

FEBRUARY
EDITION

TECHNOVERT TECH



#VERTatTechnovert

Be A Leader



Sashi Pagadala

In today's world,
Consistency is better than perfection.
Attitude is more important than talent.
Character is more valuable than wealth.

Family or friends, employees, or customers, Respect and Trust are the core of a relationship. And the key to teamwork and success





AFE (Authorization for Expenditure)

Budget allocation and workflow management system by
combining financial data & analytics

Client: Walter Oil And Gas Corporation (WOGC)

Tech Stack: Microsoft dot net framework, Microsoft SQL Server & Power BI

Project Overview:

In the Oil and Gas Industry, working partners, investments, cost and risk management, and employee efficiency are the main pillars to look out for. In such a field, going with manual workflow processes such as using conventional excel for expenditure, budgeting and invoice tracking can create countless hurdles in task execution and delivery. In addition to these, WOGC did not have a centralised budget control system or executive dashboards for stakeholders to review. Neither did their existing system support role-based security to ensure data privacy. Considering all these pain points and understanding their organisation structure, Technovert developed a smart application to digitize an Authorization for Expenditure (AFE) system, which could be used to automate the manual process, create a reliable single source of truth, and modernize the reporting solution to serve business stakeholders.

Technovert not only helped the company by providing a digital solution, but also revamped their system with additional features to improve their workflow and data integrity. Technovert has since developed a full-fledged product exclusively for solving the above mentioned problems.

Solution:

Technovert has implemented a web-based solution – AFE, to manage partner interest, budgeting, supplemental expenditure, and versioning. The web application is integrated with DocVue (a centralized document repository) and Excalibur. Data from all the sources such as integration and budget information are stored in a data warehouse. Data from the warehouse is used to generate Reports on tax model or have financial overviews. AFE application is a role-based solution, where all the users are assigned certain permissions and can perform their designated set of actions. This way, the breach of data can be avoided. Using Power BI, high-level data visualization reports are generated which help internal as well as business level stakeholders have a quick look at their tax model.

Team Members:

Sanjoy Bhattacharya, Siva Siddam, Sukanya Bhavanibatla, Abhinav Gupta, Nehrika Rajkumar, Abhinav Dhurba, Aditi Das



Mahima Jassi

Creativity in and of itself is remaining healthy, remaining connected to yourself, and connected to the world. Work of Art is man-made creativity, and it is far intentional. Whether portray sculpture, film, dance, or theater it was created to express the thoughtfulness of an artist. Anything that engages one's creative mind - the ability to make connections between unrelated things and imagine new ways to communicate, is an Art. Pictures are worth 1000 words and even greater.

Painting is one of those hobbies that allow me to relax, enjoy and learn at the same time. I cannot imagine life without colors and the essence of a painting lies in its color schema itself. Painting helps me to express my feelings and emotions more profoundly. I find peace in portraying and when I look back at my artworks, it makes me feel lively. Painting requires you to be open-minded so that you can capture your deep feelings and beautiful ideas in that work of art. It has undoubtedly helped me be open about my perspective and I can project stories through my paintings.

Art washes away from the soul the dust of everyday life

- Pablo Picasso



Nikhil Nambiar

The first time I laid my eyes on her, I fell in love. It was my dad's Yashica 35MF, and that is where it all started. I still remember taking some random photos with it and my dad scolding me for wasting the roll (nostalgic!) At the age when my friends dreamt of having an Enfield, I always wished for a Canon DSLR, and years later with my first salary, I bought myself a Canon 80D on EMI (had a tough time paying that off). I have spent a good amount of time doing paid and unpaid shoots, sometimes it is a wedding, sometimes it is free shoots for friends, some celebrity shoots as well. Clicking portraits works like ecstasy to me, it hits different. Days when I feel little off, I go out capturing moments and stories on the street.



I love portraits or it is more about the people in them. So, let us say, I love people, random people, people with powder and perfume, people with dirt and dust - because they share a story because they push me beyond being just a photographer to being a storyteller.





Sathish Nandagopal

The year 2021 was imminent and as we gear up for an even successful 2022, I can proudly say what we believed in as a long-term vision for Technovert has started producing results.

“In traditional IT services business, either an organization ascends or sinks. Nothing is called staying afloat. Aggressive thriving is therefore inevitable” And that is exactly what we have been doing. We have made considerable progress in all goal areas of our strategy.

Let me give a snapshot of some things we did as part of our long-term strategy, which worked well. We wanted to leverage our proven technology expertise to create a niche in certain Industry verticals and in 2021 it was BFSI, we have expanded our footprint in existing logos like Guardian, F&B and managed to secure new logos in the insurance expanse (we have a solid pipeline to convert many more in coming quarters). We will continue this strategy for other verticals as well growth from where we are today.

Diversifying the clientele: Focus will continue to be in the USA, but we will expand in emerging markets like East Africa, the Caribbean, South Africa to name a few. Leveraging partner Network to the fullest to help Technovert as well as end customers. We are the top 3 service providers for Microsoft and Snowflake in certain regions, this helps you to learn and scale in your preferred technology stack.

While our eyes are on the shore, at home, we are also improving on-site by subletting direct client exposure at every level, and with this, you will see more travel and direct exposures coming your way.

Thanks to you all for making 2021 successful; wishing only the absolute best for 2022. With your strength, we are positive to achieve 100% growth from where we are today.





Sachin Kumar

What do I enjoy most about my work? People - working with people, listening to people, mentoring, and sharing my experiences with them. When we keep our people happy, engaged, and motivated, customer experience, quality, and on-time delivery will be its obvious by-products. Here at Technovert, we passionately believe that it is our culture that scales and not headcount. This fits very well with my belief as well.

I haven't spent a lot of time thinking about my leadership style. I do not give it a lot of thought, to be honest. But my style is quite simple – to get my next level ready. Also, selflessness is key.

After being in the industry for some time, one builds up on their core values which become their identity. It is exceedingly difficult to change this identity after a certain time. But even in that space, we learn new ways to look at things, pick up little nuances. What attracted me to Technovert was the culture of nurturing young talent and bringing them into leadership roles. This core mission struck a chord with me and excites me every day. The kind of investment we put into people, and the kind of opportunities that interns and newcomers get here is above and beyond. The only thing that is expected of people is the right attitude and behavior, together with a continuous learning mindset.

In the last year, a lot of policies and practices have been implemented by our leadership to make our business process more structured. Our project pipeline looks great. We started a PMO team so that we could collaborate with the Sales & Practice and follow through with a proper plan for all our projects. Of course, this means we are bringing in a lot of changes, but changes are not obstacles if we can explain the 'why' and everyone sees the bigger picture. This is especially important when our company is scaling at such a rapid pace.

Our priority this year is going to be recruiting the right talent. We will accomplish this not just through our talent team, but with active participation of project teams as well. We are looking at welcoming domain specialists and creating business teams. And following the Technovert way, we are also focusing on more ways to engage our employees and support their career aspirations. We will ensure that we all enjoy the work that we do, help each other out and grow as an organization.

We are a company with an open culture. Everyone's voice is accounted for, irrespective of what role you are in. When it comes to feedback, opinion, ideas – this place is very welcoming and transparent. This makes Technovert different from most other companies – a fun place to be in.



Ashish Pahwa



Data Science practice, much like Technovert as a whole, has been fortunate to have an extraordinary talent base – and we continue to focus on an inclusive growth roadmap for 2022 and beyond. Not only does this mean solving a lot of unknowns for our existing and new clients in a diverse data/business ecosystem (as we start to firm our roots), but also treading on a journey that become the foundation of growth for the young AI/ML leaders of tomorrow.

In this regard, our target operating model will strive in two directions. First, advancing our client reach strategically to become trusted technology partners, leveraging a mature set of AI/ML delivery practices with the latest tech standards and advancements, while being technology agnostic. Unfortunately, there are no silver bullets or shortcuts for success on data science engagements, so this continues to be our core!

Secondly, focus on business outcomes for the client by adopting a business-first approach, which is paramount – whether it be protecting revenue coming from the cx. operations, lowering the business risks or improving the cost efficiencies.

And since today, people (and not necessarily processes) are our greatest assets – this growth journey must be all-encompassing.

In what we do, the idea is to continue having a work environment that not only offers fun and flexibility but also provides opportunities to work on challenging ML problems directly collaborating with the client/innovate/think out-of-the-box; leading them to take on a super accelerated growth path.





Rahul Sudeep

Marketing has a unique depth. The strategy that goes behind every marketing effort is quite an exciting process. Marketing is all about social media – designing and posting for many people. What they do not know is the science behind it. They sometimes overlook that a brand is not born overnight; it is a game of patience and persistence. Understanding what people love about your product/services or what they would be interested in, even how you approach your users subtly, are all art. Finding the right match to market your products to the right users is challenging with the industry's most competitive spirit. The struggle does not end there; keeping a product/service relevant in the market is another added challenge that keeps one on their toes.

As a leader, I am a firm believer in leading by example. I always stress building a positive work culture for the team, where they can rely on each other. I focus on what my team can achieve on an organizational level and as a professional.

The last couple of years, with the pandemic at its peak, it has been a little bumpy ride. Marketers being in the office, having a face-to-face conversation is easy. But when you disconnect from this, even extroverts become introverts. But I am glad the involvement of our team across several organization-wide processes – from interdepartmental collaboration to initiating something new – worked wonders in keeping the marketing presence known all the time.

Marketing is a relatively new department at Technovert. We focused on setting up the foundation and are planning to have more engagements soon. We have worked towards building a brand for Technovert, setting significant processes for the team, empowering practices with effective campaigns. We are using efficient, modern-age tools to ease our work, including Ahrefs, Google Analytics, Motamo, and for social media, we are sticking to the native ones. We have established our online presence with consistent social media engagement, created a personal connection with our employees and customers, commenced several initiatives – brand marketing & positioning. We have taken steps to give our brand a consistent voice across the organization.

Last year, we started building a brand for Technovert on digital platforms. It mainly was strategizing. In 2022, we will be dedicatedly working towards the execution of it. Apart from that, we are also starting inbound marketing, which was always on the cards. Additionally, we are concentrating on Thought Leadership and spreading our network globally. Employer branding is another critical agenda for 2022. Our work culture is impressive, and it is time the world knew about it.

For anyone looking for an excellent opportunity to grow professionally, Technovert is the best place to start. Our culture offers you the guidance needed to grow professionally and personally. We are all about employee experience. You will rarely find companies that put their employees first. We genuinely believe

Technovert is all about its people; we have been proving the same to the world too.

Pavan Kumar Etta



I am always a customer's advocate, analyze and perform gap analysis in the system and pitch my product to them

This entire process of empathizing with the customer and being their extended partner will not only help me achieve the target but also create an ever-lasting customer relationship.

And last year, it was quite a change due to the whole COVID situation and even in 2020 we had to completely change the way we were working not only the way we are personally, but working on product pitch, positioning, and how we can help organizations to overcome the overall communication and collaboration problem. So that is where we started re-strategizing things or repositioning. The product line that we are an added advantage to SharePoint. So then what we have done, we took an additional step, and we were trying to push this product as something they must have.

Positioning of the product in the market is what we call "Product-Market fit", we as a team perform detailed market analysis, work on case studies on enterprise accounts and understand the market scope. We track our metrics to understand the market. Identify key data points that will help us track the market. Start by identifying the total addressable market (TAM), otherwise known as the total number of people who can benefit from your product/service and produce a strategy to pitch our product.

It is 6 times harder to retain a customer than acquiring with the product continuously evolving. The challenge is retention and expansion require a distinct messaging and customer conversation approach. Existing customers are in a different position than your prospects one that carries a unique buying psychology

Here, we consider two things: Retention and Acquisition. We have two separate long-term targets for each. Coming to the 2022 Fiscal year, without considering the upselling sales on existing clients, we are looking at a \$3 million business exclusive from new accounts.

I know it is easy to delegate tasks to people or ask people to do this or that, but as a leader, my mantra is the way I treat myself is the same I treat my peers, which will help in achieving the common goal effortlessly. The second you start micromanaging; you will lose trust. As a leader, I make sure that I am one of them and understand each of their perception of things.

Our fingers are crossed for 2022 and let us hope we lock great deals in the future.



Pushyamitra Dharam

Working in consulting 16+ years, something I have observed over the years to become successful is to spread across but become a specialist first. With the same inspiration, we envision Technovert to be an industry specialist in providing DA consulting providers.

How can it happen? – Butterfly effect! A strategy we want to start with customer-centered execution and eventually lead to a plethora of opportunities.

First things first, empathy towards your customer at the center. Bringing attention to customer needs, their issues, involving them in discussions, initiating more business to do, and bringing them closer to the tech market.

Following that will be - to make client champions within the teams. This space is created especially for those who want to be involved with client discussion, go that extra mile, synchronize, build partnerships, create more channels.

The teams will be creating solutions for the customer irrespective of the tech platform. And will be empowered the complete credibility for the same.

Said that any new tech stack opportunities or platforms that are unaware of, the teams will be given enough resources to learn and get trained. This is expected to flow in every team at every level to create that space.

As an individual, I am striving to bring some clarity for the young engineers to lay a foundation and expand their opportunities as much as possible. You will see workshops and sessions happening soon reflecting this.

We don't aim in terms of million dollars, when things are done the right of way, it will automatically be the by-product.



Hitesh Sarda



When we aim to deliver better engineering products, we also want to be emphasized QCA (Quality Control & Assurance). Improving in various aspects, such as functionality, security, mobile testing, etc. We have also started working to bring QA automation to a newer level.

To scale our delivery, we need more skill involved and an appropriate structure in place for the same. Through our sales, we are going after having larger-sized projects – That allow a minimum of 4+ teams to contribute meaningful individual chunks. We want to provide the right exposure and the right strength to the right team. With a lot of lateral hiring, it is essential to align a larger team. It will simplify communication, adding more value to teams for building and bringing the best. This will include allowing space for RMs to build the team, providing support, mentoring career development, etc.

When it comes to the bigger picture of accounts and tech stack, we are getting our hands dirty with the varied nature of projects. Our focus will continue .NET projects along with others. When it arrives, we will be welcoming work on other new tech stacks. Focusing on the projects this way, we aim to grow in existing accounts like Guardian Group, Grant Thornton, DLR (Digital Realty), etc.

Lastly, one's career can take any direction - the technology path or the domain path. With both of our strategies, to build on our tech stack and restructure teams is to lay a foundation for the same. The projects we bring in for hands-on will have a lot of scope for growth as well as learning. When one needs help to find their fit, we hope 1:1 interaction with RMs and mentors will help. Said that, as a company, as a department also, we are flexible to meaningfully move from one department to another as per one's skill and interests.

This year, our focus will continue to grow on delivery quality and quantity.





Saravjeet Lamba

In the last year, we have created a lot of impact on our customers by working on employee engagement, back-to-office solutions, AI solutions, etc., ensuring that their systems are optimized, saving a lot of resources, and identifying loopholes in their cloud systems. We have ramped up our work to give the best experience to our clients.

At Technovert, our DNA is – go, explore, and innovate! We do not stop for anyone. There is a lot of young blood here, and all they need is a spark to guide them in the right direction. That is where we come in. And if you look around, you can see the results of this mindset. People here are producing innovative ideas to implement and to build new things all the time.

The biggest change that has been brought to the Digital Transformation practice lately is the thought process – people are encouraged to not think of themselves as just coders anymore. We are innovators. In Aug 2021, we did not have any projects on Azure. Internally, we built an assessment tool called Azure Angel – which could be used by our clients to identify any gaps leading to possibilities of leaking money, hacking, any scope for improvement, etc. This gave useful insights into the optimization of projects and was such a hit that we ended up landing a big new project because of it. This is just one of many such successful projects that we have worked on recently because of our immense passion for technology.

“I like to be friends with my team. I lead from the front but never consider myself a boss. With my experience, I ensure that my team feels protected so that even if there are problems, we can work on them without the team feeling the heat or losing the charm of innovation.”

2022 brings in many new opportunities. We are looking at multiple areas of growth in Salesforce, Artificial Intelligence, Intelligent Process Automation (IPA), digital twinning, Augmented Reality, Virtual Reality, etc. We will explore every technology that could help our clients run their business more efficiently. Internally, we are going to focus more on the growth of our employees and encourage them to explore their areas of interest.

People from the outside look at us and say that this is one company that has a unique way of doing things. We have been able to create this passion and spread it across our entire community. We have a super-charged bunch of people with the right skills in a company that encourages innovation like its second nature

The IT world is transforming in the best conceivable way. Be passionate and go for it!



Nisha Nayar



Over the past couple of 'pandemic years,' we have done well as a unit to maneuver through the various challenges (that were at times) forced onto us and we have also witnessed many changes all around us as a response to the challenges.

Change is going to be the norm for this year as well and we are going to be investing in constantly bettering and if needed, implementing newer thin, agile processes to make it a more predictable, safe, secure, and trusted work and business environment for each of our colleagues.

These will be focused around

- 1- Employee skills and capability growth
- 2- Employee engagement
- 3- Organizational Culture

We also look forward to hearing from each of you via surveys, one on one conversations, group chats on your thoughts, and insights on how we would like to continue to better ourselves. More on these will be shared in the weeks to come.

I look forward to continuing to interact with each of you as well. Have a wonderful, rewarding, healthy year and beyond.





Mahender Pottavathina

A lot of things come to mind when we think about the “office”, including computers, fun activities, and celebrations with colleagues. Rarely do we consider the helping hands behind all these, and who makes it possible? Let us introduce you all to one of such kind, the most humble and hardworking employee of Technovert - Mr. Mahender Pottavathina, our Office Admin.

Mahender’s work includes a lot of diverse things - from managing the entire office’s supplies to maintaining office services by organizing various operations and procedures. He is the person behind the welcome gifts, including packing and deliveries. He manages the whole office service staff. He played a vital role during the two times that our office conducted the COVID vaccination drives. At times he is spotted working at the office even on weekends. Before COVID, Technovert used to regularly host tournaments in cricket, volleyball, etc., which were possible because of Mahender and his help in booking the venues, arranging for the awards, and setting up the ceremony planning.

We can only imagine how hectic it must have been for him just the one week that all of us were at the office. Just to list out a few things, he was the one who made sure every single one of us had our faces registered with biometric authentication

He arranged a cute little X-Mas tree for the secret Santa. His help was important in getting everyone their ID cards. Everyone was provided with masks, and he reminded you to wear one if he noticed you without one. He made sure hygiene was maintained throughout the office. “While all the employees were sitting in the comforts of their houses, Mahender was the one who worked relentlessly to make sure everyone receives their office laptop no matter where they live in the country, and for a few deliveries in Hyderabad, he delivered the laptops to people without even complaining. He is simply one amazing person I know” says Sanjeev Kaleru, our Network Engineer

“He is the driving force behind all the events and the happenings. Before COVID, as we all know, we used to conduct at least three events per year. He played a significant role in making all the events successful

He is the ‘hero’ behind it. He will try his best to get things done, whatever we as employees ask, he will get it done as soon as possible. The best part is - If you ever have a chat with him, you will feel like you are talking to your favorite from your family! He always tries to get the best for the employees. From arranging events to arranging meals for everyone, from office premises work to personal work, one can always look up to him. He also fights for the best quality things for us (Technovert fam)”, says Sreenadh Reddy, one of our M365 Analysts..

Success Story

“It was November 2019, and it was the time when Technovert was conducting intern hiring in the office for students from various colleges. I was one of those students. The different rounds carried on and by the time the selected candidates reached the final round, it was 11PM. Although my friends and I were hungry, we did not complain. But despite being that late, Mahender managed to get some hot fried rice for us and made sure we had a filling dinner. It showed me how much the company cared about its people, and I would not be exaggerating.

when I say that the kindness that Mahender showed, was one of the reasons which made me join the company” says Kaustubh, one of our Software Developers. Mahender has been working at this company for so many years that he has seen it grow from a small company into the huge organization it is today.

Thank you, Mahender, from the entire Technovert for everything!



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Musings of Meghalaya

-Hitoishi Das



PRELUDE

It was a wintry night in December 2018. My best friend and I were sitting on our hostel beds at around 1 am on a Saturday, slurping on piping hot cheese Maggi from the hostel canteen, discussing life. Amidst all that discussion, suddenly an idea was born. The idea immediately struck a chord with both of us, and a decision was made on the spot. The year we get a job is the year we will start our birthday trip to some place in the world, and it will be an annual affair. Then, 2021 rolled along, and our planned August sojourn was indefinitely delayed because of the raging second wave. However, we got together and decided that we would go someplace in November or December, no matter what happens. So, Meghalaya it was!

THE ACTUAL TRAVEL ITERINARY

So, a date was decided, the 27th of November 2021. I left my home at around 3:20 am in the morning to catch the 6:40 am flight to Guwahati. With just 2.5 hours of sleep, I arrived at Lok Priya Gopinath Bordoloi International Airport, Guwahati at around 9:50 am. Once I reached Guwahati, I had to wait an hour or so for my friend's flight to land from Kolkata so we could flag off the muchawaited sojourn. And once we met up at the airport, it was all about having fun for the next 8 days.

Read full blog on : <https://thegoofynomad.medium.com/musings-of-meghalaya-ea9067648cf4>

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