

Edition-07

HR NEWSLETTER

What's **New**
Around **You?**



TRIVITRON
H E A L T H C A R E

speaking your language

www.trivitron.com

COMPENDIUM

The background of the page features a soft-focus image of a glowing lightbulb in the upper right and a pencil lying diagonally across the lower right. The overall aesthetic is clean and professional.

Hola !

03

Employee Engagement

04

Learning & Development

09

Guest Speaker

10

Your Neighbour

11

I'm Good

12

Get Creative

14

Just For Fun

15



HOLA!

Dear Trivitronians,

I thank you for your continued commitment and your contribution to the success of our organization is highly valued. With all the significant challenges we had in Year 2018, you made us proud by willingly accepting all the challenges and as of today we see our organisation, a stronger and a more straightforward company majorly because of your dedication and hard work. Your dedication will be needed in future also and please continue with what you are doing and try to reach for better every day. There is much work to do and there will be further challenges ahead, however having you with us will make us stronger and competent to face all challenges.



Ms. Chandra Ganjoo

Executive Director
Group CPO &
Head Corporate Communications

20 years of successful existence in Healthcare sector which is rapidly evolving is itself an achievement that I am particularly proud of. We should feel honored and proud of being here and recognize the fact that we have a great management team and equally great team of hard working employees and this combination should help us in raising our profile in the Industry. Please continue to focus intently on what is working well for us and improve on the areas which need more attention.

The Year 2019 will bring its own mix of successes and challenges, but we need to know our direction and destination well. For me, I still follow the New Year Resolution as a tradition. I resolve to change few of my undesired traits and I also try to accomplish some personal goal. I am not sure how many of you believe in it but trust me it's worth trying; I can assure you that you will make it through provided you are not over passionate and you don't over commit. Also make resolutions only if you are willing to dedicate your time and energy. It's not magic, it's your willpower, persistence and efforts which finally help you to achieve your goal. So, go for it and don't forget to share your success stories with us at gchandra@trivitron.com.

This is also the time to concentrate on improving your personal performance and abilities. Keep upgrading your knowledge and skills & most importantly, believe in Power of Oneness. Let's behave as a true Trivitronian whose every action revolves around the value system of our organization - **Integrity / Customer Centric / Teamwork/Self Discipline / Passion & Determination / Continuous Improvement.**

As we embark on another year, I am pleased to extend my best wishes to you and your family for happy, healthy and prosperity in 2019.

Happy New year | Yeni Yiliniz mutlu olsun | hyvää uutta vuotta | سعيد جديد عام



EMPLOYEE ENGAGEMENT

“ To win in the marketplace you must first win in the workplace”. Doug Conant ”

Engagement is an important HR variable of organisation. It helps enable to deliver a superior performance and to gain a competitive advantage. Engaged employees make additional effort, learn more, and faster, and are more creative.

In addition, they are your organisation's ambassadors. Furthermore, engagement is a good predictor of customer satisfaction, personnel retention, productivity and profitability.

Engagement takes committed and motivated employees to the next level. Engaged employees concentrate on the goals of organization and on the results that an organization expect from them. They have the feeling that they really can contribute to the success of organization and that all their abilities are being utilized.

In order to have committed and motivated workforce, we @ Triviron engage our employees with several activities every month. Here is a sneak peak of the activities which we initiated.

Wellness Activities @ Trivitron

“Like a flower bud, human life has the potential to blossom fully. Blossoming of human potential to fullness is the good health.”

Wellness programs are designed to encourage a holistic approach for employee well being by creating an organizational culture of health. To truly have a healthy workplace we had organized wellness activities for our employees' @Trivitron.

DENTAL CAMP

No matter what your age is, you need to take care of your teeth. When your Denture is healthy, you can easily consume the foods you need for good nutrition. Smiling, talking and laughing with others also are easier when your Denture is nice and healthy. We had organized a dental camp in our offices in which the doctors examined Trivitronians and recommended them that how can they take care of their teeth.



Ergonomics Session

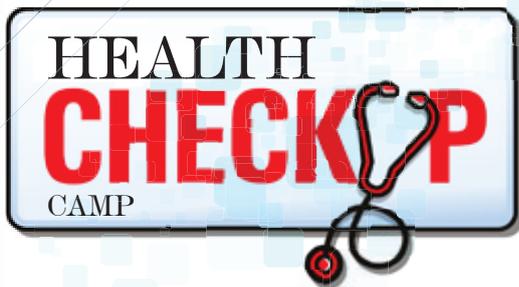
The study of people's efficiency in their working environment is Ergonomics. Our purpose is to eliminate discomfort and risk of injury due to wrong postures at work place and raise the awareness among employees for proper ergonomic techniques and provide them with the knowledge to optimize their setup.

We had arranged a session on Ergonomics to make our employees aware of the work place rules.

In this session we had discussed about:-

- Injuries and losses due to ergonomic issues
- Types, signs and symptoms and risk factors of musculoskeletal disorders
- Common ergonomic stressors
- Techniques to combat these stressors





Health and fitness is the key to a long, active and enjoyable life. It is correctly stated that Health is the actual Wealth that a person can retain. A healthy and fit person is capable of living the life to the fullest, without any major medical or physical issues. Being healthy is not only related to the physical well-being of a person, it also involves the mental stability or the internal peace of a person.

Considering the well-being of our employee we had organized a health check up camp where the specialized doctor's conducted the general check-up including Cardio and gave consultation basis on the report.



DE STRESS WITH ART SESSION

Dear Stress! Lets Breakup



Let's break up with stress and make stress our friend. In today's world stress is something very normal. There is no way we can run from it but there are ways through which we can conquer it. A session has been conducted for employees on how to deal with stress through various techniques like meditation & drawing. Trivironian's showcased their creative side by drawing pictures from their imaginary world which made them feel happy and relax.

YOGA



A study showed that sitting for 5+ hours is a productivity killer and has the same health effect as smoking a pack of cigarettes! Working nonstop also creates stress. Even just standing up or doing some stretching or physical activity every 30 minutes greatly increases blood circulation. Incorporating simple yoga moves at these times is a great way to avoid fatigue.

Keeping above in mind corporate yoga programs have been designed and conducted at all the locations.

Festivals and Event Celebrations

Festivals and Events changes the whole aura, It brings happiness and joy all around. Celebrations simply uplifts the environment with positive energy. It initiates fresh and new beginnings.
@Trivitron we not only celebrate festivals, we celebrate Life.

Independence Day



A better way to celebrate Independence Day is with the inclusion of each & everyone with lots of fun, flavor and stories of valor. We celebrated 72nd Independence Day of India with pride and energy, lots of games and fun activities were organized and Trivitronians had enjoyed the each moment.

Pikkujoulut Juhla

“Pikkujoulut” celebration was celebrated on 30th Nov 2018. Employees enjoyed it with entire fervor and enthusiasm. This celebration is usually organized to celebrate the Pre-Christmas event.

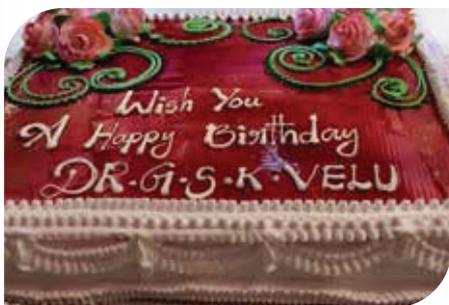


Founders' Day CELEBRATION

“Big Dreams create the magic”.

From an ordinary man to a Founder of the company, the journey was quite long and inspiring as well.

Dr. Velu has given a lot over the years. Today we are much bigger and much better in many ways. However one thing that has not changed is our purpose- Purpose to be a place where we are inspired to learn and where we thrive as individuals.



@ Trivitron every year we surprises our MD with unique ideas to celebrate this special Day, and this year also was no less. Employees from each geography made beautiful birthday videos in which the lyrics were written by employees themselves. Trivitronians expressed their gratitude by dancing and singing in the video.

All the videos were highly appreciated and the best video compositions were done by Delhi and Finland teams. Cake cutting is been done through virtual setup and CXOs shared their memorable experience with Dr. Velu.

Diwali

FESTIVAL OF LIGHTS

Diwali is undoubtedly the most significant festival celebrated across India. @Triviron celebrations started with Lakshmi Pooja at all locations, followed by lots of fun activities and sweets distribution. Employees wore ethnic clothes. Diva's competition was the highlight for the day, each employee participated with full enthusiasm and made beautiful Divas. Decorations at all locations was so mesmerizing, it was done with flowers, lighting, Rangoli.



OPEN HOUSE

Communication serves as the foundation of every facet of a business. Thus, it can be said that effective communication is the building block of an organization.

Communication also helps in building people's attitude. A well informed person will always have better attitude than a less informed person.

Our agenda for every Open House is simple yet effective – “meet us and talk with an open mind”. Honest and open communication is an essential ingredient in maintaining a successful company that can quickly respond to fast-changing market conditions and agile competitors. Through this forum we encourage our employees to have an open dialogue with the Group CPO and HR team.

This time we focused more on getting suggestions and improvement areas from employees rather than simply resolving their grievances. The suggestions were minuted and were shared with the concerned departments for speedy action. The sessions were well received by all the Trivitronians.

“The most important thing in communication is hearing what isn't said”... Peter Drucker. And through Open House we exactly did the same thing, we tried to hear out Trivitronians's unspoken words and will continue to do so.

LAUNCH of YOUNG TURKS

The Young People of today are often associated with vibrancy, joyfulness, enthusiasm and passion. They are curious to learn new things and ready to explore the world.



@Trivitron Millennial generation contributes 70% of the total population and we are determined to foster their unconventional thinking that can deliver fruitful results which can add success to the Trivitron.

In order to tap their unleashed energy and their untouched potential we @Trivitron have launched the Program “Young Turks” under the supervision of Ms. Chandra Ganjoo (ED & Group CPO), with a focus to recognize the extraordinary talent of our young champions and put an emphasis on their growth and channelizing their ideas to nurture them to become the brand ambassadors of Trivitron.

CHAIRMAN'S CLUB EVENT "BOOT CAMP"

It was a beautiful evening on 13th December, 2018 in Della Resorts, Lonavala when all the members gathered at the dinner time near the poolside area. They were really excited to meet each other. The members enjoyed the dinner and went back to their respective rooms as next two days were really important for them.

On 14th December morning all the female members along with Dr. Velu kick started the day by lighting the lamp. Customized gift boxes were handed over by Dr. Velu to all the members. Ms. Chandra addressed the members and got the ball rolling.

Members got the chance to hear the man himself- Dr. Velu. He gave an insight about the Trivitron group. A term was coined by Dr. Velu- "BP"- Belief & Positivity. All the members took pledge to take control of their "BP" and contribute their share in the success of Trivitron.

All the members shared their success stories. Dr. Velu was really impressed with the commitment and energy level which all the members showcased. One very interesting activity, "World Café" was organized in which all the members had 160 new learning. That was wholly a new experience for all the members.

The interesting part on 14th December was evening, where all the members got the chance to witness some real adventure. The Resort had an adventure park which had some very interesting games. All the members had immense fun during the activities. The day ended with gala dinner.



On 15th December morning, the day started little early with a session on Mindfulness and Gratitude. Mindfulness is the practice of purposely focusing the attention on the present moment. It was followed by the session "Picking up the Threads" based on the learnings of the previous day and the actual business scenarios. The participants were divided into 4 Groups and they have presented their projects/ presentations based on their experience and inputs by the Mentor and coach.

The event ended with Dr. Velu's closure speech and group photo.

All the members left with smiling faces and lot of leanings and memories that they will cherish for a long time.

Learning Session at Trivitron covered all zones and it was carried out among the large workforce with valuable learning. Grey areas and real life challenges were addressed through these learning sessions. Team Members experienced a new learning environment, where in sessions were marked with group activities and practical interventions.

Learning & Development



“ For the things we have to learn before we can do them, we learn by doing them

- Aristotle ”



The highlights of the period were Selling & Negotiation Skills and Emotional Quotient and Business Communication

Learning Intervention through Selling and Negotiation Skills sessions was executed through pre – training and post training assessments. The competencies assessed through these sessions were related to

1. Basic of Sales and Consultative Selling
2. Negotiation Skills
3. Objection Handling
4. Customer Focus
5. Revenue and Follow up



Session on Selling and Negotiation Skills is followed by a Separate follow up session, “A process to check & evaluate the implementation of classroom session on ground”.

Based on the similar pattern, the Training on Emotional quotient and Business Communication has been conducted with the inclusion of 6A- Conversation Dialogue.. Through this session, Emotional Quotient of the individual was touched and its impact on Behavior, attitude and Communication was focused. It brought them closer to understand why it is necessary to be emotionally intelligent while making communication with others.

Upon the completion of the training, participants were provided with the Executive Summary of the Trivitron, E- Brochure of the Product Catalogue and Program learning material. The study material will be used by the participants even after the session is over as a ready reckoner, to create awareness among them and keep them glued to the fundamental of learning session.

Coaching Perspective @ Chairman's Club

Chairman's Club witnessed a huge success among Hi-pots of the organization. Leadership focused program was carried out for the selected participants with the inclusion of Psychometric Assessment techniques. It was used to assess interpersonal and behavioural aspect of the individual through suitable psychometric technique.

keeping in view Business, Leadership and People Skills, Four Competencies were focused:

- Strategic Thinking
- Problem solving and managing complexity
- Accountability and adaptability
- Managing and building teams

Through individual coaching sessions, the participants were coached on the bottom 2 competencies based on the results of the Psychometric assessment. Coaching sessions also focused on the performance improvement and career development of an individual that could help them reach the next level of responsibility in the organization.





GUEST SPEAKER



Hi friends!

Happy to get connected with you all.

It has been 22 years now- I am associated with Triviron. After working for 10 years in Research Lab- This was my first job in corporate company and I am still working with same company ...Happily.

In today's time of job hopping, many people may think, how one can work in same company for so many years?

If I look back, in last 22 years, I had always enjoyed my work in Triviron. I really never had a situation where I was forced to consider changing the job. There are various reasons for changing jobs, like job satisfaction, Remuneration, freedom of work, Work culture etc. I never had any reason to think of changing of job. I joined this company as Application Specialist and got opportunity to handle many responsibilities which gave me exposure, experience in handling all the aspects of our business. I got opportunity to work with, to meet many big customers and learn many things from them. My job in Triviron taught me how to face failures and turn them into success. It also taught me how to handle customers and crisis management. It gave me many chances to help patients and experience their happiness. I got opportunity to learn many new technologies and new products, travel to different countries and meet people from different companies. My job in Triviron gave me Life.

The biggest advantage of working in Triviron was working with most successful entrepreneur in Healthcare in India- Dr. Velu. In Triviron, there are many people like me, who are working for many years here and had learned so much here, which cannot be learned at any college or university.

From yearly revenue of Rs. 1.0 crore, Triviron has grown now to close to Rs. 1000 Crores. This is fantastic journey and I feel very happy and proud that I am engaged in this journey.

- Nitin Jayram Sawant

President,
Diagnostic - Mumbai



He joined Kiran on the 1st of Nov 2000, so its 18 years!!

He had a varied and Exciting journey, where he had travelled from being the Manager – Tooling & development to now being the Vice President – Manufacturing, responsible for Manufacturing, Development and Procurement activities of Kiran and OT divisions, and the Director at Vision Medicaid, Pune.

His journey with Kiran has been quite eventful. Being a part of the core team which had set up the manufacturing plant at U2, to develop the Cassette business from a loss making into the Best in the industry, taking the place of the market leader, supplying to Kodak(now Carestream), FujiFilm Japan, and Agfa, Germany and many more...In case of Fuji, he had been to their factory in Japan for technical discussions, and successfully sealed the deal for manufacturing their cassettes in Kiran, Mumbai, which continues...

He was also part of the core team in developing the Grid manufacturing, where in the team had developed the first and only plant in India, manufacturing Anti Scatter Grids of all types and specifications. The team had designed and developed the entire plant for the manufacturing of these grids, in a span of 11 months, with technical expertise from Korea. Today Kiran supply it's Grids to various Top companies in India like Phillips and GE and worldwide. He had also travelled to countries like Korea, China, Germany and Japan for developing new vendor's for the supply of High quality raw materials for the product lines.

Post the merger of Kiran with Trivitron, he got a really good mentor in Satyaki, who recognises and nurtures the Team efforts and allows each individual to blossom in the area of his/her core competency and interest. He had been part of the initial

team to set up the manufacturing of the C Arm, and then the mechanicals of the new Mammography machines. Working in various cross functional teams to achieve the Company's goals has helped him grow in his life as well as his role.

Also his journey in Chairman's Club helped him to gain a lot of experience and knowledge from his interactions with Dr. Velu as well as with leaders of Trivitron group like Chandra, Partha, Peri and many of the personnel from other divisions. This has helped broadening his Vision as well as outlook, and in achieving and setting new goals.

His wife Lalita is a B.Com. graduate, and a Teacher at a playschool. She has a passion for interacting with kids and helping them blossom into smart individuals and is an artist who loves drawing and art as a hobby. She has been a pillar of support, and a partner in the true sense of the word, always supporting

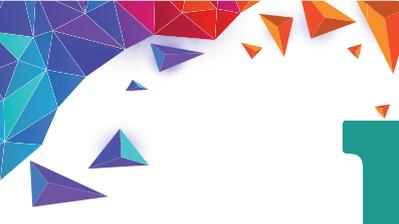
him whenever his job responsibilities keep him occupied and sometimes away from home.

His son, Kiran is in 12th Std, and is hoping to take up Economics as his prime subject, and build his future in this line.

He has a lot of interest in Wild life, Photography, and he is also an avid Cyclist, and takes part in long distance cycling along with his friends and cycling group. They do upto 900 – 1000 kms every month.



Pankaj Vivek Yalgi
Vice President,
Kiran - Navi Mumbai



I AM GOOD

Gratitude

Yes!! Gratitude is the healthiest of all emotions. It is something that is stored in the heart not in the mind. So when we say that I am good it means I am grateful too, and a grateful heart is a magnet of miracles.

Develop an attitude of gratitude and give thanks to everything that happens to you, knowing that every step forward is a step towards achieving something bigger and better than your current situation.

It is the single most important ingredient for the successful and fulfilling life.

You can have the leverage with these 5 ways to deliver all the good into your life that you can handle.

01

Be happy

Find the way to be happy. Your power of positive attraction to effect change in life is happening. So be happy and enjoy yourself.



02

Appreciate Others

Appreciate your loved ones, your health, your home feelings will attract more happiness into your life.



IM GOOD

03

Surround yourself with positivity

Spend more time with positive people, listen your favorite music, watch funny movies, have a pleasant walk.



04

Live in the present

You can't change your past, just accept it and move on. Use present as gift, be happy and enjoy life, good will happen.



05

Daily visualizations

when you are visualizing always do it from the perspective, that you have already achieved your goal or dream. Make the pictures in your mind than add your feelings, how you would feel once you achieved your dream.



GET CREATIVE

He discovered his passion for animation when he was really young and would only allow Disney movies to be played in the VCR. Its something he never grew out of, and he kept getting more and more interested in it.

It helps him to think out of the box especially in a society dictated by unimaginative. His passion teaches him to be genuine and dedicated for the work.



Prabhik Jain
Assistant Manager,
Diagnostics - New Delhi

Finland is a beautiful country to live in but winters tend to be quite dark. The lack of sunlight affects people's energy levels but Ida Koho has found a great way to survive the long winters.

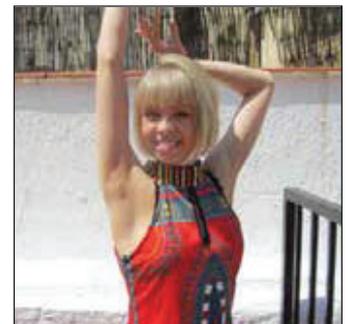
It is hard to believe for her that how can she survive the winters without dancing. It gives her so much energy. She started dancing at the age of 10 with cheerleading and show dance. She then started teaching aerobics to children at the age of 16. She loves doing choreographies for classes and shows.

Latin music and languages have been always close to her heart and while she was living in Chile she started learning Salsa, Bachata and other latin dances. She also learnt African dance and today she teaches Angolan couple dances, Kizomba and Semba.

This brings her great balance with real work at Labsystems where she mostly sits in front of the computer.

She loves dancing for many reasons; it keeps her fit, it keeps her mind happy, she can be creative and express herself through the movement. In couple dances she can interpret the music in sync with another person and she gets an opportunity to meet new people. Dance prevents from mental diseases and enhance memory.

In Labsystems she works daily with the distributors. Some time ago she did a short project in which she was dealing with high heel dance shoes which were hand made from Portugal. That project gave her an understanding on how it is to be a distributor. Now she understands



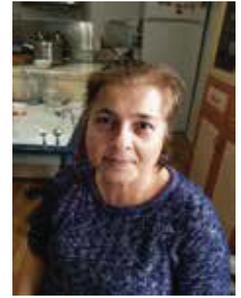
IDA KOHO
Product Manager,
ID and Gastroenterology
LDX-Vantaa

ICLI KOFTE (eech-LEE' koof-TAY)

"Icli köfte" means "filled meatball." It's a dish that is common in the southeastern regional cuisine of Turkey where many Middle Eastern influences are present.

These meatballs are usually served as a hot appetizer or "meze" before a meal of spicy kebabs. Balls of dough made from a mix of fine bulgur, potato, and spices are used as the outer shell. Favorite fillings include ground beef or lamb combined with ground nuts like pistachios, walnuts, or pine nuts along with spices. Good news for Veggies, you can also fill with soy bean, onion, spinach or potato instead of beef or lamb.

They're then fried to perfection. It's actually easier than it seems at first, especially once you get the hang of rolling and stuffing. The best meatballs have a soft but crispy shell, with juicy, steaming filling in the middle.



Elife Tiyek
Bome, Ankara

For the Filling

- 1/4 pound ground beef (onion, soy bean, spinach or potato if you are a veggie)
- 1 small onion (finely chopped)
- 1/3 cup walnuts (halves, or shelled pistachios; ground)
- 1/2 teaspoon salt
- 1/2 teaspoon black pepper
- 1/2 teaspoon paprika
- 1/2 teaspoon hot red pepper flakes

For the Outer Shell

- 1/3 cup bulgur (fine)
- 1 tablespoon ground beef (soy bean or potato if you are a veggie)
- 1/2 teaspoon black pepper
- 1/2 teaspoon salt
- 1/4 cup potato (mashed)
- 1/2 egg (beaten)
- 1 small onion (grated)
- 3 to 4 cups sunflower oil (or other light oil; amount needed for frying)
- Garnish: parsley (fresh, Italian)

Make the Filling Mix

1. In a small skillet, fry 1/4 pound ground beef (soy bean, spinach or potato if you are a veggie) until just cooked. Add the onion and continue to stir until the onion softens.
2. Add the ground nuts, salt, black pepper, paprika, and hot red pepper flakes and continue to sauté. When all the flavors have combined, remove the pan from the heat and let it rest.

Make the Case

1. In a large mixing bowl, combine the bulgur, ground beef, black pepper, salt, potato, egg, and onion. Knead together for several minutes to form a dough.
2. Break off walnut-size pieces of the dough and roll them into balls.
3. With your index finger, push some of the "filling mix" into the center of the dough and close the end. Shape the meatballs to be narrower at the ends and thicker in the middle in a kind of spindle or football shape.
4. In a large skillet, heat a generous amount of sunflower oil. Fry the meatballs evenly on all sides until dark golden-brown. Place on paper towels to drain.
5. Serve piping hot. Garnish with fresh Italian parsley and serve with a dipping sauce of plain yogurt mixed with grated cucumber.





1

BRAIN TEASER

I have forests but no trees, I have lakes but no water, I have roads but no cars. What Am I?

2

BRAIN TEASER

You throw away the outside and cook the inside. Then you eat the outside and throw away the inside. What do you eat?

3

BRAIN TEASER

Which seven-letter word contains dozens of letters?

4

BRAIN TEASER

Which tire does not move when the car turns right?

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

Customer: My internet is not working properly.
Officer: Ok, Double click on "My computer"

Customer: I can't see your computer..
Officer: No no.. Click on "My computer" on your computer..

Customer: How can I click on your computer from my computer?
Officer: listen.. There is an icon labelled "My Computer" on your computer.. Ok. Double click on it.

Customer: what the hell, what is your computer doing on my computer..???
Officer: Double click on your computer.
Customer: On which Icon I've to click..
Officer: "My Computer..
Customer: Oh u Idiot..... Tell me where is your office...I'll come there and click on your "Computer.



A young businessman had just started his own firm. He rented a beautiful office and had it furnished with antiques.

Sitting there, he saw a man come into the outer office. Wishing to appear the hot shot, the businessman picked up the phone and started to pretend he had a big deal working.

He threw huge figures around and made giant commitments. Finally he hung up and asked the visitor, "Can I help you?"

The man said, "Yeah, I've come to activate your phone lines."

In a school Cafeteria, a nun places a note in front of pile apples, "Only take one. God is watching."

Further down the line is a pile of cookies.

A little boy makes his own note, "Take all you want. God is busy watching apples."



CIAO

