HR NEWSLETTER

Edition - 13

WHAT'S NEW AROUND YOU

4 TIPS

BOOST YOUR IMMUNITY

ALL FOR ONE, ONE FOR ALL

- Rajesh Patel

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GREETINGS TO ALL!

2020 has introduced complex difficulties. But we worked together to find solutions, we've seen these challenges lead to new understandings, experiences, opportunities for growth, and hopefully, progress towards a stronger, more manageable, and resilient society. As we navigated across the most dramatic and unpredictable time of this century, with physical distancing in place, we have enhanced connections with our online tools, while still meeting client needs. The prevailing health crises has extended the potential of digital interaction, revealed insight into what needs to improve and hastened progress towards newer approaches of working together.

Chandra Ganjoo
Executive Director & Group CPO

From the beginning of the COVID-19 pandemic and the subsequent lockdowns, Trivitron and all its subsidiaries has easily changed to remote working with no impact on delivery of our service. Every business vertical of Trivitron Healthcare remained fully operational and will continue to do so. Our business methodologies continues to function on a business as usual model, and our work strategies' updates have been introduced and accepted on time, according to our normal schedule. To support this, we have introduced required technological requisites and have ensured all key operational staff within our organization remain working remotely.

However, in the course of recent months, we have seen gradual easing of lockdowns that we have all faced since March, in most regions around the world. With this, to support the economy and to continue our support to the healthcare ecosystem through our offerings, during these critical times, we, like many other organizations, have started plans to safely return to work.

For us, at Trivitron, our first priority remains the health and safety of our employees, customers and partners therefore, all our re-opening decisions are in lines with the guidelines issued by the state and national health agencies. We have, introduced COVID specific protocols to limit human-to-human contacts, ensure adequate social distancing and hygiene. We will also continue to assess the risks and COVID-19 cases by community and geographical location of our workplaces daily to conform our return to-office decisions.

We are proceeding to take a mindful and extremely cautious approach to guarantee that, under no circumstances, we in anyways, lead to the transmission of the virus. You can be assured that any of our re-opened work places and functioning manufacturing units have implemented robust health protocols to keep our people, clients, communities and team members safe, including thorough cleaning conventions, physical distancing protocols and so on, as required.

While the way we work might feel different today, we will always remain focused on delivering a hassle-free and tailor-made experience for anyone who is associated with us whether we connect virtually or in person. As we move forward, with care and concern, we shall remain cautious of the existing situation of the community.

The past few months have taught us a lot. At Trivitron, we are together to support each other and adapt to the new normal.

My heartfelt gratitude for your support and collaboration. You are free to contact me anytime if you feel the need to share your support or any suggestions.

Stay safe and well.

Kudos

The world is seeing a crisis of unprecedented nature and effects. All the scenarios experienced up until now have been suddenly overwhelmed by this unstoppable chain of events.

As an organization dealing in the some of the most essential health technology products, we Trivitronians, are united by a common culture of discipline, flexibility, and co-operation that makes us unbeatable in the face of events like this, in the face of adversity. We are going to overcome the difficulties of the moment, and we will do so, as always, by helping society do the same, in all the countries where we operate, co-operating responsibly and in solidarity with the authorities.

It is crucial that we sustain the present efforts to be able, as fast as possible, to return to the path to prosperity and development that we have temporarily had to leave in the background.

Undoubtedly, this crisis is going to bring about irreversible changes in the ways that we think and work however, kudos to us that we as a team have been able to roll out telework and other flexibility measures to all the activities of our company. The progress already made in digitalization and in the introduction of new ways of working have made this possible. This must serve as a platform for us to speed up our transformation as a company so that we will always be prepared for the unexpected.

The effects of this pandemic present us with new challenges. However, together we will be able to meet these challenges, with the help of our teams, customers, partners, providers, shareholders, and representatives.

We are all setting an extraordinary example of commitment, professionalism, and solidarity proving the fact that united, we will emerge from this crisis stronger.

For everything we did, and the pain we took during this pandemic...Kudos.

EMPLOYEE ENGAGEMENT

IF YOU FULFILL THE WISHES OF YOUR EMPLOYEES, THE EMPLOYEES WILL FULFILL YOUR VISIONS

- Amit Kalantri

Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work.

It goes beyond activities, games, and events & drives performance. Now, during Covid Crises, that much of the country has adjusted onsite work and settled into a work-from-home routine, it's important for leaders to actively foster engagement and productivity in the daily lives of employees.

The practices that great managers use are amplified when the entire team is fully remote and under stress.

To sum up it is said that when leaders throughout an organization take an active, genuine interest in the people they manage, when they invest real time to understand employees at a fundamental level, they create a climate for greater morale, loyalty, and yes, growth

LEARNING FESTIVAL

With business landscape changing dynamically - one of the key elements of increasing employee engagement and satisfaction in the workplace remains giving employees the opportunity to grow and develop. People need to be continually learning and see that they have the opportunity to move up the career ladder and learn new skills in these difficult times.

Constant "upskilling" is no longer just a buzzword; it's the new normal. As many as 77% of employees across the globe feel that they need to develop new skills continually to keep pace in their careers. The benefits of lifelong learning are plentiful. Employees who constantly evolve their skill-sets are able to take advantage of the latest learning techniques that translate to better productivity and innovation. Thus improving their loyalty by valuing their individual growth.

In Order to deliver the value and experience of the virtual training programs as similar to onsite learning – we have initiated the "LEARNING FESTIVAL". Runs every Saturday for 8 Weeks with 8 Topics and 8 Trainers. Through this initiative we tried and ensured that all learning aspects and stakeholder interests are covered. The programs are a perfect blend of relevant content, virtual exercises delivered through renowned empanelled experts.

01

Tales from Siachen: Lessons for Self Leadership

- History of Siachen
- Operations at Siachen
- Adverse conditions for operations
- Lessons from Siachen & correlation with Corporate
- Leadership & Myself

- Group Captain Nitin Welde
Indian Air Force Speaker & Facilitator

02

Emotional Intelligence - Understanding the fundamentals

- Find out your Self Awareness
- Label their emotions
- Being aware, knowledge of EI and Personal competence
- Building relationship and giving all the heart and soul to it

- Dr. Anju Chawla
EI Coach & Author

03

Take Charge- Stop Procrastination

- Stop Procrastinating and take control of your life
- Beat Procrastination
- Handle your fear of Failure

- Siddhartha Gandhi
Ignite thoughts, Challenging Beliefs

04

Mindfulness Living- A Way of Life

- Mindfulness Habits one can practice everyday
- How to live in the present moment and practice it
- Skills to build love and compassion for yourself
- Art of dealing with conflicts and emotional triggers.
- Art of vulnerability and setting healthy boundaries.

- Sandeep Nath
Inner Power Coach

05

6 Thinking Hats – Parallel Thinking

- What are the 6 Hats and its significance?
- How to deal with one thing at a time Concept to simplify thinking
- How to deal with emotions, logic, information, hope, and creativity separately instead of jumbling up.
- How to conduct thinking as beautifully and efficiently as a conductor might lead an orchestra.

- Puja Thakur
Coach, Image Consultant & NLP Practioner

GUEST COLUMN

All for One, One for All

First of all, I hope you and your loved ones, all are in good health.

As we slowly moving towards the new normal, we must not forget that these are trying and uncertain times. Most of you might have had spent a number of days working from home and have either resumed, or about to resume to office or in field. While it's essential that we adopt to new approaches for communicating to safeguard the health of our networks, doing so, can bring moments of unease and isolation.

Rajesh Patel
CEO - IVD

At this juncture of time, I want you to know that, at Trivitron, we are all for one and one for all.

Our primary objective remains the safety and wellbeing of our teams, clients, channel partners, their families and everyone who is associated with us in any ways.

As a leading Indian health technology organization offering critical lifesaving technologies and medical equipment, it is the need of the hour that we keep our teams functional and resume to our services at full swing.

We have been, till now, working remotely, and are very soon, to initiate full-fledged working and those who resume to office as well as fieldwork, will be maintaining social distancing and other guidelines issued by public health authorities.

Regardless where our teams are located, or how they are functioning today, I expect, we strive to keep on serving our clients with a similar uprightness and enthusiasm as we did before this pandemic, once we go 100% functional.

At the moment, nobody knows for sure how this health crisis will play out. What we do know is that businesses that respond promptly and conclusively will manage to reduce the negative impact that the pandemic had inflicted over organizational continuity and business results.

As I conclude, I would like to acknowledge that I am grateful. Grateful to all of you for working tirelessly since we witnessed the first case of COVID-19 in March. I am also grateful for the sacrifices that the entire Trivitron has made to stay home and stay safe as we navigated through the pandemic, every passing day. Remember, no one is alone. Every business in the world is facing this, and none of us had time to prepare. As a team, we will stand for each other and support each other in whatever ways we can.

Take Care.

KNOW YOUR NEIGHBOUR

Dick Oranja holds a management degree in Finance from Kenyatta University. He is a sociology graduate and has also successfully completed postgraduate diploma in Business Management from the Kenya Institute of Management along with Chartered institute of banking and ING marketing master class in South Africa.

Dick Oranja
Country Manager - THA, Nairobi

Dick started off as a Sales Rep in Crown healthcare in 1998 and worked his way up the ladder in the same organization to become the Head of Sales and Marketing, a position he held for 8 years. He had been offering immense contribution, particularly in the startups, mentoring and subsequent development of the sales and marketing team. He also had a short stint with the Chicago based microfinance banking firm, "Opportunity International" whereby he served in the positions of both Branch Manager and later Operations Manager.

Dick joined Trivitron Healthcare Africa in Feb 2018. He has set up a good team that currently drives the Trivitron Healthcare Kenya operations, acquiring a sizeable portion of the customer base within a short period and making the THA brand to be known within a short period in Kenya. He also led setting up of direct operations in Uganda and channel partners 4 other countries, Somalia, Ethiopia, Rwanda and Tanzania. Notable successes achieved under his leadership include: sale of over 20 Ultisys 40 in several parts of Kenya and Somalia, making the Kiran Ultisys 40 to gain first recognition as the brand of choice in X-Rays in the region.

As of now, Dick remains focused in increasing the profitability of the THA (Kenya) and and development of THA(Uganda) , the latter which has already been registered with an Operations Manager.

Dick expresses his gratitude to the management, particularly to Dr Velu, Peri, Chandra and Shayne for their constant guidance and mentoring throughout his corporate journey. He also acknowledges the support and commitment that he has received from the entire THA family.

I'M GOOD
BOOST YOUR IMMUNITY

THE MOST POWERFUL FORCE TO MAINTAINING A GOOD IMMUNE SYSTEM IS THE POWER OF POSITIVE THINKING AND NOT ALLOWING YOURSELF TO BE UNNECESSARILY DRAINED EMOTIONALLY BY WORRIES AND FEARS

- Frederick Lenz

1) **Healthy Lifestyle:** your first line of defence is to choose a healthy lifestyle. Every part of your body, including your immune system, functions better when protected from environmental assaults.

2) **Diet and your Immune System:** Like any fighting force, the immune system army marches on its stomach. Healthy immune system warriors need good, regular nourishment.

3) **Exercise and Immunity:** Regular exercise is one of the pillars of healthy living. Exercise can contribute to general good health and therefore, to a healthy immune system.

4) **Age and your Immune System:** Compared to many other bodily function, most people's immune systems actually do really great at any age, depending upon the healthy lifestyle.

   As life expectancy in developed countries has increased, so too has the incidence of age-related conditions.

GET CREATIVE

I love food and eating it too, who doesn't? When I am enjoying a meal all I am thinking about is the next one. I was 22 when I started cooking; up till then, I just ate.

YES! I'm in love with food! Food is the medicine for my melancholy. Deep, untamed, uninhibited love that runs deep in my veins – and definitely my stomach for that matter. I love everything about food, the irresistible fragrance, the amazing colours and the rich overwhelming taste, can make a mundane day interesting and exciting. My love for food is not all about eating. I enjoy cooking as well. I love to learn everything about food all the history, the secrets and tricks that I can use in cooking. I don't see my love for it as an embarrassment, it is just knowledge.

Rohit Singh
Extended Family Member

Food and its story fascinates me to my core, how a humble potato travelled from south America with Portuguese trades came to the western coast of India in 17th century along with tomato, chillies and other crops. Every incident and war has given our kitchens something new to relish. When the army of the Maratha king Shivaji moved north to challenge the Mughal Empire during the 17th century, the chilli was also introduced to north India from the western coast.

Food is a catalyst that brings people and their cultures together on the same table, there is nothing more fulfilling then having your friends and family together on the same table breaking breads and chitchatting through the night.

What will be better way to complete a meal than a Meetha Paan. Just like food a simple beeda brings cultures from the Gulf countries to Islands of Southeast Asia together in the same mouth full of pure sweetness.

Like breathing, eating or consuming food is very important for our survival, so the person who prepares this sustenance brings me a lot of joy. Once you start cooking, then eating what you make might not bring you the same amount of joy, but when someone else enjoys your cooking that will fill your soul. After a very long and tiring day nothing soothes me better than making myself a cup of coffee with a bowl of ramen noodles. I believe that real flavour in one's cooking comes from the love they add in it. That is why there is no better cook then a mother cooking for her children.

Food is more than just human fuel it a celebration of flavours and cultures which took years to travel and develop for you and me. "Zindagi Chand Achi Davto Ki Ek Lambi Dastan Hai" so enjoy it while it lasts.

HEALTH SECTION

A healthy immune system reduces your chance of viral infections & flu.

Cut down sugar

Keeping tabs on how much sugar you're swallowing is an important part of a heart-healthy lifestyle. The empty calories from added sugars in desserts, some drinks and candy can lead to weight gain and spikes in blood glucose levels.

Take proper sleep – stop binge watching NETFLIX until 2:00 AM

A sound night sleep is just as important as regular exercise and a healthy diet. Research shows that poor sleep has immediate negative effects on your hormones, exercise performance, and brain function

Build Healthy Bacteria

The best way to build healthy bacteria is to eat a range of fresh, whole foods, mainly from plant sources like fruits, veggies, legumes, beans and whole grains.

Immunity boosting foods:

Leafy greens
Bell peppers
Mangoes
Strawberries
Mushrooms and many more

Wash your hands

Washing hands can keep you healthy and prevent the spread of respiratory and diarrheal infections from one person to the next. During the COVID-19 pandemic, you should also clean hands:

- After you have been in a public place and touched an item or surface that may be frequently touched by other people, such as door handles, tables, gas pumps, shopping carts, or electronic cashier registers/screens, etc.

Manage Stress

- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques; try meditation, yoga.

ASHURA (Noah’s Pudding)

Ashura is a delicious pudding with almost everything in it. According to the legend Ashura otherwise known as Noah's pudding, is the oldest Turkish dessert. Despite it has travelled through the ages, still it is a special dessert by many cooking in modern Turkish kitchens.

Ashura is more than just a flavoursome dessert; it is also great for the immune system, especially during the winter months. Because it is made from wheat, this pudding is rich in carbohydrates and calories that keep you warm and give you the energy you need to stay active and healthy. The nuts in Ashura also provide your body with iron, calcium, vitamin E and vitamin B, making it a favorite for the winter.

There are no set rules on how Ashure should look, be cooked or served and there are so many different versions. Today we will share the recipe which is our favourite.

Ingredients

1,5 cup wheat
- 1/2 cup dried (white) beans
- 1/2 cup dried chick peas

13 pcs of dried apricots, washed and finely chopped
8 pcs of dried figs, washed and finely chopped
1/2 cup raisins
1 cup whole hazelnuts
2 cups sugar (if you like sweeter you can increase sugar)
2 tablespoons of starch
Skin of 1 orange, finely chopped
1 cup peanuts
0,25 cup blanches almonds
2 pcs of apple

P.S: You can also use canned kidney beans and chick peas.

Preparation

1. One night before cooking, wash a few times wheat, white beans & chick peas and then place in separate bowls.
2. Add boiled water for wheat to cover and soak overnight.
3. Add cold water for the white beans & chick peas in separate bowls to cover and soak overnight.
4. The next morning, drain and rinse white beans & chick peas and place in different saucepans with fresh water and boil them separately till they are soft. You can use pressure cooker to save time.
5. Repeat the same procedure with wheat in separate saucepan.
6. Add all the ingredients you cooked into one saucepan with adding water to cover them
7. Add sugar, diced orange peel, raisins, dried apricots in mixture and stir occasionally with wooden spoon until it gets consistency.. You can adjust the thickness with adding more hot water.
8. Crush 2 tablespoons of starch with half a glass of water and add into mixture 5 minutes before the stove.
9. Chop the peeled apple, dried figs into cubes and add to the saucepan and cook for a few more minutes, stirring constantly, and remove from the heat.
10. Add the peanuts, hazelnuts, almonds and allow it to cool.
11. Transfer pudding in serving bowls
12. Decorate with the garnishing ingredients (nuts, cinnamon and pomegranate seeds).
13. Store it in fridge.

LEARNING BITES

IN THE EAGLE THERE IS ALL THE WISDOM OF THE EARTH

- Lame Deer

Keen Eyesight: Make plans and don't live for the moment. Don't ever underestimate a man with focus and great vision, he will not only make a great leader but he will also live a meaningful life as he leads his life towards the gates of destiny.

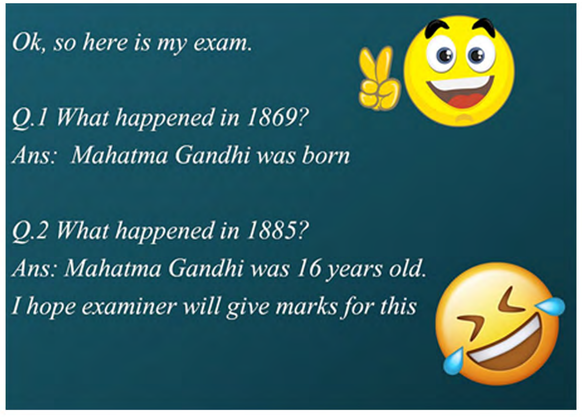
High Flyers: High flyers stand out of the crowds; they live an outstanding life. When you soar high above obstacles, you create an extraordinary class of your own

Fearless: In life, we must learn to be fearless in the pursuit of success as we face the challenges on our way squarely knowing that the only option is a victory.

Nurture your younger Generation: Great people invest in the younger generation by teaching them the lessons of life with love. They give their mentees daring challenges but never forget to empower and direct them in the proper way.

JUST FOR FUN

01



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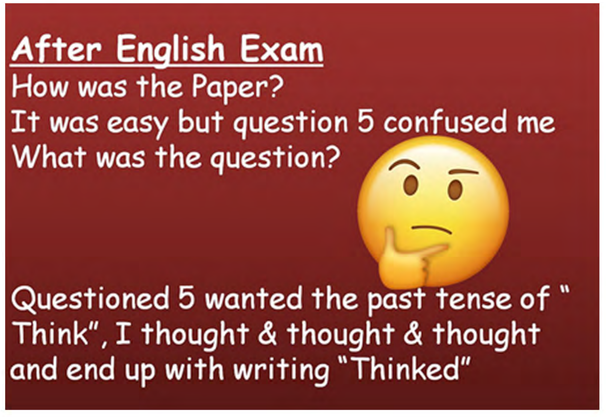
04



SOLVE

Find the missing number

5	7	6
4	4	4
8	2	??

Find as much happiness as you can

Happiness

Z M E D I T A T I O N K C P I W A Y P E H O V Q
O G H E L P F U L B S I L L Y F P F A H D L F Z
T I V S K N A T U R E W N E D G R C H W D W H D
S J L Q K V U U Q Z F E E E F A T F V F I Y L P
W H S R W C H F W V I V R G R M M C E O G I L Q
P V U B N W A C G D D G I I W E H S M B H Q S C
T V N O H L P B H K P E J S V S X H B O N N J D
Q W S L C Q P D F U L Q Q U O F O M D G F K X Z
R A H G F C Y Z K Q A B U G D X T K U H A E U D
Y R I E E Q T V Z Y Y R A I N B O W S C L P B S
M I N P R Z R U A M Q I X H U G S L O V E D S X
Z X E C D H Y W R B T X K C M A E U X S W T I W
N T I S X K A Y K E T X Q O Q N J W T T H O Y T
C M P A B C L A D B Y W X Q T Z L D V E Z U I M
D O V R Z R A H W G W V G G R A T E F U L C F B
M O D F C O W P O S I T I V I T Y L G B H O R U
J D P E X E R C I S E A M F U N O O Q L O Z I D
C S R R E K Y N H N R Z I A A F F J N B P J E S
K O U X G E F A I A U M Q M C D R T Z L I A N M
F R T K U J F F R X W Y T I Q C N P O I Z E D I
R Z T U R L H I C K H C I L U Q G N W B C L S L
D L U T G O N U F M K L W Y O W E V L G W Y U E
J B B Z I Q B J N L H K V P I R G L A S J V Q L
Q H Y F U N G U F Y S K I N D N E S S D J O Y X

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

ANSWER FOR PUZZLE (Edition-12)

1. Code – 042
2. 6 hidden words – wet, storm, showers, damp, puddle, clouds

WINNER

Sameer Meher

Service Coordinator
LDX-India

CIAO