

VOICE OF MIBS



CEO'S ADDRESS

Richard de Souza

The COVID-19 crisis is an unprecedented one in the history of mankind and has caught the entire world by a big unpleasant surprise. The major challenge for the entire global economy is to sustain the Business Continuity amidst the lock down, social distancing and other challenges. While some organizations were better prepared, some bewildered initially but eventually tackled it, the rest grumbled and surrendered to the situation, and are waiting for it to get over.

True to our DNA we at MIBS have adapted well to this unique crisis, Corporate HR applauded MIBS for our Business Continuity plan. 'Work from Home' seems to be becoming a norm with technology helping us execute transactions and make key decisions while sitting within the four walls of our homes.

2020 is not just another new year that beckons us. It's the end of a glorious decade and the start of another one.

At MIBS we are excited to revive our newsletter. Although many people have foretold the death of email newsletters, the newsletters endure. We predict they'll continue to grow.

Change. Evolution. Transformation - can describe the era we are living today. Yet, what's happening right now, is no different from what happened in the 17th, 18th or 19th centuries what's different is the frantic pace of change, new innovative technologies are being developed, deployed and adopted by business.

These big shifts are adding to the collective anxiety with business disruptions. Business disruptions are not limited to technology alone. Employees and their approach to work is also getting impacted. New-kids-on-the-block meteoric rise business stories, millennials shaping the new models of engagement, machines replacing humans - tells us how urgent it is, The organizational challenge is - how do we 'Imagineer' it. (Reimagine & Reengineer)

The first step perhaps is the 'Agility to Unlearn'. We need to shift our focus from managing people to managing cultures. The mindset needed is of simplicity, convenience, efficiency and differentiation for customers. We need to replicate the same experience for our own employees.

As we enter the era of convergence, the future looks more exciting than ever before, with the convergence of different technologies, we can increase productivity, become smarter, more agile, automated and more humane, however our success will solely depend on how we adapt to survive in an environment of change.

In the financial year (F 2020) MIBS has shifted orbits and entered the 100 cr club. A big thank you to everyone for helping us achieve this milestone. Keep up the love and support.

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EDITOR'S NOTE

Suhani Charles

Turbulent Time Makes Great Leader..

I am glad I had this opportunity to pen down few thoughts for our 1st MIBS Newsletter. I was hoping that the article would get launched in our office but I guess now we are locked to read this within the four walls of our house. So trust everyone is safe and lets us hope this too shall pass! Its indeed with pleasure I would like to share learnings as a leader that shapes each one of us to be unique. So what really is being a leader - it is definitely not someone who just owns a Title or Designation. Our world is going through a profound change we are in a time of extraordinary uncertainty and exceptional turbulence (Corona), what used to work doesn't work now and every day is a challenge and a serious level of confusion too on what lies ahead of us. So what have we learnt during this pandemic? We learnt that Homemade food is the best, we learnt that maids and malkins are actually made for each other 😊

We learnt to slow down on lives, halt and see how beautiful life has always been, and that we all are grateful that we were safe amidst all the crisis around us. And with all this, we still did not forget our space of office where we gelled as a team, drove numbers, had fun Fridays, had multiple calls, reviews, meetings and that is what we're always tuned for ..isn't it? Somewhere today I would like to reflect a few things that I've picked up over the years from my journey from being an Advisor to being a HOD. It all boils down to creating an environment and culture where everyone shows leadership skills, drives innovation, inspire teammates and stay positive. Leaders are those individuals who do things that failures aren't willing to do. One of the biggest ideas that I learnt from leaders that I have worked with is that "Success is created through the performance of few small daily disciplines that stack up over time to produce achievements far beyond anything you would have ever planned for."

The most common way of people giving up power is by thinking they don't have any. You live your dream and the larger your dream the more important is your TEAM and hence part of your job also includes unleashing the greatness in people who have never seen greatness within themselves and lift them to RISE.

RISE for Good.

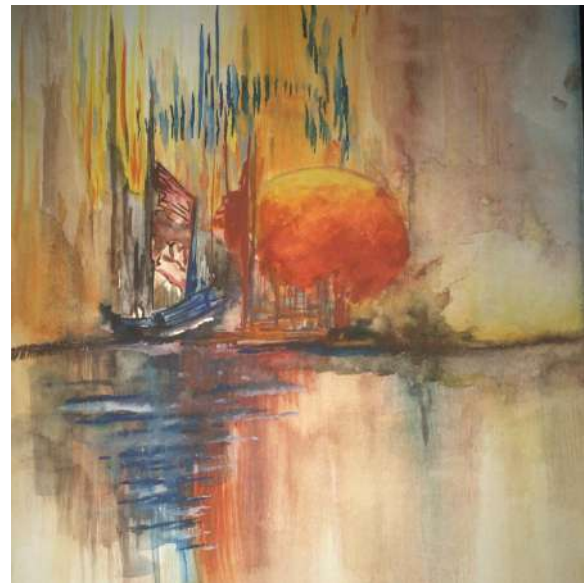
Who I am becoming is far more important than what I own. Success is not what you receive its what you return and what you cascade! Summing in words of Orrin Woodward - "Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar."

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Artistic Affair



Nehal Bhoir (Goregaon)



Saisanket Sathe (Goregaon)

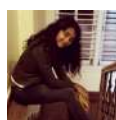
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Kaushik Rewale (Goregaon)



Khajabhai Bagwan (Solapur)



Samaira Charles
(D/O Suhani Charles)

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How can the spread of COVID-19 be slowed down or prevented?



As with other respiratory infections like the flu or the common cold, public health measures are critical to slow the spread of illnesses. Public health measures are everyday preventive actions that include:

- ✓ Staying home
- ✓ Covering mouth,nose with flexed elbow or tissue when coughing or sneezing
- ✓ Disposal of used tissue immediately
- ✓ Washing hands often with soap and water
- ✓ Cleaning frequently touched surfaces and objects



- Kirankumar Kamble (Solapur)

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Admst the 2020

Hey Hi !Its 31st December , 2019. The audience is ecstatic , the globe is on its own countdown from 24 hours to 23 hours till the last second. There are midnight masses in the Churches , Prayers at Temples, Namaz at Mosques with the belief and faith that "God is One" for our very own, "Globe". At the 11th hour of the day, the parties begin with music, everyone is dancing and having a great time, some are making resolutions, some are thinking of what lies ahead for them in the year 2020. Everyone seems to be having a gala time and we can see the crowd cheering and wishing each other "HAPPY 2020".

A month later.... Nature had its own plans not only for India but all over the Globe with the advent of the Mysterious word called "CORONA" - "Bas Naam hi kafi hai" (Name says it all).The hustling and bustling of the crowd in the city streets , the visit to the off beat locations , the gatherings on the famous streets of the city of Mumbai for a Tapri chai, Pani Puri, Bhel, Vada Pav, Samosa Pav, Bhajji Pav, Ragda Pattice, Sandwich, Dosa, Idli, Uttappa with unlimited chutney sambar - they all kept the city alive and happening.

Suddenly as the city was leading a normal routine , there was a tiny unknown intruder hacking the wilderness of the city youths , calmness of the old and middle aged crowd , disturbing the mental peace and raising an alarm to the city stating , " BEWARE or BE Aware". The city known for its famous statement, "Its a city (Mumbai) which never sleeps" was being tested thoroughly and the worrying situation made the city Healthcare personnel and government think over the future. It held its nerves as long as it could, before the wise decision of stepping aside and giving the beautiful city a much needed break from its daily activities was taken by State Government. Time passed by where the city heard one of the most shocking news. Any guess readers??? what am i referring to , " Complete Band of Lifeline of Mumbai - The Local Trains". The magnitude of the situation was being understood by many with this decision.

Some used this time as time to share few things within their social circle . Art of an artist went digital on social media platforms. Some prepared "Round Chapatis " atleast one, which could be posted on Insta or FB, some started gardening, some started providing services (workouts, trainings) on social media, some illustrating their live experiences on "FB Live", some improving their national language by watching the epic "Ramayana " and "Mahabharata " on our proud Indian Channels. Its rightly said world waits for no one if it has technology to connect the dots it had left yesterday, to keep today intact moving for a better tomorrow. The saviors turned out to be Doctors , Nurses , Police , Dmart , General stores , Pharmacists , Sweepers , Milkman and most importantly our very own Farmer. A wholehearted Thanks to one and all.

Let us all be more aware and respect nature to allow us to see it enchanting beauty in all the seasons . Let us pray for ourselves, our family and the entire world to be free from the intruder (Corona Virus). Its a well known fact what you give to nature , nature gives you back. Give the nature peace to gain peace and pray to lord Almighty so that our lives are back to normal.

Read the full blog here: <https://parmanandchirag.blogspot.com/>



- Chirag Parmanand (Kandivali)

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We Travel to Inspire & to be Inspired

Maldives is an Exotic and dream destination for all travellers around the world. Visting this romantic and mesmerising place was a dream come true for Us. . .

It was our first international trip but the best part is we had planned it on our own after two months research and collecting few information about MALDIVES. We finally planned our trip on 16th April as it was my birthday on the 19th. So we booked our flight from Bangalore to Male (Capital city of MALDIVES). We had great time in Maldives. Our stay in Maldives included local island and private island both. We arrived in Maldives on 17th April 2019. After the immigration formalities we took a cab to our hotel at Hulhumale island. Next day we moved to Maafushi island for a wonderful tropical Island experience. Third day we visited to a private island (AADARAN RANHALLI CLUB RESORT). We had booked a speed boat from Maafushi to Aadaran Ranhalli island which is an hour's journey to reach the private island. Had a great time at the private island which had private beach villa and Water Villa. It was unforgettable experience with exotic view of the blue lagoon and delicious cuisine including tropical fruits and deserts. On the 5th day we were back to Maafushi island and enjoyed the private beach in front of our hotel. 6th day we left Maafushi island in a local ferry to reach Hulhumale island. We stayed at Hulhumale island which is near the airport island as we had our return flight next day.

Key points to keep in mind before travelling to Maldives -

1. You don't need a VISA !
2. Internet connectivity
3. Alcohol availability
4. Local Transportation
5. Currency
6. Language
7. Hotels & Resorts
8. Best islands
9. Tips to save money



Read the full blog here: <https://www.vipridigital.com/index.php/2020/03/25/maldives-travel-tips-for-couples/>



- Priyanka Paul (Solapur)

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Business Practices at Mahindra Group during Pandemic Exigencies

Morning Brew-

It was not too early for the birds to chirp where we received the news of a global lockdown. Yes, you heard it right.....

It was the 21st March' 20 and where everything looked like 'Business As Usual', we all were hit with the grave news of a 21 day bandh. I remember this day well where everyone was running around from pillar to post to get their systems uptight to encounter a 'Work From Home' defence mechanism. I call it as defence as we all had deliverables at hand. I am not sure how other companies dealt with it, however we were geared up to any situation that lied ahead of us. This makes me think of the Korean movie 'Train To Busan' where a busy fund manager tries to unite his family through a long train journey ride full of uncertainties.

Yes, we were in a deep scoop of a Pandemic with no influx of when would we be all back. I used to look forward to coming to office everyday considering the jovial workplace culture that we have in our organization. I admired the way our leaders were banking upon us to support them in difficult times. Though we had a back up, the IT team were the ruling Gods as they were the only ones who knew the configurations and setting up of 'Teams', and 'Zoom Meetings'.

This has been the most challenging time of my span which I was not prepared to face. In fact, no one was prepared. Staying at home was like fighting a losing battle every day and wrestling for resources along the way. Trust me, I am glad that we have people around us who are so efficient and hardworking that I was able to gather any support that I needed, be it logging in to a VPN or exchanging passwords and ids with the IT team for Team Viewer access, it was all handled so well. Everyone was given a routine to follow to ensure that our clientele does not flinch and no disturbances are caused to other parties and stakeholders.

Our managers had immense trust in all of us standing by us like 'The Great Wall Of China' and not letting us fall, be it due to delayed reports or presentation to clients, they were always there to support. I have worked with a lot of firms and I am astonished that I have never seen such a commitment towards clients and other patrons.

So here I was striking like a Guerrilla and vanishing like smoke, falling like a Palladium and returning the Aura of roaring Lion. Our Management has always kept 'People First' Attitude and in times like these, I would like to proudly say that I am a part of the Great Mahindra Group.

I still miss my office and by the time the lock down gets over, I will still have wonderful memories of this amazing time where MIBS supported not only me but all those families who were relying for their daily bread. I would like to raise a 'Virtual Toast' as I have not seen an amazing enterprise like this..... Team Mahindra Integrated Business Solutions- Cheers and We Rock !

Hope you enjoyed reading this post as much as I did it writing. In the midst of such crisis, what team Mahindra did to sustain loyalty and keep the business running is something which we might not get to encounter in our daily life. Thank You!

-  Mehul Vaghela (Goregaon)

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Social Change

CSR has been an integral part of the Mahindra Group. CSR forms the very core of our ethos and inspires our vision to do good while doing business. Mahindra calls this 'Rise for Good'. One of the aspects of this programme also focuses on Public Health care. It looks at ways in which it can engage with the communities within which it can operate to create long term, lasting impact and a sustainable ecosystem conducive to entrepreneurship and empowerment. I have been associated with MIBS for more than 2 years and have tried to create social awareness amongst all the staff members - be it the security personnel or the senior staff so that everyone can live in harmony. I have also done the same through a social Media Platform called YouTube. The videos which I have made are for a social cause that can benefit the organization in the long run. It also touches the base of human sentiments as a whole.



My 1st video was created for the entire MIBS team - the focus was on wastage of food in our canteen. At times, people do get food, however, they still waste it. There are times when they don't like the taste of food. The highlight of my video was intended to showcase that there are so many people who either starve or don't get to get basic meals for the day, hence we should not waste food. We should also respect the fact that everyone earns to make a living and the basic necessity is food which needs to be respected.

My 2nd Video was created in lieu of the plastic ban, I had created a video to urge everyone to avoid using plastic carry bags and focus on using cloth bags or paper bags. Plastic is a huge threat to the environment, not only does it poison 'Mother Earth' but also endangers ocean life. In short, we must attack the totality of plastics in the ocean if we truly hope to protect the ocean's health. Much like the findings from our study, no single entity can solve our ocean plastics problem alone. It requires collective action from individuals and NGOs, governments and the private sector to stem the tide of plastics.

Check the link for videos: <https://www.youtube.com/user/bearonhunt2010>

- Anupras More (Goregaon)

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Our Lensmen With Their Creativity



Abhinav Bapat (Nagpur)



Kirankumar Kamble (Solapur)

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Success Stories



It takes a lot of courage to step into something that's not our forte - As they say "Cricket is a gentleman's game", however, it only takes a bunch of enthusiastic, high spirited and optimistic girls to change the rule of the game. We played for the Mahindra Udaan Team, the entire team was formed only a day before the match, we planned our strategies on how to bowl, who will open the innings, how to chase the target set and so many other things - while we were discussing all these strategies everyone was a part of ONE team - there were no designations, no hierarchy we all represented a TEAM. We played with full zeal but unfortunately lost the game 😞 However, though we lost the game we learnt so many things as a team - The unity of working together, the cheers from the crowd that kept us alive in the game, the little pep talks in middle of the game by captains, team

mates, sometimes this is all it takes to make a wonderful team and i am proud that we were labelled as the MOST incredible Team on the ground, sometimes even though we lose the game we win hearts and that's what keep us going always - This is the beginning of a small success for us 😊

- Rutuja Surve (Kandivali)

The event was the "Tata Ultra Marathon (35Km)" certified by the Athletics Federation Of India and has been adjudged a Bronze Medal Event by International Association of Ultra runners (IAU). The run began sharp at 4.30 am with great pomp of Nashik Dhol, the feet began to co-ordinate, the hands started to move, the runners started to stride the journey step by step.

A warm up trail of 5km set the tone to run on the hills, stars at the outset, amidst the lush green surroundings made the ascends and descends on the rolling hills completing a 10km mark. A combination of elevation gain along with the rolling hills and mud trail made me reach the milestone of 25km in 3.00 hrs 22 secs. The last 10km tested me to walk on the long ascends completing my ultrarun in 4.43.45. A huge round of applause to admin team for all the arrangements throughout the Marathon. Glad I could complete it within the cut off time. I would like to sum this write up with a quote by Mr. Roger Federer, " See you all next year with all the more vigor and zeal.



- Chirag Parmanand (Kandivali)

VOICE OF MIBS

माँ



“हमारे हर मर्ज की दवा होती है माँ....

कभी डाँटती है हमें, तो कभी गले लगा लेती है माँ.....

हमारी आँखों के आंसू, अपनी आँखों में समा लेती है माँ.....

अपने होठों की हँसी, हम पर लुटा देती है माँ.....

हमारी खुशियों में शामिल होकर, अपने गम भुला देती है माँ....

जब भी कभी ठोकर लगे, तो हमें तुरंत याद आती है माँ.....

दुनिया की तपिश में, हमें आँचल की शीतल छाया देती है माँ.....

खुद चाहे कितनी थकी हो, हमें देखकर अपनी थकान भूल जाती है माँ....

प्यार भरे हाथों से, हमेशा हमारी थकान मिटाती है माँ.....

बात जब भी हो लजीज खाने की, तो हमें याद आती है माँ.....

रिश्तों को खूबसूरती से निभाना सिखाती है माँ.....

लब्जों में जिसे बयाँ नहीं किया जा सके ऐसी होती है माँ.....

भगवान भी जिसकी ममता के आगे झुक जाते हैं,,



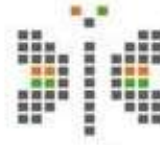
- Vikas Tiwari (Allahabad)

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**ए शहर है अमन का...
तालश अस्ली पेहचान की.**

**SOLAPUR
SMART CITY**

*Be a part of Smart City Team...
Build a city of your Dreams*



सोलापुर .. सोलापुर ॥

एक शहर जो हैं प्यार से भरपूर,
इसकी चाय की चुस्की पहुँची है बहुत दूर दूर ॥

उम्मीदों से भरी इसकी आँखें देखती है घूर घूर,
मौका एक मिले तो पहचान अपनी भी बना ले बस यही सुकूर ॥

सीधे साधे लोग, किसी से ना शिकवा, ना गीला किसी से,
जीते है अपनी ही स्टाइल में न घमण्ड न गुकूर ॥

नफ़रत से भरे माहोल में एक शहर ऐसा जहा,
सब के दिल में बसते है सिद्धेश्वर और शाहजाहूर ॥

और इससे अच्छी बात क्या होगी हर जगह सुकून ही सुकून,
यही है मेरा अपना शहर सोलापुर ... सोलापुर ॥



- Shakeel Mulla (Solapur)

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चारोळी

यु तो वो दूर खडी खडी ,
आँखे चार करती है.
अगर, वो पास आ जाए ,
तो कलियाँ भी शरमा जाती है.

अगर हम उससे आँख नहीं लडाते है,
वो तो मुरझा सी जाती है.
आखिर दिल की जुबा है,
निगाहो से तो समझ जाती है.

वो अगर बाते करती है,
तो जमाने बीत जाते है.
न जाने सहर कब होती है,
और शाम कब ढल जाती है.

यु तो उस से बात किये बिना,
मुझसे रहा नहीं जाता.
भले कितने ही खफा रहे हम,
उसके बिना जिंदगी का गुजारा ही नहीं होता.



- Jairaj Nasikkar (Nashik)

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उर्दू गझल

तू न आना कभी फ़िजा बनकर
मैं लिपट जाऊँगा हवा बनकर

मैने आवाज़ दी ख़ुदाई को
और वो आ गए ख़ुदा बनकर

हम चले जाएंगे फ़कीरो से
तुम चले जाना रहनुमा बनकर

धूप की बात माननेवाले
छाँव में सो गए अज़ा बनकर

ये जमाना पुकारता ही नहीं
हम रहेंगे मगर सदा बनकर

मर्ज़ लेकर निकल पड़े है सभी
कोई निकला नहीं दवा बनकर

हम है कागज़ क़लम के शैदाई
हम करेंगे भी क्या ख़ुदा बनकर

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Khajabhai Bagwan (Solapur)

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Moments @ MIBS



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