

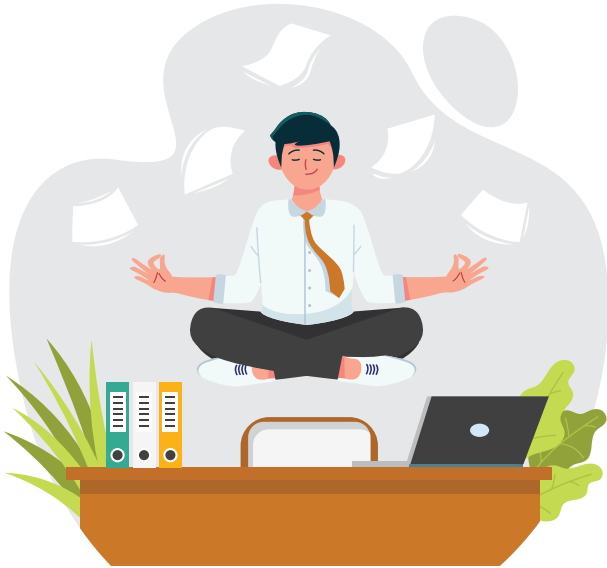
Issue

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RESILIENCE

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Milestone @ AAPNA



New Wins

- 1
 - “Project Vista” for Web/ Mobile App.
 - Payroll project from top 5 IT company.
 - Support Service is being provided to Australia based client.
 - QA and Flutter project started with Indian IT companies.

MC Originations

- 2

Excellent feedback received from clients including the CEO/founder of MC. It was a great team effort.



Augmented Reality (AR), the future: Babu MS

The world of technology is changing fast and making dramatic changes into our lives. Be it the situation of pandemic, or innovation into existing experiences led all of us into new technological era. Augmented reality is one of those. In a combination of virtual reality, it will lead us into entirely new experiences on how we meet virtually, building our relationships virtually when in difficult situations. AR, VR, MR and XR are all emerged into various fields like healthcare, manufacturing, military, education, gaming etc., and will conquer in all fields in coming days and years, and which of course involves software.

AR is invented very early in 1968 around but going to be completely occupied in all walks of our lives going forward in coming years, and it becomes our now normal and economical too like how we are living with internet, smart phones and social media. We all need to be ready with these technological advancements and be prepared to align with the flow



Data Analytics Anil K. Garg

Data analytics is a rapidly growing field with a very promising future. With the explosion of data being generated every day, organizations will need to rely more and more on data analytics to make sense of it all. Data analytics will continue to evolve and become more sophisticated, with machine learning and artificial intelligence playing a big role. These technologies will be able to help identify patterns and correlations that humans might not be able to see.





Raginee Somani
Senior Consultant

The dictionary meaning of Resilience is “the capacity to recover quickly from difficulties; toughness”. Or be a spring – Bouncing Back. There must have been times in each of our lives, when we were stuck or bashed down by some or the other situation, or uncontrollable circumstances. This is the time, when we don’t want to break our cocoon and want to stay in our nutshell, as that’s our safe zone, which is fine to a limit. And it is the power of Resilience which defines you as a person, at this point of time, in one’s life, when you need to rethink, get your bearings and perspective right, and have the courage to stand up again and start running. It is rightly said that we are our own solutions, it is only we who can make ourselves resilient enough to face any challenges that life throws at us from time to time. Sharing this from my own experience and have achieved resilience to some extent by practicing these resilient behaviours –

- Viewing setbacks as impermanent.
- Focusing on events I can control.
- Not seeing myself as a victim.
- Learned to manage strong emotions and impulsive behaviour of mine.
- Under pressure, need to focus, and think more clearly.
- Think of yourself as a strong person.
- Not easily discouraged by failure.

And then, take pride in demonstrating RESILIENT behaviour. It is something that one cannot attain in a day, it’s a regular rigorous practice that must be followed with determination, by taking baby steps. I took out time for myself and happy to share, achieved few of them. If you feel that you should be more resilient, then start first with some “ME” time and set on the path of becoming a more resilient person



Swati Gupta
Associate Consultant

In the fast outgrowing technological 21st century, where we are competing with our own selves to always maintain the pace so that we are not off track, one needs to perceive resilience too “withstand adversity and bounce back and grow despite life’s downturns”.

People face all kinds of adversity in life. To face those adversities building resilience takes time, strength, and help from people around you. There isn’t a fixed trait, keeping the outlook of flexibility, adaptability, and perseverance, it will help people to tap into their resilience. It depends on personal behaviours and skills (like self-esteem and communication skills), as well as external things (like social support and resources available to you).

Why it’s Important?

Resilience helps people to tap into their strengths and support systems to overcome challenges and work through problems, personal life struggles too. It’s your reaction to adversity, not adversity itself that determines how your life’s story will develop.”



Rajul Gupta
Senior Consultant

Resilience is not how much you can take. It is not about staying “strong” in the face of challenges and adversity or standing back up after getting knocked down.

Resilience is your capacity to be present and attend to what’s happening here (in yourself and the situation) and the ability to see your choices and make decisions. It’s about compassion and honoring the limits of how much you are willing to take of something or someone.

4 Important things I learned about Resilience are:

1. Your capacity is not a competition – with anyone else or even yourself.
2. How much you can “take” is not a measure of your value.
3. You grow your capacity and Resilience in your own time by not forcing yourself into numbness and disconnect from staying and enduring a situation or person because you think you should or need to.
4. When you are in a state of Resilience, you can ask yourself:
 - Is this what I want?
 - Is this what I need?
 - Is this, ok? Am I ok?
 - What is my capacity for this?
 - What wants to happen next?



R Franklin Joel
Sr. System Administrator

“Changing yourself helps you deal with bad things when they happen, though it doesn’t mean the bad stuff goes away.”

Resilience is not a characteristic you are born with or not; it’s something you build over time through intentional practices and techniques.

Resourced:

Resilience can be understood much better when considering how rugged an individual is AND how well-resourced they are. The resources individuals have available to them have the potential to amplify and increase methods of solving problems without having to rely on a change of thinking or self-regulation alone.

Here are the 3 Dimensions of Resilience among 7 Dimensions.

Emotional: An ability to tolerate rejection and negative emotions, maintain confidence and stability, and confront obstacles.

Relational: Defined as an individual’s sense of connection to family, friends, work colleagues, the community, and even strangers.

Motivational: The strength and clarity of purpose an individual has. People who are fully committed to pursuing a life goal are less likely to give up.



Anil Garg

Associate Vice President

Resilience is the ability to recover from difficult situations. It helps you to cope with difficult situations. It also allows you to keep going even when you feel like giving up. It is important to have a positive outlook and be willing to learn from your mistakes. If you can relate to these qualities, it's likely that you have the resilience you need to get through life's challenges.

Stress can happen when you're feeling worried, nervous, or afraid. Stress can also happen when you're feeling angry or frustrated. It is important to understand what is causing you stress and anxiety. Once you know what is causing it, you can learn how to deal with it. You might learn relaxation techniques, build a support network of friends and family, or seek professional help.

Resilience has helped me in my life by allowing me to bounce back from difficult situations, learn from my mistakes, and keep moving forward even when things are tough. Without resilience, I would have been far less successful in life. I am grateful for the resilience that I have developed over the years, and I continue to work on improving it.

Know your Team



“



Leaders Retreat

Abhijit Roy

It was a pleasure initiating the leaders retreat with my team. We identified a nice farmhouse on the outskirts of Delhi, and the entire team got together for a two day retreat. We had multiple very interesting presentation from all the leaders, followed by some team building games. We wrapped up the day with live music, lots of music, and “Ganne ka Juice” (sugarcane juice). The high point was the strong bond and lasting memories that the team left with. I look forward to these retreats becoming the cornerstone of relationships @ AAPNA.

”



Rewards & Recognition



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



WARRIOR OF THE MONTH

Kabita Chiral: For going extra mile for QA as well as coordination of tasks.

Deepak Saluja: For providing excellent support in multiple projects, project estimates and managing website hosting.

AAJ KA BAAZIGAR

Hardik Shah: For excellent leadership through multiple projects and initiatives.

Sandeep Goel: For being an amazing leader for supreme golf and inspiring team to constantly to get excellent feedback from SG top leaderships.

SPOT TEAM AWARD

Nisway Team : Deepak Saluja, Amit Kumar Jha, Pratap Singh Rawat, Rahul Kumar, Sudha Kashyap, Ashish Negi, Rhutuja, Jagesh and Sanjay.

Team had been doing a good job on a consistent basis and client has been quite appreciative of their efforts.



Fun Element @ AAPNA



It was Valentine's Day, February 14, 2020, and we were working from offices. Rakhi Mam walks in and she gave each one of us, her HR team members, a rose and a dairy milk chocolate (a pleasant surprise for us all) . After receiving the same, myself and Ravi Sharma were on cloud nine, as it was the first time, we got chocolate on Valentine's Day. Otherwise, it's us, always till this Valentine, giving chocolates always to our colleagues and friends. This small gesture really made a difference. As we are quite close and open as a team, me and Raginee were very quick to share our next emotion with Rakhi mam and we requested Rakhi Mam for a Party, to make the day extra special.

We all wanted this party to be a team celebration, so we decided to look for a place where we could all have a good time. Ravi and I took charge of finding that place, and we went to a few nearby restaurants, but in every restaurant, we found a few Aapnaites, since it was lunch time. Every time when we other Aapnaites, we would exchange glances and laugh, and would decide not to have our party there, as we wanted it to be very special and only for us to have fun exclusively.

Finally, we went to Domino's and saw no one there; it was one of our triumphant moments, and as we were feeling victorious, I dialled a call to other team members to arrive at Domino's as soon as possible to have the team celebrations. Everybody came within 5-7 minutes, and we started ordering pizza. We were all smiling, as it was a party on Valentine's Day, and on top of that, it was my first party on Valentine's Day, and that too with my HR colleagues.

While waiting, we enjoyed our chit chat and also about how we found a restaurant where no AAPNAITES are there, but the same moment, as we were served our pizza, we saw another group of 6-7 AAPNA team members from another team just opened the door, they all saw us, and believe me, they were thinking the same thing as we were a while ago. This made us all burst into laughter. The story goes on..... The best part is that they were looking at us as if we've all gone nuts. We laughed about this incident for many days, and we still laugh about it today, thinking we all were in the same boat, just didn't realise it until then.



Recommendation of the Month



BOOKS

The Leader Who Had No Title
By Robin Sharma

Atomic Habits
by James Clear

MOVIES/SERIES

MOVIES

The Shawshank Redemption
INTERSTELLAR

SERIES

Sherlocks
The Crown

Team Engagement

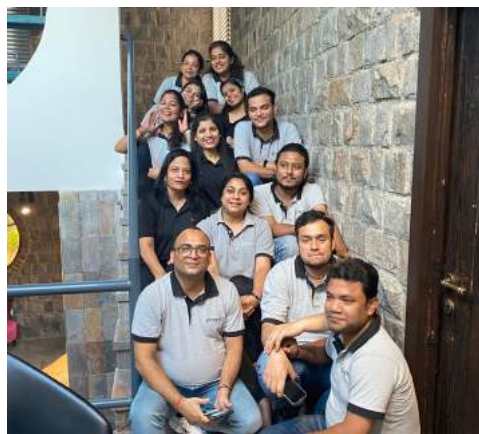


AAPNA Olympic Winners

Month : November

Scores of all 4 Teams	
	4110
	2300
	2070
	1540

Top 3 Scorers for Nov 2022		
Team	Name	Score
	Deepika Soni	680
	Kavita Shah	500
	Soniya Sethi	400



AAPNA OLYMPICS: NOVEMBER 2022

“You don’t build a business; you build people and people build the business!”- Zig Zagler

The various activities planned under AAPNA OLYMPICS, are focused on increasing cross team connects, engagement, building and upholding a culture that’s closely knit, to support each other in team wellness be it physical, mental, or just to laugh together, strengthening the bond that we have with each other even when we all are working from home. In upholding the benefits of WFH and still maintaining the office Culture and connect that we all always cherish!

November 2022 witness series of engrossing & learning based, activities and competitions. We celebrated International MEN’s Day through a fun filled gala evening, with a guitarist! We also run a cooking event for the men @ AAPNA



Another highlight of the month of November was POP – Pro on Policies – an initiative to make every AAPNAite policy savvy at AAPNA, through an interesting quiz across the organization. It got very interesting and participative activity thru out the month.

Tongue Twisters game added that extra pinch of excitement & fun element towards the month end activity, for this month! It was hilarious to hear the outcome of this innovative interesting activity.



Upcoming Events



1st Dec 2022 - 9th Dec 2022, Skip & Hop Challenge



12th Dec 2022 - 16th Dec 2022, 'HUNAR @ AAPNA' Talent Competition



19th Dec 2022 - 23rd Dec 2022, Santa's Coming



22nd Dec 2022 - 24th Dec 2022, Christmas Competition



30th Dec 2022, Townhall



30th Dec 2022, New Year Celebration