READY FOR THE NEXT

Index

Leader's Speak

N. R. NARAYANA MURTHY

> ## " Progress
> is often equal to the
> difference between
> ## mind and mindset.
>
> N. R. Narayana Murthy
> "

In this issue of Leader's Speak, we are going to talk about one of the most successful entrepreneurs in the country. He is not only a legendary co-founder of the Indian tech giant Infosys but also an IT industry veteran. Not many of us know that Narayana Murthy's journey started from a home office with a borrowed capital of INR 10,000. Let's look at his fascinating journey and draw some inspiration out of it.

Early Life
Narayana Murthy was born on 20th August, 1946 into a middle-class family in Mysore. His father was a high-school teacher. He attended a government school and pursued his B.E degree from the University of Mysore and Masters from IIT, Kanpur.

After completing his education, Narayana Murthy went on to work as a Research Associate at IIM Ahmedabad. His career progressed and he was appointed as the Chief Systems Programmer at IIM. Here, he worked on India's first time-sharing computer system. In addition to this, he also designed and implemented a BASIC interpreter for Electronics Corporation of India Ltd. Despite this, he still felt a burning desire to venture into entrepreneurship.

Entrepreneurial Journey
Narayana Murthy's entry into entrepreneurship was filled with obstacles. His conservative father did not appreciate his entrepreneurial plan, and instead wanted him to pick a job with stable income. During this period, Murthy founded a company in Pune called Softronics - an IT firm for the domestic market.

Although this marked his entry into entrepreneurship, this venture did not survive for long and got shut down within a year. Murthy then joined Patni Computer Systems as the General Manager. However, he still harbored entrepreneurial dreams and took a capital of 1NR 10,000 from his wife to start a new venture with six of his software engineering friends. And, that's how Infosys was born in 1981 out of a home office.

Infosys had a breakthrough when they got into a joint venture with Kurt Salmon Associates. However, this too fell apart in 1989. This had put Infosys on the verge of shutting down. The co-founders now had to decide whether to continue or save themselves in case things got worse. However, in 1991, the liberalization of the Indian economy turned the fate for Infosys. There was no stopping them then as their revenues touched $100 Mn. by 1999. That same year, they also got

listed on Nasdaq. Today Infosys is an MNC that provides business consulting, information technology, and outsourcing services to customers in more than 50 countries in the world.

Here are the top 5 lessons for entrepreneurs from Mr. Murthy:

The first and most important lesson that Murthy and the rest of the Infosys team learnt was that 'values' form the backbone of an entrepreneur's determination. As per Murthy, their primary focus has always been to put the interest of the company before their personal interest in every decision they make.

The second lesson is to realize that failures are a part of an entrepreneur's journey. According to Murthy, a failure can be beneficial if the underlying reasons can be quickly analyzed, and lessons from it are learnt and practiced to never repeat them again. He went on to share a personal

experience of his failure at Softronics and said, "I analyzed and learnt that the absence of a market was what led to that failure. Hence, in my next venture, I decided to focus on the export market."

He also credited luck for the success of his venture. As per him, there were so many of his friends and classmates that were smarter than him, and had more capital. Yet, luck chose to shine upon him. During this journey, there were so many things that could have gone either way. However, God guided them to make right decisions in all those situations.

Murthy believes the late industrialist Rahul Bajaj's quote to be true. **"Market competition is the best management school**."
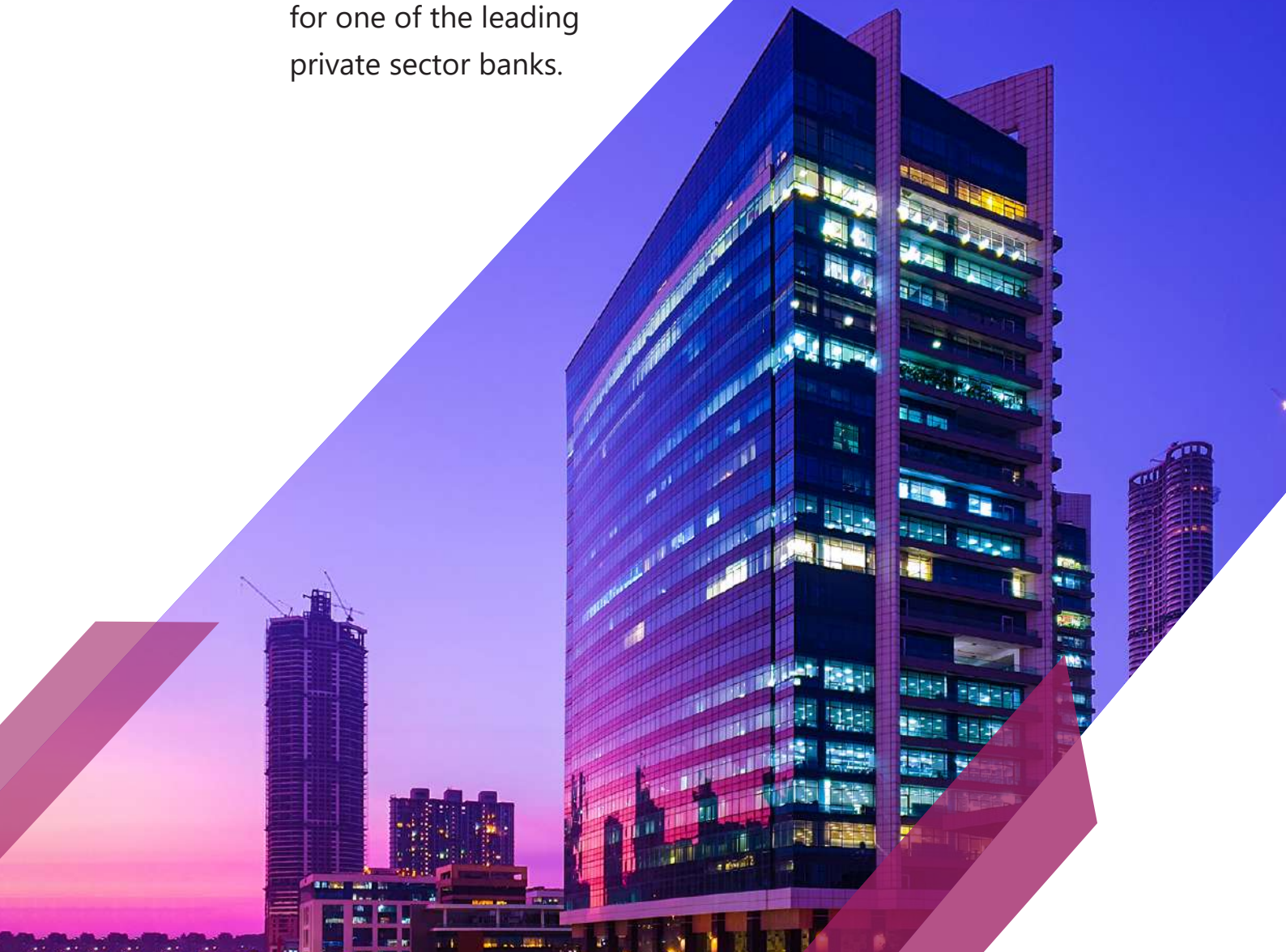
According to Murthy, market competition not only taught them how to attract and retain good customers and employees, but also increase the confidence of their investors. As per him, in every area of their operation, they compare themselves with the best practices in the world and create some 'next' practices.

As per Murthy, a leader who leads by example and practices what he preaches earns the respect and trust of his/her followers. Giving his own example, he says, "During the initial years of Infosys, when we had to be mindful with the company's general expenses, we chose to travel in the economy class even on international flights." He still prefers to travel economy on domestic flights.
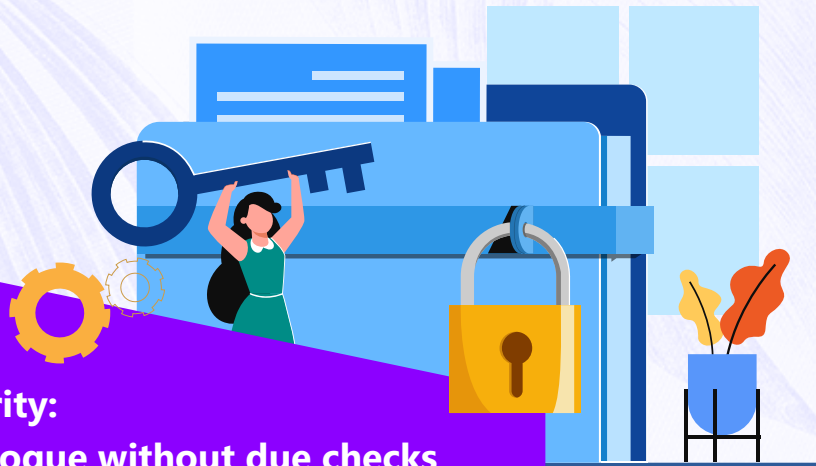
New Business Acquisition

1 Website development for one of the leading private sector banks in the country.

2 Mobile and web development for the Bancassurance application for one of the leading insurance companies.

3 Application development for wholesale banking services for one of the leading private sector banks.

Clover in the News

Cybersecurity:
AI can go rogue without due checks
The story talks about how organisations need to guard against poisoned AI, which allows threat actors to breach the digital fortress undetected.

Clover Infotech to hire 2,500 freshers across India this year
The article features our announcement of hiring 2,500 freshers by the end of this year.

Business Intelligence: The inevitable way forward for the manufacturing sector

Within the manufacturing space, BI enables companies to bridge the gap between systems, and supports a data-driven approach to decision-making in the process.

3 Ways to Address Challenges of the Sudden Rush to Cloud

The transition to cloud provides flexibility and security, enabling financial institutions to keep pace with the market's evolving expectations for a highly accessible, and continuously improving user experience.

5 ways HRs can reduce the stigma of career breaks

This story highlights the kind of measures that HR leaders and recruiters can take to minimize the stigma associated with career breaks.

Culture Bytes

Singapore

Despite being small-sized, the local customs and cultures of Singapore are a blend of multiple ethnic influences including Chinese, Malay, Indians and others. The primary reason for this is the country's history as a trading hub. This diversity is also reflected in terms of spoken languages which include English, Mandarin, Tamil and Malay.

Here are 10 Interesting Facts about Singapore:

1. You can find the National Anthem of Singapore on the back of the SGD 1,000 note, written in micro text.

2. It is one of the only three surviving city-states in the world. The other two are Monaco and the Vatican City.

3. It is home to the world's first night zoo. Singapore's night safari welcomes you into a world of nocturnal creatures and their mysterious habitats. Opened in 1994, this 35-hectare park features over 1,000 animals from 120 different species, living in their naturalistic night-time environments.

4. It is one of the smallest countries in the world. The main island is 42 kilometres long and 23 kilometres wide and has a total land area of just 683 square kilometres.

5. The national language of Singapore is Malay. However, the four official languages of the country are English, Chinese, Tamil, and Malay.

6. Apart from the four official languages, Singaporeans also speak a local lingo by the name of Singlish. A total of 27 Singlish words have made it to the Oxford dictionary.

7. Buildings in Singapore cannot be higher than 280 metres. Currently, there are three buildings of that height - OUB Centre, UOB Plaza and Republic Plaza.

8. The Guinness book record for the longest human domino chain was set in Singapore on September 30th, 2000. It was formed by 9,234 students and measured 4.2 km.

9. Since 1905, Singapore has changed its time zones 6 times. Presently its time zone is GMT+8 (just to be in-sync with Malaysia).

10. The sale of chewing gum in Singapore has been illegal since 1992. Since 2004, an exception has existed for therapeutic, dental, and nicotine chewing gum, which can be bought from a doctor or registered pharmacist.

The Other Side

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 Rajesh about his love for music and dedication to keep himself fit.

Rajesh Ramakrishnan

Senior Manager - Software Quality Assurance

What made you fall in love with music?

Music is like food for my soul. When I am feeling dull and low, music is the only thing that can lift my spirit.

What kind of music do you listen to?

Ghazals and folk music.

How does listening to music help you?

For me, listening to music is more than just a hobby, I get a lot of perspective out of it. It gives me a better understanding of myself and brings me a little closer to myself. I also feel it takes away inhibitions and allows us to connect with others and be accepting of different cultures. No matter what your mood is, there's always the right kind of music to suit it.

What kind of exercise regime do you enjoy?

I religiously go for morning walks.

Why do you think it's important to exercise?

To keep oneself fit. Exercising not only takes care of our physical health but also enhances our mental wellbeing.

Rekha Dighe
Senior Delivery Manager

Know Your Colleague

Your mantra to be a successful professional?
Failures are inevitable. However, one should strive to rise from the ashes like a 'Phoenix'.

How do you maintain work-life balance?
Having a project management background, it makes me plan every task, be it work or a household chore. It's my habit to make a list of priorities and close as many tasks as possible within a stipulated time. This dedication makes my life simpler and easier to manage.

Your 'Go-to' gadget?
My mobile phone, it's like my personal assistant. I have all the applications that allow me to attend meetings and conference calls seamlessly.

Favorite holiday destination?
It has to be Singapore! It's a very clean country. I felt inspired by the feeling of patriotism that runs deeply within the locals. The famous Garden by the Bay is picturesque and a treat for the eyes.

Your favorite song/movie? And what was the takeaway?
'Shawshank Redemption'. I loved its narration. Also, 'Avatar'. Although I am not a big fan of sci-fi movies, Avatar is a visual masterpiece.

People you idolize?

J. Jayalalithaa - she was a revolutionary leader.

Your most memorable moment at Clover Infotech?

I have had many memorable moments at Clover Infotech in my 5 years' journey. One such moment was when I received 'The ACE Award'.

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

Set a goal for yourself and focus your energy towards achieving it. Don't be afraid to speak your mind. And most importantly, time once lost is lost forever, hence use it wisely.
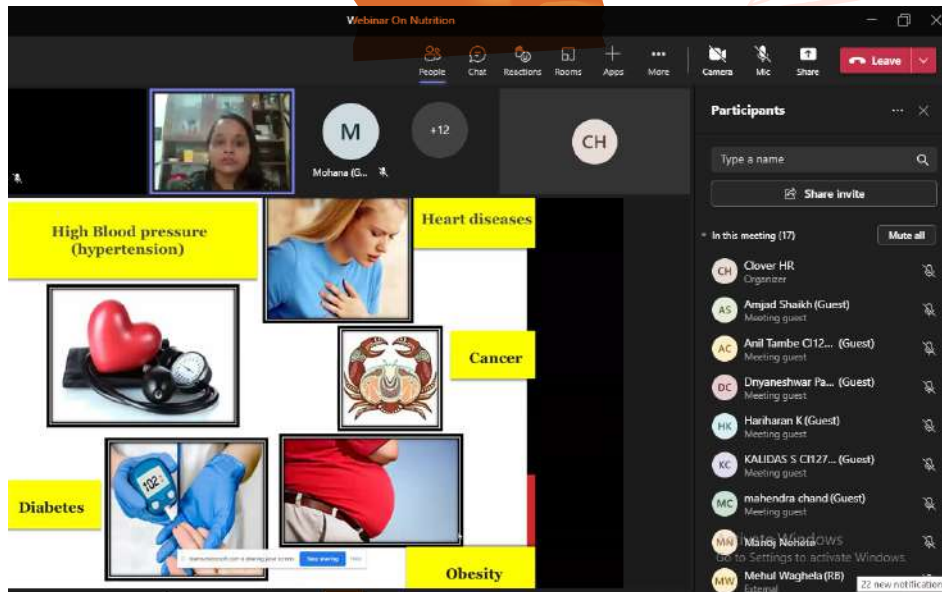
Cloverites in Action

Yoga Day

For Yoga Day celebrations, Cloverites participated in an exclusive yoga session organized for them.
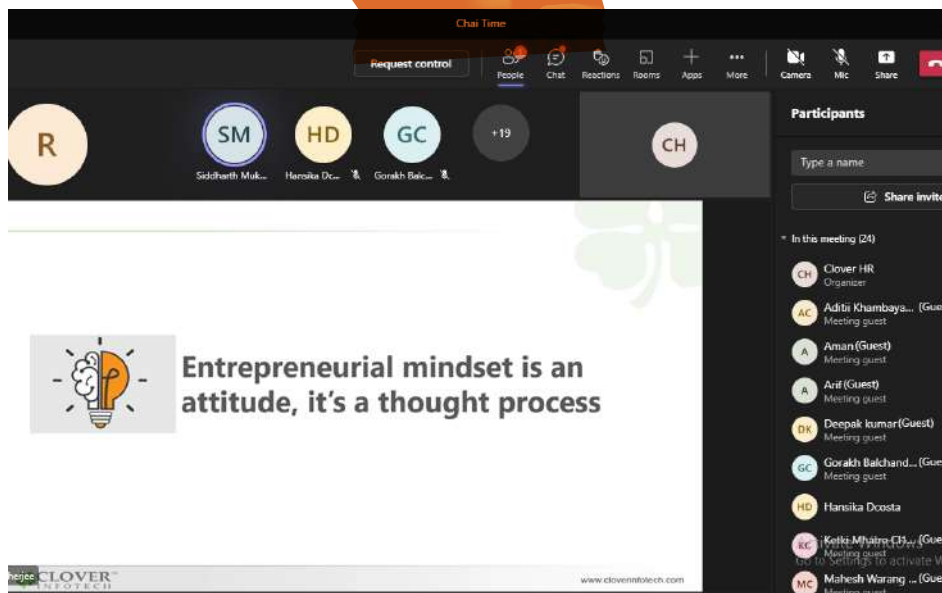

Rewards and Recognition

Clover Infotech's Quarterly R&R organized at Kohinoor Continental, Mumbai.

Webinar on Health and Nutrition

Who doesn't want tips from experts on how
to eat mindfully and enhance their physical and
mental wellbeing? An informative session on Health
and Nutrition was organized for Cloverites.

Chai Time with Siddharth Mukherjee, VP-Delivery

An interactive session organized for Cloverites
to gain knowledge on the importance of keeping
an entrepreneurial mindset.

Cloverites in Action

Satyanarayan Puja

Cloverites participated enthusiastically in the
Satyanarayan Puja that was organized on 12th August'22.

Independence Day

Cloverites celebrated the 75th Independence
Day in style, proudly flaunting the tricolor.

Cloverites in Action

BLOGS

Good Reads from Clover Infotech's Blogs:

(Click on the title to read the blog)

01.

RPA in Employee Onboarding: First Step towards Human Resources Automation

02.

Metaverse-as-a-Service: Enabling Organization To Join The Trend

03.

AI-Piloted flying hotel that 'never lands' could see 5,000 guests: Viral Video

04.

Database Security: 8 Threats and Best Practices [Part 1]

05.

Digital Customer Onboarding is a MUST for Banks

Knowledge Hub

VIDEOS

Interesting videos and podcasts to watch:

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

01.

MySQL Enterprise Edition for Enhanced Security and Compliance

02.

5 Best Practices for RPA Implementation

03.

10 Cybersecurity Solutions For Organizations To Be Regulatory Compliant

04.

Data Normalization Explained

05.

Content Filtering Explained

Knowledge Hub

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techtonic@cloverinfotech.com