

The background of the entire page is a dense, repeating pattern of small, light blue icons. These icons represent various aspects of technology and digital communication, including Wi-Fi symbols, email envelopes, speech bubbles with 'SMS', social media birds, gears, stars, shopping carts, and various geometric shapes.

# TECHTONIC

Quarterly Newsletter



**CLOVER**<sup>TM</sup>  
INFOTECH



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# LEADERS SPEAK

It is my pleasure to introduce you all to 'TechTonic' – our quarterly newsletter that promises to put a spotlight on industry trends and updates, Clover news, events and also the lighter side of our very own Cloverites.

Along with satiating our hunger for technology, it would also add refreshing doses of inspiration, health tips and knowledge on business cultures from across the globe.

TechTonic endeavors to be the perfect concoction that would help us stay informed, inspired, and enable us to maintain our tech quotient. Along the journey, we would also have our management and tech stalwarts from Clover Infotech share their views, experiences and key insights to enhance our knowledge base and enable us to scale new heights.

I congratulate the team behind TechTonic and look forward to it being our healthy dose of knowledge and learning.

**Javed Tapia**  
MD, Clover Infotech



# Clover Wins!



## **Oracle Fusion Financials implementation deal from a Middle East based financial and information services company for global maritime industry**

Clover Infotech has been awarded the Oracle Fusion Financials implementation contract. The client is involved in operating financial and information service companies for the global maritime industry based on compliance, independence, transparency, trust, and efficiency. The companies within the group focus on innovative business process or solution that facilitates trade, improves efficiency, and increases transparency for their maritime customers.

## **Comprehensive Managed Services contract for a leading Indian bank**

Clover Infotech has been awarded a three year managed services contract with a leading Indian Bank. With this deal, we have further enhanced our range of services offered to this client. We have been supporting this bank for close to 5 years with onsite DBA support and proactive L2 support. With this current deal, we have augmented our services at the bank to a managed services engagement across technologies of OS (Red Hat Linux, Windows and AIX), database (Oracle and MS SQL), mail admin support, application support of all the datacentre application & DR support.

## **Oracle EBS support contract for one of the world's leading global packaging specialists headquartered in Europe**

The client has augmented its engagement with us with the Oracle EBS support contract. We now offer remote and onsite Oracle EBS, OS, PL SQL support services. We offer our services across client locations in Europe, South East Asia, and India.

## **Infrastructure Managed Services contract for one of India's leading private sector banks**

The bank, which is already a client, has given us the contract to offer our managed services support across database (Oracle and MS SQL), OS (Windows and AIX) and Middleware (Glassfish, Weblogic, OID and SunOne).



# CLOVER IN THE NEWS

In this section of TechTonic, we will enlist exclusive media coverages featuring our key management personnel.



Clover Infotech is all set to contribute in Smart City Projects (VAR India)

Kunal Nagarkatti, Director - Sales, Clover Infotech

<http://bit.ly/1ITArjk>

Digitizing Governance - a must for sustainable growth (CIO Review)

Kunal Nagarkatti, Director - Sales, Clover Infotech

<http://bit.ly/1Rg4QEv>

BI gives a Competitive Edge to the CIOs/Head - IT (CIO Review)

Vijay Talele, Director - Delivery, Clover Infotech

<http://bit.ly/1MYYap0>



Implications of New Age Analytics for the Banking Sector (Analytics India Magazine, SME Channels)

Shrikant Navelkar, Director - Analytics and Big Data, Clover Infotech

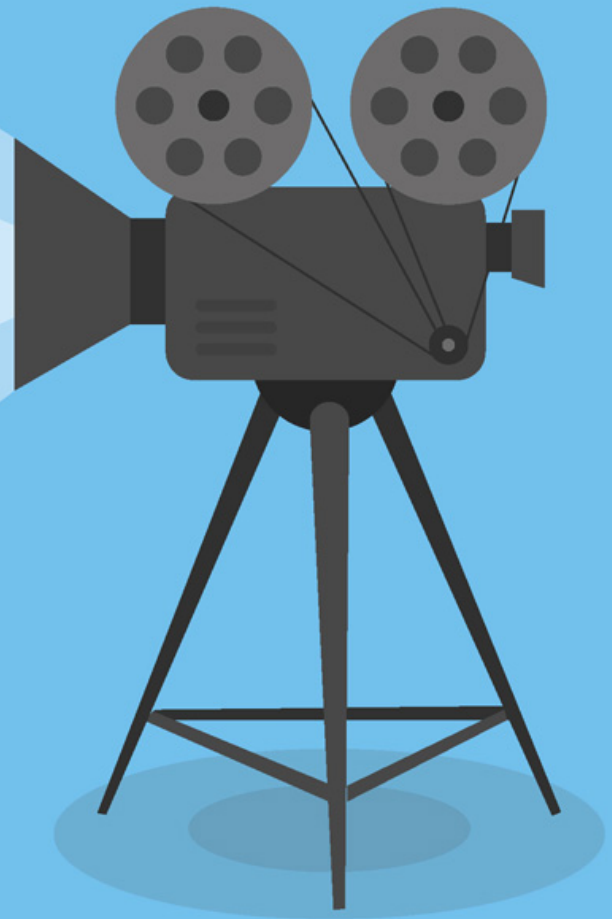
<http://bit.ly/1OKc7HL>





# CLOVERITES IN ACTION

Discussions | Delibrations | Insights



Latest in technology - from our experts



## Why Digital and Analytics can spell unprecedented success?

Shrikant Navelkar and Vimal Pillai deliberate on the endless opportunities that Digital and Analytics can provide to businesses .



## Leap into Oracle EBS 12.2.3

Deepesh Upadhye and Satyajit Pujari present the benefits of upgrading to Oracle EBS 12.2.3



## Leap into Oracle 12c

Deepesh Upadhye and Chetan Purav talk about the importance of Oracle 12c

# TECHTRENDS



## Top Strategic Predictions for 2016 and Beyond: The Future Is a Digital Thing

The dramatic rise of smart machines and autonomous devices is driving radical shifts in business practices and individual behaviours. In such a scenario, find out what to expect in 2016 and beyond.



## Plug Into The Cloud with Oracle Database 12c

Designed for the Cloud, Oracle Database 12c and Oracle multitenant architecture enables customers to make more efficient use of their IT resources while they continue to improve their service levels and reduce IT costs. The latest release of Oracle Database 12c features a unique in-memory column store and support for JSON document stores. Oracle Database 12c offers customers a variety of innovations to embrace the Cloud and analyze enterprise data in real-time.



## Analytics: The real-world use of big data

“Big data” – which admittedly means many things to many people – is no longer confined to the realm of technology. Today, it is a business priority, given its ability to profoundly affect commerce in a globally integrated economy. In addition to providing solutions to long-standing business challenges, big data inspires new ways to transform processes, organizations, entire industries and even the society.



## Digital Transformation

Digital transformation is not a fad or a trendy moniker to signify rising investments in social and mobile. While research around the topic may focus on technology investments to solve problems, we believe that digital transformation is much bigger than that.



# CULTURE BYTES

# As

technology is shrinking the world, staying updated with international cultures and etiquettes groom your personality. Being abreast with the current trends not only open your knowledge horizons, but also enriches your business approach as a new age professional. In this edition, we have profiled 'Germany'.

## GERMANY

**Location:** Central Europe

**Capital:** Berlin

**Climate:** temperate and marine; cool, cloudy, wet winters and summers; occasional warm mountain (foehn) wind

**Languages in Germany:** The official language of Germany is German, with over 95% of the population speaking German as their first language. Minority languages include Sorbian and Frisian

### Meeting Etiquette

- Titles are very important and denote respect. Use a person's title and their surname until invited to use their first name. You should say Herr (Mr.) or Frau (Ms.) and the person's title and their surname. For example, you should address Ms. Angela Merkel as Frau Merkel, unless she asks you to address her as Angela.
- In general, wait for your host or hostess to introduce you to a group.
- Do not turn up late for an appointment or when meeting people. Germans are extremely punctual, and even a few minutes delay can offend. If you are going to be even slightly late, call ahead and explain your situation. Reach 5 to 10 minutes early for important appointments.
- When entering a room, shake hands with everyone individually, including children.
- The eldest or highest ranking person enters the room first.
- Men enter before women, if their age and status are roughly equivalent.
- Acceptable gifts at business meetings are items of office equipment, good quality pens with your company's logo or liquor.
- Businessmen should wear dark coloured, conservative business suits; solid, conservative ties, and white shirts.
- Germans do not have an open-door policy. People often work with their office door closed. Knock and wait to be invited before entering.



# MIND & BODY

Fruits are nature's wonderful gift to mankind; indeed, they are life-enhancing medicines packed with vitamins, minerals and anti-oxidants. Eating fruits provides health benefits - people who eat more fruits and vegetables as part of an overall healthy diet are likely to have a reduced risk of some chronic diseases. Fruits provide nutrients vital for health and maintenance of the body.

Below are some fruits along with the benefits they provide. Include fresh fruits and vegetables in your daily diet and see the results for yourselves.



**STRAWBERRIES**

Fight cancer and aging



**GRAPES**

Relax blood vessels



**KIWIS**

Increase bone mass



**ORANGES**

Protect skin and vision



**BANANAS**

Boost energy



**PINEAPPLES**

Fight arthritis



**WATERMELONS**

Control blood pressure



**APPLES**

Resist infection



**CHERRIES**

Calm the nervous system



**BLUEBERRIES**

Protect the heart



**MANGOES**

Enhance skin and hair

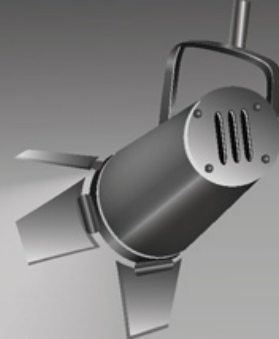


**PEACHES**

Reduce hair loss







# SPOTLIGHT



**Elizabeth Paul ,  
Head - Clover Academy**

- We fondly call her Liz.
- Liz brings along nearly thirty years of experience across HR and IT services delivery
- She currently heads Clover Academy – which trains young Cloverites for technology expertise and leadership roles.
- Liz is a qualified lawyer specializing in labour laws

**Your mantra to be a successful professional?**

Create. Believe. Implement.

**Most cherished memories at Clover Infotech?**

After two decades of core HR, Clover gave me the opportunity to move into core business delivery which I was able to successfully manage.

**Your mantra for work-life balance?**

Choose a career that you enjoy. Also, involve yourself in initiatives which make you happy.

**Your favorite pastime/ hobby?**

I love cooking. I pick up new recipes and try them out. I also love gardening and collecting cactus. I spend a lot of my time contributing towards NGOs becoming professional and profitable. These NGOs run old age homes and are involved in women and youth empowerment.

**Books, travel or sports, what's your pick? We want to know more...**

Travel, I love short holidays and explore new destinations. Even at a known destination, I will ensure that I see new things, meet new people and learn from experiences.

**Your favorite song/movie? What was the take-away?**

"The Pursuit of Happyness." I really loved the way Will Smith's character fought against all odds to succeed in life.

**Things that inspire you?**

A youngster, who doesn't give up and constantly struggles to grow and achieve, inspires me.

**Your idol in life?**

My father – while he was a preacher, I learnt the maximum from his silence.

**Your fitness mantra?**

All my fitness mantras go for a toss when I see sweets. But I know its not healthy. So, I recommend that you eat less sweets.

**Things every professional should avoid/ discard?**

A professional should not probe much into things that are irrelevant to him/ her.



# HR CORNER

## **AN EMPLOYEE'S ROLE IN THE PERFORMANCE ASSESSMENT PROCESS**

We are just a month away from the Annual Performance Assessment & Appraisal Process. We present to you a set of guidelines that would help you to prepare yourself well for the appraisal process:

### **Purpose**

- Constructive Analysis
- Identification of improvement areas
- A forum to facilitate guidance and counseling

### **Employee's Role**

- Consider it as an opportunity to showcase accomplishments
- Be an active contributor to the process
- Take responsibility for performance & professional development
- Link department goals with professional development plan

### **Take Charge**

- Review past performance assessments, job description, key assignments, initiatives and accomplishments
- Think results, not just activities
- Objectively review strengths and weaknesses
- Identify improvement areas and future goals
- Clarify your supervisor's expectations
- Prepare your personal strategy
- Do a self-assessment, prepare and rehearse for the meeting
- Consider your meeting behavior, ask for specifics, avoid being defensive

**For a productive and successful performance assessment session, it is imperative to be mindful that it is for your professional growth and to help you self-assess the expected levels of skills and professional standards. Here's how you can get the best from the session:**

- Stay focused and don't interrupt
- Ask questions for clarification and take notes
- Use open body language – lean forward, ensure eye contact
- Seek specific, descriptive examples of incidents, trends
- Paraphrase your understanding of what you heard
- Ask for areas of improvement/growth and seek resources

# MEET THE EXPERT

We are proud to bring to fore our experts – the core of our human capital. These experts have immensely contributed to enable Clover Infotech to provide comprehensive IT services across geographies and industry verticals.

In this edition, we are glad to introduce Mr. Faizahmed. In addition to his contribution to delivering projects, he also imparts training sessions on his areas of expertise.



**Name:** Faizahmed Momin

**Expertise:** SQL, PL/SQL, Oracle DBA activities, and Oracle database performance tuning

**Key clients:** Kotak Mahindra bank, Mahindra Finance, Loop Mobile

**Provided severity:** Saraswat Bank, Hathway, Kotak AMC, FIS, and Hansa Cequity

**Sessions conducted:** Performance tuning, 11<sup>th</sup> December 2015 for 32 candidates

“

“Faiz makes a tech session simpler and more effective by taking the ‘Conceptual Training’ approach. He gave an overview of Indexes and substantiated it with an example on how to use it. Other important topics covered included statistics consideration during query execution, and partitioning requirements & their indexes. It was then followed by a Q&A session to conclude a good PT training session.”

”

- ABHISHEK MEHTA

Oracle DBA | Professional Services Team

We would be happy to organize a training session for you with Faizahmed. Please indicate your interest at [techtonic@cloverinfotech.com](mailto:techtonic@cloverinfotech.com)



# BRING OUT THE PHOTOGRAPHER IN YOU!

Send the best picture you have clicked till date to [techtonic@cloverinfotech.com](mailto:techtonic@cloverinfotech.com). We will post all entries on our Facebook page for two months and the top three entries (based on number of likes received) will feature in our next edition along with the name of the sender.

Do send your entries by 20th February 2016 and get featured in Techtonic!





# STAY CONNECTED

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## TECHTONIC