

# HR NEWSLETTER

YOUR HEALTH IS AN INVESTMENT, NOT EXPENSE



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Guide To Success

July 2021 – Edition 15 Magazine



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**Chandra Ganjoo**  
Executive Director & Group CPO

### Greeting To Passionate Trivitronians!

First of all, I would like to thank you all for the extraordinary strength each one of you has shown in this difficult time and unpredicted situation. My sincere gratitude to every member of the Trivitron family who has supported and contributed to our safe existence. I am personally happy to see all my Trivitronians safe and let all of us pray for peace, good health, and happiness!

One thing we all learned in the last one and half years is definitely the importance of good health and the acceptance of the fact that health is the core of our existence. There is an old saying “A sound mind is in a sound body”. Only a healthy body and peaceful mind can think effectively and act instantly in any situation provided that one’s mind and body are both healthy. This needs conscious efforts, and we need to work on both our physical and mental health regularly for better living. I am sure you all are taking good care of your health and please continue to do that and make it a life-long practice. I also recommend

everyone to follow healthy practices, social distancing, and avoid social gatherings to prevent the spread of COVID-19.

I would also like to congratulate members who are doing well in their job and my appreciation to each winner who was facilitated in our Annual Event, Jalsa-2021. As a company, the Financial Year 2020-21 was a roller coaster, a few of the verticals did well and a few missed their targets. Some of us were extremely productive and a few of us were a little passive. We saw some great successes with a few of our projects and also saw some failures although there was no compromise on our efforts. We need to keep trying and be consistent with our efforts, and we will surely reach our destination.

As you are aware, Trivitron is one of the major key players in the healthcare market and diagnostic field for delivering value-chain quality healthcare devices and products. This pandemic has strengthened the growth of the healthcare market, and hence it’s projected to significantly expand. We all will continue our journey with new dreams and new successes.

As a Global Medical Device Manufacturer, Trivitron focuses on delivering the best quality products that will help generate revenues within the country, and as we are now going to expand our business in the international market, several strategies are going to be framed in order to gain the competitive advantage in the global healthcare market. The new vertical of International Sales and Marketing catering to the rest of the world will help us to cater our products globally and will allow employees to grow and develop.

Learning & Development as a new vertical is operational and will be formally launched soon. It gives me pleasure to share with you that the plan of training and developing each and every member of Trivitron is finally becoming a reality. Every employee will go through a minimum of 12 hours of training and inductions. This will include introductory sessions, group discussions, feedback sessions, and doubt clearing sessions. This approach will lead to better learning, understanding, productivity, and innovation, and this will lead to the overall growth of each vertical and each individual of the Trivitron family.

The launch of ZOHO CRM and SAP HANA planned for this financial year will ease the business processes with an add-on of advanced technologies. This will eventually help each one of us to better manage our business operations and daily activities and automatically the productivity of every Trivitronian will be multifold.

These are just a few of the new initiatives I am mentioning here, we have a lot of more new programs and processes in que and that will be launched soon. Please play your part well and always keep in mind that Compliance to our company's rules and regulations is the responsibility of every individual. Incompliance to rules and regulations results in a waste of time, money, and efforts, and as a socially responsible company, we all should consciously follow the systems and process as defined by the management.

The year 2021-22 will bring its own challenges, and I am sure that we all are ready to face it together as a team. We need to make some positive changes in our approach because change is the only constant factor. So please focus on new learnings and new skills. The year forward looks exciting and busy. Please remember that all of you are a part of an organization that strongly believes in the growth, success, happiness, and empowerment of its employees.

***Stay Safe & Healthy!***



# EMPLOYEE ENGAGEMENT

Employee engagement is the dedication, motivation, and mental and emotional connection of employees towards the work, team, and organization. Many people confuse this term with happiness, satisfaction, or wellbeing, but employee engagement is a deep and long-term connection of the employees towards the organization. We are happy to acknowledge that Trivitron has highly engaged employees with extremely favorable perceptions. They are productive, connected, focused, advocate, motivated. Employees, who feel connected with their organization work harder, stay longer, and motivate the other members to do the same. Continuing with this effort and maintaining proper COVID-19 Guidelines Trivitron Family celebrated a few activities in this quarter:

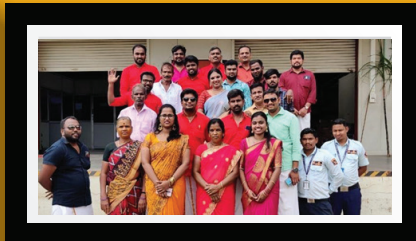
## Republic Day:

We celebrated 72nd Republic Day with full zeal and enthusiasm. The HR department planned interesting activities for the Republic Day celebrations and every Trivitronian enjoyed the fullest. The entire offices were decorated with beautiful ribbons and balloons which added a magical touch to the event.



## Pongal:

Pongal is celebrated with a lot of devotion in various parts of India, especially in Tamil Nadu. Our Team celebrated this festival by following all rituals and worshipped 'Sun God' with Sugarcane and Turmeric.



## International Womens Day:

Women are strong, powerful, and invincible. With thousands of mantras encouraging women's existence every day, a special day is indeed a necessity to celebrate women's achievements in all aspects of life. This International Women's Day, wherein the female members shared their views on "What does Make it Happen Means to you and how have you implemented it during COVID time?".

We were wowed on the responses received and winners were acknowledged and gifted.



## Rockstar:

The purpose of the Rockstar of the Month Program is to recognize employees for their outstanding work, quality performance, dedication, and positive attitude. We congratulate all our Smart Dedicated Rockstars!

# May



# June



# July





# GUEST COLUMN

## Breast Cancer – Breaking the Myths

According to the latest statistics from the World Health Organization, breast cancer accounts for millions of deaths among women around the world. Also, it is estimated that breast cancer is impacting nearly 2.1 million women each year. Breast cancer has ranked number one cancer among Indian females, and in many cases, 71% of females get diagnoses with breast cancer in later stages. Early detection is the only way to safeguard one in the fight against breast cancer.

The cancer burden continues to grow globally, and this condition causes tremendous physical, emotional, and financial strain on the affected individual, families, and even on the health systems. Given the fact that there have been tremendous advancements in the detection, management, and treatment of breast cancer, misinformation and misconceptions are everywhere, so it's important to break those myths and know the right information to keep us updated with the right source of information regarding the condition



**Sheeba Nair Kannan**  
National Manager  
Application



➤➤ **Myth:** People with no family history of breast cancer, will not get cancer

➤➤ **FACT:** Family history of cancer may be important while determining the chances of breast cancer; however, breast cancer can do occur in people with no family history of cancer.

It is a common belief that breast cancer is an inherited disease. However, it has been observed that only about 5-10% of breast cancers are hereditary. A vast majority of people who have breast cancer have no family history which indicates that there are various factors as well, that contributes towards the development of breast malignancies. As the body grows old, healthy breast cells can mutate on their own or due to environmental factors, finally developing into cancerous cells.

However, if someone in the family has breast cancer, it is an important risk factor that must be taken into account while screening for breast cancer.

➤➤ **Myth:** Breast cancer affects only older women.

➤➤ **FACT:** Younger women can develop breast cancer and even men too. Although, breast cancer is prevalent among women over the age of 50. In fact, this disease can occur at any age. In India, the majority of breast cancer patients are less than 50 years of age. Also, breast cancer can affect men too, although it is extremely rare, it does happen. People often think that men can't get breast cancer because they don't have breasts, but they do have breast tissue. The chances of getting male breast cancer are rare; it tends to be diagnosed at a more advanced stage because changes in breast and formation of lumps cannot be diagnosed with physical assessment. If both men and women observe any type of change in their breast tissue or nipple area they must immediately contact the doctor.



➤➤ **Myth:** Healthy weight, nutritious diet, regular exercise, and limiting alcohol can keep breast cancer at bay.

➤➤ **FACT:** Although these behaviors can help lower breast cancer risk, they can't completely eliminate it.

Various factors can contribute to breast cancer formation; these can be intrinsic and extrinsic factors. Although evidence exists that a healthy lifestyle encompassing a nutritious diet, regular exercise, and limited alcohol intake can help reduce the risk of developing breast cancer, they really don't guarantee freedom from breast cancer. Anyone can develop breast cancer, hence it is important to follow proper precautions and maintain a healthy lifestyle to prevent the occurrence of any type of cancer in the body.

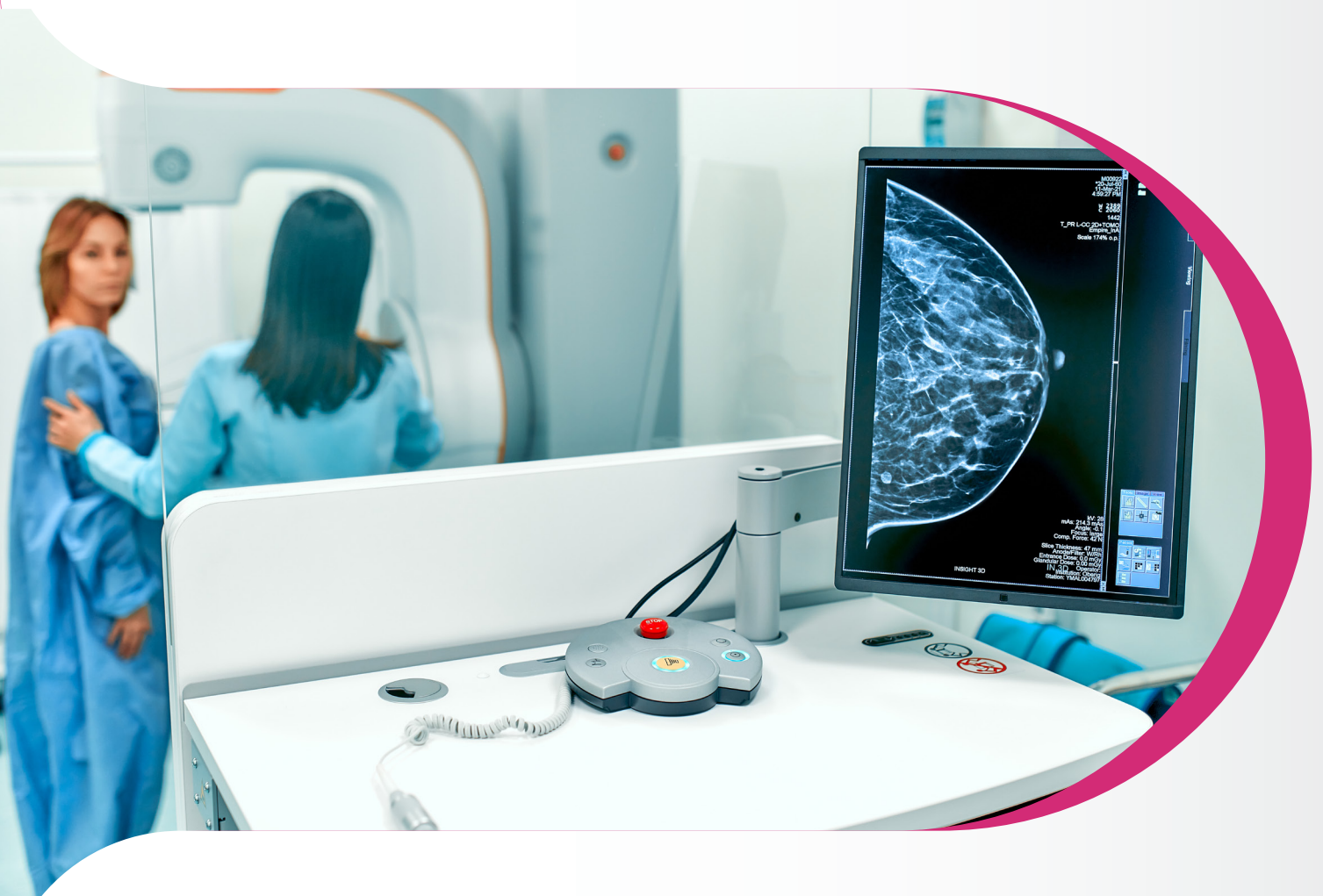
➤➤ **Myth:** Breast cancer always causes a lump.

➤➤ **FACT:** Breast cancer might not cause a lump, especially when it first develops.

Most people believe that breast cancer always causes a lump or a tumor that can be felt during a Breast Self-Examination. However, breast cancer does not necessarily, always cause a lump or perceivable clustering of tissues when in the initial stages. With time the lump size may change or grow, the cancer might have already moved beyond the breast area into the lymph nodes.

Also, it must be clearly understood that any lump be it smooth or hard, movable or fixed, that can be felt through the skin needs to be checked out by a healthcare professional. Although most lumps are benign (not cancerous lumps) but still there is always a possibility of breast cancer.





➤➤ **Myth:** Self-Breast Examination is sufficient to find breast cancer early.

➤➤ **FACT:** Although Self-Breast Examination is an important way to monitor changes in the breast, Mammography is the best early-detection tool. Self-Breast Examination is good practice but will not help in the early detection of cancer. By the time a lump is felt by self-examination, it might already be too late. Hence mammography screening is crucial to detect even before a lump is formed

Mammography helps to detect breast cancers at a very early stage when the cancer is still within the duct which is called Ductal carcinoma in situ (DCIS) and that's why regular screenings are essential.

Breast cancer can affect anyone. Early detection is the only way to safeguard the fight against breast cancer. Talk to an expert in your experience pain, tenderness, lumps, swelling, redness, painful swelling, indigestion, nagging cough, or any growth of mole in the breast area.



# Know Your Neighbour



**Akhtar Naseeruddin Syed**  
Factory Head IVD  
Chennai

## Career Journey

Mr. Akhtar Naseeruddin Syed started his journey with Trivitron Healthcare in the Year 2020. He is an experienced microbiologist and has contributed to several biotransformation processes and optimization processes. He also gained experience as a protein chemist purifying several cancer markers and inflammation markers.

After a decade of handling multiple roles in bulk reagent manufacturing, he decided to change his portfolio to the manufacturing of IVD products and was instrumental in designing various ELISA-based kits required in blood banking and several POCT devices.

## Mr. Akhtar Naseeruddin Syed Message to Trivitronians

One thing that influenced me to excel in my career is that “Continuous Learning is the Process of Gaining New Skills and Expand your Knowledge to achieve Success.” I always remain focused on the same and saw myself always learning which resulted in my becoming a Research Scientist, a teacher/guide, and presently becoming Head of Factory at Trivitron Healthcare, Chennai, etc. I am enjoying my role and guiding and training various teams.

The continuous cycle of learning, performing, and sharing helped me in building my career and undertakes to challenge and transforming activities in a time-bound manner. Be it in the area of Research, Production, Quality certification, and Regulatory compliance.



### Thoughts To Share:

Every challenge that I faced gave me a boost to my confidence and helped me undertake projects with full ownership.

I always like to create harmony and rhythm in work, which helps me to connect with the organization and this is the key element of my success.

I also like to do meditation, reading books, and long walk. This gives me a stable and calm lifestyle and helps me to stay focused.



# I'M GOOD

## HEALTH SECTION



**Good Health** is much more than mere weight loss. It includes a commitment to the whole person's health, which involves taking care of both your emotional and your physical wellness. There's no **'one size fits all'** approach to overall well-being; it must be customized to your requirements.

With the internet full of information, opinion, and often contradictory views on health and nutrition, making healthy lifestyle choices can be pretty confusing initially. However, there are a few healthy habits you can adopt that can make a big difference to your life:



### **Adopt a healthy eating habit:**

Eating healthier doesn't mean sacrificing taste or giving up your favorite foods entirely. Healthy eating can mean making sustainable food choices that work for you in the long run, with the occasional binges. A healthy diet can keep you more energetic, boost your immunity and protect you from many infectious diseases and other health complications in the future.

### **Get some movement:**



From weight loss, serotonin boost, improved metabolism to increased energy levels, the benefits of exercise are manifold and there are proven benefits of exercise for your mental health, too – it can help you sleep better, reduce stress, and anxiety, boosts self-esteem and confidence. You must pledge to change your sedentary lifestyle and add exercise to your routine. It need not be anything too strenuous initially; even a 30-minute brisk walk daily can be a good starting point to a healthy life.



### **Prioritize sleep:**

A good night's sleep is essential to stay mentally sharp, focused, and maintain good physical health. Getting 7-8 hours of sound sleep daily can not only help you lose weight but can also improve your mood, boost your productivity and exercise performance, reduce inflammation and improve your immunity.

### **Take care of whole person health:**



Just like a healthy body, a healthy and sound mind is essential for living well. Poor mental health not only has real, visible impacts on your bodies by increasing risks of various diseases such as diabetes and stroke, but it can also adversely impact every aspect of our lives. Seeking professional help is critical to taking good care of your mental health. There are many reliable online resources available to seek help and literature to educate yourself or a loved one on this issue. It may not fix your problems overnight, but it's an essential step towards living a more fulfilling life.



### **Consult a professional wherever necessary:**

You can make simple, healthy choices to your lifestyle, but you may need to consult a professional if necessary, especially if you're making any drastic changes or if you have an underlying health condition like diabetes, cancer, or heart diseases. From doctors who can help you understand your health problems to nutritionists who can help you eat according to your body's needs to even licensed fitness trainers who can help create a custom exercise plan for you, sometimes it's best to seek professional help to build a personalized healthy living plan that works for YOU.



# GET CREATIVE



## HIKING – NEWTON’S STORY

### Mt. Rurimeria



**Newton Keega Nyokabi**  
Assistant Manager – Finance  
THA

Hiking is an activity of moderate difficulty, which involves walking across long distances generally on trails or paths. The duration of the activity varies between short half-day programs and longer itineraries of over 20 days. It is usually an activity that allows groups of different sizes.

Planning starts with a hiker deciding what he wants from the hike. A traveler should examine the information on the landscape, climate, weather, plants, animals, type of ground, and so on. Based on that information, a hiker decides what equipment (tools) he needs. Writing everything on paper is strongly suggested to not forget anything. A hiker should choose the itinerary

Hiking can quickly become a fight for life. Hikers can get lost or suffer from injury, sickness, bad weather, or other dangers. For this reason, everything in hiking is very important. Nobody should hike alone, no matter what the situation, without a great deal of experience to develop his hiking abilities.

Every hiker should keep in mind that theory is important, but it can hardly replace first-hand experience. To be safe a traveler should have enough experience. A hiker had better start by taking short hikes with more experienced hikers.

Before you get to hike Mt. Kenya and Mt. Kilimanjaro this is the hike that prepares you. It is a very pleasing that you start the hill climb from the start. Its elevation is 3,860m (12,664ft). Going up and down this hill takes 9-10hours depending on the fitness level of your team. You have to have a guide while taking this hike due to rough terrain and wild animals. The moment you think you have finished the hill three more awaiting you and the penultimate hill 4 which you have to climb with your knees, hands typically every inch of your body. You are asked not to sit for long due to depleted oxygen levels.

Once you get at the top you can view all the hills of the Aberdare Ranges. You need to have good hiking boots and a rain coat. During our hike it rained all the way downhill. One of the best hikes I have done, now getting ready to summit Mt. Kenya and Mt. Kilimanjaro.

The goodness of hiking is, in every hike that you do if you do not feel unwell in the following days then you are as fit as an Ox.





# HEALTH SECTION

## RECIPE

### ADA PRADHAMAN

Prepared by:

**Pranav S Kumar**, Assistant Manager  
Imaging division, Cochin, Kerala



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

- |  |                              |
|--|------------------------------|
| 1) Ada - 1 packet (200gm)                | 6) Cashew Nuts-100gm         |
| 2) 1st extract of Coconut milk-1 1/2 cup | 7) Coconut pieces-few        |
| 3) 2nd extract of Coconut milk-3cup      | 8) Dried ginger powder-1tsp  |
| 4) 3rd extract of Coconut milk-4cup      | 9)salt-one pinch & Ghee 50gm |
| 5) Jaggery-400gm                         | 10) Cardamom powder-1/4tsp   |

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

##### **1st step**

Grate 3 coconut and grind it in a mixer adding 1 cup of water and extract the first milk. U will get 1 1/2 glass of thick milk (1st extract). Then add 3 glass of water to the ground coconut and grind again and extract 3 cup of milk (2nd extract). Now add 4 glasses of water and grind it again and extract 4 cups of milk (3rd extract). Keep all the milk aside, now boil 1 cup of water and jaggery. Keep on stirring till it get melt.

##### **2nd step**

Add Ada in 8 glasses of boiling water and cook well. Once it become very soft remove from the fire and drain them or you can pressure cook Ada in medium flame for one whistle. Drain and pour cold water over them until the stickiness goes. Fry coconut, cashew in 1tsp of ghee and keep it aside

##### **3rd step**

Heat a thick deep bottomed pan or Uruli (in malayalam) and add melted jaggery. Now add the cooked Ada and sago together into the jaggery and stir well. Stir continuously and cook until the mixture becomes thick and start separating from the sides of the pan. Now add 50 gm of ghee in to it and stir well. Then add the 3rd milk and mix well it till boils. Cook till it become thick. Add one pinch salt. When it become thick, add the 2nd milk and stir well until it become thick again.

Now add the 1st extract milk and stir well. Don't boil Remove from the fire and add the fried cashew nuts and coconuts. Add the cardamom powder and dry ginger powder and close the pan with a tight lid for 5 minute.Mix well. **So Traditional Kerala style Ada Pradhaman is ready.**

# LEARNING BITES

## Law of Attraction

The Law of Attraction is a pseudoscience based on the belief that positive or negative thoughts bring positive or negative experiences into a person's life. The belief is based on the ideas that people and their thoughts are made from "pure energy" and that a process of like energy attracting like energy exists through which a person can improve their health, wealth, and personal relationships

### Do You Know About The 7 Laws Of Attraction?

You may be making the mistake of thinking that the Law of Attraction only works for some people and not you... well the truth is it's working ALL the time but your underlying energetic frequency could be sabotaging you unless you take the steps to change it. When you align your energy field by using proven tools to raise your vibration, then you will see real results.

### The Law of Manifestation

Consciousness is always a choice. So understand that you have the power to manifest your dreams and desires if you are consciously feeding your mind with positive thoughts.

### The Law of Pure Desire (or Unwavering Desire)

The Law of Unwavering Desire means that you are guided by pure intention, so, without a doubt, you have to actually want it. When you're driven by pure intention, free of fear, doubt and desperation you can be certain of a beneficial outcome.

### The Law of Harmony (or Synchronization)

Everything in the Universe is connected. The Law of Harmony was put in place to allow for us to reveal and use the deep-rooted power we have to align ourselves with the energy flowing through the Universe.

### The Law of Right Action (or Conscientious Action)

The Law of Right Action reveals why actions really do speak louder than words. Simply being a good human, like choosing to do the right thing or lending a helping hand, will always bring more positivity into your life.

### The Law of Magnetism

When you understand that everything you have experienced up until this point in your life is a result of the energy frequency you release out into the world, you will see that we, as humans, are the actual magnets of our own lives. This is why it's important to make sure the energy you are releasing in the world is the type of energy you are okay receiving back to you.

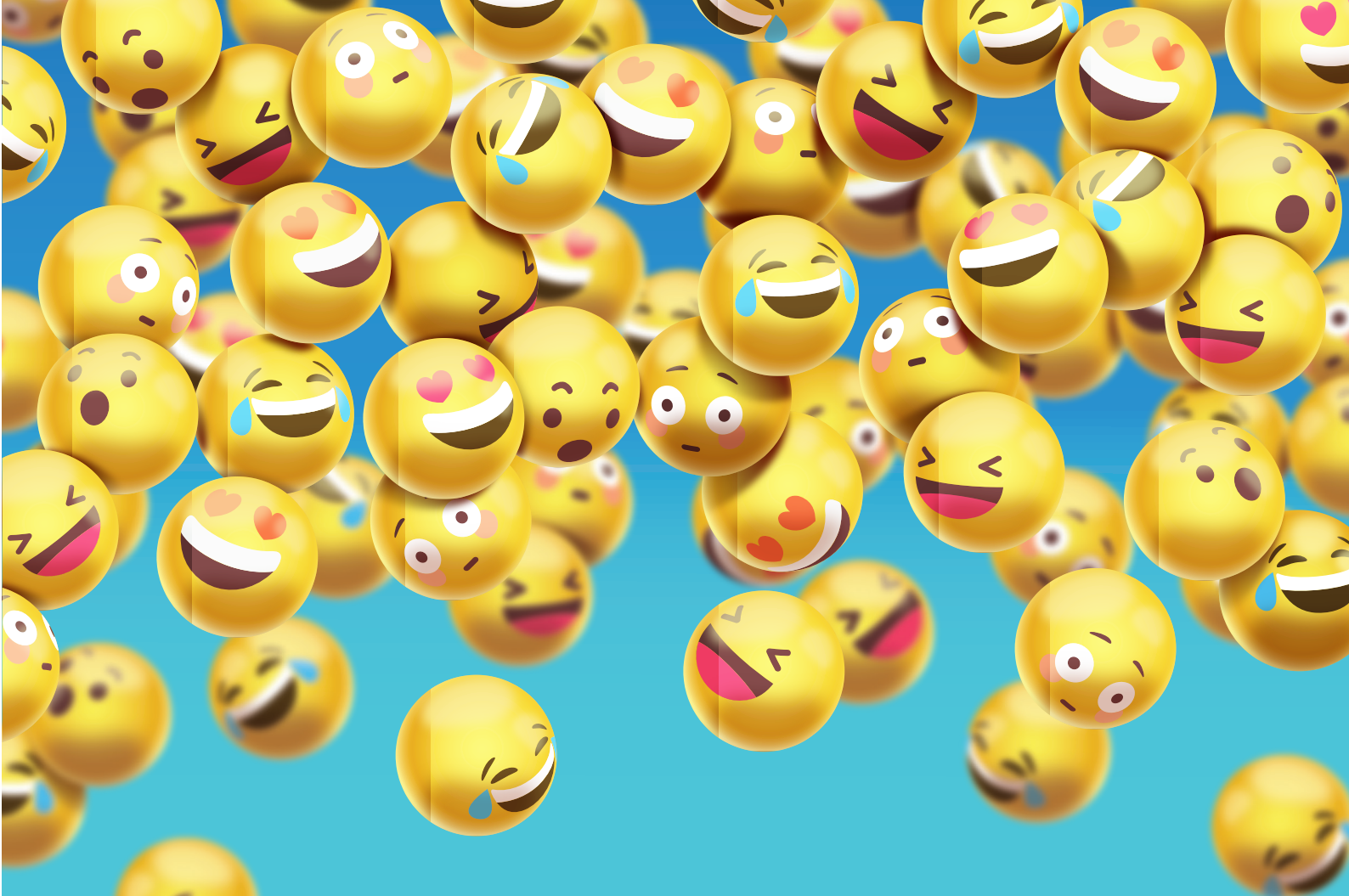
### The Law of Paradoxical Intent (or Delicate Balance)

When we find balance in ourselves, we are essentially releasing the high-frequency vibrational energy needed for the Law of Attraction to work. That means showing appreciation and gratitude for what you already have. So to become balanced and at peace with what you currently have helps keep feelings of desperation and obsession at bay.

### The Law of Expanding Influence (or Universal Influence):

The Law of Universal Influence means just that: we have an influence on everyone around us. That means your family, your friends, and even perfect strangers are impacted by the energy you release.





# JUST FOR FUN JOKES

01

Teacher : Sani, if you had 5 dollars and you asked your mother for another 5, how many dollars would you have?

Sani : 5 dollars Sir!

Teacher : You don't know your Arithmetic.

Sani : But Sir, you don't know my mother!



02



One Day **Teacher** Asked Sam That Did His Father Help Him With His Homework. **Sam** Simply Said That "No, He Did It All By Himself"!

[Lwsquotes.com](http://Lwsquotes.com)



# SOLVE

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

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

# TRIVITRON

HEALTHCARE

*speaking your language*

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