

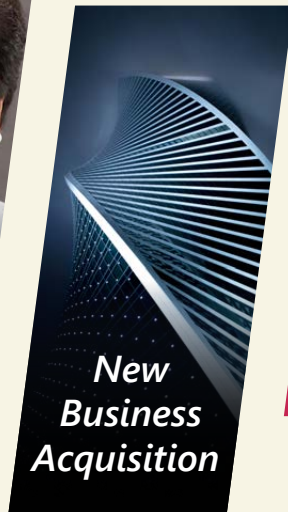


# REIMAGINING REALITY

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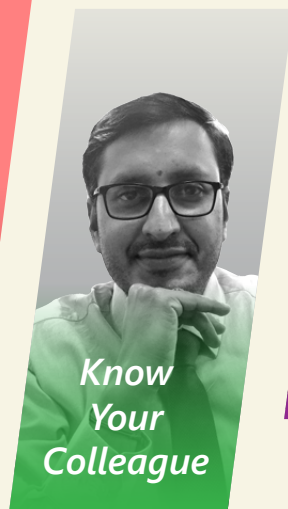
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**NOOYI**

**Leader's  
Speak**



Whatever you do, throw yourself into it. Throw your head, heart, and hands into it.

- Indra Nooyi

In this issue of Leader's Speak, we are going to talk about a strong-willed woman, who was the chairperson and CEO of PepsiCo - the world's fourth largest Food and Beverages Company - for 12 Years. Indra Nooyi was ranked No.11 on the Forbes magazine's annual survey of the 100 most powerful women in the world in 2017. Prior to becoming CEO, she was the President, Chief Financial Officer, and a member of the Board of Directors of PepsiCo Inc. Now, she is serving on the Board of Amazon.

### **Her Early Life**

Indra Nooyi was born on October 28, 1955 in Chennai, India. She did her schooling in Holy Angels Anglo Indian Higher Secondary School. She went on to earn a bachelor's degree in chemistry from Madras Christian College in

1976, and a master's degree in business administration from the Indian Institute of Management - Calcutta. After moving to the United States, she received an additional master's degree in public and private management from the Yale School of Management in 1980. For the next six years, Nooyi worked as a consultant for the Boston Consulting Group. She later held executive positions at Motorola, Inc., and the engineering firm Asea Brown Boveri (now ABB).

### **Her Journey with PepsiCo**

In 1994, Nooyi joined PepsiCo as senior vice president of corporate strategy and development. In 2001, she was named president and chief financial officer of the company. She was responsible for guiding a major restructuring, which included the company's spin-off off its

restaurants which included KFC, Pizza Hut, and Taco Bell into Tricon Global Restaurants (which later became Yum! Brands, Inc.), as well as the spin-off of PepsiCo's bottling operations. In addition, she oversaw the acquisition of Tropicana Products in 1998 and a merger in 2001 with the Quaker Oats Co. as part of the company's strategy of diversifying into more wholesome drinks and foods.

Nooyi assumed the title of CEO in October 2006 and she became the chairperson of the board in the very next year. She was instrumental in making PepsiCo a well-balanced consumer products company, which was less reliant on sales of its flagship soft drinks. She also aggressively pursued international

expansion. Under her leadership, PepsiCo's revenues increased from USD 35 billion in 2006 to USD 63.5 billion in 2017. The following year, it was announced that Nooyi would be stepping down as CEO in October and as the chairperson of the board in early 2019.

### **Leadership Lessons from Indra Nooyi**

While the success story of Nooyi receives a wide applause, one must not lose sight of the hard work and struggle that she had put through all these years.

Her success is closely linked with the way she leads and here are the reasons why she is what she is today!

### **Have a Vision and be Transparent with Your Team**

According to Nooyi, it is very





important for a leader to share her vision with the team. This allows teams to come together and achieve the desired objectives. Nooyi ensured to follow this practice when her role at PepsiCo transitioned from CFO to CEO.

### **Speak the Truth**

Earlier in her career, Nooyi had an experience that changed her outlook towards honesty and authenticity. For her first job interview, she wore a business suit. However, she wasn't comfortable in the outfit and ended up getting rejected for the job. For her next interview, her professor advised to wear something that she feels comfortable and confident in, and she chose to wear a sari and got selected for the job.

Since then, the philosophy of 'be true to yourself and others' has stuck with her. She urges leaders to be honest in their approach to earn the respect and confidence of their teams.

### **Listen Often**

According to Nooyi, we have two ears and one mouth, because we are expected to listen before speaking out. She further reinstates this thought with one of her childhood experiences. Her dance teacher advised her that if we learn to follow, then we become better dancers and also better leaders.

### **Keep Learning**

Nooyi firmly believes that no human being can afford to stop learning. Despite being a CEO, she still keeps learning new things.



### **Balancing the Work and Personal Lives**

As per Nooyi, there's no such thing as balancing work and family, it's a constant juggling act. She believes that striking a balance between work and personal life requires constant support from the people around you. For instance, in her memoir - My Life in Full: Work, Family, and Our Future – she stresses on the importance of organizational support in working women's lives. As a leader, she believes in the creation of inclusive, cooperative, and inspiring work environment.

### **Fame and Accolades**

Speaking of Indra Nooyi's achievements, she is the 12<sup>th</sup> highest paid corporate woman in the US, with an annual pay package of over USD 12.7 million.

She has been featured on the Forbes magazine's list of 100 most powerful women in the world, with the likes of Angela Merkel, Theresa May, Melinda Gates, Sheryl Sandberg, and Mary Barra.

Fortune magazine has named her number one on its annual ranking of 'Most Powerful Women in business' for 2006, 2007, 2008, 2009 and 2010.

In 2013, she was named one of the '25 Greatest Global Living Legends' by NDTV. The same year, she was awarded with the Padma Bhushan by the former President of India Pranab Mukherjee at the Rashtrapati Bhavan.

She was also named as one of the 'Best CEOs in the World' by the CEOWORLD magazine in 2018.



In 2021, she was inducted into the National Women's Hall of Fame.



# New Business Acquisition

**1** Website Development and Application Support for one of the leading private sector banks.

**2** Application and Infrastructure Support for one of the leading general insurance companies in the country.

**3** Application Development and Support for one of the leading private sector banks.



# Clover in the NEWS

## **Clover Infotech CEO swears by one travel tip: Always pack light**

The story features Kunal Nagarkatti talking about his travelling experiences – the places he has visited and wishes to explore in the future, also the way he likes to travel and why travelling has been something that always interests him.

## **‘Structured’ Digital Transformation – Did your company RISE to the opportunity?**

The article throws light on what being digital really means – it is not a defined project which has a start and end date. Digital is an evolutionary process that the companies must go through to keep up with their ecosystem which, in turn, is increasingly powered by digital technology.

## **5 Cybersecurity Threats to watch out for in 2022**

In 2021, cyber criminals delivered a wave of cyber attacks that were not just highly coordinated, but far more advanced than ever seen before. Read the article to know more about new threats, technologies, and business models that have emerged in the cybersecurity space as the world shifted to a remote work model in response to the COVID-19 pandemic and has subsequently moved to a ‘hybrid’ work culture.

### **Design Thinking: Putting yourself in users' shoes**

The article talks about the importance of adopting design thinking approach while developing physical products or software to sustain highly volatile market conditions.

### **How to secure the multi-cloud environment?**

A confluence of existing factors driving cloud adoption has been further accelerated by the COVID-19 pandemic. According to Synergy Research, Cloud spending rose 37% to USD 29 billion during the pandemic. This trend is likely to continue, as the transition to virtual work underscores the urgency for remote, scalable, secure, and cost-effective off-premises technology services.







# Culture Bytes Bahrain

# 8 most interesting facts about BAHRAIN

Famous for its pearls, thriving economy, and rich history, Bahrain is on many tourists' bucket list - from the mysterious 'Tree of Life' to the world's largest underwater theme park.



## **It is the third smallest country in Asia**

At just 295 square miles, it takes third place for the smallest countries in Asia. The only two countries smaller than Bahrain are Singapore, which is a city-state; and the Maldives. However, despite its small size, it remains a key player in Middle Eastern trading and economics.

## **It was home to the first-ever Grand Prix in the Middle East**

Long before Abu Dhabi became a hotspot for mega Formula One races such as the

Grand Prix, hosting such a race in the region was literally unheard of, until 2004, that is. In 2004, Bahrain hosted the first-ever Grand Prix in the Middle East and put the region on the map in terms of large sporting events.

## **It is loaded with archaeological finds**

Bahrain is home to three UNESCO World Heritage Sites. Among them are the 100,000+ Dilmun-era burial mounds which date back to 2200 BC. For a nation less than half the size of London,



that's quite a few graves. The series of graves make up 21 distinct archaeological sites.

**You can find the 'Tree of Life' here**

In the mid-1500s, a single mesquite tree was planted in Bahrain's southern desert. To this day, the lone tree still stands in full green bloom and serves as a symbol for the tree of life. Why should you care? Well, there are no obvious water sources that have been feeding the tree over the centuries. So, it is a mystery that it is still blooming.

**It has the world's largest underwater theme park**

Bahrain boasts the world's

largest underwater theme park. Sprawling across more than 100,000 sq. metres, 'Dive Bahrain' is mind-boggling. Truly a heaven for scuba enthusiasts, Dive Bahrain even comes with a sunken Boeing 747 complete with coral studs and a healthy coat of rust. The park is also the most eco-friendly of its kind and provides a great opportunity to study marine life.

**It is just 50 years old**

Even though Bahrain is an important country on the political map of the Middle East, it has been an independent nation for just about half a century only. The Kingdom of Bahrain got its





independence in 1971, and during the same year, it joined the United Nations and the Arab League.

### **It is the biggest per-capita consumer of electricity in Asia**

According to statistics released by the International Energy Agency last October, Bahrain is the biggest per-capita consumer of electricity in Asia, and the third most power-thirsty state on the planet, behind Iceland and Norway.

### **The Kingdom of Bahrain is an island, but not as you think**

Bahrain is an island that floats in the Persian Gulf. However, it's connected to the Saudi city of Al Khobar, one of the main cities in Saudi Arabia by the King Fahd Causeway, a 25km roadway opened in 1986 that connects the two countries.





# The Other Side

Krishnayan Kanungo, Deputy COO, is a technology enthusiast. It is his hobby to keep learning about new and futuristic technologies. He is very passionate about Blockchain and here are his thoughts on the same.

**Can you simplify for us what is blockchain and how does this technology work?**

The whole world is abuzz with terms like cryptocurrency,

blockchain, bitcoin and multitude of other alt coins. It is indeed mind boggling to absorb all, and so easy to misunderstand. Hence, let us begin with understanding the basics.

In today's world, information gets transferred seamlessly through the internet. However, when it comes to Value Transfer, people don't trust each other. Hence a reliable infrastructure needs to be created through Distributed Ledger Technology (DLT).



**Krishnayan Kanungo**

Deputy COO

## Blockchain is one type of a distributed ledger.

It uses independent computers - referred to as nodes - to record, share, and synchronize transactions in their respective electronic ledgers, instead of keeping data centralized as in a traditional ledger. Data on a blockchain is grouped together and organized in blocks, which are chained together. Structure of ledger makes it distinct from other kinds of distributed ledgers. It is of immense importance to understand the need for a DLT-based solution.

### How is blockchain being utilized by different industries?

When you have a hammer in hand, not everything is a nail. We must understand the right use case for applicability of Blockchain/DLT technology.

#### **Some applicable areas are:**

**Shared Data:** When you need shared data across multiple parties in a secure and

distributed manner enabling greater data liquidity.

#### **Example of related use cases:**

- Shared Health Records
- Provider Data Management
- Medicaid and Charity Care Eligibility

#### **Tokenized 'Value Transfer':**

Transfer of value in form of tokens across multiple parties to track governance and prevent settlement disputes.

#### **Example of related use cases:**

- Bundled Payment or P2P payment settlement
- Inventory / Supply Chain
- Claims Management

#### **Immutable Notarization:**

Creating an immutable cryptographic hash of a data element for future verification and fraud prevention.

#### **Example of related use cases:**

- Prior-Auth
- Provider Credentialing
- Contract Versioning and Verification



Some of the noteworthy use cases for BFSI sector are Trading, Deal Origination, Collateral management, settlement, payments, know your client, AML, P2P Lending, Betting and Prediction Market, Claims Filing, Claims Processing, Fraud Prediction, Reinsurance, Insurance Agent Management.

### **What is the cryptocurrency boom all about?**

Cryptocurrency is something a lot of us are still clueless about. What is it? How does it work? How do I spend it? Should I invest in it? Well, let's try to remove some of the myths around cryptocurrency and dig into the essentials of this type of virtual currency.

First, we need to understand that each cryptocurrency is

associated with a distinct underlying blockchain technology. For any blockchain to operate properly, the transactions on that blockchain platform need to be cryptographically secured and validated. For this, the validators need to be incentivized. Hence, the introduction of cryptocurrencies.

### **Now the question is why people around the world are so crazy about these cryptocurrencies?**

For that we need to understand the value associated with currencies. A currency gets its value when we assign that to it. A currency note is just a piece of paper till the time we all collectively decide that we can use it as a legal tender for exchange of goods and services. As the users on blockchain are growing and



expected to reach up to 1 billion by 2025, this enables the cryptocurrencies to grow in value.

Moreover, many economies are adopting Bitcoin as a legal tender, and several merchants have begun to accept them in their outlets. Further with the digital revolution, common people are getting empowered to monetize the internet and buy digital assets. Hence, by the end of this decade, we can envision a world, where physical and digital existences merge with NFTs and Metaverse applications. Hence, we see the Buzz.

### **What are NFTs and how do they work?**

NFTs stand for Non-Fungible Tokens. Through this tool, we now have a means to put uniqueness and monetary value to a digital asset like an irreplaceable meme, a digital piece of art or an autographed tweet. NFTs could be anything from an art piece, domain name, a tweet, music piece, a

trading card or just about any digital good that has a value attached to it. For example, the first tweet from Jack Dorsey, the Founder of Twitter, is an NFT and it sold for USD 2.9 million.

The value of NFTs lie in their exclusivity and uniqueness.

### **Your parting thoughts on Blockchain Technology**

It is indeed a revolutionary and disruptive technology that has the potential to change our world for the better. From a technology standpoint, it creates endless opportunities. From a social standpoint, we are gradually moving towards an egalitarian world, where everyone would get equal opportunities to flourish.



# Know Your Colleague

## Rajaraman Natarajan

VP and Head - Sales, South India

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

Work hard and stay optimistic. Take good care of your customers, success will follow.

### **How do you maintain work-life balance?**

I ensure to start early and never procrastinate daily tasks.

### **Your "Go-to" gadget?**

My BOSE Audio System.



**Your favorite song/movie?**

**And what was the takeaway?**

My favourite song is 'Sundari Kannal Oru Sevai' from the movie 'Thalapathi' featuring Super Star 'Rajinikanth'. It's a beautiful song about love and togetherness.

**People you idolize?**

Maestro Ilaiyaraaja. I admire the fact that even after being considered one of the world's most prolific music composers, he's still a very dignified and humble human being.

**Your most memorable moment at Clover Infotech?**

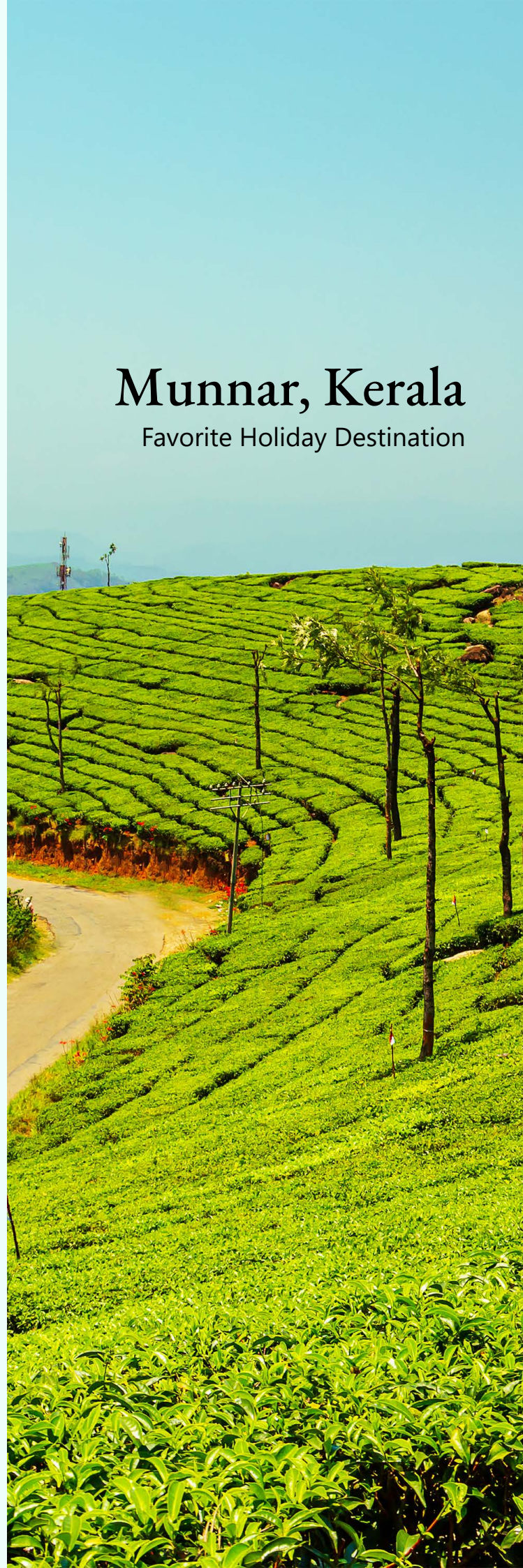
30<sup>th</sup> March'22 has been a very significant day for me, as we had received the biggest order from one of our customers at Chennai after nearly a year and a half of persistent hard work and follow-ups.

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

Don't Follow Your Dreams...  
Chase Them!

# Munnar, Kerala

Favorite Holiday Destination





# Cloverites in Action



## HOLI CELEBRATION

Cloverites celebrated Holi in style by sharing vivacious pictures of themselves engulfed in their favorite colors!



**Webinar on Mental Wellbeing at Workplace**  
Who doesn't want tips from experts on how to enhance their mental wellbeing?  
Hence, an informative session on mental wellbeing was organized for Cloverites.



# Cloverites in Action



## REPUBLIC DAY CONTEST

Check out these pictures of Cloverites with tri-colors in their hands!



## Webinar on Complete Wellness

Wellness does not entail only physical fitness, it also includes mental and financial wellbeing. An insightful session on how to achieve complete wellness was organized for Cloverites.





# Cloverites in Action



**WOMEN'S DAY**  
The contribution of women in the success of any organization cannot be undermined. As a token of appreciation, Women's Day was celebrated enthusiastically across Clover Infotech through fun events and surprise gifts!



# Knowledge Hub

## Good Reads from Clover Infotech's Blogs:

*(Click on the title to read the blog)*

### 01.

Why is 'Total Experience (TX)' Gartner's top technology trend for 2022?

### 02.

Grid and Cloud Computing Explained

### 03.

Enterprise SaaS will be bigger in 2022: Key Benefits and Challenges

### 04.

10 tips to protect yourself against 'Ransomware' attacks in 2022 and beyond

### 05.

For Better or 'Metaverse'- India's first Metaverse wedding had 500 guests



# Knowledge Hub

## Interesting videos and podcasts to watch:

*(Click on the title to watch / listen to videos and podcasts)*

### 01.

Generative AI - Gartner's Top Strategic Technology Trend for 2022

### 02.

Privacy Enhancing Computation (PEC)

### 03.

Shadow IT: Risks and How to Control it

### 04.

Cloud Strategy for 2022

### 05.

10 tips to keep your Gmail account safe from hackers

VIDEOS & PODCASTS



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