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“The year 2020 was a watershed year, with all of us facing the once-in-a-lifetime event due to the pandemic resulting from Covid-19. Offices were shut indefinitely, and physically going to work was not possible, with the only option remaining to operate remotely. Though we have had teams working in various shifts, and team members working remotely on and off, taking the entire organization to Work from Home (WFH) mode was both an unprecedented and a herculean task.

However, looking back now, with almost 11 months of this new normal gone by, I can safely say that barring the odd exceptions, the entire exercise has been hugely successful. Here, I would first like to compliment the IT/Infra Team for their efforts in making the transition so seamless. The team put in place the necessary tools/systems/processes such as Team Logger for desktop tracking, fully remote troubleshooting, moving select infra to the cloud, and migrating to more powerful communication platforms such as Microsoft Teams. Secondly, this transition would have been impossible without the tremendous effort by the HR/Admin Team. They have played a stellar role in setting and managing expectations, brought on by this new mode of operating, both with existing team members and potential employees. As the first and primary ambassadors of the WFH culture, the HR team has brought in exiting and engaging activities, such as, Coffees & Chit Chats, Fundoo Friday Games and Town Halls – all conducted via virtual mode, keeping motivation levels charged and everyone in high spirits! Finally, it is the team members – all AAPNA Bandaaz – who have shown great resilience, adaptability and flexibility with the changed working conditions and continued their contribution to the organization, which has allowed AAPNA to operate in business-as-usual mode, with no disruption whatsoever. Wrapping up, I would say, that AAPNA has matured immensely during this past year. Rollout out of initiatives such as L&D framework and CMMI, both being made possible largely due to us operating remotely, which provided us the additional hours saved in commuting and shifting between home and office environments have been the high point of the year.

As the adage goes, AAPNAites have shown aptly, how to turn a crisis into an opportunity!

Kudos to all AAPNA Bandaaz!”

-Anuj Mathur



“AAPNA going virtual, is a dream come true for me. I was so overwhelmed with happiness when the news for WFM broke out that I had to pinch myself to make myself believe it. Not just me and my family, but to all AAPNAites who are far far away from home. AAPNA going virtual has been the most astounding gift ever in my career. As Spidy says "Great power comes with great responsibility" going Virtual has its own Ups and Downs. Notable pros being home comfort, ample time with family and long-lost friends, no commuting, time flexibility, more productivity, a feeling of freedom, focus on hobbies. And few cons would be boredom due to the same routine every day, missing office and colleague, not knowing your team personally and of course having to face your wife all day long. With self-awareness and responsibility, we can ensure the new era of AAPNA an exciting journey and wish AAPNA to prosper in the years to come.”

-Shyam Sunder

Commandos Pen “AAPNA Goes Virtual”



”1. With this move of AAPNA I am now able to balance both my work and personal life together with more ease and getting more time to spend with my family.
2. WFH saved my travel timing which now I am utilizing in other important works, can look upon my health as well.
3. Flexible working hours is the biggest advantage that I felt.
4. Can connect to teammates anytime when wanted and share the thoughts on work or personal level.
5. I am enjoying working as the AAPNAites and looking forward to work in the same Virtual Office theme.” 😊

-Rasna Kumari



” The world is changing rapidly it seems like just yesterday... It was too tough to join an organization virtually as this was never been practice anywhere but AAPNA adaption to virtual work environment was so smooth & quick that everything seems to be almost as alike to the time before pandemic. The new environment is faultless example of ‘Never Give Up’ where AAPNA Commandos continued working with more get-up-and-go & dedication.
Apart from the work, daily connecting on coffee/tea video calls didn’t let us miss our colleagues. Perfect example of a world where work & fun runs parallelly :).”

-Rajul Gupta



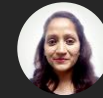
“The Pandemic has forced maximum Organizations to adapt WFH arrangements and we are among such lucky resources who got the Opportunity to Work Virtually in Early phase. It is quite predictable that in near future many more organizations will follow the same. In this phase of work, I am missing the team bonding and face-to-face Interactions which was the biggest factor that made working fun. I am missing tea-time carrom and a short after lunch walk with my best buddies. But despite of all these facts, this new normal has brought lots of benefits such as we can work more efficiently and effectively because we are saving lots of travelling time. We are spending our time with family, so in case of any sudden emergency we are there with them. In short, I will just say, working virtually had given lots of flavors in our life and more to be tasted yet.”

-Sumit Kumar



”This is an unprecedented time for many of us around the world.
I am amazed at the quick action taken by corporation to ensure the safety of citizens first. AAPNA is one of them which ensure employees safety first.
virtually can open doors for extensive engagement beyond the scope of covid 19 restriction and AAPNA prove that by working and delivering project on time.
Even in work from home culture we do not miss office chit chat and coffee time or you can say that office environment as AAPNA have some wonderful events to full fill this gap. To provide better working environment AAPNA is providing "work pod" to their employee which is very great initiative. The work force is adapting to this new work model with technology at the core of making all task possible at AAPNA adopting this model very well.”

-Vidit Asthana



"AAPNA Goes Virtual"

With the arrival of COVID, WFH becomes new normal across the World. Now where other employees started resuming their work from office, AAPNA thought of their employee’s & their family safety at first & decided to go Virtual permanently & this makes AAPNA different from others. This allow AAPNAites to devote a quality good time with their family & give 100% in their work. Hence maintaining a healthy work life balance.

I agree, going Virtual does comes with some of the Cons like
-Missing coffee time Chit Chat with friends.

-In person communication with Colleagues.

-Meeting new Joiners.

-Fun Activity organized by HR to keep up the happy environment & many more.

But AAPNA made sure to make up for everything Virtually as well. Like here in AAPNA we have

-Virtual Coffee's and Chats.

-Chit Chat with Abhijit- where Abhijit (CEO) encourage everyone to meet people outside their Team so everyone knows each other. (or at least as many as possible)

-Town Hall Meet.

-Fundo Friday. (Games)

& on top of it going Virtual does allow AAPNA to hire people all across the Country & get the right/ best talent on board.

All this assure that no matter we are far away, but we are part of AAPNA Family.

Thank You AAPNA for all you do. :)”

- Preeti Joshi

Commandos Pen “AAPNA Goes Virtual”



”1. Work and life balance: With the flexibility of work from home, an employee feels more responsible for daily task given, even they do not hesitate to sit for few extra hours, whenever that’s required. With the virtual office setup, where we work mostly from home gives us an opportunity to be there with our family members.

2. Time Management (saving and utilization): We all are saving time now by not commuting to office which usually takes between 1-2 hours on daily basis and that time saved we can use for our self’s doing what we like working out, taking up new hobbies etc.

3. Global work place: Now anyone can choose wherever they want to stay, since there is no compulsion of reporting in office. Similarly, we have the opportunity of hiring right candidates from anywhere in the world without any location constrain.

4. Monetarily viability: One can now reside a place which is much cheaper than NCR (National Capital Region) which is way more expensive than other compatibly small cities. Also, commuting expense would not be occurred.

5. New era: Now we are going to enter in new era where we need to find new ways to interact with office colleague, do the team building activities, etc. with the spirit of simulation of physical appearance.”

-Manish Gupta



“Always dreamed of an opportunity where I can work virtually & got one 😊.

Reason for this was to save travelling time so that I can utilize it more on official work. Allocated with all assets & facilities, supports from colleagues made the virtual environment practice easy & comfortable. Apart from the work, daily connecting on coffee/tea video calls didn’t let us miss our colleagues.

Perfect example of a virtual world where work & fun runs parallelly.

In short loving virtual environment & believe that it is far better than being physically availability.”

-Kr. Nischal



” As we all know that the pandemic has been very tough all over the world, the one thing that binded us together is being virtual. The way not one but all Aapna commandos have come together and have been supportive towards each other is very commendable considering we are situated in different parts of the country. All the hassles and tough situations are handled very calmly, and we have come out with best solutions and flying colors.”

-Rahul Sangwan



“Aapna goes Virtual” is a Brilliant initiative by Aapna which will help us to work irrespective of location from home and it dissolves the issue of migrating and travelling. And as it is the new form of working, it might have minor issues initially, however in the long run it will be beneficial as the travel time is cut short and it will help save a lot.”

-J Tejawini



” There are many wonderful things about AAPNA. My favorite is that it has so many new things and opportunities to learn and grow. The culture is good. Currently working in cover tree project and the project is challenging but allowing me and the team to learn new technologies and grow. We faced many challenges but never gave up and with this spirit we will be available to reach our destination on time.

Overall, I have got a good opportunity, working with team that is hard working and always available to help whenever anyone gets stuck and the opportunity to work on an international project.”

- Utkarsh Malhotra



“The first word I can say is being a "Proud Aapnaite". One thing I like is instead of calling employees or associates they call as "Commandos". I joined AAPNA on November 25th, 2020, I like the open culture of the organization. Easily reachable to all the members in the organization. The process which the organization follows is great, even the big MNCs don’t follow the same. As AAPNA is open to WFH culture and the company is in the Northern part as I am from Southern part of the Country, I got little bit scared, why because I don’t know Hindi to communicate with people, but the thing is all the members will start to speak in English whenever am in the call, so big thanks to all.”

-Gnana Sekar Stephan P

HRD Success Story



Year 2020-21! Wow! What a year!!! It will go down in the history of AAPNA, as the year to Research-Implement-Evolve.

Going completely virtual - Virtual on boarding with a wink of an eye. I still remember the night when complete lockdown was announced, from 5 AM 24th March'2020, and we had 3 new joining the next day i.e., Monday morning. We contemplated to go deliver the laptop to these candidates in the middle of the night. We still had few hours at hand. Or should we use the time to strategize our next move. It all feels like dream now, from where we emerged as winner!

Talent Acquisition, though we had tools and processes in place, to tackle virtual hiring, we faced multiple challenges. In this new normal (WFH), it was easy to give interviews sittings at home but a nightmare for the hiring team, never prepared for unheard problems such as ghosting. Again, the mantra Research-Implement-Evolve. We did a complete overhaul of our hiring collateral, started communicating about our Culture, Commando team, benefits of WFH to combat this battle.

Again, a first, conducted fresher placement hiring across 11 colleges in 5 cities, all virtual to add talented new Zen Z to our team, Aapna Commandos who will make us proud in the coming years.

Same mantra applied in doing Fundoo Friday, Chai pe Charcha, Coffee with Abhijit, Detox Coffee with PL, Team meets with AAPNAites, Coffee time, AAPNA Times to keep the team spirit high & Channel of Communication open at all times, as is the only thing that works in changing teams, to keep Communicating & motivating the ever growing team, we grew from 100 to 160, year 2020.

Took care of Appraisal, a huge decision to support our teams during difficult time, and doing the right thing, even when the company stared at huge risks on multiple fronts. Started sending rewards @home - another new initiative to keep the team spirits high. Sending Diwali gifts individually to 130 locations was a job in itself.

Implemented HRMS tool, HROne not the best of the option, I agree, still we went for it, as we thought of supporting the Indian Economy, whatever small contribution we can do, in our capacity. Believe me, it's much difficult for us, HRD team, then each one of you are facing as we are catering to a larger group. Still, I would say, will not regret our decision to support make in India, initiative. For the first time I understood what it all means, when we say client satisfaction in its true form, as we were in the receiving end this time.

Similar journey of vacating 2 offices within pandemic era, selling all our stuff, scrapping the new office, within 6 months of launch, which we built, created painstakingly within a record time of 4 weeks, with new vision.

And then, a new beginning to move to Garage Society, we have taken the first baby step in this visionary direction of growth. It was a bittersweet journey of embracing the new normal.

Processing salary through online CMS portal for the first time to beat the Lockdown and setting up the process. Filing EPF, Posh on our own and taking care of all other compliance as all our vendors who was taking care of these were reeling under this pandemic, as was not from IT sector, soo... not prepared to tackle this sudden Lockdown announced by the Govt.

Not to forget, Research- Implement-Evolve in L&D and CMMI Journey, a big Leap for AAPNA this year. A huge Learning curve for us in this forte.

So, it was 360° journey for us, for the whole of my team, and proud to say we have come out winner. Would really like to THANK YOU all, our Trishul Commando unit. And can't forget the other part of Trishul, IT team who supported us at all times.

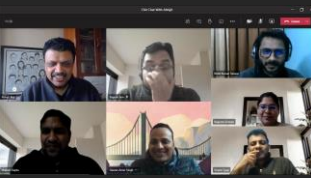
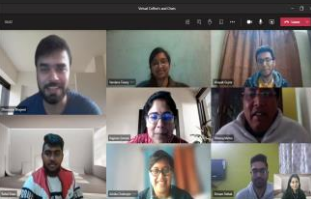
-Sanghamitra Roy

FAMILY CORNER

" Hi Everybody,
If your hubby is doing WFH its sometimes nice and sometimes not....He is at home so I don't need to wake up early to prepare his breakfast/lunch, sometimes during lunch hour from nearby market and also our son and myself are happier when he see him time to time, in short breaks, to have a cup of coffee or tea, or just to have a 5 minutes stress buster to play with our son. And yes...Kiaan, our son sometimes disturbs him as well, going to calls while Ankit is on Video and all of a sudden everyone says --Hi to him, that's a fun element for Ankit as well -- I think so...
And being most of the times on calls sometimes Kiaan says to him "papa aap to saare time call pr lage rehte ho...." but I surely know, he feels good that his father is around most of the time. Although as Diwali message said, we have made space in our home to accommodate AAPNA's WFH culture, so it will surely have its own package as well 😊"

- Neha Ankit Girdhar

TEAM CONNECT



“A Reel to the Virtual World...”

TEAM SPOT LIGHT



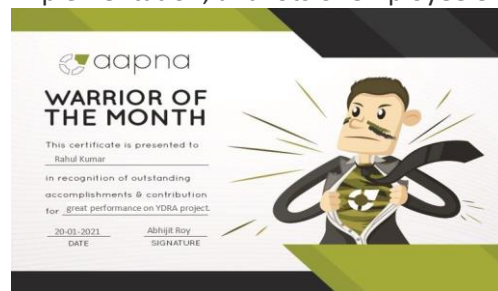
Rewards & Recognitions

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

WARRIOR OF THE MONTH – Rahul Kumar – For receiving maximum Instant Shabashees in last town hall for his great performance on YDRA project.

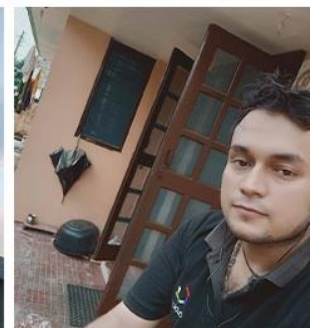
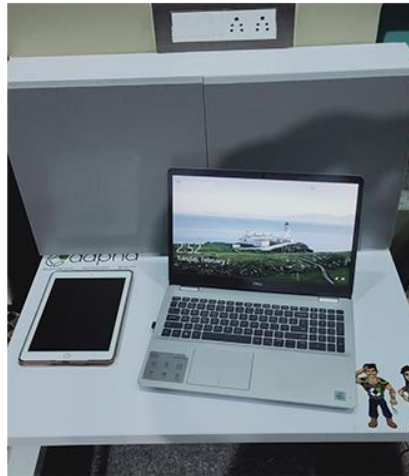
AAJ KA BAZIGAR: Aasif Ansari- For rolling out of Microsoft Teams & Migration of mailboxes to .com for all.

SPOT TEAM AWARD – HR Team- for significant progress in hiring team, excellent L&D implementation, and lots of employee engagement activities.



TEAM CONNECT

WFH Benefits



"A Reel to the Virtual World..."



ARUSHI VIJAY

"I am born and brought up in Kota (Rajasthan). I will be working here as a Senior Consultant in BA/QA profile. I have completed my B-Tech from MNIT, Jaipur and have a total of 8+ years of experience in IT sector with Headstrong and FIS. I have a creative side of me as well. I love playing with my daughter and when she is asleep, I love watching movies, Korean dramas (though only possible on weekend). I am a person who can be approached any time if needed, and I am a friendly person and most importantly I love to eat."



C SATYA SAI KIRAN

"I have 5+ years of work experience in Software testing which includes mobile and web applications. I have expertise in domains like Biometrics, E-commerce and Telecom. Currently I will be filling Sr. Consultant position for Software Testing Engineer role. I graduated from Amrita University, Coimbatore in 2014. I am also a tech geek where I know about the latest gadgets and technologies daily. My hobbies are travelling, watching movies, playing sports, cooking. I am a cool-headed person and will try to stay calm and composed in difficult situations. I like to be honest all the time whether it is personally or professionally. I am a quick learner as well and enthusiastic to learn new things."



NACHIKET NAMJOSHI

"Hi all, I have joined AAPNA as Sr. Consultant (Developer). I have worked in Valueadd Softtech for the last 4 years 7 months as software engineer. I have done B.E. in IT 2014 from University of Pune and some additional certifications too. I love to continuously learn and adapt to the new challenges. I love to travel, play Soccer, play cricket, table tennis and I am also lifetime student of Indian astrology. I believe and follow good Indian values, I am totally trustworthy and always like to connect to my team members and handle clients, understand each one and focus on the solutions."



HARISH RAGHAV

"Hi, I am joining as an associate consultant in QA. I have completed my B. tech in 2020. I am very excited to work with the company. My hobbies are travelling and cooking. I am passionate to work in a good environment."



CHITTRANJAN GHOSH

"I have joined AAPNA Infotech as Sr. Consultant as an Automation Tester. I have worked in CTS for the last 5 years and 10 months as QA. I have done B. Tech in CSE in 2014 from WBUT [Kolkata]. I love to travel. Had been to quite a few places in southern part of India as Wayanad, Munnar, Pondicherry, Mysore etc. Bike riding and listening to various genres of music are my hobbies. I would love to connect and understand the persons working in the team so that we can have a good bonding."



SAKSHI PANWAR

"I belong to Meerut. I am diligent and focused person. Currently I'm pursuing B. Tech in computer. I am appointed as associate consultant. I have some hands-on on android studio. Besides my academics, I am AWS solutions architect associate certified as well. I have been a part of Talent Next Programme, which was initiated by Wipro Private Limited. I am a quick learner and I believe that 'will to learn' and 'Patience' is the key to success. I love doing competitive programming on various coding platforms. I like writing poetries, sketching and painting."

 **Birthday Scouts**

Wishing a very happy and blessed January 2021 ☺

- Ajay Vir Singh Kaith
- Pranay Gupta
- Saurabh Kumar
- Abhi Ranjan
- Gnana Sekar Stephan P
- Kanhaiya Adhikari
- Yogesh Jain
- Vidit Asthana
- Alok Dixit
- Rashi Nagpal
- Shashikant Tiwari





HRD on AAPNA Goes Virtual

“For AAPNA, hiring always have been a challenge due to very stringent hiring process and four to five rounds of interviews that one needs to clear before getting the green signal, to be an AAPNA Commando. Quickly we realized the potential to attract talent pan India just by going virtual, and that now we have a competitive advantage as we are working virtually, and our competitor are planning and strategizing when and how quickly, they will be able to come back to normal, to re-open their offices. We are now hiring pan India, and meeting and interacting with various people with different culture and it is making AAPNA a culturally strong and diversified company. To top it all, who will not prefer saving travelling time, money, to spend quality time with family and kids, and of eating home cooked meals every day and sharing the same with your family together, countless intangible benefits of work from home. 😊”



Upcoming Events

- **Fundoo Friday 5 February, 4:00 p.m.**

Get ready for fun time with AAPNA bandaaz – Kahoot

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

Get ready for fun time with AAPNA bandaaz –Drawing with Instructions

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

Get ready for fun time with AAPNA bandaaz – Guess the Jingle

- **Town Hall - 26 February, 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.

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AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

Only by constant improvement and constant change excellence can be achieved– CMMI..... Food for thought for next Edition