always controllable. What can be controlled is how you manage, react to and work through the change process. Employee engagement is the heart and soul of the change management process. It is believed that the greater the employees are engaged, the more likely they would go an extra mile to deliver the best performance and adopt various changes implemented in the organisation.

Engaged employees lead to better business outcomes. In fact, it has been estimated that companies with engaged workers have 6% higher net profit margins, and engaged companies have five times higher shareholder returns over five years.

To sum up, it can be rightly concluded that Engaged Employees lead to higher service, quality, and productivity, which leads to higher customer satisfaction, increased sales higher levels of profit, a win-win situation indeed.

INTERNATIONAL "FRIENDSHIP DAY"

It is rightly said, "Friends are the family we choose ourselves". It is as important to have friends as it is to have a family. Good friends help, guide and support us at every stage. Friends give us emotional support, they help us during difficult times and make us feel special. Blessed are those who have true friends in life.

We @ Triviron celebrated this Friendship day to cherish the bond of friendship by conducting a contest where employees had to take a picture with their office friends, caption it with the most suitable movie dialogue & tell us a unique quality about their friend. Out of 33 entries, 4 best entries were rewarded.



Contest Winners

Ewelina Kortesmaki, Ida Kaarina Koho
& Shravya Kadali

Deva Rudraiya & Balavinayagam Ravi

Shweta Parmita & Namita Aggarwal

Samruddha Suvarna & Sarleen Kaur Bedi



In 1997, the United Nation named Winnie-the Pooh as the world's Ambassador of friendship

Independence Day

Independence Day is the best time to examine who we are and how we got here. It is a time when we remember our brave freedom fighters who sacrificed their lives for the country and pay tributes to them with pride.

Like every year, Trivitron celebrated Independence Day with great zeal and patriotism. The office was decorated with tricolour balloons, flags and ribbons which were a reflective of patriotism and love for the nation.

We also had Independence Day Theme in which employees dressed up in any of the preferred colour(s) from our National Flag.



By law, the only material to be used for making flag is 'khadi'. Khadi Development and Village Industries Commission holds the right to manufacture the flag and allocates it to regional groups.



The day is celebrated with fervour, zest and enthusiasm. The much awaited evening began with the arrival of Mrs. G Gomathy who unveiled the logo of Pankh, thus officially launching the initiative.

Employees from each location of our offices made alluring collage & video and expressed their gratitude.

Each and every video was highly appreciated. The best collage & video was made by Bome and Delhi teams. The day culminated with a cake cutting ceremony which was done through virtual setup. During the course of the celebrations, the directors and other board members shared their memorable experiences with Dr. Velu. The evening concluded with tasty snacks and mouth-watering treats.

FOUNDERS DAY

“TEACHERS' DAY”

Teacher or Mentor, creates a beautiful sculpture from an unshaped stone. Not only they provide guidance, motivation and emotional support, but they play a significant role in an individual's personal, social and professional development as well.

We @Trivitron celebrated the efforts of our Gurus by organizing a contest where everyone was requested to write few lines about their Guru, who had had a positive impact on their lives. The 4 best entries were rewarded.



Contest Winners

Reena Rajan

Deva Rudraiya

Nayan Shankar

Ali Khalid Mahamud

“INTERNATIONAL GRATITUDE DAY,”

Gratitude means thankfulness, counting your blessings, noticing simple pleasures, and acknowledging everything that you receive. Giving thanks makes people happier and more resilient, it strengthens relationships, improves health, and it reduces stress.

We tend to forget that happiness doesn't come as a result of getting something we don't have, rather than by recognising and appreciating what we do have. This Gratitude Day, we conducted a contest to draft a short thank you note for the person whom we are grateful to. The 4 best entries were rewarded.

We celebrated this day at our office by creating a “Wall of Gratitude” where all employees had put thank you notes for each other.

Contest Winners

Faith Mueni King'ola

Rohit Ranjan

Gaurav Prakash

Kajal Bhagat

•HARMONY DAY•

Harmony Day is a platform for the team to connect with the organization and know about the existing state of affairs of the company. Benefiting the team greatly, the sessions not only build trust, but also reinforce a sense of responsibility and accountability within us, consequently pushing us to take giant leaps on route to success.

It includes departmental updates and various fun team building activities, wellness session and an exciting felicitation ceremony where various accolades and awards are presented. Currently we are practicing this in India & THME.





LIFESTYLE MANAGEMENT SESSION

With corporate employees spending 60-70% of their time in offices, workplace health is not an option but a necessity. There are a number of lifestyle factors that are known to impact your overall health and well-being. We @Trivitrion organized a Lifestyle Management Session to create an awareness among people. The sessions also included interactions from experts where the team was informed about various life-style disorders, time and stress management, and about various other aspects of healthy living.

EYE CAMP

We @Trivitrion organized eye check-up camp. We understand the importance of taking adequate care of eyes, and wanted to ensure that our employees have a healthy eyesight.

The entire team was highly enthusiastic to participate in the eye check-up camp. This program was aimed at providing the employees with the status of their eyesight, making them aware about necessary care for healthy eyes and offer solutions to those who required it.



DENTAL CAMP

A smile is often the mark of the beginning of a great relationship. And for a set of shining white teeth and healthy gums, maintaining good oral health is absolutely essential. We @Trivitrion organised Dental Camp to make the team aware of oral hygiene. The team with great interests, took part in the camp and got their tooth checked.



GUEST SPEAKER

Hi Trivitronians,

Every endeavor pursued with passion produces a successful outcome regardless of the result.

Employees are the biggest asset of a successful organization. At this moment, we are in the midst of a high growth phase and expanding into new avenues across the globe, led by our leader Dr.GSK Velu, whose vision and thought process continues to motivate each one of us through a prosperous career journey.



Customer Centricity is the key to organizational success and plays a vital role in defining an employee's career. Customers may be external and/or internal, based on the individual's job responsibility. Looking back at my journey in Trivitron Healthcare, it gives me an immense pleasure to share the 20 years journey filled with rich experience & knowledge.

Trivitron Healthcare is an organization where dedication and success of an employee has always been recognized by expanding opportunities, backed by a well-defined career path. As per our MD's quote, "Belief and Positivity is the key success to sail through in this competitive market scenario". Today we stand unique in the market being an only Indian multinational company to offer one - stop -solution for the entire spectrum of healthcare. As an individual Trivitronian, we need to nurture this approach to gain space and expand our Horizons. Several platforms exist within the organization to enhance our capabilities. Active participation by each one of us to help continually refresh our skill sets is a must to build a Successful organization.

A healthy body breeds a healthy mind & Vice versa- I appeal every Trivitronian to take care of his or her health to lead a successful and happy life.

You become a Star not because of your title; you become a star because you are adding star value to the company -
N.R.Nrayana Murthy, Founder Infosys

Brahadeesh Mathrubhutham
President,
Imaging - Chennai

TRAINING & DEVELOPMENT



TRULY SAID WHERE THERE IS A CHANGE THERE IS MORE SCOPE OF INNOVATION, CREATIVITY AND MORE IMPROVEMENT. THERE IS ALWAYS SCOPE FOR IMPROVEMENT NO MATTER OF YOUR CURRENT POSITION.

ORGANIZATION IS FROM ITS PEOPLE AND ITS SUCCESS DEPENDS ON EMPLOYEE'S PERFORMANCE. TO MAKE THE LEARNINGS KEEP GROWING AND KEEP MOTIVATING THE EMPLOYEES, TRIVITRON HAS LAUNCHED BELOW INTERVENTIONS FOR EMPLOYEES.



P.R.I.D.E

P.R.I.D.E (Personal responsibility in delivering excellence) is 3 months intervention focusing on delivering excellence through the development of the back office employees. Through this program participants were able to understand the Big Picture along with the deep understanding of the ownership, responsibility and accountability. This program also helped the participants to realize their IKIGAI. There were many more learnings from the workshop that would help them deliver excellence in their work.

SDP

SDP (Supervisory Development Program) is 4 months intervention specially designed for Mid to Sr. Level Managers named as ARJUNA focusing on delivering the skills on Building and managing cohesive Teams.





CHAIRMAN'S CLUB

Leadership is critical to an organization's success. While it is essential to have strong leadership at the top of the organization, effective leadership is essential for achieving organizational goals. Keeping this in mind, we @ Trivitron have reframed the Chairman's Club Model along with representing the top performers of the Group, this program also aims at developing the chosen ones and prepare them for future Leadership under the guidance and Mentorship of our Chairman and Managing Director with the help of external consultants through one on one coaching. This year 25 members are a part of this journey.

FTG (FAST TRACK GROWTH)

FTG (Fast Track Growth) a coaching intervention, offering advanced learning opportunities to selected positions by external coaches. We @Trivitron launched this program with 28 members with the idea of building capabilities for future success.



YOUNG TURKS

The Millennial (55% of Tvt Population) are often associated with vibrancy, joyfulness, enthusiasm and passion. They are curious to learn new things and ready to explore the world. They are the future!!!

In order to tap their unleashed energy and their untouched potential, we have launched the Program "Young Turks" with a focus to recognize the extraordinary talent of our young champions and put an emphasis on their growth and channelizing their ideas to nurture them to become the brand ambassadors of Trivitron. This year 30 members are the part of this journey.



Timo has completed 4 years at LabSystems Diagnostics. He started as the Product Manager and right now he copes with the whole operations logistics, procurement and production. His journey in LabSystems has been quite interesting as he has been working with teams across continents that has given him an opportunity to meet and work with people of different culture and ethnicities. Talking about his journey at LDx, he says-“It has been a privilege to get to know all those skilled people. On the other hand, we are also part of the international Trivitron Group. It is astonishing to find out that even though, being a part of a multinational group that operates in a number of countries globally, I have had opportunity to personally know people throughout the group”.



Something about Timo: Timo graduated as a Licentiate in Science of Technology (PhD) in 1995 with biochemistry as my main subject. After which, he worked at Point of Care Diagnostics at R&D and production for 5 years. He gained experience in manufacturing and management from his previous career at Finnish Dairy Giant, Valio, where he was associated as SVP of a 100M business unit in a juice processing factory. He was directly involved in making a Quality Management System for the establishment and dealing with International partners.

He is living with his grown up son, daughter and two cats. He loves to spend time by indulging himself in amateur theatre, dancing, collecting mushrooms, studying mathematics and reading novels.

Timo Hietala
VP Operations,
LabSystems Diagnostics

Change your Behaviour

Developing yourself as a leader is not easy: behavioural change is hard, time consuming, and frustrating. However, removing the first common roadblocks to change can make your path to self-improvement better.

01

Take Ownership

If you don't think you can change, you can't. Believe in your ability to change and take ownership before getting started.



02

Be patient

Positive, lasting results take time, usually 50% to 100% longer than most people initially think.



03

Accept Difficulties

Real change takes real work. When setting out, be prepared to face challenges you didn't anticipate.



04

Refuse to be Distracted

Something more important will inevitably come up. You need to make your development a priority and refuse to let distractions divert your path.



05

Maintain

Once you've started to see traction, don't declare victory. Sustainable change requires maintenance over a lifetime.





S. BHOOSHAN RAM (S/O) S SRIKANTH

(ASSISTANT GENERAL MANAGER, FINANCE & ACCOUNTS - CHENNAI)

His passion towards drawing developed at a very early stage and currently he is 12. He joined drawing classes and this led to build his interest into it.

The drawing depicts the story about a crocodile catching an elephant, but the elephant yelled Lord Narayanan and Lord Narayana came to the rescue by hurling his chakra.



MRS. ANUPAMA PAUL (W/O) AMIT PAUL

(MANAGER, DIAGNOSTICS - MUMBAI)

Dance is more than just a sport, it's a passion. Dance is something you work hard for, something you put all of your spare time and effort, with this believe, Mrs. Anupama Amit Paul is an excellent Bharatanatyam Dancer & Zumba Trainer.

She completed her PG in M.A. (Political). According to Anupama dancing involves technique, timing, eye and hand coordination, rhythm, emotion and personality. She started practicing dancing since 1997 and her career in dancing started since 2008 from West Bengal and received many awards since then.

She has her own dancing class for Children where she teach them Bollywood, Contemporary Dance Style and Zumba classes for working women and housewives. Not only she teaches but also competes in competitions & performs at community & District level events. She also showed her spectacular performance in Trivitron Jalsa_2019.



HEALTH TIPS

People with hypertension often need several medications to control blood pressure. But lifestyle changes can ratchet it down too. Here are some natural ways to lower your Blood Pressure.

Exercise more

People who get moving are often able to reduce the number of hypertension medications. Pick something you like—walking, running, swimming, cycling—and stick with it.

Take potassium in diet

You probably know that eating too much salt can raise blood pressure, but most people aren't aware of the benefits of potassium, which counters sodium's ill effects. Most don't get enough of this mineral. People with hypertension may especially benefit from upping the amount of potassium in their diet. A few good sources: bananas, baked potato with skin, orange juice, and non-fat or low-fat yogurt.

Cut Salt

People with normal blood pressure, moderately high blood pressure, and full-fledged hypertension can substantially reduce their blood pressure by cutting salt intake.

We get most of our sodium from processed foods, so stick with whole foods. When you eat foods with nutrition labels, be sure to check their sodium content.

Lose Weight

Research has consistently shown that dropping just a few pounds can have a substantial impact on your blood pressure. Excess weight makes your heart work harder. This extra strain can lead to hypertension, while losing weight lightens your cardiovascular workload.



HEALTH TIPS

De-stress

Managing stress in your life effectively may help reduce your blood pressure. People with high blood pressure look into stress management and find an approach that will be able to practice consistently.

Yoga

Yogic breathing exercises reduced blood pressure in people with hypertension, possibly through their effects on the autonomic nervous system, which governs heart rate, digestion, and other largely unconscious functions.

Skip caffeine

Coffee has some health benefits, but lowering blood pressure isn't one of them. Caffeine can cause short-term spikes in blood pressure, even in people without hypertension.

Meditate

Meditation—whether it involves chanting, breathing, visualization, or all the above—can be an effective stress-management tool for many people. Again, the important thing is that it makes you feel good, and that you can commit to doing it consistently.

RECIPE CORNER

Khaja Recipe (Layered Fritters Dunked In Sugar Syrup)

Khaja is a traditional coastal sweet that is served as a part of “Sukhila Prasad” in India’s Puri Jagannath temple. This sweet dish, prepared from fewer ingredients, is essentially the layered fritters dunked in sugar syrup.

Ingredients Used

4 cups All Purpose Flour (Maida)

2 tbsp Ghee / 2 tbsp melted butter

2 tbsp Cardamom Powder (Elaichi)

1 teaspoon Cinnamon Powder (Dalchini) , optional

Cooking oil , to cook

Chilled Water

Ingredients for Syrup

2 Cups Sugar

1 Cup water

½ tbsp lemon juice (Optional)



RECIPE CORNER

How to make Khaja (Layered Fritters Dunked In Sugar Syrup)

1. To prepare Khaja recipe, in a bowl, add the flour, melted ghee and mix well. Add cold water to make a smooth yet firm dough. Cover the dough and keep aside for at least 15 to 20 minutes.
2. Make a paste mixing 2 tablespoons clarified butter (ghee) and 2 tablespoons all-purpose flour to make a flour paste.
3. Divide the dough into eight equal parts. Take a ball and roll into rectangular shape sheet. Roll another one similarly.
4. Smear the prepared flour paste on one sheet and place another on top of it. Spread the flour paste on top of the second sheet and roll both sheets together tightly to resemble a log.
5. Cut this flour log into equal sized pieces of 1 inch each. Roll each piece vertically.
6. Heat enough oil in Deep fry pan, fry them in batches, on a medium flame until they turn golden brown on both sides. Cool them completely.
7. In the meantime, prepare sugar syrup adding 2 cups sugar in 1 cup water in a Saucepan.
8. Bring to a boil and cook till it becomes sticky.
9. Add cardamom powder and cinnamon powders to it. This addition of spices is purely optional. Switch off flame.
10. Grease a large plate with some butter or ghee.
11. Dip the fried khaja into the syrup hence prepared, when the syrup is still warm. Immediately take the well-coated khajas onto the greased plate.
12. Serve Khaja at room temperature. You could also serve them when still warm. This Khaja can be stored in an air-tight container up to 2 weeks at room temperature.



Shweta Parmita

Management Trainee,
Finance & Accounts - Chennai

LEARNING BITES

The Glass of Water

A psychology professor walked up to the stage of the auditorium while teaching stress management principle to students. As she raised a glass of water, everyone expected they'll be asked the typical "glass half empty or glass half full" question.

Instead, with a smile on her face, the professor asked, "How heavy is the glass of water I'm holding?"

Students shouted out answers ranging from eight ounces to a couple pounds.

She replied, "From my perspective, the absolute weight of this glass doesn't matter. It all depends on how long I hold it. If I hold it for a minute or two, it's fairly light. If I hold it for a day straight, my arm will likely cramp up and feel completely numb and paralyzed, forcing me to drop the glass to the floor. In each case, the weight of glass doesn't change, but the longer I hold it, the heavier it feels to me."

As the class shook their heads in agreement, she continued, "Your stresses and worries in life are very much like this glass of water. Think about them for a while and nothing happens. Think about them a bit longer and you begin to ache a while. Think about them all day long, you will feel completely numb and paralyzed – incapable of doing anything else until you drop them."

Its important to let go off your stress and worries. No matter what happens during the day, as early in the evening as you can, put all your burdens down. Don't carry them through the night and into the next day with you. If you still feel the weight of yesterday's stress, it's a strong sign that it's time to put the glass down!



JOKES

A Bald Man went to a Barber shop.
Barber in anger asked: Shall I cut or count?
The Old man smiled and said: "Colour it!"
Life is to enjoy with whatever you have with you.

Naughty kid: Hello! Do you have a refrigerator?
Man: Yes, I have. Who are you?
Kid: Is it running?
Man: Yes
Kid: Get hold of it.....Otherwise it might run away.
The man slams down the phone.
After few minutes, the phone bell rung again.
Naughty kid: Hello! Do you have a refrigerator?
Man (Angrily): No, I don't have.
Kid: "Didn't I tell you to hold it?"



JOKES

Husband (Calls up Hotel Manager from room):
Please come fast, I am having an argument with
my wife and she says she will Jump from your
Hotel window.

Manager: Sir, I am sorry but this is your personal
matter.

Husband: No, The window is not opening. This is a
Maintenance issue.

Santa Had A Leakage In The Roof Over His Dining Room.
Plumber Asked: "Sir When Did U Notice Leakage in Roof ?"
Santa: "Last Night.... When It Took Me 3 Hours To Finish My
Delicious Chicken Soup"

A husband and wife were dining at a 5-star restaurant.
When their food arrived, the husband said: "Our food has
arrived! Let's eat!"

His wife reminded him: "Honey, you always say your
prayers at home before your dinner!"

Her husband replied: "That's at home, my dear. Here the
chef knows how to cook."



PUZZLES WORLD

Find Six Hidden Words In The Given Picture



Find out the number of tigers in this picture



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

The Stolen Coins

The raccoon on the seesaw couldn't hold the heavier bear off the ground unless he was carrying something heavy. Since gold is one of the heaviest metals, Slylock suspects the raccoon is the thief and has hidden the coins in his clothes.

Murder at School

The math teacher killed the history teacher. He claimed that he was giving a mid-year test, but it was the first day of school. This "simple" math puzzle for children has left the internet stumped.

ANSWERS for EDN 09



WINNER

Ansh Dev Ravi
Content Writer
Marketing - New Delhi

Ciao

