

Leader's Corner



"As the world is reeling under the effect of COVID virus the biggest impact has been to the economy. Whereas some industries like travel and some like healthcare has been profited hugely, almost all industries are reeling under the pressure created by the slowdown of the economy. However I am excited to share that we are seeing unprecedented growth @ AAPNA. Our key customer is in growth phase and is continuing to invest in technology, resulting in our teams growing steadily. One of the flagship products of our clients "Simply Secure Sign" used for remote signing, is being sought after by every bank and our client is reeling under the pressure of new business. Needless to say, growth @AAPNA SSS team is the biggest. Our sales effort in Australia, are also starting to show positive results, especially as Australia as handled the COVID situation very well, and our decision to target Australia seems to have been a good choice" – **Abhijit Roy**

Roy



AAPNA NEWS



SUCCESS STORY

"This story is about our success in Australia. You are all aware of Dheeraj Mehra, who joined us on the last day our office opened, on 23rd March. In the last 3 months, he has successfully coordinated the sales team, into a well oiled engine. We have defined Australia as a focus area, and setup a lot of new sales content, made lot of changes to our website, refined our SEO process, and also hired an agency for lead generation. In 12+ years of AAPNA, we have never done such a sustained effort in sales, and I look forward to the results, which should start coming in the quarter. In fact, we are already working on a couple of fairly large opportunities, and one of them has already approved a preliminary (small trial) project with us. I look forward to regularly reporting success stories emerging from the sales team. Three Cheers to AAPNA....." –

Abhijit Roy



"Today's business environment is so dynamic, team members must develop skills to help them adapt to ever-changing work. In a rapidly changing business world, team members that are highly flexible in their responses to changing situations are a prized asset.

AAPNA being a people-oriented organization precisely indicated its vision, future strategy and how much they care about its people' learning and growth by launching this 3-dimensional L&D framework which is one stop solution for different people working at different levels with different nature of business. this framework targets 3 most important pillars of any professional learning i.e. Technical, Domain and Process. A Multidimensional, well define learning roadmap targets to nurture our talent. The exciting feature of the framework is, the more you learn -the more you will be rewarded and promoted to next level. this robust framework of learning will certainly add value to our customers deliveries eventually." – **Vineet Tyagi**

This Issue

Leaders Corner, Success Story **P.1,2**

Commandos Pen "LnD Framework" **P.2**

Team Spotlight **P.3**

Know your Crew & Birthday Scouts **P.4**

Upcoming Events **P.5**



Commandos Pen "L&D Framework"



"I have been working 14 years with AAPNA and it's an amazing journey so far in terms of my development path in both personal and professional fronts. I have developed myself significantly during these years while working in AAPNA. AAPNA always provided/provides a free space where I explored various things to develop myself. I believe implementation of L&D in AAPNA is a worthwhile initiative which would help all of us to identify where we are standing now as per the current market growth and where we need to be reached in this competitive world. L&D will help us to determine our skills set and boost them to the next level by various processes/trainings/certifications illustrated in the framework. Now, there should be some mechanisms where we are pushed to learn and develop, it could be anything like good trainings (by professionals or internal trainings by senior people in the organization) and doing certifications based on our skills. I strongly believe that with an implementation of L&D, it will take AAPNA to the next level." **Biswajit Sur**



"Current business environment - how can an organisation become competitive in this because if we aren't competitive, how somebody getting solutions from us can compete in the market of today & the coming future. So, We as a leaders & masters of technology , needs skills improvement to face new challenges and situations. And here comes the need of good learning and development strategy that incorporates training program and strategy, but what to include in that, hence strategy and management leaders at AAPNA Infotech recently Launched a 3 x 3 Program across the organization that meets any Professional and personality learning need as well as the need of being competitive in Current business environment i.e. Technical, Domain and Process. (3 Dimensions & 3 Level) so that their resources, teams and most importantly clients can survive as well as become leaders in the current business Environment. It is actually not 3*3 where we have 3 levels and 3 areas including technical, Domain and Process. although it is 3*3*3 where it is aligned with the growth of Resources, Organisation and Clients" – **Ankit Kumar**



"In Today's IT world where technology is getting change day by day, and if you don't upgrade your self you will become outdated. LnD initiative by Aapna will help to upgrade myself as well as it will help to create the new capability with in the company with the existing resource. It increases job satisfaction, morale, efficiencies and capacity to adopt new technologies and method among team members." – **Rajesh Ranjan**



"Learning & development (L&D) will help in grooming people in their roles. With the right training in place, team members will be better at their roles. This will also upskill the team members with several track trainings. Secondly, with the investment in training, the upskilling of the workforce can encourage creativity from which new and innovative ideas can be formed. This leads to increase in team members performance & better output will be hitting the bar as result. Concluding the same, an effective learning and development plan can be the difference in seeing improved profits from higher-skilled workers and better efficiency." – **Kr Nischal**

Ex Commandos Pen L&D @

AAPNA



"Dear AAPNA and AAPNAites. Started as a fresher, I wanted to write to say a massive thank you for giving me a kickstart in my career. In AAPNA, I found fantastic colleagues and friends. Under the guidance of Manish Sir and Atul Shakti Sir, I learnt so much in my time here and I honestly can't thank you enough for your kindness, generosity, and support. Abhijeet Sir and Rakhi Mam has not only created an IT service organisation but a family to cherish always. Thanks for imparting knowledge and skills that have helped brighten my career. All the guidance and support have been instrumental in helping me achieve my professional goals, and for that I am forever grateful. All the best."

– Mehak



"After spending almost 5 years in this organization, I can categorically say that it's been full of learning experiences. AAPNA is one of the most promising growing company with good work ethics. I feel that AAPNA provides a lot of opportunities, especially to those who have the knack for it. I started my career here as a fresher and in a couple of years, winning the Rockstar of the year was only possible with the mentorship Atul and Abhijit who encouraged me for relevant trainings."

- Tushar



Rewards & Recognitions

Let's take a moment off to congratulate our new monthly heroes:

WARRIOR OF THE MONTH – Dhananjay Bhagwat for having strong client feedback.

AAJ KA BAZIGAR: Kishor Kumar - For handling multiple accounts and also been key in winning Stephan Medasky case.

SPOT TEAM AWARD - Sales Team(Dheeraj, Vineet, Abhilash, Shikha, Shashi, Indranil and Bandana) – for good start in Australia.

& to All the AAPNAites who had received INSTANT SHABASHEES.





MANOJ KUMAR PASWAN

Hello Team, i am Manoj kumar Paswan. I have done my schooling from St.Francis De Sales Senior Secondary School Janakpuri New Delhi, Delhi. Born in Bihar & Brought up in Delhi.Gained some experience on Php and Java as trainee and also worked with Wipro limited as an Associate(Customer services). Now, I'm looking forward to pursue my career in software development.



PIYUSH DHYANI

Hello! It's me, Piyush. So, about me, you ask? Well, I'm a Delhi guy, born and raised. Living here with my loving family as a normal guy as one could imagine. Studied B-Tech and now a Software Tester, it has been a fun yet challenging journey.But that's about it on the professional side for the time being.As a normal guy, I find myself enjoying video gaming(mainly Role playing and visual novel) and watching animated series (like Steins;Gate or Simpsons. I know, nerdy stuff). Other than that, I like working out and taking long walks in the night with my trusty ambient music at hand.

TEAM CONNECT



"A Reel to the past..."



Birthday Scouts & Previous Quiz Answers

Wishing a very happy and blessed belated birthday to all APPNAits whose B'day has fallen in June,2020 ☺

Preeti Joshi, Sumit Keshri, Sachin Tangoria,
Rohit Tanwar, Sujeet Poddar, Anita Shukla,
Ankit kumar, Adnan Hameedi.

AAPNA QUIZ - PREVIOUS QUIZ ANSWERS

Que.1 Guess the Event and Date of the Pic?

Answer: Annual Day Ctural Event Durgaur team , 2011

Que.2 Guess the AAPNAites?

Answer: Samarjit Sen, Anuj Jha, Rajiv Dutta, Ganesh Paul, Kaushik Das, Biswajit Sur, Prashant Mandal, Niraj Kumar, Susmita Roy

L&D HRD

AAPNA's big leap of initiating L&D Framework to train and develop every Team member is to do more than support productivity and agility. This will also enhance EVP. This will be especially true as our new programme is coupled with incentives that will support learning and self-motivated skill development. A robust, multifaceted approach like ours to L&D will open paths for internal mobility and career development that will extend beyond conventional, linear trajectories. Teams with their new found skill will have trainings in line with organisational requirement, enhancing the culture of continuous learning, and will create opportunities for personal enrichment and growth.



Upcoming Events

- **Fundoo Friday 3 July, 04:00 p.m.**

Get ready for fun time with aapna bandaaz – bindaz bandaaz

- **AAPNA Coffee Time 10 July, 04:00 p.m. on dot.....**

Have a chance to share your thoughts with a sip of Coffee

- **Fundoo Friday Part II - 17 July, 04:00 p.m.**

Get ready for fun time with aapna bandaaz – bindaz bandaaz

- **Fundoo Friday Part III - 24 July, 04:00 p.m.**

Get ready for fun time with aapna bandaaz – bindaz bandaaz

- **Townhall 31 July, 04:00 p.m.**

The reward and recognition time for all the hardwork, team connect and few surprises

Dear all, we sincerely thank you for your efforts that you put in taking our Commando Unit forward. We hope, in future, we shall continue this active participation binding a age long relationship.

AAPNA Times Issue 02 June 2020



AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

Culture is driven by beliefs and beliefs are evoked through values.....Food for thought for next Edition