0:0:0.0 --> 0:0:19.920  
Kokilambal Souppourayen  
And the hope I could see like, you know a, you know, compared to the last pulse check meeting and now though lot of events that happened and a lot of energy and the new implementation and so on, I could just add more to the list. So how is it from your side individually so how is it going?

0:0:29.360 --> 0:0:32.970  
Kokilambal Souppourayen  
Maybe sure as if you're trying to speak. I think you're on mute and.

0:0:32.400 --> 0:0:36.580  
Shoraj Tomer  
No, I was not trying to speak, but I have like no one even video everything.

0:0:37.840 --> 0:0:38.340  
Shoraj Tomer  
Yep.

0:0:40.220 --> 0:0:40.580  
Shoraj Tomer  
But.

0:0:37.810 --> 0:0:46.20  
Kokilambal Souppourayen  
That's what? Uh, definitely, we have to make it mandate and we have to reinsert that. Please turn on your video. So that's something.

0:0:47.740 --> 0:0:48.170  
Kokilambal Souppourayen  
Yeah.

0:0:44.810 --> 0:0:48.220  
Shoraj Tomer  
Yeah, but yeah, everything is going good. Yeah, I think it's you.

0:0:49.340 --> 0:0:59.790  
Kokilambal Souppourayen  
Yes, see hope you heard sharaz right. Even me and all of us want to see everyone, and, you know, have this face to face interaction. Come on. Please turn on your videos. No.

0:1:6.960 --> 0:1:11.50  
Kokilambal Souppourayen  
So high Vijay, thank you and Evani Drishti Vinitha, Divya.

0:1:12.440 --> 0:1:13.150  
Kokilambal Souppourayen  
Yes.

0:1:17.500 --> 0:1:41.20  
Kokilambal Souppourayen  
Maybe at least people working from Chennai's office. You have this opportunity to meet and greet, you know everyone. So here, this is the time for us connecting over remote. So this is our opportunity to say hi to everyone over there in Chennai's office. And this is the opportunity and hence like you know Rasika Sahil, I request everyone to turn on the video please.

0:1:47.290 --> 0:2:10.630  
Kokilambal Souppourayen  
So we have Rasika here new joinee and hope to maybe earlier in our innings meeting we get to introduce to the new journeys and auto we are like you know converted probably we take this opportunity to introduce the new Joinees and Rasika is 1 and maybe others are like just have joined the other groups I believe.

0:2:11.300 --> 0:2:24.170  
Kokilambal Souppourayen  
So yes, so you Rasika for you to give a brief of this pulse check meeting. So every month we have this pulse check connect and you know it it's a you know.

0:2:25.130 --> 0:2:56.120  
Kokilambal Souppourayen  
Uh, maybe way that we get to connect to the team, to the employees and in general we get to know better. So how does it feel? And it says, any suggestions if there's any feedback on the work culture and the practices and whatnot. So all that, this is the time that you can share, you can exchange your, you know, feedback and you can, you know, feel free to share your suggestions as well. So HR team is quite a, you know, trying to.

0:2:56.200 --> 0:3:26.730  
Kokilambal Souppourayen  
Well, make this in, you know, opportunity to listen to everyone's comments and implement and a given take an exchange of ideas and thought process. So giving us the opportunity to share if there's any improvisations to be done. So they comments heard and implemented as well and this is the you know core essence of the pulse check meeting and probably like we do have a pulse check survey.

0:3:26.980 --> 0:3:38.870  
Kokilambal Souppourayen  
Before to this meeting, we will roll out the survey and we will collect inputs from everyone and every month this happens. This is a, you know recurrent event that happens every month and.

0:3:40.30 --> 0:3:41.660  
Kokilambal Souppourayen  
To share today's agenda.

0:3:42.790 --> 0:3:45.160  
Kokilambal Souppourayen  
So probably yeah, we are here.

0:3:47.240 --> 0:4:0.690  
Kokilambal Souppourayen  
So this is in general like you know the meeting agenda first in general we'll just discuss and the topics that we have collected through our Pulse check survey and what we have delivered you know.

0:4:2.10 --> 0:4:31.220  
Kokilambal Souppourayen  
Until now, what all we have delivered, so probably these aspects, you know the most asked for I should say so club activity, PCA, portal and social media policy and marking our presence in the social platforms, all of it we have been speaking earlier and now it is like you know implemented and we have rolled it out successfully I should say. So a great you know uploads to the team behind the.

0:4:31.500 --> 0:5:2.610  
Kokilambal Souppourayen  
You're busy automation now that the entire process is like, you know, it's at ease. So earlier it was like a multiple sheets that we have to track and refer and record. And now that it has become one particular portal and that's automated. And the proud thing is like we have made it all in house. So PCA portal, yes, it's in place. We have rolled it out successfully and it's in like you know practice as well. And with regards to club, yes, we have launched our club activities.

0:5:2.730 --> 0:5:15.850  
Kokilambal Souppourayen  
The very First off it is like the sport event. The cricket event had happened in Chennai location and anyone from here who participated in the cricket tournament that happened.

0:5:18.390 --> 0:5:20.740  
Kokilambal Souppourayen  
So and even from here, who participated in the event.

0:5:23.520 --> 0:5:24.660  
Kokilambal Souppourayen  
Shoraj, how about you?

0:5:27.90 --> 0:5:32.270  
Rajkumar Chelladurai  
I was not there for that particular even Kokila I wasn't there in the office.

0:5:31.0 --> 0:6:0.750  
Kokilambal Souppourayen  
You OK? Got it. Yeah. Yeah. Maybe we have multiple reasons. So just curious to know if someone from here part of the winning team. You know, I'll take this opportunity to congratulate them. So I'm not sure if none from here like been part and not sure. And yes similarly like multiple events have been planned, so discussions in progress and you could see a lot of the events to happen and maybe in Bangalore office also.

0:6:0.950 --> 0:6:4.940  
Kokilambal Souppourayen  
So very soon now we will just gather for one of the event shoraj.

0:6:6.150 --> 0:6:6.480  
Kokilambal Souppourayen  
Yeah.

0:6:9.140 --> 0:6:10.890  
Shoraj Tomer  
Elegant waiting for if any.

0:6:14.270 --> 0:6:15.510  
Vinitha Harihara  
Yeah, I mean Bangalore office.

0:6:11.560 --> 0:6:15.690  
Kokilambal Souppourayen  
And yes, so very much counted and.

0:6:16.680 --> 0:6:21.230  
Kokilambal Souppourayen  
Well, Vinita really. OK, I've just, you know, asked.

0:6:19.830 --> 0:6:21.460  
Vinitha Harihara  
No one is saying this time.

0:6:22.580 --> 0:6:53.20  
Kokilambal Souppourayen  
Ohh, nice. Nice to know and very soon we are. Uh, maybe today I've asked out for the namelist close around 26 of you know, Ganitans operating from Bangalore. We'll try to, you know, meet in a in a in this place and we'll just you know have an event like this in Bangalore as we're looking forward to it and hope multiple people would be like you know interested the way that we are so curious and yeah so we will meet soon very soon.

0:6:53.800 --> 0:7:27.50  
Kokilambal Souppourayen  
And yes, with regards to social media policy, yes, hope you are all received the mail from Raj and it's very clear and the you know intention of the social media presence. It's in these two aspects both employer branding and personal branding and what to share and what not to. All the limitations is very well clearly drafted and defined in the policy document. So it is available for everyone's access maybe if you have any clarifications related to it or any support in terms of.

0:7:27.140 --> 0:7:54.140  
Kokilambal Souppourayen  
Improving your you know, LinkedIn profile probably reach out to Rajan. He will help us with that definitely in terms of like you know our framing the entire profile and phrasing it and you will get a lot of you know innovative ideas from him and you could you know make it even more active. And the thing and the certainly like not just you know liking or reposting the ganitans.

0:7:54.230 --> 0:8:24.960  
Kokilambal Souppourayen  
A post, whatever that we do on top of it like you know, you have this nice opportunity to share your thoughts, be it technical, be it general and you can just, you know, become one influencer to the entire crowd. So why only the external, even our internal people are like, you know, looking forward for your work and definitely be an inspiration. So please go ahead and utilize the platform and team is there to support you on what all aspects you could.

0:8:25.250 --> 0:8:31.380  
Kokilambal Souppourayen  
You know, create your blog and publish. So a lot of it is there. Please go and read the policy document for it.

0:8:32.770 --> 0:8:33.760  
Kokilambal Souppourayen  
And.

0:8:34.900 --> 0:8:52.430  
Kokilambal Souppourayen  
With regards to the survey, these are the three topics that was listed, so leadership development clubs at Ganitan upskilling. So the most wanted topics to be discussed in this pulse check meeting. And apart from this we'll also go in general to you know.

0:8:52.690 --> 0:9:19.820  
Kokilambal Souppourayen  
Ohh no, share your feedback and comments and whatnot. We can just discuss on general topics as well. So to just get started and make it more interactive and it it would be helpful for me that if you, you know feel free and just open your thoughts. And because this is an opportunity wherein you know we get to share our thoughts and you know share ideas, the share suggestions and.

0:9:21.40 --> 0:9:25.750  
Kokilambal Souppourayen  
This is the time that you could, you know, register your.

0:9:26.750 --> 0:9:29.880  
Kokilambal Souppourayen  
Uh comments. So yes, just give me a moment.

0:9:31.100 --> 0:9:52.350  
Kokilambal Souppourayen  
So since I'm not hearing everyone's voice, I have no other option, so I'm just going in alphabetical order to start with Abhishek. So the lucky 1 to start with. So please share your feedback on you know these three topics. What's your thought about leadership development and club set ganit and your upskilling. So do you have to say something about these?

0:9:56.390 --> 0:9:57.610  
Kokilambal Souppourayen  
Abhishek you're on mute.

0:9:59.860 --> 0:10:21.220  
Abhishek Deshpande  
Uh, yeah. I mean, no thought in specific. I think everything is progressing pretty well, especially with the clubs and the upskilling thing. I mean this SQL bytes that's going on, that's pretty good. You know it's a pretty good thing on the side apart from work also. So that's all for nothing in specific, yeah.

0:10:23.170 --> 0:10:27.420  
Kokilambal Souppourayen  
OK. Thank you. Thank you, Abhishek. So moving on to Manohar.

0:10:29.480 --> 0:10:29.930  
Kokilambal Souppourayen  
So.

0:10:30.10 --> 0:10:31.490  
Devangam Manohar  
Yep, yeah. Hey everyone.

0:10:31.450 --> 0:10:31.950  
Kokilambal Souppourayen  
Yes.

0:10:32.750 --> 0:10:39.20  
Devangam Manohar  
Yeah, like when we come to that events right as like you also I'm waiting for that Bangalore meet.

0:10:39.700 --> 0:10:43.50  
Devangam Manohar  
So on that upskilling is really going good.

0:10:44.120 --> 0:11:0.880  
Devangam Manohar  
And one more thing. Leadership. Right. OK, something that I now got into is like helping juniors at some point is kind of very good for me. So in the process even I'm learning so much. So yeah, pretty much that thing from from my side.

0:11:2.580 --> 0:11:6.860  
Kokilambal Souppourayen  
Thank you, manika. Good to know that uh, you know you're getting benefited in the latest shift.

0:11:9.200 --> 0:11:9.490  
Devangam Manohar  
Yep.

0:11:9.30 --> 0:11:22.310  
Kokilambal Souppourayen  
Contact you can anyone and the that's the plus point of you know Team Ganit. So everyone is approachable in terms of, you know helping or giving providing clarification so.

0:11:23.60 --> 0:11:26.250  
Kokilambal Souppourayen  
Yes, thank you. Thank you for your comment. And how about you the yeah.

0:11:28.260 --> 0:11:45.430  
Divya Durga  
Yeah, coconut High Kokila actually for leadership development, right? We are also taking some of the classes for our new batches and we can also have some sessions on how to manage the projects like that for it leadership development.

0:11:46.580 --> 0:11:48.650  
Divya Durga  
And for clouds thing.

0:11:50.420 --> 0:11:59.640  
Divya Durga  
I'm not having any inputs kokila for upskilling. Also we are having some SQL trainings like this and there will be also like Python.

0:12:0.690 --> 0:12:1.80  
Divya Durga  
Uh.

0:12:2.100 --> 0:12:5.730  
Divya Durga  
Sessions upcoming so that.

0:12:30.90 --> 0:12:30.390  
Divya Durga  
Yep.

0:12:7.810 --> 0:12:31.100  
Kokilambal Souppourayen  
Yeah, sure. Noted. Probably your expectation on sessions for project management, certainly it's hard. So we'll make a note of it and you know we'll make sure like maybe maybe it's tentative, maybe very soon we will let you know on the initiatives taken towards it. OK. Thank you. Thank you, Divya. And how about you thirsty?

0:12:35.30 --> 0:12:45.300  
Drishti Managanvi  
So yeah, no input from my side, like pretty good on all the things that we have this cricket game recently. So it was good and then?

0:12:46.80 --> 0:12:58.670  
Drishti Managanvi  
Uh, do you? Don't should I? Guess not specifically, but then there are sessions going on, especially for the upcoming session starts, so yeah, and upskilling, yes we had. We were so yeah pretty good.

0:13:5.860 --> 0:13:7.970  
Drishti Managanvi  
About that, yeah.

0:13:1.700 --> 0:13:11.220  
Kokilambal Souppourayen  
OK, OK. Yeah, sure. Thank you. Thank you. Divya. I'm sorry, distri. And yes, Raj, so maybe from your side.

0:13:10.900 --> 0:13:11.260  
Drishti Managanvi  
Something.

0:13:13.250 --> 0:13:15.240  
Rajkumar Chelladurai  
Can you all hear me hear you guys?

0:13:16.230 --> 0:13:19.20  
Kokilambal Souppourayen  
Yes, yes, you are loud and clear, yes.

0:13:18.380 --> 0:13:19.690  
Rajkumar Chelladurai  
Yeah, OK, awesome.

0:13:20.550 --> 0:13:32.890  
Rajkumar Chelladurai  
Great. Awesome. So you know, regarding the topics that we are planning, we planned to have discussed, if I say you know, there's something that I wanted to actually talk about team produce.

0:13:33.0 --> 0:13:34.990  
Rajkumar Chelladurai  
Yeah. Is the fact that.

0:13:35.90 --> 0:13:48.20  
Rajkumar Chelladurai  
Umm, I'm not sure how many of you you were here at the office and it was conducted, right? But you had this session conducted by Shiva Hari and all the moments during the Christmas right on the Christmas Day event.

0:13:49.190 --> 0:14:20.60  
Rajkumar Chelladurai  
So that morning we had all the memos come to the office and we had them sit and have this, like, round tip, not exactly round table discussion, but we had a Q&A session with all the employees with the office and the leaders, right. And they were talking about what it takes to be more, more like and how do you get there? What is the mindset of a leader etcetera. And I think that, you know, not not just having memos and around in the General City is enough to like is enough to, like, push that kind of mindset.

0:14:20.580 --> 0:14:30.530  
Rajkumar Chelladurai  
But like, again, like maybe weekly session or something on how do your leader and how to navigate through these corporate environments? No, I think that would help a lot.

0:14:32.670 --> 0:14:33.60  
Kokilambal Souppourayen  
Sure.

0:14:31.350 --> 0:14:36.680  
Rajkumar Chelladurai  
Right, because people are only going to be put in leadership positions more and they're going to wonder what to do next.

0:14:38.360 --> 0:14:43.890  
Rajkumar Chelladurai  
So if you can have sessions on leadership, but actually leadership sessions, that would be great.

0:14:44.730 --> 0:14:48.370  
Rajkumar Chelladurai  
Maybe one moment can talk about 1 aspect of, let's say, Particularization leadership.

0:14:49.60 --> 0:14:52.460  
Rajkumar Chelladurai  
To consume most was just something to consider.

0:14:55.760 --> 0:14:56.880  
Rajkumar Chelladurai  
Upskilling.

0:14:54.110 --> 0:14:57.140  
Kokilambal Souppourayen  
Yeah, sure. Very much, Raj. It's required.

0:14:58.210 --> 0:14:58.460  
Kokilambal Souppourayen  
Yeah.

0:14:58.980 --> 0:15:4.50  
Rajkumar Chelladurai  
Upskilling very hard, really nothing to say about that because like for obvious reasons.

0:15:5.250 --> 0:15:29.880  
Rajkumar Chelladurai  
Apart from that, clubs, clubs. Well, I guess no, I do want a restaurant. We rolled out quickly to identify new words. In fact, if I would say anything about clubs, it would be more for ganitans instead of management like it would be awesome if people couldn't step up and start sharing their interest and activity, even what they would like to see rather than waiting to be asked like what they want.

0:15:33.410 --> 0:15:33.870  
Kokilambal Souppourayen  
Yeah.

0:15:32.820 --> 0:15:34.380  
Rajkumar Chelladurai  
That's, that's about it for my side.

0:15:35.720 --> 0:16:7.70  
Kokilambal Souppourayen  
Yes, certainly valid points and maybe yes, in terms of you know, preparing yourself and how to the directions that you're looking for to scale up to a more like to become a leader in GANIT. Certainly you were asking for a few sessions and yes, so this is the very first step that you are doing. So how do I go there, how do I release, give me directions. So yes, most of them would have, you know, thought of it but not expressed, probably it's like, you know, being registered here, we will make a note of it and.

0:16:11.460 --> 0:16:11.710  
Rajkumar Chelladurai  
Cool.

0:16:7.350 --> 0:16:25.640  
Kokilambal Souppourayen  
We will get back to you on the plans. So certainly yes, the opportunities are very much open and wide. So say for example, the innings meeting is very interactive. You know, week on week, it's very interactive and informative, I should say. And when open nominations were asked. So I would feel that you know.

0:16:26.80 --> 0:16:55.590  
Kokilambal Souppourayen  
Ohh, that's an opportunity wherein we could register in terms of though maybe the flow chart or like if it doesn't go, it is not you know mandate for my work, but still I will try to inculcate into my work and I will want to the curiosity to you know participate in that some open event. It's definitely one aspect. So some new idea innovative suggestion given by the team how do I implement it in my work.

0:16:55.730 --> 0:17:25.690  
Kokilambal Souppourayen  
Then how do I register it? For example, for us it was very informative we thought of including. Please excuse me. We thought of including flow channels in our job descriptions, which is getting exchanged to the candidates. So Vice simply like you know, a descriptive document rather we'll make it more interactive and more, you know, presentable for them, easy to capture and register. So these are all initiatives that so you know present to.

0:17:27.10 --> 0:17:27.410  
Rajkumar Chelladurai  
4.

0:17:25.800 --> 0:17:31.360  
Kokilambal Souppourayen  
Presented to us and the participation right and that itself is the very first step of becoming a leader.

0:17:33.330 --> 0:17:34.420  
Rajkumar Chelladurai  
If you want one second.

0:17:32.280 --> 0:18:2.10  
Kokilambal Souppourayen  
So definitely like you know, everyone should think of. So there there is a connect between the innings meeting and this pulse check survey and you know asking you to being participative in all aspects. So all of it like you know, it's an opportunity created for us to be even more, you know, interactive and taking the ownership. Yes, this is my team, this is what I'm planning to do. And being participative is one such factor that I my general opinion I'm saying.

0:18:7.560 --> 0:18:7.980  
Rajkumar Chelladurai  
You know.

0:18:2.580 --> 0:18:8.720  
Kokilambal Souppourayen  
Yeah. So thank you. Thank you. Rajan, moving on to Rasika, yes. Do you have any points to share with us?

0:18:10.500 --> 0:18:17.90  
Kokilambal Souppourayen  
I know you have been like, you know, it's few days for you in GANIT. So do you have any suggestions?

0:18:18.700 --> 0:18:47.550  
Rasika Sanjay Vadane  
No, I, uh, good. Uh. Good evening. Everyone's. Uh, right now I don't have any idea about the pulse check with the in 100% idea about about the pulse check meeting. So I am aware about little bit this meeting but it's telling about talking about the leadership so it's a very good culture to arrange the leadership in the organization and to it's.

0:18:47.750 --> 0:18:58.730  
Rasika Sanjay Vadane  
Still and talking about the skill set, so it's also helpful for the uh employee employee to explore their skill set. Thank you.

0:18:59.820 --> 0:19:31.370  
Kokilambal Souppourayen  
Yes, Sir. Thank you. Thank you, rasika. So maybe as you just progress right, you will build with the whatever that we speak. Certainly you know you can reach out to HR team and if you want to refer any document that's available in the keka portal, just go have a look into it. And regarding the upskilling also we have written detail in the you know Keka portal, there's a document reimbursement and travel and page #4 it says more about upscaling you know options that's provided to each and every employee here.

0:19:31.710 --> 0:19:41.940  
Kokilambal Souppourayen  
So you can refer to the documents if you have anything you can raise a ticket and get it clarified. Also, just letting you know all the options wherein you can reach out to us for any help or support.

0:19:42.650 --> 0:19:46.120  
Kokilambal Souppourayen  
So thank you, Rasika. And yes, Sir, Sahil, so.

0:19:47.530 --> 0:19:47.720  
Kokilambal Souppourayen  
Yeah.

0:19:48.790 --> 0:19:49.500  
Sahil Sharma  
Hey, guys.

0:19:48.450 --> 0:19:50.410  
Kokilambal Souppourayen  
Please go ahead your comments, yeah.

0:19:51.590 --> 0:20:17.490  
Sahil Sharma  
Raj, first of all, fantastic question, I mean quite which you put up right, we need to have you know such weekly sessions. I guess that was just the one which we had and and it put us as well the moment was into uncomfortable zone to understand you know what kind of things which are going inside mine of each and every Kenneth and right and and absolutely I guess this point should be raised and you know and it's necessary for people who are there.

0:20:18.230 --> 0:20:25.280  
Sahil Sharma  
To take up sessions, you know, and it's not just sessions that you need to depend upon. I mean, people can reach out directly, right?

0:20:26.350 --> 0:20:39.670  
Sahil Sharma  
It's if you have something in mind which you think and it can which can help connect right, create a LinkedIn Post beta product you want to have in mind. Right? Just reach out and I guess that's also a way.

0:20:40.630 --> 0:20:41.70  
Sahil Sharma  
Can.

0:20:41.850 --> 0:20:53.150  
Sahil Sharma  
Have a path towards Momo. Momo is just a team, right of leaders. But of course there they are all synced with one thing in mind. That's growth for this year, right? And for the upcoming?

0:20:54.520 --> 0:20:55.430  
Sahil Sharma  
Time right? So.

0:20:56.100 --> 0:21:5.100  
Sahil Sharma  
That's what I think I would differentiate among people, but it's not. I mean, there is no such thing. If you have a growth mindset, then I guess being a member is not a big deal.

0:21:6.500 --> 0:21:35.630  
Sahil Sharma  
Now coming to the upskilling part, I guess that's going fantastic but I've seen people you know struggling a lot to join the upskilling sessions, right? They don't get time from the projects and things like that. I guess that needs to be more streamlined because in my team I have a team of 5-6 people, right? And everyone is somewhere or the other busy with projects work. I need to pull them, you know, stop them from doing those sessions. Right. So instead of having a huge batch of people, you know if it can be.

0:21:35.710 --> 0:21:36.730  
Sahil Sharma  
Streamline better.

0:21:37.450 --> 0:21:46.540  
Sahil Sharma  
On, you know, have some groups check their availability. I don't know what to do exactly right now. Maybe it's something Jain needs to take it up, but right now I guess things are very.

0:22:6.700 --> 0:22:7.340  
Kokilambal Souppourayen  
Got it.

0:21:47.750 --> 0:22:15.390  
Sahil Sharma  
You know very you can say it's not streamlined. I mean while I am having WPS right there are sessions going on for sequels and often that equally but not equally exactly. But client meetings are very important then then a session right and then they fail in in the test, right? So these things are happening even though even though my team member use SQL day in and day out in each and every thread right, although they are failing in the test.

0:22:20.470 --> 0:22:21.100  
Kokilambal Souppourayen  
Definitely.

0:22:16.290 --> 0:22:40.50  
Sahil Sharma  
And that that's something concerns me as well, right. So we might need to work on that in terms of upskilling and terms of clubs. I I'm I'm not a part. I have been taken part in a lot of different clubs, right. But I guess Raj has created some roles in, in, in developing certain cup, you know clubs and things like that. So one second.

0:22:44.330 --> 0:22:48.120  
Sahil Sharma  
OK, so there's no current in my area, so I'm like.

0:22:48.260 --> 0:22:51.400  
Sahil Sharma  
You funny now so.

0:22:52.130 --> 0:23:6.210  
Sahil Sharma  
I guess more clubs. Whatever guys you like, you know, join those clubs. There's no stop to it. Of course. You know, I have a team who works in Image analytics a lot. Right now we're trying to grow that team based on the.

0:23:6.950 --> 0:23:35.110  
Sahil Sharma  
Interest people are having, let's say, if they want some image projects to be working on and things like that, right? So I would ask everyone here, you know, you can feel free to reach out to me if you're interested in image analytics and you want to learn more. We are doing a couple of proposals and projects as well. So there's a it's not a club per se, but you know I'll be soon rolling out the news about image analytics. But of course, if you are interested, you know you want to learn about it, you can be a part of it, open to all. So yeah. Thank you.

0:23:35.940 --> 0:23:37.500  
Sahil Sharma  
That's not Coachella from my end.

0:23:37.850 --> 0:24:9.470  
Kokilambal Souppourayen  
Yeah. Yeah. Thank you. Thank you. So so he'll and thanks for, you know, bringing up the point on the flexibilities required for the team to participate in the killing programs. So to streamline, maybe I will also reach out to Jayanth and share suggestions probably like, you know, usually we used to publish a training calendar. So training calendar will have like you know this month and for the next month and for it it goes on. So people, they know their workload and we can also be used to cover and they can register.

0:24:29.700 --> 0:24:29.960  
Sahil Sharma  
Yeah.

0:24:33.80 --> 0:24:33.250  
Sahil Sharma  
Yeah.

0:24:9.660 --> 0:24:39.650  
Kokilambal Souppourayen  
And they can choose the batch wherein they want to like, you know, register probably such a calendar if it is published for all, it would be helpful for them to choose their flexible timing and kind of register and then get benefited instead of, you know, failing and not utilizing 100% is also it's a waste of time and energy for everyone. So maybe very valid point noted and we will just get back with the solution for this very soon. And thanks for bringing up.

0:24:40.500 --> 0:24:40.710  
Kokilambal Souppourayen  
Yeah.

0:24:49.90 --> 0:24:49.660  
Kokilambal Souppourayen  
Mm-hmm.

0:24:50.460 --> 0:24:50.950  
Kokilambal Souppourayen  
Yes.

0:24:38.870 --> 0:24:54.30  
Sahil Sharma  
Yeah, sure. Yeah. So one more point, just I want to write, let's let's say you can give a time period, right? The the person needs to complete the candidate needs to complete in six months so they can join any batch as per the schedule, right. So that's something which we can implement, but yeah.

0:24:55.480 --> 0:24:56.700  
Kokilambal Souppourayen  
Sure, definitely.

0:24:55.460 --> 0:24:58.90  
Sahil Sharma  
I need we need to, you know, streamline this process as well.

0:24:59.430 --> 0:25:15.500  
Kokilambal Souppourayen  
Yeah, sure. I think that's what the training calendar, if it's published right for all of you, it's a reference to be aware of what are the upcoming sessions and what are the upcoming batches. And you can register accordingly. So we will think of it and we will implement very soon, yeah.

0:25:16.330 --> 0:25:22.130  
Kokilambal Souppourayen  
So thank you, Sahil. And just moving on to sharaz, due to lack of time, I'm just you know, making it a little fast, yeah.

0:25:23.40 --> 0:25:46.130  
Shoraj Tomer  
Yeah. OK. I have like 2-3 point, but I will like keep it sort I completely agree with the Sahil point, right. Same thing, we are using SQL Day in day out but it's still failing in the desk, right? The reason is not like we don't know SQL, we know SQL but the the the point is like the kind of like context is completely different in in in both setting right.

0:25:47.340 --> 0:25:47.670  
Kokilambal Souppourayen  
Umm.

0:25:46.900 --> 0:26:10.690  
Shoraj Tomer  
When we are looking doing work in the project, we are just focused on the solutions rather than the the understanding the part right. But when we are doing the training, it should be more like kind of give me more freedom. I should be happy to spend time, right. Right now the schedule is you don't know where to focus right on the project deliverables or on the training part.

0:26:10.880 --> 0:26:11.630  
Kokilambal Souppourayen  
Training talk.

0:26:11.920 --> 0:26:18.750  
Shoraj Tomer  
Right. If I have the freedom I wanna training to be fun, right? I know. Like, I have to do a skilling, but I wanna do with the.

0:26:19.440 --> 0:26:29.980  
Shoraj Tomer  
Peace of Mind. Right. OK, let's one hour. Just focus on one thing. Not like this, OK? In half an hour, I have to finish this as well. In next half an hour, I have to finish this as well, right?

0:26:30.750 --> 0:26:56.260  
Shoraj Tomer  
So I'm just finishing it for the the like it's because it's a job, right? Nothing. The purpose of learning is not there definitely, right? Ohh club like everyone which putting effort to making those colors. Like hats off to all of them because I know it's idea is like very good. But putting the things in execution is very, very, very hard right even in.

0:26:56.440 --> 0:27:26.290  
Shoraj Tomer  
Uh, see? Like I will be more happy to be part of a club where I know the persons right? Like the point is I can trust them. It's a kind of a friendship, kind of an environment. We can plan out things, right? It's not one person, it's saying, OK, we have to do this. I don't wanna feel that thing. It's look like it's a part of my job note for fun, right? Clock should be fun activity where I should feel motivated. OK, let's let's come 2-3 people come together. Let's do this. Right.

0:27:27.840 --> 0:27:57.390  
Shoraj Tomer  
The the third thing. Leadership. Yeah. So, yeah, for me, like, there are two main points to develop leadership, right. One is trust and secondary responsibility, right. If someone, someone is having trust on you giving you the responsibility, it doesn't matter what your position is. You will definitely want to develop the leadership skills, right. Whether you are a data analyst, senior data analyst. So more and more Momo is not the parameter, right. They're like.

0:27:57.500 --> 0:28:6.910  
Shoraj Tomer  
Obviously they are the recognization right people are recognizing your effort, but that doesn't mean you are not a leader. If if you are not part of the those groups, right?

0:28:8.40 --> 0:28:25.610  
Shoraj Tomer  
Even you are just doing the Python developer like either Python developer in a project, we can be a leader right? So within your scope if you have the trust, you have the responsibility. You can be the leader and I'm getting this opportunity in Ganit day in, day out. So like I'm very happy with all of these things.

0:28:26.490 --> 0:28:28.680  
Shoraj Tomer  
Ohh I took one more minute, but that's all.

0:28:37.240 --> 0:28:37.720  
Shoraj Tomer  
Yeah.

0:28:39.180 --> 0:28:39.560  
Rajkumar Chelladurai  
It's.

0:28:29.470 --> 0:28:58.920  
Kokilambal Souppourayen  
Ohh that's that's totally fine now it's OK if we could stretch for another 5 minutes and have this vital points. Why not? We like extend if I'm moving it's no problem. So yes Sir. I'm very valid. Very valid point. So you know this is to everyone who is like listening. Who's you know aspiring to become a leader. So probably yes. Don't. Don't wait for the authority to be given. Rather you utilize this moment to establish yourself so very well said Shoraj and definitely that's a.

0:28:59.390 --> 0:29:29.930  
Kokilambal Souppourayen  
But you know, that's everyone for everyone's notice, I would say so. That's what. So irrespective of the role and irrespective of the position we hold the so day in day out. So this moment, this particular time what I do, what impact I create and how do I do it all this is what will land you in future to such places. So very well said. Thank you. Thank you for that. And I'm noting down all the points so so very much upskilling the time it seems to be a constraint and yes I'm noting it down.

0:29:30.410 --> 0:29:39.380  
Kokilambal Souppourayen  
And it's real soon find a solution for it. And thank you. Moving on to tejus. Yes. Tejus, please go ahead and share your viewpoints.

0:29:40.630 --> 0:29:45.610  
Tejas Chandrasekhar  
Yeah, I do really quick. Uh leadership and clubs are of course a great initiative.

0:29:46.490 --> 0:30:1.160  
Tejas Chandrasekhar  
And I was looking forward to the upskilling program because I thought I would like to revise on my skill skills, but you after the points that silence shoraj made, it seems to be quite difficult. So it'll be difficult to manage among the busy schedule of the project as well. So.

0:30:1.860 --> 0:30:3.260  
Tejas Chandrasekhar  
Will be waiting for your.

0:30:4.100 --> 0:30:5.340  
Tejas Chandrasekhar  
A response to this.

0:30:16.190 --> 0:30:16.520  
Tejas Chandrasekhar  
Thank you.

0:30:6.370 --> 0:30:20.410  
Kokilambal Souppourayen  
Sure, sure, noted. They just show so very soon we will get back with a suggestion on how to streamline this entire thing. So thank you. And yes, moving on to Vijay. Yes, Vijay, maybe your comments and suggestions please.

0:30:20.880 --> 0:30:39.960  
Vijay Ramasamy  
Umm yeah the class. So I would like to give my suggestion on the upskilling part, it is going good for me like the sequel, Upskilling program is really good and apart from that the sequel bytes is also I found it really useful like it was helping me to get in touch with SQL because if someone is not using SQL in their projects.

0:30:40.620 --> 0:30:47.270  
Vijay Ramasamy  
It will be useful for them to keep, keep in touch with sequel, so that is also good and regarding the.

0:30:47.340 --> 0:30:55.320  
Vijay Ramasamy  
The you know clubs, I have given my little inputs to Raj, so I hope we'll know.

0:31:0.340 --> 0:31:0.900  
Rajkumar Chelladurai  
Definitely.

0:30:57.100 --> 0:31:1.980  
Vijay Ramasamy  
We'll do that better. So. Yeah. And leadership, yeah.

0:31:2.820 --> 0:31:27.190  
Vijay Ramasamy  
So in leadership, as everyone said, like if for the next patch like if now there are mentors for SQL sessions, no. So for the next patch or upcoming batches, if the people who have passed the training or who are who are passed for the next in advanced levels, they can be that mentor. So that will also help them to you know.

0:31:29.610 --> 0:31:35.800  
Vijay Ramasamy  
Be that player you know for the leadership that will be also be provided point. So that I thought so.

0:31:36.530 --> 0:31:37.900  
Vijay Ramasamy  
These are things which I have right now.

0:31:39.140 --> 0:31:53.140  
Kokilambal Souppourayen  
Yes, yes. So show, Vijay. Sure. Uh times and noted. And definitely we'll just look into it and we'll get back on the same. So thank you. Thank you, Vijay, and see us moving on to Vinita. Yes, Sir. Please go ahead and share your viewpoints. Vinita.

0:31:58.270 --> 0:31:58.630  
Vinitha Harihara  
Can you?

0:31:59.430 --> 0:32:1.220  
Kokilambal Souppourayen  
Yes, yes, you are not able.

0:32:2.650 --> 0:32:4.140  
Vinitha Harihara  
30 clubs are a great initial.

0:32:8.220 --> 0:32:8.610  
Kokilambal Souppourayen  
Who?

0:32:10.30 --> 0:32:11.30  
Kokilambal Souppourayen  
Yes, Vinita.

0:32:10.100 --> 0:32:11.30  
Vinitha Harihara  
And for upskilling.

0:32:12.180 --> 0:32:15.70  
Kokilambal Souppourayen  
Yeah. Please come again. Maybe we lost you in between.

0:32:16.500 --> 0:32:17.210  
Vinitha Harihara  
Hello, can you hear me?

0:32:18.220 --> 0:32:19.890  
Kokilambal Souppourayen  
Yes. Now, now it's horrible.

0:32:21.700 --> 0:32:24.690  
Vinitha Harihara  
Selling a ganit clubs are great initiative I'm looking for.

0:32:25.810 --> 0:32:45.140  
Vinitha Harihara  
Many things happening in that, so one the the recently launched the portal. Uh PC also was very handy for use in everyone so that was very helpful for everyone. So that leadership qualities actually I usually don't access some leadership quality. I'm trying to improve myself to get some leadership qualities.

0:32:45.930 --> 0:32:47.740  
Vinitha Harihara  
So that's it, looking forward.

0:32:50.140 --> 0:33:15.800  
Kokilambal Souppourayen  
Yes, Sir. Thank you. Vinita. Of course, like, you know, just a self realization of do I have that factor that itself is the first step. So everyone has you know the leadership aspects, everyone has it. So yes and just you can go ahead utilize the opportunities and kind of you know scale up definitely one day you will become another leader so who will be speaking about leadership.

0:33:17.750 --> 0:33:18.720  
Kokilambal Souppourayen  
So yes.

0:33:18.80 --> 0:33:18.910  
Vinitha Harihara  
Yeah. Thank you. Good.

0:33:19.830 --> 0:33:24.530  
Kokilambal Souppourayen  
Yeah, yeah. You haven't, nita. And yes, moving on to Yash, so maybe.

0:33:24.860 --> 0:33:25.110  
Yash Vardhan Agarwal  
Yeah.

0:33:25.790 --> 0:33:27.140  
Kokilambal Souppourayen  
Just go ahead. Yes, please.

0:33:27.20 --> 0:33:50.550  
Yash Vardhan Agarwal  
Yeah, just to talk about the upskilling session, which we're talking about, right, it would be better if we develop a course plan for three months or depending on the time duration and we can put it on our PCs as well. So that you know people will do it passionately and we'll complete in time other than I have seen mails coming out that people are not participating in the tests which are being conducted and that is true because the tests are conducting at very late last 9:00 to 10:00 PM.

0:33:51.390 --> 0:33:55.440  
Yash Vardhan Agarwal  
So I guess this PC inclusion of this courses will be a great value.

0:33:56.370 --> 0:33:56.710  
Yash Vardhan Agarwal  
Point.

0:33:58.260 --> 0:34:29.400  
Kokilambal Souppourayen  
Sure, sure. So yes. Uh, so the major, you know, in an around most of the comments is like around the time constraints in you know taking up the sessions and giving up the exam. Certainly we will try to make it more streamlined and organized so that it's beneficial for both of us. So we will try to evaluate the plan and you know we'll make it easy. And so in general, I think it's a good, good to see a lot of you know, improvisations happening.

0:34:29.520 --> 0:34:37.380  
Kokilambal Souppourayen  
And it's all your individual contributions in that it's there, definitely. And let's keeping you know.

0:34:37.580 --> 0:35:6.690  
Kokilambal Souppourayen  
Ohh, maybe eagerly waiting to see other you know aspects getting implemented and looking forward for your individual contribution support as you were doing it until now and so anything everything. So we have a ticketing system, so go ahead, raise tickets, get it clarified and reach out to us. Don't wait for this pulse check alone. The ticketing system is there you can raise your queries and clarification and regarding the club activities, yes that's something that.

0:35:7.460 --> 0:35:37.400  
Kokilambal Souppourayen  
You know that should drive us. It's it shouldn't be forced. It should drive us to just be, you know, participating the curiosity and interest should come. And yes, I think very soon we will have a platform. Then you could see all available club activities, maybe based on your interest, you could enroll yourself for the most likely ones for individuals. So very soon we will be there wherein you could choose your interest. You can connect your passion. So certainly all options.

0:35:37.560 --> 0:36:8.770  
Kokilambal Souppourayen  
Would be wider and we are working towards it and apart from this maybe from my viewpoints it's this session, I'm just, you know, maybe I'll wait because this is the time that we get to interact with everyone and to you know, get your feelings and even your feedbacks and suggestions. So I think today I have, you know, noted down a lot of valid points. So take with it that with that take away probably I'll just come back with the solutions towards it.

0:36:8.930 --> 0:36:20.220  
Kokilambal Souppourayen  
And share your thoughts over mail also. So in all ways we are open to receive your feedbacks and suggestions. So end of it and thank you all. Thank you very much for your time.

0:36:22.640 --> 0:36:24.340  
Rajkumar Chelladurai  
Thank you all. Thank you for the love.

0:36:23.720 --> 0:36:24.420  
Vijay Ramasamy  
Thank you.

0:36:24.330 --> 0:36:25.360  
Sahil Sharma  
Thank you guys. Bye bye.

0:36:25.730 --> 0:36:26.500  
Divya Durga  
Times 7.

0:36:25.780 --> 0:36:27.220  
Rajkumar Chelladurai  
So we weren't possibly. Thanks.

0:36:27.130 --> 0:36:27.730  
Yash Vardhan Agarwal  
Thanks.

0:36:26.590 --> 0:36:29.0  
Kokilambal Souppourayen  
Thank you. Bye. Have a great evening. Yeah.

0:36:29.600 --> 0:36:30.10  
Rajkumar Chelladurai  
Yeah.