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Leadership@AAPNA



I have shared this with several of you and am repeating here – at Magic in Goa – true magic happened for me, when the leaders @ AAPNA got together and recognized the effort put in by myself and Rakhi. This was not only a very emotional moment for both of us, but also made me realize, that I now only need to focus on building the leadership team @ AAPNA, while they take care of running the business. We have truly created something amazing and unique at AAPNA, and the best part is, that it is not a result, but a journey. The process of creating a GREAT COMPANY is an ongoing process, and I take extreme pride, in having set the foundation stone for the same. Today, it is a journey for all of us, and once again, I recognize the many HEROES at AAPNA who work tirelessly every day, to make this happen. We have truly created a HAPPY organization. As I said, it’s a journey, so we need to keep going, and every day, we must strive to outdo our own selves, and do even better as an individual and as a company. This is what true leadership is, and every AAPNA Commando needs to be a leader. I salute all of you.

- **Abhijit Roy**



In my role as a leader, I am driven by a service mindset that enables me to unlock the potential of people. Creating a conducive work environment that boosts innovation, empowers employees, and ensures their well-being is important to me. Synergistic relationships are important to me with all commandos of AAPNA.

To improve your leadership skills, develop more leaders instead of followers.

- **Anil Garg**

Leadership@AAPNA



Hello Commandos!

I take this opportunity to wish you and your families a very Happy Independence Day.

India got Independence 75 years ago. We are still counted as a developing nation, however, countries who got freedom later than us are way up the ladder. Disciplined lifestyle is a very big contributor to the way a society develops. Seeing us still holding onto the tag of a developing nation is very painful.

I, like all of you, wore my civilian clothes for initial 24 years of my life before I got to wear the uniform of the Indian Air Force. A uniform is not just a piece of clothing – it is a way of life. Wearing a uniform brings along with it, certain characteristics which are an intrinsic part of a soldier. I am penning these few lines since you all are AAPNA Commandos.

One basic characteristic linked to a soldier is that he is Disciplined. The word Discipline is not reserved just for people in uniform. It is applicable to all of us – all members of our country. Discipline simply means following rules and regulations. Things as simple as from where and how to cross a road is a form of discipline. We as citizens of this great nation need to contribute in whatever way possible to take this country to be a developed nation and small acts of just following the rules of the society will make a huge impact. We need to develop the habit to follow the rule wherever we may be and not consider them as impediments to a comfortable life. Rules are there to facilitate us and not to make life tough for us. It is our responsibility to ensure that our next generation follows the laid down rules of the society, thus making it a more harmonious and happier place to live in. In turn we will be making a huge contribution in uplifting the image of INDIA.

Jai Hind!

- Shailesh Mithal



I am a result-oriented and people-oriented manager, and The MANTRA is- I believe everyone in the team is a potential winner and I cannot afford to lose any of them. I invest time on them and make them feel good about themselves. Because people who feel good about themselves produce good results. I am also a kind of disciplined manager who always keeps eyes on everything and whenever something wrong happens, I never lose my trust, discuss what went wrong and always try to let them know that they are better than their mistake which keep them focused.”

-Rabish Ravi



My leadership style is Lead by an example and lead from the front by taking action, demonstrating what needs to be done. I work shoulder to shoulder with the team specifically in challenging times.

What Drives me: I am motivated by the dream to make AAPNA a leading powerhouse of the start-up ecosystem. Secondly, tough challenges fascinate me. I have an itch to accept and execute a task which is hard to achieve.

I am strongly committed to the organizational big-picture goals. This inspired, future-focused vision to set expectations that engage and energize my team. I am a pace setter and transformational. I encourage and empower my team. I push them hard to come out of their comfort zones. I set high expectations.

I build the teams in a way, if I set myself aside, the show will still go on. My team is empowered and energized.

- Hardik Shah

Leadership@AAPNA



Leadership is not about titles. It is about doing.

I believe that this is a powerful message, and one that I want you all to remember as you read this article. If you want to be a leader, you do not need a title to do so. You just need to lead by example and make sure your team knows that you have their backs.

Leadership is a lot more than a title.

Here are a few things which define leadership for me.

Ownership: Leadership is about absolute ownership.

It is about taking responsibility for making a difference in the world and seeing yourself as someone who can make a difference. It is about having the courage to take risks and make mistakes, and then learning from them.

It is about being able to take a problem and work it through, to see it from every aspect and angle. And then to figure out what will make the most impact. Because when you own something, you have all the power in your hands—and if you do not get it right, there is always someone else who will.

When you are in leadership, you must be willing to accept ownership of your role and the people who depend on you. You cannot blame others for what happens when they are not doing their job, but you can accept responsibility for your part in it.

Trust: Leadership is about unending trust.

It is about knowing that you can count on your team to do their best, and it is about having confidence in yourself and your team that you can lead them to success. You can have all the resources you want, but if you do not have the people who are willing to put in the work, nothing will get done. When you lead a team, it is your job to inspire them to do their best work, and that means trusting them with information and trusting them with your time.

Trust is a key part of leadership, and it can be difficult to get right. But trust is not just about your relationship with other people: it is also about your relationship with yourself, the way you interact with the world around you, and even the way you interact with yourself.

Trust is built over time, and the more you can trust that your team will deliver on the goals they set for themselves, the more productive they will be. Trusting people is hard, but it is also an essential part of leadership.



My mantra is very simple, Leadership is all about Mentorship, think forward and someone who has a vision & plan for team's growth. When I am saying I am a good Leader, that is just because I have BEST (est) TEAM. I feel I am well connected with each one of my team members, professionally and personally as well up to a reasonable extent. One of the key facts which I believe is, what my team is doing, that is really important and adding value to our customers and AAPNA's growth. I know my team is extremely busy working day & night, but I always try to spare some time with them for fun connect where we know each other better and better. A Leader is accountable and responsible for his team and reporting back to the team members.

Few of the basic thumb rule I do follow:

1. Trust & empower my team members. For me, my team comes first and then client.
2. If you want to grow, then create your backup: Each one of us should have a backup.
3. Talk Less, listen more: Keep Learning ON- trending technology, Process & Process.
4. Forgive and Move ON: TAKE RISKS (but thought Risk with Plan B)

Be the change first, what you want to see in your team. Do mistakes but learn from them and take responsibility of damage.

My only message for team: Just be honest, give your best and enjoy your life.

-Vineet Tyagi

Leadership@AAPNA

Relationships: Leadership is about non-negotiable relationships.

It is about building and nurturing a team of people who have your back, and who you can trust to help you achieve your goals. It is about creating an environment where everyone knows their role and what it means to be successful in it, where everyone has the same goals, and where everyone can contribute positively to the success of the company. A leader must have the skills to lead other people—to motivate them, inspire them, and get them to follow through on their commitments.

It is about knowing how to work with people and influence them to get what you want. It is about standing up for your team and your players, even when it is not popular. And it is about being able to manage those relationships so that they can reach their full potential, whether in business or outside of it.

Successful leaders are committed to the company's mission and vision, but they also have an eye on their team's needs, keeping in mind that their team members are their most valuable assets.

Leading by Example: Leadership is about leading by example – above all.

Leaders are those that guide the way, and they do it by setting the standard for their team members to follow. They show what being a leader is all about—how to make decisions, how to lead by example, and how to interact with others. If you want your employees to be happy and productive in their jobs, then you must be a role model. It is about being a leader, not just in how you act, but in how you make others see what you do. You cannot lead other people if they do not see that you are leading them. You cannot show someone how to do something and expect them to learn it if they do not already understand how it works.

Leadership is about doing the right thing, even when no one else is looking—and making sure that everyone knows that you did it.

The best leaders are those who know how to lead by example. They are the ones who can inspire their team and their organization to reach new heights. They are the ones who can show others what is possible when they work together towards a common goal. They are the ones who can lead with confidence and conviction, even when things do not go as planned or expected.

Leaders are not born; they are made.

If you want to be a great leader, you need to start by becoming one—by setting an example for others on how to act, think, speak, and behave in order to achieve success in any situation that comes your way...

-Anuj Mathur

Leadership@AAPNA



Throughout my professional life, I have had the privilege to work closely with many leaders. Each one of them having many similar traits yet having their own distinctive leadership style. I will try and do my best to write down what qualities make me admire some of them more than the others.

- Having your Team's back – I can't emphasize enough how much this quality brings you closer to your team and let the team have unwavering trust in you as a leader. A good leader must stand for his team in both good times and bad times, especially in bad times. Indulging in blame game is a big No-No. A leader should rather support and help the team find the solution in tough times.
- Responsive to change – World around is constantly changing at a greater pace every day. The ability to adapt to changes and take decisions at tough times is a key quality that keeps the organisation stay ahead in the game. Of course, decision making brings with itself a fair share of mistakes and failures. But as they say, anything that does not kill you makes you stronger.
- Empathy/Compassion – This quality distinguishes a great leader from a leader or if I say, a leader from a manager. It is the ability to be in other's shoes, understand their concerns and situations and help them overcome it. Also, sometimes these problems transcend from professional to the personal life as well. A great leader feels his team's problems to be his own problems and is empathic towards them. Also, a leader must praise in public and criticise in private.
- Knowing your Team well – Ability to gauge team members strengths and weaknesses is a very desirable skill a leader must possess/acquire. And even more important is to work around their strengths and weaknesses. A leader must ensure how team can harness on their individual strengths and overcome weaknesses.

-Atul Shakti



I am Sachin Tangoria, I am associated with AAPNA for the last 14 years. As AAPNA is growing and many new leaders are going to start their leadership journey below are the key points for all new leaders that I have learned during my journey in AAPNA.

- A leader needs to inspire and motivate others. A Leader must be able to identify the needs of the team members and provide them with the right resources. He/she is responsible for taking the team to the next level.
- A successful leader must not be selfish. The team members need to believe that the leader cares about them. They need to feel respected and appreciated. They need to know that their contributions matter.
- Leaders must be able to set clear goals. They should set realistic goals and make sure that the team members are aware of what they need to do.
- Leaders must understand the different personalities of the team. They must ensure that the team has a diverse mix of personalities and backgrounds. They must make sure that they are comfortable around each other and support them.
- Leaders must not micromanage. They must give the team members space and allow them to work independently. They must give them the freedom to work in their way.
- Leaders must lead by example. They must act in a way that reflects well on the team. They must lead by example and show that they trust and respect the team. They must encourage the team to think differently and develop new ideas. They must encourage the team to explore and discover new ways of doing things.

You cannot become a good leader just by reading books or taking courses, instead, you must act. It is not all about reading and learning stuff, it is about implementing what you learn into your life.

Good luck to all upcoming leaders. Cheers!!

-Sachin Tangoria

Leadership@AAPNA



To be very true to myself and everyone else, I never even wanted to have a career, as that is how we were raised. Back then in our times we were brought up to believe that Family should be the topmost priority in life. In the same breath, we were also made to work very hard to achieve the best. Had to be educated from the best institute, to prepare for life, to be self-dependent, if needed.

So, after I got married, at some point of time, Abhijit started saying “kya aaram ka zindagi hai”, as mostly people underestimate the efforts that goes into making a home. That is when I started my journey in the corporate world, encouraged by him to start a career. I took on a few volunteering assignments while we lived in the US, which was a great experience. Further, being an avid traveler, I have seen and experienced many things in life. Being a people’s person by nature I always used to explore & question the reason, why someone would behave, the way they are doing, at any point of time. When the opportunity came @ AAPNA, I started my career, as an HR and everything that is non-technical in nature, was thrown at me. As I was trained to do hard work, I would always get the desired result. So, most of the things are learnt on the job, which were later substantiated with Degrees and Certificates.

What I learnt on my Leadership Journey -

- You need to treat your teams with respect, thus gaining respect in return.
- Being open and honest makes work more efficient and enjoyable. These are also my core strength, and I gyrated towards this style of leadership.
- You need to delegate, to trust your team to complete what you have assigned with excellence. There could be mistakes, but those are called Learning Curves.
- While able to communicate well, helps me, holding myself accountable is essential to lead by example. That also results in, taking time to coach and train your team, if there are lapses in performance.
- Other things learnt are, one needs to be Emphatic and Flexible towards your team.
- You must be Resilient, need to push through to improve what you own. This might mean creating new processes, hiring new people, or changing the status quo.
- And of course, you are trained to be a problem solver, to be able to take decisions and have a back-up plan always, which will always help one to march forward.
- Finally, is being Courageous. It is what I feel is also very important to stand up and fight for what is right and what you believe in and making unpopular decisions.

These are few of my lessons learnt in the corporate world, the hard way 😊

-Sanghamitra Roy

TEAM CONNECT



"A Reel to the Virtual World..."

TEAM SPOTLIGHT



Rewards & Recognitions

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

WARRIOR OF THE MONTH –Harish Mopuri– Overall management of RPA team and for the great presentation to a prospect client.

AAJ KA BAAZIGAR-
Vineet Tyagi, Kavita Shah, and Sunil Patil.

SPOT TEAM AWARD – SupremeGolf TEAM- For receiving great client appreciation.



(Gnana Sekar Stephan P, Gowdham M, Harish Raghav, Leena Singh, Nitesh Kumar, Om Prakash Kushwaha, Pankaj Sah, Priyanka Gurnani, Rahul Shaw, Rajesh Bankra, Sandeep Goel, Sangita Jha, Sudheer Gulab Gupta, Swati Gupta, Syed Akif, Vinay Satsangi).

**Maninder Singh**

Hi, my name is Maninder Singh. I belong to Punjab. I am very excited to start my journey as Sr. Web Developer at AAPNA. I have done M.Sc. IT and having 7 Years of Experience. I love to do sports and cricket is my passion. Looking forward to working with your great minds, Playing Cricket, and listening to Sidhu Moosewala. I am an introvert type of person. I love to discuss new ideas and am always ready to accept feedback about myself. I am a great team worker. I have a keen interest in JavaScript and its frameworks.

**Babu Mastansaheb Shaikh**

I am Babu from Bangalore, joining as Managing Consultant – Technology, with 22 years of total experience in the software industry, mostly working in Financial, Banking, Mortgage, Insurance, and Machine Learning domains. I'm a post-graduate MTech from REC - Trichy, Tamil Nādu(now named NIT), and passionate about digitalizing everything we do around us. In fact, I look forward to working with teams to do more interesting things, in the current domains we work now for our customers. I like to learn from each one of their life experiences. I love traveling and enjoying scenic locations and meeting different people and different lifestyles. I like to learn from each one of their life experiences.



Birthday Scouts

HRD Column

Here is a saying “**Great Companies can neither be built, nor their greatness can be sustained without Great Leaders**”.

Aptly proven by our great leadership team who are always ready to lead our Commandos to the path of success.

Our leaders are the ones, who brings huge experience on the table and are always ready to chime in wherever required. They direct the AAPNAites to achieve the objectives effortlessly, effectively, and efficiently. The most important and valued trait of a leader in AAPNA is his/her effective leadership style.

The leaders also work towards inculcating a collective pool of future leaders and shaping them to take on present and future challenges in business. AAPNA offers a wide range of organizational and individual development sessions/trainings to expound leadership in every AAPNA Commando, as we believe that everyone here is a leader, because everyone influences someone.

So be your own leader and push yourself to do the best in everything.

Cheers to all 😊

Birthday - August

Tanuja Pandey – 1st
R Franklin Joel- 2nd
Subhash K- 3rd
Rahul Shaw (Old)- 4th
Akshay Gupta – 5th
Atul Shakti – 8th
Shikha Mathur & Shweta Shukla – 9th
Davendra Shokhanda & Farhaan - 14th
Nitesh Kumar & Susmita Roy- 15th
Anupama Dabas- 17th
Pankaj Dhakad- 19th
Sanghamitra Roy- 22nd
Gagandeep Singh- 23rd
Niraj Kumar- 25th
Rahul Shaw- 28th
Murali Krishna Pentakota- 29th



Upcoming Events

- September 1-7, Nutrition Week-Recipe Competition
- September 7, Guest Session on WFH & Health-Balance is everything
- September 9, Bollywood Dance & Stretch Challenge-FF
- September 14, WOW Wednesday Game
- September 15, World’s Engineer’s Day- “Showcase your Engineering!”
- September 16, Art Shala-Art Session
- September 19-25, Sanskriti-Book Collection Drive-Competition
- September 23, Art Shala-Art Session
- September 29, International Coffee Day Quiz
- September 30, Townhall/FF Game

AAPNA Infotheek Pvt Ltd



Lasting Relationship – Technology – Extreme Quality

“The key ingredient of success, is the sense of ownership” -Culture of Ownership at AAPNA-Food for thought for next Edition