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This Issue

Commandos Pen “Milestone in AAPNA” **P.1, 2, 3 & 4**

Team Spotlight **P.5**

Know your Crew & **P.6**

Birthday Scouts & Upcoming Events **P.7**



My Journey with AAPNA

It all started in the winter of 2007, when we signed up a big relationship with Infopro, and new projects started flowing in. Prior to this, we were operating in an informal manner, under the name of Infotheek Computers, operating out of the drawing room of 57, Charak Sadan. With the prospect of more work, we decided to register the company. After a lot of deliberation, we chose the word AAPNA, to be the best representation of what we are – RELIABLE – and we wanted to represent our trues essence of being a company of Indian origin, so we chose the SANSKRIT word for reliable – AAPNA. Between 2008 and 2016 – we did lot of product development projects, predominantly for US market, though there have been times, when we made strong inroads in UK, as well as France. In 2016, we got a big breakthrough and got an opportunity of working with the US, mortgage industry. This opportunity was like none other and pivoted us on an upward spiral from which there has been no looking back. Since, 2016, we have grown from a team of 40 to our strong 175+ team today. The growth has been in much more than just numbers, as we have strengthened our core values and belief in building a strong culture driven company, a GREAT company. We have added to the bouquet of technical capabilities and built strong competence in several different areas, while keeping our FOCUS of being a NICHE player, which is recognized for its COMMANDO approach. We want our clients to recognize AAPNA commandos as different from the industry and capable of delivering unmatched SERVICE excellence. Several leaders have joined the company, and are spearheading the company forward, which our core team continues to bring STABILITY to the organization and ensures our ongoing success. I am proud to be at the head of this TRULY amazing organization and look forward with excitement at the years to come, and where AAPNA is headed.

-Abhijit Roy

My Milestones in AAPNA



As I sit back to reflect and write about my journey at AAPNA, I am at a loss to pen my thoughts. That is simply because there are so many moments and memories, which are all special and close to my heart and I fear that I may miss out mentioning many instances or naming everyone.

When I joined AAPNA, we were a modest setup, operating out of a small office with a headcount of about 30 team members. My memories of that time revolve around the close-knit bonds of friendship that were formed – which last to this date. We had our meals together, coffee time was for chit chats, carrom sessions and all... and of course lots of late nights for projects! Notable mentions – iSave, Yatra which were the large ones, followed by many smaller projects. On all these, I had the opportunity to work with the earliest AAPNAites – Shweta, Shailendra, Raj, Ashu, Manish, Shyam. I must mention Atul too – else he will take huge offence. I learnt a lot from all and each one of them and feel that they are together responsible for establishing the culture we all are so proud of today. It was then, that we became a Microsoft Silver Partner, which was a significant milestone. Participating and contributing to strategy team, formed so early on, was also very satisfying.

As we grew, we moved into newer offices, first to Kirti Nagar and then to Janakpuri. But the culture of close bonds, sharing and spending time together continued. We did some great projects at this time – led by Sachin and working closely with Rohit, Deepak, Vipin and entire design/open-source team. Hexaware, World Bank, BabeezWorld being the most notables one. We also did a lot of work with partners in UK, US and the team received many accolades.

Two visits to Durgapur during these years – with one for annual day – were a wonderful experience. Till then I had only interacted with the team at Durgapur remotely, it was very fascinating to meet them all in person – Sujoy, Biswajit, Ganesh, Niraj, Susmita and all. The reception we received at the railway station was simply awesome – I still remember it so vividly, as if it happened yesterday. The cricket match at Durgapur, leading up to the annual day celebrations had so many moments which are unforgettable. These years saw several accomplishments coming our way – we got certified as an ISO organization, then went on to get certified on ISMS too.

All the annual days, with the party continuing at CharakSadan through the wee hours of the night, all these years were special – with the time spent on preparing and rehearsing for skits, to the team presentations, accolades to teammates, games, and all. What fun they used to be, I especially miss those days, as we continue to work remotely due to the pandemic.

2016 brought with it a new project from Mortgage Industry in US. This is our largest customer engagement to date. Special mention of the team which got it going – Atul, Manish, Tushar, Deepu & Aditya. Getting involved in setting up the groundwork for success meant overhauling processes, tools, and systems in their entirety. We setup a formal PMO, overhauled our IT Infra and implemented many changes to ensure success. All of these were possible due to the excellent contributions of Prashant & Rajul in PMO and Aasif & Prince in IT/Support teams. We were also able to get newer team setup on IoT, DevOps and RPA. These would not have been possible without the contributions of Jasmeet and Adnan who led the first two initiatives. I was also very happy to see Ankit, a very dear friend, join AAPNA and take charge of our Mobile practice.

Past year and a half have been dominated by the way our lives have changed due to Covid-19. Interestingly however, we have seen our biggest growth as an organization, during these very times. I attribute it largely to our ability to adopt seamlessly and our strong culture. We have had new joiners from across the country, but the HR team has been able to keep the culture going with all the virtual activities. The past year also saw us have many leaders join the team – Vineet, Yogesh, Rajesh Ranjan and more recently Hardik.

My Milestones in AAPNA

All of them have contributed greatly to the overall leadership capabilities that AAPNA possess now. Vineet's leadership on CMMi and L&D have been exemplary and have surely taken us to the next level. Yogesh has brought in another dimension of leadership and ownership, and I feel I have learned a great deal from both already.

Finally, I had kept mentioning the two strongest pillars of AAPNA to last – Abhijit and Rakhi. Over the years, I have acknowledged several times, how I look upon Abhijit as my ultimate mentor. A large part of what I have learned over the past 10 years, both professionally and personally, has been due to working so closely with him. The biggest learning, I have had from Abhijit, is how to see the best in everyone, and how to look for positives in the worst of situations. With Rakhi, I have had my fair share of disagreements, but her heart is always in the right place. It is largely her passion, which has been the driving force underling the success we have had all these years. Kudos to her!

It has been an amazing 10 years at AAPNA – It is tough to mention all instances, moments of joy, learnings and fun, setbacks and victories and acknowledge all the people who have been part of this great journey. As AAPNA soars higher and spreads its wings wider, I hope I continue to be part of it and give it my best... To another decade – let us begin!!!

-Anuj Mathur



Ever heard of the two tales 'Letters from Iwo Jima' and 'flags of our father'. Both evolve around the same battle but tell the viewpoint from two different angles, the Japanese and the Americans. No doubt, AAPNAites are already aware of our achievements. Neither I am a profound speaker nor that someone that fancy graph and chart to represent how we climbed up the ladder. Let me just narrate the fun part we had at AAPNA. For sure we had our ups and downs during the journey, but the notable part is, I never knew we ever had a downfall unless our managers whispered in my ears. Thanks to Abhijit and Rakhi, I never saw them moved by any shortfall in the company. They are always there to shoulder you and keep up your spirit. And that's the reason why we always value our AAPNA culture. It's a rare Gem which you will rarely find in another organization. When I joined the company, I was stationed at JSS Noida. I never had that alienated feeling when I first stepped in. Teammates are so supportive, and they are always there to keep your head above water. Our bonding and culture are so glued together with AAPNAite that even our clients had a taste of it. I was so overwhelmed to see the warm welcome every time we visit our client. In one incident we had a couple of drinks at the Beer bar cafe. And you can imagine the quality of thought we had exchanged, just kidding. Those were the days guys; I am telling you. While in JSS, we had those cheat hours. Our neighbor company, could not recall the names, would come to us whenever our boss is away, for a cricket match. As you know there are no fixed Gali cricket rules we end up arguing every time. Earlier Saturday was working for us. If there isn't anything much in our plate, we end up going out for dinner or a cricket match. We even had those yearly outings where we cut off totally from our daily office chaos and totally had fun. We had those truth and dare sessions where someone dare to dip into the cold river in the middle of the night or ended up telling your secrets. Above all that fun, we have given enormous days and nights to live up with the client's demand. From CEO to office admin, everyone plays a vital role in shaping up the company. As the company begin to grow, we then start switching multiple locations, new clients and adding new faces at AAPNA, new HR policies and rules came into place. With time, the spark we initially had tends to subside, though we are exponentially advancing towards a better skill set, and of course a better pay cheque. Changes are inevitable, so guys be the AAPNAite at your heart and live up the culture we had. I am truly thankful to our HR team in keeping up the AAPNA culture kicking and alive.

"You don't turn your back on family."

-Shyam Yumnam

Milestones in AAPNA



My Milestones in AAPNA

First of all, it is always a nice feeling to write something which is actually a reflection of my work which I have contributed to AAPNA in all of these years. Whatever I say or write about AAPNA would be very less. I can't explain in words how much love, trust and respect I have received (and still receiving) while working in AAPNA. How to make the team feel great at work? How can the team members get motivation at work? How its team members can get recognition at work? The answer to all of the above is very well organized in AAPNA.

The AAPNA culture says that your hard work, dedication, attitude, passion and integrity will always be cherished, and you always get an encouragement to boost them.

When I had joined AAPNA I was just a novice (started my career). I have grown up as a respected professional today. When I sit and look back, I just think how all these years have passed and how AAPNA helped me to achieve who I am today in professional front.

When I had joined AAPNA I was told that **"work hard as much you can"** and you will be satisfied by what you are doing. I did the same thing. In the year 2007, when I received the **"Best Attitude"** award, I realized my hard work and I was very much satisfied with the way I put all my efforts as well as how AAPNA recognized my work.

Next, really a big moment for me (in fact for any team member in an organization) to receive an **"Employee of the Year"** award in year 2011. It was a great and proud moment holding that prestigious award.

Next, again received an **"Employee of the Year"** award in year 2013. You can feel my happiness and satisfaction I felt at that time from my words.

Then the years passed and got awarded with many more – some of them are **"Marathon Runners Award"** and **"Founders Award"** in 2017. Most recently received **"Pillars of AAPNA"** award in year 2019.

All of these recognitions/awards are very close to me, whenever I look at them, I feel so proud and happy. Thank you so much AAPNA for believing in me, recognizing my work till date and most importantly providing such a healthy work environment which helps me to deliver my best.

-Biswajit Sur



Down the Memory Lane

I put my first step in AAPNA (the brainchild of Abhijit & Rakhi) in its toddler stage. For the first time I experienced an uncommon essence of office culture in AAPNA family. As the days passed, we moved to new offices with increasing team members and thriving with new technologies. Through different ins and outs, ups and downs and necessary implementations over the last few years, AAPNA has built up its professional existence much stronger.

2017 was a memorable year for AAPNA- from then the growing pattern is like a 'Complan' boy J AAPNA went Completely Virtual in its teenage state because of an opportunity given by Covid-19. During this time, we crossed the milestone of 180 commandos.

Apart from its sincere vigilance on day-to-day progress, AAPNA never stopped thinking about the welfare part of its team members, wherever and whenever it was needed. Similarly, for keeping its team engaged and connected with each other, AAPNA in its own way started various team building activities to boost-up their commandos in this WFH scenario.

Hope, we will go a long way through our individual commitments with team integrity because - We are reliable, we are AAPNAITES.

-Susmita Roy

Milestones in AAPNA



I joined the AAPNA on 29-Oct-2008 at Charak Sadan our first office location. At that time, it was Infotheek computers. At the time of joining Abhijit asked me for 1-year bond with company. I was not comfortable with this, then he told me that his offer is not going to change either I am going to sign the bond or not. Finally, I didn't sign the bond for a year, but 13 years later I am still here.

I can say I have started my career with AAPNA and grown as a professional here only. I always believe hard work is the only key to success. And at AAPNA I got the opportunity to work on variety of tasks. With software development, I also got opportunity to work on hardware, taking care all servers and its configuration, managing domain and hosting for all our clients. In my journey with AAPNA, I made very good friends. We all enjoy working together, having lunch together. After lunch we used to go for a walk and or for Cricket, frankly say I am very bad player in Cricket but still enjoyed a lot. Evening Carom time is the best time of our whole day, not because of playing Carom but because of gossip we have during that time. And I am missing that Carom time while working from home for last 1 and ½ years.

Many people ask me, why you are not changing your job, why are you staying here for so many years. I can say I didn't find any reason to change my job. Regarding changing office, I can say AAPNA change its office location, and we get a new office without changing our organization. My first office was in Vikashpuri, then in Chander Nagar, then Kirti Nagar, after that Janakpuri and now in Gurgaon. I also been to client site twice, once to Noida (for approx. 6 month) and once to Faridabad (approx. 4 months), and realized AAPNA is great place to work.

-Manish Kumar

HRD Column

From a one woman contributor to a team of 12 Commandos, AAPNA HRD has come a long way. We have branched into and set up separate teams to take care of Talent acquisition, Accounts, HRD and L&D. With the motto to support and **"have a happy and content team"** at all times. Whether it's to support open-door policy Or on-boarding programs Or of creating a healthy hierarchy and culture of ownership Or of learning and development Or of Rewards and recognition Or of having fun virtually, we have done it all. To name a few: Coffee time, Fundoo Friday, Wow Wednesday as **Welfare of our AAPNA team is our top most priority.**

AAPNA HRD is all about growing, evolving and adapting as per the changing needs of the organisation and of time..... We continuously thrive to emerge as a force which foster growth and of healthy lasting relationship. Building trust and to support each other at all times.

When it comes to innovation, the pandemic has forced us into new ways of thinking and innovating as per the changing times. For example, we had to quickly find new ways of online trainings for our team, virtual on boarding, team engagement activities, all the system and processes and policies had to be updated, communicated and even created to take care of the new normal to be done virtually. Created and shared videos, manager manual, many such small initiatives to have, ease of operation and transparent communication, when working from home.

We all had to learn how to **"turn on a dime"** to adapt quickly to new ways of working and operating to support the changing nature of the business. Golden opportunity as given by pandemic, we adopted to new digital working tools and process to cater to the new normal. It's so good to see team getting engaged and enjoying their time, getting to know each other personally and creating that new bond virtually. That's the beauty of the teamwork. We, AAPNAites, as true commando are embracing the change, as change is the only constant in life..

Fitness matters and that's what we are focusing now, as one of our new initiatives, to have healthy team, to take care of team wellness, both physical and mental, to cope with the new normal of working from home and coming to office to have fun. **"Taking wellness to Mars and beyond"**, thru multiple initiatives.

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 –Deepika Soni–For receiving maximum Instant Shabashees in last town hall for doing excellent job in performing QA role, taking ownership, and working with dedication.

AAJ KA BAZIGAR: Hardik Shah-For taking on multiple responsibilities and balancing them out.

SPOT TEAM AWARD – CoverTree Team-For delivering under difficult conditions, and tight timelines.



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Priyanka Gurnani

Hello, my name is Priyanka Gurnani. I have joined as a Sr. Consultant (.Net/.NetCore). Having 7.5 years of experience. I am ambitious and driven. I thrive on challenge and constantly set goals for myself, so I have something to strive toward. I always look for an opportunity to do better and achieve greatness. I am looking forward to work together as a team and I am excited to be a part of the AAPNA.



Kashish Varshney

I am Kashish Varshney. I am from Aligarh. I have joined AAPNA as a Consultant (Software Developer). I have 3.4 years of experience as a Software Developer. I am interested in knowing people and also, I get along quickly with everyone. I am always ready to learn something or the other, from people I interact. I look forward to working with you all.



Birthday Scouts

Birthday - June

Sakshi Panwar-4th

Nikhil-12th

Naziaa-17th

Isha Koul-18th

Raviteja-20th

Nilesh-22nd

Kabita-30th



Upcoming Events

- **Fundoo Friday 13 August, 4:00 p.m.**

Impact – Mastery Session

- **Fundoo Friday 20 August, 4:00 p.m.**

Get ready for fun time with AAPNA bandaaz – **Mystery Riddles**

- **Town Hall - 27 August, 4:00 p.m.**

The reward and recognition time for all the hard work, team connect and few surprises.

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AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

“Wellness-not the absence of pain but the presence of meaning.”– ... Wellness (Physical and Mental) at AAPNA...Food for thought for next Edition