

# THIS ISSUE

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# la *Carta*

- the Nurture newsletter



# BETWEEN THE LINES

sat sri akaal !! 😊

We are back again!! Releasing the second edition of la Carta. Hope all of you enjoyed reading the first one. Thanks for all those lovely & encouraging feedbacks.

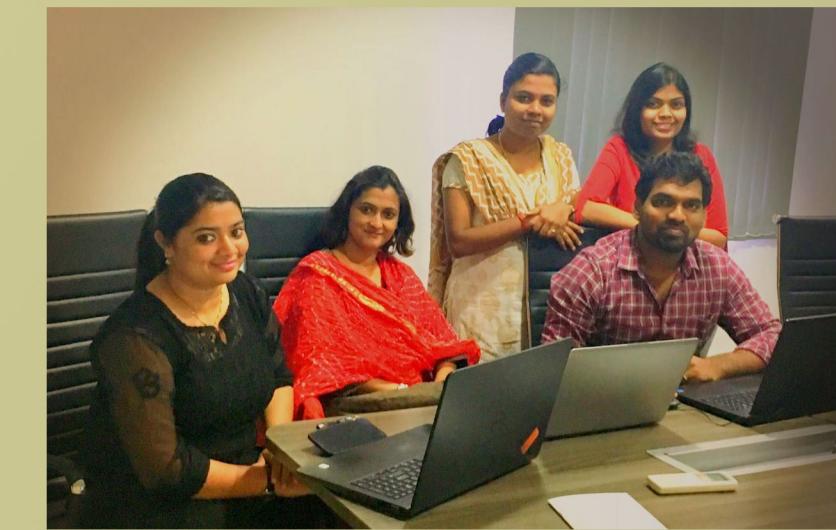
This write up for me is so unlike my routine writing (Referring to my mail writings here!!!) which is mostly all work and definitely no play :P. I am happy to be penning something different for a change, taking a trip down the lane of our journey for this edition.

la Carta 2 welcomes a new member onto the editorial board, **Meghana Das**. My lively & cheerful colleague whose excitement was a much needed boost of energy.

All of us had a lot going on in terms of routine work, deliveries, Internal System etc etc etc!! Yet we found a way through it all to work on the magazine, while never compromising on our deliveries(Hope Prathap takes a note of this :P).

Within a few minutes of sending a mail to all of you about sharing articles for this edition, I had a response from JP with his piece on the travel review. Reading through it and the pictures made me a bit jealous I must admit, but also inspired me to plan one such travel. You would be reading the edited version of it (The Original piece would probably take up 3 sections of the magazine, and we already have enough cribbing about the size of the magazine :P)

In this edition, as part of In-conversation we got to interview Arvind!! Meghana got to do the honors. It turned out to be a memorable experience for both the interviewee as well as the interviewer. I still remember that the first thing Arvind told the editorial board at the end of his interview was, "I haven't talked about myself in so much detail forever!!". That was such a pleasure to hear. I myself cannot wait to read the final version in the magazine & get to know our VP - Finance & Operations a bit better.



This note is incomplete without thanking my Partners in Crime – **Dinesh(virtuoso)** and **Priya(Gossip Girl)**. It's always fun working with them. Thanks Dinesh for making the magazines look wow!!

Special thanks to our vivacious **Archana** for holding the team together. Being tolerant and supporting us through out.

Thanks to all the talents who once again stepped up and contributed to the edition, helping keep the initiative Nurturite driven.

On behalf of the Editorial Board,  
**Bharathi Janagiraman**



As this is going to be our default footnote, please do bear with us :D  
Do drop in your comments, thoughts, observations, critique etc., about this edition at  
[lacarta@nurture.co.in](mailto:lacarta@nurture.co.in)

Let me start with first congratulating the "la Carta" team for bringing out an extraordinary first edition of eMagazine! It was a very Professional work with interesting mix of articles. I am definitely looking forward for the new edition. I am sure while all the members of Editorial Board had other Pressing Deadlines to meet in their core work area - they walked that extra mile to give their best output for this initiative.

In the real world everyone says they go the extra mile. Almost no one actually does. Most people who do go there think, "*Wait...no one else is here...why am I doing this?*" And they leave, never to return. That's why the extra mile is such a lonely place. That's also why the extra mile is a place filled with opportunities. Be early. Stay late. Make the extra phone call. Send the extra email. Do the extra research. Don't wait to be asked...offer.

Every time you do something, think of one extra thing you can do...especially if other people aren't doing that extra thing. Sure, it's hard. But that's what will make you different. And over time, that's what will make you incredibly successful.

Talking about success, our first product Finbot has already started to make its presence felt in the market – We are implementing the product at Mayfair Bank in Kenya, We are listed on "Infosys Finacle App Store" as a Partner Solution and our Sales & Product teams are getting into active demos at Prospects. This is just the beginning of our Journey in the FinTech Product space. We know we are not going to be the first to this party but we surely are working towards being the Best!

# In Touch, In Tune

Our second Product Offering Digihub is coming out beautifully in our Innovation lab. Once ready for customer rollout, I am sure it would create a lot of buzz in the market. We are also participating in Fintech summit at Dubai & actively seeking equity Investment of 3m USD through investors in Middle East. With focussed efforts and plan to add Direct client contracts within the last quarter we have already added 6 Direct Projects in India, Srilanka, Kenya and Saudi Arabia.

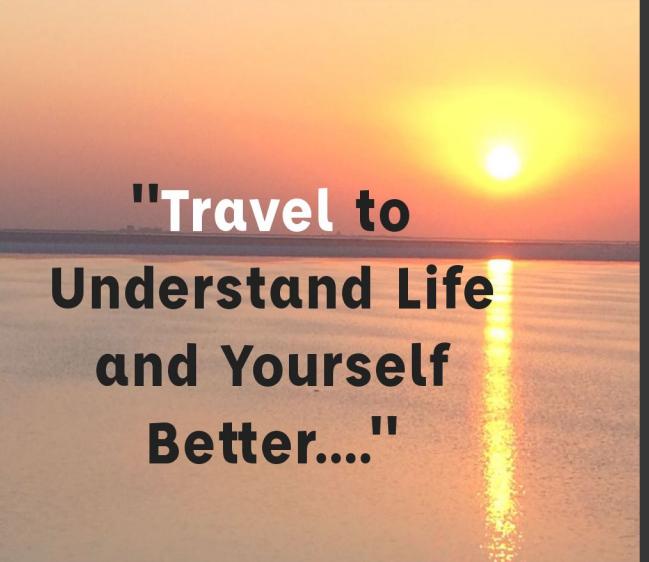
Bottomline is how badly we want our "VISION2020 – BELIEVE" to Realise!

Always remember "*A river cuts through rock not due to its power, but because of its persistence*".

So let's keep the focus on our goal and be Awesome!  
Let's Rock!



# THE GREAT RANN OF KUTCH



Project  
KCCB, Ahmedabad, Gujarat.



Venky

## Place Info

The Great Rann of Kutch (White Desert) is a remarkable place to visit in Gujarat. It's best approached via Bhuj (~86 kms).

## The Rann Utsav fest

Gujarat Tourism holds a Rann Ustav festival, which begins at the start of November & extends until the end of February. A tent city with hundreds of luxury tents is set up near the Gateway to Rann Resort at Dhordo for visitors, with rows of food & handicraft stalls.

## Journey

We hired a car and our journey started from Ahmedabad around 11 PM. With friendly Managers Ashok and Rajesh, We were so comfortable & had fun in the journey, we reached Bhuj around 5 in the morning, stayed in a hotel and started again towards Rann. Ankur, being well-versed in Hindi, turned out to be a huge advantage during the trip.

The moment we reached the place, it was Breathtakingly amazing and fascinating which I never anticipated. Walking down the white desert which is a salt bed and listening to Carnival of Music, I was overwhelmed. Sitting on the top of the metallic structure we enjoyed the Mesmerizing View, captured beautiful sunset pics and group pics which we will forever cherish.

Next day on the way back, visited the oldest museum of Gujarat "Kutch Museum in Bhuj" which is devoted to tribal cultures, with many examples of ancient artefacts, folk arts, crafts and information about tribal people. The museum also exhibits embroidery, paintings, arms, musical instruments, sculpture and precious metalwork which are amazing works of art.

# throwback

Language and culture are the frameworks through which we experience, communicate and understand reality. An employee's motivation is a direct result of the sum of interactions with his or her Management.

"Let's talk" was the one event wherein questions were asked to the management anonymously and PK responded to it calmly 😊. It was a wonderful platform to bridge the gap in understanding of events and circumstances. The responses were well received and opened up further deeper discussions.



A new transition was made which I am sure would have made one and all happy, as the net speed & connectivity was one of the concerns shared in "Let's talk". Nurture e-mail domain was substituted by **G-Suite**. The exciting part of this G-Suite is that it has huge drive storage and file sharing. Also are the added benefits like Online chatting, Video conferencing and online office docs,

sheets and slides!!! The best part is, it is user friendly and applications are accessible through cell-phones. Me & my peers are much more comfortable and happy using this.

**"To be energetic,  
lets act energetic."**

**Colours** are the smiles of nature. Each of the nine days of Navratri has a special color dedicated to it. This nine day long festival of dance and colours was an amazing experience. The fervour of this nine-day long celebration excited me as it meant dressing up in color-coordinated costumes with a finale of dancing the **Garba** with friends. All of us would dress up in a particular colour each day, and would wait to admire each other's colour-coded costumes. Garba on the 8th day was fun. There was an wonderful display of spirit and stamina, with *dhink-chak* music and *dhasu* dancing. It was indeed the best day.

Hoping for many more such stress relieving events...!!



Meghana



**"There is no way to  
happiness, happiness is the  
way"**

Excerpts from the interview ..

### Where were you born, can we know a little about your family and your early years.

"I was born in Bangalore. I've been brought up in a middle class family. My dad worked at TVS. I was born quite late into their marriage, almost after 8 to 10 years of them being married. I am the only child. My early years were quite hard, I in fact picked up a job early in life. I had my first job when I was studying for my graduation & my salary was around 1450/- per month (laughs!!). I used to work six days a week in the evening (part time), while pursuing my education.

Memories of my childhood in the sense of being naughty or playful with friends are far & few because right after my twelfth I was in a mode to start earning some money. Of course now it's very nice 😊"

### What's your work history like?

"I started at Nurture in HR & Finance. Prathap knew me from Infosys time. As luck would have it I was looking for a job change at around the same time that Nurture was looking for a finance person, so I spoke to Prathap. Finance was a new role for me as I handled only HR at Infosys for 7 years. I took it as a challenge, I wanted to learn.

So I took up a role handling both Finance plus HR, at that time Usha was on a break. I was able to handle both as the team count was quite small, about 60-70 employees at Nurture. It's also in the culture of Nurture to work across spaces supporting and helping each other. At that time Prathap was a big help in dealing with HR and PK used to guide me on finance related things, so I was able to manage well."

**"I am an adventurer. I know no phobias"**

### How has the transition been from HR to Finance & Operations, since your work background was completely HR?

"Ya I worked for seven years in Infosys in HR, my MBA too is in HR (Laughs!!). Transition from HR to Finance was hard, it's hard even now I am really not a hard core finance guy!! The role that a finance position demands be it in handling employees, clients or vendors is very different. I keep telling PK to move me back to HR (laughs). But yes there has been a good learning and so far so good."

## IN - CONVERSATION



**Arvind V S**

Vice President - Finance & Operations

### **What aspect of your job do you enjoy?**

"Communicating & interacting with employees. I just love interacting with all and being one of them. I want to be one with all of you, I don't believe in having some top level/ high level hierarchy."

### **Which part of the job is discouraging or hard?**

"Hard....when it comes to payments!!!! When there is a delay, dealing with employees or even with vendors becomes hard. Because everyone has their own commitments."

**"I used to work six days a week in the evening (part time), while pursuing my education."**

### **How do you see your growth at Nurture?**

"Well I've been in Nurture for seven years now (this November in fact). I really don't have any second thoughts on growth. If I had continued in Infosys which has such a huge team just in HR, moving from one position to another itself takes time. Maybe by now I might have become some associate or something like that, if at all I had stayed. Here there's more scope for learning & growth. So it's good."

**"the world will continue to move and work even if we aren't around to solve something"**

### **What's been the most memorable time in your life, Why?**

"My Most memorable was when I held my son. Oh & my Europe trip (laughs)."

### **Where do you go when you want to be alone and have you been to any such place?**

"I am a hardcore traveller. Well I used to be :). I prefer to go to a place that's secluded, not many people and in the midst of nature. Ya, in Europe. For a month I was just out of everything."

### **What do you think the future holds for you?**

"I mostly don't think about future, I only am in & think about the present, whatever is happening now. I seriously don't think about future. If at all I had thought about the future after 14 years now I would have at least had two houses (laughs)!!"

### **How do you make your work place soothing & happy?**

"By cracking some weird jokes (laughs)!!! Being a part of the team, hanging out with everyone,

talking about things outside of work."

### **How do you balance work & personal life?**

"I don't balance (a big laugh). Currently a huge part of time is going for work. If at all my thoughts are running at 100% almost 80% is about work."

### **How do you handle stress?**

"I am not handling it. I have to start finding ways to deal with it. Yesterday I was watching Sadhguru's video where he talks about how the world will continue to move and work even if we aren't around to solve something , there's nothing to be stressed about. I liked what he said and tried implementing it. I then came to office & was totally out (laughs)."

### **Describe yourself in three words**

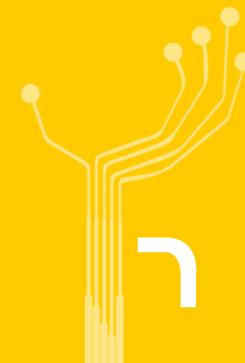
"Friendly, Humorous and Sensitive."

### **Credits:**

*Interviewer: Meghana Das/Bharathi J*

*Author: Meghana Das*

*Co-authored & Edits: Archana S*



# POLICY AWARENESS

## MATERNITY LEAVE (ML) POLICY

Welcoming a little one into a family is an incredibly exciting time. However there's also an accompaniment of doubts, anxiety & definitely the worry about impact on life as we know it, especially if it is a first born. A new mother is happy, confused, exhilarated but most of all she is tired. Maternity Leave is a blessing at this time, making the initial months both precious & relaxed. Maternity leave in India has been increased from 3 months to 6 months and new mums can avail the much needed rest for a full 26 weeks. Nurture welcomes and embraces this women friendly policy.

So in this edition let's review the details of the amendment to the Maternity Leave.

- ❖ Minimum (80) days of actual work in 12 months preceding the date of expected delivery is necessary for grant of ML.
- ❖ If you are a woman employee, you are eligible for Twenty Six (26) weeks or Eighty Four (84) days of Maternity Leave - eight (8) weeks before delivery and eighteen (18) weeks after delivery, including the day of delivery for the first two children.
- ❖ Provision also exists for six weeks' leave with salary if you undergo Tubectomy operation / Miss-carriage. In the above cases medical certificate from the hospital is mandatory.
- ❖ You are also eligible for six (6) weeks of leave with salary in case of Medical Termination of Pregnancy (MTP).
- ❖ A woman who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be.
- ❖ For maternity leave, leave application must be made at least 15 days before the expected date of beginning of maternity leave.

## PATERNITY LEAVE POLICY

A father always holds a special place in the child's heart for a life time. Becoming a father also means having loads of responsibilities, being the child's protector while unleashing the little kid trapped inside you. Nurture understands this incredible experience of a father and values him spending time with the new born.

- ❖ Male employees are eligible to take upto 5 working days of paid paternity leave.
- ❖ This leave eligibility is to be availed within one year of the child's birth.
- ❖ The leave can be availed continuously or as and when required.
- ❖ Paternity Leave is available up to the birth of the second child only.

The amendment in the Maternity/Paternity Leave policy is effective from April 2017

- Usha

Note: Excerpts from the employee handbook. Please refer to the Nurture Employee Handbook for the complete policy details.



Sharmila



What started as a bucket list item of JO(My Wife ☺) was accomplished as we planned a trip.



JP

Trip of 15 days between Manali to Srinagar in the month of July with team "Dream Riders". 13 days bike ride and 2 days local sight-seeing in Srinagar.

**Day 0 (Jul 7):** We reached Chandigarh by noon. Our journey to Manali started at 11:30 p.m., an hour late but it didn't matter as we found ourselves pretty comfortably placed in the bus. Must say the roads looked picturesque in the moonlight.

**Day 1 (Jul 8 - MANALI):** Met organizer team member (Ronak) who helped us with our check-in and information on day's activity. Hiren was the Organizer head and other team members Yogi, Shahid and oxygen(mechanic).

Organizers gave us keys to the bike. By now I was aware that challenge in the trip would not just limit to rough terrains or the weather, I had an added challenge in taming the bullet. Made new friends, Sudheer and Shantu over dinner.

**Day 2 (MANALI – KEYLONG):** Challenge starts!! Day's ride included Rohtang pass (13000 ft) and Lahul Valley. Landscapes which involved lush green mountains with numerous small waterfalls eventually turned to barren snowcapped mountains. After a day full of bumpy ride reached hotel, Sight from the hotel room was splendid to say the least!



**"All journeys have secret destinations  
of which the traveller is unaware"**  
- Martin Buber

**The mountains are calling me and I must Go....**



**Day 3 (KEYLONG – PANG):** Personally toughest day of the trip! This day we were to cross numerous streams and 3 passes. Baralacha la (16500 ft), Naki la(15,547 ft) and Lachung la (16616 ft). Our stay was arranged in tents. No hotels around! We had some fun singing songs along with a wonderful guitarist-rider playing music before dinner and going to bed.

**Day 4 (PANG – TSOMORIRI):** We met people who were in front waiting for all at Sumdo village. And then we passed through Tsokar. Tso Kar is a salt water lake surrounded by scenic Himalayas. Swiss tents were arranged for all of us (2 per tent). By now I had largely got adjusted to riding bullet.



**Day 5 (TSOMORIRI – LEH):** We rode along Indus river to reach LEH. We checked into our hotel rooms. Took bath after 2 days! Yes, hot water was a rare commodity/luxury in the regions.

**Day 6 (LEH LOCAL SIGHTSEEING):** This day was meant for local sight-seeing. It was much needed break for me from riding long tough roads! Visited was Tibetan Market and Shanti stupa. We missed visiting Namgyal Palace, Thiksey monastery, Leh Palace, Shey Palace and various other monasteries in LEH. No regrets, got the much needed rest : D

**Day 7 (LEH – PANGONG LAKE):** Purpose resumes! Explore, Adventure and Ride! Back on our bikes in the morning. Pangong - a destination made famous by '3 Idiots'. :P

**Day 8 (PANGONG LAKE - LEH):** Full group had a photo-shoot time at Pangong Lake. We headed back to LEH.

**Day 9 (LEH - NUBRA):** This was sacred and most awaited day for many riders. Reason? Kardung La! We were to cross the highest motorable pass in the world in order to reach Nubra. As we entered Nubra Valley white sand welcomed us. Beautiful white sand all over the valley. By the time we returned, organizers had arranged for camp fire. We had fun partying.

**Day 10 (NUBRA - LEH):** We were to take the same route back. Getting to cross the highest motorable pass a second time in as many days! We went to 'Hall of Fame' in the evening which we had missed on the day 6.



**Day 11 (LEH - KARGIL):** Personally was very excited. Kargil - name brings pride and motivation in our minds. After reaching Kargil and checking in to a hotel, we had fun playing cricket for a while till the sun set. Watching the Kargil hills glow in evening golden light was a sight to behold!

**"TRAVELLING. It leaves you SPEECHLESS, then turns you into a STORY TELLER"**  
- IBN Battuta.

**Day 12 (KARGIL - SRINAGAR):** Last day of the ride! We started from Kargil with slightly heavy heart and started towards Drass. Drass is widely recognized as the second coldest inhabited place in the world. Drass is popularly known as 'The Gateway to Ladakh'.

We then headed towards Srinagar, we crossed Amarnath yatra point and we rode to Sonmarg, Very very beautiful place. A hilly area covered with lush green vegetation, streams flowing down from higher points and snowcapped mountains for view.

**DAY 13(SRINAGAR):** With all the wonderful memories and newly made friends it was time to bid good bye, our only respite was camera and mobile clicks which will be treasured forever!!.



# PROFILER

Journey of Sampath Bank project started on August-2016 when we came to Sri Lanka for kickoff and DRG activities. Later on, more resources had joined the onsite team to strengthen us on regular intervals.

I must appreciate the whole Sampath team, both Onsite & Offshore, for their dedicated and valuable contribution towards their job. The team worked day & night with complete dedication for the successful, timely and smooth transition. We went live in the 1st week of Sep-17.

It is really admirable that we completed the project as per the given deadline. I must appreciate the whole team for this achievement and remarkable work, while having such a tight schedule. It is really commendable that we managed to complete the task within the time. I am very happy to be a part of this project and feel a great sense of accomplishment.

It's a proud moment for all of us as we got number of appreciations from Sampath Bank, MIT and Infosys. The MD of Bank, **Mr. Nanda Fernandes**, congratulated and appreciated us personally for our timely deliveries and support. In lieu of our good work the Bank has also rewarded us time to time by giving us few CR's, End user training project and Extension of our visit after completion of our project tenure.

At last please enjoy some glimpses of Go-Live day 😊



Imran



# PERSPECTIVE

## The Leadership Journey at Nurture



Abul

Hello All, I hope everyone knows me for those who don't, I am Abul Kalam Asad. Working with Nurture for the last 1.6 yrs. My journey at Nurture has given me many exciting and wonderful opportunities, Believe journey is one among that. "VISION 2020 - Leadership Development Program" initiative was stated by our management for the motto "Changing the Game; to Change the Organisation". I am really happy and excited because I got the chance to be part of this leadership program. It helped me understand what my capabilities are and how I can improve on my Leadership Skills.

The best part of this training program is that we get to share the working space with all the senior managers and CXOs. During the course of the training program we were encouraged to brainstorm & come up with a detailed implementation plan of many ideas. Ideas that could help Nurture expand and grow in its core areas of Services & Innovation. It was one of the times that we got to interact closely with groups of peers with whom otherwise on a regular basis we may not have. It required co-ordination, prioritisation, listening to understand & at the same time know our own stand in the process. It brought forth not only our strengths, but also that of the group.

The learning in this collaboration, where we were able to complement each of our strengths while recognising & taking steps towards working on the weaknesses, has been valuable. It was all rewarded, as some of the ideas are really good and the management decided to take it forward for implementation. Mr. Suresh and Mrs. Latha also assigned us some individual tasks. The entire Believe members took the tasks seriously and gave it their 100%. And that more than anything else was very gratifying.

# Artists Space

ಅವಳೇನೊಱ ಪರಾಗಿಲಾ ಅವಾಗವಾಗ ನಗ್ತಾಳೆ...

ಅವಳೇನೊಱ ಪರಾಗಿಲಾ ಅವಾಗವಾಗ ನಗ್ತಾಳೆ...

ಅವಳ ತಮ್ಮನೇ ಸರಿಯಿಲಾ ಅಣ್ಣ ಅಣ್ಣ ಅಂತಾನೇ!!!



Manju

ಬದುಕು ಕಟ್ಟಡೆಯೂ ಒಂದು ಬದುಕು..

ಬದುಕು ಕಟ್ಟತೆಲಿ ಒಂದು ಬದುಕು..

ಮೊದಲನೆಯದು, ಬದುಕಿಯು ಸತ್ತುಂತೆ..

ಎರಡನೆಯದು, ಸತ್ತರು ನೆನಪಂತೆ..

ಬದುಕೆ ಕಟ್ಟಬ್ಬುದ ಕಲಿ ಓ ಮನುಜ...



JP

## Waves of terror

Rising high towards the sky  
Without fear and with full gear  
Here comes the wave  
Creating terror everywhere

You make the souls  
Turn into out  
Till the glory of the day  
Fades away

Thrashing your waves  
Against the mother  
Swallowing her children  
What so ever

Tsunami!!! The name that  
creates terror,  
Death, silence and tear.



Bhavya

# Hoop-La

Wedlocks



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



**Chetana & Yogesh**



**Shruthi & Nischal**



**Hari & Sowmya**

Babies on board



**Supriya's Baby Girl**



**Congratulations Atharva V A Kaushik  
(Naming Ceremony)**

Firstly I would like to thank all the team members of La carata for their effort , I am impressed about management for taking initiative to start the News letter La Carta , This is informative and motivating tool for all the employees working in Nurture.

Points I was personally impressed was :

- management planning for vision 2020
- The very inspiring quote which was added to la carta , looking more inspiring quotes like this in future edition

I would like to request the team :

- If Possible kindly add one more column or page related to the investments
- We know there was less time to publish La cart and hence we weren't notified about writing articles for la carta at early stage ,

Kindly request the team to notify all the employees for the articles at early stage .

I believe La carta keeps us motivated for long run

Bhavya

Abul

I have some suggestion for the next edition please consider. We don't know many of the nurturites who is at onsite and offshore. Let's make a new column called Know Your Nurturites (KYN), in this we will have a small intro about our employee.

## super, super se ooper

Manju

Janani

Splendid work team, "The Letter" came up fantabulous. Loved the way the things are narrated having the mix and match of content and humour. Love to see more of it in upcoming days.

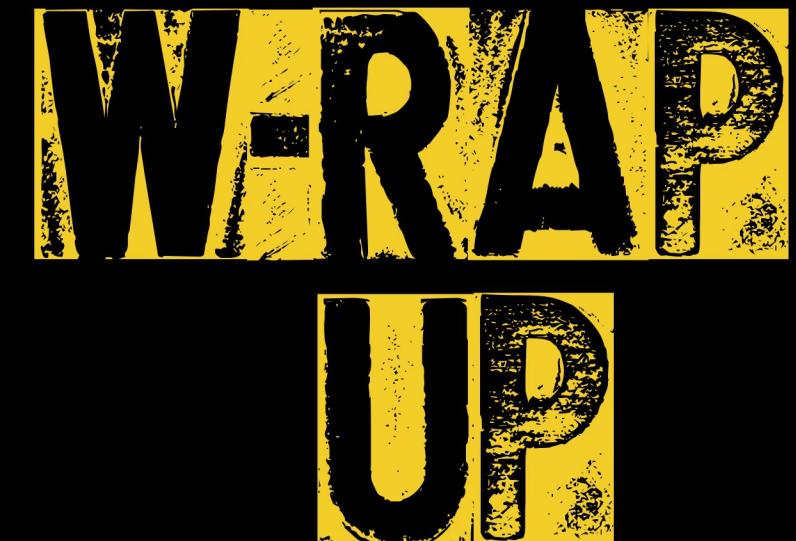
I would like to see the ending bit grand way with a bit of motivational quotation and topics which people can submit for next "The Letter", if possible. ☺

Ajith

It's stunningly great to see such a highly professional and creative work by the team, at the very first time of introducing e-magazine. I am so excited to see the energy and enthusiasm shown by the whole team to come out with such a wonderful creation, worth tons of applause and appreciation.

I suggest, if we can add something like the last/next month calendar of important activities from the next edition.

Eagerly looking forward to see the next edition.



Dear Nurturites,

Thank you so very much for the delightful & motivating words of appreciation. The support & encouragement from our friends/peers goes a long way in helping us know we are on the right track; that our efforts are acknowledged & positively received. We have tried to incorporate many of the constructive feedbacks in terms of design & content, however as "The Letter" continues to be a work in progress we would incorporate some suggestions along the way.

While not all the feedbacks have been published, they are appreciated the same.

A heartfelt thank you to one and all once again ☺

- Editorial Team

PS: We hope to hear from you more spontaneously for this edition without any follow up for the same ☺