

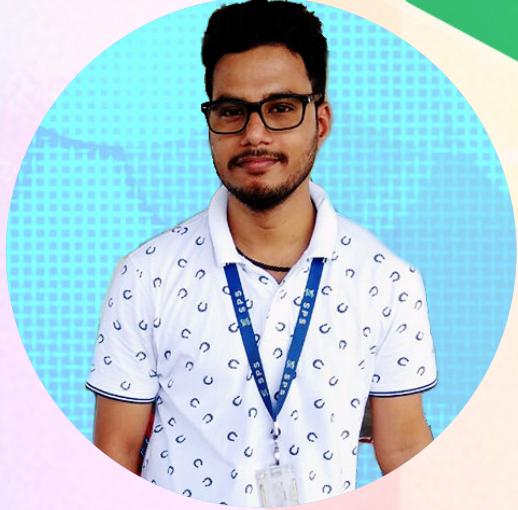


REFLECTIONS

SPRINGER NATURE JOURNALS EDITORIAL OFFICE

JEO BEST
PERFORMER 2016

EDITORIAL



When I think of SPS JEO, one of the personalities who flash in my mind is Sathish Srinivasan. I have witnessed his growth in our company from a very timid trainee to a shift coordinator.

I still remember his early days as a trainee, when he used to get repeated feedback and a lot of pending work which would add up in his daily tasks. I had given him a number of lectures regarding his performance and the areas in which he should improve. Every time I spoke with him he had a simple humble smile on his face. I imagine a lot of thoughts were going through his head, all around the central question of how to improve. He always had a positive way of feeling, thinking, and acting on whatever came his way. Sathish has always been dreaming of a glorious future for which he was working hard day by day.

And the day has come where he has been elevated to head a team as part of the management as a shift coordinator. Sathish is truly a living example in my team to portray to the entire JEO team that hard work never fails. If you have a passion, don't stop by dreaming it. Chase it and make it yours. Tomorrow is only yours if you work for it today.

I wish Sathish all the very best for his career and long successful years at SPS.

kind regards,
Sivakani Jayaprakash
JEO Manager, SPS, Chennai



MANUSCRIPT SCREENING WEBINAR

Every new project will be successful only if the requirements and objectives are very clear. In addition to our support and dedication towards the project, one main fact to be considered is a clear understanding about the underlying process.

In order to facilitate this understanding of the new Manuscript Screening service, a webinar was conducted on 18 August 2017. The important part of the agenda for the webinar was to provide us with background information and also to learn the why and the how of the complete process.

The webinar was given by Benedikt, Lutz and Carolein and the attendees were Mr. Sivakani, our manager, and the team leaders so that it would be easy to pass on the details to the teams.

Initially we discussed the aims of the new process and then moved on to their suggestions for how we could help with this. From our part, we prepared a set of questions based on our experiences during the testing phase, the answers for which would make sure that our understanding was right.

The expectations from the clients were made clear, and as planned the call was successful as we were able to walk through the steps of the entire procedure.

It is always better to have an open and honest communications since it plays an integral role in any project and we were content that it was a productive call.



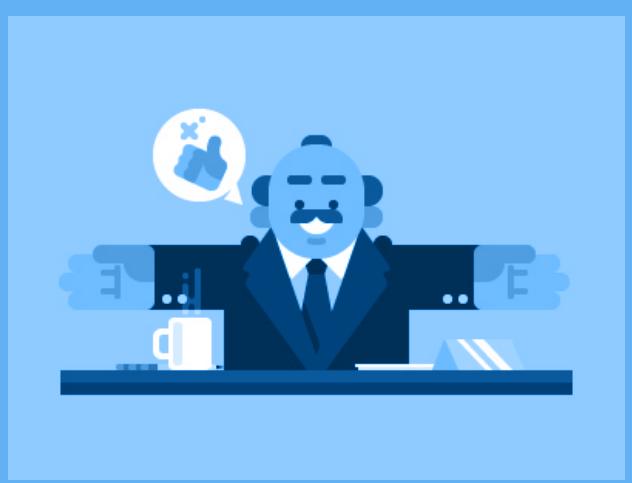
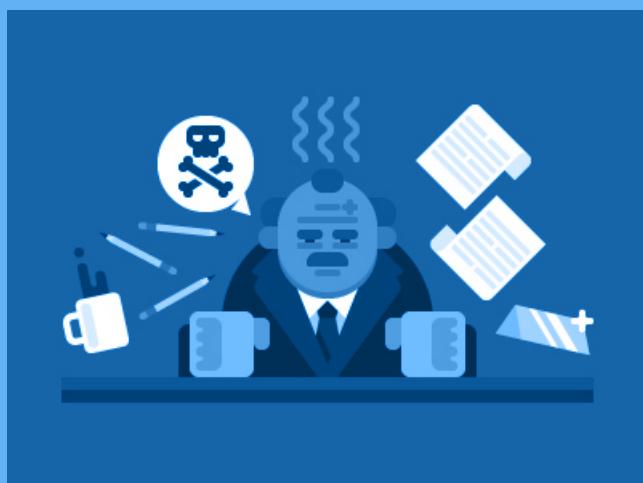
Ms. Devi Shanmugam,
Journal Coordinator, SPS, Chennai

FEEDBACK MANAGEMENT SYSTEM



Feedback is the process of providing information to someone about their performance on a task. This is then used as a basis for improvement; both for the person on later iterations of the task and also for our team to take into account problems people may face. I am very proud that I am responsible for the process of collecting, checking, and maintaining documentation on the feedback that is provided in our team as SPS JEO.

The motive of this feedback system is to enhance our team's potential and to ensure that we are on the same page in the context of the requirements of the team. When documenting the feedback, it is divided into positive and negative and then further divided into various categories depending on the type of feedback that was received. Each feedback instance is then reported to me; all of which I consolidate and send to the team leads at the end of every month. This consolidated report helps us see at a glance the areas in which we are strong and also our weaknesses as a team. This allows us to plan training sessions so as to address the areas that need improvement.



Every six months, the reported feedback for each team member is then sent to them so that they could see the areas that they needed to improve on and more importantly so that they could inform us of their thoughts on the feedback and suggest training programs that they think would benefit them in the course of their work.



Ms. Priya Balamurugan
Journal Editor, SPS, Chennai



HERITAGE DAY

What does the word '**Heritage**' stand for? This is something that is handed down from the past, as a tradition. We could say that honor, pride, and courage are part of our national heritage.

A country's heritage depends upon all its qualities, traditions, and features of life which have continued over many years and have been passed on from one generation to another. Our cultural and natural heritage is an irreplaceable source of inspiration. It is our touchstone, our point of reference, our identity.

The main intention in celebrating heritage day is to encourage celebration of our culture and the diversity of our beliefs and traditions, in the wider context of a nation that belongs to its entire people. We celebrated heritage day in our SPS JEO Team on 14 August 2017 in order to enhance our celebration of Independence Day. In order to explore this, our entire team came to office by wearing our traditional attires. Men were dressed in dhoti which is the traditional male clothing in Tamil Nadu. Women were dressed up in beautiful sarees and all were looking good on the traditional day.



The day went very well with one of the events being a photo session. Each member of our JEO department took a number of photos with their teams and also with their best buddies. It was Arun Santhosh who took all the photos and made sure to record the day in full color.

We greatly enjoyed this celebration of our heritage but it should be noted that this should not be stopped on a single day. It is important to always remember and celebrate our culture, no matter the occasion.

Ms. Helen James
Journal Editor, SPS, Chennai

JEO BEST PERFORMER 2016 : ABDUL HAKKIM



I am very glad to write this article as Abdul Hakkim, one of my team members, has received the best performer award from Mr. Sundaram for the year 2016. Every employee wishes to earn this award and out of all you deserve it without question.

Receiving this award requires lots of dedication and effort towards completing work and I am sure that your hard work and dedication brought this success to you.

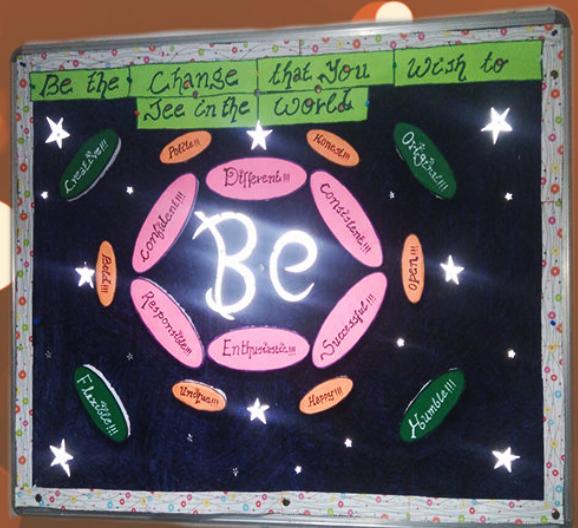
You have been working with me for one year and I always feel amazed when seeing your patience in understanding the job after all this time. Whatever may be the task, I observe that you work hard to complete everything on time. Your multitasking skills are still proving that you are one of the pillars of the BMC team. You always make my job easier and I really appreciate the days where you worked for the team even when the going was tough.

We are very proud to have a teammate like you and look forward to working with you in the same way.

We once again congratulate you and wish you all the very best for your future.

Ms. Renuka Nidhi,
Journal Editor, SPS, Chennai

CREATIVE CORNER



TEAM LEAD OUTING



I remember the day 19 April 2017, when all of the team leaders sat for an interview panel with fear in our hearts and the vision of our promotion in our minds as this was essential for our career growth. The board was not easy, as expected, and the questions were shot at us like arrows on a battlefield.

The result of our interview, something we were all waiting for, was announced on 02 June 2017. The subject line of this e-mail announcement was "Ms. Devi Shanmugam & Mrs. Ramya Balu - Promoted as Shift Coordinator, JEO". This has registered in my memory and I consider this a reward for my hard work with SPS. Sathish Srinivasan was also promoted later on. Is this not reason enough to celebrate? We team leaders joined together for just this cause to have a buffet at Sigree Global Grill, Nungambakkam on 22 July 2017.

We gathered at Sigree with our bellies growling for grilled foods. To our surprise, we had the honour of being joined by the Associate Director, Mr. Rao. Then after the formal introduction our lunch started. Our grill boxes were filled with veggies and non-veg items as expected. Super starters along with our super bosses and the chit chat was really fun and this kind of break from our routine work is definitely required to rejuvenate ourselves and to know about those who are near and dear.

The starters from the grill boxes were more than enough to complete our meal. However, the urge to taste the main course drove us because of the variety the hotel had on offer. Next in line came our favourite meal, dessert. We enjoyed decorating our cups with the colourful ice creams, toppings, sweets, and fruits.

After a satisfying lunch, our day ended with a photo session. It is always a happy ending with the memories captured beautifully. We, along with our bellies, were very content and were well on our way to start a beautiful weekend.

Ms. Ramya Balu
Journal Coordinator, SPS, Chennai

CREATIVE CORNER





BOYS ARE BACK!

One fine Sunday afternoon, the boys of the JEO team decided to spend some time together. However, rather than hanging out at the usual cliched haunts we decided to go to Magesh's house for a lunch and have some fun together. We decided to meet at Magesh's home at around 01.00 pm. However, being our usual lazy selves we reached there at 3 PM. Magesh being the graceful host did not mind the delay and welcomed us home with the usual smile and a warm plate of biryani (except for Parthiban who ate dal rice and lots of appalam). We then spent the rest of the three hours playing cricket to digest the biryani. The most noteworthy incident in the cricket match was when Deepan was bowled for a duck by my marvelous bowling skills.



We did not realize we were making memories; we just knew we were having fun.

I am looking forward to many more Sunday outings filled with food and cricket.



Mr. Krishna Vairamani
Journal Editor, SPS, Chennai