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For me, AAPNA was already a **Great Place To Work** and this is just a certificate which we received now. In comparison with my previous companies, I witnessed a different work culture and values at AAPNA, that derives from the head of the family and been inculcated into the entire organization. AAPNA cares for each resource just like the family member. No matter what level you are working, respect, values, learning & growth path is same for all. People at AAPNA are self- driven, self – motivated and enjoy each and every moment. AAPNA is “a company that works together, learns together and grows together” as a great team. We achieved a lot over the last one year – CMMI, MS Gold Partnership, new projects, to list a few. Our L&D framework is unbeatable. Our HR ensures a great culture & friendly policy. Our SEPG ensures we are following the right practice and as result of all this now we have been able to achieve GPTW certificate.

Congratulations Team and keep it up!

-Vineet Tyagi



AAPNA deserves to be certified as “**Great Place To Work**”. There is no doubt about that. Even before I started working at AAPNA, I had few discussions with Abhijit, and he is gem of a person. I have never seen any leader speaking so passionately about culture at the organization. I have seen leaders talking about how great their plans are for financial growth, market growth etc., but none talked about creating a company with a great culture. Full marks to leadership of Abhijit Roy and another Commander- in-Chief of creating culture, Sanghamitra Roy.

AAPNA is fully a virtual organization and it comes with the challenges of its own. First of all, creating the team...**Cont'd**

AAPNA - Great Place To Work

...engagement activities which is being handled beautifully at AAPNA. Various initiations like “Virtual Coffee and Chats” which creates an atmosphere of sitting in the pantry and chit chatting with the co-workers where anyone can join same as in the pantry or coffee room. The meetings are encouraged to be video meetings, and hence it creates the environment of face-to-face meetings.

There are other initiatives like IMPACT program, Townhall meetings, virtually open-door culture where everyone is encouraged to talk to, give suggestions to or raise concerns to any of the leaders.

For me, working from home and still be able to connect with the associates from all across the country is the best thing. The culture of trust on the team members with the given responsibility and allow them to execute on their own until they seek advice from seniors is also very encouraging and engaging for all the team members

There are couple of things which I like AAPNA to improve is the attendance system. I do not like to be dependent on my mobile phone to register my attendance. I am sure the responsible teams are already working on improving the same. There are lots of things which AAPNA is doing right to be awarded as a **Great Place To Work**, but the ability to continuously thriving to be better is the best quality of AAPNA as an organization.

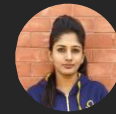
-Hardik Shah



“It’s a dream come true for us. When I first created my LinkedIn profile, I mentioned there that I want to work towards creating an environment, where we are known as “Great Place To Work” and for all these years, everything that we did was keeping this goal in mind. We wanted to build an organization to be known for its **great environment, which includes open door policy, no office politics, culture of ownership, of learning and growing, and helping each other on the way, doing the right thing with respect and integrity.** We created by living example and demonstrating the same in each and every step that was taken by the leadership team and by the torch bearer of AAPNA. Simple things like Diwali gift, is same for all CEO to the office peon. It’s a very simple act but speaks volume. We always used to say, we spend more hours in office than at home, so people should be happy working at office. They should build lasting relationship and should start looking forward to coming to office on Mondays, as in pre Covid era. and happy to say we do see all these in the team.

This certificate has proved all that we build together as a team over the years, and that we are able to uphold our culture even when we are growing. Meaning, it is also getting passed on to the newbies at AAPNA. **It’s a journey and not a destination, I am elated with the very high trust index and other scores that we achieved and looking forward to taking on the challenges to work upon and improve on the opportunities as shared by Great Place To Work. We often shared, service excellence is a reverse escalator, which I believe is true in all sections of life. Passion and purpose are interconnected and the only thing that results in you is to move forward and break your own record... we hope to do that in the coming years** 😊

- Sanghamitra Roy



Joining AAPNA has been one of the best decisions I have made so far.

Through my role at AAPNA, I am inspired to learn how to excel across multiple disciplines, which has helped me become a better version of myself thus far.

I greatly value the company’s efforts to bring out the best in each & every one of us.....

The support & encouragement received by the leadership team and colleagues has allowed me to put my best foot towards the work I carry out at AAPNA.

The untiring efforts of the company specially by team HRD towards making us feel happy instill a positive vibe in the workplace.

I am thankful for the opportunity given to me and I feel privileged to be a part of the AAPNA family and its journey.... 😊

-Rajul Gupta

AAPNA - Great Place To Work



As a fresher, I joined the Decisions team in AAPNA. Firstly, I was thinking about how the corporate world works. Will I be able to cope up with the working culture or not? Then my training started. I made a couple of friends. Together we learned a lot of things and then the fun begins when we get to know each other very well.

The thing which I appreciate the most is the management of the company, especially our HR. They organize a lot of fun games for us and try their best that nobody gets frustrated with their work. Although we are far away but we are connected internally, like the gossips, jokes never let us feel that we are not in front of each other. It is a place where I work, I play, I enjoy and spend most of my time with my friends. So, for me it is one of the **"Great Place To Work"**.

- Aaryan Tiwary



I always wanted to get into the IT Company but being a fresher, it is not that easy. But AAPNA Infotech had given me an opportunity to join their company, or I can say a family. At first, I was worried how will I cope up. I was given a role of an Associate Consultant in Decisions team. Since Decisions is a new tool and resources are not that much available, I was worried how will I learn or cope up with this, but my seniors and my colleagues are very cooperative in this. They guided me well. At times it gets stressful but with AAPNA family it seems like we can tackle any problem that we encounter. So, in my opinion AAPNA Infotech is really a **"Great Place To Work"** and all the team members and colleagues are like a family. I am grateful to God that I am an AAPNAite.

- Kartik Sang



"No company, small or large, can win the long run without energized team who believe in the mission and understand how to achieve it" – Jack Welch. I believe that if we build a strong organization culture and focus our energy on the happiness of AAPNAites, then we create an environment of positivity. This will increase the productivity, resulting from a deep sense of ownership among each and every team member and the eventual outcome is **"SERVICE EXCELLENCE"**. By practicing the same in day-to-day life, we are practicing what we preach & hence here we are today, certified as a **"Great Place To Work"**. Being a virtual company, AAPNA, is knitting relationships across hierarchy and its belief in diversity results in re-joining our team members and create a sense of belonging. I proudly say that I am an AAPNAite.. Cheers to Team 🤝

- Raginee Somani



It's been 3+ years since I am working in AAPNA as a System Admin and for me it is a Great Place To Work from day one. I always get a positive vibe working here because of the work culture and supportive mentors and seniors. The initiatives taken by the management to appreciate the work of its team members and to engage them in various activities for team interaction are amazing.

It has been said by Brian Kristofek (President and CEO of Upshot) that **"Being a great place to work is the difference between being a good company and a great company."** And I totally believe that AAPNA is a great company.

!! AAPNA ROCKS!!

-Prince Kumar

AAPNA - Great Place To Work



Indeed, AAPNA is a “**Great Place To Work**”. A perfect tagline for the virtual work environment would be '**Wake Up, Dress Up and Teams Meeting**'. I admire everyone in the company, be it a Senior Consultant or Associate Consultant, for how committed everyone is to excellence. **Great Work Culture!**

- **Naazia Ambrin**



AAPNA = **Great Place To Work!** Cheers to everyone

It's been 3 months at AAPNA, work culture here makes me feel very special as everything here is taken care! The organization fulfills every required need of an AAPNAite. The management is concerned about their team “work life balance”. I like the way team members are engaged and know each other better, which also helps to coordinate with our work-related tasks. These are the success stories of AAPNA, and it feels proud to "Shout out that I am from AAPNA, and I enjoy my work here" at the same time we also feel happy to take the responsibility of our work with Commando approach:)

Kudos to the organization. Kudos to every team of AAPNA. Kudos to the continuous success of projects. And Congratulations to everyone to work under a "**Great Place To Work**" Wish you all continuous success and Big Thanks!



- **Nilkhil BR**



AAPNA is an overall a “**Great Place To Work**”. I joined this company about 6 months back and I love to see how well everyone treats each other. They also organize some fun events every week like FUND00 FRIDAY and WOW WEDNESDAY, which I believe is a great move. Since we all are working from home these types of activities help to cheer-up the mood and feel connected. Also, management is understanding and wants to see your growth within the company.

-**Menu Gupta**



I have been a part of this organization for almost 4 months now and what makes this place **Great Place To Work** is enthusiasm that everyone has towards their work which is contagious. I have seen sincerity among team members towards their job and willingness to help each other out of difficult situations. This has been a great journey till now and hope for the best in future too.

-**Vikram Singh**

TEAM CONNECT



"A Reel to the Virtual World..."

TEAM SPOT LIGHT



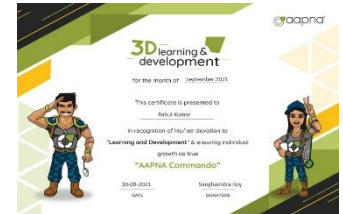
Rewards & Recognitions

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

WARRIOR OF THE MONTH –Manjot Singh– For his hard work and dedication in BD Project.

AAJ KA BAZIGAR -Prashant Jha- For receiving excellent client feedback.

SPOT TEAM AWARD – Decisions Team- For receiving multiple written testimonials this month.



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Sukhamay Mukherjee



Hi, I am Sukhamay from Durgapur, West Bengal. My first company was AAPNA only, I am joining back AAPNA after 4 years and things here have changed completely. I will start my journey with AAPNA from today again and I am excited about that and looking forward to work with everyone. I love playing and watching cricket and travelling. I am a person with a positive attitude and smart work, also quite an emotional personal with a good sense of humor. One can always look up to me in need for help. I will always try my best to help them with whatever I can.”

HRD Column

Great Place to Work® ‘Gold Standard Certificate’ which identify and recognize Great Workplace Cultures. A culture in which everyone is inspired and has the opportunity to contribute their talents and the best of themselves. When people think of a great workplace, they often picture an organization with lavish perks, fancy parties, and amazing benefits but the definition of a great workplace goes far deeper than perks and benefits. In fact, at its core, a great workplace is about the level of trust that team members experience in their leaders, the level of pride they have in their jobs, and the extent to which they enjoy with their colleagues.

So, What are the qualities that makes AAPNA “A Great Place to Work”???

-Open door policy to start with, management and leaders are always available to resolve issues/concerns to the best of their ability. We strongly believe, that if the right person acts at the right time, the issue gets resolved there and then

-Team Members at all levels are empowered to operate independently and make decisions, which are supported by seniors, leaders, and management, promoting a culture of ownership.

-At all levels everyone is open to help others, to find solutions, when faced with problems/stuck with delivery across team, we work as a family and hence feel there is no office politics. One is given freedom to explore and opportunity to learn and grow and even to fail.

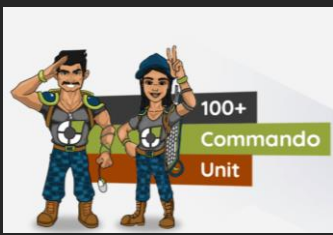
-Management has regular 1-2-1 sessions with team members at every level, to know the pulse of the organization. Abhijit does multiple 1-2-1 sessions every week, as well as chit chat sessions with groups of people. All team leads are doing the same with their teams. We have coffee sessions to encourage cross team interactions.

-Due recognition and respect are given at all levels. We trust that at each level, whatever level they are, they give in their 200% to fulfill their duties to the best of their capabilities.

- We have a strong focus in ensuring the growth of every team member and put in place a 3-dimensional learning and development platform to enable and encourage regular growth of AAPNAites.

AAPNA focuses its energy on the happiness of AAPNAite’s, to create an environment of positivity, resulting in a deep sense of ownership among each and every team member and the eventual result is “SERVICE EXCELLENCE”. We AAPNAites are beacons of AAPNA’s culture, a culture that we all have built together. It gives such an immense pleasure to see that a long-awaited dream came true, and we added one more feather on AAPNA’s golden hat. 😊

Congratulations AAPNAites, **WE DID IT** 🏆



Birthday Scouts

Rajesh kr. Bankra-6th
Dhananjay Bhagwat-7th
Bhavna Sonker,
Shubham Kumar-8th
Aasif Hussain-10th
Priyanka Dinesh-12th
Vipin Choudhary-14th
Manish Kumar-16th
Vineet Tyagi-18th
Aman Sachdeva-19th

Tamanna-20th
Vimal-21st
Ankur Rajput-23rd
Kapil Dhingra,
Deepika Soni-26th



Upcoming Events

- **Fundoo Friday 8 October, 4:00 p.m.**
Get ready for fun time with AAPNA bandaaz – **Can you hear me???**
- **WOW Wednesday 13 October, 4:00 p.m.**
Get ready for fun time with AAPNA bandaaz – **Aliens Have Landed**
- **Fundoo Friday 22 October, 4:00 p.m.**
Get ready for fun time with AAPNA bandaaz – **Tambola**
- **Town Hall - 29 October, 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

“There’s always an excitement of hearing an untold story” – The Untold Story Behind the Festivals... Food for thought for next Edition