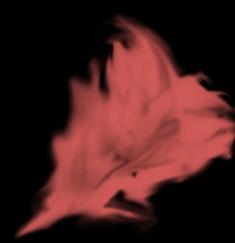


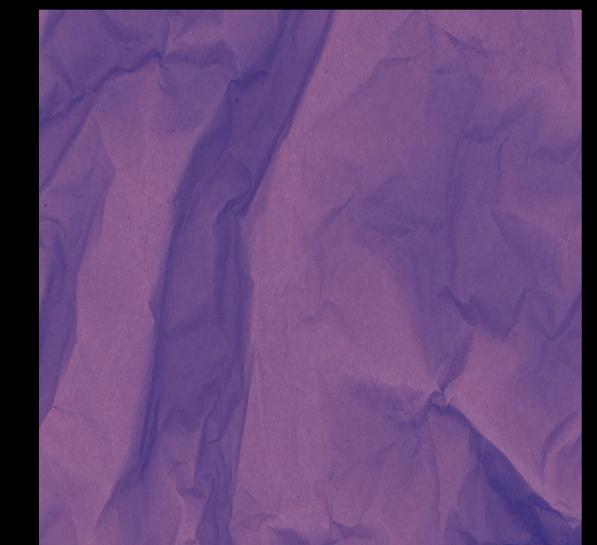
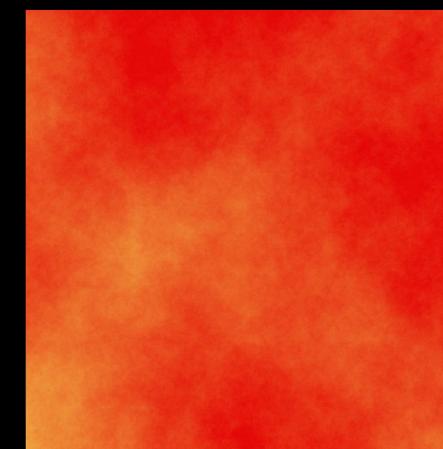
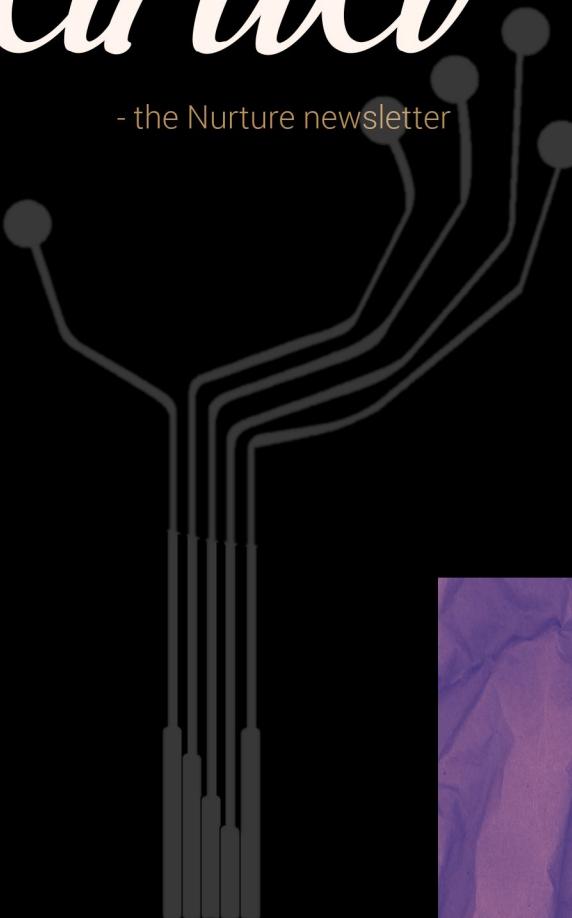
THIS ISSUE

- ◀ Between The Lines
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la *Carta*

- the Nurture newsletter



BETWEEN THE LINES

Namaskara from the Editorial Board.

E-magazine was one of the most relatable "tasks" that was assigned to me, when I joined Nurture. Motivating super talented people to the forefront and centre stage is an activity I enjoy immensely. So, with great eagerness and some trepidation, I met up with **Bharathi, Mangalapriya** and **Dinesh**. That was two and half months ago, and here we are today with such an amazing compilation of talent, memories and emotions all captured in words.

I think it's only right that we share, with all of you, a few words of our "la carta" journey. I [personally] could not have imagined a stronger initiative, which has allowed me to work closely with some of you and also to get to meet so many of you. Your talents, be it with words, drawing or just the unconditional support to the whole editorial board has left all of us in Awe. That in fact was one of the common sentiment that was echoed among the editorial board, how they never had to pester anyone to complete their commitment.

We did have some LOL moments too!!! Priya approached some of you asking for a poet and was instead entertained, when she had her peers sing rhymes to her. Dinesh was so busy, intensely planning and designing our magazine layout, that his peers in Nigeria ended up asking him if that was the design of his wedding invite. Bharathi is still recovering from the latest "Your always working!!!" from her special person. And the best part, thanks to the travel review research that Bharathi and Priya put in, they are now officially open to give numerous advices to "celebratory couples" [please feel free to approach them!!!]

"la carta" aims at providing each and everyone at Nurture an opportunity to speak their minds and show the rest of the organisation who they are outside of 'IT'. With the brilliant support and complete ownership we got to see in the last three months, there's no doubt that the E-Magazine would be "for the people, by the people and of the people".



Thank you Bharathi & Priya for embracing this project with so much enthusiasm and ensuring that we had an abundance of terrific articles!! The designing credits goes to our Dinesh, thank you for always making it look like it's no big deal!!! Thank you **Usha**, for the gentle and calm mentoring. A huge Thank You to all our Authors, for your time, patience, perseverance and Most of all for sharing your talent with us.

On behalf of the whole Editorial Board,
Archana.S

P.S. : We would love to hear from you. Please drop a note about the e-magazine at lacarta@nurture.co.in

P.P.S. : We think our work's perfect 😊 so the only way it'll get any more interesting is if we get your point of view, so feel free to let us know what we should have done differently!

In Touch ,In Tune

One of my favourite sayings:

*"You can't **connect** the **dots** looking forward; you can only **connect** them looking backwards. So you have to trust that the **dots** will somehow **connect** in your future"*
- Steve Jobs.

I think the saying explains itself. Today it maybe that many of you are unable to find comfort and security with the IT industry itself going through turbulent times. So understandably, it's that much harder to visualise the bigger journey at Nurture, the start of which has been the numerous initiatives taken as steps towards realising Our **Vision 2020**.

Last couple of months the tech-savvy team of Nurturites grabbed the opportunity to understand new technologies, market trend, simple solutions to complex problems, brainstorming new service line ideas and so much more. They then went on to design and develop the prototypes. Was it perfect in the first go? Nope? So they then had to deal with the ever changing demands of perfection with crazy deadlines. The passion, imagination and skill that hence come to the forefront during these last few months, has further reinforced my conviction that it's not improbable for Nurture to transform from a Service Focused Organization into an Innovation Driven One.

In the past we have been too complacent at being just a Partner Services Company. However when we defined the

Vision, it was a no-brainer that we need to take a lead. A direct lead on efforts for client engagement. This would allow for better predictability of business, realisation of profit, and direct customer connect. All of which enhances the brand value of "Nurture". This shift in approach too, was embraced by identified Nurturites. They showed the drive, flexibility and adaptability needed to make this Vision a reality at the ground level.

This unconditional shift & support to help realise organisation goals was due to the faith in the dots, one dot at a time.

Nothing shows results overnight, if it does then it's not probably something that may last. Any change in movement or growth has to take time. Time that allows everyone to grow with the movement, time that allows for the proper solutions to be envisaged from a variety of angles, time that allows for the change to take deeper roots in the system.

They say "*Every Great Oak was Once a Nut that Stood Its Ground*". So here's to the Journey that most certainly will challenge, question, disrupt, excite and transform, but enable exponential growth and help reap extraordinary rewards for us Nurturites.

- PK

throwback

"Dreaming, After all, is a form of planning"

I personally feel that, Nurturites are always made to feel special by numerable HR events. Hope everyone agrees with me when I say, "Journey is inevitable but we carry different baggage at different time". These events are specially designed to inspire every individual and make the journey more memorable. So let's relive some of those lovely moments.

On a bright day of February, New batch of enthusiastic fresher's were welcomed by a training program held by Mr. Bhaskar. This charged team participated actively in the two days program. Open house forum was held in February and as a recognition to the hard-working bees of nurture, few talented employees were awarded.

Every woman is a princess, Queen and a darling to someone. She makes the circle complete. In order to pamper the lovely ladies of nurture and rejuvenate the zeal and energy, there was a Zumba session conducted by our Sweet, Dynamic and Loving Monica ma'am. Fun and entertainment blended to cheer us up. It was totally bombastic and mesmerizing. Our energy levels was boosted with the fantastic, non-tiring rhythmic movements. I was completely head over heels and lost amidst the bash. Totally the day was a marvellous treat for me which I will cherish and treasure.

"Perfection is not attainable, but if we chase perfection we can achieve Excellence", a workshop on Image building was organised. The Workshop was presented by Ms. Shruti Sujan on 14th March. All the employees were excited and came out with plenty of concerns and it enhanced our morale to be confident.

In order to boost the thinking ability and revive, Name and Logo contest for a new product was held. And the result came out with an amazing name "Finbot".

The best part what I like is that, Nurture makes us feel special and important with overwhelming birthday celebrations.

Mrs. Archana Srivastava joined as Director Marketing and Operations on April 21 becoming part of Nurture Family ☺.

One of my favourites, for which I was Super-Excited was "Engage – the talent contest". Nurturites are multi-talented and fun lovers. All the participants stupendofantabulously exhibited their talents. Oh my! Traditional dance forms and music was a visual treat. A new form of beats, 'Table beats' with a remix version which I had never seen before was astonishing. Comic styles like Stand-up comedy, Mimicry and Ad Mad Show was hilarious. Western songs and dance were phenomenal too. This mega event was a big hit. We celebrated the success of this event with all the participants going out for a movie.

Nurture provides us opportunity to display our creativity and innovation by organising such interesting events. Hoping for many more events in coming days....

Lastly I dedicate these lines to Nurturites, Everybody loves to show up at the party.

So, Work hard and Party harder...!!



Meghana



IN DISGUISE

Grandfather gave me this tie and told there is a very informative information decrypted on it, but I am unable to find it, can you decrypt the message?



IN-CONVERSATION

Janani - Vice President – Strategic Accounts & Client Relationship.

Her role mainly focuses on deepening relationships with Key Strategic accounts, Business Development and Relationship Management.

Excerpts taken from interview ..



Tell us about your journey in the corporate world so far.

"I never wanted to get into IT stream, it was hospitality industry that I had a liking for. Post my graduation I was offered job in a Hotel with a handsome salary, but my parents weren't in favor of me accepting this job. With Support from my brother I got into NIIT, it was time when Oracle 6g was launched, soon after completion of one year course I joined as a trainer in NIIT and all this while I continued pursuing M.Sc Mathematics in parallel.

Soon I landed in my first IT job with IFLEX, post the two months training in Bangalore I was part of data warehousing team for Citi Bank Project. After two months I was selected for onsite project in U.S . My work demanded lot of travel, was lucky to visit many countries. I Stayed in Singapore for almost a year which was the longest stay outside India. Poland is one of my personal favorites, especially because of the way women are treated there. It was an amazing journey with lot of learning and travelling.

I then joined the product team and was part of the team which had developed tool for reporting. In the year 2006, I joined Infosys as a program manager, ICICI was

one among the projects I was handling back then, it was in this project I learnt how important it is to fraternize IT and business teams to succeed.

In 2013, I joined ICREATE,after working for a while in ICREATE I decide to take a break for few days and I quit. It was later I joined Nurture as Consultant in the year 2015, with help of Ashok we had given estimation for NTB Srilanka which we succeeded in getting post which we got multiple projects across geographies and I took up full-time job in Nurture.

Thanks for taking me to a trip down the memory lane"

What is your hobby/passion apart from your office work?

"I love listening to music and I also play Veena. Astrology is my passion. I am studying astrology and would be submitting my research on preventing cancer through astrology."

Is Janani a good astrologer or good manager?

"I would say Janani is a good manager because I am driven by responsibility and commitment, astrology is a tool to understand myself and others, it is an excellent personality management tool rather than predictive tool."

If you were given an option to be somebody else for a day, who you will be?

"ME, I am ok with want I am so I will be "ME" always. May be if you had asked the same question 15 years ago my answer might have been different."



POLICY AWARENESS

Policy review is a space that's going to be used in our E-magazine to re-visit the various policies in place. This would facilitate better understanding of the reviewed policy and in turn help appreciate the need for the same.

In this edition we focus on a brand new policy floated in May.

"Leave during Notice Period"

Let's start with an understanding for a need of this policy. Why does our industry even provide for an "X" number of paid leaves? It's to cover for exigencies, emergencies, celebrations or just to give us an opportunity to take a break from it all :). To that extent, We at Nurture would love for all to use the same for the greater purpose: have a mental and physical recharge. We care.😊

Coming to the above said policy (The nuts & bolts of it 😊):

Nurture may choose to refuse an employee's request to go on leave, while serving their notice period due to valid operational reasons such as:

- ❑ Requiring the employee to engage in a proper Execution of Responsibility.
- ❑ Efficient and Smooth handover of duties.
- ❑ Ensure that the replacement Nurturite is equipped to take over.
- ❑ And hence can continue the delivery as per client expectations.

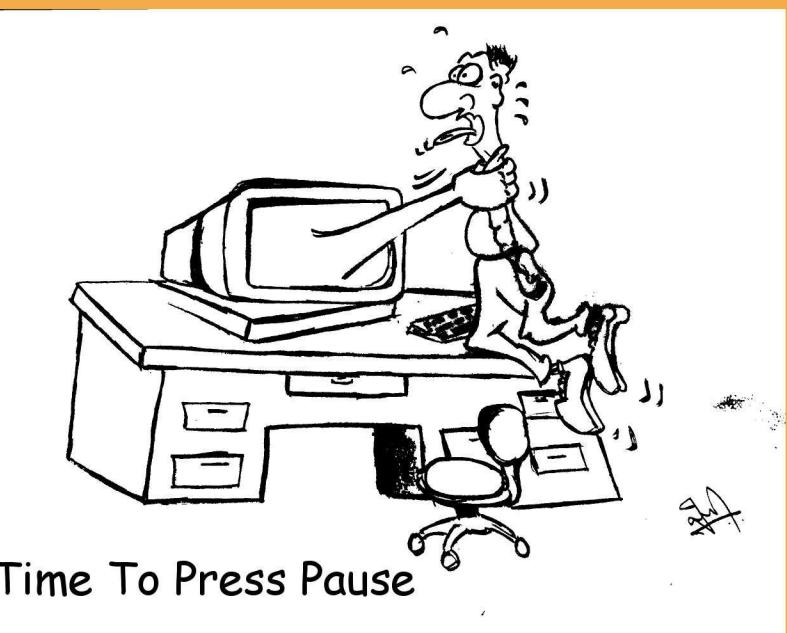
The policy also states that, in-case of need, the employee-in-notice-period may be allowed up to 2 days per month EL [except, in case of emergencies]. If the leave is taken beyond what is listed, Nurture has the option to extend the notice period.

Here the notice period gets extended to the extent leave is availed.

Food for thought:

The kind of industry we work in there needs to be a significant overlap of work handover. This works as a comfort for an employee stepping into the role as well as for the client, who is availing our services. While technically there seems to be a long enough period (3 months) for all the above mentioned challenges to be met, the reality is at times the replacement gets around a month as direct exposure to the client/project. Hence, any absence during this notice-period directly impacts the project and so the client, which in turn impacts the organization.

Last but not the least, we are sure that in the supportive work culture of our Nurture family, none of the exiting employees would like to put our fellow Nurturites in a "soup".



Time To Press Pause



Dear Stress, Let's Breakup

REFRESHINGLY SRI LANKA



From our hectic schedule of Sampath Bank, we managed to buy sometime out for ourselves and made few memories which we would be cherishing for the rest of our lives.



SRI LANKA is a Tropical paradise with a huge diversity of attractions ranging from historical to archeological and rightly called 'Wonder of Asia'.

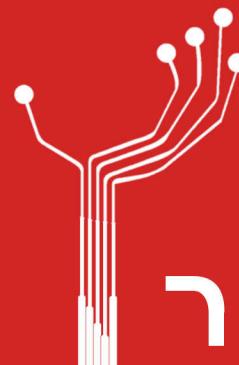
The part of the country that I loved the most, was the hill town of Ella in the Central Highlands we hiked up to the top of Ella Rock and the views from the top were incredible. There are many train routes to take all over Sri Lanka, so what better way to enjoy all that gorgeous scenery. The Kandy to Ella train journey was the most beautiful train journeys. Sit back and watch Sri Lanka go by – you won't be disappointed. Never miss to taste the refreshing Ceylon tea.

Bentota, a perfect destination for beach lovers! Lazing around the beach was relaxing. The sound of waves which was soothing, the blue sky, the gentle sea breeze, we couldn't ask for more.

We also visited Pinnawala, an elephant orphanage. Climbing Sigiriya rock mountain was adventurous and beautiful. Snorkeling in Pigeon island, River Rafting and canyoning gave us an adrenaline rush. Boat tour to see the spinner dolphins was fun. As a non-vegetarian I loved the country's sea food.

After exploring few places in the time we had, we are now left out with an even greater list of what we want to explore.

Hope to see you soon sometime Srilanka,
"bohoma stutiyi".



BITS & BYTES

Banking has evolved to a new level due to the fast pace of automation and digitization in the industry in the past two decades. We have seen banks moving from manual ledgers to the complete automation in stages like standalone systems (ALPM), Total Branch Automation (TBA) and One Branch Banking with Centralized systems. This has resulted in fast growth in the sector resulting better customer interfacing and operational efficiency. The evolution in the financial industry made way to tight competition in the market.

In all the eras' of banking transformation, the information fetching from data has been the main challenge and it continues even today. I have been in the industry for more than 2 decades and have seen many banks struggling to get the right information at the right time even after having the most advanced solutions in place. Even though every solution has got its own reporting engine, getting all the right and latest information and collating it together is not completely available due to multiple systems interfaced to cater to a complete automation.

We came out with the idea of having a product that can be an answer to this painful situation which led in the development of our first product "FinBot".

We set a 13 member Product and Tools Team ably led by Ashok, the technology expert. While we came out with the idea of having a class product which can compete with any of its kind in the market, the start was not at all easy.

It was after thorough study of the market and technologies, Ashok (the Google-Man) came out with the Java Open framework for the product development. Ashok and Suresh along with the team first learnt the technologies including the EDB framework for the database management. Kudos to the team who learned the technologies and then started developing the product.

While Ashok was managing the UI and the interfaces, Rathish and team were responsible for the development of the JRXML based report templates and the multiple database access design.

For the first 3 months, everything was moving at a very slow pace, as the team needed to do much research on the individual areas, but since then it was really heartening to see that the team put lot of efforts to bring the product into a great shape. The efforts and team spirit exhibited by the whole product team is tremendous and really appreciable.

We first named the product "MiS Magic" and invited a suitable name and logo for the product from Nurturites. There were incredibly creative names that came up, sadly they didn't fit the product. The name was shortlisted from external source and our product was re-branded as "FinBot".

It was in May at Jaipur Conclave, the product was launched by our CEO, PK with his ever passionate speech (He's known for his mastery in expression and public speaking!!) that gave us a great kick off, the participants of the conclave were really impressed.

I am really happy to have been part of this journey with our young and energetic tech-savvy team who are always ready to explore the latest technology to benefit the development.

With the dedicated efforts from the Product Team, a guided support from the organization and a persistent sales pitch by Tarun, the 1st implementation of the 1st release of the product is already underway at Mayfair Bank, Kenya.

The real story starts here!



- Ajith Nair



LET IT SNOW!!



Manali

My trip to manali was enjoyable and adventurous. Away from corporate life, Me & my friends took a vacation in India's most beautiful hill station, MANALI.

The views were breathtaking after snowfall. Chilly air gave a chill to our spine.



SUNIL

With a place full of snow all around, what's more fun than Snow fights!!! It was a good walk with gum boots, loaded with clothes on to me!



After awesome snow fights, we had snow in our boots, it made us shiver & totally stoned.



Snow rides were loaded with fun.



Beas river surrounded by snow covered landscapes having symmetrical trees as a background.



On the way back, we visited Gurudwara which is famous for its natural hot water spring, Vaishno devi temple, visited Tibetan monastery and finally Jana falls.



PROFILER

Equity Bank Of Kenya Project was a FEBA(version 11.2.3) implementation project in partnership with EdgeVerve. The bank is one of the largest Banks in African region. The project was undertaken for a period of 18 months during which FEBA was implemented in Kenya & Subsidiaries.

Team size was 9 including one talent at onsite.

The entire team worked diligently on the customizations , many of which posed quite a few challenges in terms of logic to be incorporated, paucity of time , not implemented anywhere else, not part of the base product etc.

The project had many freshers and it turned out to be great learning experience for all of them.

Our team had a good lead who guided and supported us a lot.

Bankers and infosys team was very supportive.

It is to the team's credit that they performed very well even in the strictest conditions with less escalation. The team was ably led by **Manjunath** who was the technical spoc. **Harris, Keerthi, Nandhini** and **Vasanth** were the stalwarts of the team and they also guided the juniors who were brought on. Notable work was also done by **Nisha, Joicy, Supriya, Divyasree** and many more. Special mention goes to Harris and Keerthi for developing the Equiloans usecase and to Vasanth, the onsite co-ordinator. This project was a big learning experience for everyone involved.

We celebrated the project success along with the team at *Hakuna Matata*.



DECODE

I am in a situation and sent you a letter as below, Decode the cipher rebus puzzle and find my important message –

NME NME NME
NME I Am NME
NME NME NME

Hoop-La

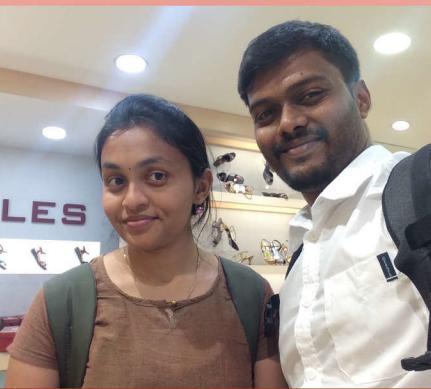
Wedlocks



That moment when you realize it is too late to run...



Arun Kumar & Pavitra



Ashok Kumar & SriNandhini



Manjunath & Akshata



Shamala & Dattatreya

Babies on board



**Our official photographer(:P)
Arvind is Blessed with Baby Boy.**



**Talkative Rajesh NallaMalli is
Blessed with Baby Boy and now
he is father of two kids.**



**Ever smiling Deepika is
Blessed with Baby girl**



**Long call(:P) Vasanth is Blessed
with Baby Girl**

**Our NPL-champ-Tarun's daughter will be
celebrating her first b'day this week. :)**

PERSPECTIVE

Creating a High Performance Organization: The Leadership Journey at Nurture.

Excerpts from the original article

Introduction

Over the last few months, a set of senior and mid-level managers at Nurture have been participating in a series of exercises and workshops to enable them address a grand challenge: "How do we become a high performance organization that can help us achieve the aspirational goals of Vision 2020?" It may be mentioned here that Vision 2020 is a CEO sponsored organizational initiative that envisages a rapid growth of business for Nurture which is expected to reach a figure of Rs. 100 crore in 2020. This is to be realized while also simultaneously attaining high levels of employee motivation, profitability and client delight in the interim.

High Performance Organizations

Achieving high performance demands a commitment from the management as well as the employees to

- a. Participate in big transformations that help create new businesses periodically
- b. Pursue organizational vision and values constantly, and,
- c. Enhance employee competencies and organizational capabilities continuously

The Role and Characteristics of Leadership

Peter Drucker, the management Guru, famously remarked once that "*Management is doing things right; leadership is doing the right things*". Here, it may be appreciated that the true test of leadership lies in determining what the right thing is, developing the means to achieve it, and navigating the often difficult and treacherous waters of the market.

What then are the characteristics of leaders and leadership? The following may be considered reasonably comprehensive indicators:

- Ownership
- Scoping Business Problems
- Developing Solutions
- Integrating and Deploying Solutions
- Communicating with Groups, Teams and Units

"If you want to build a ship, don't drum up the men to go to the forest to gather wood, saw it, and nail the planks together... Instead, teach them the desire for the sea"

~ Antoine de Saint-Exupéry.



The Leadership Journey at Nurture

The program at Nurture has been divided into four major processes, as below:

1. Evaluate and understand the state of leadership at Nurture: accomplished through interviews, interactions, feedback exercises and performance data of each participating manager
2. Individual and collective exercises and workshop: to help participants understand the big picture and Vision 2020 for Nurture; to learn how to act upon the vision through a structured framework comprising Strategy, Planning, Execution, Results, Measurement & Continuous Improvement; to construct an approach for two areas for Nurture: Strategy and Planning
3. Development plans and actions (post the workshop): to help participants understand the importance of a holistic approach to development, grasp the factors for development, identify strengths & areas of improvement
4. Mentor and monitor: once the development plans are ready, periodic reviews with identified mentors (CXOs & senior managers) would help manage expectations, results and to relate individual and org performance

In the entire leadership journey at Nurture, ownership has been an important point of emphasis.

Concluding Remarks

Developing a culture that enables flexibility, creativity, innovation and collaboration is central to organizational success in good times and survival in bad times. To aid this process, Nurture intends to build an organization whose ethos is one of transparency, self-awareness and collective management. The development of a high performance culture is the first step towards creating robust revenue streams, increased profitability and better defenses against uncertainties. The process underway currently at Nurture will be soon followed by progressive changes in everything that impacts each one of you - employees, clients and all other stakeholders.

In the 20th century was Nelson Mandela opined: "*It always seems impossible until it's done*". The challenge as well as the statement of purpose for the leadership of Nurture is therefore to draw upon the strengths of each one of you to achieve the impossible.



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Editor's Note: Please mail me at archanas@nurture.co.in for the complete article by Dr. Suresh

VISION 2020

B.E.L.I.E.V.E

I would Change to Change the Organization
Nurture Software Solutions (P) Ltd.

Classic Reprint

An article from our archives.

The article was published in the 3rd Nurture Newsletter - Belong [Jan-March 2009]

Valentine's Day Celebration @ Nurture

Valentine's Day was celebrated at Nurture Bangalore office. In Bangalore we had a small get-together followed by shayari, games and presentation of the "Best Expression of Love".

Suchitra had composed a very humorous Finacle Shayari .

Finacle Shayari

Arz kiya hai....

**Transactions hote hain ... Errors
ka sama hota hai....**

**Aise mausam mein hi to
PERFORMANCE jawan hota hai.**

**Dil ki khunnas BOSS jabaan se
nahi kehte...**

**Ye fasana to appraisal mein
bayan hota hai....**

Artists' Space

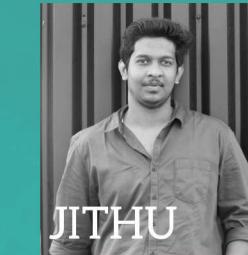


Ilakkiya

Cartoons by:



PADMINI



JITHU

Puzzle Up & Riddle Down

Answers

1. Just read from the bottom to top, the upper half contains the message "BullShit"
2. I am surrounded by enemies



BHAVANA

SWATI

DID YOU KNOW ?

The computer virus was initially designed without any harmful intentions.

In 1983, Fred Cohen, best known as the inventor of computer virus defense techniques, designed a parasitic application that could 'infect' computers. He defined it as computer virus.

This virus could seize a computer, make copies of itself and spread from one machine to another via a floppy disk. The virus itself was benign and only created to prove that it was possible.

Later he created a positive virus called compression virus. This virus could be written to find uninfected executables, compress them upon the user's permission and attach itself to them.

Melissa virus (March 1999) was so powerful that it forced Microsoft and many other large companies to turn off their e-mail systems until the virus could be removed completely.