0:0:0.0 --> 0:0:2.610  
Shalini P  
I hope everyone can see my screen right.

0:0:9.270 --> 0:0:9.770  
Akash Parekh  
Yes.

0:0:9.900 --> 0:0:10.200  
Shubham Gupta  
Yeah.

0:0:11.350 --> 0:0:11.680  
Ezhilarasi S  
Yep.

0:0:11.760 --> 0:0:12.410  
Shalini P  
OK, perfect.

0:0:13.390 --> 0:0:13.710  
Shalini P  
Check.

0:0:15.10 --> 0:0:21.70  
Shalini P  
So this will be the agenda for the next 3035 minutes. So moving to the next slide.

0:0:22.170 --> 0:0:52.20  
Shalini P  
So I would like to present like what we have delivered so far. So we have launched the clubs. The cricket tournament has happened the last Friday, like soon we'll be adding like more sports to it. And then as you see like PCA, portal has been implemented previously, we used to update an Excel and then get approval from the manager like lots of manual work. What's happening now it's like transparent and more fixable under the portal and easy to track as well.

0:0:52.580 --> 0:0:54.900  
Shalini P  
So then comes to social media policy.

0:0:55.850 --> 0:1:23.140  
Shalini P  
The social media has been initiated. I hope you are aware of it. So the mail also has been shared across so the if you have any doubt like you could like reach out to the employee engagement and now you could like first brand yourself for improving your own LinkedIn page. And in order to like use hashtag certain guidelines has to be followed. So if you're having any doubts regarding it, please reach out to Raj for it.

0:1:25.770 --> 0:1:36.760  
Shalini P  
So what will be discussing today will be the leadership development clubs at ganit, upskilling and any other topic. If you're interested like it's like most welcome.

0:1:37.510 --> 0:1:47.140  
Shalini P  
Uh. So yeah. So that's the presentation mode like a like if anyone wants to go first like you have any suggestion or anything to be added on.

0:2:8.220 --> 0:2:11.430  
Shalini P  
So is anyone want to go first or like you wanted to call up names?

0:2:15.470 --> 0:2:15.850  
Vaishnavi B  
Ohh.

0:2:17.910 --> 0:2:18.220  
Vaishnavi B  
Thank you.

0:2:15.430 --> 0:2:19.590  
Raunak Agarwal  
Yeah, don't one thing like which I think I said last time as well.

0:2:20.270 --> 0:2:26.140  
Raunak Agarwal  
This upskilling thing should be better curated. I think a lot of people raise this question last time as well.

0:2:26.770 --> 0:2:33.440  
Raunak Agarwal  
They're this upscaling thing, like the skill thing we are. It is been given to each and everyone of and which like family, does not make a lot of sense.

0:2:35.650 --> 0:2:36.620  
Shalini P  
OK, sure.

0:2:35.120 --> 0:2:37.710  
Raunak Agarwal  
So yeah, it's killing two better curated, yeah.

0:2:39.740 --> 0:2:44.690  
Shalini P  
OK. OK. Then that like maybe the consent team will get back to you, like, uh, maybe I'll just update the same to them.

0:2:46.70 --> 0:2:46.460  
Raunak Agarwal  
Yep.

0:2:47.280 --> 0:2:50.870  
Shalini P  
Yeah. And the upscaling is also an under process for Betterment.

0:2:52.100 --> 0:2:52.340  
Raunak Agarwal  
Him.

0:2:54.220 --> 0:2:55.990  
Shalini P  
Like if you say anything else or not.

0:2:57.130 --> 0:2:58.820  
Raunak Agarwal  
No, not that I can think of right now.

0:3:0.100 --> 0:3:4.590  
Shalini P  
OK, OK. So like a like you have anything to be added on?

0:3:7.90 --> 0:3:7.360  
Shalini P  
Or.

0:3:8.170 --> 0:3:8.400  
Shalini P  
I.

0:3:7.320 --> 0:3:12.230  
Ezhilarasi S  
Regarding upskilling, I might say that there was some mess created in the last.

0:3:12.310 --> 0:3:14.880  
Ezhilarasi S  
Uh, uh. Upskilling.

0:3:9.680 --> 0:3:16.580  
Shalini P  
It's because it's gonna be from. Would be understand the the only then piece of vision say that will be working on.

0:3:17.200 --> 0:3:18.390  
Shalini P  
Be able to get out.

0:3:19.800 --> 0:3:21.150  
Shalini P  
The only leadership benefit?

0:3:17.180 --> 0:3:30.770  
Ezhilarasi S  
But it exam that we took right? So I think the delay time for that expiry of the link can be extended a bit. So there was so much mess when we were writing like so yeah that is one thing that I need to add. I mean that everything is fine.

0:3:32.280 --> 0:3:40.10  
Shalini P  
OK. OK, thank you. It I see like why you have anything to be say like a regarding upskilling or anything else?

0:3:47.900 --> 0:3:48.370  
Shalini P  
Umm.

0:3:41.460 --> 0:3:53.450  
Vaishnavi B  
Adding them good, there is a very oh, yeah. Good plan as to how it should happen, just that it could be a little time flexible and it can consider for example, there are people who are in multiple projects here, right?

0:3:54.390 --> 0:3:54.920  
Shalini P  
Mm-hmm.

0:3:54.520 --> 0:4:11.190  
Vaishnavi B  
So for them they might not actually have the bandwidth to sit for the, you know, the sessions or even do the assignments. So for them, I think it can still be exempted like they're obviously going to be senior people, right. So I don't think we should take it basic level trainings to them.

0:4:13.450 --> 0:4:14.440  
Shalini P  
OK, OK.

0:4:12.990 --> 0:4:14.900  
Vaishnavi B  
That would just be my point.

0:4:16.950 --> 0:4:22.940  
Shalini P  
OK, sure. Thank you Lakshmi and Lakshmi like you have anything to be, I don't know.

0:4:30.690 --> 0:4:31.880  
Shalini P  
Electric and you hear me?

0:4:33.200 --> 0:4:34.230  
Lakshmi Swamy  
Yes, yes, yes, yes.

0:4:32.910 --> 0:4:35.300  
Shalini P  
Uh, if you're talking, it's on mute. Yeah, yeah.

0:4:36.440 --> 0:4:37.650  
Lakshmi Swamy  
I don't have anything to say.

0:4:41.50 --> 0:4:41.430  
Lakshmi Swamy  
Yeah.

0:4:39.340 --> 0:4:43.300  
Shalini P  
So it got it. Everything's gonna OK.

0:4:44.360 --> 0:4:46.320  
Shalini P  
OK. And Akash uh.

0:4:48.30 --> 0:4:49.200  
Shalini P  
Anything to be adult.

0:4:48.990 --> 0:4:50.550  
Akash Parekh  
And I'm OK. I don't have anything.

0:4:52.360 --> 0:4:54.530  
Shalini P  
OK. And Paige?

0:4:58.990 --> 0:5:0.980  
Piyush Saraf  
Ohh yeah, everything is going well.

0:5:2.950 --> 0:5:5.880  
Piyush Saraf  
Of the clock in system is a bit.

0:5:7.580 --> 0:5:8.830  
Piyush Saraf  
To put it mildly annoying.

0:5:9.850 --> 0:5:13.340  
Piyush Saraf  
Because most of the time I'm working beyond 12 also and.

0:5:14.140 --> 0:5:17.670  
Piyush Saraf  
I mean clock in clock out as a system. I'm not too convinced about, right?

0:5:19.150 --> 0:5:19.620  
Shalini P  
Umm.

0:5:18.360 --> 0:5:23.560  
Piyush Saraf  
When we are essentially working weekends and everything, why is that necessary?

0:5:24.890 --> 0:5:28.230  
Piyush Saraf  
So that that's about the only thing. Otherwise everything is going fine.

0:5:30.540 --> 0:5:30.760  
Piyush Saraf  
Yeah.

0:5:29.980 --> 0:5:31.30  
Shalini P  
OK, OK.

0:5:33.680 --> 0:5:33.860  
Piyush Saraf  
Yeah.

0:5:31.720 --> 0:5:37.270  
Shalini P  
Yep. Thank you, beach. Yeah. Beijing. Like you have anything to be added.

0:5:38.750 --> 0:5:42.180  
Piyush Jain  
No Shah right now. No feedback suggestion.

0:5:45.760 --> 0:5:46.380  
Shalini P  
OK.

0:5:49.50 --> 0:5:51.480  
Shalini P  
Uh, Shubham, you have anything to be said?

0:6:2.260 --> 0:6:2.690  
Shalini P  
OK.

0:5:53.50 --> 0:6:23.70  
Shubham Gupta  
No, the the small comment regarding the upscaling piece, right, so I recently took the examination for the sequel thing. I think it should be more fresher oriented because I think that's what the purpose of basic trainings are, right. So I I thought that the sequel assignment or the test which was given not was not very fresher compliant, like if I'm doing SQL for the first time, I would stumble upon some parts and I might not be able to pass, right. So that's just the feedback.

0:6:24.880 --> 0:6:27.280  
Shalini P  
OK. Sure, sure. Thanks. Uh shubham.

0:6:28.280 --> 0:6:30.630  
Shalini P  
Stand on, Naresh, you have anything special?

0:6:32.100 --> 0:6:34.410  
Naresh Thiyagarajan  
Or no shining. I don't have anything to do.

0:6:32.860 --> 0:6:38.310  
Shalini P  
Your choice if there isn't love and working out OK, how was sathish fish?

0:6:41.500 --> 0:6:41.950  
Shalini P  
Individual.

0:6:42.260 --> 0:6:44.270  
Sathish I  
No, no swelling. Everything is good on my side.

0:6:46.380 --> 0:6:46.940  
Shalini P  
OK.

0:6:48.140 --> 0:6:49.190  
Shalini P  
OK, Jennifer.

0:6:51.130 --> 0:6:53.320  
Jenifer Cynthya  
No, she told me nothing. Nothing from my side.

0:6:55.830 --> 0:7:1.110  
Shalini P  
OK, so everyone is like, uh, satisfied with the kind of policy and everything.

0:7:7.500 --> 0:7:17.550  
Shalini P  
Will we still have time? Like if anyone is having any concern or anything to be updated or apart from these topic. Like if you have anything else to be added on.

0:7:18.620 --> 0:7:21.460  
Shalini P  
Uh, please feel free to say press now.

0:7:25.610 --> 0:7:29.90  
Vaishnavi B  
Uh, sorry. Could you just go back and show the topics once again?

0:7:30.90 --> 0:7:30.780  
Shalini P  
I shall share.

0:7:44.300 --> 0:7:45.360  
Shalini P  
OK, so it's clean.

0:7:47.730 --> 0:7:50.380  
Vaishnavi B  
Our knowledge not loading for me, this is something.

0:7:53.310 --> 0:7:53.770  
Vaishnavi B  
Blank.

0:7:53.910 --> 0:7:54.390  
Shalini P  
Yeah.

0:7:54.780 --> 0:7:57.690  
Vaishnavi B  
Is it the same for all office guys or in office?

0:7:59.540 --> 0:8:0.380  
Naresh Thiyagarajan  
Now it's visible.

0:7:58.60 --> 0:8:1.850  
Shalini P  
I think it's even, uh. Even for me the.

0:8:2.300 --> 0:8:4.30  
Vaishnavi B  
Ah, no, it's no, it's visible now it's.

0:8:2.910 --> 0:8:4.220  
Shalini P  
Network is something.

0:8:5.140 --> 0:8:5.680  
Shalini P  
OK.

0:8:8.640 --> 0:8:10.880  
Vaishnavi B  
The feedback has to be around this is it?

0:8:11.620 --> 0:8:12.500  
Vaishnavi B  
Or anything else.

0:8:17.90 --> 0:8:17.400  
Vaishnavi B  
I.

0:8:13.690 --> 0:8:17.500  
Shalini P  
No like feedback. These are like what we have delivered so far.

0:8:18.320 --> 0:8:20.250  
Shalini P  
Based on the previous thing and.

0:8:20.440 --> 0:8:25.130  
Vaishnavi B  
I I think I will also update with what peers and highlighted the clock in.

0:8:25.610 --> 0:8:37.840  
Vaishnavi B  
Ohh e-mail at least like getting in once in a day still OK but I have plugged in but I still ended up getting twice or thrice the reminder emails like have you clocked in? Have you clocked in it? It feels a little forceful.

0:8:38.500 --> 0:8:54.760  
Vaishnavi B  
Maybe once in a day in the morning is still OK, you know, but after that also we keep getting messages for clocking in and clocking out also and all that and it especially when people are blocking mode and well other day they could find it a little too much. That's one thing.

0:8:56.620 --> 0:9:4.550  
Shalini P  
Right. Right. Right. I think people are forgetting to clock and clock out. I think that's the reason we have a single. Yeah, yeah.

0:9:12.240 --> 0:9:13.30  
Shalini P  
Understood.

0:9:2.240 --> 0:9:16.200  
Vaishnavi B  
So agreed 11 reminder is still one reminder is still OK, but if we do it on a very continuous basis then it feels a little forceful and I don't think the idea to have clock in clock orders to force people you know to do that.

0:9:15.930 --> 0:9:16.640  
Shalini P  
Right, right.

0:9:18.380 --> 0:9:18.740  
Vaishnavi B  
Yeah.

0:9:18.80 --> 0:9:18.870  
Shalini P  
Absolutely.

0:9:22.150 --> 0:9:23.100  
Shalini P  
Yeah, sure.

0:9:25.0 --> 0:9:26.760  
Shalini P  
So anything else apart from this?

0:9:25.920 --> 0:9:27.20  
Vaishnavi B  
That's it from my side.

0:9:27.710 --> 0:9:28.560  
Vaishnavi B  
That's it from my side.

0:9:28.440 --> 0:9:28.940  
Shalini P  
OK.

0:9:31.20 --> 0:9:31.360  
Shalini P  
Sure.

0:9:29.910 --> 0:9:33.300  
Piyush Saraf  
So one thing with leadership development thing that you put here.

0:9:34.560 --> 0:9:34.950  
Shalini P  
Umm.

0:9:34.20 --> 0:9:40.870  
Piyush Saraf  
One thing that could be nice is for us to have country either countries or he have been working on.

0:9:50.480 --> 0:9:50.790  
Shalini P  
Thanks.

0:9:41.510 --> 0:9:54.220  
Piyush Saraf  
How many breeds can you think so? But company wide the you know solutioning or problem solving meetings right where everyone is like at least we can witness how.

0:10:1.390 --> 0:10:3.610  
Shalini P  
And it's, Umm, upskilling.

0:9:55.310 --> 0:10:7.330  
Piyush Saraf  
You know, uh, the managers of momos or whoever it is are solving the problem. So complicated ones, right? So that everyone has a bit more exposure to what kind of problems we get and how are we supposed to solve them.

0:10:7.990 --> 0:10:15.640  
Piyush Saraf  
I think that is one place where anyone who joins new the only information he can get for this is from their manager, right?

0:10:16.760 --> 0:10:17.870  
Shalini P  
Right now.

0:10:16.710 --> 0:10:24.320  
Piyush Saraf  
And managers don't always have time to sit and walk through the entire, you know, the ideation process, the.

0:10:25.180 --> 0:10:31.520  
Piyush Saraf  
Ohh brainstorming with all the people in the team that that will take a you know longer time.

0:10:32.340 --> 0:10:43.340  
Piyush Saraf  
I think this could be an exercise we could do time to time some interesting problem statement comes up there if we discuss or we at least have key. What kind of discussion would happen on this?

0:10:44.930 --> 0:10:45.190  
Piyush Saraf  
Yeah.

0:10:48.70 --> 0:10:54.560  
Shalini P  
Yes. Yes, yes. Yeah. So we will just discuss and we'll get back to the consent team, obvious.

0:10:58.990 --> 0:11:3.80  
Shalini P  
So anybody else like have any suggestions or anything to be added on?

0:11:9.400 --> 0:11:12.790  
Shalini P  
So if you're good like Sri, like wind up this session.

0:11:19.380 --> 0:11:20.30  
Vaishnavi B  
I'm good.

0:11:22.560 --> 0:11:30.470  
Shalini P  
OK, sure. So I'll be just launching a poll. Kindly just give the suggestions, OK.

0:12:8.60 --> 0:12:10.890  
Piyush Saraf  
Did you guys get the poll? I don't see it.

0:12:12.780 --> 0:12:13.980  
Vaishnavi B  
I don't think so need yet.

0:12:14.400 --> 0:12:14.620  
Naresh Thiyagarajan  
Yeah.

0:12:16.780 --> 0:12:17.120  
Piyush Saraf  
OK.

0:12:12.600 --> 0:12:17.250  
Shalini P  
I know there's some network issues office like it's getting delayed, yeah.

0:12:30.370 --> 0:12:31.700  
Shalini P  
No way you be able to see.

0:12:32.790 --> 0:12:33.240  
Shalini P  
The pool.

0:12:37.780 --> 0:12:38.110  
Shubham Gupta  
Yeah.

0:12:38.20 --> 0:12:38.530  
Vaishnavi B  
Yeah.

0:12:38.680 --> 0:12:39.640  
Piyush Saraf  
Yes, yes, yes.

0:12:39.770 --> 0:12:40.270  
Shalini P  
OK.

0:13:2.630 --> 0:13:5.270  
Shalini P  
So I hope like you close with my dad.

0:13:9.340 --> 0:13:11.440  
Shalini P  
Well, like in response, has been received.

0:13:16.790 --> 0:13:21.880  
Vaishnavi B  
I think guys can come forward and give their feedback, so I'm not sure why people are not speaking up.

0:13:30.590 --> 0:13:34.210  
Shalini P  
So if you're good from your side, like maybe you could wind up this thing.

0:13:34.830 --> 0:13:43.940  
Shalini P  
And if you have anything else to be added like, you could feel free to reach us or the HR team or the employee engagement. So we're here to like help you out.

0:13:48.860 --> 0:13:49.720  
Shubham Gupta  
Drug thanks all.

0:13:50.450 --> 0:13:50.920  
Raunak Agarwal  
That's.

0:13:50.860 --> 0:13:52.650  
Shalini P  
Yeah. Thank you. Shivram, can you do that?

0:13:52.780 --> 0:13:54.80  
Vaishnavi B  
Thank you. Thank you.

0:13:54.250 --> 0:13:55.740  
Shalini P  
Thank you. Thank you.

0:13:55.340 --> 0:13:56.230  
Ezhilarasi S  
Thank you, Sharon.

0:13:56.50 --> 0:13:56.850  
Piyush Saraf  
Thanks everyone.

0:13:57.30 --> 0:13:57.330  
Piyush Jain  
Thanks.

0:13:57.570 --> 0:13:58.300  
Akash Parekh  
Thank you everyone.

0:13:58.240 --> 0:13:58.970  
Jenifer Cynthya  
Thank you.

0:13:58.440 --> 0:13:59.70  
Shalini P  
Right.