0:0:0.0 --> 0:0:1.870  
Viswanath Subramanian  
OK so.

0:0:3.210 --> 0:0:33.520  
Viswanath Subramanian  
Now we'll go into what has happened like post the last pulse check. What have we implemented or what are we working on right now? Right. Then we'll discuss on topics which have been sourced and which you, the topics which you want to discuss. OK, So what have been delivered till now, right. The knowledge platform, we've started working on it. You don't see it yet, but we've started working on a ganit intranet on which you can go and get details, share knowledge.

0:0:33.610 --> 0:0:56.830  
Viswanath Subramanian  
Again and everything OK, the work has started on that and obviously we had a grand case Christmas event which hope everybody in office enjoyed right. And we also have our what's policy formalized. So this was a awards was a very big question raised during the Pulse check meeting, right. We have our rewards now formalized right where you get a certificate which you can officially use everywhere.

0:0:57.600 --> 0:1:27.630  
Viswanath Subramanian  
OK. And right now we've also like made keka wholesome HRMS tool which you can use to interact with the HR team for all your needs. And you have all your policy and everything centralized in Keka, right, beat your reimbursement policy, your expenses, leaves and also every other policy document. Everything isn't centralized in keka then you have upskilling right where we started with the SQL codes.

0:1:27.950 --> 0:1:30.990  
Viswanath Subramanian  
Where our plan is to get everybody.

0:1:31.70 --> 0:1:51.420  
Viswanath Subramanian  
Of a score well or like get stronger in the basics and advanced sequence right? And this will then move on to other skill sets as well, right? Which will help in upskilling and ganit fun labs that was started by Harish when he came in where people work on nondescript or.

0:1:51.500 --> 0:1:53.910  
Viswanath Subramanian  
So some.

0:1:55.250 --> 0:2:4.930  
Viswanath Subramanian  
Non work kind of a problem right? Which Hardish and Surya have started working on? So just to make your life and work interesting, right, so these are some of the things which.

0:2:5.630 --> 0:2:37.240  
Viswanath Subramanian  
Are under progress, are certain things have been implemented primarily based on the feedback received during the Pulse check meeting. OK, So what will be discussed in this meeting? Right. These are the topics which were sourced from the Pulse check survey that you can see on the screen. So we can go ahead and discuss on any of these topics. And also if you have something else which you feel is important or should be discussed, let me know. I'll add that thing as well. So in addition to all these, do you have anything?

0:2:37.330 --> 0:2:39.890  
Viswanath Subramanian  
Any other topic to be discussed which you want to discuss?

0:2:49.150 --> 0:2:54.980  
Viswanath Subramanian  
That the complete silence. So I'm the only one who's speaking. So can any of you patient talk?

0:2:59.630 --> 0:3:1.970  
Arnab Mishra  
According to me this is all like.

0:3:2.200 --> 0:3:2.720  
Rameez Khazi  
Yeah.

0:3:2.640 --> 0:3:5.880  
Arnab Mishra  
How was all these aspect that I would actually like to talk about?

0:3:6.380 --> 0:3:9.670  
Viswanath Subramanian  
OK, very good. So what shall we start with then?

0:3:13.40 --> 0:3:13.900  
Arnab Mishra  
That's going on this.

0:3:12.970 --> 0:3:14.50  
Viswanath Subramanian  
What is that you want to?

0:3:14.840 --> 0:3:21.30  
Viswanath Subramanian  
No, there is no no specific order. If you want to talk about something which you which you think is important, you can start with.

0:3:21.870 --> 0:3:26.220  
Viswanath Subramanian  
So this is open for everybody, right? So you need to speak. That is the only thing.

0:3:27.450 --> 0:3:28.940  
Viswanath Subramanian  
So you start with whatever you want.

0:3:31.640 --> 0:3:33.930  
Aditya Guha  
Let's start with the Indian for employees only though.

0:3:35.220 --> 0:3:35.990  
Aditya Guha  
All in the order.

0:3:35.80 --> 0:3:36.110  
Viswanath Subramanian  
OK so.

0:3:37.310 --> 0:3:37.810  
Aditya Guha  
Yeah.

0:3:38.350 --> 0:3:40.400  
Viswanath Subramanian  
So what is the point you have there?

0:3:40.850 --> 0:3:49.450  
Aditya Guha  
Uh, so I think my only point for English for employee is like I actually have 2.1 is the.

0:3:50.300 --> 0:3:50.830  
Aditya Guha  
Though.

0:3:51.600 --> 0:4:2.790  
Aditya Guha  
LinkedIn, which we also have for this organization, I think we all can like pay more attention to that. And like you know, interact more in that because.

0:4:3.140 --> 0:4:3.410  
Viswanath Subramanian  
Umm.

0:4:15.350 --> 0:4:15.720  
Viswanath Subramanian  
Umm.

0:4:3.390 --> 0:4:24.400  
Aditya Guha  
Uh, if not getting the interaction it dissolved like it's a working like people are working on it, but I don't think so. Not everyone shares like post people at least 80% or daily versus follow weekly system. And secondly that I think.

0:4:25.690 --> 0:4:55.800  
Aditya Guha  
Not everyone, but there are some cases when if you're probably are allocated into a project, so some people might say that you might like wanna hide your limit. That's like some like some project it it, it doesn't happen to everyone. It's not in everyone's cases, but I like one more resolutions on that part. Also. Like I don't think so it's necessary or maybe even if it is.

0:4:55.900 --> 0:4:56.590  
Aditya Guha  
Why?

0:4:55.800 --> 0:5:0.710  
Viswanath Subramanian  
You're saying that the project related info can't go on LinkedIn. You're being instructed as such.

0:4:59.920 --> 0:5:2.110  
Aditya Guha  
No, no, not not project.

0:5:2.190 --> 0:5:7.410  
Aditya Guha  
OK, people would usually tell it or hide the like your phone, LinkedIn profile.

0:5:11.420 --> 0:5:11.760  
Aditya Guha  
Yeah.

0:5:13.20 --> 0:5:13.490  
Aditya Guha  
I'm.

0:5:9.820 --> 0:5:13.610  
Viswanath Subramanian  
Sorry, I lost you. Is it only me or everybody?

0:5:13.720 --> 0:5:23.930  
Pritam Chaurasiya  
No, no, actually he's trying to say whenever we are like into some new project, sometimes how manager will ask us to deactivate or hide our LinkedIn profile. So that's what he's trying to say.

0:5:24.490 --> 0:5:24.980  
Viswanath Subramanian  
Right.

0:5:25.950 --> 0:5:29.760  
Aditya Guha  
That that's the thing, right? So we need more resolution to that.

0:5:32.230 --> 0:5:33.110  
Viswanath Subramanian  
We never knew.

0:5:30.960 --> 0:5:35.440  
Aditya Guha  
I mean, it happens in companies to companies, so it's like.

0:5:36.200 --> 0:5:40.270  
Aditya Guha  
Jain generic, but I'd like to know more on that. That's the thing.

0:5:45.370 --> 0:5:46.290  
Aditya Guha  
Yeah, it's that's all.

0:5:41.870 --> 0:5:49.170  
Viswanath Subramanian  
OK, I'll I'll note it down. It never came to her attention. Right. So we'll talk with the project manager to discuss with the project managers to understand.

0:5:49.630 --> 0:5:49.860  
Aditya Guha  
No.

0:5:51.450 --> 0:5:53.680  
Viswanath Subramanian  
OK. Any other point on LinkedIn?

0:6:5.240 --> 0:6:5.970  
Viswanath Subramanian  
Anybody else?

0:6:6.880 --> 0:6:37.170  
Sounak Guchhait  
Well, I have one question I don't know like whether it's a point or not like in our LinkedIn profile and then it's LinkedIn profile. So like when people are asking like some people have asked me whether there is a post available like there is a vacancy in a certain post or not. So are the listed posts that are up there for vacancy are the only posts which GANIT is looking for or can we also like are you also accepting people for?

0:6:37.290 --> 0:6:40.780  
Sounak Guchhait  
Other posts as well which are not mentioned there, so that's a.

0:6:44.500 --> 0:6:45.90  
Sounak Guchhait  
OK.

0:6:47.230 --> 0:6:47.600  
Sounak Guchhait  
Hmm.

0:6:39.950 --> 0:6:53.440  
Viswanath Subramanian  
OK, so sound like this. This needs to be addressed to the hiring team, right? You raise this point in the Keka help desk, marking the hiring as the head which you want to apply under. You will get a response for it, OK.

0:6:54.300 --> 0:6:54.590  
Viswanath Subramanian  
OK.

0:6:53.120 --> 0:6:54.860  
Sounak Guchhait  
Yeah. Thank you. Thank you. So yeah.

0:6:57.420 --> 0:6:59.630  
Viswanath Subramanian  
So any other question or any suggestion?

0:7:1.330 --> 0:7:2.200  
Viswanath Subramanian  
Points of concern.

0:7:6.550 --> 0:7:8.980  
Viswanath Subramanian  
Fine. So let's then.

0:7:10.0 --> 0:7:11.110  
Viswanath Subramanian  
Jump to the next.

0:7:13.960 --> 0:7:16.990  
Viswanath Subramanian  
What should we discuss about any other points on the topics listed here?

0:7:24.240 --> 0:7:25.950  
Aditya Guha  
I would like to know what the clubs.

0:7:27.900 --> 0:7:30.790  
Aditya Guha  
Like what is yeah.

0:7:28.600 --> 0:7:32.370  
Viswanath Subramanian  
You like to know about the clubs. Pardon. What do you wanna know?

0:7:39.680 --> 0:7:40.480  
Viswanath Subramanian  
They're not active.

0:7:31.600 --> 0:7:41.350  
Aditya Guha  
Like, what's the like? The thing with the clubs right now, because I don't think so. Clubs in specific has been, yeah.

0:7:42.560 --> 0:7:43.90  
Viswanath Subramanian  
OK.

0:7:44.50 --> 0:7:47.170  
Viswanath Subramanian  
So you're saying they did? That's what this name sake. And it's not active.

0:7:53.370 --> 0:7:53.840  
Aditya Guha  
Yeah.

0:7:51.290 --> 0:7:55.30  
Viswanath Subramanian  
And be a friend. There is nothing wrong. That's what this session is about.

0:7:58.740 --> 0:8:2.830  
Aditya Guha  
Like what are the plans of the clouds or like even if there is even one?

0:8:5.290 --> 0:8:5.780  
Aditya Guha  
Yes.

0:8:1.630 --> 0:8:7.260  
Viswanath Subramanian  
OK, so you want to you want to know more about the future action plan for the clubs, correct?

0:8:7.570 --> 0:8:8.40  
Aditya Guha  
Yes.

0:8:10.420 --> 0:8:20.840  
Arnab Mishra  
So my question in general, how many of us in present in this meeting know about how many clubs are there in GANIT and how many of them are me, part of a club?

0:8:25.970 --> 0:8:26.260  
Arnab Mishra  
Yes.

0:8:27.160 --> 0:8:30.450  
Arnab Mishra  
Raise your hand if anyone knows the clubs about any clubs or not.

0:8:32.410 --> 0:8:32.980  
Souvomit Mukherjee  
I don't know.

0:8:34.70 --> 0:8:34.490  
Arnab Mishra  
No one.

0:8:34.240 --> 0:8:35.620  
Souvomit Mukherjee  
I know there are some clubs.

0:8:38.370 --> 0:8:40.830  
Arnab Mishra  
Assume that you know right, there are clubs.

0:8:40.450 --> 0:8:47.210  
Souvomit Mukherjee  
Ah, no, she. Yeah, I know a few clubs. Yeah, but I'm not sure if I know all of them. And I'm not part of any as of now.

0:8:49.690 --> 0:8:50.170  
Arnab Mishra  
OK.

0:8:51.320 --> 0:8:53.640  
Arnab Mishra  
Except Sounak, which one of the other part of a club right?

0:9:2.300 --> 0:9:2.640  
Arnab Mishra  
Umm.

0:9:6.100 --> 0:9:6.440  
Arnab Mishra  
Now.

0:9:17.260 --> 0:9:17.770  
Arnab Mishra  
Yeah.

0:8:54.30 --> 0:9:23.940  
Viswanath Subramanian  
I was part of the one I was also like leading one but after 2-3 sessions I think I don't around a year back it was stopped and participation reduced and then it was left there right. We didn't follow up so might be clubs would have been much more lively or would have worked if it was there in an office setup right? So during weekdays people were not ready to spend times and during weekends they're not available.

0:9:24.500 --> 0:9:25.50  
Viswanath Subramanian  
So.

0:9:26.680 --> 0:9:30.940  
Viswanath Subramanian  
Maybe we will look at what can be right, like the employee experience team, think about it.

0:9:32.290 --> 0:9:32.630  
Arnab Mishra  
Umm.

0:9:37.430 --> 0:9:39.520  
Viswanath Subramanian  
OK. So any other point on clubs?

0:9:44.550 --> 0:9:45.50  
Arnab Mishra  
Yeah.

0:9:42.80 --> 0:9:45.590  
Viswanath Subramanian  
Point is that nobody knows about it, right? So that point is taken.

0:9:44.570 --> 0:9:46.370  
Souvomit Mukherjee  
Yes. Uh-huh.

0:9:48.300 --> 0:9:57.250  
Viswanath Subramanian  
OK, so on upscaling or knowledge transfer, any suggestions or points there feedbacks.

0:9:59.180 --> 0:9:59.950  
Arnab Mishra  
One question.

0:10:0.810 --> 0:10:3.20  
Arnab Mishra  
Uh Knowledge transfer platform.

0:10:4.150 --> 0:10:10.560  
Arnab Mishra  
So you actually there was section right. We are launching knowledge transfer platforms or sessions.

0:10:9.870 --> 0:10:11.810  
Viswanath Subramanian  
Yes, it is under development, correct.

0:10:11.950 --> 0:10:16.20  
Arnab Mishra  
Underdevelopment, yes. So what are the like?

0:10:22.730 --> 0:10:23.300  
Viswanath Subramanian  
Yes.

0:10:17.990 --> 0:10:27.380  
Arnab Mishra  
Are are people being assigned for those like what are the criterias of people being assigned for those knowledge transfer and who will be responsible? Who is the owner and those things?

0:10:25.620 --> 0:10:33.430  
Viswanath Subramanian  
OK, so I'm not a techie and I also don't know the exact specifics, but as far as I know the product team is working on it.

0:10:34.920 --> 0:10:35.290  
Arnab Mishra  
Ah.

0:10:34.150 --> 0:10:56.40  
Viswanath Subramanian  
OK. Product team under Shyam is working on developing a intranet complete set of so over a period of years it will also become an LMS kind of a tool learning management system. Right. Right now it will be like it will have links for code repositories. All the historically what all projects Kineta has done right and all those things that is what we it will be like.

0:11:1.460 --> 0:11:1.750  
Arnab Mishra  
No.

0:10:56.160 --> 0:11:3.650  
Viswanath Subramanian  
Ohk ohk it will not go in one single shot, right, but it'll be incremented where over a period of time it will become conference.

0:11:6.890 --> 0:11:7.40  
Arnab Mishra  
Yeah.

0:11:9.140 --> 0:11:11.920  
Souvomit Mukherjee  
Uh, OK. So I would like to add one point here.

0:11:13.310 --> 0:11:15.840  
Souvomit Mukherjee  
I didn't start off with a quote. I googled for it.

0:11:16.660 --> 0:11:21.280  
Souvomit Mukherjee  
Uh, tell me and I forget, teach me, and I may remember.

0:11:21.940 --> 0:11:23.580  
Souvomit Mukherjee  
Involve me and I learn.

0:11:24.700 --> 0:11:25.20  
Viswanath Subramanian  
Umm.

0:11:24.850 --> 0:11:38.290  
Souvomit Mukherjee  
See the entire point of, you know, learning a new skill is, I would say, is to get involved. I mean, people who have worked on topics know that topic the best, but obviously it's not possible to work on every topic in like a year or two.

0:11:59.280 --> 0:11:59.610  
Viswanath Subramanian  
Hmm.

0:11:39.160 --> 0:12:1.490  
Souvomit Mukherjee  
So then this knowledge transfer platform becomes important. I think the best way to go about this would be, you know, have people who have worked on a particular topic for maybe a a project, maybe 2-3 projects and they can share their experiences. The problem is once we are done with the project, we get into a new project then we are done with that project. We get into another project.

0:12:2.500 --> 0:12:32.960  
Souvomit Mukherjee  
So sometimes we may not have the time to share our experience experiences, take sessions, maybe even make you know the document, our knowledge. So although it becomes it's related to knowledge transfer, it's still going beyond a bit. So I would like to suggest that maybe if you could get some time, I mean most people I guess get times in between projects before getting deployed, but they're then there are others who don't get you know time.

0:12:33.130 --> 0:12:40.960  
Souvomit Mukherjee  
So so there are some people who are in projects and even before their project has been completed, they are, you know, pushed into a new project.

0:12:41.980 --> 0:13:2.250  
Souvomit Mukherjee  
So I think a better approach would be to have some time, a mandatory, maybe a week. I think even maybe 3-4 days should be enough. So during which time they can document everything they have learned all the important points regarding whatever software they have learned and so that they can at least create a video at least if not a session.

0:13:3.250 --> 0:13:5.550  
Souvomit Mukherjee  
And then that could be of a lot of help to us.

0:13:6.330 --> 0:13:7.80  
Souvomit Mukherjee  
Uh, because?

0:13:6.290 --> 0:13:18.260  
Arnab Mishra  
But that purpose for that purpose as summit you said right, we are already having a mandatory documentation for each project right? And documentation for each code that we prepare.

0:13:18.870 --> 0:13:22.900  
Souvomit Mukherjee  
No, but that's documentation for the project I'm talking about. Documentation for the skip.

0:13:24.510 --> 0:13:30.860  
Souvomit Mukherjee  
Buzz your knowledge in the because what you do in the project may not be important, but what you learn in the project is more import.

0:13:32.640 --> 0:13:35.750  
Arnab Mishra  
Umm, so you are folks.

0:13:35.710 --> 0:13:36.780  
Souvomit Mukherjee  
Very similar com.

0:13:34.10 --> 0:13:48.150  
Viswanath Subramanian  
OK. So one more thing also like The thing is how to go and access that right even if you have the skill right and you document it, how will people understand interpretation multiple things are there. So like will we go and start with it? So question so.

0:13:45.310 --> 0:13:50.90  
Souvomit Mukherjee  
Yeah, there are a lot of things here. Understood. Yes. Yes. It's a long process.

0:13:56.610 --> 0:13:57.350  
Arnab Mishra  
Umm.

0:14:11.600 --> 0:14:12.310  
Souvomit Mukherjee  
Hmm, see.

0:13:49.540 --> 0:14:15.450  
Viswanath Subramanian  
So if it's a similar kind of a project, then people will go look at what has happened earlier and then probably go in implement right? So this skill development comes on the like something on your PC where you go and learn something to improve yourself. Right. So where do you need to spend time efforts and everything to get better? My thought OK so. But still I've noted down the point for people to notice.

0:14:13.610 --> 0:14:20.820  
Souvomit Mukherjee  
Uh. Uh. So my point is that getting to know experiences is a better way to learn than doing courses.

0:14:22.440 --> 0:14:24.430  
Arnab Mishra  
Yeah. True. True enough, yes.

0:14:25.90 --> 0:14:26.0  
Viswanath Subramanian  
Obviously. OK.

0:14:32.940 --> 0:14:34.450  
Viswanath Subramanian  
No parents here, so we can.

0:14:35.690 --> 0:14:36.160  
Viswanath Subramanian  
Go ahead.

0:14:36.320 --> 0:14:36.610  
Aditya Guha  
But.

0:14:27.520 --> 0:14:44.440  
Arnab Mishra  
And pardon me Viswanath for jumping back to one of the uh done topics, right? For the LinkedIn, for for the LinkedIn for employees, right. I actually saw certain videos of different companies who had made their employee experience as videos.

0:14:45.720 --> 0:14:46.60  
Viswanath Subramanian  
Umm.

0:14:46.740 --> 0:14:50.140  
Arnab Mishra  
Alright, so if we could do something similar.

0:14:52.710 --> 0:14:54.940  
Arnab Mishra  
That would also help in our branding, right?

0:14:56.250 --> 0:14:56.650  
Viswanath Subramanian  
Correct.

0:14:58.400 --> 0:14:58.960  
Viswanath Subramanian  
OK.

0:15:1.60 --> 0:15:4.650  
Arnab Mishra  
I'd say everyone who has went to the office has a good experience in the office.

0:15:6.70 --> 0:15:11.110  
Viswanath Subramanian  
Correct. Might be like the Christmas celebration doll. You think that a video on linking probably could help.

0:15:11.560 --> 0:15:12.270  
Arnab Mishra  
Yeah.

0:15:13.110 --> 0:15:13.370  
Viswanath Subramanian  
OK.

0:15:12.980 --> 0:15:15.470  
Souvomit Mukherjee  
And maybe like a day in the office by an intern.

0:15:16.460 --> 0:15:16.890  
Souvomit Mukherjee  
Take a.

0:15:16.170 --> 0:15:18.670  
Arnab Mishra  
Hmm by an intern that would also work.

0:15:19.870 --> 0:15:20.730  
Viswanath Subramanian  
OK, good.

0:15:20.90 --> 0:15:26.400  
Arnab Mishra  
Either an intern or a person who has spent some years like one or two years and.

0:15:27.80 --> 0:15:27.450  
Arnab Mishra  
Got it.

0:15:29.930 --> 0:15:30.450  
Viswanath Subramanian  
OK.

0:15:33.590 --> 0:15:33.990  
Arnab Mishra  
Right.

0:15:36.780 --> 0:15:38.440  
Viswanath Subramanian  
Good. So we need the point.

0:15:42.90 --> 0:15:43.140  
Arnab Mishra  
How from my side I've done.

0:15:45.90 --> 0:15:53.420  
Viswanath Subramanian  
OK. So is that what you feel like in the entire one month, right? Everything is hunky Dory, all good. No suggestions.

0:15:57.60 --> 0:16:3.990  
Arnab Mishra  
Yeah, I've learned a lot in this one month, like being in different projects has made me handle, like, learn about how do I handle my time.

0:16:4.750 --> 0:16:12.730  
Arnab Mishra  
How do I uh, give up? Uh, how do I give my give Katie to people effectively? How do I reduce dependency on me and all those points, right?

0:16:13.500 --> 0:16:15.90  
Arnab Mishra  
I've learned a lot in the last one month.

0:16:16.180 --> 0:16:19.390  
Arnab Mishra  
As I didn't learn in the previous 1 1/2 years, I would say that.

0:16:21.650 --> 0:16:23.0  
Viswanath Subramanian  
OK. Great for you then.

0:16:21.940 --> 0:16:23.880  
Arnab Mishra  
One month, last one to two months, yes.

0:16:25.690 --> 0:16:44.600  
Arnab Mishra  
There's one more doubt, like when we were filling up the uh pulse check survey. Right, we saw that they had there was written that whatever your questions are, queries are right for MOMO for a brief Momo session we would arrange a particular meeting for you with a very promo members or something related.

0:16:45.650 --> 0:16:48.690  
Arnab Mishra  
So first of all, there might be a lot of questions.

0:16:49.580 --> 0:16:52.470  
Arnab Mishra  
Everyone might have posted one question or two questions, something like that.

0:16:53.430 --> 0:17:2.980  
Arnab Mishra  
How are we planning to organize those and how are we planning to assign them or whatever it is like more more people already have a lot of job to do.

0:17:2.490 --> 0:17:2.990  
Viswanath Subramanian  
Uh.

0:17:21.930 --> 0:17:22.300  
Arnab Mishra  
Umm.

0:17:25.290 --> 0:17:25.520  
Arnab Mishra  
So.

0:17:4.400 --> 0:17:31.650  
Viswanath Subramanian  
Correct, it is. I'm not involved in that. OK, but as far as I know, once the questions are there might be there be some sort of proctoring where view people decide on what is to be asked. Maybe we can have a A2 hour session. It happened that Christmas week, right where the momos were answering the questions of everybody in the office. So they can take out an hour or two on a day that is never a problem, right? So it's just that we need to plan it in advance.

0:17:32.650 --> 0:17:47.860  
Viswanath Subramanian  
Right. So once the questions are sourced, the important ones will obviously go in and it'll be asked, right? So might be I can put in a point where I can say that it let it be transferred where which questions are selected, right? What are the other questions just still pending?

0:17:48.670 --> 0:17:52.640  
Viswanath Subramanian  
Right. Maybe people I lost him. We can mention that.

0:17:53.390 --> 0:17:55.200  
Viswanath Subramanian  
The process to be communicated.

0:18:1.420 --> 0:18:1.690  
Arnab Mishra  
Yeah.

0:18:2.890 --> 0:18:5.380  
Arnab Mishra  
And also there's like a.

0:18:7.30 --> 0:18:11.730  
Arnab Mishra  
This knowledge transfer platform creation, uh ganit fun labs innovation.

0:18:12.390 --> 0:18:17.70  
Arnab Mishra  
Take these are all processes under under process, right? They're under construction, something like that.

0:18:17.990 --> 0:18:18.570  
Arnab Mishra  
Uh.

0:18:17.660 --> 0:18:28.640  
Viswanath Subramanian  
Yes. So thing is fun Labs started right with few people. Not everybody knows what fun Labs is, right? Might be a full-fledged launch is not there yet. So just testing the waters.

0:18:30.580 --> 0:18:31.290  
Arnab Mishra  
Yeah, yeah.

0:18:32.700 --> 0:18:33.270  
Arnab Mishra  
So.

0:18:36.730 --> 0:18:42.220  
Arnab Mishra  
Just wanted to understand the architecture behind it. Like how do they want to implement it? What are the?

0:18:43.770 --> 0:18:44.330  
Viswanath Subramanian  
OK.

0:18:43.260 --> 0:18:45.570  
Arnab Mishra  
Uh. Starting and.

0:18:45.450 --> 0:18:48.30  
Viswanath Subramanian  
I'm not the person to commit. I'll note it OK.

0:18:47.970 --> 0:18:50.310  
Arnab Mishra  
Yes, something like that.

0:19:1.910 --> 0:19:2.520  
Viswanath Subramanian  
So.

0:19:3.430 --> 0:19:3.730  
Viswanath Subramanian  
Yeah.

0:19:7.810 --> 0:19:8.220  
Viswanath Subramanian  
Umm.

0:19:1.370 --> 0:19:21.310  
Arnab Mishra  
Because we know right, the upskilling program will involve certain meetings and people will be trained, right? Clubs will have certain meetings will have events with that right. But with the fun labs and the transfer platform now Katy platform, we don't know what is the process that will be handled. I will be done. How is it being planned to be handled.

0:19:22.160 --> 0:19:23.230  
Arnab Mishra  
And we don't know about that.

0:19:22.910 --> 0:19:23.410  
Viswanath Subramanian  
OK.

0:19:27.70 --> 0:19:27.370  
Arnab Mishra  
That's it.

0:19:28.890 --> 0:19:29.240  
Viswanath Subramanian  
OK.

0:19:29.930 --> 0:19:33.690  
Viswanath Subramanian  
So ragaavi, do you have any suggestions to make questions?

0:19:35.70 --> 0:19:39.420  
Ragaavi D  
No, we should not die. Find everything is pretty much explained.

0:19:40.120 --> 0:20:1.470  
Ragaavi D  
And I my thought is upskilling and all these things are really good initiatives and LinkedIn daily the posts are popping out very good. So all these I just hope everything goes well godding according to the plan. That's it.

0:20:2.400 --> 0:20:2.810  
Viswanath Subramanian  
OK.

0:20:4.670 --> 0:20:6.80  
Viswanath Subramanian  
So Abhishek.

0:20:7.310 --> 0:20:8.260  
Viswanath Subramanian  
Anything from you?

0:20:9.510 --> 0:20:12.80  
Abhishek Saji  
You know, not even about it, but I think that.

0:20:12.220 --> 0:20:13.950  
Abhishek Saji  
You know, I think we want.

0:20:14.70 --> 0:20:16.800  
Abhishek Saji  
So why don't we take data regarding taking?

0:20:15.480 --> 0:20:17.690  
Viswanath Subramanian  
OK, OK. So.

0:20:18.730 --> 0:20:19.390  
Viswanath Subramanian  
I say it.

0:20:23.200 --> 0:20:24.270  
Syed Mohammed Eesa  
Uh, I viswanath.

0:20:25.250 --> 0:20:30.420  
Syed Mohammed Eesa  
So from my side I I don't have any uh points to put in. Everything is good.

0:20:32.300 --> 0:20:32.780  
Viswanath Subramanian  
OK.

0:20:39.310 --> 0:20:39.860  
Syed Mohammed Eesa  
Yeah, yeah.

0:20:40.700 --> 0:20:41.0  
Syed Mohammed Eesa  
Yeah.

0:20:42.260 --> 0:20:42.740  
Syed Mohammed Eesa  
Yes.

0:20:33.650 --> 0:20:46.380  
Viswanath Subramanian  
So if you have, you can like openly state OK that this this platform is open. Nobody's gonna ask you anything. OK. Just wanted to let you know that. OK, so.

0:20:48.390 --> 0:20:48.810  
Viswanath Subramanian  
Umm.

0:20:45.20 --> 0:20:54.80  
Syed Mohammed Eesa  
Yeah. Also I I have one point actually I I got to know about. There was a last year like there was AWS Game day.

0:20:55.160 --> 0:20:55.500  
Viswanath Subramanian  
Umm.

0:20:55.330 --> 0:21:1.40  
Syed Mohammed Eesa  
So I would like to see that again so that I I want to participate in that.

0:21:14.220 --> 0:21:14.540  
Syed Mohammed Eesa  
Umm.

0:21:19.430 --> 0:21:19.770  
Syed Mohammed Eesa  
OK.

0:21:20.720 --> 0:21:21.70  
Syed Mohammed Eesa  
OK.

0:21:2.170 --> 0:21:25.460  
Viswanath Subramanian  
Yeah. So last year, but I think it was like second-half of last year. So this year also there will be something internal game day and also participation in the worldwide database Game day will be there. But I'm not sure about the dates, it might be you can check with current that is a better thing to do. Just ping current and understand when it will happen, Karan or Gaurav or Vaishnavi, right and you have those people can.

0:21:26.560 --> 0:21:27.660  
Syed Mohammed Eesa  
OK, sure, sure.

0:21:32.120 --> 0:21:33.530  
Viswanath Subramanian  
Mathumitha anything.

0:21:35.270 --> 0:21:38.430  
Mathumitha S  
Uh, no, Viswanath I don't have any points and suggestions.

0:21:39.930 --> 0:21:40.260  
Viswanath Subramanian  
OK.

0:21:41.150 --> 0:21:42.560  
Viswanath Subramanian  
So then are we good?

0:21:47.450 --> 0:21:48.120  
Viswanath Subramanian  
OK.

0:21:47.100 --> 0:22:2.400  
Aditya Guha  
Solution that I have this one more thing in mind. I was it's regarding the PCA. So I think there's some app development or something going on with the PC or something, right? So as it's not.

0:22:8.20 --> 0:22:8.510  
Aditya Guha  
Ohh.

0:21:59.950 --> 0:22:9.760  
Viswanath Subramanian  
Get it? So it is in EU 80 stage user acceptance testing but not yet ready to be like but it is there. We are in the final line.

0:22:10.990 --> 0:22:16.160  
Aditya Guha  
So for our next piece here will be doing in the same way we did the last.

0:22:15.660 --> 0:22:17.690  
Viswanath Subramanian  
So hopefully yes, hopefully yes.

0:22:19.710 --> 0:22:26.120  
Aditya Guha  
And when and like, do you have any dates or when like they will be something?

0:22:24.650 --> 0:22:31.210  
Viswanath Subramanian  
I don't have right that is with the employee experience team and the product team, just that I know that it is in the UAT stage.

0:22:31.640 --> 0:22:32.970  
Aditya Guha  
So yeah, that's it.

0:22:38.530 --> 0:22:40.560  
Viswanath Subramanian  
Would then, so shall I summarize?

0:22:43.100 --> 0:22:46.450  
Viswanath Subramanian  
Yeah. OK. So questions on.

0:22:46.520 --> 0:23:14.780  
Viswanath Subramanian  
Ohh, a LinkedIn right. Points and LinkedIn is certain project managers asking the colleagues to deactivate the LinkedIn profile for that time being right. And also you wanted a videos on employee experience to be posted on LinkedIn, right? Both those are there and point on club is nobody knows anything about the clubs right? It is like it is their own paper. We need some action on it that is required. OK third is.

0:23:14.850 --> 0:23:15.840  
Viswanath Subramanian  
Ohm.

0:23:17.640 --> 0:23:20.580  
Viswanath Subramanian  
We need some time between projects to do.

0:23:21.120 --> 0:23:51.720  
Viswanath Subramanian  
Ohh. Internal K TV or whatever you've learned right? That is required to document whatever right 4th would be with respect to the session with Lumos. You want to know how can we raise questions with your questions be addressed and the process or format in which session would be organized right that is taken. And finally on Ganit fun Labs, what is it right and how to participate or what is it about?

0:23:51.830 --> 0:23:59.240  
Viswanath Subramanian  
What happens to you, right? The everything about ganitan labs, it is not communicated to the entire company. It is required so.

0:24:0.410 --> 0:24:2.50  
Viswanath Subramanian  
How did I miss anything?

0:24:5.410 --> 0:24:6.420  
Arnab Mishra  
The videos for LinkedIn.

0:24:7.950 --> 0:24:9.460  
Viswanath Subramanian  
I I covered in the first one.

0:24:10.580 --> 0:24:13.820  
Arnab Mishra  
I'm sorry I didn't pay attention at that time. Sorry. Yeah.

0:24:13.910 --> 0:24:14.260  
Viswanath Subramanian  
OK.

0:24:14.920 --> 0:24:21.650  
Viswanath Subramanian  
Good. So it is done. Then I'll just launch the poll. Let's have it done and then we can.

0:24:22.880 --> 0:24:24.160  
Viswanath Subramanian  
This, you know, work one.

0:24:44.650 --> 0:24:47.880  
Arnab Mishra  
Even external interactions also go into that rating.

0:24:49.530 --> 0:24:50.0  
Viswanath Subramanian  
Sorry.

0:24:51.180 --> 0:24:55.630  
Arnab Mishra  
So it is written here interactions internal and external an external.

0:24:54.560 --> 0:25:9.260  
Viswanath Subramanian  
Yeah, it's about your experience, right, external interactions and the sense how do you feel that might be? You know, I don't want to come into on whatever is there is there, right. So you can just go ahead and give you a feedback on that one minute.

0:25:56.330 --> 0:25:59.130  
Viswanath Subramanian  
Yeah. So I've launched it. Just submit the receipts so that.

0:26:29.590 --> 0:26:30.660  
Viswanath Subramanian  
OK, everybody done.

0:26:33.770 --> 0:26:34.410  
Viswanath Subramanian  
OK.

0:26:36.350 --> 0:26:38.350  
Viswanath Subramanian  
Fine. Thanks everyone. Thanks for your time.

0:26:39.560 --> 0:26:41.230  
Arnab Mishra  
Thank you, vishwanath. Thank you, everyone.

0:26:41.340 --> 0:26:41.690  
Viswanath Subramanian  
Bye.

0:26:41.260 --> 0:26:41.890  
Aditya Guha  
Thank you, baby.

0:26:43.160 --> 0:26:43.500  
Souvomit Mukherjee  
Thanks.

0:26:42.880 --> 0:26:43.800  
Pritam Chaurasiya  
Thank you guys.