

*Embracing the **New Normal***



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Leader's Speak

*"I learned that
courage was not the
absence of fear,
but the triumph over it"*

-Nelson Mandela



In this issue of Leader's Speak, we are going to talk about one of the most influential leaders and the recipient of the Nobel Peace Prize - Nelson Mandela.

Nelson Rolihlahla Mandela, byname Madiba, was born on 18 July 1918 in the village of Mvezo in Umtata, then part of South Africa's Cape Province. He was the Black Nationalist and the first Black president of South Africa (1994-99). His negotiations in the early 1990s with the then South African President - F.W. de Klerk helped end the country's apartheid system of racial segregation and ushered in a peaceful transition to majority rule. Mandela and de Klerk were jointly awarded the Nobel Prize for Peace in 1993 for their efforts.

Early Life and Work

Nelson Mandela was the son of Chief Henry Mandela of the Madiba clan of the Xhosa-speaking Tembu people. After his father's death, young Nelson was raised by Jongintaba, the regent of the Tembu. Nelson renounced his claim to the chieftainship to become a lawyer. He attended South African Native College (later the University of Fort Hare) and studied law at the University of the Witwatersrand; he later passed the qualification exam to become a lawyer. In 1944, he joined the African National Congress (ANC), a Black-liberation group, and became a leader of its Youth League.

In 1952 in Johannesburg, with fellow ANC leader Oliver Tambo, Mandela established South Africa's first Black law practice, specializing in cases resulting from the post-1948 apartheid legislation. In 1955, he was involved in drafting the Freedom Charter, a document calling for non-racial social democracy in South Africa.

Rivonia Trial and Life Imprisonment

After the massacre of unarmed Black South Africans by police forces at Sharpeville in 1960 and the subsequent banning of the ANC, Nelson Mandela founded Umkhonto we Sizwe ("Spear of the Nation"), the military wing of the ANC. In 1962, he went to Algeria for training in guerrilla warfare and sabotage, returning to South Africa later that year. Shortly after his return, he was arrested and sentenced to five years in prison.

In October 1963 the imprisoned Mandela and several other men were tried for sabotage, treason, and violent conspiracy in the infamous 'Rivonia Trial'. Mandela's speech from the trial was a classic defense of liberty and defiance of tyranny (His speech garnered international attention and acclaim and was published later that year as "I Am Prepared to Die"). On June 12, 1964, he was sentenced to life imprisonment, narrowly escaping the death penalty.



Incarceration

From 1964 to 1982, Mandela was incarcerated at Robben Island Prison, off Cape Town. He was subsequently kept at the maximum-security Pollsmoor Prison until 1988, when, after being treated for tuberculosis, he was transferred to Victor Verster Prison near Paarl.

On February 11, 1990, the South African government under President de Klerk released Mandela from prison. Shortly after his release, Mandela was chosen deputy president of the ANC; he became president of the party in July 1991. Mandela led the ANC in negotiations with de Klerk to end apartheid and bring about a peaceful transition to non-racial democracy in South Africa.

What made Nelson Mandela a great leader?

Nelson Mandela demonstrated remarkable leadership qualities:

- He believed in peace over conflict
- He had a powerful presence and disarmed enemies with his smile and humbleness
- He taught the world that forgiveness is bigger than revenge
- He was a dreamer and a believer
- He was a visionary, who could see the bigger picture
- He was focused on goals and a mission beyond himself
- He demonstrated remarkable endurance
- He showed grit and determination
- He was full of hope and positivity
- He showed the world that patience is indeed a virtue





New Business **Acquisition**

- Reporting and Analytics such as GAAP for one of the leading private sector Banks
- Reporting and Analytics using Oracle Business Intelligence Suite Enterprise Edition and APEX for one of the leading private sector Banks
- Financials Reporting for a leading Small Finance Bank in India
- Oracle E-Business Suite on-site support for one of India's leading spices exporters

Clover in the **News**



Five Digital Transformation Trends That Will Define 2021

The Coronavirus pandemic has catapulted digital transformation to the top of the must-haves in the minds of CIOs. It has been a go-to enabler for organizations to enhance their customer experience and generate higher ROI. Read more about the latest digital transformation trends.

10 Steps To Address Cybersecurity Challenges Posed By Covid-19

The article talks about how this new normal has increased cybersecurity threats and risks, and also outlines the best practices that organizations can follow to combat this raised threat landscape.



5 Reasons Explaining The Need To Adopt Learning Management System (LMS)

The article talks about how amidst the 'virtual workplace' and 'new normal', reskilling of the talent has become the need of the hour.

Legacy Infrastructure, The Biggest Barrier To Businesses: Clover Infotech

Read the exclusive interaction of Mr. Shrikant Navelkar (Director – Clover Infotech) and Mr. Thomas Lee (GM – Oracle JAPAC) with CXO Today talking about how legacy modernization has emerged as the biggest enabler for business during this pandemic.



Culture Bytes - Japan



Japan is a beautiful country with a unique cultural blend of the old and the new era. With deeply-rooted customs and a continuously-evolving lifestyle, Japan is both proudly traditional and ultra-modern. In this edition of Culture Bytes, we present to you 15 fascinating facts about Japan and its culture:

1. Japan has the world's second-highest life expectancy. Did you know that they sell more adult diapers than kid's diapers? Many people attribute Japan's long-life expectancy to its traditionally healthier diet when compared to western countries.



- 2. Highest number of vending machines in the world.** A lot of restaurants have implemented vending machines to let people order food. It is also a good and convenient way for companies to sell beverages and make money with minimum human intervention.
- 3. Japan was basically vegetarian for 1,400 years.** In the 19th century, the Meiji emperor himself broke the taboo and ate meat, popularising a Japan increasingly open to Western ideal.
- 4. It consists of 6852 islands.** You might have known that Japan is an island nation, but did you know that there are more than 6800 islands in Japan?
- 5. Baseball is extremely popular.** Sumo may be Japan's national sport, but baseball is actually its most watched and played sport.
- 6. The world's largest seafood market is the Tsukiji fish market in Tokyo, which** employs over 60,000 people and opens at 3:00 am on almost all mornings. Its famous wholesale tuna auctions begin at five in the morning.
- 7. The kimono is a traditional Japanese garment worn by both men and women.** It consists of a long robe-like dress that is wrapped around the body, with the left side always covering the right. The 'obi' is the belt that keeps the kimono secure.
- 8. Geisha, known for their elaborate hairstyles and white makeup,** have been entertaining in Japan since the 18th century. The white powder covers most of the geisha's face and neck, though unpainted spaces creating a W shape is usually left on the neck, which is considered alluring.

9. Traditional Japanese rooms are tiled with Tatami, or mats made with rice straw. A mat's length is always twice its width, and its size is standardized depending on the region. For that reason, room size is often indicated by the number of mats needed to cover the space.

10. To clean is a part of the education in many schools. Law and Order is a big thing in Japan, and it is important to learn this as a child. That is why a lot of Japanese schools are making their students clean toilets, classrooms, and the school area.

11. Fruit is one of the best gifts. Back in the days, it was really expensive to buy fruits because only a handful of fruits grew naturally in Japan. Although nowadays it is getting cheaper to buy fruits in Japan, the tradition from the past lives on.

12. To slurp up the noodles is considered polite. If you go to a noodle restaurant in Japan, (which you should), don't be afraid to slurp up the noodles. This is considered 'polite'.

13. There are cafes where you can pay to cuddle. The reason that these cafes exist is that a lot of inhabitants are single and lonely. This is a big problem in Japan due to its work culture.

14. You bow instead of shaking hands. To bow is an important form of greeting in Japan, and Japanese people work hard to perfect it. The depth of the bow is significant - lower bows indicate more respect.

15. Chopstick positions have a meaning. When you are dining in Japan, it is important to never stick your chopsticks into your food to rest them when you're not eating. This resembles a ceremony performed at funerals in Japan, and it is considered to be a bad omen.



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The Other Side

A Dreamer's Diary!

1920X1080 25 FPS

MENU 

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 Rohit Shenoy (Manager - Marketing) about his love for film-making.

1. What made you fall in love with film-making?

I have always been fascinated with the idea of looking at the world through a lens. I found the art of telling an audience a story through one's point of view very compelling and fell in love with the idea instantly.

2. Which movie has inspired you?

The movie that played the catalyst role in my life was 'Memento' by Christopher Nolan. It was during a movie screening in my class, that I got hooked to its screenplay and direction and thought of making one myself.



Rohit Shenoy
Manager - Marketing

3. What got you interested in film-making and how have you pursued it?

As a mass-media student, we had subjects such as photography and film-making in which they taught us basics of film-making and how to use a camera. In one of the projects, my work (short-film) was immensely appreciated and my professor advised me to pursue it further. I started as an intern in TV shows and made my way to feature films.

4. Tell us about your first movie that you directed.

It was a short-film I made as a project during my course. It's called 'Bread of happiness' and the story revolves around a teen from a wealthy family, who lives a luxurious life but struggles to find happiness.

5. Has there been any life-learnings from film making?

A lot of them. I have learnt to work with people of different mind-sets, who have different perspectives to the same story. I have learnt how a story or a scene is perceived differently by different people and how communication is very important. I have also learnt to be patient in situations like capturing a bird-flight or a sun-set, which might seem tiring and futile at the time, but makes the final result more beautiful and serene.

6. Tell us about your most memorable moment at a film set.

It was in 2012, I was working with Irfaan Khan for one of his Bollywood projects in Pondicherry, and he called me to a different studio for some work. To my surprise, it was the set of 'Life of Pi', and I got the opportunity to meet Ang Lee, one of my favorite directors, and watch his direction closely. That is by far the best day of my film-making years.

7. Which movie character do you relate the most with?

Rohan the lead character from the movie 'Udaan'. This is one of my favorite movies, and I can highly relate to the way the movie establishes the character and his struggles in the movie and how he manages to find a way out.



Know Your **Colleague**

Your Name and Designation

Manoj Nehete, Project Leader at Clover Infotech

Your mantra to be a successful professional?

Dream – Learn – Earn. Invest in knowledge, learn and grow.

How do you maintain work-life balance?

With the help of Eisenhower's Decision Principle: "What is important is seldom urgent and what is urgent is seldom important."

Your "Go-to" gadget?

My Cellphone

Favorite holiday destination?

Any place that offers picturesque beauty – Meadows, crystal blue water and clear sky.

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

My favorite song is "*Dil hai chota sa, choti si aasha*" from the film Roja. This song is so refreshing and motivating. It makes me picture the kind of life I desire to live.

People you idolize?

I idolize '*Chhatrapati Shivaji Maharaj*'. He taught us to see life as a cluster of experiences. We must prepare to learn from ours as well as other's mistakes so that we don't make the same mistakes again. I also admire him because he faced all challenges and hardships of life with courage and diligence.

Your most memorable moment at Clover Infotech?

All days are memorable, however, I particularly cherish my joining day.

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

All power is within you, you can do anything. Do not get disheartened by failures, as they are milestones on the path of success, learn from your failures and become the best version of yourself.



Manoj Nehete

Project Leader, Clover Infotech

Cloverites in Action

ABOUT THE SPEAKER



Dr. Avinash De Sousa

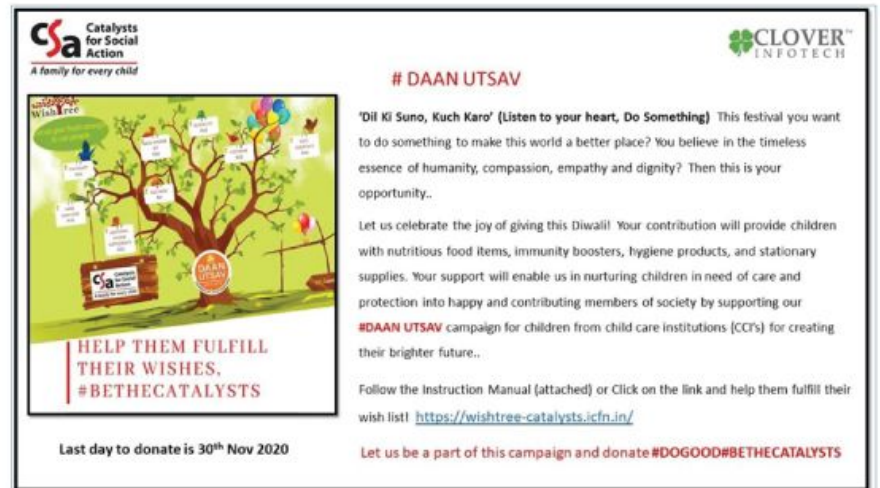
Dr. Avinash De Sousa is a Consultant Psychiatrist & Psychotherapist. He is the Founder Trustee of Desousa Foundation – a trust that works in the area of mental health awareness across all sectors. He is a part of the International Faculty for UNESCO Chair in Bioethics working in over 8 countries for the same.

Dr. Avinash works with 10 mainstream and special schools in Mumbai as a Visiting School Psychiatrist, Counselor and School Mental Health Expert. He has over 500 publications in national and international journals and is the author of 6 books in the area of mental health.

He is one of the few psychiatrists who, degree, has a Masters in Counseling & Applied Psychology, an MBA in Human Resources.

Dr. De Sousa has been awarded a Doctorate from the University of Hertfordshire UK.

Webinar on 'Workplace Mental Health' Organized a webinar with Dr. Avinash De Sousa on how to maintain workplace mental health.



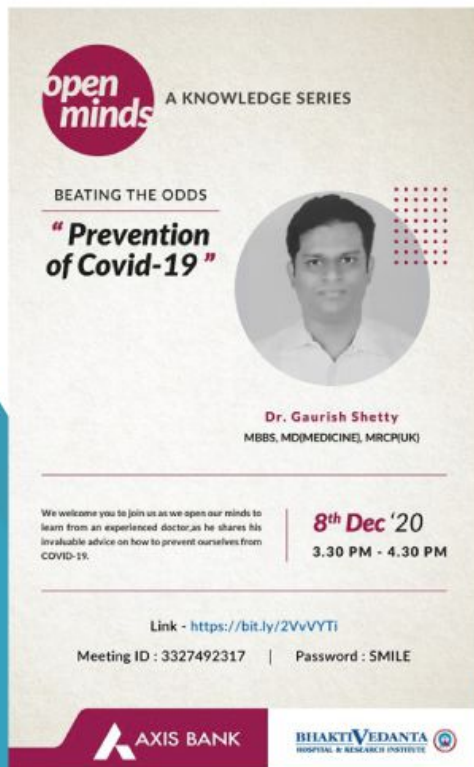
Navratri Celebration

The social distancing mandate couldn't dampen our Navratri spirits, as Cloverites came together on a virtual platform to celebrate the festival in style.

Daan Utsav

This Diwali, Cloverites experienced the joy of giving through the 'DAAN UTSAV' campaign organized in association with CSA (Catalyst for Social Action)

Cloverites in Action

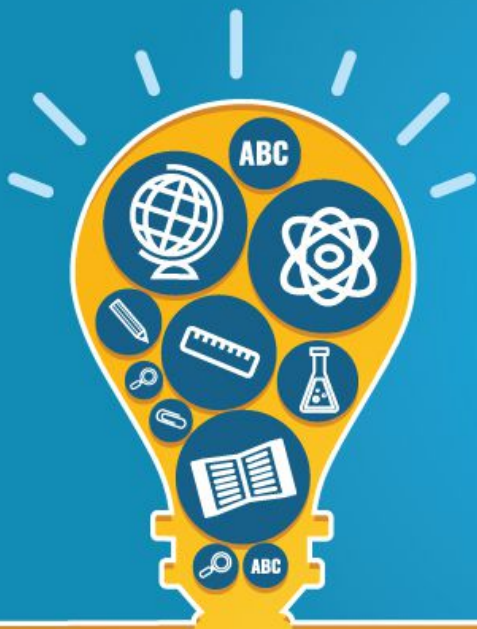


Webinar on 'Prevention of COVID-19'
Cloverites attended a webinar on how to prevent the further spread of COVID-19

Chai Time With Rekha Dighe

Rekha Dighe was in an interactive live session especially organized for our employees to gain insights on how to manage client expectations effectively





Knowledge Hub

Introducing Clover Infotech's Knowledge Hub Page to keep you abreast with all the exciting trends, topics and developments happening in the IT industry, and also to give you a glimpse of some of the amazing work that Clover Infotech is doing for its customers.

Good Reads from Clover Infotech's Blogs:



Cloud Adoption – Do Organizations Have A Choice?

Scan QR code to read the blog



How Enterprises Can Maximize Returns From Their Cloud Investments

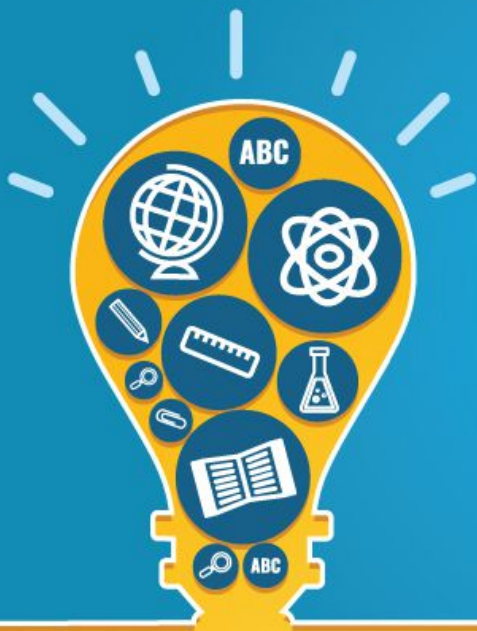
Scan QR code to read the blog



Will Public Cloud Platforms Address Industry Specific Needs?

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Knowledge Hub

TechBeans

Interesting Videos to watch on TechBeans

A new initiative, wherein our experts talk about latest trends in the technology world through a short video series.

Episode 1

Serverless Computing: Explained in 2 minutes

(Featuring: Shrikant Navelkar,
Director- Clover Infotech)

Scan QR code to watch the video



Episode 2

The skills you need in the post #COVID world

(Featuring: Lakshmi Mittra,
Head, Clover Academy)

Scan QR code to watch the video



Episode 3

Oracle ERP Cloud: Why you need it right away?

(Featuring: Manish Asawa, AVP
-Enterprise Applications-
Clover Infotech)

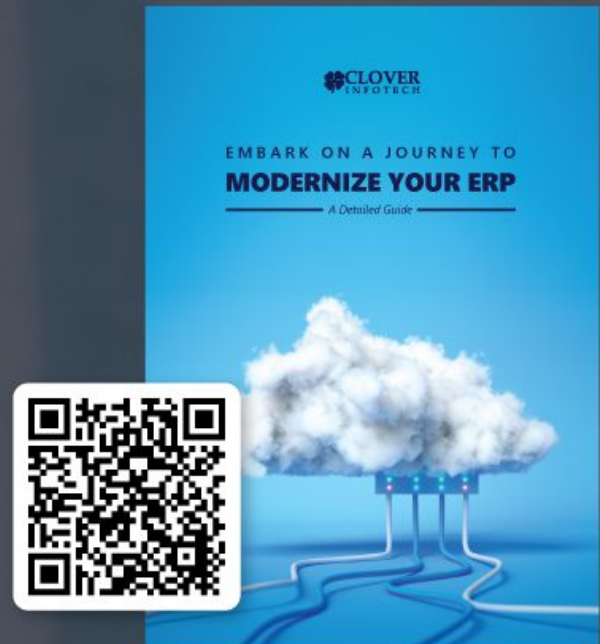
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Interesting picks for you from our Resource Library



*Read our latest white paper
on Digital Transformation in SMEs
(Scan the QR code to read)*



*E-Book on Embarking on a
Journey to Modernize ERP
(Scan the QR code to read)*

TECHTONIC

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