

TECHTONIC

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Quarterly Newsletter



CLOVER[™]
INFOTECH

TECHTONIC

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LEADERS SPEAK



Mini Antony, Head- HR

Dear Cloverites,

Hope you all are doing great. As we have completed the first six months of the financial year 2016-17, I believe you all are on course to achieve your goals.

At Clover, we are proud of each one of you for holding our brand high at various client sites. The work that all of you are doing is creating a lot of traction for the brand and strengthening it.

I am glad to introduce the “Reward and Recognition” programme through which we wish to express our appreciation for your accomplishments, and for being a part of the Clover Infotech growth story.

We have also introduced some engaging initiatives such as “Fun Fridays” for creating a working environment that encourages team bonding and exudes a sense of belonging.

The introduction of the “New Joiner’s Feedback Survey” programme by the Business HR has also been well received. We ensure that the new joinees are well aware of Clover as a brand, its legacy, the way it functions, and how we can grow together. We learn about their experiences during the initial months of working with Clover, check on whether their basic queries have been addressed, encourage brand interactions on Clover’s social media platforms, and help them realize that they are now a part of the Clover family and every member is equally important. The “Know your HR team” emailer was intended to introduce all the cloverites to the HR team, ensuring better connectivity and communication.

Our Business HR representatives have been visiting each client and interacting with Cloverites at the client site. Over the next six months, the frequency of these visits will increase and you will be assured of an interface with the business HR representative from Clover.

Through these programmes and many more initiatives that are lined up, we intend to create an organization where people are offered great opportunities to grow when they become a part of the system, where we help them build their career paths to become successful professionals, and where we grow together during a rewarding and long journey.

I would like to invite Cloverites to send ideas/suggestions from a people management perspective to techtomic@cloverinfotech.com.

I want to sign off with a message that resonates with our Annual Theme “Pole Vault” – I urge you all to “Unleash the potential and Raise the bar”.

Clover Wins!

1. Full-cycle Oracle EBS implementation for one of the global leaders in food packaging

The industry leader chose us for a full cycle implementation, ground up, covering Financials, Supply Chain Management & Discrete Manufacturing for their Malaysia and Singapore offices.

2. Epicor ERP support and maintenance for the fifth largest food and beverage company in the world

Following Clover Infotech's ERP capabilities and proven track record, the food and beverage giant chose us to provide off-shore services to its Middle East office.



CLOVER

IN THE NEWS



1. Marketing receives a SMAC on its head... and it is loving it!

Marketing has been SMACed on its head. But, marketing is really happy about it.

Marketing is now empowered to understand customers better and hence engage, interact, and pamper them like never before. Customer segmentation is now done by analytical models. And, since it is not based on intuition and limited structured data, but a sea of data on various attributes of the customer, the models have a high likelihood of predicting the future behaviour of customers.

<http://bit.ly/2cvLA4T>

2. Digitalization – an imperative for the new age India

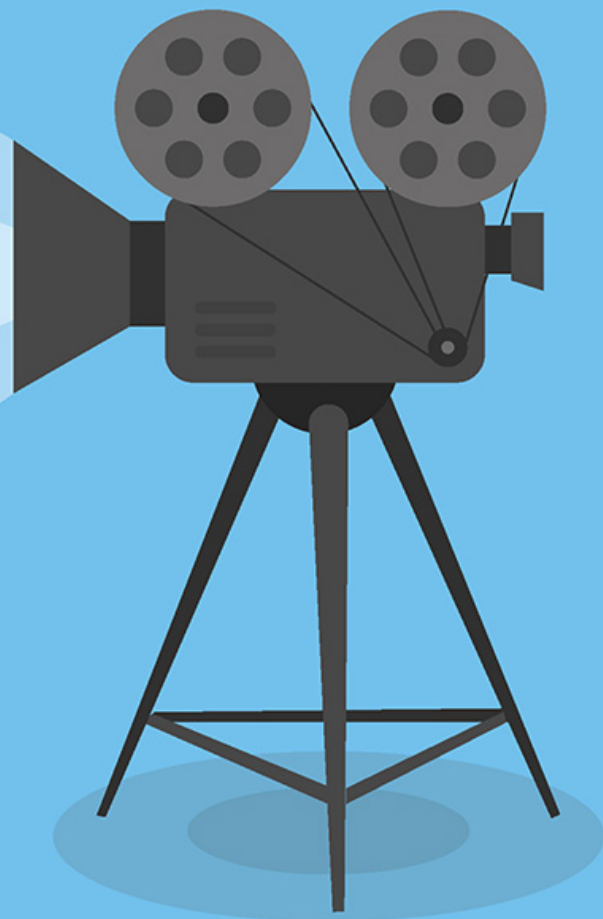
Every once in a while, a new technology or innovative practice takes the world by storm, but soon the technology or practice becomes more of a fad than a way of life. It changes the pace and the scope and disrupts for a while, after which another trend takes over. Digitalization stands out because it has shown that it can be a real equalizer, a fast-track to growth and development and could solve problems hitherto not touched for want of even a semblance of a solution available.

<http://bit.ly/2d2Lrtl>



CLOVERITES IN ACTION

Discussions | Delibrations | Insights



In this edition of Tectonic, we feature various domain experts who have been speakers at various renowned industry events and webinars.



Juhi Bhatnagar, Head – Analytics & Big Data, at Cypher 2016

<https://www.youtube.com/watch?v=CloxF-IOJrYo>



Webinar on Middleware and OS
Sanjay Nimbalkar, Vice President

www.youtube.com/watch?v=GJtqpatcXc



Webinar on Visual Analytics
Siddharth Paliwal, Sr. Software Engineer

www.youtube.com/watch?v=hKRrPdGf-taE&feature=youtu.be

Clover Events

Clover Infotech attended Cypher 2016
Juhi Bhatnagar, Head - Analytics & Big Data,
was one of the key speakers at the event.



Name: Suhas Sable

Expertise: 6 years experience of working on Oracle PL/SQL, performance tuning, automation of reports, and delivery of complex customized reports.

Key clients: SBI Life Insurance, CRISIL

MEET THE EXPERT

TECH TRENDS



2016: The year that will see bigger applications of big data

In 2016, big data applications will be seen in almost all sectors, thanks to the explosion of data around us. This is true not only for the Indian ecosystem but also around the globe.

<http://bit.ly/1oSNbl6>



Here's Why Enterprises Should Deploy Mobility in 2016

Mobility is still at an early stage of maturity in most organizations, but interest is accelerating. Here is why it will become a key business element for the year ahead.

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



2016 Trends in NoSQL: Next Stages of Development

The myriad NoSQL database offerings in the marketplace today are testament to the fact that such systems, along with their diverse architectures, are here to stay.

<http://bit.ly/1PjLB9l>



Capital: London

In this edition of Tectonic, we take a look at doing business - the gentleman's way. Here are some of the aspects that one needs to stay informed about while doing business with the Englishmen.

Greeting:

Shaking hands with your hosts is a common form of greeting.

People usually use the first name, but you should wait until they address you by yours or ask you to call them by their first name.

Titles:

Use "Miss" to address a woman if you are uncertain of her marital status.

Meetings:

Make sure that you schedule appointments at least a few days in advance. Punctuality is paramount! It is advisable to arrive at least five minutes early. Ensure that the meetings don't last longer than the scheduled time.

Communication:

As an exemplification of British courteousness, instructions are often disguised as polite requests. Also, ensure that you use spell-check in MS Office while sending out business communications and it is set to UK English, which is not its default mode.

Gifting:

Gifting is not very common, and gifts are usually not too expensive, but small corporate gifts – diaries, pens, champagne, etc. They usually mark the closure of a deal or a project.





SPOTLIGHT

Your mantra to be a successful professional?

Be Sincere and Honest, It will lead you on the right path.
Be Punctual and give your 100% to every job that is assigned to you.

Your mantra for work-life balance?

Start your day early and finish on time. That will give you ample time for both professional and personal commitments.

Your favorite pastime/ hobby?

Movies. All genres and languages. They keep me entertained and charged to start afresh.

Technology that you can't do without?

My Smartphone. Everything depends on it – it eases work and official communication, also keeps me connected to my family and friends.

Best technological innovation that amazed you?

Mobile banking apps. They have made life so simple. They have truly given the power of money into our hands.

Favorite holiday destination?

Dubai – it's a lovely city and my family stays there. I love shopping and there cannot be a better place for it than Dubai.

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

Travelling. I love to explore new places. I believe, it makes you happier and every place teaches you something new.

Your favorite song/movie? What was the takeaway?

Hum aapke hain kaun. A complete family entertainer, and with Salman Khan in it, it becomes a treat to watch.

Your idol in life?

Sachin Tendulkar. He is a living example of what dedication and sincerity can help you achieve in life. Talent makes you good, but character makes you great.

Your fitness mantra?

Fitness is the key to success. My fitness mantra includes going for long walks every day and making coconut-water, salads and veggies a regular part of your meal.



Deepa Gopalswamy
Executive Assistant to MD

HR CORNER

Mentoring

Using your knowledge and experience to help others

A time tested method

Mentoring is one of the oldest forms of influence and knowledge sharing. It started with the Ancient Greeks—Mentor was Odysseus' trusted counselor and advisor. Mentoring is when one individual actively and willingly passes his/her knowledge and wisdom onto another person, who helps and guides another individual's development. This guidance is done without the expectation of personal or monetary gains on the mentor's part. A mentor can be anyone – a friend, relative, co-worker, teacher etc.

Why mentoring is important

Mentoring is a tool that organizations can use to nurture and grow their people, and it's gaining popularity. As organizations strive to retain hard earned experience and wisdom, they are turning to mentoring programs as a form of interpersonal knowledge management. Protégés observe, question and explore, while mentors demonstrate, explain and model. Mentoring is a great way to make sure the talent pool is filled with people ready to manage and lead.

What makes a good mentor?

A good mentor needs to be more than just a successful individual.

Essential qualities for an effective mentor include:

- A desire to develop and help others
- Commitment, time and energy to devote to the mentoring relationship
- Current and relevant knowledge, expertise, and/or skills
- A willingness to share failures and personal experiences
- A learning attitude. The best mentors have always been and always will be those who remain curious about learning.
- A skill in developing others. This includes the very real skills of listening, asking powerful questions and being able to tell stories.

What makes a good protégé (Mentee)?

Just as there are specific characteristics of a successful mentor, there are attributes that make a good protégé as well. And this is important, because protégés must remember that mentors are doing this from the goodness of their heart, so being a good protégé is the best way to ensure the relationship enjoys a healthy purposeful existence.

Protégés need to be:

- Committed to expanding capabilities and focused on achieving professional results
- Open and receptive to learning and trying new ideas
- Able to accept feedback—even constructive criticism, and act upon it
- Able to communicate and work co-operatively with others
- Be personally responsible and accountable

MIND & BODY

The cool and breezy monsoon has come to a thunderous end as the showers continued till the beginning of October. This gave us a lot of respite from the October heat, for now, but the worse is yet to come.

Unlike the summers, October and November are months when you need to take better care of yourself as the temperatures fluctuate drastically between 20-40 ° c and cold and flu are on the rise.

Here are few tips to fight the October heat:



Keep yourself Shielded



Stay Hydrated



Avoid eating/
drinking cold stuff



Protect yourself
from cold/flu

#CLOVERDIWALI



The festive season has already begun and Diwali is just around the corner. We are sure you are busy with your Diwali shopping and would be at your festive best in ethnic wear. So, why not share the Diwali spirit with your Clover family as well. Post your Diwali selfies on the Clover Infotech Facebook page and the top 5 "Liked" pictures would feature in the next edition of Techtonic.

Steps to win:

1. "Like" Clover Infotech FB page
2. Share your "Diwali selfie with friends/family" on the Clover Infotech FB Page
3. Tag them all and use #CloverDiwali
4. Get maximum "Likes"

Dress at your festive best, click amazing selfies and have a safe and HAPPY DIWALI!

STAY CONNECTED

THANK YOU FOR READING TECHTONIC
FOLLOW US TO STAY UPDATED



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