



# What's New Around You?

# COMPENDIUM

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# Lola



**CHANDRA GANJOO**  
(ED & GROUP CPO)

Dear  
Trivironians,

October is a month of festivals and celebration Al Hijra, Ayudha Puja, Dussehra, Diwali ..... Each festival is celebrated differently at different places by different people, however the purpose of celebration is same everywhere. We all consider it as an opportunity to spend good time with our family, friends and beloved ones. In Triviron the joy of celebrating festivals is something which cannot be explained but can surely be felt. Sometimes we don't understand the language, the occasion or even the purpose of celebration, but it's so overwhelming to see Trivironians being part of each other's happy moments and I am sure the time spent with each other is valuable. It's very important for each one of us to relax, appreciate and enjoy the beauty of humanism which make us realize that each moment can be special and joyous provided we are happy with our surroundings and respect people who are with us. We need to respect each human race and embrace the positivity of each human being so that we have a better world to live in and a better future for our upcoming generation.

Triviron is growing 😊😊 from one base to multi-locations across the world! We need to understand each other more and also appreciate the success stories which our colleagues have to share. We also need to show compassion to our friends who are struggling and we also need to make sure that we are instrumental in making Triviron a beautiful cultural hub wherein people of different caste, color and religion follow only the language of Love, Respect and Harmony. Let's all built an organization wherein we all speak the same language of Togetherness & Success!

With this thought I am happy to introduce (The HR Newsletter), a newsletter from HR (sorry, no scope to add business news 😊). I will be happy to receive your suggestions for improvement on this initiative and you can reach out to me on my Whatsapp number +91 8527794408 (quick chat and quick decision).

Happy Reading and a very Happy Festival Season!

# EMPLOYEE ENGAGEMENT



***Hold it!! We didn't yet go to the marriage part.  
It's the Engagement and it's always merry...*** 

***HR's are renowned for their usage of fancy Jargons worldwide. One such was christened "Employee Engagement".***

Little did they discover then, it would rival Zika in spreading to all corners of the world, but on a healthier note. For the commons among us, it simply means how much you live and breathe your Organisation? And that's a million dollar question which every organization is willing to spend a huge quantum of earnings to gauge it.

I'm reminded of a Popular Indian movie dialogue – It's impossible to find the depth of a women's heart. But it's possible to measure the depth of employee's engagement with his/her Organisation. Several statistical tools have emerged now-a-days to do that.

To explain further, then I have to request the Editor to call this as HR Text Book and hence sticking with the norms of a Newsletter, lets dive into The common drivers of employee engagement.

- Employees' connect with their Organisation.
- Employee – Management Communication.
- Enhancing the Employee's Competency.

***So, what did we do @ Trivitron?***

## **EMPLOYEE CONNECT**

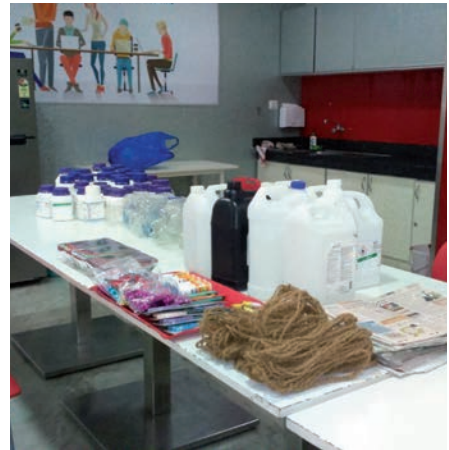
Seen quite a few Emails from TVT Club? In fact, it acts beyond just sending Emails.

We exclusively use **TVT Club** for nurturing the relation between the employee and organization. Some initiatives carried out in Q1:

# WORLD ENVIRONMENT DAY

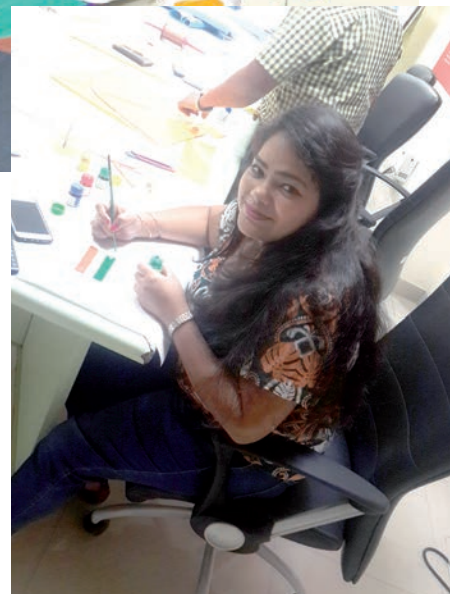
**The theme was best out of waste.** We gave a bunch of otherwise useless throw-away stuff from which Trivitronian's had created beautiful crafts.

And we read somewhere, a grown up Tree consumes about **48 pounds of CO2 every year.** It sounded great!! And thus we ended up planting saplings at our IVD Chennai factory and gifted saplings to employees at other locations.



# HAPPY INDEPENDENCE DAY

ENJOY THE TRICOLOR OF INDIA  
VANDE MATRAM !



The theme was tricolor. Trivitronian's came dressed up beautifully in tri-colour. Offices were decorated with tricolor balloons. Employees made different crafts on independence theme.

# FOUNDER'S DAY

**Dr. Velu, our Chairman and Managing Director's birthday is celebrated as Founder's Day.**

Wishes from employee poured in from each location. Each office was decked up for an evening of fun and learning in the form of a Quiz Event about Trivitron which was well received by all employees.

**HAPPY**  
*birthday!*



# VISHWAKARMA / AYUDHA PUJA

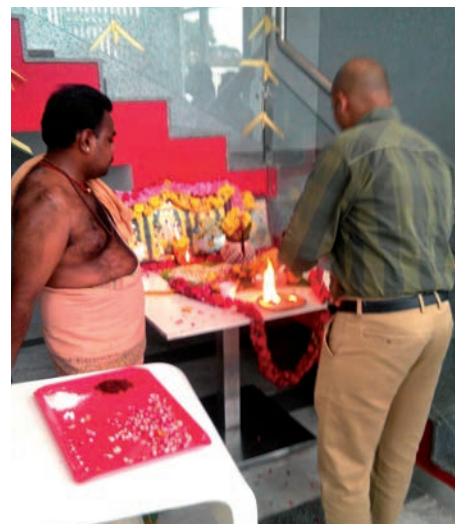
***The dream day of every student, when no parent can force their child to study...***

On the day of Vishwakarma/Ayudha Puja, offices and industries observe a no-work day. Offices are decorated and usually, the morning begins with a Puja (offering to God) and then employees are offered the 'prasada' and offices are closed for business for the day. The following day is celebrated as Vijayadasami which is an auspicious day to commence new activity/work/new education. People offer prayers in the morning and then commence their work hoping for another successful year at office.

## **KOLKATA'S VISHWAKARMA PUJA:**

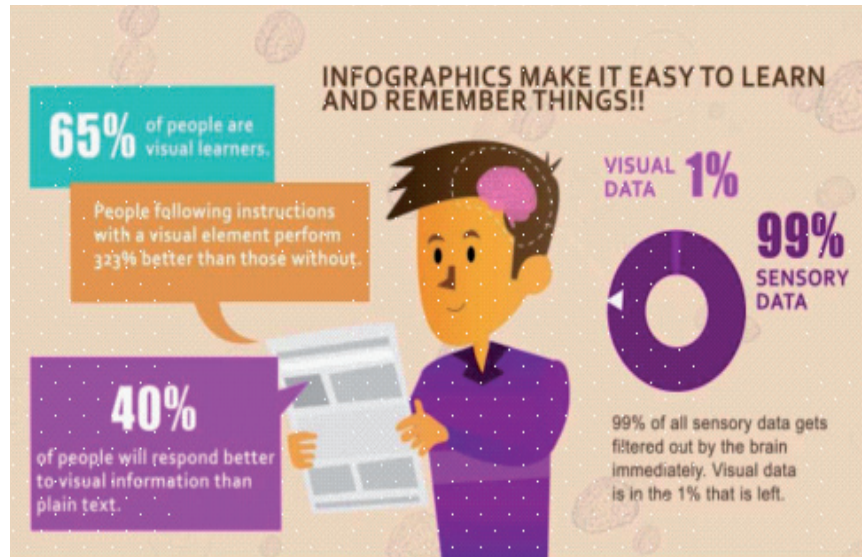


## **AYUDHA POOJA @ CHENNAI OFFICES:**



## COMMUNICATION

What usually companies do to unwind with a relaxing session of stretching / breathing techniques, we started with it. We'd invited Isha Yoga to deliver a session which involved 10 minute Yoga session which anyone from 7 to 70 yrs can do with ease.



As the above picture reads, the Human Brain is by default tuned to retain visual learning longer than just audio. We've observed the same over the years and hence put the audience to experience two diverse talks recorded via renowned Ted Talks.

Post which the spotlight session which made people open up with their thoughts which ranged from Appreciation, Suggestions and Grievances.

Each improvement point was recorded and a timeline was created and are being addressed. By then, the clock reads 3.30 PM and Human Brain says, 'Well, guess it's time to plan my return trip home' and that's when we introduce the Flame Thrower a.k.a. Simeerjet Singh. Our partner in providing a dose of motivation to employees. With his usual charm, he took no time in winning the confidence and rounds of applause from our audience, who left for the day asking when's the next such session? And that's a real sign of success for us.

**Thank You Chennai and Mumbai!!**

# REVISITING THE FUN

## CHENNAI



**GAMES**



**YOGA**



**Q/A WITH THE  
MANAGEMENT**

**FUN WITH  
MOTIVATIONAL  
SPEAKER**



# REVISITING THE FUN

## MUMBAI



**GAMES**



**YOGA**



**Q/A WITH THE  
MANAGEMENT**

**FUN WITH  
MOTIVATIONAL  
SPEAKER**



## COMPETENCY ENHANCEMENT



***We trusted the above quote by Aristotle and have begun well.***

In order to give the right treatment, we need right diagnosis right? In similar lines, we had to gauge the current competency level of our employees against the set 8 competencies which are required to propel Trivitron to the desired level. To do this in the most objective manner, we engaged the services of Thomas Assessments, an internationally renowned Psychometric Testing organization through which we made all our employees take up a simple online questionnaire. The individual results were mapped to the standards set for each competency and the Training Requirements were born as a result of this.

***We'd identified 5 competencies which we shall visit this FY.***

- 1. Selling Skills,***
- 2. Customer Focus,***
- 3. Communication Skills,***
- 4. Analytical Skills,***
- 5. Coaching & Teamwork.***

We'd identified Knowledge Wizards to be our knowledge partner who shall deliver a Pan-India and Dubai coverage for the Integrated Training Programme on Customer Focus Skills and Selling Skills. The two trainers whom we address as our Knowledge Partners, Mr Rakesh and Mr Chander are veterans in the field of Sales and Customer Service with a combined experience of over 55 Years.

We've now successfully covered this topic across India with 10 batches and coverage of above 85% of our field force. We're now gearing up to go ahead with the next competency for Training which shall commence from 1st week of Nov 2016.

## TRAINING PROGRAM





## FINLAND TRAINING PROGRAM

It was 8 AM, the bus left our office at Vantaa with about 20 people to the beautiful beach resort Hotel Rantapuisto, 20 km away nestled amidst nature's sounds. The trainers Ms Niina and Ms Laura from Romana Management Oy based in Helsinki were our knowledge partners for the day. The participants were taken through an intensive yet interactive and participative session on Team Building and Cross Cultural working atmosphere.





**Dr. GERALDINE**  
(CEO- LABSYSTEMS)

# GUEST SPEAKER

Trivitron is by far the most vibrant and dynamic corporate I have worked for. The size and infrastructure of an international corporate firm combine with the flexibility and business approach of a booming start up with the desire to raise with strong appetite make it unique.

Trivitron truly values their employees, many people have been at Trivitron for 10+ years, myself included. The company also tries to promote from within the corporation before seeking outside candidates. I am a prime example of this principle. I have joined Labsystems in 2003 with an academic background and very little knowledge about the clinical market. The organization being very flat, I have had the chance to learn a great deal of knowhow from all of my truly experienced colleagues. In addition, their dedication, expertise, precision and commitment have forced my admiration for the past 13 years. Everyone is dedicated to the same goal: the growth and sustainability of the company. What a wonderful ongoing journey.

Another rarity in our organization is that ALL of our senior staff is approachable; employees have access to the CEO, CFO, CPO, COO, etc. Dr.Velu himself knows all of Trivitron employees' names!

Dr.Velu is an enthusiastic and stimulating visionary mentor. He gives everyone in his organization an equal chance to grow. So one can explore, share ideas and get the chance to develop them with full support from our top management. This is dream fulfilment of the forever curious and creative minds.

As many of you know I am a French citizen and when people ask me why I decide to move from Paris to Helsinki, it is hard to explain in a nutshell, yet the best answer is that Finland gives one the chance to grow. Looking back, I realize this is exactly why I also felt so comfortable working for Trivitron, I found the freedom and possibility to grow.

I found home both personally and professionally, and this what I heartedly wish to each and every one of you in our organization!



# Employee Appreciation



**Ms. Gurinder Bir Kaur**  
GM- HR & Admin

She joined us 11 years back as Admin. & HR Sr.Executive for North India. Today her support to entire group as General Manager - HR & Admin is appreciated by all and her commitment towards Trivitron sometimes surprises me. I consider her as one of my best asset and I am sure that people like her will help Trivitron to reach the pinnacle of success soon. I wish her Good Luck & Success.

Received appreciation from  
**Ms. Chandra Ganjoo**, ED & Group CPO

# CSR INITIATIVES



Imagine a world in which children are free from poverty, live in happiness and have open access to adequate education.

Imagine a world where children, even those born in disadvantaged parts of the world can be physically, mentally and emotionally healthy, for the road ahead.

We now introduce Mitra, the name adopted for our CSR (Corporate Social Responsibility) initiative through which various 'joy in giving' events are organized in India.

Trivitron's CSR project under Mitra is working to make this word a reality...

Trivitron had adopted St. Thomas Panchayat School in Uthandi, a village about 50 km down South from Chennai city with a mission to empower and educate its young individuals.

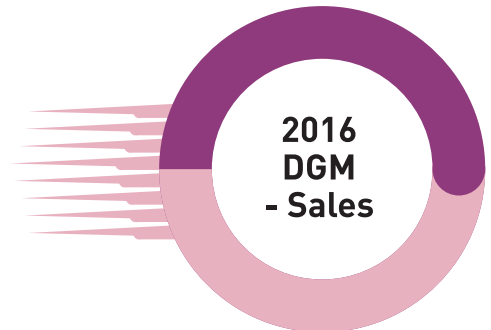
On occasion of Founder's Day, employees from Chennai had visited the school and shared the 'Joy of Giving' by distributing sweets to the children and serving them lunch. The children had returned their share of love in the form of presenting us with various handmade art work, which they had learnt to make at School.



# YOUR NEIGHBOUR



**YOGESH ASHOK MALHOTRA**  
(Kiran Medical Systems, DGM Sales)



contd...

## JOURNEY SO FAR

### PERSONAL:

- ▶ Born and brought up in Mumbai. Comes from a Punjabi ( Multani ) Hindu family. Wife is a house maker and has an 18 year old son who is studying B.Com.

### PROFESSIONAL:

- ▶ Started first business assignment at the age of 11 when he started giving Video Games on rental basis in his area.
- ▶ Later on, at the age of 14, started his own cable network and within a year had almost 100 installations. Post Bcom, joined father's business who were importers and exporters of Food Grains like Rice, Pulses, etc.
- ▶ Since, he wanted to do something on his own, started his career in radiology in year 1998.

After 20+ years of working experience, still learning in life. What energizes him is to understand complex situations which people encounter in their lives and helping them in handling those situations.

- ▶ **His journey in Trivitron has been very exciting so far. He has got tremendous opportunities which are challenging his skills and is motivating him to grow more and do more in life. His fear is to live to the expectations which the company has from him and come out good.**

# GET CREATIVE



Piece of Art made by  
**Zoran** himself.  
He presented the same to  
**Ms. Chandra** on her  
visit to **Finland**.



**ZORAN MIROLOVIC**  
(Production line worker  
and maintenance- LDX)





**TIMO HIETALA**  
PRODUCTION MANAGER-IDX

# *Loem*

**What is light in the darkness**

**What is sound in silence**

**Shelter under burning sun**

**Fire in heart of snowstorm**

**Interfaces between differences**

**Capable of forming more than sums of parts**

**To have a vision of combining opposite**

**Finnish solitary and Indian communal mind**

**To dream of bridge between two so different culture**

**But not only dream. To build. To nurture.**

**And hopefully, to harvest fruits of combination.**

**Incredible fruits. Such as never seen before.**

# *I am Good!*



## **Do you have a health expert in your family?**

Make them weave their words for us and get featured in the Newsletter!

We are looking for suitable Health Consultants / Health Experts. It can be anybody from your family, be it your Spouse, your children, your parents, who can spare a little time of their daily routine to write this column for Trivitronians.

All the submissions can be done through email.

Mail us at [tconnect@trivitron.com](mailto:tconnect@trivitron.com).

## PUZZLES TO PUZZLE YOU

A family has several children. Each boy in this family has as many sisters as brothers but each girl has twice as many brothers as sisters. **HOW MANY BROTHER AND SISTERS ARE THERE?**

There is a number which is very peculiar. This number is three times the sum of its digits. **CAN YOU FIND THE NUMBER?**

One morning X was on the way to the market and met a man who had 4 wives. Each of the wives had 4 bags, containing 4 dogs and each dog had 4 puppies. Taking all the things into consideration. **HOW MANY WERE GOING TO THE MARKET?**

A father is 4 times his son's age and in 30 years son's age will be half of his father's age. **HOW OLD ARE THE FATHER AND SON NOW?**

Share your responses at [tconnect@trivitron.com](mailto:tconnect@trivitron.com).  
Correct entries shall invite a gift through lucky draw

# LAUGHING CORNER



Reaching the end of a job interview, the Human Resources Officer asks a young engineer fresh out of the Massachusetts Institute of Technology, "And what starting salary are you looking for?" The engineer replies, "In the region of \$125,000 a year, depending on the benefits package." The interviewer inquires, "Well, what would you say to a package of five weeks vacation, 14 paid holidays, full medical and dental, company matching retirement fund to 50% of salary, and a company car leased every two years, say, a red Corvette?" The engineer sits up straight and says, "Wow! Are you kidding?" The interviewer replies, "Yeah, but you started it."



A man joined a big multinational company as a trainee. On the first day he phoned the cafeteria and shouted, "Get me a coffee quickly!" The voice from the other side responded, "You fool you've dialed the wrong extension! Do you know who you're talking to?" "No", replied the trainee. "It's the Managing Director of the company!" The man shouted back, "And do you know who YOU are talking to?" "No.", replied the Managing Director. "Good", replied the trainee.



"Do you believe in life after death?" the boss asked one of his employees. "Yes Sir" the new recruit replied. "Well then, that makes everything just fine," the boss went on. "After you left early yesterday to go to your grandmother's funeral, she stopped in to see you."

Ciao 🙌