

ISSUE

26

October
2022

MONTHLY
JOURNAL OF
AAPNA CONNECT

AAPNATimes

3D learning & development

3 Dimensional
Learning & Development Framework

Learn Together - Grow Together

This Issue

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L&D@AAPNA



Quote by Albert Einstein - "Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young."

My mantra for learning, is to apply. Whenever I learn something new, I immediately try to apply it to what I do in day-to-day life. So, I endeavor to convert the learning into actionable items. This also makes my learning process slow, as I open a book, and as soon as I start reading, I get dozens of ideas of things I need to do, and I go into a path of implementation. Many a book remain unfinished, and yet, there is limitless amount of learning material all around us, all the time.

Quote by client which became a lifetime lesson for me – If you invest 20% of your time in learning, you will know how to complete your job in 80% of time, thus always having time to learn.

At AAPNA, we are making strong forward movements in learning, and yet, there is a very long way to go – the journey is limitless. I encourage each and every one of you to adopt a "CULTURE OF LEARNING" as part of your lives, and you will find that – **NOTHING IS BEYOND REACH.**

-Abhijit Roy



AAPNA L&D clearly demonstrate the fact that AAPNA does not just ensure its resources work well in their respective role or divisions, it's more focused to nurture its talent and ensure their growth in all aspects. **The motto is..... "Learn Together–Grow Together!!!"** AAPNA believes "organizations are more competitive, agile, and engaged when knowledge is constantly and freely shared."

AAPNA L&D ensures Methodological means of learning, targeting all our needs i.e. **Technical, Domain, and Process.** A well-defined Learning and development Roadmap, An overall nurture of the resources and talent, and a multidimensional learning path. It's been 2 years since we launched our 3D L&D framework – which is well received and acknowledged by all our commandos and clients as well.

On top of the above, I really enjoyed different other initiatives "WORLD CLASS Initiatives", Lunch & Learn, interesting sessions by industry experts/visiting faculties, Webinars, internal knowledge sharing sessions, and most importantly lot of lots of rewards for our own learning.

My sincere thanks to the AAPNA L&D team for helping us learn and grow at our work -

-Vineet Tyagi

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“Learn Together-Grow Together” 😊

Traditionally, learning focused solely on improving productivity. ...in the new era, **learning is the key and the differentiator for the organization and its growth strategy**. To be able to always be on the top of the chart technology-wise, with the fast passed changing scenario of these days, continuous learning and adapting the new technology is a must for one to add value and ensure one is not getting obsolete with time.

Like our parent’s generation, they used to keep their savings in fixed deposits and were happy with its growth and interest one used to get from it. But with changing financial needs, falling interest rates, and new opportunities to invest in the market, fixed deposit is not merely enough, but rather obsolete, as the interest rate is lower, the inflation rate is higher, and along with paying tax on the capital gain, it depreciates your money value. Similarly, to draw a synergy here, learning which was a luxury traditionally and your choice if you want to move up the corporate ladder faster **is now mandatory for you to just survive and keep pace with the changing world**. And..... If you really want to beat the race in the corporate world you **must think forward, analyse where your current role will take you in the next five years, and you need to prepare accordingly to be on the top. That’s how important L&D is in today’s world**.

Further, it also helps **create a values-based culture**. In an organization context, A learning and development (L&D) strategy **set out the workforce capabilities, skills, and competencies the organization needs, and how they can be developed to ensure sustainable, successful infinite growth. And it is achievable only with combined Ownership of L&D between HR and Department Heads. ...and to Design Contextual Learning Paths for Different Roles**.

-Sanghamitra Roy



L&D@AAPNA is the result of AAPNA’s think forward approach.

Global study predicts that approx. 75% of jobs of 2030 are not yet been created, which means that we have no idea what's in store for us in future. And hence L&D @ AAPNA emphasis on need of continuous learning.

Research suggests that lifelong learning contributes to happiness. When knowledge becomes outdated or forgotten—a more rapid occurrence today—the value of human capital declines and needs to be supplemented by new learning and relevant work experiences.

As the workforce becomes increasingly virtual and globally dispersed, L&D can help to build a value -based culture and a sense of community. Millennials are particularly interested in working for values-based, sustainable enterprises that contribute to the welfare of society.

L&D has immensely helped me develop my 3-dimensional skills. Most recent training taken up was HSE Domain from Udemy, which helped me better understand the client perspective.

Along with 3 - D skills L&D also provided various platforms like Lunch and Learn, Tech Meet, Brain Storming Technology to enhance my 3 c’s – confidence, courage, and communication.

I always follow the mantra of **Keep Learning – Keep Growing**.

- Kavita Shah

L&D@AAPNA



"Learning and Development" is the most crucial step you can take to accomplish your objective and enhance your performance at work. I believe L&D should always be organized according to your role and the fields in which you work. It should always categorize based on the levels which help the resources to improve their effectiveness and in AAPNA, L&D team helps resources with their L&D tasks, which gives greater benefit to the resources. If I compare instructional or Agile training, to me Agile training is better because it empowers me and my team to produce high-quality results and is more effective.

-Kabita Chiral



Learn together and grow together:

One of the best initiatives I have ever seen. It helps me a lot in my career. When I first joined here, the MC Project was using TFS and then migrated to Azure DevOps. Last year and this year we took a couple of courses related to Azure DevOps. They are helpful for my career. A very big thanks to the L&D team and Anuj Sir, and thank you, AAPNA as well. Every day, I have spent one hour outside office hours learning new things that will help my career.

- Jagan Gurugubelli



Every organization wants growth and every resource too, but sometimes it becomes difficult to continue learning new things with work related task. Very few organizations give the equal opportunity to all the resources for individual growth, learning and development. L&D @AAPNA is really doing a great work. It's providing the Road Map to every individual to grow in their respective domains. We have "AAPNA Gurukul" as well, where the trainings for the individual are being taken care of. The L&D sessions like "Lunch & Learn" and "Tech Meet" sessions are also helpful. Here we are getting opportunity to grow together. We are getting the chance to share the knowledge on a particular topic, where each one can join, irrespective of the hierarchy and can learn new things.

-Deepika Soni



Learning & Development is the key to aligning the resources goals and performance with that of an organization and I really appreciate how AAPNA is handling the same. I learned a lot from L&D program. This program is really filling the skills gaps by providing such energetic and interactive trainings.

-Gulshan Verma



Businesses need to invest in learning and development programmes more than ever to make sure that their resources have the skills they need to succeed as the workforce continues to change. These programmes give resources the chance to gain new skills and advance their careers in addition to assisting them in keeping up with the most recent business trends. Businesses can get a variety of advantages from investing in learning and development, including better resource retention, enhanced productivity, and higher-quality work. Additionally, these programmes can aid companies in luring top talent, since resources are more inclined to stick with an organization that provides prospects for advancement. Therefore, our Decisions team created the internal "LMS - Gurukul", which contributes to self enhancement process.

Based upon the L&D 3 dimensions framework the Gurukul has been designed in such a way where users in a predefined pathway progress from beginner to expert level learning. Management is also there to help us with the L&D process smoothening. Gurukul uses a hierarchical system to approve training completed and assign the next level trainings.

- Deepanksh Dhingra

L&D@AAPNA



When you learn something, you possess the knowledge for that, which gets absorbed in your memory, whether it's personal or professional.

Learning in the profession will make you sail your career ship far; it keeps you updated with the present as well as the future world of technology.

Learn Together and Grow Together was always an integral learning MANTRA of AAPNA, and today we have come a long way from where we started, we have a futuristic approach to training at AAPNA, from a predefined 3D learning framework via Gurukul to new initiatives, as Lunch and Learn, Tech Meets, Brain Storming Technology Sessions, External Trainings, all these activities prepare an AAPNAite for upcoming new challenges and the rewards models associated with learnings are much appreciated.

I must say that regular learning through L&D has added a lot of value to my day-to-day workings, which HELPS, me only to perform better at work.

Always remember nothing good grows in stagnant water... so be a river and absorb as much learning as possible.

- Raginee Somani

KNOW YOUR CREW



Neha Rawal

I am Neha Rawal from Dehradun (Uttarakhand). I have joined as an Associate Consultant in Business Development. I have completed my MBA from The ICFAI University Dehradun. I am having 02 Years of experience in Tours and Travel Industry. I am very much excited and looking forward to joining team AAPNA as a Commando: My hobbies consist of Exploring/Travelling to new places, singing, chilling out with friends. I am honest and reliable for my work. I enjoy working in a team and learning from the experiences of others. I am very disciplined towards my work and ethics

TEAM CONNECT



Meetup@Delhi Office



Delhi Meetup



Kolkata Meetup



Mohali Meetup



Diwali Special Tambola

"A Reel to the Virtual World..."

TEAM SPOTLIGHT



HR Team Retreat



Rewards & Recognitions

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

WARRIOR OF THE MONTH – Chaitanya Rajender Somawar and KM Madhurima Singh

AAJ KA BAAZIGAR- Abhijit Roy- For being an excellent mentor and guru and guiding light for me to complete proposals and tasks on time. He is actually **"Roz ka Baazigar"**.

SPOT TEAM AWARD – ARA TEAM- For doing great on the project so far, and for the first demo that was very well received.



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Birthday Scouts

Birthday - October

Aman Kumar – 2nd
 Ankit Katiyar- 7th
 Priyanka Barua – 10th
 Nitin Rawal– 11th
 Aasif Ansari– 12th
 Rahul Sangwan- 17th
 Anuj Mathur-19th
 Kartikay Kaushik & Simran Gupta- 21st
 Harish Raghav-23rd
 Menu Gupta & Sadanand Pandey-24th
 Joyjit Das- 26th
 Shailesh Mithal- 28th



In the world of Learning and Development, innovation and technological improvement are happening every day and it's important to keep abreast of change. Through "Gurukul" AAPNA strives to make a continuous effort to keep pace with this change, to boost the performance of our Commandos, and enable growth personally and professionally.

At AAPNA we study the profile and the requirements to predetermine the set of training for all. Trainings in AAPNA acts as a road map for our team.

It also helps AAPNA to identify key roles and grow its talent to fill skills gaps. Trainings are designed to develop a desired skillset & trainings can be taken up, by the AAPNAites, from the list of 3D framework i.e. – 3-Dimensional L&D (Technical/Domain/ Management each ranging from Level -1/2/3).

We believe in continuous growth and the same is reflected by each one of our Commandoes. While it would be great to learn everything instantly, we understand, picking up a new skill or expertise takes practice and hard work. And hence our L&D program is created in such a way that everyone can pace it according to their needs & capabilities, with the aim to be the best always with these insightful trainings.

Cheers to all 😊



Upcoming Events

- November 7-13, POP Quiz
- November 8, International Tongue Twister Day
- November 19, International Men's Day
- November 25, Townhall

AAPNA Infotheek Pvt Ltd



Lasting Relationship – Technology – Extreme Quality

"Resilience is knowing that you are the only one that has the power and the responsibility to pick yourself up." -Resilience-Food for thought for next Edition