

Edn No.5  
23 PAGES

# HR Newsletter

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Ms. Chandra Ganjoo

Executive Director  
Group CPO &  
Head Corporate Communications

# HOLA!

Let me start by congratulating each one of you for the completion of 20th year of our establishment. 20 years of hard work, efforts, dedication and passion have resulted in making Trivitron a company of great repute. Today, we are a multicultural organization with Indian values of Unity and Diversity, a company which has imbibed Equality and Fairness from our Finnish counterparts; our Turkish friends made us understand that being friendly and polite will enhance our team synergies and harmony and self-development is something which we have learned from our neighbors (Emiratis).

Our personal values express the core of our individuality and the values of our organization define the culture and ideology our company believes in. I am happy that the values we believed 20 years back still hold us together and it's our moral responsibility to make sure that our core values are safeguarded and are rightly passed to the new members joining us.

### **I want each Trivitronian to pledge along with me that we will:**

1. Demonstrate honesty, fairness and openness in all our interactions.
2. Provide 100% support to our customers and we will always do what is right for them.
3. Participate as an active and contributing member of a team to achieve team goals.
4. Stand up for what we believe in and go the extra mile to achieve it.
5. Never be satisfied with what we have achieved and constantly keep improving.
6. Have the ability to do what is right even when we don't feel like doing it.

### **Trivitron Core Values (TCV'S)**

**Integrity | Customer Centric | Team work | Passion and determination |  
Continuous Improvement | Self Discipline**

Every Trivitronian need to imbibe these values and our every action should be seen as an extension of our value system. Our success of last 20 years is the outcome of our core value system which need to be cherished, celebrated and nurtured. Our TCV's should become our character and the essence of our company's identity should revolve around our TCV's.

**I have taken it as a personal goal to drive TCV's as a special project for 2018-19 along with all of you.** The purpose is to make every individual in our organization responsible for implementation of TCV's within their group, team, region, division. I look forward to your involvement in this project and you can directly connect with me to take this project forward.

# EMPLOYEE ENGAGEMENT



“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.”

- Simon Sinek

Every morning we should think “Great, I’m going to work. I know what I’m going to do today. I’ve got some great ideas about how to do it really well. I’m looking forward to seeing the team and helping them work well today”.

To make sure that the above happens, we @ Trivitron keep on organizing several activities every month with the aim of creating a happy and charged-up workforce. Some of the activities that we did in last quarter were:

# Diwali

The Festival of lights...

Diwali is a major festival of India. It is celebrated by people from different religions all over India as well as the world. Perhaps because of the pomp and show that is involved with Diwali, the festival is also known as the "Festival of Lights". The word "Deepawali" consists of two words. The word "Deep" means "light" and the word "avail" means "a row". Hence, "Deepawali" means "a row of lights".



We celebrated the "Festival of Lights" by organizing a Fashion Show, winners were given an honour of Mr/Ms. Firecracker. A special contest for the field employees were organized "Facebook Virus" wherein they had to post a selfie with their family on Facebook with the following tag #Trivitron\_Diwali\_Celebration\_2017. FB post receiving maximum Likes were gifted.



Pikkujoulu is a Finnish traditional party held to anticipate Christmas. The Pikkujoulu party is non-formal and highly festive.

Ldx employees had a fun filled evening. They did bowling, played pool, snooker followed by big dinner.





"Every new beginning  
comes from some other  
beginning's end."

- by Seneca

We marked year end with super fun. Crazy and funny games were organized. Trivitrionians thanked each other for an amazing 2017 and happily bid adieu to it.



# Star Trivitron TOWN HALL

Star Trivitron organized a Town hall meeting for all its employees at Best Western Hotel, Dubai.

Meeting was spearheaded by Dr. Velu. Objective of this interactive session was not only to share new ventures of Trivitron but also to share details of new opportunities that are likely to open up for all Trivitron employees. During this session Star Trivitron employees asked Dr. Velu questions ranging from long term vision to specific business related queries.

Overall the meeting was very well received by all employees as this gave them an opportunity to directly interact with Dr. Velu.  
The meeting ended with a dinner.



# Learning & Development



**“An education isn't how much you have committed to memory, or even how much you know. It's being able to differentiate between what you do know and what you don't.”**

– Anatole France

Many of us may or may not agree to the above quote. However, Trivitron aims to improve its employee's ability to adapt to changes in the marketplace, inculcate the sense of team work, team spirit, and inter-team collaborations. L&D- Learnings helped us to do so.

To enable this to happen in real time, we delivered multiple Trainings with the combination of Behavioral Training (Soft Skills), Product Training and Functional Training. Our Learning partner Mr Chander Sharma from Karmic Tree has delivered the sessions on Selling & Negotiation skills on a pan India basis. Coaching sessions for the selected group completed its stage 1 in Q3 and the reports were shared. Trainings on “Out of Awareness- Aspects of communication” based on NLP concepts were conducted by selected staff from HR team/Internal Trainers. Apart from this specific product trainings were conducted for the team Members by 'Internal Faculties' and “Principal Partners.

**Never stop Learning, because life never stops Teaching...**



Guest Speaker

Ms. Prema Ravikumar

CFO- Bome, Star Trivitron

## Greetings Friends

I am happy to connect with you all through guest speaker column and I wish you and your family members a very happy new year.

In a day, our mind changes every second, minute and hour. Mirror reflect what it shown, so does human too. If you can spread around Positive energy, you will receive positive result.

Still I remember the first time my son drove a car. We are going to different places to test his driving skill. We went to a mall and were searching for a place to park in the basement. It was so hot in the basement and the parking was almost full. He thought of taking help, so asked one of the helpers in the mall. This is common, but what was interesting in it was the way he asked for help. He called him Anna (it means BROTHER). Is there any parking available in the basement? The helper whom he asked was looking very tired as it was very hot and humid in the basement area. The guy smiled at him and said take the next right and you will find lots of parking space. My son said thanks anna and moved on. I could see a very delight full smile on the helper's face and made him forget the pain he was going through. The small gesture expressed and the smile on his face made me happy.

We come across many such incidents every day. Let us try and spread positives and always have a smile. It makes us to reach the goals and stay motivated

Keep smiling

- Prema.R

# Kudos



S. Srikanth

Sr. Manager Direct & Indirect Taxation, Chennai

Srikanth has done a commendable work. We would like to appreciate his systematic and professional work. He has handled various issues and has done various tax savings for the company in sales tax, customs, GST.

Let's all congratulate him for the good corporate governance. He deserves high praise for this effort!!!

## Anantikaa

Daughter of Ramesh Ganapathy (Head of Corporate Accounts, Chennai)



She is studying in VI standard. She has Secured 48/60 in SOF Olympiad English. International Rank is 13. She has qualified for 2nd Level of the examination. She is also a Key Board Player. At Trinity Level of London where AR Rahman had learnt the Music, she is in the Level "3". She is associated with a Music Director Girishh G. Her music composition of background song has been played in the Movie called "AVAL".



You act in life.. you are first a huggy-buggy, then a terrible 2 bombing your nuclear family, a little sister to share the parents and toys, an excited pupil enjoying playtimes the most, a damn teenager raging against everything, a bestie to keep little secrets, a dreamer to follow your passions, a Political Sciences bachelor to honor the family, a lover to lean on, a leader to foster your team.. You always act to get best in life.. In Bome, I am acting as the Chief Operating Officer, second person in command.

I would call myself a neat person, fair and caring friend, a true sister, an idea girl, fresh mosaic artist, lover of good food and wine, mother of two purring cats, still not an athlete despite of 3 days training/week, an owl collector, a bathroom singer, a stickler for details, a people person..

I learn, I trust, I listen, I fail, I feel, I see, I appreciate, I communicate, I understand, I hold and hold on to people.. Throughout my life, I had chances to see around and travel a lot, for private reasons, and off to business trips; all these fine places introduced me to kind people, new ideas and a global perspective, which helped shape the person I am today.

It is awkward to tell about yourself when not asked.. So, I asked my family, friends and colleagues to speak in name of me.. And here I am..

She is truly analytical and deep dives into details in her work, which contributed a lot in Bome's success. I feel myself really lucky to work with her and I wish to benefit from her capabilities till I retire! She is soft and caring, will calm you down when you are anxious. We have great fun sharing the day. (Gulsah Sonmez / Sister & CEO)

She is calm, no sudden moves or volatile reactions which gives you confidence about anything you share with her. Not that we're working in the same office but I am sure she's more or less the same in her professional life. The creativity she expresses in various forms of art (which I find very elegant and beautiful) is fed from her subtle way of detailed and thorough approach to the matter in hand. (Sinan Sonmez / Brother)



Zeynep Demirel  
COO - Bome

She is a responsible person, a critical thinker, hard-working, compassionate, devoted and warm-hearted kiddo. (Munevver Sahiner / Aunt & Administrative Affairs Manager)

She is the voice of reason, being all ears and outspoken, while still managing to be kind and objective; that's why you run to her before taking any critical step/decision in life. She is one of a kind, knowing your worth and making you feel precious. (Berivan Dural / Bestie)

Best type of person to be a friend, always there for you with all her heart, shows her feelings, no second agenda. If she wants to be out of your life for some reason that you ruined it up, the hole it creates cannot be filled. (Ceren Ayas Yilmaz / Bestie)

Very sincere in her work and at the same time adamant child, she will not accept until she gets what she want :) She will give you helping hand without any hesitation. (Prema Ravikumar / CFO)

She is always hands on, never give up and go deep to root of the matter. She is a very caring and lovely person who has that courteous personality with angel demeanor. (Burce Sekillioglu / Logistics Supervisor)

Leadership approach will define her the most. She always believes exchanging ideas is the key to success in a team. Bome is a great team that could overcome any difficulty under her lead. She is a detail oriented person also in her personal life, that's why she is into glass mosaics, a very complex and time consuming art form. (S. Guner Gokesme / Purchasing Manager)

She is a caring, multitasking and result oriented person, a team player and a great manager. Not to forget .. passionate about art. (Hilmi Tok / After Sales Service Manager)

A good leader, a good friend.. She features many things in her; creative, generous, caring, and most importantly a truthful person.. She always intervenes at the very correct minute and set the things right. (Meral Inaler / Sales Representative)

The most stressful and risky moments in life could only be changed into an awarding opportunity by the peaceful wind carried on the wings of the wisest bird on the planet: the night-owl. As an elegant commander, the night-owl keeps her calm eyes wide-open when everybody else seems blind, and she always leads the way to success and glory when the dark falls down on all the rest of her team. (Ceyhan Ceran Serdar / R&D Manager)

A leader with such vision and patience that she has created a pressure-free workspace for a job that is high-pressure in nature. Needless to say, her employees feel empowered to accomplish more. A strong woman with a kind heart, with an eye for good art and compassion towards our furry friends. (Gunce Bayram / R&D Manager)

She is a very sensible and tolerant person; when you come up against a brick wall, she always help you to find the way out. I feel very lucky to learn from her. (Didem Aksoy Korpe / Production Manager)

She is humane, gentle, and tactful but still a tough leader. She is a great mind with peace and harmony. (Kubra Almacioglu / R&D Supervisor)

You wonder and get astonished how one can write such a complicated, paragraph like sentence, (PS: even at 11.00 pm) but still give the idea/content this clear!! She keeps continuous eye contact while speaking and makes you feel what she feels; only wholehearted people can do so. (Cemre Torgay / QC Supervisor)

It is always surprising to see her covering all the technical aspects despite she is not with science background. She is a meticulous person and always a problem solver. (Serap Yigit / Accounting Supervisor)

Isn't she lovely? (Eren Uygur / BF)

I hope you get to know your neighbor now and salute her!! People barely do that these days

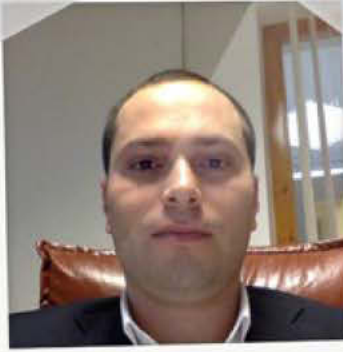
I wish our big family a very happy, healthy and prosperous New Year!

With Joy,

Zeynep

# Get

# CREATIVE



**Emil Murtuzayev**  
Sales Manager  
BOME - Ankara

Hi all!

About one year ago my wife and me decided to make some decoration for our home. While surfing in the internet for DIY things we met art which is called String Art. This art implies the nailing of nails on a board in the form of any picture and linking them together with thread.

So we decided to make a few of them. We worked on them in the evening because I come home late in the evening. Actually it took 3-4 hours, but i am sure that my neighbors were angry because of the noise of nailing



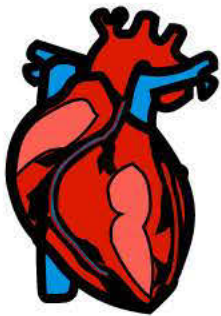
# IM GOOD

## Your Wellness Calendar

January

Get serious about preventive health

Preventive health measures save life. This January, resolve to find about your risk Factors and make a serious effort to control them.



Work for a healthy heart

In the month of Valentine's Day, give your heart lots of love by taking care of it. Switch to healthier cooking oils like corn, soy, safflower, canola, sesame, rice bran and olive oil. Eat nuts like walnuts and almonds everyday. Switch to whole grain cereals, eat plenty of vegetables and fruits.

February

March

Start Mediating

Stress can increase your blood pressure to dangerous levels and push the pulse rate above normal. Meditation is the key to inner harmony. When we meditate, our mind goes through a process of transformation and develops clarity, focused awareness and relaxation, thus doing away with the bad effects of stress.



Take a hard look at your fat intake

Don't completely give up fat, just get smart about it. That's because we need to provide, through our diet, some essential fatty acids (omega- 6 and omega-3) as these are not made in the body. Switch to healthy fats, avoid bakery products and confectionery items that contain trans fats and keep the visible fat.



April

\*source- [www.healthreviewss.com](http://www.healthreviewss.com)

# Your Wellness Calendar

## Revisit an old hobby

Be it visual arts, music, dance or photography or any other creative endeavor, all have the power to help us deal better with stress and difficult emotions. And pursuing a hobby not just delivers better concentration and motivation, it also keeps you positive. It helps you to keep in touch with your inner feelings and emotions and enables psychological and emotional well-being.



May



## Get a pet

Having pet animal as a companion may not only warm your heart but may also help keep you healthy. It increases the physical activity (walking the dog, cleaning the aquarium etc) which helps in lowering the cholesterol, stress and blood pressure levels.

June

## Do financial planning

Go on and diligently tackle all the tasks that are essential for your financial health, like planning investments, putting a savings plan in order, reviewing the health insurance; basically focus on managing your money properly. Enough money is absolutely essential to be able to build a comfortable and stress-free life. Financial stress is a huge part of the total stress we face and can lead to health consequences like hypertension, inability to concentrate, sleep disturbances, low motivation and more, so fix it effectively by getting proactive.



July



## Give up one vice

In August, when more than half a year has already passed, it's about time you identified and concentrated on giving up one bad habit, be it smoking, drinking too much, junk food or sweets. The two most important factors to quit an ingrained habit are will power and defining a reason to quit. So get these in place and get going. Don't shy away to take professional help if needed.

August

\*source- [www.healthreviewss.com](http://www.healthreviewss.com)

# Your Wellness Calendar

## Add sunshine to your life

Get out a bit more often. We need sunshine to trigger the necessary chemical release in the brain that regulates a healthy mood, restful sleep and other physical and mental health parameters. Plus, sun exposure at appropriate times is essential to help the body produce vitamin D, which assists in the absorption of calcium, regulating the immune system and preventing diabetes and obesity. Ten to fifteen minutes of direct sun exposure everyday is recommended.



September



## Begin a strenuous workout

It is the time of changing weather and the arrival of illness like pneumonia, the risk of brain strokes and heart attacks. This increases in the cold weather. So it makes absolute sense to begin some exercise during this time. Do brisk walking, jogging, swimming or aerobic and stretching exercises five to six times a week for approximately 40 minutes everyday.

October

## Sharpen your brain

The brain's function is dictated by our genes and the environment but one can still work at sharpening it. Neuroscientists have shown that our brain has the capacity to make new neural connections at any age, so working out puzzles and playing mind games help immensely. Also, it is important to use both sides of the brain- the creative right side and the learning and thinking side in the left, to keep it fighting fit.



November



## Unclutter your life

Life is all about juggling responsibilities. But at the same time, it is important to relax and score some 'me' time. Quit trying to do everything, ease up a bit, and learn to prioritize. Learn to say 'no' sometimes. So in the last month of the year take a good look at what is actually causing you stress, then slow down a bit.

December

\*source- [www.healthreviewss.com](http://www.healthreviewss.com)

# COMMIT TO be fit

**“Its never too late to do anything you wanted to do. You never know what you can accomplish until you try “**

The above happened to be an apt quote for Brahadeesh. Started realising health as an important asset at early 40s, which explored him to take a call on outdoor activity. He read an article in a magazine about a person from Chennai who started pedalling at the age of 58 and happened to be a super randonneur in the country. **That was the start of his cycling career** which he left after his college days. He started with a regular cycle to commute a distance of 20-25 Kms initially and gradually took a geared one to push upto 50-70kms at weekends. He caught up with various cycling groups through weekend ride and gathered friends in social media which made him to progress further into professional cycling events called BRM, where one need to do long distance cycling in a specified time to get Medals.

He has completed the below BRM events :

200kms – Completed three events

300kms – Completed Three events

400Kms – Completed Two events



**Running** happened to be a more of cross training initially and through encouragement from his group, he gave a try in the year 2017. He registered directly for Half Marathon event (21.1 Kms) and completed three events in a row. Running Full Marathon( 42.2Kms) happened to be his dream and was advised to have a schedule training as it is one of the tough events to complete. He registered for Wipro Full Marathon 2017 in the month of December. Due to frequent official tours, he was unable to give full justice on the training schedule and added to that a week before the event, he injured his left knee. Contemplating whether to participate or not, he finally gave himself a big push. On the event day after running 1 km pain started ,**but he did not give up**, which lead him to cross the” Dream finish lane of 42.2 Kms “.... IT’S ONLY THE MIND GAME...

**His motto is Get Fit & Stay Fit ...!!!**

**Brahadeesh Mathrubhutham**  
President- Imaging Clss, Chennai



1

## BRAIN TEASER

I have no voice, yet I speak to you. I tell of all things in the world that people do. I have leaves, but I am not a tree. I have pages, but I am not a bride. I have a spine, but I am not a man. I have hinges, but I am not a door. I have told you all. I cannot tell you more. What am I?

2

## BRAIN TEASER

Crime Scene: A large wooden box was built with one door. The door was locked from the inside, and then nailed shut from the inside. The police break into the room. In the middle of the room there is a dead man hanging from the ceiling, with his shoes 3 feet off the ground. The only other thing in the room is a hammer lying in a puddle of water. Can you explain what happened?

3

## BRAIN TEASER

What has a mouth but cannot eat, what moves but has no legs and what has a bank but cannot put money in it?

4

## BRAIN TEASER

Sally, Lisa and Bernadette are Triplets. But Sally and Lisa share something that Bernadette does not, What is it?

5

## BRAIN TEASER

Feed me and I live, yet give me a drink and I die.

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

My boss just asked, "Do you think you can come in on Saturday this week? I know you enjoy your weekends, but I need you here."

I replied, "Yeah, no problem. I'll probably be late though as the public transport is bad on weekends."

He said, "Okay, when do you think you'll get here then?"

I said, "Monday."



The boss was complaining in our staff meeting the other day that he wasn't getting any respect.

Later that morning he went to a local sign shop and bought a small sign that read: 'I'm the Boss!' He then taped it to his office door.

Later that day when he returned from lunch, he found that someone had taped a note to the sign that said: 'Your wife called, she wants her sign back!'



Four expectant fathers pace in a hospital waiting room while their wives are in labor. The nurse enters and tells the first man, "Congratulations, you're the father of twins."

"What a coincidence," the man says. "I work for the Minnesota Twins baseball team."

A little later, the nurse returns and tells the second man, "You are the father of triplets."

"That's really an incredible coincidence," he answers. "I work for the 3M Corporation."

An hour later, the nurse tells the third man that his wife has just given birth to quadruplets. The man says, "I don't believe it! I work for the Four Seasons. What a coincidence."

After hearing this, everyone's attention turns to the fourth guy who has just fainted. He slowly regains consciousness and whispers, "I should have never taken that job at Millennium Computers."





# ANSWERS for EDN 04

Lighter than what i am made of,  
More of me is hidden than is seen.  
Who am I?

**ICEBERG**

Thirty white horses on a red hill,  
first they champ, then they stamp,  
then they stand still. What is it?

**TEETH**

I am Slim and tall, Many find me desirable and  
appealing.  
They Touch me and i give a false good feeling.  
Once i shine in splendor, But only once and then  
no more.  
For many i am "to die for". What am I?

**CIGARETTE**

When you have me, you immediately  
feel like sharing me. But if you do  
share me, you do not have me.

**SECRET**



Santosh Marathi  
Zonal Manager- Imaging Service  
Bangalore



Vasiya Anjum B  
Application Specialist  
Imaging Clss- Bangalore



**Ciao!**