

A Sneak Peek Behind the Curtain-HRD



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Milestone @ AAPNA



1

Nano partnership officially launched.

2

Time Tracker Tool FULL internal BETA testing and is successful rollout to a partner company.

From Seed to Success: Townhall Evolution



I would like to take this opportunity to **appreciate the effort of Raginee**, in having brought our TownHall to the current stage.

Due to the nature of the meeting, and the progression of the format over the years, its easy for us to not realize what a GREAT ASSET it is for the company.

Over the last 2-3 (maybe more) years Raginee has been diligently working on organizing and coordinating the TownHall, and I salute her, for where we have reached.

Most of us leaders, are aware of what all is going on in the organization, and we often meet many people outside of our teams.

However, the Townhall is an opportunity for everyone to get overall updates. Our townhall has average attendance of over 110 people.

I have attended many “TownHalls” before, and I can easily say, our’s is among the best –

- **Well Planned** – to plan such an event once is one thing, and to do it month after month – is truly a testimony to AAPNA
- **Well Organized / Great Structured** – I like the fact that the event follows a structured theme, involves multiple people, requires several people to be involved etc. etc. It’s easy to not notice how much work goes behind every TownHall.
- **Well Presented** – everyone seems to have practiced – as they all contribute content for the same – including newbies with their introduction. I especially like the fact that this year there are multiple people involved in the presentation.
- **Fast paced and Timely** – it’s amazing to pack in so much in EXACTLY 1 hr, and to finish on the clock. There is not a moment of boredom.

Testimonial – A true testimonial to the success, came from Rishi Roy, who recently joined AAPNA, and attended our TownHall, last week, and the one in May. Rishi has travelled the world, studied, worked and lived in multiple countries, and is one of the smartest people I know. After his first townhall, he specially called me to congratulate us for our TownHall, and appreciated the well structured, fast paced format.

So, once again, congratulations , and I look forward with excitement, at what to come in the future.

-Abhijit Roy




From Seed to Success: Townhall Evolution



Slide Show - Townhall - July 2023 - PowerPoint

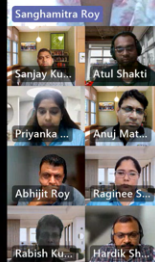
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Leaders Update



Sanghamitra Roy
Chief Human Resource Officer

- ✓ Monthly Score Card Leader's Initiative successfully completed.
- ✓ Client feedback & HRD Surveys initiated.
- ✓ Quarterly Awards for Apr-Jun'23 has been dispatched.
- ✓ Promotion Policy has been formally updated.
- ✓ Srinivas Kotamarti will be joining us as Decisions Developer from August.
- ✓ Soft Skill - for 3 batches conducted till July.
- ✓ Launched initiative - Sleep - Sound & Deep.
- ✓ Successful conducted Physical AAPNA MILAP - Mumbai, Nagpur, Karnataka & Kolkata. And Virtual MC team meet.
- ✓ Themed Coffee sessions - resulted in increased participation & excitement across team.



July 2023





Sanghamitra Roy

I will start with culture, as that has been the focus of AAPNA since its inception. **A purpose that goes beyond personal well-being goes a long way towards building a positive culture.** If not internalized, the environment can quickly become toxic and superficial. Bad cultures create friction, while **good cultures empower teams to become more than the sum of their parts.** The HR team is all about establishing, nourishing, and building this culture along with the growth of the organization, even during the most difficult and challenging times. You know the inside story, but you must portray a face that stabilizes the ship for the bigger achievements. It's a constant balancing act between the organization's needs and the needs of AAPNAites. Our mantra is to be firm and polite.

We uphold the policies, but there are always exceptions that prove the rule. So, as you can see, our lives are challenging and interesting, managing humans 😊 while being human 😊.

And as mortal HR professionals, when you master all these aspects, here comes the new age technology - Chat GPT. Herein lies the promise and the warning: AI won't replace HR professionals. However, HR professionals who understand and can leverage AI may well replace those who can't. It's a new battle to conquer!

Now, let me share about my team. I have an **awesome HRD, inch-perfect Accounts, engaging Recruitment, encompassing L&D, committed Engagement, and controlling Admin.** This says it all. We are continuously bringing in new initiatives and striving to serve our clients (AAPNAites) better, just like the reverse escalator Abhijit talks about in the service industry. The better we serve, the higher the standard becomes, and we are always trying to outperform our own best service standard. That's not to say we don't fail or get frustrated or want to give up at times! One thing that rescues us during those times is the team's encouragement and support that we get from each other. Though we may fight like siblings within the team, outside, we present a united front and operate like true AAPNA Commandoes.



Ritu Rathore

Welcome to the backstage of HR department!

At its core, HR is all about fostering a positive work environment. We believe in humanizing the team by highlighting our unique personalities and talent through some fun activities. From workplace customs to celebrating milestones, we're always finding creative ways to bring out best in our team. Whether it's completing project successfully or highlighting other accomplishments not only boosts morale but also inspires others to strive for greatness.

But it's not just about highlighting the successes - we also embrace our mistakes. We believe that transparency is the key. So, we're not afraid to share stories of challenges and lessons learned. By doing so, we create an open and supportive culture where everyone feels comfortable growing together.

One aspect that sets us apart is our focus on team building. We believe that a formidable team leads to a successful organization. So, we constantly introduce the engaging and interactive activities that brings everyone together.



Chhaya Verma

Being in a remote environment, I usually see my HR team on virtual platforms. Connecting offsite is always a pleasurable moment. I remember last year we all met during retreat days & spent some time together. For me, everyone seemed like a character coming out of some fiction...😊 It was indeed lovely to see all in one frame, together, laughing & celebrating.

We had absolute engagements, candid discussions, presentations, brainstorming sessions, and a terrific time.

There was a game hosted by Shweta & what a game it was!

Cocktail Race included Flying pen, Crossing the bridge, Shaping rope and finally Human Knot. Priyanka, Sukhamay, Kavita & I were in the same squad. We were winning till the very end but at the final level, on Human Knot we were stuck & looking at each other & giggling fanatically.

It was equally enjoyable to see the performance of other HR Team members using different strategies & cheering up for them. Looking forward to such fun during this year too. Adding few hilarious throwback images to cherish the moments of memorable time we had together!!



Naveen Satywali

In AAPNA, our HR team form a Harmonious Squad, where emotions are welcomed, laughs are shared, and relationships blossom. Through highs and lows, we celebrate victories and support each other with care and understanding. Hard work becomes a pleasure as we bond over common goals. There are countless behind-the-scenes celebrations, I find a touching moment to cherish and share with you below. Sharing my recent experience of a Permanent WFH post on LinkedIn, giving a shoutout to AAPNA for their support, to my surprise, within half an hour, my LinkedIn post received more than 50 likes and numerous comments, which was much higher than my usual engagement. Excitedly, I spoke to Chhaya, Prakash, and Sukhamay in a call and shared my happiness about post, and as we concluded the call, they confidently predicted that my post would reach 100 likes.

In the next 30 minutes, my post reached an astonishing 200 likes. Happily, I informed the group again, and Chhaya suggested a celebratory party. Jokingly, I said it would happen once the post reached 500 likes. To my amazement, within the next hour, the likes surpassed 1000. Staying true to my word, I approached Shweta, shared joy, and received addresses via an official email. I placed an order on Zomato, selecting Biryani for Sukhamay, Paneer Dish for Prakash, and Rasmalai for Chhaya. Later, I realized I hadn't informed Rakhi Mam, so I called her promptly and shared the exciting news before the day's end. The highlight was sharing my happiness with my team and Rakhi mam, celebrating virtually, and informing AAPNAITES in the AAPNA Bindass group, knowing their unwavering support on social media. As I always say, AAPNA isn't just a company for me; it's an emotion, a place of joy, celebration, and valuable relationships we hold in a team.



Priyanka Khatter

Have you ever witnessed a group of HR professionals transform into unstoppable event planning machines? Well, let me take you on a rollercoaster ride of the incredible experience we had while organizing our annual day – MAGIC IN GOA, 2022, in the picturesque land of Goa. Picture this: a team of 150 members, a multitude of tasks ranging from flight bookings to extravagant gifts, and a pressure cooker situation where we had to work round the clock, standing side by side like commandos, soldiers ready to conquer the planning battleground. I consider myself lucky to part of this grind, which helped me equip myself to do any event planning, flawlessly, going forward!

We rolled up our sleeves and dove headfirst into this challenge, fueling ourselves with enthusiasm and gallons of caffeine. It was like riding a whirlwind, constantly spinning from task to task, handling everything from menu planning to hotel negotiations. We, I mean my hardworking team members – Raginee, Shweta and Susmita Mam, under the guiding light of our leaders and manager, Ms. Sanghamitra Roy, were like the Energizer bunnies, going and going, fueled by our determination to create a mind-blowing, WOW and larger than experience attending this annual day.

As the pressure mounted and the days flew by, we embraced the true meaning of teamwork. We were inseparable, working shoulder to shoulder, exchanging ideas, and bringing a touch of wit and humor to the whole process. We knew the only way to survive was to uplift each other and laugh at the occasional chaos that engulfed us. We could write an entire book on our hilarious misadventures during this process alone!

From running poles to poles (sometimes literally) to ensure every detail was in place, we didn't shy away from stepping outside our comfort zones. We ventured into uncharted territories, exploring different options for hotels, menu, welcome kits, awards, pool party, beach party, virtual cake booking and designing and what not!! (yes, it's a tough job, but someone had to do it!).

But it wasn't all chaos and laughs. There was plenty of grit and hard work involved. We burned the midnight oil, poring over excel, and more excels and, meticulously crafting each version of excel to perfection. We wanted to leave no stone unturned in creating an experience that would be etched in the memories of our team members forever.

And then came the moment of truth - the annual day itself. As we watched the awe and excitement in the eyes of our colleagues, we knew we had struck gold. Our countless hours, countless cups of coffee, and endless brainstorming sessions had paid off. Our team members were the stars of the show, we sensed and were appreciated across by AAPNA LEADERS!

One team member's – Raginee's unwavering determination was like a rock, keeping us grounded throughout the process. They never allowed us to lose sight of our objective, regardless of the hurdles we faced along the way. Another member's creativity – Shweta and Susmita, was like a magician's wand, adding an enchanting touch to every aspect of the event. They transformed even the most mundane tasks into works of art. And let's not forget the member who possessed the incredible superpower of multitasking. They effortlessly juggled a myriad of responsibilities, ensuring that nothing slipped through the cracks. That's me!

At the end of it all, when we finally had a chance to put our feet up and reflect on the whirlwind adventure, we couldn't help but feel an overwhelming sense of pride. We had conquered every obstacle, overcome every challenge, and delivered something truly extraordinary. We learned that with wit, humor, and a relentless sense of determination, there's no limit to what a team can achieve.

So here's to the amazing team members in HR who made our annual day a monumental success!

As an anonymous person once said, "Teamwork makes the dream work," and boy, did we dream big!

Thank you !



Raginee Somani

"The Unsung Heroes of AAPNA: The Human Resource Department"

In the close-knit family that is AAPNA, the Human Resource Department is more than just a word or a department – it is the heart that fuels the organization. We are the driving force behind various departments, ensuring the right seeds of talent are sown through our recruitment process. Just like a gardener tends to a garden, **the Operations team** takes up the responsibility of providing an environment where AAPNAites can flourish, grow, learn from each other, and work in harmony like a well-coordinated commando unit. And, like the diligent record-keeper **Chitragupt** from mythology, **the Accounts team** meticulously keeps track of the seeds that have been planted.

Beyond being just teams, we have become **a close-knit family**. Our workplace is a blend of joy and laughter, where a sense of camaraderie coexists with a dedication to serious work. Encouraging an environment of open communication, we foster a culture where sharing thoughts and ideas is not only welcomed but also celebrated. Together, we stand by each other through thick and thin, supporting each other **24/7**.

Thanks to our **superhuman manager**, innovative activities are regularly introduced, encouraging us to think outside the box and keep a constant check on our goals. This approach has given rise to a learning culture within our team, where we are continuously growing and improving, drawing inspiration from one another's achievements.

In conclusion, the Human Resource Department at AAPNA plays a vital role in creating a cohesive and thriving work environment. We take pride in being the unsung heroes who ensure that the organization's foundation is strong, its people are nurtured, and its growth is sustained. Together, we forge a path towards success, learning, and progress.

AAPNA MILAP - BIHAR



“ This is a great initiative of AAPNA to meet our colleagues in-person. We really enjoyed the moment after a long time and extremely excited to meet again. We discussed personally and professionally on many topics which never got change to do in virtual meet.

A BIG THANKS TO AAPNA and HR TEAM to make that happen.

-Nitesh Kumar .

“ It was wonderful experience meeting team members physically. We had fun time sharing what is going on in each other's life. Some had come to meet from far distance place. It was fun, relaxing, and wonderful experience. Thank you.

-Robin Kumar Singh.



“ Thank you, HR team, for organizing the spectacular engaging event! We all participated. People really enjoyed during our Bihar Meet. Due to this meet-up, I got to know about all our AAPNAites who belongs to Bihar. We shared a great bond between each other. This is a great initiative within the company to stay connected professionally and personally.

#AAPNAMILAP2023
#BIHARMEET

-Aman Kumar

“ It was wonderful to see old faces and to talk and know new team members.

-Niraj Kumar .

Rewards & Recognitions



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

WARRIOR OF THE MONTH



Amit Kumar -
For his excellent performance & timely response.

AAJ KA BAAZIGAR

Raginee Somani -
Appreciating the effort in having brought our Town Hall to the current stage, well planned, well organized, well presented and fast paced and timely completion, month on month.

Priyanka Khatter - Great support in planning and organizing Mumbai Milap / Team Retreat / Fun Connect events.

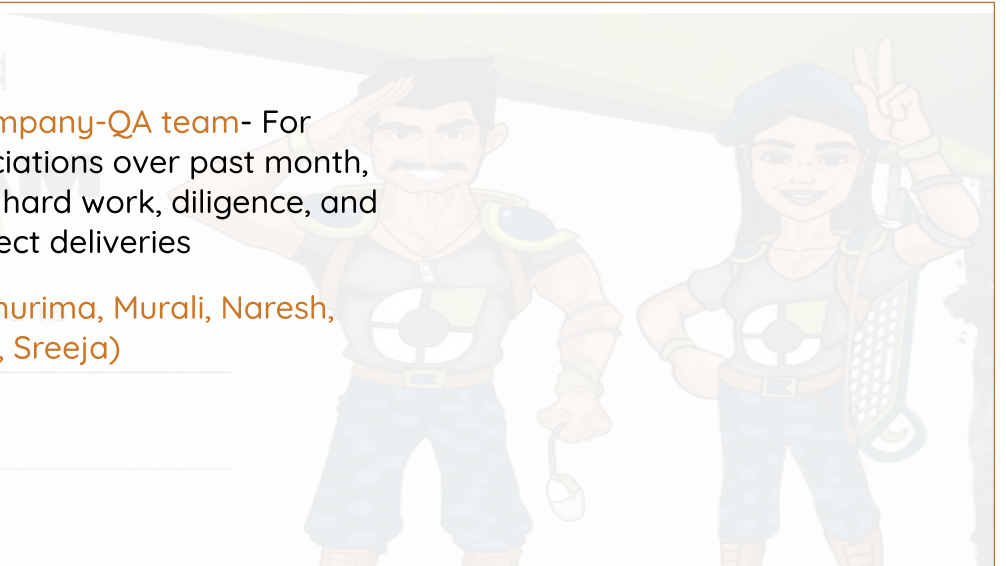


SPOT TEAM AWARD

Nationwide Title Clearance Company-QA team- For receiving multiple client appreciations over past month, demonstrating their continued hard work, diligence, and commitment to top-notch project deliveries

(Aditya, Kapil, Chaitanya, Madhurima, Murali, Naresh, Nitin, Rahul Sangwan, Raviteja, Sreeja)

for _____





During a client's call, an unexpected and hilarious incident occurred while I was working from home. As I was engrossed in one of the applications, my video suddenly turned on without any filter (expected behaviors of the application) of which I was not aware. Little did I know that my house was bustling with guests, including children, at that very moment.

To the client's surprise, what appeared behind me on the screen was a scene straight out of a comedy show. Two children and two grown-ups were desperately attempting to hide from the camera by walking in a crouched, knee-down position. Their comical attempt to evade being seen was a complete failure, and it was impossible for me to conceal my smile.

The client, who was expecting a professional and focused call, was instead treated to an impromptu display of mischief and humor. The sight of the children and adults scurrying around behind me was akin to a playful herd dashing across the screen, captivating everyone's attention and unleashing a chorus of laughter.

Despite the initial embarrassment caused by the unprepared video activation, the incident provided a light-hearted and memorable moment during an otherwise formal conversation. It served as a reminder of the unpredictable nature of working from home, where personal and professional worlds intersect in unexpected ways.

Rupam Shrivastava

Recommendations of the Month



BOOKS

Catcher in the Rye

J.D. Salinger

The God of Small Things

Arundhati Roy

MOVIES/SERIES

MOVIES

Mission Impossible-
Dead Reckoning Part One

SERIES

Kohrra

Team Engagement



"Sleep is the golden chain that ties health and our bodies together." - Thomas Dekker

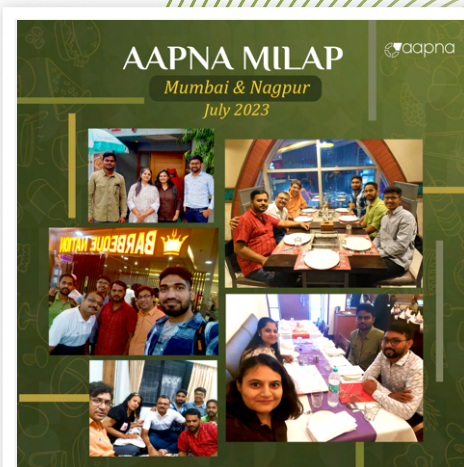
Hey there, sleepyheads! Hope everything is hale and hearty at your end! The month of July marked a fantastic theme under **Health Matters – SLEEP: SOUND & DEEP**. Under the awareness drive, we learnt about what exactly is sleep, its benefits, a good night regime, effect of diet on sleep, 321 rule and lot more. The idea is to make our commandos, who work so hard, day in day out, realize that sleep is an essential part of their fitness and to maintain a healthy physical & mental state.

The themed coffee sessions introduced last month, took another leap. We started working on preparing new games on FF platform, which was welcomed by commandos. Though some glitches here and there, we are confident to make it a go-to place for all games and fun, for all AAPNAites, very soon. The theme games have received valuable appreciation and testimonials and we are grateful for the same. Thank you, Team!

"If you can laugh together, you can work together"- AAPNAites have proved it right, yet again!

AAPNA MILAP, a series of physical team connects in July conducted at **Mumbai, Nagpur, Karnataka and West Bengal**, has shown how bringing people to meet physically together, has built a sense of belongingness and connect, beyond the virtual world. With Leaders traveling to meet cross teams, it is an initiative, that aim at bridging the gaps and setting an example of new beginnings! The teams thoroughly enjoyed meeting the regional meet and have come back with memories to cherish for life!

So, folks, let's catch those Zzz's, sip on that coffee, and have a blast with our games and events like this for the coming months too!!



Upcoming Events



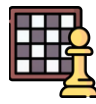
Theme of the month : Toxins Out, Detox In !



Awareness, games and competition on Detox Theme.



Celebrating Independence Day



Launching AGM - AAPNA GRANDMASTER - Chess Challenge 2023