

EDITION 14

# HR NEWSLETTER

## Re-envisioning the Future Of Work

In The New Normal

- Sudip Bagchi



### Mental Health Awareness

Silent no more: Giving voice to  
mental illness

### Get Creative

SCOUTING -  
Gizay Cem Taşkırdı (Production Sp.)

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**Chandra Ganjoo**  
Executive Director & Group CPO

Year 2020 has been a year like no other in our lifetime and I am sure, it will be next to impossible to eradicate those memories till the end of our lifetime. It touched every region, religion and culture thus, reinitiated my belief in the philosophy of "One race - One human family." Definitely, there is science behind COVID 19 but I am sure, a lot of us will agree in accepting the existence of a Superpower which we all believe in, and I pray to that Superpower to have mercy on one of his finest creations-the human race, and let the Year 2021 be beautiful, happy, healthy and peaceful.

The year 2020 has taken us by surprise. The misery that we have all been through, needs not to be brushed aside, but we all need to learn our own lessons from what we all have gone through. If it was a Year of uncertainty, it surely gave us some reliable relationships; if it was a Year of health and humanitarian crises, we saw communities coming together to help each other, if it was a year of recession, it made us find innovative ways to sustain growth.

It made us believe in ourselves and the power of being together, it made us aware that our health, our loved ones and our communities need to be taken care by us, and it also made us realise that we all, knowingly or subconsciously, speak the same language of care, love, affection and togetherness.

I could not be more proud of how Trivitron has continued to move forward despite considerable obstacles arising from the pandemic. As a team, we fought against all adversities to keep supply chains running, departments functional and organizational growth sustained.

Some of the ways we enabled our teams to continue honing their skills include launching various training sessions, online workshops, health camp, company sponsored COVID diagnostic program and motivational webinars.

By the mid of June 2020, after heavy investments and carefully supervised procedure, we established 3 new R&D and manufacturing facilities in Delhi, Vishakhapatnam and Mumbai. Projecting unwavering commitment to our resolve of offering path breaking COVID-19 solutions, we developed an entire portfolio of COVID-19 technologies, making use of the existing R&D and logistic infrastructure thus, positioning ourselves as one of the largest Indian health technology organizations offering a comprehensive range of COVID-19 focused solutions, with arguably the widest range of COVID -19 technologies.

Speaking of product portfolio, it fills me with great pride to reiterate the fact that Trivitron and all our subsidiaries will continue to explore, research, innovate and unveil a range of advanced health technology products, to ensure best healthcare continuity and sustenance.



This year, during the time of uncertainty, when thousands lost their livelihood, one of our top priorities has been to establish an all-inclusive and a people oriented business model so that our people don't lose trust in us and to achieve this, we hired 200+ employees at various levels across different departments. This, not only facilitated us scale up our services, but also helped us to sense and respond to the unique market situations in various regions and tailor our responses according to the needs of all stakeholders. In 2021, I look forward to continuing our mission to ensure our work processes and business models represent our teams, people, and members.

The management team played a significant role in supporting our teams, forming our strategy for future, and serving as a constant source of guidance and expertise. On the other hand, the teams under their guidance, performed exceptionally well staying connected digitally to keep departments functional. I want to actually thank each one of them for their administration, and giving up incalculable hours.

It has been quite a year, and I could not be more appreciative of the positive mind-set that we, as a team, brought in the midst of tough challenges—balancing substantial responsibilities with caring for friends and family and staying mentally resilient through a dramatic spate of global events.

I hope you all carve out some very well-deserved time in the coming year with loved ones. The New Year shall bring for us, a new dawn of prosperity, progress and immense learning. While we enter 2021, we shall remain committed to advancing our goal of making Trivitron the largest health technology organization in the world.

Best Wishes for the New Year.

**Chandra**





# KUDOS

The pandemic led to a sudden halt to our normal lives. While the consequent lockdown had several effects on our life, anyhow, we survived the pandemic. The virus and all sorts of information about the pandemic became hot-topics for us. Optimism circulated as we remained connected, and social media became the most important tool to sustain our mental health. Now that we have successfully roved out of 2020, it is for sure, that many of us would have found greater happiness in bidding farewell to 2020, than welcoming 2021. The year that went by, left us with bitter experiences however. The one major thing which that wild year taught us is, to count our blessings and really focus on the things that make us happy and keep us connected.

Also, for a lot of us, 2020 has also been a year of self-reflection and gratitude. So it's only fitting that, as we enter the New Year, we take few moments to reflect on those things we're thankful for so we shall,

## ***Express Gratitude and stop Complaining:***

At this point, we are experiencing a digital era where work ways and business measures have changed, we have encountered significant changes in our way of life, and have reviled everybody on the planet and now there's nothing more we can do about it.

So why not start counting our blessings and try sustain them throughout our life time.

- 👍 We have always complained about less time for leisure activities. Thanks to the virus induced lockdown, we found a lot of time plenty of time for recreational activities. Arguably, that was the best part of the lockdown.
- 👍 Work priorities have pushed family time at the backseat. The pandemic and the lockdown made us realize the value of family, strengthening our familial bonds. Let's appreciate that.
- 👍 Almost all of us, during the lockdown, tried to taste and cook some of the tastiest delicacies at home with the available ingredients. We could have never thought of doing that, before.
- 👍 We must be thankful that we found time to keep ourselves busy and fill in the 'gap of emptiness'
- 👍 We were blessed to have plenty of time to spend with our friends, family and loved ones either in person, or through digital means.
- 👍 With almost every business sector allowing work from home, we learnt to survive with minimum essentials.
- 👍 We bought only what's most important this helped us save more and waste less..
- 👍 We did our household chores on our own, did Yoga and exercised at home and most importantly, we managed to live without house help!!!!..Bingo. !!!

The changes that the pandemic brought

While we all agree that the pandemic has led to sweeping changes in our life style and work methods, the change didn't just remained limited to ourselves.

***Did you notice how it had impacted our surroundings?***

The pandemic induced lockdown has shown how beautiful the world is. With no vehicles plying and factories not releasing toxic waste in water and air, we were blessed to have been staying midst pristine surroundings. The air became cleaner. The surroundings got fresh.

Beautiful isn't it?? Why not we continue keeping the surroundings clean and pollution-free. Just imagine how beautiful things will become. Something to really be thankful for.

There must be many other things as well, to be thankful for. Just imagine.

***And we would love to hear it from you.***

Do let us know, what, in your opinion, makes you feel thankful about the pandemic.

Share your thoughts with us and stand a chance to get featured in the next edition of the HR newsletter.



# EMPLOYEE ENGAGEMENT

**Employee Engagement** is a workplace approach designed to ensure that **employees** are committed to their organization's goals, objectives and values, encouraged to contribute to organizational success, and are able to enhance their own sense of well-being.



Engaged, motivated **workers** have higher **employee satisfaction**, which leads to enthusiasm in their role and overall company growth in the form of higher retention and lower turnover; higher productivity; increased profitability; less absenteeism, and increased **employee** loyalty.

At Trivitron, we leave no stone unturned in ensuring that our staff have ample time to enjoy. Over the last few months, we kept our teams engaged through various team building and celebratory exercises. Few are listed below:

**‘Spandan – A family festive series’** is the latest addition to our organizational calendar as we celebrate familial bonds, and cherish the sense of togetherness, oneness and unity through various celebratory programs like Show Your Talent, Men’s Day and others.

Saturday the 21st November, we celebrated, perhaps the biggest organizational event of 2020 **‘Spandan 2020’**. An event that included Trivitronian Families Participating, Talent shows, contests, merry-making activities & much more, through virtual platforms.

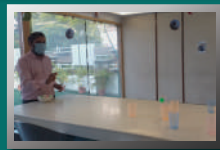




# EMPLOYEE ENGAGEMENT

## Christmas

Christmas is that wonderful time of the year when people get together with their loved ones and celebrate the day with pomp and gaiety. It is the perfect opportunity to get closer to your employees and start afresh with new goals for the New Year. Here, in Trivitron, We celebrated secret Santa in our offices with lots of team building activities and fun.



## Rockstar

**Sept'2020**  
  


**Oct'2020**  
  


**Nov'2020**  
  




# THE 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 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 ensure 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.

## Topics Covered

**Manage Thy Self:**  
Productivity Hacks you &  
Your Teams by



**Kumar Achanta**

(Professional speaker, Trainer  
& Corporate facilitator)

### Highlights:

- 📖 How to Stay Positive
- 📖 Understanding the causes of your own Behaviour and stay Self-aware
- 📖 Managing Stress
- 📖 Taking Responsibility for your actions
- 📖 The best path towards higher productivity

**27 Choices to Excellence:**  
Based on 7 habits of Highly effective  
People by



**Ramesh Sood**

(Enabling Personal Transformation, Life & Leadership  
Coach, Trainer / Story Teller / Author, Professional speaker,  
Trainer & Corporate facilitator)

### Highlights:

- 📖 Overcome Limiting Beliefs
- 📖 Identify and Work on Unhelpful Behaviours
- 📖 Make Empowering Choices
- 📖 Handle Difficult Conversations
- 📖 Manage Unhealthy Relationships

# GUEST COLUMN

## Re-envisioning the Future Of Work In The New Normal

As lockdowns are gradually being lifted, a key challenge is gradually re-entering the workspace, with regards to optimum productivity along with optimum workplace safety

As businesses start to witness recovery across sectors, there is a heightened realisation to become more agile vis-a-vis the work environment

The key to successful work cultures will be the ability to change and adapt as swiftly as possible.

The pandemic and its economic impact have presented businesses around the world with many unknown frontiers. As things are returning to a new normal, a key challenge that organizations are facing now is to obtain pre-covid productivity along with optimum workplace safety. And this can be obtained only with the right tools and resources, so that companies deliver an effective and successful 're-entry strategy' for their businesses, as well as, their employees.

Physical spaces and workplace dynamics are now being re-thought, re-drafted, and re-designed to allow for the changing aspirations of talent as well as of businesses. Although workplaces had already begun transforming for a new millennia pre-Covid, the global pandemic has perhaps sped up a process that would otherwise have taken years to come across the board.

As businesses start to witness recovery across sectors, there is a heightened realisation to become more agile vis-a-vis the work environment. Corporates are increasingly becoming more flexible( if not then they should) and catering to the needs of the workforce in the new normal even as many companies' focus remains on business continuity.



**Sudip Bagchi**  
President - CLSS





## Transforming Company Culture

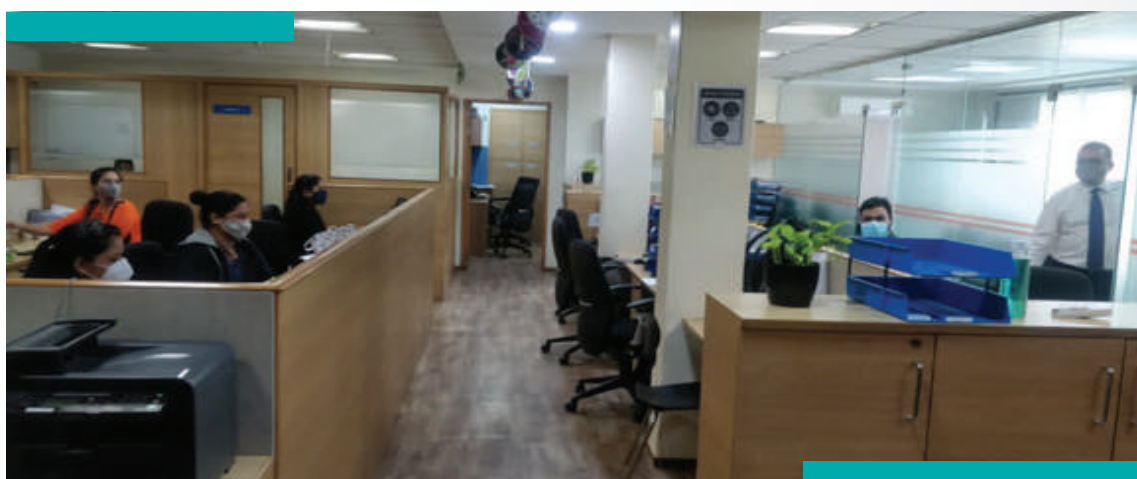
Re-designing the workplace at such a scale and detail can hardly exclude a change in company culture. Such change, undoubtedly, needs to be implemented with a top-down approach, where flexibility will be key for employers as well as employees. Creating and promoting a culture of continuous learning, for example, may be a great, forward-looking strategy in these disruptive times.

This is where leadership could step in to initiate a lot more discussion about new ideas and new ways of doing things. New learnings, exchanging ideas, and fostering a flexible, innovative spirit could become a collaborative process in organisations of the future.

## Work-Life Balance Or Life-Work Balance?

The pandemic has made us reposition our priorities. The time has come for us to consider the broader picture of the pandemic, and the after effects of the contagion. Multi Nationals and leading corporates have also experienced the change and have decided to re-strategize their work processes.

During the pre-covid era, work-life balance was a major aspect of corporate culture and work ways but now, when the world has realized the importance of family life-work balance is something that is given more weightage.



# Know Your Neighbour



**Pravin Neel**  
National Manager  
Diagnostics Service

Mr. Praveen Neil is the latest addition to the Trivitron family. He joined us as National Manager Service and is based out at Trivitron Mumbai office. Pravin is a firm believer of the Hoshin Kanri module (**Hoshin Kanri** is a 7 step process used as part of Strategic Planning, in which goals are communicated and shared throughout the company, and then put into action) and has been greatly acknowledged for his far-sightedness and expertise which has led to a substantial growth in revenue at his last organization. He was also among the few elite group of professionals who received an award for process excellence at his previous organization from the Chairman himself.

Mr. Neel considers himself as a very talkative person and this nature has let him to mingle with his colleagues, peer and team mates with great ease. He is quite often involved in small talks with his associates and co-workers and while he talks, he loves to observe the body language, the way of speaking, the choice of words and other vital indicatives of a person's behaviour. He does this not to judge them, but he infers that by observing linguistic determinates, he can not only know the person better but can also draw conclusions to that individual's people management skills and selling abilities. And if needed, he can offer any help to hone the skill set of that person. He wants to leverage this ability of his to identify and work upon the grey areas of his peers to evolve them as efficient sales professionals.

Mr. Neel reckons the pristine valleys of the Shillong and Meghalaya as he remembers his business trip to the North east. He cherishes those work related travels which gives him an opportunity to connect with nature and solve customer issues.

While Neel talks about his journey with Trivitron he believes, in having a customer centric approach and pinpoints the fact that the customer remains the ultimate source of bread and butter. They must be retained by any means and the only way to achieve that is by offering unmatched services and quality products.

Considering his association with Trivitron as a golden opportunity, Mr. Neel wants to actively contribute to transform the service department of the enterprise. He wishes to develop a process driven approach of problem solving. He advocates root cause analysis and the integration of Service Effectiveness project in Service Department to highlight the productivity status of every personnel in the team.

“At the moment I am happy with what I am doing. However, it’s important for us to have constant and frequent communication with every member of the team to inform them about various measures put in place and manage expectations on each employee in order to protect them and keep them safe.” says Neel with respect to the new normal “In order to improve the morale of team mates post COVID 19, we at Trivitron, are fostering trustworthy relationships so that our employees can be confident that we are here to help them”

A successful, far-sighted professional knows the value that the younger generation can bring, especially if their skills and talents are properly cultivated and in order to cultivate several character traits of professionals he wants to contribute by:

- Fostering confidence of team members so that they take major decisions on their own
- Channelize confidence to yield best performance so that the leader hidden within emerges out
- Mentoring younger generations to hone their skills and show them the right path.
- Make them feel comfortable to share their ideas and table their opinions
- Empower them to become representatives of the brand rather than being just a team member.







# I'M GOOD

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## MENTAL HEALTH AWARENESS

### SILENT NO MORE: GIVING VOICE TO MENTAL ILLNESS

Mental illnesses affect 19% of the adult population, 46% of teenagers and 13% of children each year. People struggling with their mental health may be in your family, live next door, teach your children, work in the next cubicle or sit in the same bench where you sit, frequently.

However, only half of those affected receive treatment, often because of the stigma attached to mental health.

***The two most common mental health conditions are:***

**Anxiety Disorders** – More than 18% of adults each year struggle with some type of anxiety disorder, including post-traumatic stress disorder (PTSD), obsessive-compulsive disorder (OCD), panic disorder (panic attacks), generalized anxiety disorder and specific phobias.

**Mood Disorders** – Mood disorders, such as depression and bipolar depression, affect nearly 10% of adults each year and are characterized by difficulties in regulating one's mood.

Here a few powerful things you can do to help:

- **Showing individuals respect and acceptance** removes a significant barrier to successfully coping with their illness. Having people see you as an individual and not as your illness can make the biggest difference for someone who is struggling with their mental health.
- **Advocating within our circle of influence** helps ensure these individuals have the same rights and opportunities as other members of your church, school and community.
- **Learning more about mental health** allows us to provide helpful support to those affected in our families and communities.



# GET CREATIVE



## SCOUTING

Gizay Cem Taşkırđı (Production Sp.)



**Gizay Cem Taşkırđı**  
Production Sp.

Gizay who is a scout leader today; explained what is scouting and shared his wonderful experiences about to be a scout. He also highlighted the contributions of scouting to individual development.

Scouting is the most important youth movement that is accepted worldwide, enabling young people between the ages of 7-18 to complete their physical and mental development and gain their moral values. It was founded in 1907 by Lieutenant General Robert Baden-Powel, who retired from the British army. The book "Scouting for Boys" written by Baden-Powel in 1908 attracted great attention all over the world and the foundation of scouting was laid. In Turkey, foundation of scouting activities was laid by Ahmed and Abdurrahman Robenson brothers in 1910. In this period, youth organizations which were behind the army,

was a kind of militia that prepares the young for the army; and its organization was made according to military principles.

### Who can do scouting?

Scouting is for anyone in the 7 and 18 years age group. Every child and young person in this age range is categorized according to their anatomical skills. Usually, their education begins with games. In the 7-11 yrs age range, scout participants is called 'Cub Scout' and a group of Cubs is called as 'Pack'. Cub Scouts, gains skills such as; first time meeting with nature, easy friendships, and being in groups. Scout participants in the 11-15 yrs age group is called 'Boy Scouts' and their group is called as 'Troop'. It is ensured to develop cumulatively for young, such as being friendly with nature, being aware of their own abilities, the importance of moral values, the importance of being a team and acting as a team, and learning by doing and practicing. Scouts in the 15-18 age group, move into the class called '**Rover Crew**' and become '**Rover Scout**'.





## What do scout do?

We cannot restrict scouts to do this or that. Scouts do everything that benefits society, nature, and all other living things. They plant saplings, build huts and food containers for street animals etc. Sometimes, they rush to help carry provisions during a natural calamity. They clean the place of worship. In short, wherever life prevails, scouts make it their duty to make it easier and more beautiful.

## SCOUTING IS A DREAM THAT ONLY LUCKY PEOPLE CAN SEE

### Gizay's Own Tale of Scouting

Gizay Cem met with scouting in 2010 with the Batıkent Scout Group and he started to experience the pleasure of this magical world wandering in his blood. And he summarised his adventure in his own words;

After the theoretical training period, I got the privileges of camping at the age of 15, at the Çamkoru Nature Park in Çamlıdere, nearby Ankara. To tell you the truth, I was very cold, but the closeness, brightness and abundance of the stars at night, fascinated me. I didn't care about the cold. As the years passed, the lines by Baden-Powell-“Walk as far as the free blue goes. The scout lives as long as he camps.” Kept me going.

I camped almost everywhere in Turkey, being hot or cold did not matter anymore while camping. By 2013, I was supposed to be a leader, but this was not what I wanted. I was just a 15-year-old kid scout enthralled by that naughty nature and I was not mature enough to lead, at that time. Even while at university, I had the opportunity to remain a child scout by meeting the Hacettepe University Scouting Community. I grabbed this opportunity. After being a Rover Scout, I realized, I am able to assume broader responsibilities of a leader. I did not escape this opportunity anymore, and became a leader.

**Today I am an active Leader, and I try to share my scouting experience and train young scouts.**





# Places to visit

## Lambasingi

### Village in Andhra Pradesh

South India is loved for many things – be it its rich Dravidian history, the breathtaking coasts or its delectable cuisine! But one thing that is never associated with south India is snow. When we think of snowfall, we promptly think about Gulmarg, Nainital and Manali. But South India isn't always dry and humid! There's a small village in Andhra Pradesh, Lambasingi, where you can catch a sprinkling of snow. If you manage to catch Lambasingi snow, consider yourself a lucky traveller!



With quaint valleys and chilling temperatures, Lambasingi is the only place in the southern region that sees snowfall. Perched at an altitude of 1000 meters above sea level, this misty hill station in Visakhapatnam's Chintapalli town, is also fondly known as the 'Kashmir of Andhra Pradesh'. Another name for Lambasingi snow is Korra Bayalu, which in translation means "if someone stays out in the open at night, by morning they would freeze like a stick!"

# HEALTH SECTION

## RECIPE

### BEETROOT PICKLE

Prepared by:

**A Sri Latha**, W/o. Chakravarthy A, Vizag

#### **\*Ingredients\*:**

- |                     |                  |
|---------------------|------------------|
| 1) Chopped Beetroot | 6) Urad dal      |
| 2) Coconut (dry)    | 7) Salt          |
| 3) Red chillies     | 8) Garlic        |
| 4) Tamarind         | 9) Turmeric      |
| 5) Oil              | 10) Curry leaves |

#### **\*Procedure\*:**

Boil the chopped Beetroot. After boiling, let it cool for some time. Take a pan and add some oil, fry Beetroot for 5 min. After, keep fried beetroot a side. Add some red chillies, chana dal, Urad dal, and dry roast them.

After that blend them into fine powder. Then add dry coconut, tamarind Beetroot, garlic and a little bit of boiled water (must be cool after boiling) to the blender and blend it.

Add 250g of oil to the pan then add red chillies, mustard seeds, urad dal, chana dal, garlic, turmeric, hing and some curry leaves fry them and turn off the flame. Pour the tempering into beetroot pickle and mix well.

***Can be served with Roti, Rice, Dosa, Idly***

#### **Health Benefits of taking Beetroot:**

Packed with essential nutrients, beetroots are a great source of fiber, folate (vitamin B9), manganese, potassium, iron, and vitamin C.

Beetroots and beetroot juice have been associated with numerous health benefits, including improved blood flow, lower blood pressure, and increased exercise performance



# LEARNING BITES

## 4 powerful life lessons we can all learn from **'Lion - The King'**

### **Stop Worrying**

Sometimes things happen and they aren't always good, but you can't do anything about it. Let those worries disappear and focus on the present and stay positive.

### **Trust Wisely**

Choose who you trust wisely. Sometimes it's the people who we are closest to who hurt us the most. Don't let your guard down too quickly.

### **Forgive Yourself**

If you are still holding onto a past mistake, you're doing yourself no good. What's happened in the past, is in the past.

### **Avoid Hyenas**

Here, I don't literally mean hyenas. More so, the negative people in your life. You get the point. Those types of people will never do you any good. Avoid negative energy. Instead, think about the people that bring you up, challenge you and make you a better person overall.

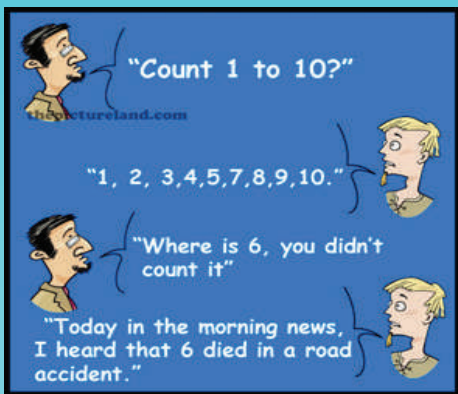




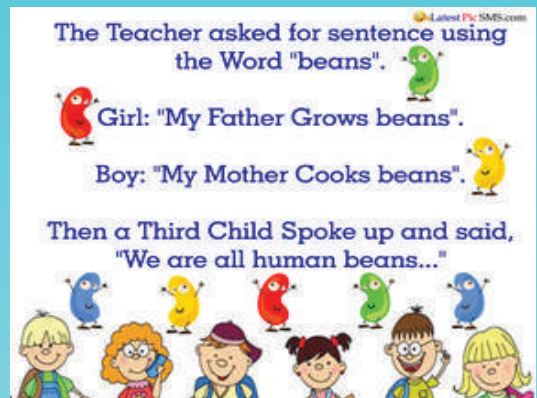


# JUST FOR FUN JOKES

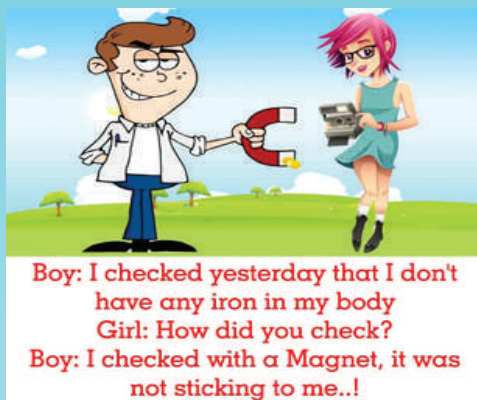
01



02



03



# SOLVE

## What am I?

This word has 6 Letters,  
Letters 2, 4 & 6 are the same.  
If You Jump 7 Letters from the 1st Letter,  
You get the 3rd Letter,  
And if you Jump 7 Letters Again from the 3rd You  
get the 5th Letter.  
*Guess the Word*

8			7	1	5			4
		5	3		6	7		
3		6	4		8	9		1
	6			5			4	
			8		7			
	5			4			9	
6		9	5		3	4		2
		4	9		2	5		
5			1	6	4			9

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

### Answer for puzzles (Edition 13)

#### Puzzle 1 - 5

#### Puzzle 2

fun	hugs	rainbows	helpful
sunshine	games	nature	play
silly	grateful	love	moods
family	friends	meditation	smile
happy	joy	positivity	exercise
kindness			



Thank you

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