

HR NEWSLETTER

Edition 17 ●

**KNOW YOUR
LEADER**

MS. CHANDRA GANJOO

**HONESTY IS
STILL ALIVE**

SHARED BY ANJU SINGH

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Dear Trivitronians,

It is with immense pride and delight that we present to you the 17th Edition of HR Buzz.

This issue stands out, embodying the spirit of collaboration and commitment that runs deep in our Trivitronian family. Our HR and Marketing team, along with our dedicated employees, have devoted their time, creativity, and passion to make this magazine a source of enriching insights and engaging dialogue. HR Buzz is more than just a repository of information—it represents a shared space where all Trivitronians can convene, engage, and exchange experiences and wisdom. It's the embodiment of our collective knowledge and camaraderie.

Your feedback and suggestions are the lifeblood that keeps this magazine thriving. We are committed to improving and refining our content continuously, ensuring that HR Buzz remains a true reflection of the vibrant community at Triviron Healthcare.

As you delve into this edition, we encourage you to share your thoughts and feedback, shaping this platform to best serve all of us. Thank you for your continued engagement and support. Happy reading!

Warm Regards,

Team Human Resources

Celebrations



Republic Day

The 74th Republic day was celebrated with pride and patriotism at Trivitron Healthcare. All the employees took pride in glorifying and celebrating the spirit of unity and brotherhood. Dressed up in tri color Trivitronians echoed with patriotic fervour.

Great Place to Work

Trivitron Healthcare achieved Great Place To Work-Certified™ (second time in a row) underlining its commitment to fostering a talent-first culture that ensures inclusivity, innovation and opportunity for all. It is a recognition of our commitment to creating a positive, supportive, and inclusive work environment for all employees. Trivitronians gathered to share their joy and pride on the Great Place to Work Certification.



Celebrations

Today, Tomorrow or Day After, You should be celebrated every day

Women's Day

Today, Tomorrow or Day After, You should be celebrated every day A woman is not easily defined and there is no woman like another, and each is radiant in a special and unique way. The ladies in our lives hold a special place in our hearts, and without them, we would not have the dreams and happiness we do. It is a privilege to celebrate all the magical things that makes a woman so incredibly special. Women's Day is our time to recognize and lift up women at Triviron Healthcare. It is a day to take note of the wonderful contribution these women make in our lives. The day started with a warm welcome note along with chocolates and a gift for all women at work. Every female employee got a personalized email message from her male supervisor which spoke about her accomplishments and contributions. Women's day brought cheer to every female employee at Triviron.



Trivitreat

Small Moments That Brings Team Together in Big Ways

Trivitreat brings everyone together to cherish moments of joy, fun and teamwork. It creates a sense of community and camaraderie and strengthens relationships among colleagues. Birthday Celebration, Interesting Activities, Yummy Delicacies and Lot of Cheering makes this celebration one of its kind and something that each Trivironian looks forward to every month.



Building a brighter future together

Ignite 2024

**"Leadership is not about titles, positions or flowcharts.
It is about one life influencing another."**

The leadership team got together for an enriching event Ignite 2024, on 6th and 7th April 2023 in Chennai and Mahabalipuram.



Building a brighter future together

Ignite 2024



ROCKSTAR OF THE MONTH



JAN 2023



FEB 2023



MAR 2023



APR 2023

KNOW YOUR LEADER



An interview with
Chandra Ganjoo
Group CEO



Q & A WITH CEO



Question: Nickname your parents used to call you?

Answer: Throughout my life, my parents have always affectionately addressed me as Chandra, without any specific nicknames. However, within the circle of my siblings, spouse, and friends, I am known by various endearing nicknames that reflect the unique bonds we share.

Question: What was the first thing you bought with your own money?

Answer: The first significant purchase I made with my own hard-earned money was a golden-colored Santro car. It holds a special place in my heart as I cherished it dearly. During the initial months of owning the car, I remember diligently cleaning it twice a day, ensuring its sparkling shine was maintained.

Question: What's your favorite place you've ever visited?

Answer: It's difficult for me to choose just one favorite place I've ever visited, as there are several destinations that hold a special place in my heart. Among them, Santorini, Ibiza, Vienna, Shillong, and Jaisalmer are a few that stand out. Each of these places has its unique allure and left me with cherished memories.

Question: What one thing makes you most proud?

Answer: There are many things in my life that bring me immense pride, but if I were to choose one, it would be my sense of identity and heritage. As an Indian, I am filled with a deep sense of pride for my country, its rich history, diverse culture, and the accomplishments of its people. The list of reasons why I am proud to be Indian is extensive and includes the values of inclusivity, resilience, and the contributions made by Indians in various fields.

Question: If you could only eat one food for the rest of your life, what would it be?

Answer: If I had to choose just one food to sustain me for the rest of my life, I would opt for a versatile and nutritious option: oats. Oats have become my reliable companion due to their numerous health benefits and adaptability.

Question: What is your last Google search?

Answer: Solar Panels, as they are renewable source of energy and reduce carbon footprint.

Question: If you could have any one superpower, which would you choose?

Answer: If I could have any superpower, I would choose the ability to have perfect control over my metabolism. With this power, I could enjoy eating without worrying about the accumulation of excess fat or the negative impact on my health. This superpower would allow me to strike a balance between enjoying food and maintaining a healthy lifestyle, promoting both physical and mental well-being.

Question: Describe your leadership style in one word?

Answer: Describing my leadership style in one word, it would be "empowering." This fosters a positive and collaborative work environment where individuals are given the opportunity to thrive and contribute their best.

Question: What quote resonates with you?

Answer: One quote that resonates with me is, "It's You vs. You, Make sure You win." This quote emphasizes the importance of self-improvement and personal growth. It reminds us that the biggest competition we face is often ourselves.

Question: If you could travel anywhere in the world, where would you go?

Answer: I have heard about Pathalokh in my childhood and have beautiful imagination about it. Definitely that will be the place for me.

Question: What's the most used app on your phone?

Answer: It's WhatsApp

Question: What kinds of activities energize you?

Answer: Engaging in activities connected to nature, music, and gardening energizes me. These activities bring me joy and a renewed sense of energy.

Question: What is one missed opportunity that you wish you could have a second chance at?

Answer: If there is one missed opportunity that I wish I could have a second chance at, it would be pursuing a cinematography course during my college years. I had a deep fascination for the world of cinema, but unfortunately, due to some personal issues at the time, I wasn't able to pursue that path. Given the chance, I would eagerly seize the opportunity to delve into the art of cinematography.

Question: Who do you look up to for inspiration or mentorship?

Answer: When it comes to seeking inspiration or mentorship, I find myself looking up to different individuals depending on the situation. Fortunately, I am surrounded by a diverse group of people who inspire and motivate me in various aspects of life.

Question: What is the best gift you have ever received?

Answer: The best gift I have ever received is a collection of cards and heartfelt messages from my sons when they were young children. Each message is a precious reminder of their love, innocence, and the special bond we share. For me, these heartfelt expressions from my children are the most cherished and meaningful gift.





DALIYA CUTLET RECIPE



By Ms. Kavisha Babaji Bhambere
Assistant Manager-Sales Admin
Radiation Protection & Imaging Acc.
Mumbai



Ingredients:

- Daliya -2 bowls
- Bhagar- Half Bowl
- Oats plain-Half bowl
- Suji & Poha-Half bowl
- Onion-2 Nos
- Carrot-1 Pc
- Dhaniya
- Green chilly
- Garlic-Ginger paste
- Garam Masala
- Red chili powder
- Chilli flakes
- Pizza seasoning
- Amchur powder
- Salt
- Sev

Cooking steps:

Soak daliya and Bhagar overnight.
Soak Oats + Suji + Poha for 10-15
mins in the morning.

- Grind soaked Bhagar + green chilli
- Mix soaked oats, Suji, Poha, Daliya and bhagar paste then add chopped onion, grated carrots, chopped dhania, garam masala, red chilli powder, amchur powder, pizza seasoning, chilli flakes and salt as per taste.
- In the above mixture add crispy sev and prepare cutlet.
- Shallow fry above prepared cutlet .

Enjoy the above cutlet with curd or tomato sauce.



Watermelon Pav-bhaji RECIPE

By Anju Singh
Product Manager
Diagnostics Sale
Mumbai

Ingredients:

- Watermelon skin – white
- Cabbage
- Green peas
- Potato
- Tomato
- Onion
- Coriander
- Lemon
- Turmeric
- Red chilli
- Pav- Bhaji masala
- Amchur powder
- Jaggery powder
- Salt
- Oil
- Butter

Cooking steps:

Peel off green portion of watermelon skin after taking out melon red portion.

Cut the white portion of watermelon skin into very small pieces. Along with other vegetables (potato, cabbage, green peas, tomato, onion) boil it in pressure cooker.

In one bowl add pav-bhaji masala, turmeric powder, red chilli powder, amchur powder, soak all together adding water.

In one cooking pan heat oil & add cutted onion cook it till it turns aromatic – pink, after this add cutted tomato into it once it's cooked add soaked masala into it, cook it till oil is released out of it. Add boiled vegetables into it & miss well along with masala. Add water into it, add small quantity of jaggery powder (optional if you like little sweetness) & salt based on taste. Allow it to get blend well along with masala, keep on mashing it & mixing it.

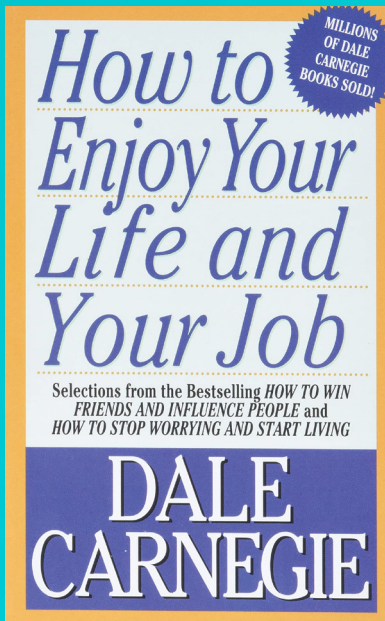
Once even consistency achieved add butter & cutted coriander. Serve it hot along with Butter applied roasted pav



Employee —Dil Se—



BOOK SUMMARY



How to Enjoy your life and Your Job Book Summary By Pamarthi Pavan Kumar Production Executive- Mammogram

"How To Enjoy Your Life And Your Job" is a book by Dale Carnegie. The book was first published in 1950 and it has sold over 15 million copies worldwide. This book will help you create a new approach to life and people and discover talents you never knew you had. This book is full of great advice on how to live a happier and more fulfilling life.

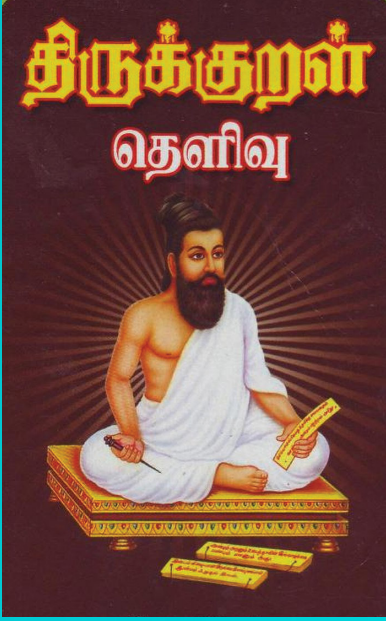
The book offers many tips on how to enjoy your life and your job, including how to set goals, how to stay motivated, and how to manage your time.

One of the most important things that the book covers is goal setting. It is essential to have goals to enjoy your life and your job. Without goals, it is easy to become bogged down the everyday tasks and lose sight of what you are working towards. The book provides readers with a step-by-step guide on how to set goals so that they can be achieved.

Another important topic covered in the book is staying motivated. It can be difficult to stay motivated when you are not seeing results immediately. The book offers advice on how to keep your motivation high so that you can continue working towards your goals.



BOOK SUMMARY



Thirukural

Book Summary By

Senthil Kumar V

Senior Manager- HR & Admin

Some facts about **Thirukural**

- This book is written 2000+ years before. A single book which contains all that every human being and society needs to know (at that point of time).
- This is written using an extremely complex stanza of Kural Venba (a type of poetry which allows only 7 words and additional complex grammar rules)
- This book was translated into more than 82 languages and translated into English by more than 40 writers.
- It is having 1330 couplets to read and each line teaches everything about life

One Example

Transliteration:

Vellath Thanaiya Malarneettam Maandhardham Ullath Thanaiyadhu Uyarvu

Translation:

Just like the stem of a flower in a pond tends to grow higher to match the water level, one's life will be reached higher level by their self-motivation. We are the only one to take care of our lives...we shouldn't be expecting others to motivate us...



BOOK SUMMARY



You and....Your Difficult Times Book Summary By Praveen Selvakumar Senior Executive – Sales THME

At times we may need a guru, mentor or an advisor when we are down and exhausted. Here I would like to share about a small book, "**You and....Your Difficult Times**" written by **Dr.U.G.Barad**. This small hand sized wisdom of 190 pages will comfort, console, encourage and motivate us to rise above any of our difficult time or situation either personally or professionally. This beautifully written small passages under 100 short topics, give us the flexibility of reading from any page without following the order. I read it whenever I am down. It helps me to copeup with any adverse situation I go through. It takes me through my tough situation ; holding my hands, advising me like a father, mentor and a guru.The book teach us to accept ourselves as we are and be our own self. It talks about how we can stand on our own and come up in life. I would recommend this to have it in our book shelf.



ANECDOTE



By
Anju
Product Manager-Diagnostic Sales
Mumbai

Last week, during my fieldwork in Mumbai, I experienced something that deeply touched my heart and reminded me that **HONESTY IS STILL ALIVE.**

I was having lunch at the Restaurant Krishna Bhog in Mulund with my colleague Karan. This restaurant is located in a residential area and is known for its good amenities. As we were having our meal, I noticed that most of the customers were elderly people who seemed to be regulars. When we finished our meal, the table attendant handed us a bill for Rs. 870. We paid the bill and left for a customer call at a nearby hospital. As we were leaving the hospital, we saw the same attendant standing outside the restaurant, waiting for us. He approached us and handed us an extra Rs. 220 as the actual bill amount was Rs 650 and we had overpaid. He apologized on behalf of the restaurant owner and explained that it was an honest mistake. I was moved by this simple act of honesty. In the midst of all the chaos and corruption that we often hear of in our society, it was heart-warming to see that there are still people who believe in doing the right thing. This incident left a deep impression on me, and I came away with a renewed sense of hope and optimism.

Make a Conversation With Anyone | Malavika Varadan

Shared by
Amit Kumar Sinha
Key Accounts Manager-THME

“People will forget what you say and people will forget what you do but they will never forget how you made them feel”

This talk was given at a TEDx event using the TED conference format but independently organized by a local community.

Learn more at <http://ted.com/tedx>

"As I spent more and more time in the industry, I think it was also about finding ways to be better and learn more, even if it wasn't being demanded of you upfront". In this post I am going to write about a tedxtalk on 7 Way To Make Conversation With Anyone.

I just want to share what I learned from this video and some important points.

Malavika starts by what conversation to her really is. Conversation are kind of links. A tiny metal link. Every time we talk with someone we form a link. By talking to a person, a family member, some stranger we form links, with this links we form a world wide web of conversation. Conversation defines who we are as a human race.

How do you really talk to a stranger?
Her are the 7 ways to make that happen.



1.The First Word Flood Gates.

Whenever you meet a stranger, that stranger always come with something new. An opportunity to learn something new, hear a story you never heard of, or experience something new. When you see a stranger, and you really want to talk to them, but you are afraid or the words won't come out of your mouth. You don't have to say a pick-up line or something awesome. You just need to start the conversation. You can say as simple as "HI", "HELLO", or "HEY". Whats the worst thing that can happen, "they won't talk to you", well they are not talking to you now. The first Word acts as a flood gate. Once you say the word everything comes out naturally. JUST SAY IT.

2.Skip The Small Talk.

You can ask them something personal. Don't be afraid to ask that, because once you get the reply you will be surprised by how much they share with you. Everyone wants to be heard about what they are passionate about..

3. Find The Me-Too's.

When talking to a stranger, you don't want to have a debate with them. The conversation should not go to negative side. You should make an effort to find what you both have in common. Because if you find what's common you can find both of you on the same platform. The conversation will go alot easier and smooth.



4. Pay A Unique Compliment.

People may forget what you said or what you do after the first time but they will not forget how you made them feel. One of the best way for that to happen is to give them a nice compliment. Stay away from the general compliments like beautiful, pretty, cool, awesome. They might be immune to all this type of compliments. Your compliments should be generous, genuine, you don't have to lie. You can say some unique compliments like "I LIKE YOUR HAIR", "THOSE ARE REALLY NICE SHOES".

5. Ask For A Opinion.

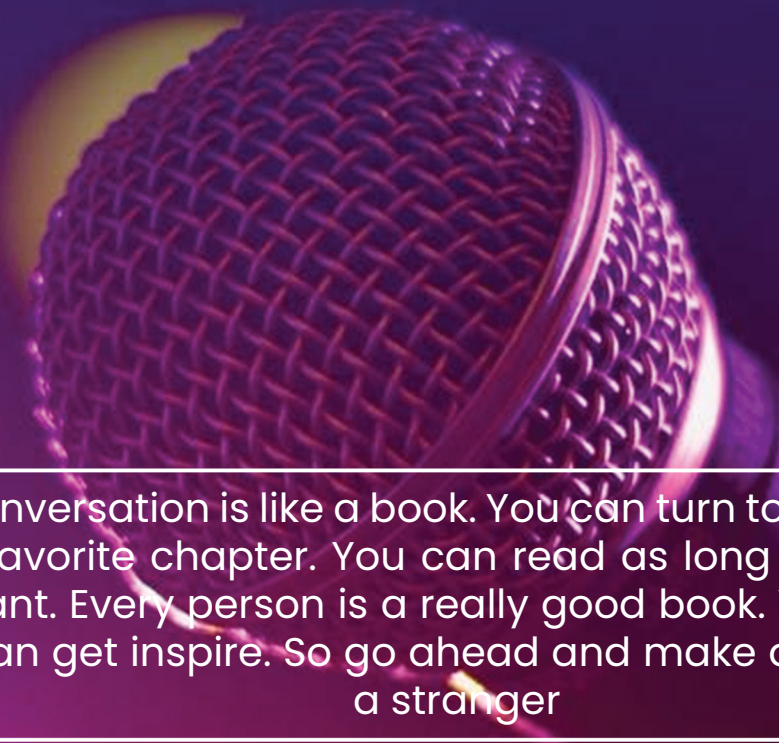
Everyone has their opinion to share. When asking a opinion that's where the real conversation starts. You can find what type of the person is by which way they share their opinion. Topic should be general not much high thinking should be required. They should not feel like giving an exam. And when someone gives their opinion you should really listen. DON'T LISTEN TO REPLY, LISTEN TO LISTEN.

6. Be Present.

When someone talking to you pay attention to them. Just be there. Make eye contact with them. Be present at that moment.

7. Name, Place, Animal, Thing.

Remember the little details about that person. Remember their name. It would be terrible if you don't remember their name when you have met them quite a few time. Not only remember their name, remember the place they like to go, the place they want to go, their pets name, things they like. You can bring this things in your further conversations.



Analogy: Conversation is like a book. You can turn to any page. You can flip to your favorite chapter. You can read as long as you want. Read what you want. Every person is a really good book. You can learn from them. You can get inspire. So go ahead and make a conversation with a stranger



Employee Achievements



In a glittering ceremony on 12th May 2023 at The Grand Hotel, Vasant Kunj, New Delhi **Mr. Amit Arora (Associate Vice President-Marketing)** received the Black Swan Award for Best Practices in Marketing 2023 by AsiaOne Magazine & URS Media International.

He expressed himself by sharing this message :
“Grateful and honored to have received the Black Swan Award for Best Practices in Marketing 2023 by AsiaOne Magazine & URS Media International. I want to express my sincerest gratitude to my team, mentors, colleagues, associates, and customers for their constant support, collaboration, and confidence. This recognition means alot. Thank you Trivitron for giving me a platform to polish my skills & bring out the best in me.”



Congratulations Capt. Rahul Verma (AVP-HR) on joining the Elite Club of BW Wellbeing World Future Masters 2022 The event took place on 5th April 2023 at Four Seasons Hotel, Worli, Mumbai where **Capt. Rahul Verma won the prestigious BW 40 under 40 Award 2023** hosted by BW Wellbeing World Future Masters 2022.

Expressing his delight at the recognition, Capt. Rahul Verma said “Having receiving the prestigious BusinessWorld 40 Under 40 award in the Human Resources category fills me with profound gratitude and a sense of accomplishment, validating my dedication to fostering employee well-being & transforming workplace experiences.”



Employee Achievements



Akshay Dinanath Gadkar (Executive- Supply Chain Management) won 2nd prize in the Kharghar Premier League held on 11th & 12th Feb 2023 at Kharghar, Navi Mumbai and he was awarded with best batsman of the tournament. He scored 94 runs.

CORE VALUES PUZZLE

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

Share your entries at shivangi.singh@trivitron.com
Winner will be selected through Lucky Draw

