AAPNATimes

With great honour we announce

AAPNA is CMMI 3 Certified Company

Success Story

The CMMI Journey @ AAPNA 2020

WOW – We are a CMMI certified company now. This is a culmination of a journey started at least 4 years back when Anuj first suggested that it was time for AAPNA to go for CMMI certification. However, the cost at that time seemed too big, and we kept pushing the decision for next 3 years. Well, we finally made the decision to plunge into the journey early last year, and thanks to Vineet, Anuj, KPMG, the SEPG team comprising of Rajesh, Ankit, Kishor, Manish and supported by all team leads and team members, we reviewed our existing processes, found gaps, removed those gaps, and then did internal audit, followed by our final audit by the CMMI institute, which we cleared in Jan 2021. Needless to say, a paragraph is too short to appreciate the HUGE effort put by the teams. I want to wrap up by saying, that the repercussion of this exercise will be huge, and has been instrumental in taking AAPNA to an entire new level of operation, and I look forward to continuing this journey of continuous improvement.
-Abhijit Roy

"Alone you go fast, together you go far"
It's amazing to see, when the world was cribbing about pandemic, we are busy strengthening our process and witnessed a complete transformation over the last couple of months.
I would like to congratulate entire AAPNA family. It was all your great work and commitment that today AAPNA Infotech is a CMMI Certified company. 8 months of continuous efforts … Exhaustive training sessions and workshops …Defining processes...SEPG group formation …multiple rounds of audits and facilitations …and most importantly our teamwork.
It always gave me strength and energy to see people working together as a team to achieve this milestone. It was a fun filled journey. We got tremendous support from all the leaders and everybody was equally excited to contribute their piece.
Unique fact about AAPNA is, everybody was leading this project. Overall, it was a great learning and achievement for all of us. I am sure we would continue and sustain this level and will keep adding values to our customer's deliveries.
I am really struggling to find the words to convey my Thanks to each one of you to make this a huge success! Congratulations everyone and thank you so much… "
-Vineet Tyagi

Commandos Pen "CMMI"

A Journey of CMMI Level-3 certification 😊

Capability Maturity Model Integration (CMMI) is an approach that focuses towards improving the process providing an organization a framework for improvising efficiency, consistency, performance and improvement in service and product delivery. In short, CMMI provides a groundwork or model for building process improvement systems, for an organization. There have been many reasons for the success so far. Some of the more significant ones are as follows:

1. Senior management active involvement throughout the whole journey which is never ever easy when it comes to such a developing organization.
2. Performance measurements are closely tied to business objectives. Regular feedback on progress was communicated to management by leads and ATM's. This basically helped in keeping management attention.
3. Running the improvement program as a monthly-to-monthly project, including the formal review and senior management approval of the project plan, ensured appropriate resources were dedicated to improvement activities.
4. A detailed training plan that included CMMI training for project managers, division leads and Quality Assurance personnel, and regular short process training sessions for all users.
5. There are couple of challenges, like "What is the current organizational environment and culture versus the desired target culture?" and "What are the areas of improvement those must be targeted first to achieve some early success?".

-Dhananjay Bhagwat

CMMI - Scaling to the new heights

The journey was not easy at all. It started 6-8 months back when KPMG team kicked-off this project and laid down the foundation stone for AAPNA to be CMMI Level 3 Org in 2021. It was an experience of its own kind - lots of new learnings, processes, templates, standard operating procedures, etc., and finally taking those templates to the finishing level to ensure compliance with CMMI guidelines. The team did a fantastic job in wearing multiple hats at the same time and ensuring that all the deadlines are met.

Many Congratulations to all the AAPNAites!

-Yogesh Jain

"An organization is an ecosystem that has several departments, people, stakeholders, assets etc.… inter-dependent on each other. Just like an echo system all the components need to be in harmony for the organization to grow and sustain.
But as the word goes in the management circle it's the chaos management that a good manager is expert in.
CMMI took me on a journey through the familiar streets but this time it was different. As is said and so I believed in the chaos management the CMMI was a transformation journey from chaos to a battle-tested process.
The journey continues..."

-Kishor Kumar

I am both honored and proud that AAPNA's ATM team has succeeded in an amazing feat, submitting the appraisal for CMMI Certificate's latest version in Development V2.0 (CMMI-DEV) Maturity Level 3.
While working tirelessly and continuously during the time, the team was focused and determined to reach this exceptional milestone.
Every member (ATMs) was assigned few processes and responsibilities that they had to take care of and asking questions around the detailed and extensive requirements, confirming documents and affirmations. It was a great experience working with everyone especially with Rajesh, Kishore and Manish, all the ATMs. Working on the data and presentation to be submitted for CMMI APPRAISAL and presenting amongst AAPNAites, we all helped each other including Amir - the lead appraiser, to meet the goal of successful submission to CMMI appraisal. We are excited to receive a confirmation on the same from CMMI as a result of the seed we planted. Also, parallelly planning for facilitation and audits to make sure that we always deliver the best with the practices and processes of CMMI.

-Ankit Kumar

Commandos Pen "CMMI"

"CMMI Journey" @ AAPNA – Just these TWO words in itself have a lot of hard work, brainstorming & learnings, built in them. We are growing and learning in parallel, as the CMMI itself states, it's a Maturity Model. I would like to congratulate whole AAPNA Family for their tireless efforts and helping each other in improving the processes and attaining the maturity. I am proud of being a part of growing organization which is defining its own path.

I got an opportunity to be a part of this journey, being part of L&D team in AAPNA. Initially I never thought that these 6 months of journey will literally bring out this much from me. Creating excel sheets, attending meetings, maintaining the sheets, creating processes @ organization level & then adhering to the same and making sure it met at an organisation level, as the need of CMMI journey and being part of the tedious process of internal and external audits. Taking care of artifacts and multiple sheets as per the requirement. Maintaining matrices for trainings at organisational level. Meeting deadlines, triple checks to be assured that what we are delivering is the best & I can proudly say that our L&D team has received the maximum marks in CMMI Audits. Kudos to @Sanghamitra, @Vineet & @Susmita. We had matured a lot with this certification and confident to take this journey forward with our Happy team."

-Raginee Somani

I remember earlier days before COVID pandemic started, asking for 1-day WFH was very difficult. But now that AAPNA has completely gone virtual we have found that how comfortable and successful it is to work from home than spending hours in traveling to office. We can say that this pandemic has completely changed the thinking of the IT industry.
During this pandemic while many were struggling to streamline their work, AAPNA was working towards achieving new heights with full enthusiasm. The result of a great teamwork and dedication of every AAPNAITE made AAPNA a CMMI Certified company. Our mentor Commando Abhijit played a very vital role in it. Achieving CMMI tag was not easy for us because it requires everything documented. Whatever we are doing from beginning till the end during the software development lifecycle.
Now, problem starts from here 😊. Asking to start making documentation of every step (BRD, Impact Analysis, Estimation, PPR, PMP from developer) was looking as an extra burden. Initially I felt very bad but day by day it became a habit and then I gained confidence. Finally, I understood that this process is not only good for the company, but this is also beneficial for my own work growth recommended for every software life cycle. I am thankful to AAPNA by making this process very refined and to the Team Leaders for giving proper guidance to the team.
I would like to share my experience of having my lunch with Abhijit and Rakhi after I joined AAPNA. I was amazed to see how the company CEO interacted with his team during lunch time and shared their lunch with everyone. I have never experienced this friendly environment in my previous companies. They are the true AAPNAITES, keeping the values of the company name "AAPNA".
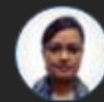
Congratulations AAPNA for achieving the CMMI Milestone. I wish to be a part of future milestones as well.

-Rajesh Kumar Bankra

I remember being excited about CMMI and not knowing what it entailed. When we were getting trained by Kamal about what the process is, there were so many questions. Each project is different and hence the process implemented would be different, of course. Once we started with the implementation, we ran into so many queries, so many anomalies. I remember getting on frequent calls with Kishor and Rajesh to understand the process and implementation. It all seems so long away now that we have achieved the milestone (almost!). All in all, it was such an enthralling and educating journey and I am so glad to have been able to contribute and support this effort.

-Zainab Amiri

CMMI - Initially, I was not at all aware of audit process in CMMI but with the help of SEPG team and senior members I was able to successfully complete it.

There were challenges while working for CMMI audit as there was only one resource in the project Valuation Banking. It was difficult for me to complete all documents. I want to thank Manish Kumar and Rajesh Ranjan who made this journey easy for me. They explained each and everything related to CMMI audit. When I went on to complete one after the other, I have learnt that this process is not only for the CMMI audit but can also be used across project, divisions etc. It helps to set project process improvement goals.

-Priyanka Sharma

Technical Column- The Road to DevOps

Before we take journey through the DevOps road let's try to understand the starting point and the end point that DevOps tries to pave a path in between.

Creating an application has two parts

1- **Development:** Coding and testing is taken care here.
2- **Operations:** Here the application is deployed and made available to the user.

Let's try to understand the development and Operations.

It all starts with the application development. The tasks and tools required at this point are:

- **Code versioning system like Git**
- **DB systems like MySQL**
- **Automated testing**

The application ends at the Operations that include infrastructure in the form of servers, networks etc.

Some of the components required here are:

- **Network, Firewall and Proxy**
- **Load balancer**
- **Http/Https**
- **DNS name resolution**

Now that we have two end points namely the Development and the Operations. So, next question arises how to get the application from Development to Operations/Server.

Let's try to create a pipe-line joining these two end points and call it "Development to Operations" or in short "DevOps".

The activities and supporting tools that are used to achieve DevOps are as below.

First stop - Run automatic tests and Code quality tests with the help of tools like Sonar Cloud.

Second stop - Build and Package the application as an artifact with the help of build and packaging tools like Maven, Gradle, NPM etc.

Third stop - Containers are being adopted rapidly so container images like Docker are created for the applications.

Fourth stop - We may have several Docker images which are stored in Docker artifact repository like Nexus or Docker hub.

Fifth stop- We do not want to do all these to be done manually so to automate all the above process we build a pipe-line that does all the above steps sequentially. One of the most popular build automation tools is Jenkins and we call this automated process as Continuous Integration or CI.

Sixth stop - Once the application passes through the CI pipe-line we deploy the application to the server which is known the Continuous Deployment or CD.

At the end of the journey the infrastructure needs to be managed where we come across the concepts like Dockers swarm which is used to manage small number of Docker images and if we have large number of Docker images, we use Kubernetes to manage them. The Docker image management is also known as Orchestration.
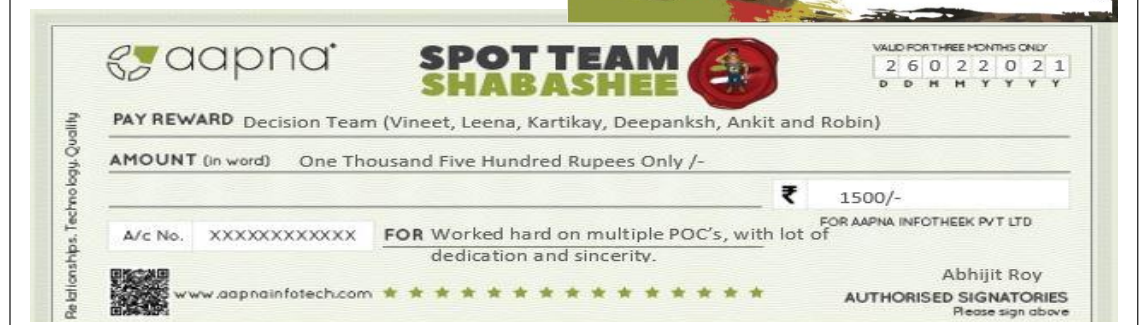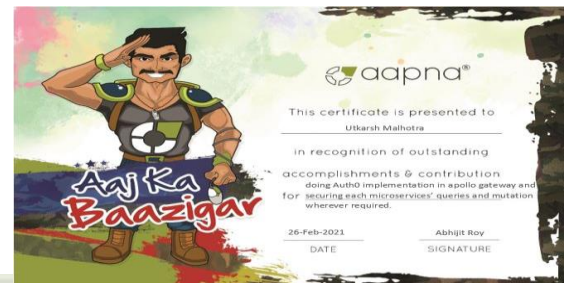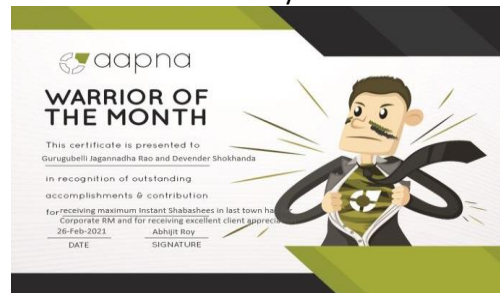
-Kishor Kumar
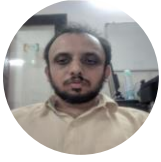
Rewards & Recognitions

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

WARRIOR OF THE MONTH – Gurugubelli Jagannadha Rao and Devender Shokhanda – For receiving maximum Instant Shabashees in last town hall for corporate RM and for receiving excellent client appreciation.

AAJ KA BAZIGAR: Utkarsh Malhotra- For doing Auth0 implementation in Apollo gateway and for securing microservices' queries and mutation wherever required.

SPOT TEAM AWARD – Decisions Team- Worked hard on multiple POC's, with lots of dedication and sincerity.

"A Reel to the Virtual World…"

Gautam Pattani

I have 5 Years of experience in IT. I have worked on different technologies like Android, Laravel, Angular JS & Node. I am good at backend development. Previously I had handled team of 4 developers. I have joined AAPNA Infotech as Sr. Consultant and my role will be Sr. Web Developer. My hobbies include playing football, travelling & sometimes reading books. I am an open-minded person and always love to explore new technologies and opportunities. "

Abhay Verma

"Hi, first of all, thanks for giving me this opportunity to introduce myself. I am Abhay Verma, I hail from Lucknow. Coming to my qualification I have completed my bachelor's degree in CSE from UPTU. I am hired as a Software Developer having 6 years of experience. Looking forward to work with the team members and keen to interact with them. My hobbies are watching cricket, movies, travelling and photography. I am easily adaptive to the environment, friendly in nature, keen learner towards new skills."

Nilesh Sharma

"Hi, I have completed my higher secondary from Modern High School with 80.4%, senior secondary from J.C. Mills School with 74.3%, engineering from Shekhawati Engineering College with 64.9 %. I am having rich experience of 4.9 years in testing field where I have worked mostly in automation field. During this professional career I have covered mobile and web-based automation. Worked on multiple frameworks using Java with Selenium, Protractor with Cucumber (BDD) using Typescript, Appium with Java (Used for mobile automation). Also worked on Agile process so this will also help someone if required. Since the time I heard about Aapna infotech, I was looking out for an opportunity to work with this organization

Isha Chandra-

"I am Isha, a performance engineer with more than three and half years of experience in IT and Performance Testing. I have joined AAPNA as a Consultant. I have done B. Tech in Electronics and Communication engineering from Cochin University of Science and Technology. I love playing chess and table tennis. I am creative, hardworking, quick learner and a great team player. I love to make new friends and take up challenges that keep me motivated to touch new milestones.
I am very happy and excited to work with you all."

Pankaj Pawar-

"I am from Akola, Maharashtra. I completed my Master of Computer Application in 2011 from SICA Pune. I got hired by a renowned IT companies and have been working with them for almost a decade now. I have learned the ins and outs of software development in my journey from a fresher to a Lead Consultant. My qualifications and work experience make me a suitable candidate for the profile. **Now I am very eager to meet the challenge of developing new territories for AAPNA Infotech. I love playing both o**utdoor and indoor games. Good in cricket, volleyball, badminton etc. But above all I like to spend my weekends on adventure sports or my PS4. As a person, I am friendly, open minded, flexible and talkative. Also, I like to learn new things and share my knowledge with anyone who wants the same."

Ankit Kumar Singh

"Myself Ankit Kumar Singh, I am from Daltonganj, Jharkhand. Currently, I am pursuing B. Tech in Electronics and Communication Engineering from MCKV Institute of Engineering. My hobbies include gardening and learning about fractal science. Also, I enjoy learning new technologies and as well. My future goal is to learn Web Development technologies. I am a good learner and always try to take initiative to accomplish my task. I have a positive mind-set towards my work. Also, I enjoy making new friends because friends are the ones who pull us out of every difficult situation."
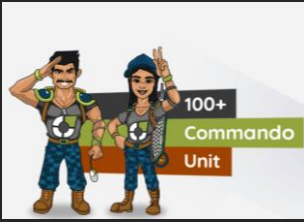
Simran Gupta

"My name is Simran Gupta. Pursuing my 7th semester B-TECH in Information Technology at MCKV Institute of Engineering. I consider it an honour to work with such committed team.
Talking about my technical skills, JAVA is the one that I like the most.
More than anything else I enjoy teamwork, caring, forward thinking, and enthusiasm, and AAPNA is just the right place for all this. I Am feeling excited, happy to start something new, and understanding the depth of the role that I have been assigned AAPNA. I would be proud to work for you and prove my abilities and strong working ethics for the company. I love dancing and sports and have also won many prizes in both. I am a person who is positive about every aspect of life. Friendly and joyful is what my friends describe me, whereas I will describe myself as a CURIOUS, OBSERVANT and SHARING and SMART WORKING person."

Iti Verma

"My name is Iti Verma your new commando in HR team. I have 4.10 years of experience in HR department previously I worked with HCL and GIRIKON Pvt ltd. I have completed my graduation in commerce from Delhi university. Outside of work I love dancing, cooking and sleeping 😛 I'm excited to work with all of you. I' am a people person, I love to talk. I love to interact with people learning new things about their lives and background. And if I need to introduce myself in three words that would be Creative self-motivated and confident."

Maganti Venkataramana-

"Hello, I hail from Hyderabad, Telangana. I have total 5+ years of IT experience in which 3 years of strong proven experience on RPA Tool UI Path and good understanding of overall RPA life cycle. I have completed B. Tech in Computer Science Engineering from JNTUH. It's been a pleasure to join AAPNA, super excited to work with you all. I enjoy playing snookers, practicing photography, and travelling. I am a super cool person who has always been self-motivated and keeps a positive mind set. I believe in trust, honesty and hard work."

HRD Column

The decision to travel the CMMI 3 certification journey, in itself was a milestone decision, as a huge investment was involved, along with a lot of commitment of time from the leaders and entire team. It was clear that it involved a lot of hard work and contribution to make it a success. We had to setup a task force (aka ATMs) who needed to undergo training and get certified to conduct internal audits. The project would not have been possible, without continuous contribution and involvement of Vineet, steadily overcoming each obstacle that came his way. Can't say we were not worried initially, as the process was completely new, and we wanted to take the hard route of actually going through the preparation, audit and process improvements that will come out of the entire process. It involved L&D training dimensions as well which again was completely new for the HRD team. I think it was lot of lessons learnt for everyone, was worth every penny & being a wise decision at the right time.

It's time to say **Three Cheers!!! for Each and Every AAPNA Commando, that we have finally achieved it**!

Just waiting for the big Certificate now 😊

🎈 **Birthday Scouts**

Birthday - Feb B'day-

Priyanka Agarwal-8th
Zainab Amiri-17th
Sujeet Poddar-18th
 Sonia Sethi-21st
Robin Kr Singh-26th
Shivam Pathak and Sanjay Kr-28th

📅 **Upcoming Events**

- **Fundoo Friday 12 March, 4:00 p.m.**

  Get ready for fun time with AAPNA bandaaz – **Anagram**

- **Fundoo Friday 19 March February, 4:00 p.m.**

  Get ready for fun time with AAPNA bandaaz – **Taboo**

- **Town Hall - 26 March, 4:00 p.m.**

  The reward and recognition time for all the hard work, 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 an age long relationship.

AAPNA Times   Issue 09 – February 2021

AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

The more you celebrate, the more there is in life to celebrate– Holi in AAPNA and Women's Day ... Food for thought for next Edition