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Culture of Ownership@AAPNA

Any work done can be classified in 2 ways. One is you just simply do the work which is assigned to you without bothering too much about the result of the work. And second is you do the work with all the responsibilities involved in it, which can be anything to make it success. Now, the second classification above falls under **Ownership**. Taking Ownership is simply setting your mind to do the work as you are the owner of the work and you take all the responsibilities, you don't need someone to follow-up/monitor you or your work every time.

Ownership culture is one in which you take initiative, solve problems, and demonstrate leadership. This is more positive outlook, focusing on what you can do, rather being preoccupied with things that have been done and can't change. Strong ownership would say "I need to do this task, I can do it, and I therefore own the responsibility for achieving success". Believe me once you start taking ownership at your work, you will feel more empowered to do great work. You don't need to do any kind of brainstorming sessions or rehearsal to take the ownership, you just need to align your mind to make it happen. With ownership culture you will feel like your ideas and opinions are valued.

We all should take a step forward to make an ownership culture in AAPNA a big success!

- **Biswajit Sur**



Ownership and Accountability - I can say it is an integral part of every commando of AAPNA.

It comes with the trust that one must keep in his team and colleagues. Once that trust is established, things flow automatically.

I have always received this trust from my seniors, and I also try to do the same with my team, which in turn gives me great results.

Ownership and Accountability are biproducts of this faith and trust in the team. They use their heart and mind in work, keep checking the quality of work and take all necessary actions until they achieve the results.

- **Arushi Vijay**

Culture of Ownership@AAPNA



Being a part of the recruitment team, I hire candidates from a variety of backgrounds, including freshers, experienced professionals, and business owners. Based on their interview experiences, I ascertained that the most interesting aspect that distinguishes AAPNA interview process from others is asking them to create a Roadmap and Action Plan for the company which excites them to think about AAPNA even before they own it. That is the "Culture of Ownership." " Every AAPNA commando is bound to raise his own BAR with each new challenge. The "ESOP" plan, which was introduced at our Annual Day in 2022, is another feather in our cap.

In my personal experience, each day brings new opportunities and continuous learning for me, which never leads to work boredom. Sanghamitra Roy, our wonderful HR Head, also mentored me on how to be a great leader and suggested an in-depth courses for future leaders. Thank you, Abhijit, for believing in me and my abilities. As a Recruiter, business developer and AAPNA brand ambassador, this accountability at work has given me a greater sense of purpose, which has impacted my experience positively. For me, this has been a life-changing experience. I will keep striving to be a better version of myself.

- *Chhaya Verma*



The Culture of Ownership at AAPNA or any organization is a very important aspect as it provides a ladder to reach the leadership goals. To reach this, I feel... **Right processes** along with a very good **Mentorship** for team members must be implemented and followed for the outcome of highly skilled and Quality deliveries. Bringing in **Smart Work** through using tools over manual work saves lot of time and effort.

-*Tejeshwini J*



Taking ownership is about taking initiative. We take ownership when we believe that acting is not someone else's responsibility. You, as an individual, are accountable for the quality and timeliness of an outcome. In AAPNA commandos ready to take initiative. They are proactive about finding and solving problems

Taking ownership tells others — "You can trust me to do the right thing".

-*Sanjay Kumar*



When I joined AAPNA, one thing I continuously started hearing was "Ownership". I had never heard of this word before joining AAPNA and I was not aware of the impact of it. Before AAPNA, I used to think if you are a team player, then your job is done, but AAPNA taught me the culture of ownership by being a good team player.

The most important part of ownership is that you don't think that a particular task belongs to others, and you take it further by coming out of your comfort zone. Ownership is not just a word to be known, but it is a responsibility that an individual takes with respect to any circumstance.

If you follow the culture of ownership and if you teach it to your team members, then I am sure that none of your work will be pending. It will save time and you can invest that time in other initiatives.

In today's competitive world, ownership not only makes you a good leader but also takes your team and your company to the next level.

" Finally, I will say if you want to grow with your team, your company, and, of course, even in your personal life, then start taking ownership and you will definitely achieve what you are looking for."

- *Naveen Satywali*

Culture of Ownership@AAPNA



AAPNA has always been a blend of different cultures like - Customer First, Open-door policy, Resource centric etc. and one of them is “Culture of Ownership”. Ownership is something that prevails in the blood of every AAPNAites starting from office staff till the CEO of the company.

In my 5 years long association with AAPNA, many times I was at a point where I had to take the ownership of work – starting from writing case-studies for our projects, taking interviews, preparing script, and anchoring on annual days, writing articles for website and many more. But the most challenging ownership was to take up the role of Business Analyst even after being coming from QA background. Believe me this was the best ownership decision I had taken back then, and it has given my career an amazing jump. Although this journey was full of ups and downs, success and failures and a lot of learnings but it had transformed me as a person and as a professional. I was able to bring the best out of me and deliver many successful projects.

I would suggest everyone out there to start taking up ownership even if you are scared or reluctant in beginning but believe me it’s worth the effort.

Good Luck!!

-Isha Koul

TEAM CONNECT



Uttarakhand Meetup



Delhi Meetup



Kolkata Meetup



Hyderabad Meetup



Rajkot Vendors Meetup

“A Reel to the Virtual World...”

TEAM SPOTLIGHT



Leaders Retreat



Rewards & Recognitions

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

WARRIOR OF THE MONTH –Simran Gupta and Deepika Soni

AAJ KA BAAZIGAR- Vineet Tyagi and Sachin Tangoria

SPOT TEAM AWARD – ANAD TEAM- For ongoing work on the project, and managing client expectation on a regular basis, while consistently exploring the possibility of expanding the scope.



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KNOW YOUR CREW



Digvijay Singh Adhikari

I am flexible, hardworking, reliable, enthusiastic person who works well with people. I did my graduation from RIT Roorkee and since then I have been working hard towards my goal by having a long-term approach.

I like travelling, reading novels, writing short poems, and playing cricket.

I am passionate about my work. An ambitious and self-driven person with good communication skills.



Pooja Goel

Hi. I am Pooja Goel and I joined AAPNA as a Sr Consultant- Business Analyst. My overall experience is 9 years with the roles of functional coordinator and Business Analyst with the added responsibilities of a Product owner and Scrum master respectively. I am certified PSM1 and PSPO1 from Scrum.org.

I have pursued my graduation in Commerce from University of Delhi. My hobbies include learning new things, reading and driving. I am an excellent team player who is enthusiastic and committed. I come with people management skills, know-how of key Business Analyst roles and responsibilities and creating business value addition. An excellent stakeholder and customer relationship management as well as expectation management.

I am looking forward to work with AAPNA and contributing towards requirement gathering, connect with the stakeholders, support AAPNA to grow and improvising the processes by working in a collaborative manner with the team.



Mrudula Shashikant Patil

I am Mrudula Patil. I have 15 years of experience in web development using PHP and Laravel framework. Currently I am staying in Bangalore. I have done MCM i.e., master's in computer management. Listening Music, drawing, painting are my hobbies. I am fun-loving easy go person and like to co-ordinate and connect with people. I am very passionate about my work, honest and hardworking.

I am very much excited and looking forward to joining the AAPNA Infotech team.



Priyanka Khurana

I am Priyanka Khurana from Uttarakhand. Joining as Associate Business Development. I have completed my graduation BCA from Kumaun University, Nainital. I have basic knowledge of programming languages like C++, SQL. I have been part of TATA Consultancy Services for 2.8years as Information Process Enabler. I worked there in 2 projects both domestic and international in BFSI domain. Binge watching series, travelling, engaging with new people, playing badminton. I am calm and helpful person. I enjoy meeting new people and I am determined. I am very punctual person.



Vineesh Tiwari

Hi Commandos, I am Vineesh Tiwari from Haldwani, Uttarakhand. Done my B. Tech (CSE) from Amrapali Group of Institutes and have done my Intermediate from Inspiration Sr. Secondary School. I am starting a new position here as an Associate Consultant. My strengths are my good analytical skills and am a quick learner. My hobbies are exploring new things, watching Science fiction, exploring new technologies. I love to develop my skills and learn new skills. As a person I am very gentle and polite. I like making new friends, meeting new people. Am a very kind-hearted person, ready to help people. Looking forward to work with you as family and I believe we will together make a good team. I am thrilled to collaborate with you guys to learn and polish my skills.



Birthday Scouts

HRD Column

Develop a Culture of

Ownership...We all have been hearing this lot lately but what is Ownership?

Ownership is nothing but to develop an environment.... a culture that is imbibed within each AAPNAite to possess the freedom to make an appropriate decision and be willing to accept the outcome of our action.

We look forward for creating an environment of ownership where everyone at AAPNA, feels a personal stake in how the company performs and do its best, even when no one is watching. **An environment where at all levels, resources are empowered to operate independently and make decisions, which are supported by our seniors and the management.**

Let's create an environment of transparency, where mistakes and errors can be acknowledged without fear of negative repercussions, and we get opportunities to learn, and improve.

Let's pledge to be a BETTER VERSION OF OURSELVES.

Cheers to all 🙏

Birthday - September

Rajesh Kr. Bankra – 6th
Bhavna Sonker, Shrey Dhiman & Shubham Kumar- 8th
Aasif Hussain – 10th
Vipin Choudhary– 14th
Manish Kumar – 16th
Vineet Tyagi - 18th
Ravi Sharma-20th
Ankur Rajput- 23rd
Deepika Soni & Kapil Dhingra- 26th



Upcoming Events

- October 4, AAPNA Sanskriti Collaboration Drive
- October 7, Diwali Dhamaka Awards Intro
- October 10, Mental Health-APP Based Gaming Competition
- October 19, IT Ramayana Team Competition
- October 21, Diwali Special Tambola
- October 24, Diwali Diya Arrangement Competition
- October 28, Townhall
- October 31, Halloween Special

AAPNA Infotheek Pvt Ltd



Lasting Relationship – Technology – Extreme Quality

“Learn Together, Grow Together” -L&D@AAPNA-Food for thought for next Edition