

**This Issue**Commandos Pen “Culture and Diversity
in AAPNA” **P.1 – 3**Team Spotlight **P.4**Know your Crew & **P.5**Birthday Scouts & Upcoming Events **P.6**

Culture and Diversity in AAPNA

AAPNA being fully remote company provides true opportunity to have software commandos who have different beliefs, religions, traditions, and ways of living. Cultural diversity gives an opportunity to learn and enjoy various tradition and customs. I really cherish the different perspective that my colleagues bring on the table which paves the way to better problem-solving, deepened learning, and approaches the world from various perspectives. AAPNA is truly a great place to work and learn.

- **Anil Garg**



AAPNA work culture is great for career growth. Here the co-workers are very friendly and cooperative. AAPNA is a “Great Place To Work” and gives every Commando a great learning platform. Here the work culture is awesome. Promotes talent from inside, effective delegation of work and gives the Commandos chance to take up higher roles. Work execution has its challenges, but overall, they motivate to achieve goals very effectively. I enjoyed working at AAPNA. Management listens and is willing to help AAPNAites grow in their position. They offer flexibility in hours for personal needs, etc. It is fun to work with all AAPNAites as they all are supportive to each other.

- **Narendra Valligatla**



I feel that it is great to start my career with AAPNA Infotech. AAPNA has provided me an opportunity in learning new technologies that helps me to grow my career further. Commandos at AAPNA are very friendly and can be reached easily whenever in need.

- **Ranadheer Kontham**

Culture and Diversity in AAPNA



I would like to thank you for giving me this opportunity to share my experience at AAPNA.

Hi everyone, I am Kanhaiya Adhikari. AAPNA is my first company where I started my career as a mobile developer. Initially, when I joined AAPNA I found that most of the AAPNAites were residing in New Delhi only. But when I interacted with them, I found they are from different states and backgrounds. Many found it surprising, and some did not believe me when I told them that I am from Nepal and living in Delhi for a long time. As AAPNA commandos' size increased, we had a lot of new people from different backgrounds. Also due to lockdown, we lost the ability to do physical meetups, so I thought that there is going to be less interaction and we would lose the AAPNA culture. But surprisingly, AAPNA counters this distance and isolation with team meets and coffee sessions. Now AAPNA has its own product "Fundoo Friday", and we have many online game sessions to keep employees engaged. The most fascinating thing about AAPNA is that it believes in creating an environment and culture where AAPNAites love to work as they are spending most of their time working. AAPNA is rich with culture and Commandos are always willing to help, support, and guide each other. I feel proud and happy to be a part of this commando family which helps me to groom my technical skills as well as soft skills.

- Kanhaiya Adhikari



When it comes to creating a great workplace, I priorities few things...

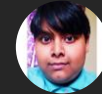
"A CULTURE OF CARE" means a lot to me as an AAPNAite and as an HR professional, and it speaks volumes.

Proud to say that AAPNA invests in a high-trust culture more than anything else. I still remember despite having multiple offers, I chose AAPNA since I have not seen any organization in my 11-years career where the CEO meets with every Commando and makes them feel like it is their organization. HR Head so grounded and treats us like her own family. Leaders demonstrate to each one of us how much we are valued. Every suggestion is welcomed and encouraged. The best part is that we have a multi-cultural, multi-lingual, and yet multi-talented workforce. Despite the distance, we are still so well connected that we form a strong Commando team.

Be it Mother's Day or Father's Day, Diwali or Eid, we live it up with equal fervor. AAPNA embraces diversity where everyone can grow, feel accepted, and be challenged. Beyond the physical boundaries, we laugh together, we celebrate together, we work together & we shine together. We care for one another and for our clients. As an AAPNA family, we are concerned about the realization of AAPNA's shared vision. That's what a great culture is.

I'm proud to be an AAPNA Commando. Proud to be an AAPNAITE.

- Chhaya Verma



What astonishes me in the culture of "AAPNA" is the variety of attributes it carries along. One of the attributes that keep me in an "awe", is that of having fervor for fearlessly taking risks. In my perspective, the risk of taking the decision of being a virtual organization on a permanent basis, trusting every Individual in the organization – it is the best representation of the commando theme that "AAPNA" carries. It shows the integrity of the people too that make "AAPNA" as "A Great Place to Work", which is also seen in an actual commando and in their team. Speaking regarding the diversity, then to put the same into words, all I can say is as - "an organisation AAPNA is a community owned by people regardless of their gender, ethnicity, etc. and being strongly connected in each other's support.

- Indranil Dutta

Culture and Diversity in AAPNA



Culture means the way of life, especially the general customs and beliefs, of a particular group of people at a particular time. Hofstede defined culture as the software of our minds. Software systems are hard to see, complex and have emergent effects just like culture. AAPNA CULTURE: "WE CARE" and "Lasting Relationships" are what we believe in. AAPNA is now growing with commandos from PAN India. When your organisation is culturally diverse and your team is made up of people from diverse backgrounds, diverse cultures, and diverse groups, you have more types of people represented—which can make for a more inclusive environment for all. We virtually celebrate different festivals to show our respect for different cultures. Recently, we had a much-awaited annual day in Goa where the "Unity in Diversity" theme was performed by the Unity team to spread the message of diversity and inclusion in the workplace.



- Susmita Roy



I am working here since 2015 and I can say that the AAPNA is not a company; it is a family for all. They take care of all of our needs and work-life balance and create an environment like a Home. Even, though we work from home, we always feel connected to each other.

- Amit Kumar Jha



I joined AAPNA INFOTECH on April 22. Previously I have been working in a virtual platform company, but after joining AAPNA INFOTECH I realised that this is something different and a virtual platform can be so much fun and at the same time learn. Now it has been almost 2 months at AAPNA INFOTECH, but I no longer feel like I am a new joiner in the Company. I enjoyed the Fundoo Friday connect and Virtual Coffee's and Chats. I got a chance to connect with the employees very fast and interestingly. It is very delightful to have a Fun Connect with the team every month and enjoyed PIZZA. What I feel in the AAPNA INFOTECH is healthy and good work culture. I always got support and help whenever I needed even before joining especially thanks to Naveen and all the recruitment team. After joining everyone was ready to help where I got stuck or needed guidance from the IT team, HR team, and PMO team. Talking about my peers they are also very helpful and supportive. AAPNA INFOTECH gives a chance to employees every weekend to connect and have fun in our city. I believe we have the best virtual work environment..

- Rhutuja Tingne

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 Independently handling Vendor Profile and Training BRD.

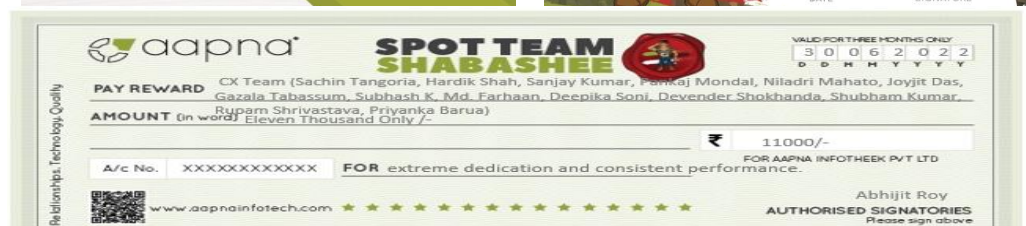
AAJ KA BAAZIGAR-

Joyjit Das- The Closing Exchange project. For showing great ownership and commitment to the Nylas PoC work.

Manish Gupta- MCDS Project - For consistently getting great written feedback from client.

Kanhaiya Adhikari- ANAD_LTB Project - For consistent good performance and exceeded client's expectations.

SPOT TEAM AWARD – CX TEAM- For extreme dedication and consistent performance.



(Kabita Chiral, Alok Dixit, Prashant Jha, Aman Kumar, Yashpal Rathod, Shrey Dhiman, Dev Agarwal and Piyush Dhyani)



KNOW YOUR CREW



R Franklin Joel

I would like to start with my professional experience with you all. I have around 8 years of experience in supporting technical and non-technical users/customers all around the globe. Worked on Level 1 / Level 2 tickets towards resolution. Worked as ticket queue manager. Apart from IT jobs, I have also worked as Amazon and Zomato Delivery boy. Also worked in restaurants as a waiter in my hard times. Went as labor at construction sites etc. But never hesitated to work on any of these platforms. I hold an "Information Technology Management" degree. I am very much excited and happy to be a part of AAPNA, as I could see each person being so kind and helpful in each and every step. I am 100% sure about my growth along with the company's growth.



Hari Karthikkeyyan

Hello all, I am Hari Karthikkeyyan from Coimbatore, Tamil Nadu. I have completed my B. tech (IT). I have 1.4 years of experience in IT. I am joining Aapna infotech as a Web Developer (React JS).

I am very excited and happy to work with the team.



Shubham Bahri

My name is Shubham Bahri and I am a graduate of Bharatiya Vidyapeeth college. With Bachelor's in Computer Applications, holding extensive knowledge about various subjects like Data Mining, Software architecture, Entrepreneurship development, business analytics and Different coding languages like PHP, C++, C#, MySQL, and JavaScript. I am very excited for this opportunity and hope to learn many more new things on this Journey.

Looking forward to working with you all!



HRD Column

Culture and Diversity Inclusion are the major tenants of AAPNA. AAPNA means "RELIABLE" in Sanskrit, and we take every opportunity to stand by this. Pandemic gave us this opportunity to go virtual and we quickly grabbed the one and now we have a diverse team ranging from North to South, where we learned different viewpoints and onboarded talents, having different personalities and thought styles that has enhanced creativity in respective domains.

Creating an environment where all voices are heard, this spirit of innovation and encouragement to contribute drives to AAPNA and AAPNAites success.

Cheers to all



Birthday Scouts

Birthday - June

Pritesh Naik - 1st
Priyanka Gurnani - 1st
Preeti Joshi - 4th
Indranil Dutta - 5th
Sachin Tangoria - 6th
Harish Mopuri - 9th
Anil Garg - 21st
Syed Rizvi - 28th



Upcoming Events

- **Fundoo Friday 1 July, 5:00 p.m.**

Get ready for fun time with AAPNA bandaaz – **Word Game**

- **Fundoo Friday 8 July, 5:00 p.m.**

Get ready for fun time with AAPNA bandaaz – **Tongue Twister Challenge**

- **WOW Wednesday 13 July, 5:00 p.m.**

Get ready for fun time with AAPNA bandaaz

- **Fundoo Friday 15 July, 5:00 p.m.**

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

- **Town Hall - 29 July, 5:00 p.m.**

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



AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

"Motivation \propto Benefit " Food for thought for next Edition