

# HR NEWSLETTER



**TRIVITRON**  
**HEALTHCARE**  
*speaking your language*

What's New  
Around You?

# COMPENDIUM

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COMPENDIUM

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# Hola !



Ms.Chandra Ganjoo  
Executive Director  
Group CPO & Head Corporate Communications

## Dear Trivironian's

Ahh!!! January....my favourite....

January, a month of new aspirations, new hopes & new dreams. I am sure all of us have some childhood memories from the past when it comes to January! Beginning of the New Year always used to start with new Resolutions.... Resolution of getting good grades, new pair of jeans, best college, decent job, ideal partner, travel to new destinations, ....the list can go on and on.....

We all realise the importance of dreams especially when we are desperately trying to achieve something which is very close to our heart. We try our best, we innovate new ideas and we use all our creativity to reach our destination, no matter how difficult it is. This is what life has taught all of us! If we are determined and we aspire for something in life, we will surely achieve it provided we believe in it, we put all our efforts, we plan it and we try again if we don't succeed till we achieve it. There will be some bumps along the way, but if we learn from our setbacks, we'll be even more likely to get what we have always wanted. We should not STOP DREAMING & should never STOP ASPIRING....

People stop dreaming when they grow. They try to find logic in all their actions. With time they try to be more calculative, practical, want to follow footprints of successful people and this is where they loose the game. Let's accept the fact that we can't achieve anything in life unless we have our own goals, and for these goals, we need to dream.

*"Take up one idea. Make that one idea your life – think of it, dream of it, live on that idea. Let the brain, muscles, nerves, every part of your body, be full of that idea, and just leave every other idea alone. This is the way to success, That is way great spiritual giants are produced." Swami Vivekananda*

Its very important for each one of us to understand the importance of "Dream & Achieve". Its just not enough to dream and forget about the dream. Its essential to work hard to make our dream a reality. Dreams will remain dreams if we won't work hard and to work hard we need to keep ourselves motivated. Self-motivation and focus is the key for attaining our goals. We need to have a positive attitude and it will go a long way in helping us maintain our confidence which is the most essential ingredient of any success story. It's also equally important to stay happy and healthy, no matter how hard we need to work.

Lets all take this New Year as a new opportunity to perform and grow. Let us aim for bigger dreams in 2017 and work hard to achieve them. Lets believe in our dreams and see the magic of our dreams!

*My this year resolution is to go back to my childhood, dream again and follow my dreams....What about yours?*

Wishing you a Great Year ahead!



The past quarter jus whizzed past us. The management said, we guys had to keep you merrily engaged at workplace. But we had challenges imposed on us .... By Mother Nature, SUV Owners and our Netas 😊😊😊

Confused? Oh Yeah... I'm in high spirits each time when I pen this column but not literally thou.

I mean, we had a late onset of winter with a biting intensity... safe enough to say, We felt the chills in Chennai too this time, which usually has four varieties (seasons) of Summer... This, coupled with the fragrances let out via the tail pipes of SUV's resulted in super smoggy mornings in Delhi. As though not enough to bother, some wanted to exorcise the demons of corruption by demonetisation methods!!

Usually, it's the Management that raises the bar of performance each year as it revisits its targets. However, this quarter though, the country and its people did it to the HR engagement team.

We took up this challenge and did what we could as you can see...





Dr G.S.K. Velu  
Chairman & Managing Director

## WEBINAR BY DR. VELU



We've already demonstrated through our earlier employee meet initiatives our capability and willingness to be transparent in Management – Employee communication. To raise the stakes this time, we had our Managing Director himself address our employees through webinar.

His message was clear and simple.

- *REACH OUT to your customers, internal and external.*
- *Trust your fellow Trivitronian. Each employee should uphold the core values of the organization which is built on trust.*
- *Encourage new ideas from Fresher's.*
- *Have no fear while communicating your ideas.*

This was followed by a Q&A session where employees were free to raise any question or register their suggestions with the MD himself!!

# DIWALI CELEBRATIONS



The festival of lights was celebrated in all the offices across India. The offices were beautifully decorated with flowers and lamps.

Trivitronian's were dressed up beautifully in Traditional wear. Diwali Pooja was organized. Mr/Ms. Firecarcker was organized for best dressed. Creativity Contest was also organized. In this contest employees cleaned their messy desks and decorated their workstations on Diwali theme.

## CHRISTMAS & NEW YEAR CELEBRATIONS

Year end was marked with super fun. Funny and crazy games were organized. Employees had a blast and they happily bid adieu to 2016.



### Christmas Celebrations



### New Year Celebrations



The nation watched as Delhi was again the limelight as Particulate Matter hovered around 300. But this didn't discourage one bit when we told our North Zone staff that we wish to administer them with a wonder drug called Positivity and Team Building!! The Lalit Delhi welcomed our team with a sunny morning with still a chill in the air. We had assembled for a day of Outbound Learning which were a basket of several team activities executed out in the open. Our knowledge partners – Mr Chander from CS & Associates along with his team ensured the day went on light yet carried on the theme righteously. The session concluded on a high note in the early evening with each participant signing a poster of commitment & team work, post which we celebrated the Birthday bash with a high calorific value cake and sandwiches.

### The next session was the highlight of the day!!

The Management – Employee Communication session commenced with a drop box which was circulated to collect various questions that employees had aside those which were asked directly. The CXO panel consisting of Ms. Chandra, Dr. Siva and Mr. Partha took on the questions for which they diligently provided solutions. We were expecting that our staff who had to travel into Delhi from various locales would be uneasy because of the inconveniences faced due to demonetisation of legal tender but rather they left for the day with a satisfied mind and each carried a goody bag of positivity and with a promise to deliver!!



*What we had mentioned in the previous edition as “Started Well” (the Customer Focus and Selling Skills programme) ended in a positive note too. Wonder how?*

We had managed to have coverage of over 81% of field staff with a positive feedback score of over 90%. But as someone said, 'the proof of the pudding is in the eating', we now have the task of putting the concepts learnt into actionable items.

## **Yet another interesting happening...**

We just scaled up from “Liking” to “Loving”. Agreed, we are still some time apart from 14th Feb. We all like to have a Trainer with us for a couple of days tell us what's good, what's great and how things are to be done the right way. Imagine this, the trainer remains with you for a period of 6 months making you face and overcome your challenges at work and home.



7 among us had earned their slot for this mentoring initiative from our Management. They were identified based on their performance, service years at Trivitron and prospects of shouldering higher responsibilities in the future.

*And if you were wondering, this is just the initial batch. You can earn your slot in this initiative too!!*



**Prakash D'souza**  
CEO, Biosystems Diagnostics Pvt. Ltd.

## GUEST SPEKAER

"I take this opportunity to wish everyone a Happy New year. May the new year bring to you Warmth of love, and a light to guide your path towards a positive destination.

This is my first communication in the elite journal and when I look back it is nearly close to one and half decade of my journey with the esteemed Trivitron Group.

I am truly honored and it is with immense pride and pleasure I begin this note by placing my sincere gratitude to Dr. G.S.K.Velu, who always believed in his lofty ambitions that is making success over success in every sphere he traverses, in the past, now and ever and my heartfelt thanks for reposing bountiful confidence on me and our entire team during all walks of journey since the day I joined Biosystems Diagnostics. It is only pertinent to mention that this faith and confidence is the first and foremost edifice under which the entire BDPL treads towards the 15th year in the path of Continued Journey of Success.

I believe every individual is indeed competent and knowledgeable and sure I am not here to give any motivational pills but take this opportunity to share my convictions, views and thoughts and will of course be eager to learn more from other distinguished and learned leaders in this same notable column in the coming months as well.

Every individual is truly gifted with unique and incomparable skill set which is of course special and when the right opportunity strikes, the person makes history.

As we all know every action has equal and opposite reaction and the psychological experts opine that any sincere effort that lay more focus to help realize the individual's self-esteem and skill set makes the individual more proud to think the person belongs to the group. While abundant respect and potential of each individual's novelty is appreciated, as regards to accomplish the Company's objectives, the success lies only when one language is spoken by one and all and we make our unstinted best efforts to follow and despite we fall down, we try and raise again till it is mastered in absolute.

Everyone does matter, in an organization. And every teammate's actions count. As a member in BDPL, we genuinely believe and value each individual's self-esteem and maintain great relationships with people and extend our constant support and willingness to see the best in others. This helps every individual to focus towards the management's objectives thus becoming as ONE in our melting pot of TRIVITRON Group.

It is when one constructively thinks about the greatness of the work and learns to love the profession; the task itself becomes a source of joy and naturally leads to 'what can I do now' approach. This positive vibe helps & creates success stories.

The solution to any problem lies squarely on its nucleus and when one accepts and works towards listening to the inner voice, adequate possibilities sprout.

I have just come few steps towards long journey and truly believe simple approach is enough to give the best results and my notion is to accept and move forward.

Friends, I am sure everyone has their own success formulae but life is so too big which is beyond one's perception.

Success too does not limit to just one formulae, for life is full of experimentation and may all our thoughts and actions endeavor towards that objective and of course with the divine blessings let's together create more success stories.”

# Kudos



 **MAHAVEER**  
DIAGNOSTIC CENTRE

'Manav Ashram',  
Gopalpura Mod, Tonk Road  
Jaipur-302 015 • Ph.: 0141-2704787

**Subject- SPECIAL APPRECIATION TO TRIVITRON HEALTHCARE PVT. LTD.**

This letter is to confirm our complete satisfaction with the various services and product quality we are receiving from your Engineers and company.

In all the time we have been doing business, we have found your communication and product delivery to be as required and the quality of your product Cellenium 19+ can be compared favorably with the other brands.

We are delighted with our relationship and trust. We can continue with the same arrangement in the future.

Thanking You,

  
Dr. M. K. Jani  
Authorized Signature 27/12/16.  
MAHAVEER DIAGNOSTIC CENTRE  
Gopalpura Mod, Tonk Road Jaipur-15  
LIC APPROVED



**Pushendra Singh**  
Senior Customer Support Engineer  
Diagnostics- Service, Jaipur

# Kudos



Kaveendra Chaudhary, a science graduate with specialization in Materials Management, joined the Triviron group with the responsibility of managing Strategic Purchase in Kiran Medical Systems. He has been a part of the Research & Development team of Kiran supporting R&D activities through new vendor development, component development, manufacturing and sourcing. He has played a pivotal role in the development of Kiran C-arm systems, Inverters and Monoblocs. His noteworthy contribution in his assigned responsibility domain is systematic product cost reduction and timely availability of material without any added burden on inventory cost.

Kaveendra has demonstrated a deep understanding of radiological products and played a pivotal role in designing and developing the Kiran – Ultisys radiography system along with the Kiran R&D team in a record time. The Ultisys system is a scalable radiography platform comprising of multiple X-Ray generator options, floating table top examination table with tube stand with the option of integrating Flat Panel Detectors for Digital radiography. His out of the box thinking, functional and aesthetics design inputs and aggressive vendor development for this project merits our deepest appreciation.

**Received Appreciation from: Mr. Satyaki Banerjee, President- Kiran**



**Kaveendra Singh Chaudhary**  
Manager- Purchase  
Kiran, Navi Mumbai



Tiina Vilkkinen  
Regulatory & Quality Assurance Manager  
Labsystems, Vantaa

#### PERSONAL:

Born and brought up in Helsinki and studied at Helsinki University as microbiologist. Her beautiful family consists of husband, 16 year old son and 15 year old daughter.

#### PROFESSIONAL:

She started her career in 1987 and had several short work contracts. She joined Labsystems in 1992 and **next summer she will celebrate 25th anniversary in Labsystems.**

In the beginning of her stint in Labsystems she worked in several different positions like Antigen Production Manager and Material Manager and then finally joined the quality department in 1995.

At the time of her joining, quality management system was being built and she was part of building that project. The project gave her a very good background and that experience has helped her in achieving the current position as a Quality Assurance and Regulatory Affairs Manager in Labsystems.

She has long history with EIA, FEIA and MIFA diagnostic products especially for the infectious diseases and neonatal screening for newborn babies. All organizational changes has offered her chances to learn many new things and has kept the work interesting. It also offered new challenges and opportunities. Also many new technologies have been developed and from the regulatory side the requirements are continuously changing and becoming more demanding, which has enabled continuous learning process for her.

**Tiina's journey has been very exciting. She has learned a lot and had many enriching experiences. She expect to have still many more rewarding years ahead working in Labsystems together with the great team in Finland as well as people from Trivitron group of companies.**



Syed Musthafa, Accountant  
Star Trivitron, Dubai

## ARTICLE

On 2nd December 2016 which was a Friday and a holiday, I was walking near Al Modina Park in Dubai.

At that time a high end luxury car passed me, it had Dubai's national flag on the front which incidentally flew away from the car and landed on the road. As I saw this involuntarily I went and picked up the flag as I didn't want it to be destroyed by the vehicles that followed.

By the time I picked up the flag, the car in question came to a halt. From the car, a person in Arabic attire came running towards me and said Assalamu Alaikum (May peace be upon you) and in a kind manner held my hands and according to Islamic tradition hugged me and happily said "Sukran! Sukran!" (Thanks! Thanks!), then got the flag from me and fixed it carefully and firmly on the pole in the front of his car.

By the way he was dressed, his conversation and his car, I could tell that he was a very wealthy man indeed. Even though he was very wealthy, the enthusiasm he had when he got back the flag showed his patriotism towards his country.

He got back in his car, lowered his window and asked me "Which country are you from?", for which I replied "I am from India".

**The Arab guy, before leaving, with enthusiastic laughter said "Thanks India!".**



# GET CREATIVE



**Diviya M**  
Customer Support Executive,  
Imaging Clss, Chennai

Diviya was inspired to do Glass paintings because of her sister. She started her art work when she was in her 11th standard



Target



Creativity



Research



Idea



She is a teacher by profession. She usually spends her spare time in making beautiful paintings and doing some creativity with her paint brush and colours.





## LIFESTYLE DISORDERS

In the present day, world has come a long way in terms of development, technological advancements and economic growth. But the problem is that amidst all the racing and pacing for success, we have brought upon ourselves a huge burden of diseases. World is experiencing a rapid health transition with a rising burden of non-communicable diseases.

Amongst the plethora of non-communicable diseases, the ones majorly affecting the urban population are cardiovascular disorders, diabetes, hypertension, obesity and dry eye. Multiple risk factors have been found to be responsible for these diseases and most of them are related to our lifestyles. Therefore, we can easily call these disorders as “lifestyle disorders”.

All of us with fast paced lives in superfast cities with back breaking schedules are running equally fast in the direction of these diseases. So before our path is halted permanently with barricade of these diseases, we must make certain amends in our lifestyle.

### Small changes in our day to day life can bring about major improvement in our health:

- Instead of taking the lift take the stairs. It will provide some exercise in your otherwise sedentary lifestyle.
- Replace your burger with bhakri's, pizza with papayas, noodles with nuts and fries with fruits. Basically switch from junk, processed foods to healthy whole gram homemade foods.
- Drink plenty of water (atleast 8 to 10 glasses). Avoid excess salt especially the “oh so tasty” pickles.
- Smoking and alcohol are major risk factors especially in cardiovascular diseases and cancers. So reduce and eventually break these bad habits.
- Adequate sleep and recreation are also extremely important for proper functioning of the body, so it is advisable if you shift your “late night parties” to “early evening outing”.
- Prolonged work on computers and phones reduces our blinking rate and causes dry eye. So make sure you reduce your screen time and whenever possible rest your eyes. Also make sure you are taking adequate Vitamin A. Have proper intake of milk, eggs, fruits, green leafy vegetables, carrots, capsicums in your diet.

Finally, self-care is the basic measure that needs to be taken. Monitor your weight, check your BMI, keep a track of your BP and visit your doctor if you suspect any symptoms.

Stay alert, stay informed, ask questions, take advice and make your health your priority.

While there are many diseases there is in a sense, only one health, so protect it. Your health is in your hands and no medicine is more effective against diseases than the elixir of prevention.



Given by:  
**Srishti Arora**  
(7th Semester, MBBS Student)

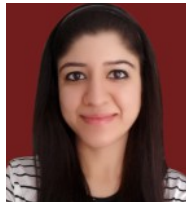
# JUST FOR FUN

## BRAIN TEASERS ???

You are given two ropes and a lighter. Each of the two ropes has the following property: if you light one end of the rope, it will take exactly one hour to burn to the other end. It doesn't necessarily burn at a uniform rate. How can you measure a period of 45 minutes?

You put a coin in an empty bottle and insert a cork in the bottle's opening. How can you remove the coin without taking out the cork or breaking the bottle?

You are in an empty room with a transparent glass of water. The glass is a right cylinder and appears to be half full. How can you accurately figure out whether the glass is half full, more than half full, or less than half full? You have no rulers or writing utensils.



**Contributed by:**  
**Geetika , HR Executive,**  
Corporate, New Delhi

## SUDOKU QUEST

8		6	3	1		
3	8		6	5		
1	5		9	4	2	
6	4	8	2	5		
	1	7	2	8	6	
6		2	4		1	7
2	4		8		6	
3	1	5			4	

The classic Sudoku game involves a grid of 81 squares. The grid is divided into nine blocks, each containing nine squares. The rules of the game are simple: each of the nine blocks has to contain all the numbers 1-9 within its squares. Each number can only appear once in a row, column or box.



**Contributed by:**  
**S. Narendran , HR Executive,**  
Corporate, Chennai

\*share your responses @tconnect@trivitron.com.  
Correct entries shall invite a gift through lucky draw

# LAUGHING CORNER



Interviewer: "If the Earth rotates 30 times faster, what will happen?"

Engineer: "We will get our salary everyday"  
Think Greedily  
Act Confidently



**Contributed by:**  
**Nisha Das, HR Manager**  
**Diagnosics, Navi Mumbai**

A sales rep, an administration clerk, and the manager are walking to lunch when they find an antique oil lamp.

They rub it and a Genie comes out. The Genie says, 'I'll give each of you just one wish.' 'Me first! Me first!' says the admin clerk. 'I want to be in the Bahamas, driving a speedboat, without a care in the world.' Puff! She's gone.

'Me next! Me next!' says the sales rep. 'I want to be in Hawaii, relaxing on the beach with my personal masseuse, an endless supply of Pina Colodas and the love of my life.'

Puff! He's gone.

'OK, you're up,' the Genie says to the manager. The manager says, 'I want those two back in the office after lunch.'

Moral of the story: Always let your boss have the first say.

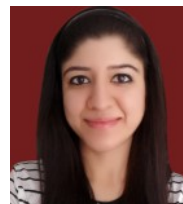


An employee goes to see his supervisor in the front office.

"Boss," he says, "we're doing some heavy house-cleaning at home tomorrow, and my wife needs me to help with the attic and the garage, moving and hauling stuff."

"We're short-handed," the boss replies. "I can't give you the day off."

"Thanks, boss," says the employee "I knew I could count on you!"



**Contributed by:**  
**Geetika, HR Executive,**  
**Corporate, New Delhi**

Sam walks into his boss's office and says "Sir, I'll be straight with you, I know the economy isn't great, but I have over three companies after me, and I would like to respectfully ask for a raise."

After a few minutes of haggling the boss finally agrees to a 5% raise, and Sam happily gets up to leave. "By the way," asks the boss, "Which three companies are after you?"

"The electric company, water company, and phone company!"



# ANSWERS TO PUZZLES TO PUZZLE YOU (1st Edition)

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?**



**4 Brothers & 3 Sisters**

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



**Number is 27**

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?**



**Just X! Only he was going to the market and he met all the others coming from the opposite direction.**

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?**



**Age of Father is 60  
Age of Son is 15**

## WINNER



**Gopalan Narayanan**  
Head Corporate Accounts, Chennai



**Ciao**