

Roots & Wings



Welcome Note!

www.aapnainfotech.com

Every organisation has a story. Ours is one written in courage, humility, and an unshakable belief in the power of people who choose to build something together.

As we present the first edition of Quarterly AAPNA Times, we wanted to celebrate a theme that captures our spirit perfectly:

Roots & Wings

Our roots remind us where we come from — the early days, the first office, the original team, the laughter, the challenges, the moments of grit that shaped our identity. They hold our history, our values, and the relationships that built our foundation.

Our wings remind us of where we're going — new ideas, new ways of working, bold transformations, and the expanding horizons we are stepping into with confidence and imagination.

**May we always grow deeper.
May we always rise higher.**

**And may each of us find our own balance
between the two.**



"Our Roots, Our Story"



'Founder's Reflection'

-By Abhijit Roy

"At AAPNA, work was never meant to be just a job—it is meant to be a journey worth enjoying."

Would you like to share values that defined AAPNA in its early years!

When AAPNA began, we did not start with a written culture document. But a few values quietly guided every decision: integrity with clients, a frugal mindset, fairness to everyone, and the belief that people must genuinely enjoy the journey of work. Continuous improvement was simply part of our DNA.



When did the Values redefine themselves – those testing moments which needed a change in approach

These values were tested along the way. We chose not to pursue certain government opportunities when they required compromising our principles. Later, during our rapid growth from 30 to 100 people between 2017 and 2019, we experienced cultural drift. We learned that while skills are important, the AAPNA spirit requires something deeper—ownership, loyalty, and pride in the journey.

What Values do you think now go onto the Dream Board 2026 and ahead – state any 3 values which are need of the hour!

As we look ahead, the next chapter calls for AI-augmented excellence, Radical ownership, Global Thinking, Learning Velocity and Customer Obsession –values that will give AAPNA the wings to go further while staying true to its roots.

The Torch Bearer of 'Roots – Our Culture'

-By Sanghamitra Roy

The future will demand agility, innovation, and AI-driven thinking, but our true differentiator will remain our culture

When you think of our earliest days, what moment do you feel truly planted the first 'root' of this organisation?

In the earliest days of AAPNA, the first true root was planted not through a single event, but through a shared belief, that we care and we are reliable. We cared for our teams, clients, and vendors, and this simple philosophy resonated with everyone who walked through our doors. For an IT services company, that trust created a positive energy where

collaboration thrived. Even with limited resources, openness, commitment, and collective ownership quietly became the foundation of AAPNA's culture.

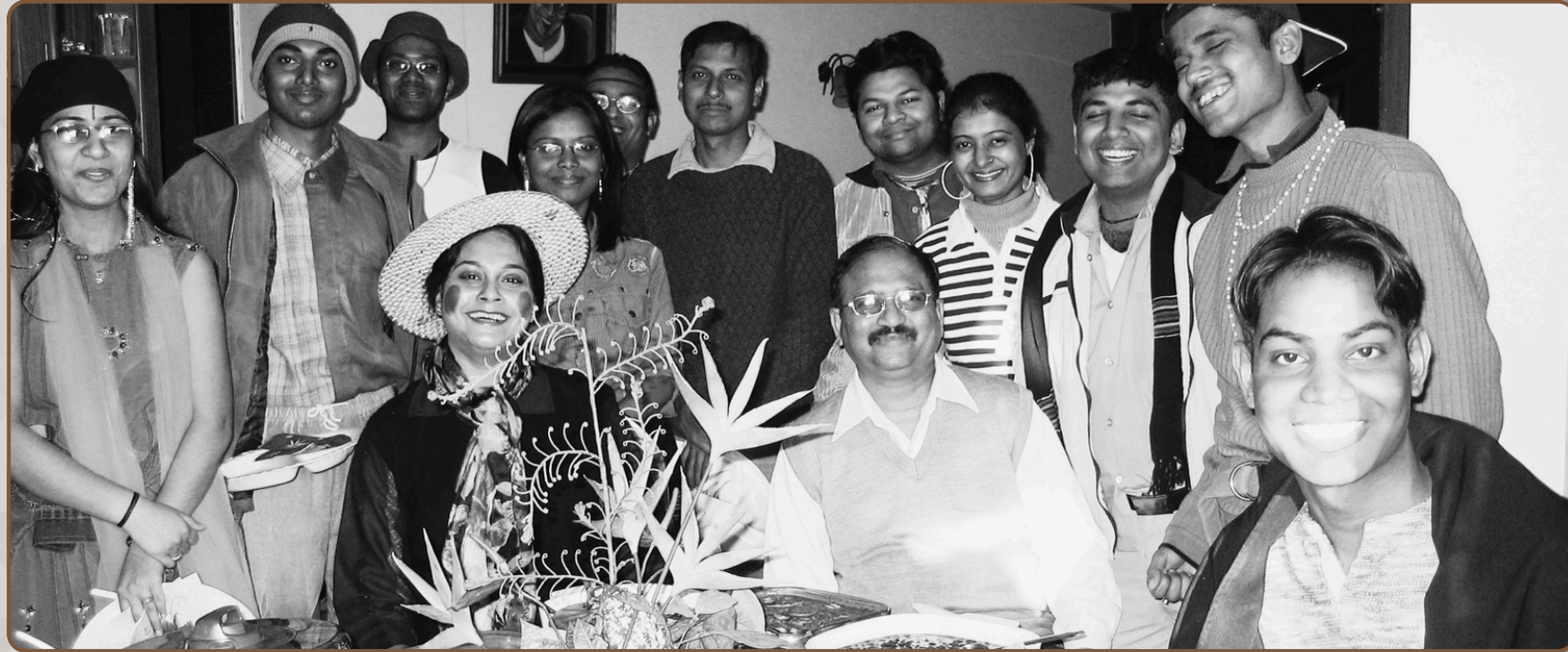
What is one value or principle from the early years that you believe must stay with us forever?

If there is one principle that must stay with AAPNA forever, it is our belief in people first. From the very beginning, we built relationships before hierarchies, trust before processes. That human-first philosophy created a culture where individuals felt seen, heard, and empowered. As we grow larger, preserving this sense of belonging will always remain our greatest strength.



"Our Roots,

Our Story"



'From the First
Brick: AAPNA's
Soul Through My
Eyes'

-By Biswajit Sur!

Despite being a smaller organization, AAPNA was genuine in every aspect—whether in relationships, values, or the way work was approached



Looking back at the early days of AAPNA brings a deep sense of pride and gratitude. We were a much smaller unit then, but what we had was truly special—a genuine sense of belonging and strong bonding among AAPNAites. Everyone knew each other well, and there was a natural spirit of teamwork where people were always ready to support and encourage one another. It felt less like a workplace and more like a close-knit family. One of the defining strengths of AAPNA in those days was transparency.

Communication was open, ideas were welcomed, and there was a shared understanding that everyone was contributing toward a common goal. The management played a crucial role in shaping this environment. Their vision, integrity, and constant drive to grow every day inspired the entire team to give their best.

Even as AAPNA has grown over the years, those foundational values are still reflected in the collaborative culture we see today. The spirit of openness, teamwork, and mutual respect continues to guide how people work together and support one another.

Looking ahead, my hope is that AAPNA continues to grow while preserving these core values.

The Courage to
Share,
The Strength to
Care!

-By Anuj Mathur

Preserve the culture.

**If we protect and nurture the culture that defines
AAPNA, everything else – growth, innovation, success
– will naturally follow.**

“What is one thing you want us to never forget... and one thing you want us to dare to try?”

The one thing we should never forget is AAPNA’s vision – Relationships, Technology, and Quality. These three pillars define who we are and how we operate every single day. They keep us aligned, grounded, and moving forward together toward success. One thing I would dare to try more often – and something I personally continue to work on – is not fear failure. At times, we try so

hard to get everything perfect that we slow ourselves down. I believe it is far better to move quickly, experiment, and learn, rather than move too cautiously and miss the opportunity altogether.

“Any defining or redefining moment you witnessed or were part of at AAPNA in your journey – that helped us develop new wings and yet stay rooted?”

While the obvious moment for me would be when Nationwide Title Clearance Company began and I started my second innings with AAPNA, the redefining moment that truly stands out is when we went ahead with the acquisition of the French company Spaarth. Even though the acquisition was short-lived and did not ultimately succeed, the very fact that an organization of our size had the conviction and courage to attempt such a move spoke volumes about the leadership and ambition within AAPNA.





"Our Roots, Our Strength"



'Vision as Our Roots, Courage as Our Wings'

-By Atul Shakti

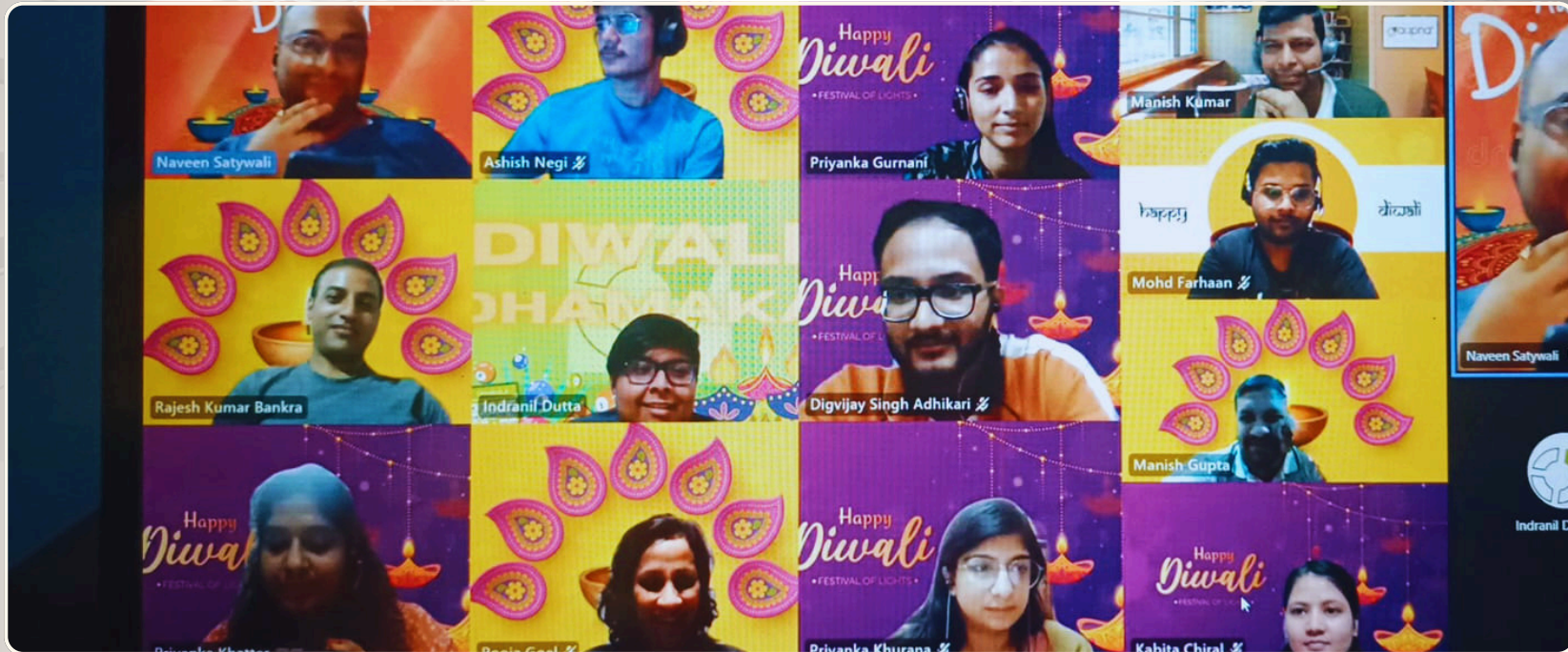
One of the most unique things we had was a monthly event where everyone shared their mistakes—and interestingly, the “biggest mistake” even got recognized. It might sound unusual, but it actually encouraged openness and made people more confident to take initiative without the fear of being judged or punished.

From its early years, AAPNA has been deeply rooted in a people-first culture, where relationships, trust, and mutual respect truly mattered. The team always believed that success comes from empowering people and valuing every contribution, no matter how small. Open communication and easy approachability created a space where ideas could flow freely and challenges were tackled together.



There was also a strong sense of empathy—people genuinely looked out for each other. Many teammates found their closest friends at work, and over time, it started to feel like an extended family. This people-first mindset not only strengthened internal bonds but also helped build lasting trust with stakeholders. These values truly became the heart of AAPNA.

"Our Wings, Our Forward!"



Empowered to Fly, Inspired to Lead

-By Hardik Shah

AAPNA's culture is rooted in trust and freedom.

Early on, Abhijit told me, "I allow my team to work freely, even if it means making mistakes." That stayed with me.

When we are trusted to learn, experiment, and grow, it builds the confidence to think big and act fearlessly.

As a young leader at AAPNA, what does "having wings" mean to you in your journey so far?

For me, "having wings" means the freedom to take ownership and the courage to lead without waiting for instructions. It's about creating direction in uncertainty and enabling others to rise with you. True leadership isn't how high you fly alone - it's how many people you empower to discover their own wings.



How has AAPNA empowered you to experiment, innovate, and take bold decisions? Any moment that truly felt like "taking flight"?

AAPNA has empowered me with trust. The freedom to experiment, take risks, and own outcomes end-to-end. One defining moment was leading AI-driven initiative of Prompt based report generation - from idea to execution, without rigid boundaries. That felt like taking flight, Where belief in my vision was stronger than fear of failure, and innovation became a responsibility.

Where Courage Meets Impact

-By Anil Garg

The IMPACT culture—Integrity, Mastery, Passion, Act Now, Courage, and Think Forward—acts as my compass!

For me, “having wings” at AAPNA means the freedom and responsibility to turn bold ideas into meaningful IMPACT. It is about stepping forward with courage while staying anchored in our core philosophy—strong relationships and uncompromised quality.



.As the product head of Mera Monitor, I see it as more than a product; it is a responsibility the organization believes in.

My aspiration is to position Mera Monitor among the top 10 productivity tools in the next three years.

Balancing roots and wings, for me, is about staying grounded in our values while continuously pushing boundaries. I aim to lead from the front and act as a catalyst—helping AAPNAites realize their dreams and collectively create a positive IMPACT in every dimension of life.

"Our Wings,

Our Growth!



Carrying AAPNA into the Future

-By Shelly Jain

If our roots give us strength, our wings will give us direction, helping AAPNA soar to new heights in the years ahead.

For me, “Wings” represent growth, courage, and the ability to explore new possibilities while staying connected to our roots. AAPNA has built a strong foundation through values, collaboration, and a shared vision. Now, ***the younger generation has the opportunity to build on that legacy with fresh ideas and innovative thinking.***



In today’s fast-changing world, embracing technology, continuous learning, and community collaboration will help AAPNA move forward with confidence. ***Young minds bring energy, creativity, and the willingness to challenge traditional approaches in constructive ways.***

AAPNA is a platform where innovation meets purpose—where new ideas are actively encouraged, leadership is nurtured, and every member feels empowered to contribute.

My Roots & Wings @ AAPMA

-By Sumit Mandal

We carry stories from where we began,
Lessons of strength passed hand in
hand.

Our roots keep us steady, humble, and
wise,
But wings give us dreams that touch
the skies

With every step, we learn something new,
With every challenge, we grow and renew.

The future is not something we wait for,
It's something we build, something we explore.

Together we rise, together we stand,
With vision in mind and purpose in hand.

For when roots are strong and wings are wide,
There's no limit to how far we can glide.

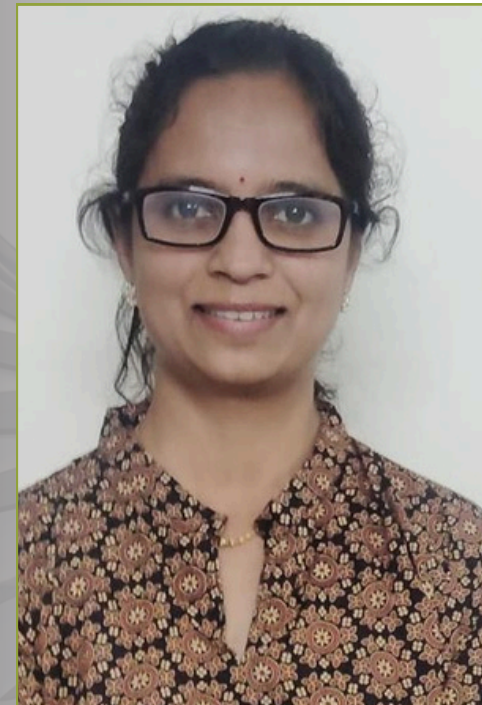


"Our Wings, Our Pride!"




Speed with Clarity, Growth with Purpose

-By Mrudula Patil



In today's AI-driven world, client expectations are limitless—faster delivery, greater customization, and lower costs, all at once. As young professionals, we stand at the intersection of ambition and constraint. To me, WINGS is about navigating this space with clarity, not compromise. To truly gain an edge, we need to embrace a few critical shifts. First, from building everything from scratch to creating platform-independent reusable code libraries—shared services and modular frameworks that accelerate delivery.

With AI, these evolve into AI-assisted reusable components, where solutions are not just reused but intelligently adapted across projects. Second, from manual effort to AI-augmented execution—leveraging AI for automated testing, smart documentation, and faster code generation. This improves speed, reduces errors, and frees teams to focus on higher-value work. Third, from overpromising to structured transparency—clear scope definition, phased delivery, and honest conversations that align client expectations with cost and effort.



I balance tradition with innovation by holding on to core values—ownership, integrity, and quality—while continuously rethinking how we work.

My aspirations for 2026 and beyond are to build scalable, reusable systems, enable faster and more predictable delivery. My dream is an AI-enabled development ecosystem—where reusable libraries, intelligent workflows, and empowered teams come together to deliver faster, smarter, and more consistent outcomes.

Because true growth is not in doing more—it's in doing it better, faster, and together.



Meri Udaan @ AAPNA



At AAPNA, our Roots reflect our values and legacy, while our Wings embody aspiration, innovation, and the courage to soar higher.

When our Commandos were invited to share what they mean by **WINGS at AAPNA**, we witnessed their unique Udaan—the moments, motivations, and magic that truly make them fly at AAPNA.

"WINGS" at AAPNA MEANS?



Encouragement



Growth



Ownership



Learnings



Empower



Belief



Opportunities



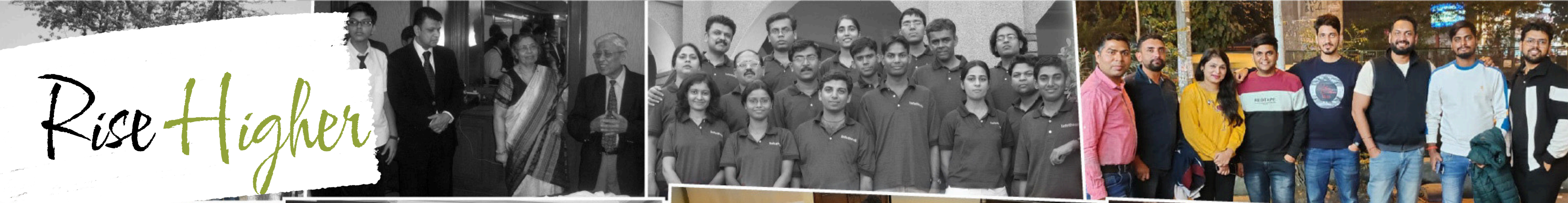
Freedom to explore



Leadership Support



Rise Higher



THANK YOU!



Grow Deeper

