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BETWEEN THE LINES

engine undo? Sukhamano?

A warm welcome to the threequel of our Nurture Magazine, **'la Carta'** designed especially for the Nurturites. Thanks to everyone who cheered & cheering us during this 'la Carta' journey. I can't wait to unwrap the third edition of the newsletter.

I made a wild card entry & won the opportunity to write 'Between the lines' beating Mangalapriya. Thank you & sorry Priya.

Personally I consider, 'la Carta' as a work of art. Though I've always been interested in designing & did few banner designs, I never knew I could design a document, let alone a corporate newsletter. 'la Carta' believed in me and I guess I gave it my best.

'la Carta' is a forum to show the talents of Nurturites. We never know what we could be, unless we try things. You can pour us with your stories, poems, sketches, reviews about book/movie/travel. We would be glad if we could bring out the unknown side of you and present it to you. If you find your friend is talented but too shy to share it, you do inform us on their behalf.

In the third edition we have replaced some topics with few new content. We got a writer's blog section to bring out the writer in you. Do ink your writings. When Navaneethan shared a story, this idea got its inception.

Also, don't be alarmed if you find a suicide story in this edition. The journey of Amber has all emotions mixed. We had a terrific conversation with **Ashok**, who is spearheading Finbot in an attempt to get to know the person behind the product. Unlike the usual conversation where he is too technical for us (:P), he was calm, clear & composed during the interview. Do check out where Ashok goes at 4 am in the morning.

As in every edition, the 3rd edition of la Carta onboarded **Dilip Prasad**, whose arrival gave me some breaks. I could only thank him so much for it. Thanks Dilip. I now know the magazine design is in safer hands. I wonder how **Meghana Das** could always smile even when we overload her with all the tasks :P. Thanks for smiling. I am still waiting to get 'la carta' designs from **Mangalapriya & Bharthi**, which they promised me 2 quarters before. Thanks Priya & Bharathi for not designing :P

Finally, how could we thank **Archana**. If not for her planning & constant follow ups, the magazine wouldn't be here. Mere thanks would limit the efforts she has put for 'la Carta'.

That's it. I won't hold you longer. Do read & enjoy this edition.

Don't forget. We are here for you & we are listening you.

On behalf of the Editorial board,
Dinesh Vijayakumar

P.S: Top 3 feedbacks (positive/negative) will get a special prize from Archana. :P



The future belongs to those who
believe in the beauty of their dreams

- Eleanor Roosevelt

Time flies...the initiative for Internal Quarterly emagzine is already in its 3rd Edition! With each edition "La Carta" is enhancing its appeal & helping us all identify the abundance of talent we have in house. Keep up the great work Team!!! In our last edition I talked about the Fintech Summit in Dubai as well as our Innovation team working on our 2nd Product. Today I am writing this article sitting in Bahrain! Happy & proud to convey that we have formally setup the Joint Venture company at Bahrain "**Nurture Middle East**". The start is already packed with Meetings and Demo for Our Services & Products in the Middle East Region. The Joint Venture structure has given us a unique value proposition; on one hand our running cost in the region is almost Zero (JV Partner is handling the finance & logistics) while on the other side having a local partner has opened up plenty of opportunities to meet the CEOs and Board Members of Banks & Financial Institution in the region. We would have our first Paying client on board from this region this quarter!

Undoubtedly this is a big positive movement towards the Dream and Vision we carved out for Nurture! Often, the journey to our dreams and grand ambitions are fraught with failure, hardship, and an inner discord as we strive to make something real out of what begins as a lucid impression in our mind and a yearning in our hearts. This is where the true test of our inner grit and resilience begins to unfold — where we can choose to go all the way, or not at all. Our dreams demand wholehearted and emphatic efforts, testing us all the way, yet whispering through the quiet recesses of our innermost being to just go the distance. Dreams need action, devotion, and unwavering faith.

In Touch, In Tune

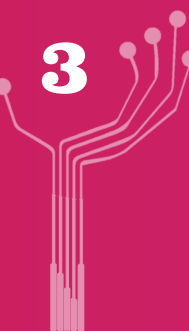
The real challenge now would be to make sure we push ourselves to be at our best, we push ourselves to give 100% of our Potential, we push ourselves to be Result oriented and exhibit the energy which would be most needed with the surge of work into the organization.

This is going to be a real game changer for Nurture and for all of us! While the Products "**Finbot**" & "**DigiHub**" have come out in great shape, the timing and accessibility of the market is providing us the right wave to ride on! This coupled with large number of eminent Banks going through Migration Journey in the next 12 months means numerous Projects and a frenzied time for all of us. The opportunities for projects & Products are pouring in from Bahrain, Dubai, Riyadh, Kenya, Srilanka, Nigeria, Bangladesh and of course India!

Lets push the paddle hard and give our best in this journey.

Let's Rock!

- PK



Nurture Premier League (NPL)



It was the **Fourth Edition** of the Cricket Tournament played within **Nurturites**. Apart from work Nurture offered friendly atmosphere among the colleagues in the form of sports events. It's my privilege to share the story with you.. Most of our matches before had teams picked on the spot, this time however we got into State wise teams, in order to make competition Stronger as well as interesting. The tournament was held at Mirambika School Ground. There were four different Teams **Telugu Warriors** (TW) led by Mr. Ramakrishna, **Karnataka Bulldozers** (KB) led by Mr. Ranjan, **Indian Eagles** (IE) led by Mr. Tarun and **Chennai to Cochin** (C2C) led by myself (Navaneethan).

There were totally seven matches. Every team got three matches each. The top 2 teams which got the most points in the league matches proceed to the Finals.

The first match was played between Karnataka Bulldozers(KB) Vs Chennai to cochin(C2C). this was the most awaited match of the tournament. Our team was the first team to open an account on NPL4. Our team mate **Loganathan** won the Man of the Match award for his all-round performance.

The second match was between Indian Eagles(IE) Vs Telugu Warriors (TW) captain Tarun won the Toss he decided to Bowl first Telugu Warriors all-rounder **Sharan** outplayed Indian Eagles with his match winning knock which terrorized the other teams too. Telugu Warriors (TW) won comprehensively Vs Indian Eagles(IE).

Then it was a do or die match for both the teams, Indian Eagles (IE) vs Karnataka Bulldozers (KB). They played each other it was a must win game for both the teams. (KB) captain won the toss he decided to bat first. Though they lost wickets at regular intervals (KB) posted a decent score with class batting by **Sunil**. (IE) started their chase KB bowlers bowled brilliantly, they won IE and kept their dream alive by winning the match. **Sunil** won the Man of the Match award being a successful allrounder.

Time for the toppers to get in action- (C2C) Vs (TW). Telugu Warriors won the toss they decided

to bowl first **Ramakrishna** and **Sharan** managed to restrict the C2C for 45 runs .TW started the chase as the favourites for winning the match. The game went one sided. Everyone thought (TW) will positively win the match. **A twist in tale**, (TW) lost 5 quick wickets in the gap of 2 runs. We (C2C) won a nail biting thriller of the NPL by the margin of 2 Runs. All of us screamed in ecstasy. I won Man of the Match award as I took the last 4 wickets though I was recovering from a sprain.

Chennai2Cochin (C2C) was the first team to enter Finals of NPL4

— Navaneethan Sakthivel





Now (KB) vs (TW). The winning team entered the final and clash for the title vs (C2C). (KB) won the toss and they decided to bat first. In form, Ranjan and Sunil along Praveen made **good partnership** with their teammates posted a defendable total on the board to defend. (TW) started their chase, though competition was tough the match went till the last over. The home team (KB) lost the match to TW and TW reached the Finals. (TW) player **Anil** Won the Man of the Match award for his valuable performance.



All set for the finals its (C2C) vs (TW) for the Title of NPL4. C2C won the Toss and we decided to bowl first. **Sharan**, the leading run scorer of the tournament gave Telugu team a good start. Later (C2C) managed to restrict them by their decent bowling attack. They posted a total of 54 in eight overs. The chase was on. **Arun Kumar S** and **Arun Kumar L** give C2C a good start followed by **Ashok Kumar** who steadied the innings .The match went till the last over. No one knew who would win the NPL 4 title. 13 runs were required for the last 6 balls. Pressure engulfed the players as well as spectators. The death bowling by **Rama** did the tricks. TW Won the finals by 4 runs and became the NPL 4 Title winner. **Sharan** who was outstanding with the bat, ball and the leading run scorer of the tournament won the **Best Batsman** of the tournament award and Player of the Series award.



Myself (Navaneethan) got the **Best Bowler** of the tournament award.

The game created an atmosphere of energy and healthy competition. **Strong bonds** were formed among all the colleagues and the management in the office. On behalf of all players I would like to thank **Mr. Prashant K Shrivastava**, **Mrs. Monica** and **Mr. Arvind VS** who participated in the tournament and made NPL 4 great success. I would like to thank the Management for arranging the refreshments. Thanks to **Dinesh** for designing the banner and fixtures for NPL4. Finally would like to thank **Tarun**, **Azmith** and all who involved in organizing NPL and making it a memorable event.

throwback

It grabs your attention from the off, with a prominent slider featuring the top event, after all first time in the journey of Nurture, “**Karnataka Rajyotsava**” was celebrated with fanfare & a wholehearted participation by everyone. Enthusiastic involvement of all the kannadigas was extremely appreciated, they made the entire celebration unforgettable. Our premises was decorated with balloons, flags and to add the touch of brightness we had Rangoli with Red and Yellow which represents Arrishna (Turmeric) and Kumkuma (Vermilion) which symbolizes auspiciousness and well-being. The place was



- Meghana Mohan Das

also filled out with Beautiful and creative flower rangoli. Volunteers who had put in great efforts to organize also went to the trouble of creating & designing a team dress code, where in others participated by wearing The colours: RED or YELLOW. We were served with delicious and delightful lunch. The celebration began with a beautiful song by Sindhu. Added highlight, a band of 3 “**Skylit**” were invited for a music concert. We were mesmerized with some amazing kannada songs followed by some thapanguchi steps :D. This ended up with the “**NADAGEETHE**” by Divya, Nagaratna and Akhila later joined by everyone.

From planning to execution it was an **OUTSTANDING** event.

“Blessed is the season which engages the whole world in a conspiracy of love” and that’s “**Christmas**”. Wishing each other a Merry Christmas and eagerly anticipating Santa’s arrival with tons of happiness & of course gifts. Like last year “**Secret Santa**” was held and everyone came up with interesting gifts. What a great way to start off another great year. Some interesting games were organized. This event was hosted very well by **Sneha, Bhavana and Swati**. To end up with we had a Group photograph and long lasting laughs. Well, 2017 ended up with beautiful events that was

fun, enjoyable, entertaining and a stress buster. Eagerly waiting and hoping for more of these events in 2018 :)

Wishing everyone a Very Happy and Prosperous New Year :)



“**Either you Run the day or the day Runs you**”... So **Keep moving and enjoying** :)

Excerpts from the interview:

Let's talk about the Ashok unknown to us.

Well there are a lot of angles to it. Probably the biggest part is the wanderer in me, who goes out not knowing where I am going. We are a set of friends who love exploring. So, a lot of time we get together and set off on bikes with no set plans. It's just us & our bikes on roads and are out for days on an end, finally ending up in a new place. That's the wanderer in me. Apart from that I have big inclination towards learning Physics.

Let's now talk about your Journey in Nurture.

I was at Infosys for 7-8 years. During that time Janani was my Manager. We worked together for three years. I was looking to switch to a more challenging role. I had already attended a couple of interviews and had offers in hand. At that time Janani mentioned that there's an opening in Nurture & that they were looking for E-banking leads. That's how I got into Nurture, through Janani.

So how did the move to Products come about? How do you feel in this space?

It is very interesting to create something or to give shape to something and see it working. Till now we had been using many things created by others, so when you start creating things yourself you become a different person. I can see that change in my team also. Once your idea manifests into something and you see it working then the

amount of confidence you gain and the quality of experience you gain is completely different from anything else. So as a person it's given a completely different dimension & feeling to me. End of the day it boosts your confidence and makes you believe that you can create many more things going forward.

What part of your job do you enjoy the most & which aspect is the most challenging.

Well those are two very different questions. I probably enjoy the solution part. Every product meeting there are issues that come up or scenarios that are put forward by the senior management.

In-Conversation



- Ashok K Sundaramurthy
AVP- Products & Innovation

"I don't take any Stress"

The problems are put across as a one-line statement. Now we need to convert that one-line statement into a machine understandable code which is the last stage of development. So, you are creating/coming up with the solution, so this part becomes the most enjoyable.

For challenging & the part I don't like is completing the appraisal (laughs). I don't enjoy and don't want to judge people. During appraisal we have to judge our own teammates. Maybe it's beneficial to them to know how and where to improve, but still I am not the kind of person who will get into judging others. Everyone has their own strength and weakness, everyone cannot be brought to a single bar or a level where you can compare. One person may be very good at one aspect while the other person may be strong in a different aspect, so you cannot compare two different capabilities. Appraisal becomes tough.

We have an inside information that you take off to someplace at 4.00 am. Can we know more about that?

(Laughs) I don't go alone!! After Devegowda petrol pump there's this Idli shop, there they serve delicious hot Idli's and Vadas at 4.00 am. I usually go with my team or with Nandini. I've gone with Nandini couple of times. If I go with my team, we each end up having at least 8 Idlis and 8 Vadas. That becomes a good motivation for all of us working through the night. And why at 4.00am, because this place is open only from 4-5 am in the morning.

We got to know from your friends that your very creative and like to write stories & poems. Can we know more about that?

I've tried to write couple of short stories and poems, I write them in Tamil. I haven't really shared any of them, I keep them to myself and only a few select friends have seen it. My favourite one, after I wrote the story I felt whatever is in the story it represented me in a lot of ways. I've wanted to write more stories like that, but haven't really had the time.

So what kind of stories are these inspirational or sad or funny?

Well not sad or inspirational, it's more along the lines of how life works.

So, who inspires you?

I read a lot of books by Jeyamohan. He's a Tamil author. Jeyamohan is my Guru. Lot of things that I've learnt in life and how I see my life going forward are things I've learnt from his writing.

Why are you always so technical, sometimes it's hard to follow your explanations.

No, it's not at all like that. It's just that once I am in office I have to speak technical (laughs). Take a look around yourself, all that we are experiencing with technology in our everyday life, like our mobiles!! This is a product of efforts being put over many generations by many people and we have all these smart devices only because of the

efforts that have been put by many people. So many times, we do not realise the amount of effort that has been put into making a device that's changing our life completely. So, whenever I see such things I am extremely grateful to the efforts & the technology involved. This makes me very curious to learn about what made this work.

Do you recommend Duke bike to others.

Definitely. I've ridden a lot of bikes, but Duke is Duke (laughs). No replacement for Duke, the way you can handle and the way Duke responds is amazing.

Isn't Royal Enfield the new favourite?

I think that bubble's going to burst. Ok let me put it this way. I love the handling of Duke and it's great for a single rider. If you plan to have a pillion rider then maybe you have to think about it (laughs)

Can we hear about any funny moments of your life.

For New Year my parents came over. Nandini & me went shopping for the whole day, almost ten people were expected so we had to buy provisions for that many. I was trying to help her after coming home, I opened a container and poured the dal in, only to realise it was the Rice container. I mixed up the whole thing, now the only option is to eat mixed dhal rice for next few weeks.

Can we know a bit about your childhood, education etc.

I was born in Pollachi, studied in Mettupalayam and went to college in Coimbatore. My most fond memories of childhood are with cousins, siblings and friends. Even as a child I was more interested in figuring out how things work. Like my father always says that the minute I got a new toy or anything new I would first

dismantle it just to see how it works. So, my dad finally stopped buying new things for me (laughs).

How do you de-stress?

I don't take any stress!!! (Laughs)

How do you catch up on personal life when you have to work weekends or nights?

Work is part of my personal life (laughs) !! People spend 10 hours in office daily and I wonder why they can't take it personal..

The place you want to visit the most.

When I was in Delhi I visited the Himalayas, it was the most memorable trip. Rishikesh and Haridwar, I just want to take my wife there, so she can experience whatever I experienced.

What other interests do you hold.

Obviously, machine learning is of interest to me & my team. This is again a very research oriented topic, you need to dive very deep into it to get a grasp of what is happening. I think it has a potential to solve a lot of issues & that's why it's interesting.

Describe yourself in three words

I'm very lucky

Credits:

Interviewer: Mangala Priya

Author: Archana S

POLICY AWARENESS

Prevention Of Sexual Harassment Policy : **POSH Policy**

Sexual Harassment is the “behavioural execution of a defective, discriminating, imposing mentality to cause discomfort, shame and insult.”

WE at Nuture are INTRODUCING the POSH POLICY. We will be forming a committee of 4. Three of its members from internal and one external person. The policy will be in place from February 01, 2018.

Sexual harassment in a workplace is of serious concern to humanity on the whole. It cannot be construed to be in a narrow sense, as it may include sexual advances and other verbal or physical harassment of a sexual nature. The victims of sexual harassment face psychological and health effects like stress, depression, anxiety, shame, guilt and so on.

In this regard, to tackle the problem of sexual harassment, the Ministry of Women and Child Development (“Ministry”), by a Notification dated December 9, 2013 passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (the “Act”) which became effective from December 9, 2013. The Ministry also made the rules with regard to the same effective from the same date. These rules are called the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (the “Rules”).

Nuture strives to provide a professional work environment free of sexual harassment, exploitation and intimidation. The Company also believes that all Employees for the sake of this POSH Policy have the right to be treated with dignity and respect. The Company shall frame and follow a POSH Policy as required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”).

- **Usha (HR)**



Sketch by

- **Dilip Prasad**

Writer's Block

Witnessing the bygone times

- To Err is Human

It's really hard to apprehend the mindset of a person who has the guts to lay down his/her own existence. It's even harder to portray it.

My hometown is 'Kumbakonam', a city of Temples, in Tamil Nadu. There is a saying, "**Kumbakonathula, thadiki viluntha kovil**" (In Kumbakonam, if you trip, you will find yourself in a temple) referring to the numerous temples.



My mom's native is 'Karaikal', a coastal township belonging to Pondicherry. Our grandparents owned a house there. During summer holidays, it was like a family get-together to go there and spend a few days & time. Maa'ngani thiruvizha(Festival of Mangoes) is a famous summer festival in Karaikal. People throw loads of mangoes from terraces and hundreds of people stand all along

the streets to catch them. My grandparents' house, on one such street, was designed with pillars, mut'tram (a rectangular open area in the hall through which rain showers indoors), cement floors and a well in the backyard. We, cousins, used to roam around the adjacent households, play Dhayam (Dice game) all day, take a dip in the small cement water tub, conduct intermittent kitchen surveillances, catch flies which got us 10 paise for each fly, from grandpa.

My most cherished memory was that of my grandparents who had a practice of starting a gradual conversation, while on the bed, very early in the morning. Before dawn, the entire family would have joined the chat even without leaving their mattresses. We used to wonder, "At what time did the conversation actually start (!)?".

When I was 10, my grandparents moved to 'Neravi', a small rural community near Karaikal. There they rented a house, as an astrologer had told them not to reside in Karaikal for a year.

After successful completion of my fifth grade, we (my mom, my sisters and I) decided to set off towards Neravi. I used to hate traveling in buses esp., those

towards Karaikal. It took 2 hours to reach Karaikal, which I thought as the longest duration one can ever travel in a bus. The bizarre route made me puke every time I travelled. From Karaikal, we had to hop on another bus towards Neravi. The buses in that direction generally were jam-packed and by no means would we get a seat to settle.

Our bus journey was finally over and my mind said "Shabhaa'da!!". We got down. Lush green paddy fields nurtured by narrow waterways welcomed us as we began our walk towards the house. There was a small temple in the village for 'Ganesha'. My grandparents' house being the fourth house from the temple, what else could the street be named after !!!

"Pillayar kovil theru" (Ganesh-temple-street), the signboard disclosed, the one and only street I knew in Neravi. There was a tank (a shallow water body - a miniature of the lake) near the temple and a school behind the temple where we used to fool around; else we would run to the paddy fields to catch crabs along the watercourse. The tank, belonging to the temple, had flowers



which I believed were Lotus. We used to pick those and wander all the way back to our house. The time passed quicker when we were at grandpa's house. After two days, it was time to depart to my hometown. We reached the bus stop near the temple. Just before that, my cousin 'Ramu' and I had a quarrel. It turned into a little clash. Our fight ended when I bit his hand (next to his wrist). My sharp teeth went a little deep and thin blood streaks showed up on his hand. One of my sisters started to scare everyone.

"Iyaiyoo.. manusanga pallu patta septic aidum, poison romba athigam, athuvum ivan palluku, 30 oosi'yavathu podanum" (Human's bite is more fatal than a dog's bite and we need to put around 30 injections to avoid death). I usually lose my temper when my sisters taunt me in that way. Everyone there at the bus stop started scolding me.

"Intha vayasulayae yevlo kovam varuthu paarunga avanuku!!", "yeppa paa'ruu sanda potutu

irukanunga", "athukaga kadichada veppa ?","oor'layae vitutu vanthurukanum","innaki kudava sanda poduvinga?"," bus stop'ae paakuthu","..." ("Look at the way he is getting angry at this age!!", "Always into quarrels!", "Whatever may be the reason, why did you bite him?", "Should have left u at home itself.!", "Whole bus stop is staring at us now!","..."). Ultimately, I lost my temper and moved from there, shouting **"Naan tharkola pannika poraen, ponnga..."** (I'm going to commit suicide).

That was the first time in my life I believed, living such a filthy life is of no use. I thought I'd rather commit suicide than to listen to those derogatory remarks. I guided myself towards the tank and desperately stepped into the water. Adding to my bad luck, the water level was too low and it was only up to my ankle. Feeling annoyed, I decided to move further towards the heart of the tank so that I could sink contentedly. My progress blended the water with the mud and the water became filthy. I had to pull my legs hard from the grubby soil to make my next



"My first suicide attempt was a failure. I felt bad, not because I tried to commit suicide but that I'm a failure even in suicide"

move. Finally, I reached the core of the tank and found that the water level didn't even reach my knee. "OMG!! Is this a fortune or a misfortune?" I asked myself. Frustrated due to my successive failures, I sat there in the waters cursing myself, "I'm an idiot, I'm a fool, I'm worthless etc". I felt sorry for me. One of my relatives came and dragged me to the surface. Those irritating remarks continued. My mom stared at me. "Yevlo thimir iruntha ipdi pannuva. Vaa.. vaa.. antha eera thuni'odayae vaa.." (How dare you to do this! Let him come all the way home in those wet clothes), said my mom. I travelled 2 hours in the bus in those drenched clothes and to my surprise, I didn't puke during that travel. Neither did I puke later on.

Next day, I had a fever!! Till date, my mom keeps saying, **"Naan oru lusu, antha dress'a mathittu kupptu poirunthurkalam"** (I'm a fool, I should've let you change those clothes before leaving).

Mom, I love you!!!

A True Story by & about
- Dinesh Vijayakumar

Artists' Space

ಚುಕ್ಕಿ ದೂರದಲಿ ನಿಂತು ನಸು ನಕ್ಕು ಹೋದಳಾಕೆ ,
ಹಕ್ಕಿಯಂತೆ ಹಾರಿದ ಹೃದಯಕೆ ಹೇಳಲಾ ನಾ ಜೋಕೆ!
ಆಳದ ಹೃದಯದಲಿ ಅಡಗಿವೆ ಪ್ರಶ್ನೆಗಳ ನೆರಮಾಲೆ
ನಾ ಬರೆವ ಕವಿತೆಗಳಿಗೆ ಆಗು ಬಾ ನೀ ಸ್ವರಮಾಲೆ.

ಚುಕ್ಕಿ ದೂರದಲಿ ನಿಂತು ನಸು ನಕ್ಕು ಹೋದಳಾಕೆ ,
ಹಕ್ಕಿಯಂತೆ ಹಾರಿದ ಹೃದಯಕೆ ಹೇಳಲಾ ನಾ ಜೋಕೆ!
ಹಸಿದ ಉಸಿರು....., ಖುಷಿಯ ಬಯಸಿದೆ ನಿನ್ನ ನೆಪದಲಿ
ಕುಸಿದ ಹೃದಯ ನಿಂತು ನೋಡಿದೆ ನಿನ್ನ ಆ ಮರೆಯಲಿ
ಮರಗಿದ ಹೃದಯವು ಬಯಸಿದೆ ನಿನ್ನ ಮಾತುಗಳ ವಾಲನೆ
ಕರಗಿದ ಕನಸುಗಳಿಗೆ ಹೇಳು ನೀನೊಮ್ಮೆ ಬಾಲನೆ.

ಚುಕ್ಕಿ ದೂರದಲಿ ನಿಂತು ನಸು ನಕ್ಕು ಹೋದಳಾಕೆ ,
ಹಕ್ಕಿಯಂತೆ ಹಾರಿದ ಹೃದಯಕೆ ಹೇಳಲಾ ನಾ ಜೋಕೆ!
ಕೊನೆಯ ಕನವರಿಕೆ ಕೇಳಿದೆ ನಿನ್ನಯ ಹೆಜ್ಜೆ ಗುರುತು
ನಿನಗಂತಲೇ ಬರೆದೆ ಕವಿತೆ ಇದು ನನ್ನ ನಾ ಮರೆತು
ಸೋತು ಕೂತಿವೆ ಶಬ್ದಗಳು ನಿನಗೇನೂ ಹೇಳದೆ
ಮತ್ತೆ ನಸು ನಕ್ಕಿ ಹೋದೆ ನೀ ಏನೂ ಹೇಳದೆ.

ಚುಕ್ಕಿ ದೂರದಲಿ ನಿಂತು ನಸು ನಕ್ಕು ಹೋದಳಾಕೆ
ಹಕ್ಕಿಯಂತೆ ಹಾರಿದ ಹೃದಯಕೆ ಹೇಳಲಾ ನಾ ಜೋಕೆ.....

Sanತೋಷ್...



- Swathi N G



Bits & Bytes

June - The month in which “Amber” first crystallized. The discussion began with brainstorming different tasks that Amber would execute. From there on we were able to identify the various Modules. The team had then to be identified, who would focus entirely on the designing and creation of the different modules. To begin with we were able to pick out a good number of Nurturites whose focus and energies was solely to be on Amber, along the way however a lot of us had to multi-task; building the internal system as well as meeting the deadlines of clients in the ongoing projects.



Designing the requirements shared, needed - a further in depth questioning to grasp the scope of a particular module. The accessibility of various layers, what could be the possible glitches from the system end, how to ensure the sanctity and validity of entered data, how one module would work seamlessly with the details submitted in another, what kind of system alerts should be incorporated to help keep the team in loop of ongoing exigencies or escalations, and more such complexities arose with each discussion. No surprise then that the discussions (involving a lot of push and pull debates) lasted hours on end. At times the requirements felt excessive, the detailing exhaustive & the feedbacks tough. Yet, the team came through. They went back to module owners repeatedly to comprehend the requirement better. They didn't hesitate to clarify doubts & at times even question the relevance of a particular requirement.

A few of our team mates were to travel onsite. At such a time, support came to us from our offshore friends in hordes. A lot of Nurturites volunteered to carry forward the modules to completion. Their desire to be part of our in-house project and voicing the same, gave the team a much needed boost of confidence.

The UI went through multiple changes. Right from naming the system to the look & feel, each one

amber

of us came with strong views/suggestions. Dinesh had to pretty much bear with all of that. He did a wonderful job of finalizing the UI, bringing across the uniformity and crisp look.

The team, led by Hari & myself, surpassed their efforts at every turn. Accepting challenges and coming up with solutions for the same, while juggling the work allocated to them was commendable. A big thank you to the Team Amber – Hari, Srikanth, Nithin, Charith, Ranjan, Nandini, Divya, Arun, Akshay & Dinesh. Special Thanks to Vigish and the Management for all the support. At this moment of reflection we surely cant forget our fellow Nurturites who as a Testing team provided us with valuable feedbacks & kept us motivated with noteworthy technical support.

PK, Archana, Usha, Arvind, Prathap have been very encouraging and guided us through our journey of Amber. It was PK's attention to details and regular guidance, Archana's constant motivation(read it as zealous follow-ups) to ensure Amber is up and running at its earliest, Usha's co-operation, Arvind and Prathap's Sense of humor ensuring the discussions

had lighter moments as well that made the journey of Amber for the team a very special and memorable one along with the learnings each one of us had from it.

Amber (Derived from Arabic name for Precious gemstone) is indeed very precious and shall remain so for the Amber team without whom this wouldn't have been possible.

- Bharathi Janagiraman



Featuring

Dashboard : Hopefully many of you would have already explored the various features included. The additional changes made since the roll-out are:

- Photograph upload option.
- Directly send a message to your friends on their special day by clicking on "Birthday Reminders".
- Pending Tasks : A breakdown in figures of the tasks that are pending with you/HR/Finance
- Quick Links : They'll take us to our internal e-magazine both Archived and New.
- Policy Doc : Have a quick view of the Nurture's policies.
- Telephone directory : No One is unreachable now .

Employee Module : All your professional & personal details can be found here. You can always edit and modify your details. However supporting documents would also have to be submitted to the HR for validation.

Delivery Module : This module is to be used to set up new Project Code, Budget, Allocate Resources, Mark Milestones & Upload the relevant documents. The module would work in sync with Employee Module. So if your details are not to be found in the system, you wouldn't be available as a resource for allocation.

Finance Module : This Module would ensure that the milestones achieved would have the invoices raised and closed.

Travel Module : Based on your allocation to an on-site project, all your travel requests will have to be raised in this module against your project code.

Claims Module : Based on your allocation to a project, your claims request will have to be raised in this module against your project code. The relevant documentation to verify the claims would have to be scanned and uploaded. The scanned document (original or Xerox) will have to carry Arvind's signature to ensure authenticity.

Attendance : The system will have a sync to our bio-metric. So please do ensure that you sign in & sign out every time, as any employee who is not signed out will not reflect in the day's generated report.

Leave Module : You would be able to apply leave to your reporting manager through this system.

Appraisal Module : You will get to hear about the same soon...

just desserts



NOMONYM

(n) a food that tastes like another food.



BEERBOARDING

(n) extracting secret information from a colleague by getting them drunk.



" A moment's insight is sometimes worth a life's experience. "

CHAIRDROBE

(n) piling clothes on a chair in place of a closet or dresser; see also floordrobe.



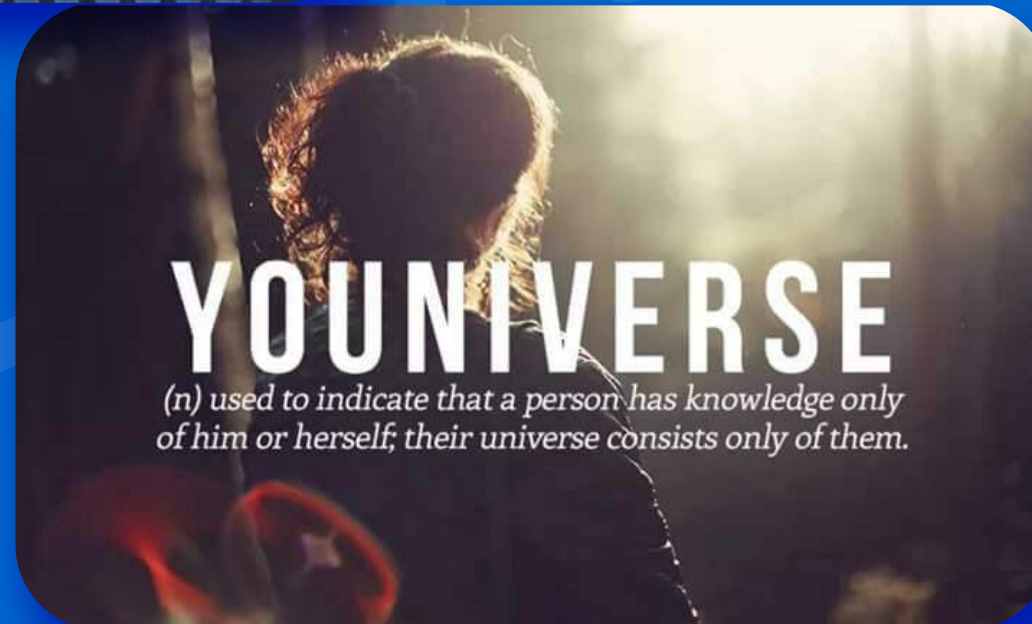
DUDEVORCE

(n) when two bros officially end their friendship.



YOUNIVERSE

(n) used to indicate that a person has knowledge only of him or herself; their universe consists only of them.



Dilip Prasad -

