

# *Q3 Talk*

VOLUME 43: JAN 2019 - MAR 2019



# From the CEO's Desk



Q3 technologies

Dear Q3'ites,

Congratulations - we have started 2019 with a bang! In the first three months of the year we have closed new business with three large customers – Vedanta Cairn Energy Ltd, Godfrey Philips, and Lemon Tree Hotels – all three publicly traded companies, with significant potential for future growth and business. More importantly, the work we are doing with these customers, and the projects we have won against well-known competition, are high-visibility digital transformation projects, with Chatbots, IoT, data digitization and mobility at the core. This is a great beginning to the year and I am confident it is a sign of things to come.

The first three months saw us further consolidate our relationships with our existing customers – both domestic and international. Major accounts like First, Samsung, NIIT, Panasonic, etc. continued to grow. New opportunities at Unlimit, Tata Power, Vedanta Sterlite Copper, Vedanta Aluminium and Michelin on the domestic front, and Schok, NESR, Diversified Nano and Logic20/20 on the international front kept our sales and pre-sales teams busy with proposals, SOWs and client meetings. Our presence at MWC Barcelona further strengthened our market positioning and resulted in some key discussions.

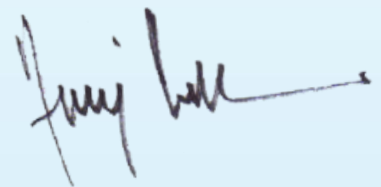
Our engineering and delivery teams once again excelled at delivering best of breed cutting edge solutions to our customers. The Shreya Chabot at Vedanta Cairn is a showcase of technology in the entire Vedanta group. The work being done on Camera Vision and AI technology for Farm Vision in Italy, the predictive analytics model for Nokia's surface mounting machines in the Chennai factory or game automation using RPA for Aristocrat, are excellent examples of how new technologies can be used to solve complex problems. These are just a few cases of the kind of work our engineering teams are doing every day to solve real world problems for our customers and I can go on and on but for the space allowed in this article.

With this momentum, I am now working with our management team to formulate an even more aggressive strategy for the rest of the year and beyond. This strategy, the building blocks for which we are putting together now, will possibly see us go to an IPO at an appropriate time in the future. More near term, this strategy will see us challenge the current market forces as a real threat to the existing vendor ecosystem and provide our customers – both current and potential – a much better alternative.



There are new economic realities facing the market. As the market pivots to a leaner model of IT delivery, with efficiency driven decision making, smarter use of advanced technologies and algorithms, and quicker ROI realization, organizations that are not at the very top of the skill and capabilities matrix, are lethargic or inefficient, will not survive. Therefore, as part of our future strategy we will also focus immediately on building a leaner, more future ready organization that is highly skilled and extremely efficient across all its functions. This is crucial not only so that we can match up to the stringent market demands and adapt more rapidly to changing market forces, but also to ensure a profitable company that will give positive returns to its investors and shareholders.

As we continue to grow in this new economy and stake our claim to our rightful place in the industry, I can promise you an exciting ride. While it may have its ups and downs it just may be the ride of a lifetime. So welcome aboard!



Anuj Mathur





## Events at Q3

### Makar Sankranti

The year started its celebrations with Makar Sankranti on 14<sup>th</sup> Jan. Q3's Jaipur employees celebrated the festival with full enthusiasm. Kite flying is an inevitable tradition of this festival in many parts of the country. Q3'ites at Jaipur too held up the traditional celebrations and had a real fun time flying kites and competing with the opponent team.



### Fun & Frolic Fridays

Fun & Frolic Friday was organized by the HR team in Gurgaon. The employees had a lot of fun as they enjoyed the games. Snacks was a part of the light evening, an add-on making the Friday an enjoyable one.



# Events at Q3

## Women's Day Celebrations

Q3 celebrated International Women's day on 8<sup>th</sup> March. Our COO, Ms. Nandita Mathur kicked off the event with an insightful presentation. Fun filled games and snacks were part of the celebrations.

Flowers & chocolates added flavour to the day.





# Events at Q3

## Holi Celebrations

The festival of colors were celebrated with lot of fun & excitement both at Gurgaon & Jaipur. One minute pani-puri eating competition was held at Gurgaon. Tug of war was a part of the fun activity in Jaipur. Gujiyas & samosas were a treat of the evening.

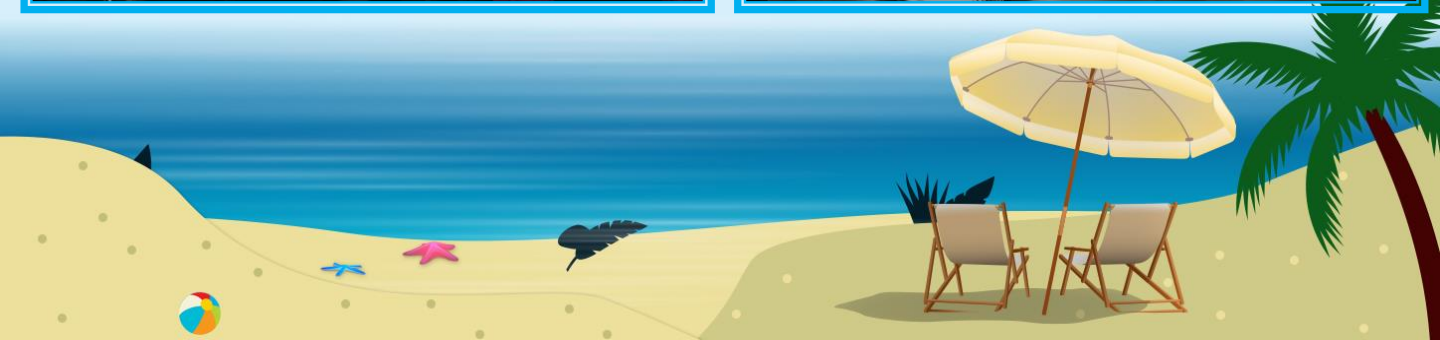
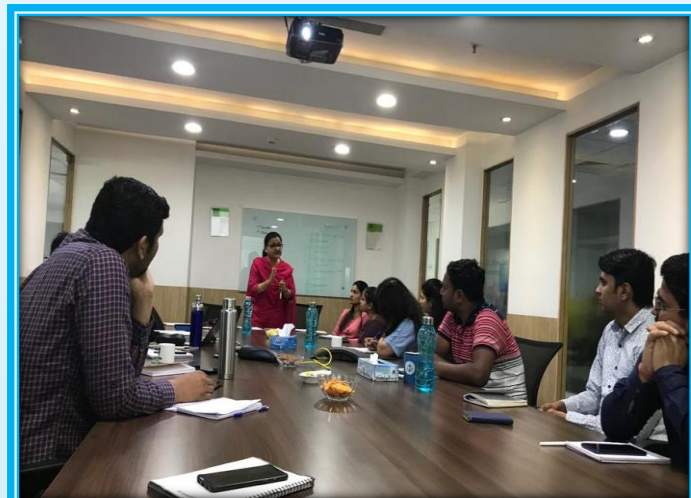




A much informative training session on AI/ML was conducted on 2<sup>nd</sup> Mar by Mr. Ankit Pareek in Gurgaon.



Another training on Project Management was conducted for Q3 employees on 16<sup>th</sup> Mar by Mili Mitra in Gurgaon. The session helped to sharpen the project management skills of the employees.





## Events at Q3

### Yoga Session

A yoga session for Q3 employees at Jaipur was organized by IDFC Bank on 15<sup>th</sup> March. The employees gathered the benefits of yoga and conducted various yoga asanas.



### Pink Pedals

Q3 Jaipur team participated with much enthusiasm in the “Green Wave initiative – Pink Pedals” organized by Mahindra World City on 19<sup>th</sup> March. The team supported the wonderful cause of making the environment a healthy and a better place to live. The event promoted Cycling to prefer as a mode of commute.





# Events at Q3

## Campus Visits

Q3 visited BITS-Pilani & MNIT - Jaipur on Jan 7<sup>th</sup> & Feb 20<sup>th</sup> for recruiting fresh talents. A lot of talented students have been recruited from these institutions.



# IT Expo & Events

## Q3's participation in MWC, Barcelona 2019

Q3 Technologies participated at Mobile World Congress (MWC), Barcelona from February 25 – 28, 2019.

MWC is one of the world's prestigious event, full of exciting features that studies the latest trends and industry goals for the future. It features prominent executives representing mobile operators, device manufacturers, technology providers, vendors and content owners across the world.





# IT Expo & Events

## Q3 attended Gartner Application Architecture, Development & Integration Summit, Mumbai 2019

Q3 Technologies attended Gartner Application Architecture, Development & Integration Summit 2019 which was held in Mumbai from Mar 11 – 12, 2019.

Industry leaders & architects attend this summit; and exchange innovative thoughts with fruitful discussions on how to minimize the ground level challenges.





# CSR Initiatives

## Corporate Social Responsibility

Q3's Jaipur team distributed tracksuits to the kids of TAABAR, as a part of the CSR activity.



Q3's Gurgaon team organized a visit to the National Science Centre, New Delhi on 16<sup>th</sup> March for the children of Bagiya.

Another visit was organized for the TAABAR kids on the same day to Nahargarh Biological Park. The children had a wonderful time exploring the flora and fauna.





# CSR Initiatives

## Corporate Social Responsibility





# New Additions to Q3 Family

## Newly Weds



**Neeru Ghangas  
weds  
Shivang Dangi  
19<sup>th</sup> Nov '18**



**Aditi Maheshwari  
weds  
Ashish Rathi  
25<sup>th</sup> Jan '19**



**Harish Gyanani  
weds  
Manisha Vasvani  
22<sup>nd</sup> Jan '19**



**Kaushal Rana  
weds  
Priyanka Singh  
29<sup>th</sup> Jan '19**



**Ashish Goyal  
weds  
Jyoti Mittal  
20<sup>th</sup> Feb '19**





# New Additions to Q3 Family

## Newly Weds



**Alka Parashar  
weds  
Rahul Gaur  
22<sup>nd</sup> Feb '19**



**Kuldeep Kumawat  
weds  
Priya Sharma  
12<sup>th</sup> Mar '19**



**Shivani Vaish  
weds  
Kuldeep  
10<sup>th</sup> Mar '19**



# New Additions to Q3 Family

## Proud Parents



Nitin Mathur - Baby Boy - 15<sup>th</sup> Jan '19



Shriram Sharma- Baby Boy - 9<sup>th</sup> Feb '19



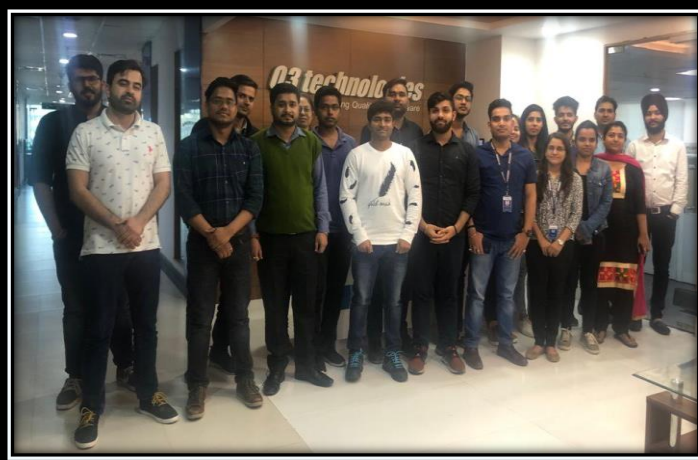
Jitendra Indoria- Baby Boy – 21<sup>st</sup> Feb '19





# New Additions to Q3 Family

## Newbies



Shanti Prakash	Amit Kumar	Swati Kumari
Vishal Srivastava	Masoom Raza	Rinkle Bansal
Shreel Vyas	Pranjali Singh	Shitij Bathla
Nairit Jain	Shifali	Gaurav Singh
Manpreet Kaur	Anmol Narang	Pawani Kumari
Gurjot Singh Sidhu	Khushboo Gupta	Praveen
Pallawi Priyamwada	Bhavika Sharma	Ankit Saxena
Bhuvanesh Sharma	Sachin Mitta	Ayushmaan Lavania
Pratyush Ranjan	Anshul Kumar	AaroHi Jain
Asmita Dadhich	Abhinav	



# Human Resources

## How to Help Your Team with Burnout

As a manager, we all need to support our team through intense work periods so they don't get burned out. But this can be a challenge when we as managers feel overly stressed our self. Burnout can cause to "feel utterly depleted," says Susan David, a founder of the Harvard/McLean Institute of Coaching and author of *Emotional Agility*. And it "can permeate all aspects of our life."

**Make your own health a priority.** Before we can help our team members manage their stress, we need to manage our own. A good starting point is to take care of our physical and mental health. Eat healthy, wholesome food; exercise regularly; get plenty of sleep at night; "try meditating, and find someone to vent to" — preferably "not your boss." Taking care of yourself is not an indulgent luxury; it's a matter of self-preservation.

**Tackle the problem as a group.** Even if you haven't fully reigned in your stress, it's helpful to demonstrate that you take the issue seriously. You can even suggest that you all take on self-care as a team — learning meditation as a group or sharing tips about what practices are working to reduce stress.

**Exhibit compassion.** Don't be so hard on yourself or your team. Burnout can often feel like a personal failing. We are "living in an imperfect world, and yet we expect perfection." Many organizations breed stress. The ambiguity, the complexity, not to mention the 24/7 nature of technology, leads many of us to feel an extreme level of strain. Be compassionate. Recognize, both inwardly and publicly, Convey the message that "'We are in this together, and I know we can deliver.'

**Set a good example.** You also need to think about the [behaviors] you're modeling to your team. If you're running from meeting to meeting and don't have enough time in the day to breathe, what message does that send? Set a good example by making downtime a priority. Show your team that you don't always operate in full-throttle mode at the office. Bring humanity back into the room. When your people are completely overwhelmed, you need to encourage them to take regular breaks. They need time to rest and rejuvenate and disconnect from work.





# Human Resources

**Advocate for your team.** If you and your team are suffering under a heavy workload, it might be time to ask your boss for a reprieve. It is your responsibility to advocate for your team within the context of your organization's goals. Convey the consequences of burnout and describe how it is in your boss's best interest to take action. There are going to be mistakes and slippage. And those will be costly. Explain that you're worried you might lose people who are valuable to the organization. Then ask, "can this deadline be pushed back? Or can this assignment be curtailed?" Think, too, about what you can "put in place within your team that can help,"

**Be a source of optimism.** Whenever work is frenzied and frantic, make a concerted effort to promote positivity. This is hard to do when you are stressed out but "look for the good,". "Smile at people. And be kind." Make sure you regularly acknowledge, recognize, and thank people for their efforts. "Say, 'I notice you did X. Thank you. I appreciate it.'" Cultivate a feeling of community and social support. When your team hits a milestone or when a particular crunch time is over, celebrate. Acknowledge the accomplishments — yours and the team's.

## Principles to Remember

### Do

- Encourage your team to take regular breaks and seize opportunities to rejuvenate.
- Support your team with inspiring language. Your message should be, "We are in this together."
- Go to bat for your team. If the workload is too heavy, ask your boss if deadlines can be moved or tasks reassigned.

### Don't

- Neglect your health and wellbeing. Take good care of yourself and share your favorite stress-reducing strategies with your team.
- Consider burnout a personal failing. Recognize, both inwardly and publicly, that people are doing the best they can with the resources they have.
- Get bogged down in negativity. Be a source of optimism and try to cultivate positivity in the ranks.



# Quiz

**1) Which city included Hindi as the third official language to be used in courts?**

- A) Doha                      C) Singapore  
B) Abu Dhabi              D) Kuala Lumpur

**3) Which synthetic fibre is known as artificial silk?**

- A) Nylon                    C) Cotton  
B) Rayon                   D) Terylene

**5) Pramod Sawant, who took charge as new Goa CM, represents which constituency in the Goa Legislative Assembly?**

- A) Sankhelim              C) Fatorda  
B) Panaji                   D) Valpoi

**7) The world's longest 3D-printed concrete bridge has opened in which country?**

- A) North Korea            C) China  
B) Japan                    D) South Korea

**9) Which country bans Assault Weapons recently?**

- A) New Zealand            C) South Africa  
B) Russia                   D) Canada

**2) Which of the following was the first digital wallet company in India?**

- A) Paytm                    C) Freecharge  
B) Mobikwik               D) PayZip

**4) Which IIT has tied up with ISRO for Space Technology Cell?**

- A) IIT Kanpur               C) IIT Roorkee  
B) IIT Madras              D) IIT Bombay

**6) What is the India's rank at the 2019 Bloomberg Innovation Index?**

- A) 19<sup>th</sup>                      C) 54<sup>th</sup>  
B) 36<sup>th</sup>                    D) 67<sup>th</sup>

**8) Which technical giant has launched a new e-commerce platform re-weave.in for handloom weavers?**

- A) Microsoft                C) Facebook  
B) Wipro                    D) Infosys

**10) Name the country which tops in the happiest country in the world 2019.**

- A) Switzerland            C) USA  
B) Finland                  D) Bangladesh

**CONGRATULATIONS!!!**

Winner of Vol. 42 is **Vishal Kumar**



Please send in your responses to [q3talk@q3tech.com](mailto:q3talk@q3tech.com) by 4<sup>th</sup> Apr. The lucky winner's name would be announced in the next issue.

**Quiz Answers for Q3 Talk Volume 42 : 1) C 2) B 3) C 4) C 5) C 6) C 7) B 8) D 9) A 10) A**