WISSEN TECHNOLOGY

Great Place To Work®
Certified
AUG 2021–AUG 2022
INDIA
™

EMPLOYEE BOOKLET

Life at Wissen Technology

www.wissen.com

Welcome Message from the CEO

Dear Wissenite,

Welcome to Wissen Technology! I'm delighted to have you as a part of the team.

Over the next few weeks, you will meet your new team members, know about your projects, and learn a lot about Wissen.

At Wissen, we take pride in being a technology company in a real sense. Right from the software developers to the managing directors – we are techies at heart. We love technology, we code, and we like to stay updated with the latest technology developments. It might be unlike what you have seen in the industry, but that's what makes Wissen a different place.

As you become part of the team, you will enjoy working with an incredibly talented bunch of passionate people. I am sure you will cherish the experience, and I'm excited about how it will shape your professional growth.

This handbook shares more about Wissen Technology and your onboarding plan. And if you have any questions, do reach out to your new manager or the HR team with questions.

Let's create magic together!

Sincerely,
Raghu Pareddy, CEO

Welcome Aboard!

Congratulations!

Welcome to the Wissen Family! We are incredibly delighted to have you on board, and on behalf of all of us here at Wissen, we would like to extend our warmest welcome. You have crossed a stringent selection process, and we are sure that your enthusiasm, creativity, and remarkable skills will be valuable assets to the team and the company. It's great to have you with us, and we are excited to work with you!

About Wissen Technology

The Wissen Group was founded in the year 2000. Wissen Technology is part of Wissen Group and was established in the year 2015. Wissen Technology is a specialized technology company that delivers high-end consulting for organizations in the Banking & Finance, Telecom, and Healthcare domains.
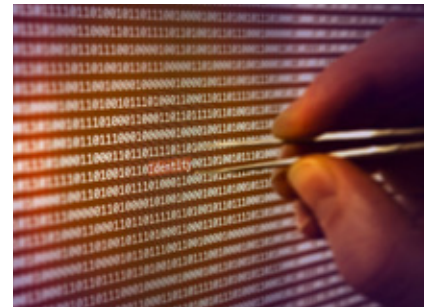
Wissen has offices in US, India, UK, Australia, Mexico, and Canada. We offer an array of services including Application Development, Artificial Intelligence & Machine Learning, Big Data & Analytics, Visualization & Business Intelligence, Robotic Process Automation, Cloud, Mobility, Agile & DevOps, Quality Assurance & Test Automation.

Application Development

Artificial Intelligence and Machine Learning

Big Data and Analytics

Visualization and Business Intelligence

Robotic Process Automation

Cloud and Mobility

Infrastructure Management

Agile and DevOps

Quality Assurance and Test Automation

Leveraging our multi-site global operations and availability of world-class infrastructure, we offer a combination of on-site, off-site and offshore service models. Our technical competencies, proactive management approach, proven methodologies, committed support and the ability to quickly react to urgent needs make us a valued partner for any kind of Digital Enablement Services, Managed Services, or Business Services.

Wissen Technology has been certified as a **Great Place to Work®**. The technology and thought leadership that the company commands in the industry is the direct result of the kind of people Wissen has been able to attract. Wissen is committed to providing them the best possible opportunities and careers, which extends to providing the best possible experience and value to our clients.
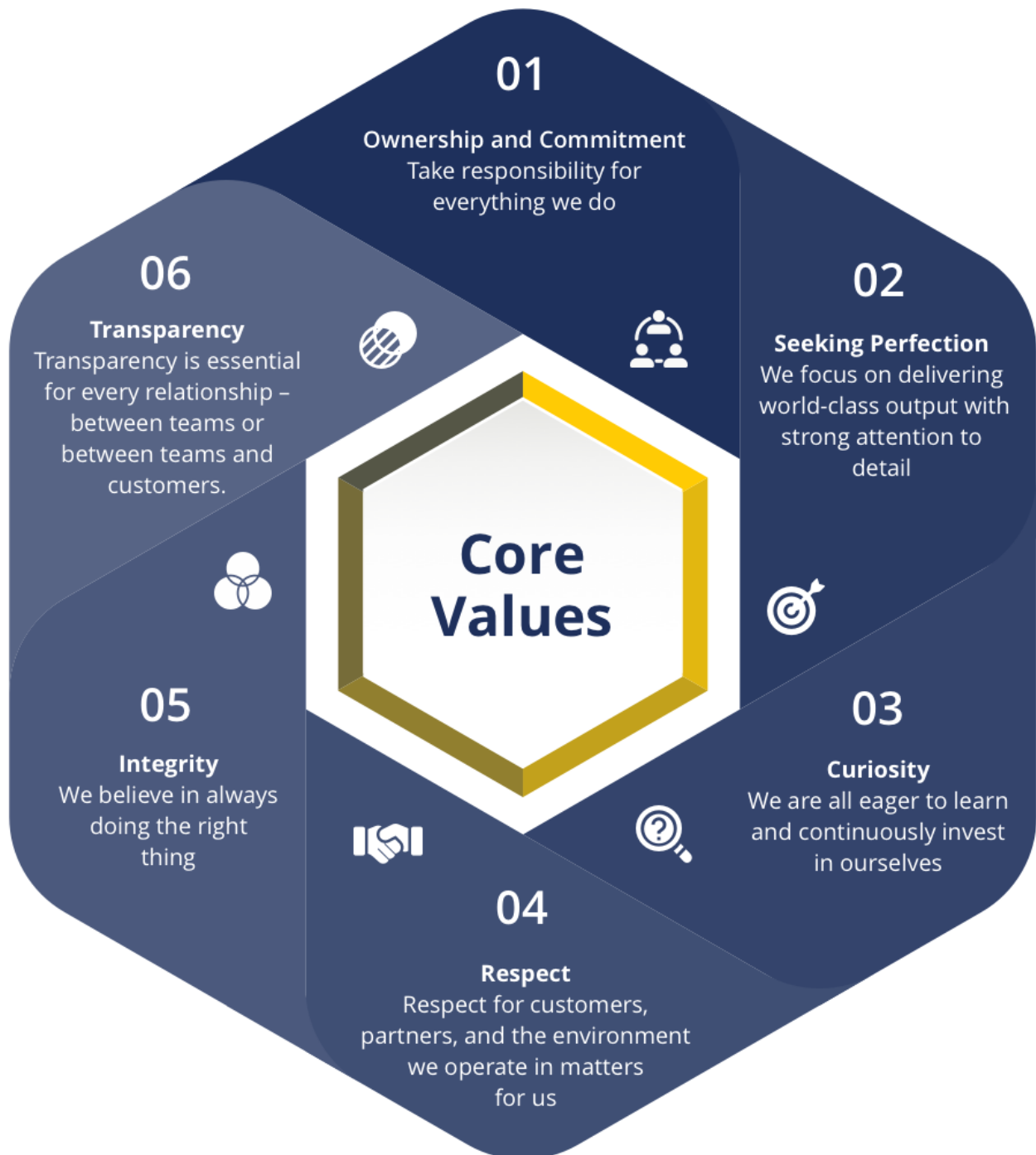
Our workforce currently consists of 1000+ highly skilled professionals, with leadership and senior management executives who have graduated from Ivy League Universities like Wharton, MIT, IITs, IIMs, and NITs and with rich work experience in some of the biggest companies in the world.

Our Clients

We provide pioneering solutions to help clients build enterprise systems, implement a digital strategy, and gain a competitive advantage with business transformation. Over the years, we have successfully delivered $1 Billion worth of projects for more than 25 of the Fortune 500 companies.

Our Building Blocks – Core Values

At Wissen Technology, the building blocks of our growing organization are the core values that help us learn, grow, and develop. They help us create the future we desire while helping us create the experience our customers expect. It is using these core values that help us in making decisions and focus on what is important to us and what is important to our customers.

01
Ownership and Commitment
Take responsibility for everything we do

02
Seeking Perfection
We focus on delivering world-class output with strong attention to detail

03
Curiosity
We are all eager to learn and continuously invest in ourselves

04
Respect
Respect for customers, partners, and the environment we operate in matters for us

05
Integrity
We believe in always doing the right thing

06
Transparency
Transparency is essential for every relationship – between teams or between teams and customers.

Core Values

Our Driving Forces – Our Leadership Team

The Leadership Team at Wissen Technology helps in driving the overall success of the enterprise. From executing the vision to setting the tone for the staff, our team of highly-qualified and experienced executives helps our business grow and flourish.

Here's a sneak peek into all our leaders who lead by example:

Raghu Pareddy - Founder & CEO – Wissen Technology

Over the past 25 years, Raghu has built several successful, multi-million dollar businesses. In his past stints at Sabre/Travelocity, Verizon, Santera Systems (acquired by Tekelec), and British Telecom, he oversaw the delivery of technology projects worth over USD 1 billion.

Anurag Sinha - Managing Director

A technologist at heart, Anurag has a rich experience in building solutions for financial services. Prior to starting Wissen, Anurag worked as the Executive Director at Morgan Stanley for over 8 years. At Morgan Stanley, Anurag provided leadership to the development of several solutions for Equity Research, Prime Brokerage and Secured Financing groups.

Mohan Mummadi - SVP & Head of Operations

As VP & Head of Operations at Wissen, Mohan drives business in respect of Strategy, Finance, HR & Operations. Mohan has over 27 years of experience in managing large-scale technology projects with organizations such as Oracle, PriceWaterHouseCoopers, ANZ Bank, PeopleSoft, and IDC.

Sunil Palrecha - Chief Digital Officer

Sunil is a global marketing and technology leader with 18+ years of proven track record in building and scaling businesses in Engineering Tech Services / Products / ECOM and Analytics. As a business leader, Sunil has worked directly with CXOs to drive digital transformation projects to ensure profitable growth in companies across the Americas, Europe, and India.

Ajith Chandra Sekharan - Head of SAP Practice

Ajith is a business leader with over 25 years of experience in consulting, business advisory, business P&L with deep expertise in conceptualizing and operationalizing strategy. During his association with Wipro, Ajith managed multiple global roles like Global delivery head of telecom vertical, Sales leader for Latin America, COO of SAP business, Global head of SAP application management services and head of automation and productivity.

Pradeep Chandiramani - Executive Director

Pradeep is a technology leader with over 16 years of industry experience delivering high quality enterprise software for global banking corporations. Pradeep has been instrumental in architecting and designing the next generation of private wealth management systems for world's leading banks. He was a Vice President at MSCI and Morgan Stanley before joining Wissen. Pradeep is an alumni of University of Mumbai.

Kumarpal Sheth - Executive Director

Kumarpal is a technologist with over 17 years of rich experience in building solutions for financial services and startups. Prior to joining Wissen, Kumarpal founded a startup specializing in mobile apps. Kumarpal has also worked as an Executive Director at Morgan Stanley for over 9 years. During his tenure, he provided leadership to the development of several solutions for Fixed Income, Derivatives Processing and Collateral Management groups.

Manjunath Chandrashekar - Executive Director

Manjunath Chandrashekar (Manju) has over 30 years of rich experience in executive leadership roles in industries spanning telecom, BFSI and engineering. He started his career with ISRO working on various satellite projects; He later moved on to the IT industry and worked as a consultant for various companies across UK and the US, including many Wall Street firms. In the past 15 years, he has been working for large European telecom companies in a senior leadership role spearheading many transformational initiatives. He also holds an Electronic & communication Engineering degree and is an alumni of IIM Banglaore

Rupinder Bains - Executive Director

Rupinder is a senior risk specialist with 15+ years of experience in the BFSI domain. Prior to joining Wissen, he spent a decade in MSCI establishing global offshore operations delivering risk services for large institutional investors in the Americas and the EMEA region. The use-cases his team addressed included portfolio management, regulatory reporting and risk and performance attribution. Rupinder holds a B Tech from IIT Bombay and an MS in Finance from IIT Chicago, USA.

Ankur Goyal - Executive Director

Ankur is a senior banking executive with 18+ years of experience across global investment banks, with specialization in risk and global markets functions. Prior to joining Wissen, Ankur has worked as Executive director in Credit Suisse and Deutsche Bank, where he set up and led multiple front office teams across Fixed income and equities divisions. Ankur has also been instrumental in delivering large regulatory programs such as dodd frank uncleared margin.
Ankur holds B.Tech from IIT Bombay.

Abhay Singh - Executive Director

Abhay is a senior technologist with 19+ years of experience in the BFSI domain. Prior to joining wissen, he spent a decade delivering top quality enterprise software for global banking corporations. He was a Vice president in Morgan Stanley providing the leadership to the client reporting platform for businesses like Prime Brokerage, Fund Administration, Wealth Management etc. Abhay holds a degree in Master's in computer science and is an Alumni of Indian Institute of Management, Bangalore.
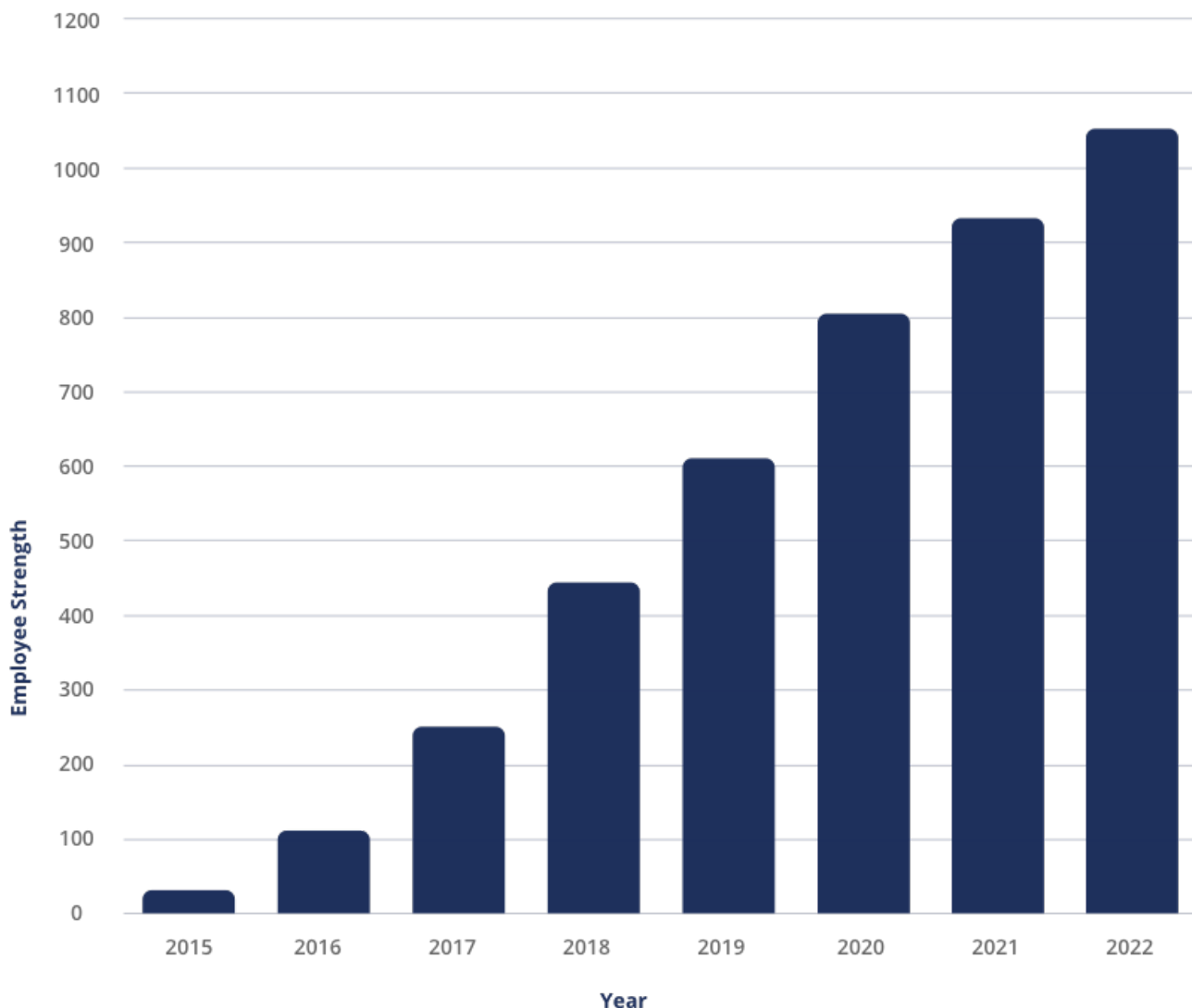
The Wissen Technology Growth Path

Established in the year 2015, Wissen Technology is a fully focused technology company working on niche technologies for clients across the world.

The company has grown its revenues by 400% in these five years without any external funding or investments.

We are a completely debt-free company and financially very strong.

Starting with 2 big clients in 2015, today we are trusted partners for 25 of the Fortune 500 companies in the world for their technology transformations. Most likely, you will be working with one of these very soon!

With less than 5 people in 2015, today we are 1000+ strong.

Life at Wissen Technology

At Wissen Technology, we pride ourselves on the quality of our employees. We make sure that our employees are provided with an exciting, challenging, rewarding and enriching work environment to contribute to, and grow professionally.

We love our jobs, and that comes with it including work, play and arguments, give high-fives, make mistakes, apologize, philosophize, share - all in a day's work! What we don't do is make excuses! We learn from our mistakes; we don't justify them.

Wissen Technology Culture

Over the years, we've grown to welcome and promote diversity of ideas, thoughts, perspectives, and worldviews. We also respect teamwork and collaborative work culture. Therefore, we make it a point to only hire people who are ready to take every challenge that is thrown their way and strive to ensure customer satisfaction, work as a collaborative, cohesive team, where members complement each other's strengths and weaknesses and are willing to believe, focus and walk that extra mile on faith.

Your First Month at Wissen Technology

We know how critical induction is for any new employee who joins in. Therefore, we make it a point to drive all our efforts in making the transition as smooth as possible for you.

You can look forward to the following activities during your first month at Wissen Technology:

Onboarding & Induction Programme → About the company, HR policies, practices, and overview of various policies

Training Needs & Assessments → You will have a one-on-one session with your mentor to identify what support you need based on your current skills and where you want to reach based on your career goals.

Career Path Setting → Understand how you can grow in the organization in the next 3-5 years and list the career path options based on your preferences.

Goal Setting → Understand your goals and map those with the organization's goals.

Mandatory Trainings → You will undergo some of the mandatory training programs on compliance, POSH, and other trainings as required by the customers.

Meet and Greet → Personally (or virtually) meet the leadership team

Project Induction → Project mentor walks you through the project needs, progress, and your role.
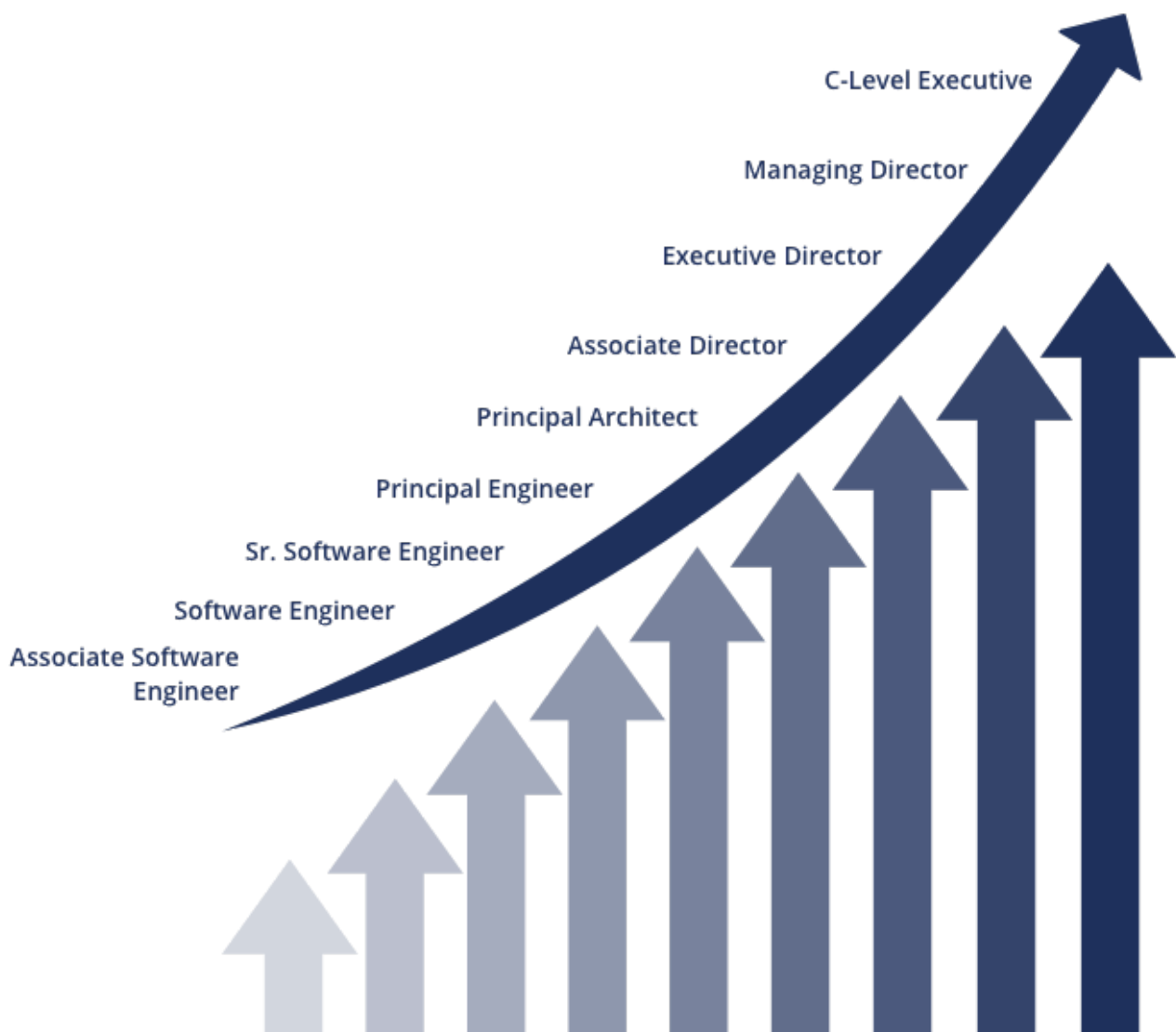
Career Progression

At Wissen Technology, your career growth is important for us. Therefore, we put in several efforts towards each employee's career progression – to enable and empower them to grow within the company as well as to instill a sense of responsibility, loyalty, and trust.

Just experience levels or tenure in the organization do not define the promotions and appreciations. Instead, we believe in giving growth opportunities based on talent, passion, and ability to deliver results.

There have been instances where a software engineer has grown from being an individual contributor to technical lead and now on the path to becoming a director responsible for growing revenues and profitability. We deeply value Ownership, taking responsibility, making it happen, not letting the ball drop, and being accountable.

Your career progression is based on multiple factors such as performance in the project, client feedback, individual learning progression, your participation in organization-wide initiatives like Hackathons and Accelerators

C-Level Executive

Managing Director

Executive Director

Associate Director

Principal Architect

Principal Engineer

Sr. Software Engineer

Software Engineer

Associate Software Engineer

Employee Benefits

In addition to providing a right career path and industry-standard compensation, we also offer a range of employee benefits that can help you manage the cost of healthcare, plan for your financial future, and enjoy an overall higher quality of life. Some of the benefits we provide at Wissen Technology include:

Sodexo

Health Insurance

Zeta Card

Advantage Club

Udemy Training Sessions

Amazon Vouchers

Wissen's Sharp Focus on Technology Careers

We pride ourselves on the technology stacks we work with, the clientele we serve, the social activities we undertake, the knowledge we share, the training and certifications we provide, and the fun we have at work!
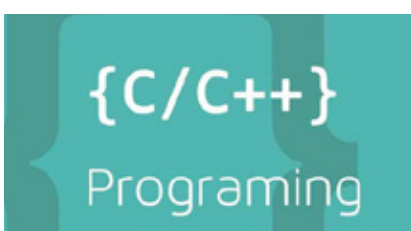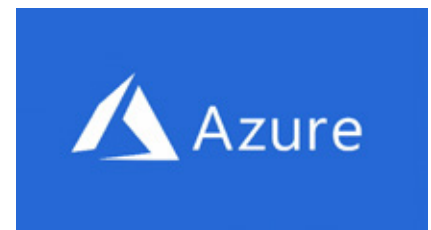
The best part about working at Wissen is that we have specific career paths defined for all technology streams. In fact, we have a totally different mindset about the roles and responsibilities of the management.

In contrast to the traditional role that a manager plays – of a facilitator who ensures the end result is produced within the specified time and budget – we believe that in addition to having extraordinary people management and business skill, managers should also know how to code. The reasons for this thought process are many:

- They can empathize with the team's challenges and problems.
- They can help in driving meaningful interactions
- They understand the nitty-gritty of coding and help developers make good programming decisions
- They can come up with technical solutions in the time of need
- They can represent their teams' work well to others while having answers to all technical questions

Technology Stack

Wissen Technology is a full-stack technology company with expertise across a gamut of existing (and upcoming) technologies.

Knowledge Sharing

At Wissen Technology, we strongly believe that knowledge is power, and when shared, the power is multiplied. Through constant knowledge sharing across the length and breadth of our organization, we facilitate better decision-making, build a learning organization, encourage innovation, and drive our company to success.

Here are some measures we take to encourage knowledge sharing and improve the way of working:

Conduct regular brainstorming sessions	To empower employees to think more freely and encourage open and ongoing collaboration
Build the right environment	To set the right tone and yield better results for our employees and our company
Create options to work in different roles	Employees have the option to take up a complete different role, work on a completely new technology - as per their choice, liking, and available opportunities.
Foster cross-functional conversations	To enable people with different functional experiences and backgrounds to come together and work towards meeting a common goal
Democratize idea creation	Through internal competitions, internal portals one-on-one sessions with managers; top ideas could get converted into accelerators and the person is rewarded as well

Our Focus on Your Career Growth

We believe in constantly updating and upgrading the skills and capabilities of our employees, so they can meet customer expectations and business goals with far greater efficiency.

Therefore, we ensure our employees undergo regular training and enroll themselves for courses to develop or hone a specialized skillset and help in their career growth.

Udemy association offering free training and certifications to employees

Company-sponsored AWS, Azure, and GCP certifications

Active participation in HackerRank competitions

Multiple internal tech forums and practice groups

Cross-functional and cross-technical training programs

Instructor-led training programs for advanced technology topics

Giving Back

Under the CSR program, Wissen Technology has constructed two school buildings at Sindhanur District in Karnataka. This school is for farm workers' children. It has more than 250 children from grade 1 to 8.

We donate school kit/stationery, uniforms, desks, chairs, etc. for the kids. In the past, Wissen has funded a clean water facility for children, a school bus, and a school van.

As a part of the annual event, every year, we award the most deserving hard-working students.

Fun at Work

We at Wissen Technology know the repercussions all work and no play can have on us. Therefore, we make it a point to have as much fun as we can while driving continuous efforts to meet the organization's goals.

Some of the glimpses of fun at work!

Sports day in Wissen

Wissen Technology MasterChef Contest

Women's Day Celebrations

We are extremely excited to have you on board and look forward to working with you.

Hope this guide gives you a glimpse of life at Wissen. In case you have any questions or need anything between now and your joining, feel free to reach out to us.

About Wissen

Wissen Group is a leading IT services and solutions company offering services to companies in the domains of Banking & Finance, Telecom, and Healthcare. Established in the year 2000 in the US, Wissen also has offices in India, UK, Australia, Mexico, and Canada, with best-in-class infrastructure and development facilities. Wissen has successfully delivered projects worth $1 billion for more than 25 of the Fortune 500 companies. The Wissen Group includes more than 3000 highly skilled professionals.

Wissen offers an array of services including Application Development, Artificial Intelligence & Machine Learning, Big Data & Analytics, Visualization & Business Intelligence, Robotic Process Automation, Cloud, Mobility, Agile & DevOps, Quality Assurance & Test Automation. Wissen is uniquely positioned to help clients in building Enterprise Systems, implementing Digital Strategy, and gaining a competitive advantage with business transformation.

About Wissen Technology

Wissen Technology is a niche global technology consulting and solutions company. It is part of Wissen Group and was established in the year 2015 to deliver critical projects. Our team currently consists of 1000+ highly skilled professionals.

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✉ wissentechnology.hr@wissen.com

Our service offerings

- Application Development
- Artificial Intelligence and Machine Learning
- Big Data and Analytics
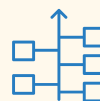- Visualization and Business Intelligence
- Robotic Process Automation
- Cloud and Mobility
- Agile and DevOps
- Quality Assurance and Test Automation
- Infrastructure Management

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