

Issue

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Celebrating Cultural Diversity and Inclusion @ AAPNA



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Celebrating Cultural Diversity and Inclusion @ AAPNA



Sahil Sharma

Cultural diversity is an essential aspect of AAPNA's work culture. As a commando, I have had the opportunity to meet people from different regions and learn about their cultures. The coffee sessions and other interactive events conducted by AAPNA have been instrumental in promoting cultural diversity and inclusion in the workplace.

So far, I haven't faced any challenges, but I understand that promoting cultural diversity and inclusion can be complex. The HR team is actively promoting cultural diversity by organizing both online and offline events. This is an excellent way to raise awareness and celebrate diversity in the workplace. In fact, AAPNA organizes various team meetups and cultural events, such as the one in



Goa last year. These events provide a great opportunity for employees to showcase their talents and celebrate their diverse backgrounds.

In conclusion, I believe that cultural diversity is a strength that should be celebrated and embraced. By promoting cultural diversity and inclusion, we can create a more vibrant and inclusive workplace that benefits everyone.

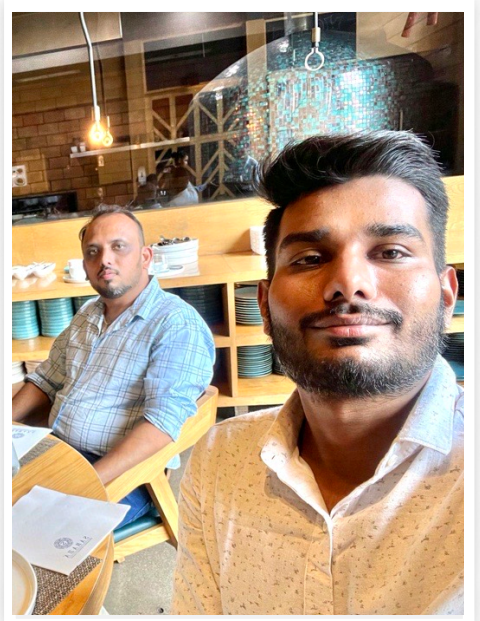


Naeem Kureshi

During my time at AAPNA, I've come to realize that our diversity isn't just about numbers; it's the very heart of AAPNA. It's in our conversations, our stories, and the teamwork that defines us. During moments of challenge, there are always supportive leaders who steer us in the right direction.

The recent townhall stands out as a great example of how we not only showcased diversity but celebrated the rich diversity of cultures within our AAPNA family. Looking ahead, I envision an even more inclusive AAPNA. Coming together to celebrate festivals from every corner of the world, learning and growing as a united family.

Here's to us - a community that cherishes the strength in our unique perspectives, for they are what truly make us powerful.





Nitesh Kumar

Here's why cultural diversity and inclusion in the workplace are crucial for an organization's success. By recognizing and valuing the distinct needs, viewpoints, and potential of the diverse workforce, organizations foster deeper trust and commitment among their team members. At AAPNA, we place significant importance on cultural diversity in every aspect of our organization. We ensure that every individual is treated with equal respect and fairness, regardless of any differences.

A diverse and inclusive workplace at AAPNA ensures that every person, regardless of their role or background, feels equally engaged and supported in all facets of the organization. The "all areas" part is crucial.

This comprehensive inclusivity is not just important; it is fundamental to our ethos and contributes significantly to our collective success.





Menu Gupta

Cultural diversity shines brightly in our team. Coming from Bengal, I found myself working closely with my teammates, Harish and Naresh, who hail from the enchanting landscapes of South India. Meanwhile, in my project, we have Isha Koul, who brings Kashmiri heritage into our diverse mix.

Despite our varied backgrounds, English emerged as our common language, allowing us to connect on a deeper level. Our team meetings became a platform for sharing and learning about our distinct cultures, traditions, and values. Celebrating festivals like Diwali and Durga Puja alongside Pongal enriched our understanding of each other's heritage.

What stood out was the genuine respect we had for each other's backgrounds, turning our differences into strengths.





CJ Heamchander

At AAPNA, both AAPNAites and AAPNA have greatly benefited from cultural diversity and inclusiveness. Interacting with coworkers from diverse backgrounds has exposed me to new customs and worldviews, which has been a truly eye-opening experience. These connections have not only enhanced my personal life but also enriched my professional perspective, broadening my horizons.

Challenges undoubtedly exist, with communication barriers being a notable problem. However, AAPNA's commitment to fostering open and inclusive communication has significantly helped bridge these gaps. Various programs have played a crucial role in providing support and guidance to resources, especially those who might feel marginalized. Diverse training initiatives have been pivotal in raising awareness about unconscious biases and fostering empathy among team members.

Both AAPNA as an organization and we as individuals are significantly shaped by cultural diversity. It showcases our dedication to encouraging innovation and creativity within the business while embracing diversity. My vision for AAPNA is one in which inclusiveness and diversity are fundamental to our identity. This requires proactive cultural programs that support diversity at all levels and ongoing training to enhance cross-cultural sensitivity.

In addition to thriving, an inclusive AAPNA will inspire others by setting an inspiring example for the business world, fostering a more peaceful and creative work environment.





Naresh Kumar

According to me, the integration of cultural diversity and inclusion not only enriches our personal values but also significantly improves our work environment. One of the challenges in this cultural diversity is miscommunication. To overcome this, our communication should be adaptive to the specific subject matter, moving beyond conventional conversations. Challenges, of course, do surface, with miscommunications being one of them. To address this, I propose training programs, workshops, and language courses, ensuring effective communication throughout the organization. Incorporating cultural diversity into our AAPNA not only introduces a broader range of talents but also enhances our culture of respect.





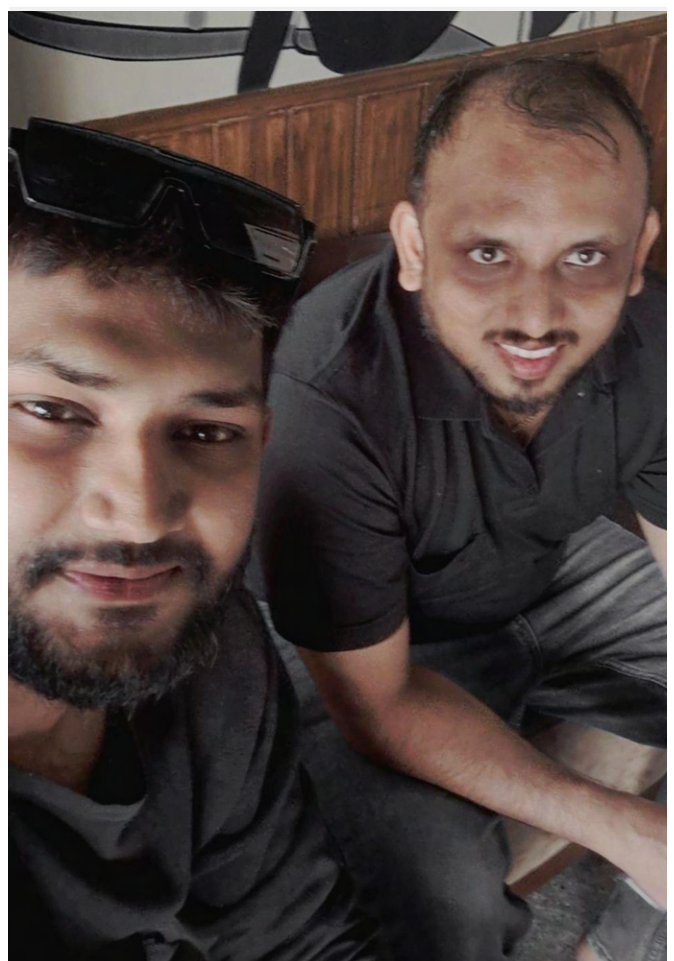
Yashpal Rathod

According to my understanding, diversity isn't about where we're from; it's about the unique things we bring to the team. Our different backgrounds, traditions, and ideas make our group interesting and strong.

AAPNA has created a friendly environment where everyone can share their traditions, even if we are in different parts of the world. This helps us understand each other better.

By learning from one another, we make our work environment friendlier, and we become better at being creative and finding solutions.

We work together to make a positive impact. Our diversity is our strength, and it's what makes AAPNA special.





Shelly Jain

Cultural diversity means people with different castes, religions, colors, places, and backgrounds. In AAPNA, we are all different but share the same bond and feelings. We laugh together, have meetups in coffee sessions, play games, celebrate festivals, and share happiness. At AAPNA, every individual is appreciated for their talent. Cultural diversity helps promote peaceful coexistence among people from different cultures and ethnic backgrounds in their workplaces, institutions, and social settings, and AAPNA is the same kind of place.

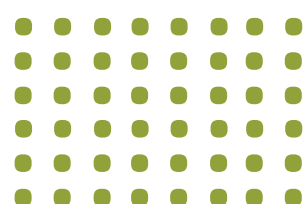
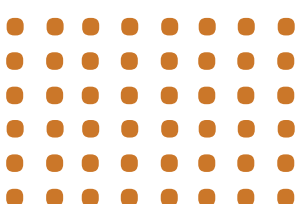


Gudiya Rizvi

I would like to share my five-month journey in AAPNA. During this time, I have come to understand the unique Commando concept—a team that is ready to work 24x7 with the same spirit. I am happy to have experienced this unique concept while working here. I love the process of learning and how AAPNA encourages continuous learning and growth. The organization's proactive approach in managing diversity has created an environment of respect and acceptance. The rich array of backgrounds and talents within the team not only enhances our work culture but also strengthens our collective capabilities. Encouraging open dialogue, celebrating various cultural festivals, and organizing inclusive events undoubtedly create a sense of belonging among resources.

The HR team's efforts are highly appreciated; their team-building activities are legendary, creating unbreakable bonds and providing opportunities to meet and know each other. I would like to express my gratitude to Priyanka and Subhjit for their efforts in bringing out new ideas to reduce team stress.

I am honored to be a part of this extraordinary squad that combines hard work with a sense of fun. Here's to many more exciting adventures together! I would like to thank every team member for helping me out whenever required. I have enjoyed my journey so far and am looking forward to many more years of this exciting journey.





Gautam Pattani

In today's mobile-centric world, Android and iOS dominate the landscape, requiring distinct skill sets in Kotlin, Java, Objective C, or Swift. However, managing separate codebases for these platforms proves cumbersome and costly for developers. To streamline this process, cross-platform technologies like Flutter and React Native have emerged.

1. Flutter: Flutter, Google's open-source UI toolkit, debuted in 2015 under the project name "Sky." It aimed to streamline natively compiled app development for mobile, web, and desktop from a unified codebase. The first stable version, Flutter 1.0, launched in December 2018, emphasizing a rapid development cycle and hot-reload feature. Powered by the Dart programming language, Flutter prioritizes performance and productivity. Developers leverage Dart to create seamless cross-platform experiences for mobile, web, and desktop applications.

Key releases for Flutter include:

1. **Flutter 1.0 (December 4, 2018)** - First stable version, ready for production use.
2. **Flutter 1.2 (February 14, 2019)** - Introduced web-based tools for creating web applications in Flutter.
3. **Flutter 1.12 (December 11, 2019)** - Enhanced with Android App Bundles support, improved performance, and additional Dart extensions.
4. **Flutter 2.0 (March 3, 2021)** - Major release with stable web support, alpha-stage desktop support, and enhanced performance.
5. **Flutter 2.5 (August 10, 2021)** - Introduces features like Material You, focusing on improving mobile and web development experiences.

2. React Native: React Native, created by Facebook and released in 2015, is a renowned open-source framework for mobile app development. Its global availability since March 2015 attracted developers due to its performance and component reusability across diverse platforms. In 2017, the Expo framework further simplified React Native development by offering tools not just for iOS and Android but also for web and other platforms.

Key releases in the React Native journey include:

1. **React Native 0.1 (January 26, 2015)** - The first public release of React Native.
2. **React Native 0.18 (February 22, 2016)** - The first version with support for Android.
3. **React Native 0.59 (March 12, 2019)** - Introduced React Hooks and a new React Navigation library.
4. **React Native 0.60 (July 3, 2019)** - Brought significant performance improvements and Auto-Linking for native modules.
5. **React Native 0.64 (March 2021)** - Added Hermes 0.6.0, a new version of the JavaScript engine, and support for the Hermes Bytecode.
6. **React Native 0.65 (August 2021)** - Included support for Apple Silicon (M1) and AndroidX by default.

Flutter and React Native is under active development, and new releases and updates continue to be released regularly.





It was a wonderful meeting, and we enjoyed it very much. I have known Yashpal for the last 8 years, but I got the opportunity to meet Naeem for the first time. Naeem and I exchanged our thoughts on sales strategy. This kind of meeting boosts energy within the team, especially when we are 100% virtual. Thanks for arranging the meeting, and I look forward to many such meetings.

-Gautam Pattani



AAPNA's Gujarat Milap was a delightful experience! The ambiance at Saraza was perfect, and the Marathi cuisine was a true delight. The conversations we had about shared experiences at AAPNA added an extra layer of warmth to the meet-up.

Looking forward to more such gatherings!

-Naeem Kureshi

My team's meetup experience was excellent! A big thank you for organizing it. Despite living in the same city, we rarely get the chance to meet, especially Naeem. The venue, food, and service were fantastic. We enjoyed lunch together, and Gautam sir shared his AAPNA experience so far. Teams' management throughout was impressive. Thanks again for this great Meetup!

-Yashpal Rathod

Rewards & Recognitions



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

WARRIOR OF THE MONTH

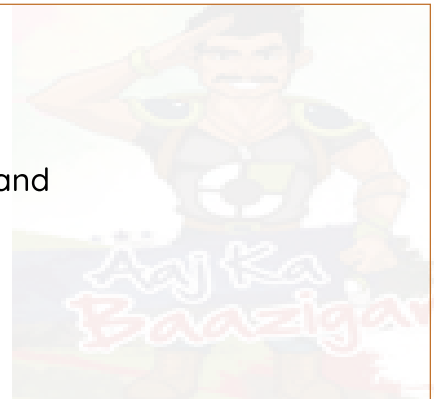


Deepika Soni -

For receiving outstanding feedback from clients and successful execution of a QA POC, leading to the acquisition of a new opportunity.

AAJ KA BAAZIGAR

Ajay Vir Singh Kaith - For leading the FundooFriday team and developing and releasing features at a very fast pace.



SPOT TEAM AWARD

HRD Team - For wearing multiple Hats@ AAPNA, starting from being recognized for exceptional surveys, successful Goa retreat, innovative initiatives, elevated compliance, & supporting product sales.

This certificate is presented to
(Sanghamitra Roy, Susmita Roy, Ravi Sharma, Ritu Rathor, Naveen Satywalli, Chhaya Verma, Sukhamay Mukherjee, Prakash Pant, Priyanka Khatter, Subhajit Maiti, Raginee Somani & Shweta Shukla)





Alright, gather 'round, folks, and get ready to chuckle! Imagine a bunch of AAPNA's Commandos at a retreat. So, at our commando retreat, we finally met our elite team physically.

We kicked things off with gossips and presentations, which quickly turned into a laughter-filled frenzy. Then came the games, and oh boy, were they a riot!

In the middle of all this, we faced a super hard puzzle. Picture this: teams gearing up for a wild "Cocktail Race," where we had to play 3-4 games in one go. Tension hung in the air like a pair of forgotten socks, but fear not! One sneaky teammate decided to consult the all-knowing **"Google Baba"** for the solution.

And voila! Victory was ours! The seemingly unbreakable puzzle was cracked, But this time, not by our amazing skills, but by the wisdom of legendary "Google Baba". The room burst into laughter, and despite weak protests, the truth spilled out like soda from a shaken can.

Elite commandos, outsmarted by a simple search engine. Our retreat, once all serious, turned into a laughter-filled party. It became a story to remember, an inside joke that brought us closer, teaching us that even in serious situations, a good laugh can be the best medicine.

So there you have it, amidst fits of giggles, we discovered the magical power of bonding over a shared, uproarious, and downright hilarious moment.

Subhajit Maiti



Recommendations of the Month



BOOKS

Soulful Simplicity

Courtney Carver

The Obstacle is the Way

Ryan Holiday

MOVIES/SERIES

MOVIES

The Blind Side

SERIES

Inside Edge

True Detective

Team Engagement



In the spirited atmosphere of October, we embraced the theme 'EMOTIONS – PAIN OR POWER' for our wellness initiative of the month. Awareness mailers were sent out to help our commandos understand and handle their emotions, aiming to empower them by turning emotions into strengths. We also experienced high energy levels during our power-packed ZUMBA sessions, designed to help participants unwind and alleviate stress, anxiety, and emotional burdens.

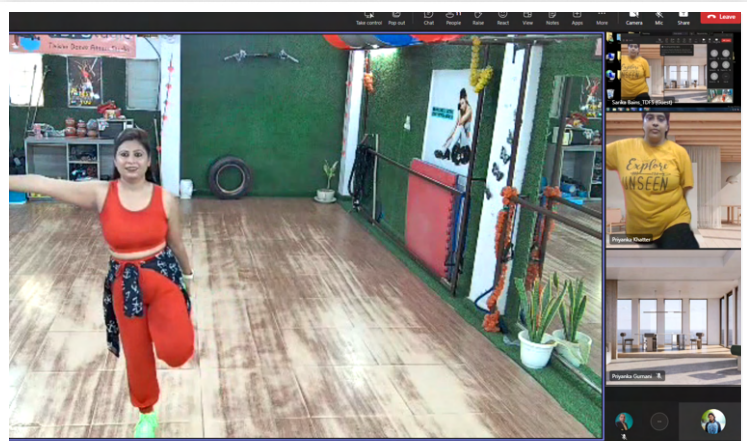
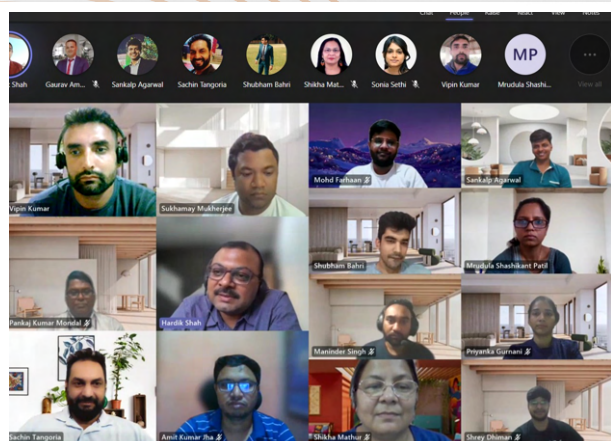
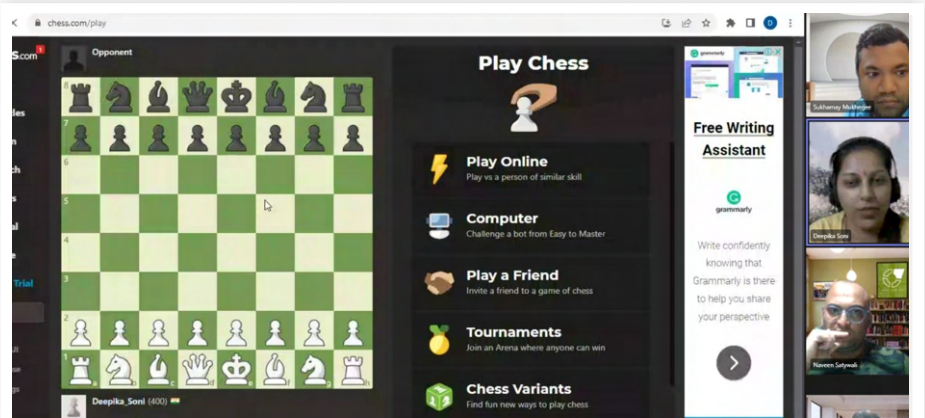
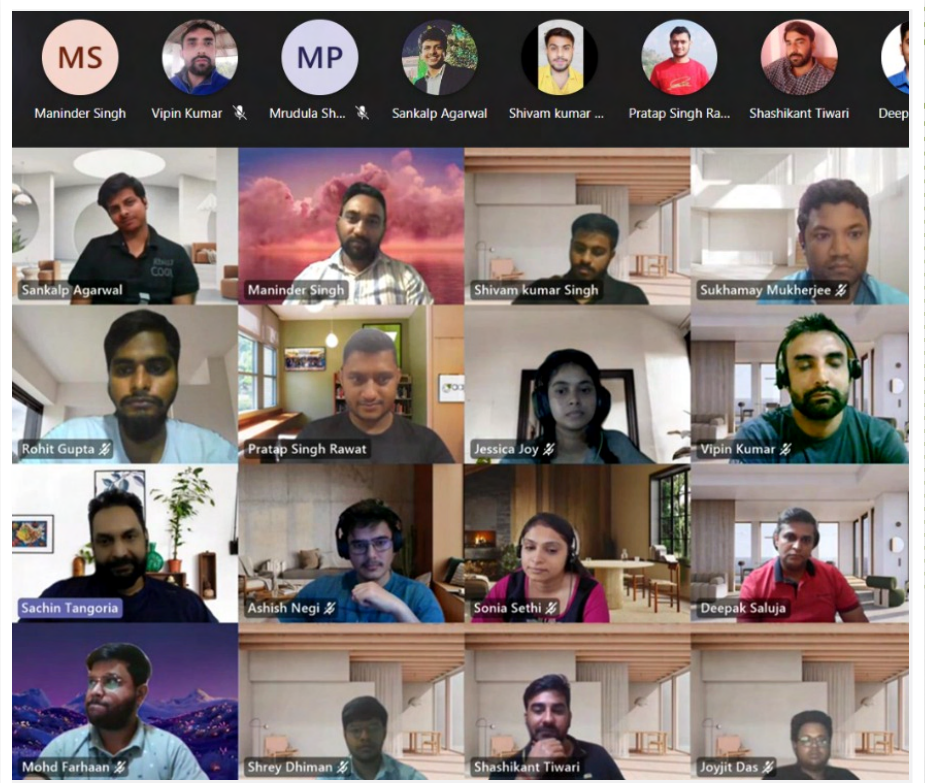
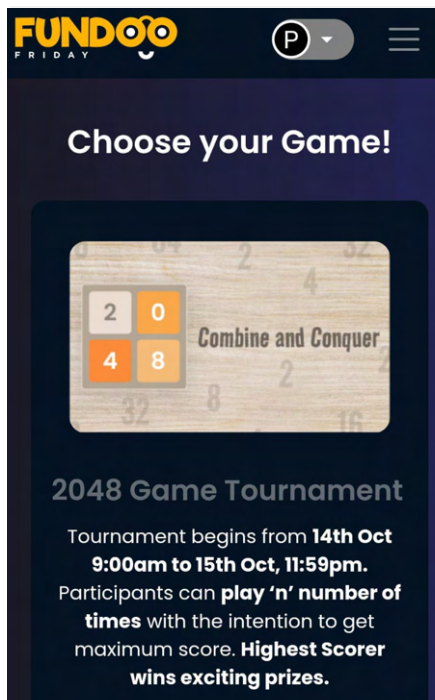
October marked the culmination of our month-long chess competition, with the AGM WINNERS emerging victorious. The Chess Finals showcased strategic brilliance, crowning champions at AAPNA. Simultaneously, our 2048 Game Tournament garnered an impressive 800 plays over the weekend, leaving our players thrilled and eager for more.

The feedback from our skilled Commandos was heartening; they truly enjoyed the games, fostering a sense of competitive camaraderie. Additionally, we conducted an awareness session on emotional eating, promoting a healthier relationship with food.

Furthermore, October saw the launch of the Leaders' Coffee Room, providing an opportunity for our team members to connect, have fun, and engage across teams with our inspiring leaders.

Here's to October, a month filled with thrilling wins, insightful reflections, and the promotion of unity within our Commando community!

Team Engagement



Upcoming Events



E-DIWALI FIESTA: Virtual Diwali Meet on 3rd Nov 2023



Wellness Theme of the Month: 'Watch Your Weight- Festival special'



Diwali Doodle: Competition for Children (AAPNAite kids only)



Diwali Treasure Hunt 2023: Go Out, Search, Click & share!