0:0:0.0 --> 0:0:0.140  
Jyothi Shashi Kumar  
Hi.

0:0:3.400 --> 0:0:4.510  
Jyothi Shashi Kumar  
I'm sorry about that.

0:0:6.840 --> 0:0:9.100  
Jyothi Shashi Kumar  
So let's start this pulse check meeting.

0:0:11.660 --> 0:0:14.770  
Jyothi Shashi Kumar  
For one minute. Uh, give me a minute. I'll be sharing the screen.

0:0:32.230 --> 0:0:39.440  
Jyothi Shashi Kumar  
So this is the agenda for 35 minutes Pulse check meeting for today and this is how the time breakup is given.

0:0:41.440 --> 0:1:11.970  
Jyothi Shashi Kumar  
So all coming to the next slide here we are going to discuss, uh, what we have already delivered based on the previous Pulse check survey, OK, Knowledge platform, it's in progress. Soon you will be receiving mails and details regarding the same and celebration coming to celebrations you might you have already you know attended all the celebrations like Christmas event, right?

0:1:12.400 --> 0:1:20.760  
Jyothi Shashi Kumar  
And awards has been formalized. When I say awards, Ganit has started recognizing your achievements within certification.

0:1:21.820 --> 0:1:26.310  
Sahil Sharma  
Yeah, jadi. Can you go to the presentation mode? I mean, it's becoming a little.

0:1:27.500 --> 0:1:30.330  
Jyothi Shashi Kumar  
You're not able to see is it full screen. You want me to do?

0:1:29.450 --> 0:1:32.730  
Sahil Sharma  
No, no, I can't see that. Just can you go into the presentation mode?

0:1:35.90 --> 0:1:36.200  
Jyothi Shashi Kumar  
Oh, what is the issue?

0:1:37.610 --> 0:1:42.860  
Sahil Sharma  
So just go to the present presentation mode and the lower bar, right? So there's this presentation symbol.

0:1:43.750 --> 0:1:44.110  
Sahil Sharma  
And you.

0:1:45.960 --> 0:1:46.440  
Jyothi Shashi Kumar  
That's what.

0:1:44.920 --> 0:1:49.800  
Sahil Sharma  
Right beside the slider. No, no, the the left Goel, the 4th one.

0:1:52.210 --> 0:1:53.710  
Vikas Raika  
Next one next one. Yep.

0:1:51.640 --> 0:1:54.50  
Sahil Sharma  
4th 1/4 and then actually, yeah.

0:1:54.380 --> 0:1:54.730  
Jyothi Shashi Kumar  
Perfect.

0:1:55.230 --> 0:1:55.410  
Sahil Sharma  
Yep.

0:1:56.600 --> 0:1:57.600  
Jyothi Shashi Kumar  
You can see no now.

0:1:58.310 --> 0:1:58.940  
Sahil Sharma  
Yeah.

0:2:0.990 --> 0:2:17.510  
Jyothi Shashi Kumar  
So coming to the next slide, uh policy has been centralized. When I talk about policies, uh, I'm talking about the keka. You are just one click away help desk is there to answer all your queries and coming next as upskilling.

0:2:18.220 --> 0:2:20.950  
Jyothi Shashi Kumar  
We have lots of certification coming up.

0:2:22.0 --> 0:2:29.540  
Jyothi Shashi Kumar  
And talking about the Ganit fun labs, uh Sudoku and puzzles initiate already has been initiated.

0:2:30.580 --> 0:3:1.190  
Jyothi Shashi Kumar  
And now, uh, let's discuss on the topics that we have received through previous pulse check and these are the topics we have received as a feedback through previous pulse check and on prioritizing among these six topics today, we'll be talking about LinkedIn upscaling as well as Knowledge Workshop programs. So I would like to hear from each one of you what you want to discuss on the topics.

0:3:3.830 --> 0:3:10.790  
Jyothi Shashi Kumar  
Uh, this is open. Now. I want you to respond to me on the same. Like what you guys want to discuss.

0:3:13.540 --> 0:3:24.950  
Jyothi Shashi Kumar  
I start with a link, then you guys want to give me any feedback on this or anything that has to be implement improvised or anything has you know.

0:3:25.710 --> 0:3:28.640  
Jyothi Shashi Kumar  
Anyone has to say on this regarding LinkedIn?

0:3:38.50 --> 0:3:38.410  
Ronak Choksy  
Yeah.

0:3:37.80 --> 0:3:53.70  
Jyothi Shashi Kumar  
It might be anything. Uh, it might be. Uh. Recently you have. You all have received a mail, right? Or to add on that LinkedIn link. Also follow us on LinkedIn. You can talk about it or anything has to any improvement has to be made in LinkedIn. Please let me know.

0:3:59.530 --> 0:4:1.240  
Jyothi Shashi Kumar  
Yeah, yeah. I don't know.

0:4:7.220 --> 0:4:7.690  
Jyothi Shashi Kumar  
OK.

0:3:55.270 --> 0:4:10.10  
Ronak Choksy  
So just sharing some thoughts you know over here. So these are these were some of the discussions that we did among the moment and sumo team members as well, right. So sharing across these things.

0:4:17.570 --> 0:4:18.30  
Jyothi Shashi Kumar  
Yeah.

0:4:19.120 --> 0:4:19.510  
Jyothi Shashi Kumar  
Yeah.

0:4:28.100 --> 0:4:28.530  
Jyothi Shashi Kumar  
Umm.

0:4:12.30 --> 0:4:31.330  
Ronak Choksy  
So you must have seen LinkedIn being added in the signatures, right? So let's start doing that off late. There have been quite a few posts, so ganit page of on LinkedIn has been pretty active of late, right? And the idea is to start building some traction around this.

0:4:32.900 --> 0:4:45.460  
Ronak Choksy  
Now do you only way we can, you know, build a brand on LinkedIn or build some traction and get more followers will be by liking sharing some of the content that is already being posted.

0:4:46.570 --> 0:4:52.960  
Ronak Choksy  
Uh, so all of us who are here, we should have, first of all, a LinkedIn account.

0:5:5.460 --> 0:5:6.250  
Jyothi Shashi Kumar  
Umm.

0:4:53.660 --> 0:5:7.810  
Ronak Choksy  
Uh, we should probably write a few words about what ganit is in our on and what we are doing on our own accounts, right? And let's start liking and sharing.

0:5:8.70 --> 0:5:12.40  
Ronak Choksy  
Ohh, some of these posts which are already been created.

0:5:12.730 --> 0:5:14.340  
Ronak Choksy  
By the marketing team.

0:5:15.710 --> 0:5:19.860  
Ronak Choksy  
This is 1. The other important aspect is.

0:5:20.440 --> 0:5:21.200  
Ronak Choksy  
Ohh.

0:5:22.500 --> 0:5:24.560  
Ronak Choksy  
You know now.

0:5:25.760 --> 0:5:26.370  
Ronak Choksy  
When we.

0:5:27.460 --> 0:5:29.690  
Ronak Choksy  
Whenever someone visits our profile, right?

0:5:30.370 --> 0:5:38.570  
Ronak Choksy  
They should come to know what exactly we are doing and by we I mean two things. What Ganit is doing and also what you guys are doing.

0:5:39.470 --> 0:5:50.590  
Ronak Choksy  
And please do not mention about the name of the customers or clients over there, but you should definitely mention about the kind of work that we are doing on some of those projects, right?

0:5:51.530 --> 0:5:57.500  
Ronak Choksy  
Because these days, a lot of people visit LinkedIn and start checking out peoples profiles.

0:5:58.670 --> 0:6:2.120  
Ronak Choksy  
Right. So it's always good to have some of these things updated.

0:6:5.690 --> 0:6:7.300  
Ronak Choksy  
This is 1 secondly.

0:6:9.260 --> 0:6:11.90  
Ronak Choksy  
The thought process was that.

0:6:12.20 --> 0:6:18.290  
Ronak Choksy  
At least folks who have joined new in the organization and for, you know, folks who have.

0:6:19.30 --> 0:6:22.870  
Ronak Choksy  
Uh achieved certifications or done something right?

0:6:23.790 --> 0:6:28.890  
Ronak Choksy  
Uh, we should definitely go and post about some of these things on LinkedIn.

0:6:32.10 --> 0:6:34.50  
Ronak Choksy  
So I don't know whether there are.

0:6:34.700 --> 0:6:37.730  
Ronak Choksy  
Does anyone over here who has joined in the past couple of weeks?

0:6:38.770 --> 0:6:47.320  
Ronak Choksy  
Yes. Then perhaps you might want to reach out to uh Sriram or Raj because they are trying to build something around this.

0:6:48.620 --> 0:6:48.970  
Ronak Choksy  
Right.

0:6:49.800 --> 0:7:0.580  
Ronak Choksy  
This is 1. Secondly we I know a lot of us are also getting some winning some internal awards. We should definitely go to.

0:7:1.350 --> 0:7:2.570  
Ronak Choksy  
I'll go and post about.

0:7:4.170 --> 0:7:7.860  
Ronak Choksy  
Awards that you guys are, you know, winning on LinkedIn.

0:7:12.310 --> 0:7:14.550  
Ronak Choksy  
That's the idea duty.

0:7:16.340 --> 0:7:16.650  
Sahil Sharma  
So.

0:7:16.40 --> 0:7:21.410  
Jyothi Shashi Kumar  
And thank you so much ronak. I would like to hear from others too guys please.

0:7:25.260 --> 0:7:25.710  
Jyothi Shashi Kumar  
Umm.

0:7:29.400 --> 0:7:29.780  
Jyothi Shashi Kumar  
Hmm.

0:7:20.610 --> 0:7:49.970  
Sahil Sharma  
Yeah. So adding on top of what Ronak shared, right, I mean, of course we need to do that. We need to do that branding on LinkedIn. That's there. There's a couple of more things I would like to add. First, you know the HR team is also always posting some things, right? The new recruitment Flyers, right? Trying to attract fresh talents and now each one of us must be having more than hundreds, two hundreds of connections right in LinkedIn. And if if we do a simple repost as well.

0:8:1.750 --> 0:8:2.250  
Jyothi Shashi Kumar  
Umm.

0:8:12.890 --> 0:8:13.340  
Jyothi Shashi Kumar  
Umm.

0:7:50.510 --> 0:8:20.440  
Sahil Sharma  
You know that would be much more helpful for HR team to get more and more candidates in the pipeline right now. Jyothi. Now you also you what you can do is you know try to put those up in the LinkedIn you know make sure people inside ganit try to repost that right. Let's say you're going for a data engineering profile you're going for SDS profile right. The more and more reposts would be there. The more reachability people can get and those who are actually interested in a in a very fit potential.

0:8:24.70 --> 0:8:24.520  
Jyothi Shashi Kumar  
Umm.

0:8:20.530 --> 0:8:39.920  
Sahil Sharma  
A candidate for Ganit, right? They will be able to, you know, just go simply and apply for it. So that's what you know, an add on to what Ronak said. I guess this is also equally important and, you know, make sure we repost at least HR's, you know, all those brandings, all those, you know, flags about.

0:8:40.410 --> 0:9:9.990  
Sahil Sharma  
I attracting talents. Yeah, sure. So this is there also. Second thing which I would like to discuss is if you're not following ganit, maybe you know for new joiners, if you're not following ganit. First of all, follow that in LinkedIn and among ourselves, we should be, you know, adding each other, right? So in in, in that terms, you know try to like share what we are also you know sharing and reach out to Raj if you are having a you know blog in mind right, you're working on some interesting stuff.

0:9:10.770 --> 0:9:31.720  
Sahil Sharma  
But you don't, you don't. You want people to know what you're working on, right? Just a quick chat with Raj and asking him, you know, can we make a blog right about the project not mentioning a first clients and everything. The each and every detail. But what interesting things we have done right in in our project. So this would be another beneficial to brand Vanita as well. So yeah, couple of things. That's it.

0:9:32.540 --> 0:9:32.980  
Sahil Sharma  
I guess.

0:9:32.690 --> 0:9:34.220  
Jyothi Shashi Kumar  
Oh, thank you so much Sahil.

0:9:34.990 --> 0:9:53.760  
Jyothi Shashi Kumar  
And as you said, just said, we have already started posting uh the job posts. I'm doing it personally too. As you said, it'll be great help if you guys can comment or repost so that we can reach the right audience and this will be a great help from you guys to us.

0:9:55.490 --> 0:10:1.70  
Jyothi Shashi Kumar  
Thank you sahil. So anyone anyone else would like to add anything to this.

0:10:11.800 --> 0:10:13.990  
Jyothi Shashi Kumar  
Would you do you want to add anything to this?

0:10:17.490 --> 0:10:18.150  
Mujebu Rahman MS  
No jyoti.

0:10:19.90 --> 0:10:19.550  
Mujebu Rahman MS  
Have good.

0:10:18.890 --> 0:10:23.220  
Jyothi Shashi Kumar  
You're good. OK. So can we move to the next point?

0:10:24.190 --> 0:10:25.650  
Jyothi Shashi Kumar  
If everyone is good with us.

0:10:28.30 --> 0:10:32.940  
Jyothi Shashi Kumar  
OK, so the next point is for today's discussion is upskilling.

0:10:33.650 --> 0:10:44.0  
Jyothi Shashi Kumar  
So I would like to hear from you guys what kind of certifications or what kind of skills you are looking up to. Ohh, you know groom and upcoming days?

0:10:47.440 --> 0:10:52.530  
Sahil Sharma  
Judy, you can minimize your chat window. I mean that would be so that we can see the slide.

0:11:17.270 --> 0:11:18.40  
Jyothi Shashi Kumar  
Yes, yes.

0:11:5.290 --> 0:11:19.880  
Ronak Choksy  
So Jyothi, perhaps you might want to share if there is a road map which is already in place because SQL I think that is already sort of a program going on around SQL. Is there anything else that we have lined up?

0:11:22.500 --> 0:11:27.550  
Jyothi Shashi Kumar  
Uh, we have, uh. We started receiving few more requests, no to register.

0:11:29.490 --> 0:11:29.740  
Ronak Choksy  
Right.

0:11:37.670 --> 0:11:38.0  
Jyothi Shashi Kumar  
Then.

0:11:31.240 --> 0:11:58.250  
Ronak Choksy  
So anyway, I had filled the form right and over there I provided some feedback. So one is so there are certain tools and technologies which are commonly used in this field, right? Of course SQL is one of them apart from SQL, something like an Excel or Python or one of the BI tools like Tableau, right? These are one of the.

0:11:58.990 --> 0:12:1.550  
Ronak Choksy  
These are some of the common tools which are there in this industry.

0:12:3.30 --> 0:12:7.700  
Ronak Choksy  
Uh, which could be added as a part of this program.

0:12:10.860 --> 0:12:12.400  
Ronak Choksy  
This is 1 secondly.

0:12:13.930 --> 0:12:22.590  
Ronak Choksy  
I'm not sure some of you would have seen an e-mail from Aravind, right? So data breaks is one of our newest partnerships.

0:12:23.490 --> 0:12:30.430  
Ronak Choksy  
Right. And we are trying to get more and more people certified on data breaks, no data breaks for those who don't know.

0:12:31.150 --> 0:12:40.230  
Ronak Choksy  
You can go and look it up right, but it has again certifications in ML. It has certification, data engineering, right? Multiple aspects.

0:12:41.600 --> 0:12:43.410  
Ronak Choksy  
So if any of you guys are interested.

0:12:44.750 --> 0:12:48.80  
Ronak Choksy  
Feel free to reach out to me or Arvind, right?

0:12:48.760 --> 0:12:50.500  
Ronak Choksy  
Uh and jyoti?

0:12:50.570 --> 0:12:55.470  
Ronak Choksy  
I uh. Perhaps you know one of the folks had reached out to me.

0:12:56.580 --> 0:12:57.240  
Ronak Choksy  
Uh.

0:12:58.660 --> 0:13:4.630  
Ronak Choksy  
I think there is there are certain certifications which are there as a part of the PCA program, right?

0:13:4.320 --> 0:13:4.740  
Jyothi Shashi Kumar  
Mm-hmm.

0:13:5.410 --> 0:13:5.800  
Jyothi Shashi Kumar  
Yeah.

0:13:5.300 --> 0:13:16.150  
Ronak Choksy  
Which are falling under $150.00, so perhaps you know how do some of these new certifications fit into upscaling? This is one thing that we'll have to think about.

0:13:20.410 --> 0:13:20.740  
Ronak Choksy  
Right.

0:13:21.560 --> 0:13:23.20  
Ronak Choksy  
So how do we continuously add?

0:13:23.440 --> 0:13:24.200  
Ronak Choksy  
Ohh.

0:13:25.30 --> 0:13:31.510  
Ronak Choksy  
Who content or more certifications depending on you know what's important for ganit what fits into gannets.

0:13:32.200 --> 0:13:33.20  
Ronak Choksy  
Vision is good.

0:13:34.110 --> 0:13:34.500  
Ronak Choksy  
Right.

0:13:40.180 --> 0:13:51.30  
Ronak Choksy  
So do we have any certification related document where people can go through and see how to apply for certifications or how to get the amount reimbursed?

0:13:51.740 --> 0:13:55.480  
Ronak Choksy  
Uh, and so on. What are the rules, etc.

0:13:55.350 --> 0:14:8.120  
Jyothi Shashi Kumar  
No. Ronak as of now we have this cake. If they they want to know about it all they can do is like raise a ticket over there help desk. And the concern person will reach them back.

0:14:9.640 --> 0:14:10.170  
Ronak Choksy  
Got it.

0:14:9.370 --> 0:14:10.320  
Jyothi Shashi Kumar  
This can be done.

0:14:11.520 --> 0:14:14.110  
Ronak Choksy  
But it one suggestion over here would be that.

0:14:15.600 --> 0:14:24.200  
Ronak Choksy  
We should have a specific process around certifications on how can people register for some of these certifications laid out in a document, right?

0:14:24.760 --> 0:14:33.80  
Ronak Choksy  
Uh, what happens when you clear the certification? What happens when you are not able to clear the certifications? How do you prepare for these certifications?

0:14:33.800 --> 0:14:37.630  
Ronak Choksy  
Right. So it's going to be a larger activity, it's not.

0:14:38.350 --> 0:14:40.210  
Ronak Choksy  
Going to be very straightforward.

0:14:41.350 --> 0:14:44.200  
Ronak Choksy  
Right, so this is one thing that we should think about.

0:14:45.910 --> 0:14:51.190  
Jyothi Shashi Kumar  
For sure not. Uh, sure or not. So thank you so much and anyone else.

0:14:51.610 --> 0:15:22.200  
Sahil Sharma  
Just one more point, right. I guess me and ronak, just both of us are speaking. I would need everyone to speak now talking about certifications right now. Let's say Wcas has joined recently to like with us, right and now he if if he wants to do AWS certification, he don't know where to reach out to, right if any new join is not just freshers, right, if they are laterals who are interested in doing certain certifications, they want to upskill on some technology which is already there. We are working on. So where do do they need to reach out?

0:15:22.640 --> 0:15:36.110  
Sahil Sharma  
And where should they go? Place, I guess I don't know if these kinds of documentations are there. It's better if you can put this up in kick hours or maybe a a small button for it, right? So that would be much more helpful for the new joinings as well.

0:15:36.820 --> 0:15:37.0  
Sahil Sharma  
Right.

0:15:40.40 --> 0:15:40.590  
Vikas Raika  
Alright.

0:15:39.0 --> 0:15:40.990  
Jyothi Shashi Kumar  
Sure, sahil. It has been noted down.

0:15:41.360 --> 0:15:41.580  
Sahil Sharma  
Yeah.

0:15:41.800 --> 0:15:43.180  
Jyothi Shashi Kumar  
Ohh, we will look into it.

0:15:43.900 --> 0:16:1.30  
Jyothi Shashi Kumar  
Thank you so much and I request everyone to participate. Please open up and let me know what all you're looking for like changes or what help you need from our our side. Also, it will be great to knowing from your end too.

0:16:8.790 --> 0:16:10.480  
Jyothi Shashi Kumar  
Nobody has anything to say.

0:16:24.940 --> 0:16:28.310  
Jyothi Shashi Kumar  
At least one point I need everyone to speak up.

0:16:37.230 --> 0:16:37.770  
Jyothi Shashi Kumar  
Yeah, please.

0:16:42.160 --> 0:16:42.490  
Jyothi Shashi Kumar  
OK.

0:16:34.630 --> 0:17:5.860  
Vikas Raika  
So Judy, I kind of have a quick point like I'm just adding to what Sahil and Ronak has already told. So I mean like you know, it is all about what is easy and you know for a, for a person who wants to do any certification, right. So if I, if I'm a person who wants to look up like, what are the available certification right then the other then going and raising ticket and then and then probably, you know she shooting in the dark, it might be easy that somewhere maybe like.

0:17:5.920 --> 0:17:36.120  
Vikas Raika  
Sal said that uh, it should be on Kika like we have other policy documents or in some format. It is there all the like categories are there. These are BI tools. These are let's say some programming language certification. These are cloud certification and so on and so forth, right. Some sort of structure should be there so that it is easy to you know gain information on our own right. And then because let's say I might have already have some certification right then.

0:17:36.170 --> 0:17:43.250  
Vikas Raika  
I might just go and choose or filter out what are the relevant certification right? And those detail can be.

0:17:43.320 --> 0:17:50.730  
Vikas Raika  
Of of of I can grab those details like that. So I just wanted to again add on to that on on that line only.

0:17:52.580 --> 0:17:58.330  
Jyothi Shashi Kumar  
Sure, it has been noted and we'll inform this and this changes will happen soon.

0:17:59.760 --> 0:17:59.970  
Vikas Raika  
Yep.

0:17:59.700 --> 0:18:0.680  
Jyothi Shashi Kumar  
Thank you so much.

0:18:1.430 --> 0:18:3.370  
Jyothi Shashi Kumar  
Anyone else to add on anything?

0:18:4.850 --> 0:18:6.620  
Mujebu Rahman MS  
Uh yes, Jyoti, yeah.

0:18:7.740 --> 0:18:8.470  
Jyothi Shashi Kumar  
Yes, Satya.

0:18:4.670 --> 0:18:9.290  
Satya A V Bhamidipati  
Hey, Judy, this is the Satya here. Ohh yeah, please go ahead.

0:18:11.330 --> 0:18:11.840  
Mujebu Rahman MS  
Yep.

0:18:13.560 --> 0:18:15.30  
Mujebu Rahman MS  
Or you can wait today, I'll.

0:18:15.900 --> 0:18:16.200  
Mujebu Rahman MS  
OK.

0:18:21.310 --> 0:18:21.710  
Jyothi Shashi Kumar  
Not.

0:18:29.110 --> 0:18:29.520  
Jyothi Shashi Kumar  
Umm.

0:18:16.300 --> 0:18:44.10  
Satya A V Bhamidipati  
No, I actually couldn't join because the I was in a call with client, but the only point I had was regarding upskilling. So basically till now I saw that technical skills are being discussed in upskilling but I feel something regarding soft skills like basically with the PowerPoint skills or Excel skills. These points should also be part of our upskilling because see like everyone communicates with client in one way or the other either through mail or anything.

0:18:44.960 --> 0:18:54.120  
Satya A V Bhamidipati  
Sometimes you share screen. All this stuff happens with our clients. So I I I felt that upskilling is also important for everyone so that.

0:18:55.120 --> 0:19:0.150  
Satya A V Bhamidipati  
Like we know there is well, but the IT should be in practice also right? Like if.

0:19:1.930 --> 0:19:2.260  
Satya A V Bhamidipati  
Yeah.

0:19:4.500 --> 0:19:8.500  
Jyothi Shashi Kumar  
Shut Satya, I'll include this also. Thank you so much.

0:19:10.60 --> 0:19:11.10  
Satya A V Bhamidipati  
Yeah. Thank you.

0:19:12.430 --> 0:19:14.740  
Jyothi Shashi Kumar  
And would you or you were telling something?

0:19:18.140 --> 0:19:18.420  
Jyothi Shashi Kumar  
Umm.

0:19:26.550 --> 0:19:26.900  
Jyothi Shashi Kumar  
Umm.

0:19:31.360 --> 0:19:31.730  
Jyothi Shashi Kumar  
Hmm.

0:19:16.150 --> 0:19:37.730  
Mujebu Rahman MS  
Uh yesterday, so yeah, I'm all actually upskilling but the reason SQL training. I got some feedback from my team members actually few of them were already really good in SQL but still they were pulled into the training and you know they are training was basic at least the initial sessions they mentioned. So you know before a.

0:19:38.460 --> 0:19:45.70  
Mujebu Rahman MS  
You know, directly pushing into pushing people into upscaling. Actually, if you get some sort of like you know.

0:19:46.630 --> 0:19:55.880  
Mujebu Rahman MS  
Their understanding of what that particular tool is and then you know based upon their understanding, if you put them in this upskilling program, I think it would be even more better.

0:19:57.730 --> 0:20:5.380  
Mujebu Rahman MS  
Uh, and also some scenarios it actually hindrance hindered their actual work in the project.

0:20:5.860 --> 0:20:21.620  
Mujebu Rahman MS  
Uh, the questions were lengthy. That's what they mentioned. And you know, it took so much time for them to complete the assignments. So this actually, you know, in the actual work in the project. So this is something which we look into those so that you know it doesn't affect their daily.

0:20:22.440 --> 0:20:22.880  
Mujebu Rahman MS  
Work.

0:20:23.570 --> 0:20:24.900  
Mujebu Rahman MS  
So that's one of the points.

0:20:25.850 --> 0:20:31.900  
Jyothi Shashi Kumar  
Thank you so much mujebu. Sure from now on will take care of this as well. We'll make a note on it.

0:20:37.360 --> 0:20:38.50  
Jyothi Shashi Kumar  
Thank you.

0:20:41.310 --> 0:20:43.150  
Jyothi Shashi Kumar  
Anyone else has to say anything?

0:20:47.370 --> 0:20:49.620  
Jyothi Shashi Kumar  
Or can we move on to the next topic?

0:20:51.580 --> 0:21:0.490  
Jyothi Shashi Kumar  
So the next topic will be Knowledge Workshop programs. I would like to hear from each one of you what kind of programs you're looking forward for.

0:21:15.370 --> 0:21:16.230  
Vikas Raika  
I mean one.

0:21:15.270 --> 0:21:16.390  
Ronak Choksy  
So again I have.

0:21:17.250 --> 0:21:18.160  
Ronak Choksy  
Yeah, go ahead.

0:21:17.260 --> 0:21:19.640  
Vikas Raika  
Yeah, going no go, go ahead.

0:21:18.970 --> 0:21:20.10  
Ronak Choksy  
No, because go ahead.

0:21:20.550 --> 0:21:52.180  
Vikas Raika  
OK. Yeah. So what I was saying, right, uh, I mean, as a new joiner, I would like to probably have a workshop on, you know, what are some unique solutions that we have implemented in our projects. So that could be a use full thing for me. Like, you know, generally like we have all the tools and techniques available, right. But there are some certain scenarios where the there is a complicated problem. So how we have dealt with it? Are there any unique solutions that we have?

0:21:52.250 --> 0:21:54.850  
Vikas Raika  
You know, derived or approached.

0:21:54.920 --> 0:21:58.680  
Vikas Raika  
Ohh right, so that is something that.

0:21:58.770 --> 0:22:1.660  
Vikas Raika  
Uh, I I find that could be useful.

0:22:5.330 --> 0:22:6.780  
Jyothi Shashi Kumar  
Sure. Oh sure, vikas.

0:22:8.40 --> 0:22:8.850  
Jyothi Shashi Kumar  
But thank you.

0:22:9.690 --> 0:22:10.630  
Jyothi Shashi Kumar  
And anyone else?

0:22:11.150 --> 0:22:12.460  
Vikas Raika  
Yeah. Ronak, you can quit.

0:22:15.440 --> 0:22:15.970  
Ronak Choksy  
Yeah.

0:22:17.760 --> 0:22:28.630  
Ronak Choksy  
So I, uh, I I will like to divide this aspect into two, right. So one is knowledge sharing and another is a platform, right? So knowledge sharing should happen.

0:22:29.380 --> 0:22:50.620  
Ronak Choksy  
Or we should figure out a way where there is knowledge sharing across different projects across different teams, right? So let's say if there is someone who has worked on, for example demand forecasting, let's say there is a new project that's going to be kickstarted on demand, on demand forecasting or something similar, right. And there needs to be some weekly calls.

0:22:51.170 --> 0:22:57.910  
Ronak Choksy  
Uh, where? Let's say every week someone can come and present about some work that they have done in their project.

0:22:58.630 --> 0:22:59.280  
Ronak Choksy  
Ohh.

0:22:59.970 --> 0:23:1.860  
Ronak Choksy  
Or you know.

0:23:2.790 --> 0:23:20.980  
Ronak Choksy  
They want to share some thoughts around how something can be solved very easily or in a better way, similar to how Vikas said if it's a unique solution, it's something different that we are doing right or if someone has achieved some good accolades from their customers.

0:23:21.700 --> 0:23:23.970  
Ronak Choksy  
Right. So so basically.

0:23:25.540 --> 0:23:46.530  
Ronak Choksy  
That should be applied form for people to share knowledge about the project or the work that they're doing, right? And this can help people in two ways. One is, you know, as an FYI that these are the kind of projects which are going on. Secondly now if someone wants to learn something from that project and wants to replicate it, they should be able to, you know.

0:23:47.240 --> 0:23:49.770  
Ronak Choksy  
No, these are the people that they can reach out to.

0:23:50.590 --> 0:23:56.880  
Ronak Choksy  
Right, so this is 1. The second aspect to this is a platform where you find the content available.

0:23:58.190 --> 0:24:13.200  
Ronak Choksy  
OK. And I think you already mentioned that you have some platform which is already in progress now the platform should be should should have case study documents should have project documents, code repositories, it should be sort of a one stop solution.

0:24:14.120 --> 0:24:18.410  
Ronak Choksy  
I'm not saying this will happen immediately, but the end goal should be that.

0:24:19.670 --> 0:24:25.300  
Ronak Choksy  
Should become a go to repository of any demos, videos, any kind of four letters.

0:24:31.340 --> 0:24:34.660  
Jyothi Shashi Kumar  
Yes. Ronak. As as I said earlier, it's in progress.

0:24:35.410 --> 0:24:38.770  
Jyothi Shashi Kumar  
Ah, soon we can expect it to be done.

0:24:41.280 --> 0:24:43.570  
Jyothi Shashi Kumar  
So other than this, thank you so much. Ronak.

0:24:44.570 --> 0:24:47.160  
Jyothi Shashi Kumar  
Other than this, anyone wants to add on anything.

0:24:54.720 --> 0:25:20.40  
Vikas Raika  
I mean, uh, on the platform, right. So let's say if in an intermediate stage where now we might not have a web-based platform or or whatever is planned, right, we could, we could have something, let's say a teams folder or something which is structured the content is there and it is structured in the same way, right. So in meanwhile where like people can visit if they want.

0:25:21.420 --> 0:25:28.780  
Vikas Raika  
If the plan is like uh, let's say if the player platform is going live soon, then this might not be applicable.

0:25:31.400 --> 0:25:32.950  
Jyothi Shashi Kumar  
OK. No that.

0:25:35.380 --> 0:25:35.760  
Satya A V Bhamidipati  
Uh.

0:25:34.570 --> 0:25:37.160  
Jyothi Shashi Kumar  
I request everyone to participate, please.

0:25:42.250 --> 0:25:43.40  
Jyothi Shashi Kumar  
Thank you.

0:25:37.670 --> 0:25:48.920  
Satya A V Bhamidipati  
Yes, yes, Jyothi and participating. So so actually just wanted to build up on what Ronak said. So see, even I the recently joined Ganit, right, so.

0:25:50.220 --> 0:25:53.940  
Satya A V Bhamidipati  
If I know some detail about what earlier projects we have done.

0:25:54.790 --> 0:25:55.330  
Satya A V Bhamidipati  
And.

0:25:56.370 --> 0:26:3.0  
Satya A V Bhamidipati  
Like basically that information regarding the projects or case studies right now, The thing is like I have to reach out to.

0:26:3.70 --> 0:26:3.380  
Satya A V Bhamidipati  
So.

0:26:4.490 --> 0:26:33.540  
Satya A V Bhamidipati  
People separately in Ganitan understand what all projects they have done, but if there is one area where we are collecting that information and maybe one or two POC for any project so that at any point if we feel this might be important for our project as well, the current project which we are working on, we can directly reach out to them and discuss about those stuff. So like some place where if we have the complete information, maybe not.

0:26:33.620 --> 0:26:43.460  
Satya A V Bhamidipati  
Till now, but at least from this point, people when they're working on different projects, if we get to collect that in one single source, then it would be easy to.

0:26:44.690 --> 0:26:54.940  
Satya A V Bhamidipati  
Track any past uh, project, right? So yeah, I don't know if it's already there then. Then definitely. I want that source. But if it's not, then maybe we can work on this.

0:26:56.170 --> 0:26:56.460  
Sahil Sharma  
Yeah.

0:27:0.810 --> 0:27:1.800  
Satya A V Bhamidipati  
OK, OK.

0:27:7.680 --> 0:27:8.560  
Satya A V Bhamidipati  
OK, great.

0:26:55.820 --> 0:27:8.890  
Jyothi Shashi Kumar  
Ohh Satya does has been asked or last in last Pulse check also so it's in progress and it will be a you people will get notified once it is done it's in progress.

0:27:12.170 --> 0:27:13.140  
Satya A V Bhamidipati  
Yeah. Thank you.

0:27:10.310 --> 0:27:17.470  
Jyothi Shashi Kumar  
Thank you so much. Satya, apart from those, anyone need a anyone to add on to this discussion?

0:27:29.150 --> 0:27:31.370  
Jyothi Shashi Kumar  
We have an and Rahul.

0:27:33.460 --> 0:27:37.70  
Jyothi Shashi Kumar  
How she addressee and I speak up.

0:27:38.300 --> 0:27:39.870  
Jyothi Shashi Kumar  
You don't have anything to say.

0:27:40.910 --> 0:27:43.780  
Ronak Choksy  
So I'll have to drop your key for a client call.

0:27:44.220 --> 0:27:45.750  
Jyothi Shashi Kumar  
Cardona, thank you so much.

0:27:50.590 --> 0:27:51.340  
Jyothi Shashi Kumar  
Yeah, yeah, yeah.

0:27:46.200 --> 0:27:51.410  
Ronak Choksy  
Yeah, I think you have a feedback form that we'll have to fill, right another short.

0:27:52.520 --> 0:27:53.330  
Ronak Choksy  
Yeah. So.

0:27:52.480 --> 0:27:55.940  
Jyothi Shashi Kumar  
I'll be launching the pool soon.

0:27:57.250 --> 0:27:58.940  
Ronak Choksy  
OK, I will be able to access it.

0:27:58.240 --> 0:27:59.890  
Jyothi Shashi Kumar  
And our ronak when you're here.

0:28:0.800 --> 0:28:13.220  
Jyothi Shashi Kumar  
Yeah, yeah, sure. You can do it so quickly. I need to have a few more topics to be discussed for upcoming pulse check if you can let me know what topics you want to discuss for in the next bus check.

0:28:14.950 --> 0:28:17.340  
Jyothi Shashi Kumar  
I request everyone to come up with one topic.

0:28:18.110 --> 0:28:19.630  
Jyothi Shashi Kumar  
This will be helpful for us.

0:28:35.920 --> 0:28:36.260  
Jyothi Shashi Kumar  
Hmm.

0:28:41.410 --> 0:28:41.720  
Jyothi Shashi Kumar  
Hmm.

0:28:24.650 --> 0:28:43.490  
Ronak Choksy  
I think for me some topics which are already mentioned here are good right? Something like upskilling or knowledge transfer. There can be every month there can be or whenever we connect next right that there can be some updates around this. What has happened in the past since the last time we discussed and what's on the road map for the future.

0:28:44.290 --> 0:28:44.730  
Jyothi Shashi Kumar  
OK.

0:28:45.520 --> 0:28:46.250  
Jyothi Shashi Kumar  
Sure. Ronak.

0:28:47.100 --> 0:28:47.890  
Jyothi Shashi Kumar  
It does note.

0:28:49.170 --> 0:28:49.960  
Jyothi Shashi Kumar  
And thank you.

0:28:49.450 --> 0:28:50.240  
Ronak Choksy  
I love to talk.

0:28:50.830 --> 0:28:52.560  
Jyothi Shashi Kumar  
Yeah. Yeah, sure. Thank you so much. Ronak.

0:28:52.140 --> 0:28:53.580  
Ronak Choksy  
Thanks. Thank you everyone.

0:28:55.860 --> 0:29:1.930  
Jyothi Shashi Kumar  
Umm guys please let me know the topics you want to discuss in the next pulse check.

0:29:2.810 --> 0:29:5.380  
Jyothi Shashi Kumar  
It might be anything. Please let me know.

0:29:13.10 --> 0:29:14.800  
Jyothi Shashi Kumar  
No one wants to discuss anything.

0:29:18.830 --> 0:29:21.680  
Sahil Sharma  
So Jyoti, referring to a new topic which we are going to work on.

0:29:21.450 --> 0:29:23.360  
Jyothi Shashi Kumar  
Yes, yes, yes, yes.

0:29:23.610 --> 0:29:23.930  
Sahil Sharma  
OK.

0:29:30.270 --> 0:29:40.470  
Jyothi Shashi Kumar  
See, based on the topics you'll give, uh will have a discussion in the coming pulse check. Likewise, people has requested on all the six topics.

0:29:41.630 --> 0:29:46.870  
Jyothi Shashi Kumar  
So if you can give me the topics based on that, only we can discuss in the coming first check.

0:29:50.870 --> 0:29:51.470  
Sahil Sharma  
Yeah.

0:29:53.0 --> 0:29:53.610  
Jyothi Shashi Kumar  
Yeah, please.

0:30:3.380 --> 0:30:3.770  
Jyothi Shashi Kumar  
Umm.

0:30:6.60 --> 0:30:6.460  
Jyothi Shashi Kumar  
Umm.

0:30:9.380 --> 0:30:9.750  
Jyothi Shashi Kumar  
Umm.

0:29:50.380 --> 0:30:21.650  
Jaspreet Singh Dev  
I do had a suggestion that is regarding the culture that we are going to establish in ganit. If you look, let's say we are moving from a startup to a small range and then we are moving to a mid range company. And when we look outside how the IT professional world is, there's a definite culture within a company how the things is communicated within the employees, how it has been communicated outside the employees and how it has been told that there is though you are a fresher or you are a.

0:30:22.230 --> 0:30:23.710  
Jaspreet Singh Dev  
Management lead.

0:30:24.490 --> 0:30:54.700  
Jaspreet Singh Dev  
Right there is a quality and uniformity between that, so that is being achieved through a certain culture. So I just wanted to know that how ganit is moving forward in that direction because initially we were a startup and maybe we are not much focused about the internal ecosystem on all that. But as we move forward, let's say let's say my my friends will also ask about what is the culture within the ganit. They want to know before joining it.

0:30:55.120 --> 0:31:0.50  
Jaspreet Singh Dev  
So how we are transiting in that direction? Also, I just wanted to know.

0:31:2.570 --> 0:31:7.720  
Jyothi Shashi Kumar  
Sure. Or your pointers noted coming in coming Pulse check will discuss on this.

0:31:8.780 --> 0:31:9.740  
Sahil Sharma  
Sure. Ohh.

0:31:10.440 --> 0:31:11.140  
Jyothi Shashi Kumar  
Thank you.

0:31:12.60 --> 0:31:12.390  
Jyothi Shashi Kumar  
Hmm.

0:31:10.750 --> 0:31:32.640  
Sahil Sharma  
This one. One more thing I would like to add. So of course there there is there is WOW documents which is there in place, right shared by Surya very well formatted. Just wanted to understand how are we checking whether it's getting implemented or not. Are we even checking it? Like are managers responsible whether you know these vows are getting enforced properly. So what is the?

0:31:38.830 --> 0:31:39.200  
Jyothi Shashi Kumar  
Umm.

0:31:33.750 --> 0:31:55.60  
Sahil Sharma  
You know basically how how basically you you guys are tracking it. So this is something you know it's very since we have worked a lot in designing that WOW document right and there are too many, too many small aspects to it and just wanted to understand like our even managers taking care of that wow or even you know how how basically you know you're going to track it says something like.

0:31:55.840 --> 0:31:57.420  
Sahil Sharma  
Point would be right, so yeah.

0:31:58.210 --> 0:32:1.70  
Jyothi Shashi Kumar  
A short sahil uh, I have noted on this.

0:32:2.80 --> 0:32:8.10  
Jyothi Shashi Kumar  
And thank you so much. Any other topics to video discussed?

0:32:11.400 --> 0:32:19.760  
Jyothi Shashi Kumar  
See, this is your join uh chance to give us, uh, a topic so that we can, uh, raise a question to our concerns regarding the same incoming pulse check.

0:32:21.40 --> 0:32:22.980  
Jyothi Shashi Kumar  
I want each one of you to utilize.

0:32:26.520 --> 0:32:31.770  
Jyothi Shashi Kumar  
There are a lot of people in this uh, meat who has, I haven't heard at all.

0:32:34.570 --> 0:32:36.640  
Jyothi Shashi Kumar  
Apart from Sahil and few of them.

0:32:38.610 --> 0:32:39.890  
Jyothi Shashi Kumar  
Guys please let me know.

0:32:45.150 --> 0:32:45.700  
Jyothi Shashi Kumar  
I would.

0:32:44.840 --> 0:32:49.70  
Satya A V Bhamidipati  
So Jyothi like regarding the topics and I feel like.

0:32:54.600 --> 0:32:54.970  
Jyothi Shashi Kumar  
Umm.

0:32:50.60 --> 0:33:1.460  
Satya A V Bhamidipati  
I I can't think about think of some new topic right now, but maybe we can discuss on the upskilling part and keep that and focus like at least from my point, I would be concerned for that.

0:33:2.200 --> 0:33:2.670  
Jyothi Shashi Kumar  
OK.

0:33:2.960 --> 0:33:11.690  
Satya A V Bhamidipati  
And precisely not taking, I'll, I I will be not the correct person to speak about technical upskilling, but I would say soft skill upskilling is something.

0:33:12.380 --> 0:33:13.720  
Satya A V Bhamidipati  
I'm concerned about so.

0:33:20.50 --> 0:33:20.550  
Jyothi Shashi Kumar  
Umm.

0:33:14.880 --> 0:33:24.110  
Satya A V Bhamidipati  
I feel like if we keep on discussing on that and also bring up new things in it, it will be beneficial for everyone and yeah so like.

0:33:30.440 --> 0:33:31.60  
Satya A V Bhamidipati  
Hmm.

0:33:26.860 --> 0:33:31.670  
Jyothi Shashi Kumar  
You said, yeah, this has been note down. So we will take it forward.

0:33:32.530 --> 0:33:33.50  
Satya A V Bhamidipati  
Yeah.

0:33:32.850 --> 0:33:39.240  
Jyothi Shashi Kumar  
So I think we are good with this, right. So now the next thing is I'm going to launch a.

0:33:40.190 --> 0:33:44.510  
Jyothi Shashi Kumar  
Uh, Paul. Now I request each one of you to participate in it.

0:33:45.280 --> 0:33:49.130  
Jyothi Shashi Kumar  
Ah OK, 5 minutes time will be given.

0:33:49.930 --> 0:33:53.550  
Jyothi Shashi Kumar  
And I want you to read us based on your experience.

0:33:56.40 --> 0:33:57.80  
Jyothi Shashi Kumar  
I'll give me or two-minute.

0:34:12.690 --> 0:34:18.710  
Jyothi Shashi Kumar  
Give Me 2 minutes of time. Uh, it's done. I'm launching the poll. Please. I request each one of you to rate US.

0:35:10.390 --> 0:35:16.510  
Jyothi Shashi Kumar  
Hope everyone has participated in the pool and thank you so much for attending this pulse check meeting.

0:35:19.370 --> 0:35:20.60  
Sahil Sharma  
Angular day.

0:35:19.690 --> 0:35:20.360  
Jyothi Shashi Kumar  
Thank you.

0:35:20.150 --> 0:35:20.680  
Vikas Raika  
You.

0:35:20.820 --> 0:35:21.290  
Sahil Sharma  
Thank you.

0:35:21.380 --> 0:35:22.40  
Jyothi Shashi Kumar  
Thank you all.

0:35:22.920 --> 0:35:23.460  
Chava Sivani  
Thank you.

0:35:23.90 --> 0:35:23.490  
Sahil Sharma  
Bye bye.

0:35:23.200 --> 0:35:23.790  
Mujebu Rahman MS  
Thank you all.

0:35:23.890 --> 0:35:24.540  
Anand A  
Thank you.

0:35:24.740 --> 0:35:25.320  
Jyothi Shashi Kumar  
Thank you.

0:35:24.870 --> 0:35:25.580  
Harishvasanth M  
I did that.

0:35:25.990 --> 0:35:26.480  
Jyothi Shashi Kumar  
Thank you.