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TIMES

LEADERSHIP EDITION
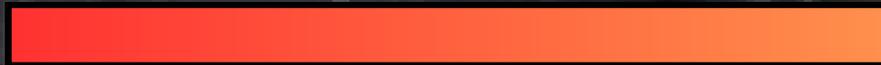
NOVEMBER 2023

WORD OF THE MONTH

Sanguine:

Optimistic, especially in a difficult situation.
Sentence: Despite the setbacks, she remained sanguine about the project's success.

THOUGHT OF THE MONTH

Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

-Benjamin Franklin

OPEN POSITIONS

Linux Professional - Intern:
Experience: 0 to 1 years
Location: Bangalore | Work from Office

Responsibilities:

- Building Sandbox environments on Linux and Windows in public cloud platforms like AWS, Azure, and GCP.
- Ability to conduct quick research and solutions.

- Proficiency in Linux Operating Systems (Ubuntu, CentOS, etc.).
- Comfortable with software package installation/upgrading and configuration on Linux.
- Networking skills: Configuring NAT, firewall, IP table, NICs, DHCP.

Desirable Skills:

- Bash/Python scripting.
- Exposure to cloud platforms like AWS, Azure, GCP.

Account Management Executive - Enterprise Sales:

Job Type: Junior
Job Location: Bangalore

Responsibilities:

- Management of existing enterprise client portfolio, revenue generation, and strategic involvement in nurturing accounts.
- Ability to grasp product/service offerings, identify business opportunities, and grow revenue from clients.
- Researching and analyzing Ideal Customer Profile (ICP), contributing to company growth.
- Client engagement, upselling new products/services, and maintaining strong client relationships.
- Identifying potential business units and personas through various channels.
- Supporting marketing campaigns, CRM data entry, and collaborating to achieve departmental goals.

Requirements:

- Pursuing a bachelor's degree in business administration, Marketing, or related fields
- Strong verbal and written communication skills.
- Excellent organizational skills, attention to detail, and ability to work independently and within a team.
- Proficient in Microsoft Office and social media platforms.
- Previous experience in sales and customer management is beneficial.

Benefits:

- Valuable experience in a dynamic, growing industry.
- Working with an experienced sales and marketing team.
- Receiving training and mentorship for skill development.

AI-GENERATED MUSIC – UNEXPLORED FRONTIER

In recent years, music generated using artificial intelligence (AI) has sparked a transformative revolution in the way we compose, produce, and experience melodies. AI-based music, a combination of technology and creativity, has not only redefined the process of making music but also opened new opportunities of innovation and expression within the domain of art and entertainment.

AI's impact on music creation is multifaceted. Machine learning algorithms have enabled AI systems to analyse vast collections of musical data, allowing them to identify patterns, styles, and sound structures across different timelines and genres.

This capability has empowered AI to compose original notes, generate harmonies, and even mimic the styles of renowned musicians. From classical compositions to pop tunes, AI-generated music could create melodies that resonate with human emotions. This method of music creation blurs the lines between man-made and machine-made artistry.

Moreover, AI is revolutionizing the way musicians and producers work. Through AI-powered tools and software, artists can now enhance their creative processes by automating repetitive tasks, generating new musical ideas, and exploring innovative sounds.

These tools provide opportunities for artists to experiment and thus push boundaries in creating new sound landscapes that might have been uncharted otherwise. From AI-generated lyrics to complex compositions, technology is serving as a collaborator, inspiring musicians to explore new horizons and redefine what is musically possible.

There are many AI assisted music generation tools in the market. Some of the popular ones are Soundraw, Beatoven.ai, Loudly, Boomy etc

This also opens up possibilities for people to learn music in a completely different way with the power of AI. The music can be generated by providing text instructions (prompts). Nuvepro could explore the possibilities of providing labs where people can use AI tools for composing music.

Authored by

Adarsh EA

Senior Technical Manager - Engineering

The Best of Health

!!We are responsible for our own well-being!!

Health is the most important thing in life. If you are healthy, you can do anything, anywhere for your organization, yourself, and your family. Balancing work and health is so important in anybody's life. Health is like an engine that drives everything in our lives, starting from childhood to old age. Health is essential for an employee in an organization.

It will maintain steady production to increase productivity for the organization. It will also keep a "healthy organization". Everybody's health is important in the organization otherwise it will have a chain reaction.

How to Improve Your employees' health.

Workplace environment change:

This is so important like the rebranding of a produce and product ingredient. Employees tend to go slow or will maintain the same phase of work speed. Any change in the environment will recharge them and boost productivity.

Give worker more control over how they do their regular work:

This will put them into more responsibility and increase productivity. It will also build ownership around company products and make it stronger. Giving more and more training across all departments will make the self-sufficiency and independent delivery.

Provide opportunities to identify and solve workplace problems. Employees who can problem-solve together are likely to stay for more and more challenges.

Authored by
ChandraPrakash GR
Senior Technical Manager- Support

Preparing for Long-Distance Runs: And Measuring how it all Went.

Early this year, I decided I would not run anything long distance (> 42 km) due to a muscle pull, but runners are not good at keeping such promises :-).

Due to the peer pressure from my running buddies, I said yes to two events, both 50 Km in distance. I registered in early September. The first one - called Beyond 42 scheduled for 29th October 2023 and Malnad Ultra is scheduled for 25th November 2023.

So, I had close to two months to Prepare for these Runs.

The first thing to do was to assess my current state and then plan for these runs.

Good:
- I was confident and had run many short-distance runs this year (~21 km), so I didn't have to start from 0
- I was regular at the gym, attending strength training sessions almost every day of the week - Monday to Friday

Bad:
1. I hadn't run more than 21 km for more than a year

So, the plan was to start runs > 21 km at the earliest as part of my preparation.
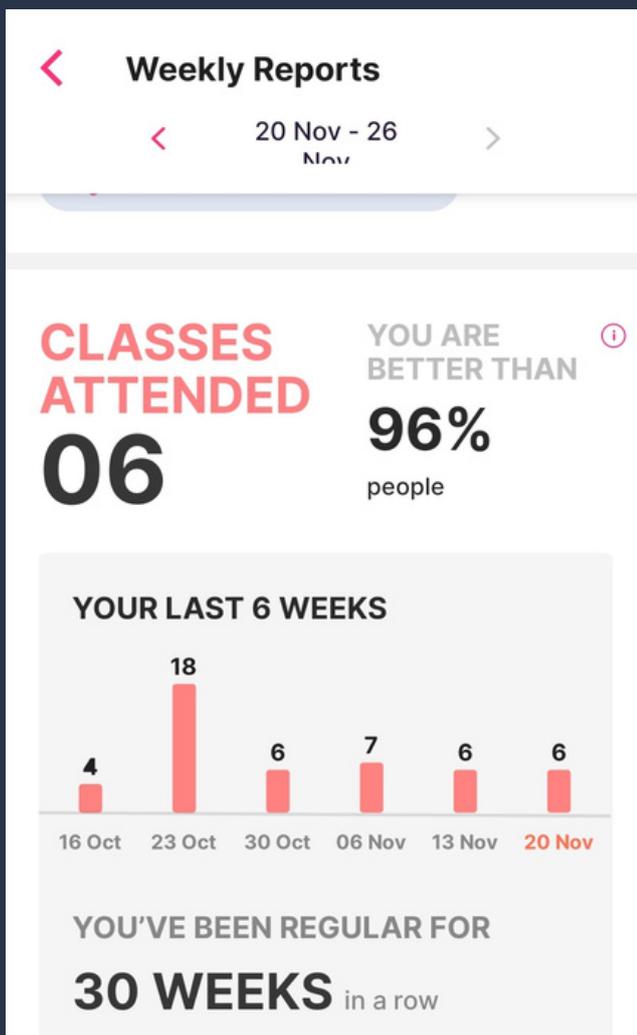
All runners will agree that once you go beyond 25 km in your run, what keeps you going is part physical and part mental.

Your mind is always playing tricks on you and wants you to give up at certain distances and for me, that cliff is between the 25 km and 30 km mark.

I had to cross this cliff.

I And one more thing is that the closer you run to the place you started your run from, the more chances that you want to give up.

The first thing to do was to assess my current state and then plan for these runs.

So, my plan was:
- Run on a route that takes me away from the start point, so that I can beat the temptation to give up
- Run every weekend, and run greater than 25 km
- As part of the run preparation, decide on the hydration and nutrition plan.
- Decide the pace that I want to run at.

Fairly simple :-).

And the execution started:

- Strength sessions at the gym continued as before
- And my long runs started

I am not a fast long-distance runner, I can run short sprints, but my long runs are more leisurely, taking between 7:15 and 7:45 minutes for a km. I feel that my body likes this pace. So, my preparatory runs were all run at this pace.
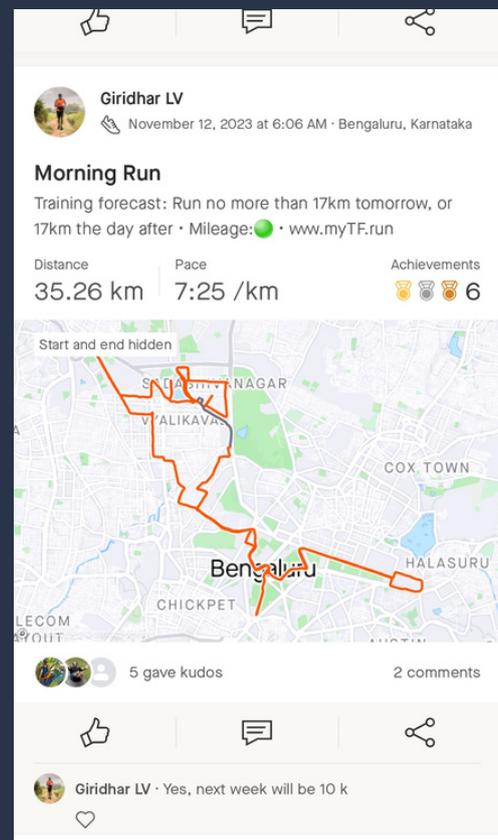
I made it a point to run away from the starting point. But I didn't execute well on point 3 as part of the preparation. I don't need supplements like gels for a half marathon, but it is necessary for long runs. I was trying various combinations and frequencies to consume these gels up until my first 50 K run and had not finalized a working one, which I think in hindsight was an issue.

The day of the first run - Beyond 42 arrived, and I committed the second mistake, which was that I ran much faster than my body was tuned to running a long-distance run. In fact, my half marathon time was one of my fastest runs.

And the end result - I was totally done by the 25th km. Terribly short on energy, motivation and to top it all, cramps set in.

I did not want a tag of DNF (Did Not Finish). And that was the only fact that I did all, walking, dragging my feet and just managing to cross the line a few minutes before cut-off.

So, the first external Measurement didn't turn out well. :-(.

But, at least I knew the flaws and what I had to set right.

The first one was to run at the pace that my body was comfortable with, and that was the easy part.

The second one was the tougher one, to fix my nutrition.

It took me 3 weekend-long runs to get this right. A combination of energy gels, food to be consumed before the run, and electrolytes to be consumed during the run.

I completed the last training run before the Malnad Ultra without cramps and with enough confidence to complete it.

And, one more thing, the training runs were for 35 km and not 50.
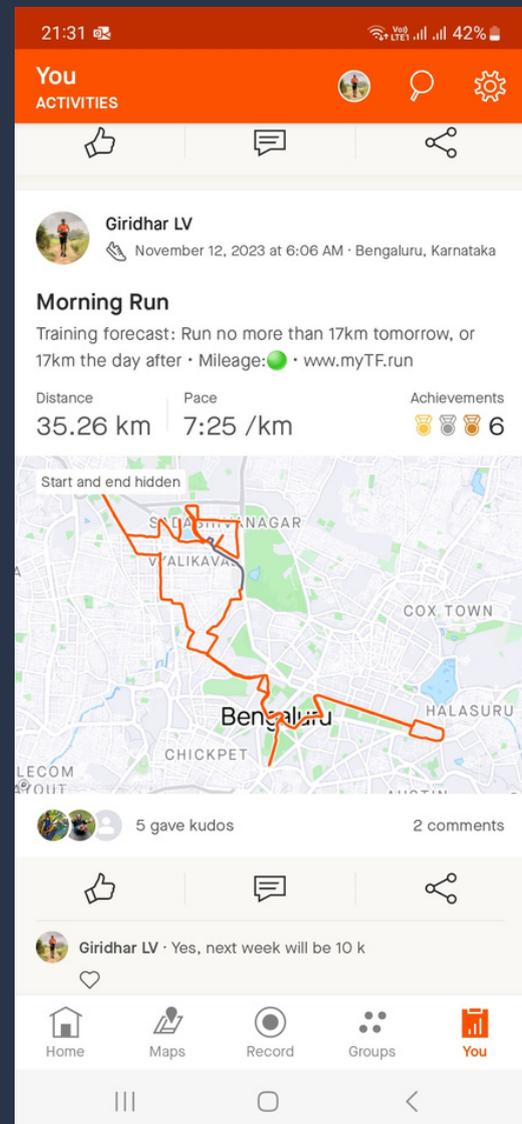
The idea was that if you can run for more than 4 hours, your body should be able to take you over the finish line whether it is a 42 km full marathon or an Ultra like 50. It was a risk, but it worked out.

With all this preparation, the Malnad Ultra run went very well. In fact, this was the best long run for me. I even had the time to enjoy the scenery, and the company of other runners and ended the run with a fast last kilometre of the race with zero cramps.

I passed the Measurement with flying colours.

The Preparation phase for the runs, included strengthening, trial runs, nutrition and the pacing plan for the race.

I executed the Measurement phase well for the Malnad Ultra run, but that happened only by correcting the mistakes in the Beyond 42 run.

Looking forward to the next long run!!! Hope to find one or more of you to run along with. Happy Running.

Authored by
Giridhar LV
CEO & Co-Founder

A Letter to My Cricket Heart

Dear Cricket Soul,

I find myself putting pen to paper, or rather fingers to keys, in a moment of reflection. As someone who has embraced the world of Cricket since you began to learn to read and write, the recent loss in the Cricket ODI World Cup has left an indelible mark on my cricketing heart.

It's difficult to articulate the heaviness that accompanies such a defeat. The sting of it reaches deep, touching the very core of my unwavering support for the sport. It's a reminder that in cricket as in life, the journey is often paved with unpredictable twists.

In moments like these, I'm reminded of Yuvraj Singh, who made a remarkable comeback to international cricket, showcasing not only his cricketing prowess but also his indomitable spirit after his fight with Cancer. Or would Milkha Singh be what he is today- a massive legend, had he given up in the 1960 Rome Olympics, where he narrowly missed winning a medal in the 400-meter race?

The "Photo Finish" race became iconic in Indian sports history and Milkha Singh went on to become a legendary athlete inspiring generation. The parallel lies in the resilience required to weather the storm. Cricket, too, teaches us that even the most celebrated victories have roots in the soil of defeat.

The pain is real, and it's okay to acknowledge it. But, my cricket-loving self, let's not forget that some of the most beautiful sunrises follow the darkest nights. The journey of our team echoes the ebbs and flows of life, where setbacks become the stepping stones to future triumphs. Let's carry this pain as a badge of honour, a testament to our unwavering support for the game we love. In this moment of reflection, let's remember that our team, like us, is not defined by a single match but by the spirit with which they rise again.

While I write this to self, sometimes I wonder, what made me not pursue Cricket as a passion? Is it too late? It is never.

Authored by
Shivpriya R Sumbha
Head - Digital Marketing

SPIRITUALITY FOR ENHANCED PRODUCTIVITY

The sense of Spirituality or the values of being spiritual cannot be curtailed to any religion or faith.
This is the general misconception about Spirituality among the common folks!

Through this write-up, I will try to throw some light on 'Spirituality' and how it can enhance an individual's productivity
Spirituality is a quest to redefine the better or in fact the best version of yourself!!
It is a process of re-evaluation of oneself or soul, for the betterment of it.

You can compare it with a used car for better understanding. When you buy one for yourself, you are never aware of how well it was maintained by the previous owner of the vehicle. Yet, based on several parameters, you buy one. After it is purchased, if you start maintaining it to the best of your abilities, it gets better and offers you more value for your money. There are always exceptions to this and it also requires a bit of luck to get the best return on your investment.

Similarly, you are born with a soul and according to Sanatan Dharma and a few other faiths, *A Soul is eternal in nature*

Being spiritually aware is to understand this complex and yet simple concept of Atma or Soul. To strengthen one's own Atma or Soul, we need to religiously follow the virtues of Honesty, Purity, Goodwill, Mercy, Patience, Generosity and Self-restraint.
These may sound too complex or mythical in nature. But, in simple truth, they are called the **Dharma or duties of an individual.**

Every one of us can become spiritually knowledgeable if we start dedicating at least 20-30 mins every day to our own Atma or Soul. During that dedicated time, which can be any time of our very busy schedule, we can reflect on the duties mentioned earlier and honestly evaluate ourselves.

This process of analysing the duties we have never done before, or duties that we rarely do, or those we very often perform in our walks of life is called **'Self-realisation' or 'Soul-searching'**

If effectively and efficiently performed every day, we will become spiritually awake and tread the path of righteousness. Hence, a person who is spiritual has a natural tendency to do what is right and lead a meaningful life! They build stronger relationships in their lives and leave a lasting impact on people!! Their lives get happier and more positive which in turn leads to enhanced productivity.

So, all it takes to reform your life is 20-30 mins of dedicated time for your Atma/Soul.

Spirituality can be enhanced by adding a few more tasks to your regular duties that were discussed earlier.

- Being regular with your spiritual wellness practices.
- Following the path of devotion (to the faith of your birth/choice)
- Practicing devotion through Vrata or Vows that improve our resolve and strengths
- Sharing of goodness with other living beings

Let us join the journey of Spirituality and enhance our lives for the betterment of everyone!!!
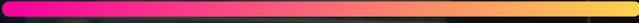
Authored by

Aravindhan Shanmugam

Director - Sales

A CRUCIAL CONVERSATION

The topic, for many like me or when we hear the term, tends to conjure up images of our customers, prospects, or, more importantly, our peers, spouses, celebrities, and emperors, et al. While it's really true that such discussions have a profound impact,
I think these are not the kind we have in our minds when we actually go through it... but the ones we have daily, be it at the workplace or with our prospects, parents, etc. They are day-to-day occurrences that affect our lives, both outside and inside.

What is a crucial conversation or debate or talk compared to a mundane, plain vanilla type of garish chatter? Some examples could be talking to a prospect on a sales pitch, meeting a prospect at an event, talking to your boss for a promotion, trying to reason out harsh feedback from your reporting manager, or meeting your co-workers to pick a new customer outreach strategy for that account for that week, et al. In this kind of conversation, we feel the outcome should be crucial, and emotions run strong.

What makes a conversation crucial/deal breaker and not simply annoying or challenging in all the above instances/scenarios >> is that the intended results or outcomes could have a huge impact on the quality of our existence.

Let's think for a bit that in each case above, some element of your daily routine could be altered for better or worse. Clearly, we could get a marquee prospect for a demo or to talk to us about a need for our offering; a promotion could make a big difference, and a new industry contact at an external event could open doors for us....

The company's success affects us and everyone we work with; it affects the team we work with and rubs off, or the relationship with your spouse influences every aspect of your life. Sometimes even, let's say, something as frivolous as a casual debate over a common issue affects how we even get along with a roommate or even a neighbour.

Now, we know the importance of such pivotal conversations, but sometimes we tend to back away from them because of the fear of making matters worse. It has happened/still happens to me in my career when I see a big industry leader or a persona and think of how I can connect with him to have a 'crucial conversation' and lead him to get him talking or replying to a sales pitch, et al.

Another scenario is chatting on the internet, sending emails when we could walk up to their desk and talk turkey!!, or family members changing the topic at home when it gets too heated up to avoid confrontation >> tactics to dodge touchy issues.

3 iterations to bite the bullet.

- We can simply avoid them and get back to our shell > Escapist.
- We can face them and handle them poorly and lose the connection >> Learning phase.
- We can face them and handle them well > Preparedness, use case to the team members.

When talking turns tough, do we all pause, take a deep breath, write down on a chit what to talk about, announce to our inner selves, talk to a mirror to practice a real-life scenario to trot out our best demeanour... or when we are anticipating a potentially dangerous situation, do we step onto it, or take a step back....

Better to boldly step up, do that call, meet that prospect, take it head-on, monitor our behaviour, and offer our best foot forward... We mind our Ps and Qs, and sometimes later we feel we're just flat-out good and that sense of accomplishment for riding over our fear!! And then we have more such things to ride over in our lives."

Authored by

Shashi Kiran

Senior Director - Sales

Handcrafted
Elegance by Megha

Crafted by

Megha Sanjeevakumar
Manager- People Function - Human Resource

INTERNATIONAL MEN'S DAY CELEBRATION AT OFFICE
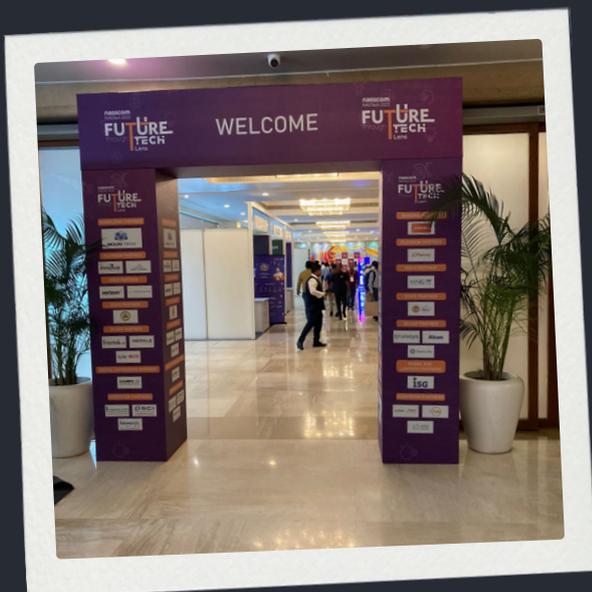
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Thank You Leadership Team
for your contribution

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