



Transforming **WORK**

TECHTONIC

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Leader's Speak

Bill Gates



“ *It's fine to celebrate success but it's more important to heed the lesson of failure.* ”
- Bill Gates

In this issue of Leader's Speak, we are going to talk about one of the most successful and richest men in the world – Bill Gates.

Bill Gates, along with his business partner, founded and built the world's largest software business - Microsoft, through technological innovation, keen business strategy and aggressive business tactics.

EARLY LIFE

Bill Gates was born William Henry Gates III on October 28, 1955, in Seattle, Washington. Gates grew up in a family having rich business, political and community service background. His great-grandfather was a state legislator and a mayor, his grandfather was vice president of national bank and his father was a lawyer.

HOW HIS JOURNEY STARTED

Bill Gates and his friends were interested in computer and formed "Programmers Group" in late 1968. Being in this group, they found a new way to apply their computer skill in the university of Washington. In the next year, they got their first opportunity in Information Sciences Inc. in which they were selected as programmers. ISI (Information Sciences Inc.) agreed to give them royalties, whenever it made money from any of the group's program.

From then on, along with his close friend Allen, Bill Gates formed a new company of their own, Traf-O-Data. They developed a small computer to measure traffic flow. From this project they earned around \$20,000. The era of Traf-O-Data came to an end when Gates left the college. Upon graduating from Lakeside, Bill enrolled in Harvard University in 1973. Within a year, he dropped out from Harvard to form Microsoft.

In 1975, Micro-Soft was formed, a blend of "micro-computer" and "software". Bill Gates is a visionary and his vision for Microsoft was " a computer on every desk and Microsoft software on every computer". He believes in working hard to achieve his vision. His belief in high intelligence and hard work has put him where he is today.

He isn't a believer in mere luck, but dedication and competitiveness. He often says if one is intelligent and knows how to use their intelligence, then they can reach new heights. Bill Gates is also an avid reader, on his personal blog "gatesnotes", he has over 150 book recommendations.





New Business Acquisition

1

Application Modernization and Technology Management for one of India's leading diversified financial services conglomerates

2

Application Support for business-critical internal applications for one of India's fastest growing private sector banks

3

User Experience and Technology Services across platform for the leading media and publication house in India

Clover in the News

IT Democratization is Essential in a Post-Covid 19 world

An exclusive interview of Kunal Nagarkatti with CXO Today, talking about how IT democratization is giving corporate the ability to take work outside the organization and distribute it anywhere in the world leading to better operational efficiency and customer experience – and in turn greater brand recall.



Why Application modernization is key for the digital transformation of businesses?

This article talks about how the recent pandemic has spurred the demand for digital transformation amongst organizations, with a need for an agile and scalable IT environment to meet the ever-growing customer needs.



The Importance Of 3C's – Communication, Cloud, And Cross-Functional Skills to Prosper in the New Normal

Read about how Cloud and Communications skills are absolutely essential for functioning in the new normal.



Why is it imperative for businesses to embrace hyperautomation?

Hyperautomation is the top trend on Gartner's Top 10 Strategic Technology Trends for 2020. Read about how hyperautomation is enabling enterprises to survive in a COVID -19 affected world.



Six best practices for Insider Threat Protection and Prevention during COVID-19

An insider threat is caused by a current employee, former employee, business associate or any other person within an organization who has or had authorized access to an organisation's network, system, or data and therefore could harm the business. General perception is that insider threat comes from rogue employees with malicious intent, however most organizations fail to realize that not all insider threats are intentional. Read the article to know more about insider threats and how they can be prevented.



Tech Trends

WEARABLES AND AUGMENTED HUMANS

What started with fitness trackers has now exploded into a whole industry of wearable technology designed to improve human performance and help us live healthier, safer, and more efficient lives. In the future, we may even see humans merge with technology to create “augmented humans”.

Fitness trackers may be one of the most recognizable examples of wearables, but let’s take a quick look at some other examples:

Smart Watches

The Apple Watch and other smartwatches are designed to generally make our lives easier and to monitor our health and activity so that we can make better lifestyle choices. In fact, the quality of health data gathered by these smartwatches is so good that the Apple Watch can reportedly add two years to your life.

Smart Clothing

The term wearable doesn’t just apply to something you strap onto your wrist, it can also extend to intelligent clothing. These smart clothes include a waterproof UV sensor that communicates with your smartphone to tell you when UV levels are high, meaning you should now put your sunscreen on.

Smart Glasses

These smart eyewear come with a built-in camera that allow you to snap photos and videos directly from your glasses. The glasses link to your smartphone, so you can share your photos and videos via photo sharing app.



Tech Trends

VOICE INTERFACES

Alexa or Siri – many of us are now quite used to communicate with machines by simply speaking or typing our request. In the future, more and more businesses will choose to interact with their customers via voice interfaces.

Voice User Interfaces (VUI) are the primary or supplementary visual, auditory, and tactile interfaces that enable voice interaction between people and devices. Simply stated, a VUI can be anything from a light that blinks when it hears your voice to an automobile's entertainment console. A VUI does not need to have a visual interface - it can be completely auditory.



QUANTUM COMPUTING

Quantum computers are unimaginably fast computers capable of solving seemingly unsolvable problems. These computers will make our current state-of-the-art technology look like something out of the Stone Age. Quantum computers could spur the development of new breakthroughs in science, medications to save lives, machine learning methods to diagnose illnesses sooner, materials to make more efficient devices and structures, financial strategies to live well in retirement, and algorithms to quickly direct resources.

A quantum computer, uses quantum bits, or qubits. What's the difference? Well, a qubit is a quantum system that encodes the zero and the one into two distinguishable quantum states.



Tech Trends

HYPERAUTOMATION

Automation uses technology to automate tasks that once required humans.

Hyperautomation deals with the application of advanced technologies, including Artificial Intelligence (AI) and Machine Learning (ML), to increasingly automate processes and augment humans. Hyperautomation extends across a range of tools that can be automated, but also refers to the sophistication of the automation (i.e., discover, analyze, design, automate, measure, monitor, reassess.)

As no single tool can replace humans, hyperautomation today involves a combination of tools, including Robotic Process Automation (RPA), Intelligent Business Process Management Software (iBPMS) and AI, with a goal of increasing AI-driven decision making.

Hyperautomation often also results in the creation of a digital twin of the organization (DTO), allowing organizations to visualize how functions, processes and key performance indicators interact to drive value. The DTO then becomes an integral part of the hyperautomation process, providing real-time, continuous intelligence about the organization and driving significant business opportunities.



Culture Bytes

Indonesia



Indonesia is a beautiful country and a unique destination, famous for its enchanting islands, ancient temples and gracious people. Indonesia is highly diverse and comprises of over 300 different ethnic groups. As the fourth most populous country in the world, it is a nation of contrasts and rich cultures, with influences deriving from a mix of Chinese, European, Indian and Malaysian. This has made it one of the best hubs for carrying out business ventures. In this edition of Culture Bytes, we bring to you some interesting insights into the Indonesian business etiquettes.

Meetings

Indonesians are curious people, hence initial meetings are often more about getting-to-know each other than talking business. Do not be surprised if business is not

even discussed. In Indonesia, things are not rushed, as the general attitude is that everything has its time and place. It is common for Indonesians to enter the meeting room according to rank.

Punctuality

Arrive on time but consider that your Indonesian counterpart can be a little late to a meeting. Try and be flexible with your time-planning to allow for this. Visitors are expected to be punctual for business appointments. You are expected to call, if delayed.

Greetings

Greetings may be formal as they are meant to show respect. A handshake is the most common greeting accompanied with the word "Selamat" which means Peace. Many Indonesians may give a slight bow or place their hands on their heart after shaking your hand.

Business Cards

Business cards are normally exchanged after the initial handshake and greeting. Give/accept cards using two hands or the right hand. Examine a business card you receive before putting it on the table next to you or in a business card case. It is important to treat business cards with respect.

Introduction

If you are being introduced to several people, they will always start with the eldest or the most senior person first. Titles are important in Indonesia as they signify status. If you know of any titles, ensure you use them in conjunction with the name. If not, use Mr./Miss/Mrs. followed by their first name.



The Other Side

A Dancer's Diary!



Dhanashree
Daga

Let's explore 'The Other Side' (hobbies and interests) of our colleagues. Wouldn't it be interesting to know about the hobbies they engage in and their learnings from it? Let's hear from Dhanashree Daga - Soft Skills Trainer – Clover Academy, about her love for dancing.

What made you fall in love with dancing?

Since my childhood, the moment I used to hear a song, I used to start dancing. It was instinctive. I have professionally never learnt dancing. It is something that I enjoy and I do it for myself. Initially, my mother used to guide me and sometimes choreograph my moves. Later, as I grew up, I started to watch videos of dance shows and participate in extracurricular activities in my school. However, winning has never been my goal. My motivation for dancing comes from the fun and satisfaction I get while doing it.

How dancing helps you to express yourself?

I have a vivacious personality. When I dance, I feel full of life, I get to be myself and I guess that reflects in my performances. I practically dance like no one is watching, I dance for myself.

Who is your Favourite dancer?

I am a huge fan of Madhuri Dixit. I admire the way she expresses herself through her art.

When did you start with your stage performances? Any memorable one to share?

Well, I started dancing on stage very early in my life when I must have been a preschooler. I was put on the stage and the first time I danced in front of the audience, I overcame all my fears. From there on, there was no looking back. Now, I dance basically on every occasion – be it stage shows, ceremonies, events, or competitions. So, many memories to reminisce about. With every performance I have tried to put myself out there, I show a little bit of my true-self to people. The passion and love I feel for this art is put on display.

What has dancing taught you in life?

Firstly, it has taught me to be expressive in life. I have learnt that we cannot make genuine connections with people without giving them the authentic version of ourselves. Secondly, to take care of my physical and mental well-being. Thirdly, to be completely immersed in the present moment - when I dance, I feel joy. This helps me to become a happier person. And most importantly, I have learnt to let go of my fears and inhibitions that prevent me from embracing my vulnerabilities.

In your opinion, how important is it to pursue hobbies?

Hobbies and passion give a meaning to life. They make the journey more enriching and fulfilling. I have learnt to find joy in small things. Through dancing, I have gained experience and made memories that I will cherish for the rest of my life. My true self has grown with every performance. I have gained more confidence. Hence, I believe, one must invest time in pursuing hobbies because they let you connect with your inner-self.



Know Your Colleague



Kapil Modse

Your Designation

Sr. Sales Manager

Your mantra to be a successful professional?

Be disciplined and punctual

How do you maintain work-life balance?

By prioritizing

Your "Go-to" gadget?

My cell Phone and Watch

Favorite holiday destination?

Goa

Your favorite song / movie? And what was the takeaway?

I do not have songs or movies as favorites. However, I did enjoy reading Rakesh Jhunjhunwala's '*The Indian Dream*'. This book describes the successful tips of India's stock market guru Rakesh Jhunjhunwala. It explains how he started from nothing and became a Billionaire.

People you idolize?

Mr. Rakesh Jhunjhunwala because of his discipline and dedication.

Your most memorable moment at Clover Infotech?

When I was awarded for exhibiting teamwork and ensuring stronger customer relationships.

What piece of advice would you give to your 20-year-old self?

Gain as much knowledge as you can and concentrate atleast on one sport.



Cloverites in Action

Independence Day

Cloverites always celebrate Independence Day in style. This year too, although working from the confines of their homes, our employees participated in the celebration by sharing beautiful pictures of themselves and their loved ones, dressed in tricolor.



Financial Stress Management Webinar

Lockdown couldn't stop us from learning about how to manage our finances better. A webinar on financial stress management was conducted by a certified financial planner.

Ganesh Chaturthi

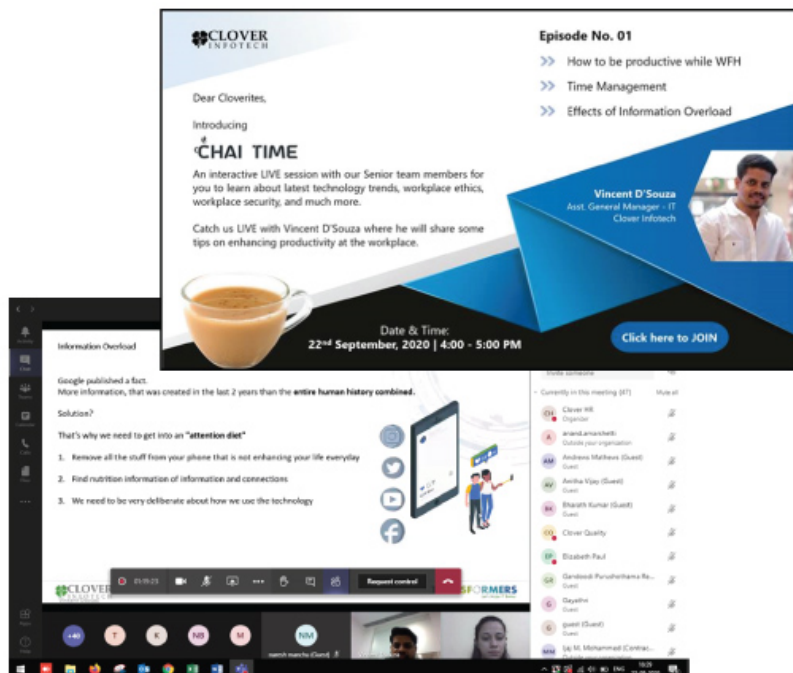
Although the pandemic has changed the face of the festivities, it couldn't dampen our spirit. Check out the amazing pictures of Ganesh Chaturthi celebrations.



Cloverites in Action

Chai Time

Vincent D'Souza was in an interactive live session organized especially for our employees to speak with him to gain knowledge on how to ensure productivity and security while working remotely.



HR Award

A very proud moment for our 'HR Team' to have won the Best HR Innovation Award for coming up with a unique way to ensure business continuity during the pandemic. Take a bow team!



HR Award (Women Leaders)

Kudos to Shilpa Pradhan for getting awarded in the category of 'Women Leaders' at the 'HR Association of India'.



Cloverites in Action

Youth on a running mission

A remarkable moment for all Cloverites as one of our employees has started an initiative called 'Run for Farmers' in order to bring awareness about the issues faced by the farmers. In the past four years, he has completed more than 2000 kms run under this initiative.

YOUTH ON A RUNNING MISSION FOR FARMERS' CAUSE

In the past four years he has completed more than 2000 km

TEJAL SINHA

Hyderabad: Meet Phanindra, a 30-year-old and a resident of Ap-pikatla village, Pedaparipudi mandal in Andhra Pradesh who has started an initiative called 'Run for Farmers' in order to bring awareness about the issues faced by the farmers.

The 'Run for Farmers' initiative was started in 2016. This is an initiative with an aim to bring awareness in the society, especially among youth about the hardships that farmers are facing and it is a reminder for every one of us about our forgotten duty to protect the backbone of our country.

'Run for Farmers' is to show the sign of gratitude to the farmers by doing whatever little possible from our end by putting the issues into lime light especially it's an alarm to our govt who turned a deaf ear towards the plight of farmers.

Phanindra said "Being a son of a farmer, ever since my childhood I have seen the problems of a farmer (my father) right in front of my eyes, But couldn't do anything except being a part and parcel of that poverty cycle and debt trap. I understood the reality that the one who feeds millions on this earth can't feed his own children at least twice a day."

He further adds, "It is rightly said that "Agriculture is the riskiest business done by the poorest man on the earth. Hence I decided to take forward the cause of farmers through my footsteps and started this initiative".

Most of the times he ran alone



Phanindra

especially the one from Telangana state assembly to Andhra Pradesh state assembly, sometimes it's a collective event where in his friends and enthusiastic youth accompanied him. He ran in several marathons spreading the same cause and theme.

"Yes I did, but I personally feel

that this difficulty is very little and negligible in front of the struggle of a farmer and from bottom of my heart I really enjoyed every moment of journey. I met many farmers, social activists, common man and political leaders who supported my cause for farmers expressed their happi-

ISSUES OF FARMERS

- Rationalisation of Minimum support price (MSP) is very crucial not only for better price realization but also helps farmers to come out of the debt trap.
- Swaminathan Committee recommendations are yet to be implemented.
- Awareness about chemical-free farming and soil degradation
- Old age farmers to be provided with monthly pension and alternative income source
- Providing interest-free loans to tenant farmers
- Lack of physical infrastructure such as cold storage and warehousing, easy access to markets.

ness and Solidarity. I wish this solidarity should become more strong and everlasting till we achieve the goal of seeing a smile on the face of every farmer," adds Phanindra.

He has covered each and every village town and city in the way between Hyderabad and Vijayawada and many other villages in Andhra Pradesh. His longest run is from Hyderabad assembly to Amravati assembly spanning a total of 325 kms in midst of 42 degrees Celsius temp, completed in 5 days. In the past four years he has completed more than 2000 km.



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