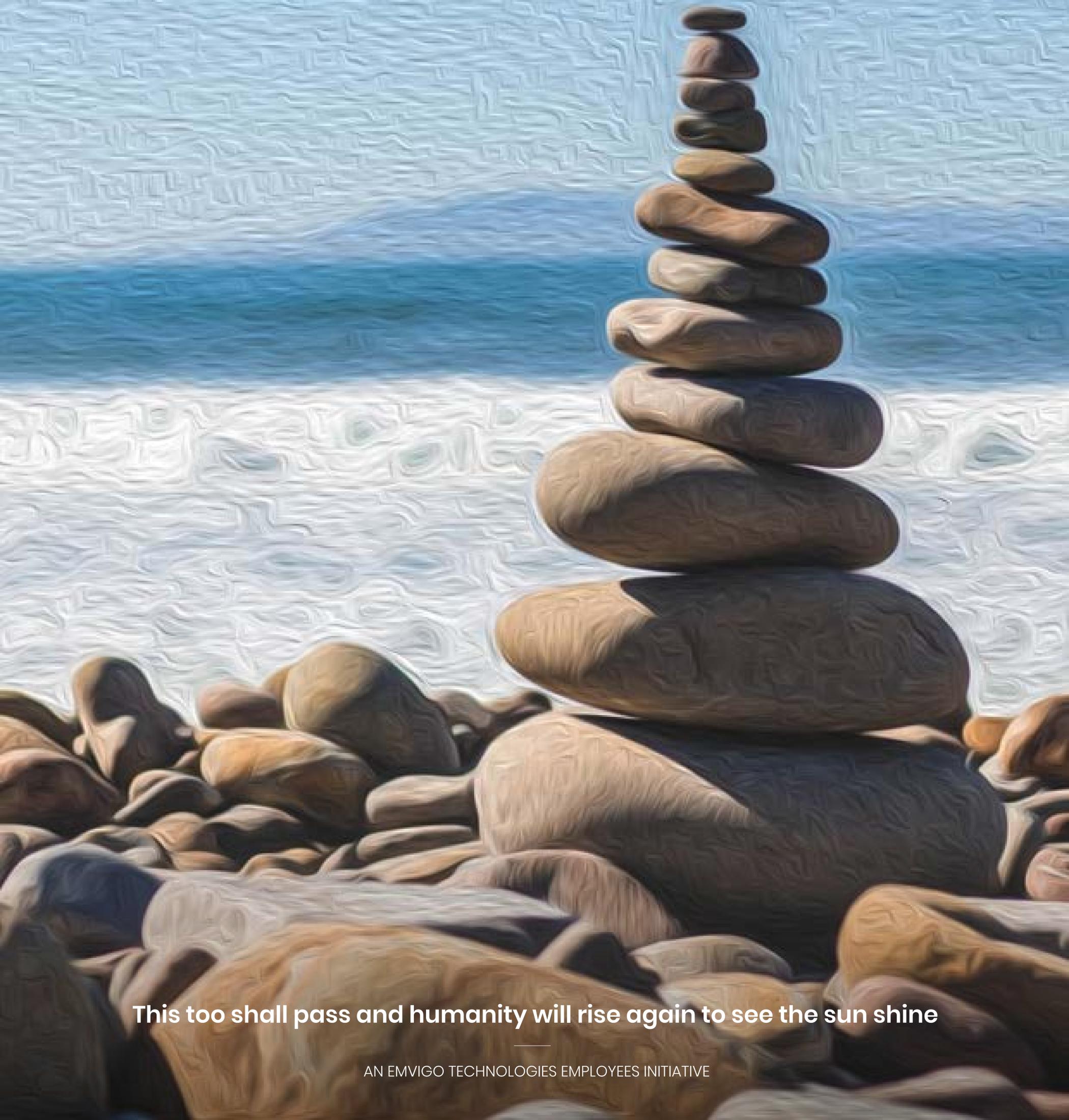


emC@NNECT

Jan - Jun 21 / ISSUE 08



This too shall pass and humanity will rise again to see the sun shine

AN EMVIGO TECHNOLOGIES EMPLOYEES INITIATIVE

emCONNECT

AN EMVIGO TECHNOLOGIES EMPLOYEES INITIATIVE

“DOING WHAT YOU ENJOY & ENJOYING WHAT YOU DO”

A career means different things to different people. To some, it is an end point: It is a statement of ambition, for instance, I must become the CEO of this company. To others, it means the landmarks on the way: I must become regional manager in two years and GM in three years thereafter. To most, it is a combination. But, these are all ‘destinations’ and not the ‘journey’.

To the wise, it means the enjoyment and experiences of work. A career is not a destination, it is the journey. So what kind of a journey must you have? The answer is, ‘a journey which you enjoy’. You can excel with consistency only at tasks that you enjoy. Conversely, you cannot excel with consistency at tasks that you do not enjoy. Enjoyment does not mean that the task is easy, or that you know how to do it, quite the reverse.

You enjoy doing things that challenge you sufficiently, yet are instructive to you, that engage you. For instance, selling to a difficult customer, debugging a production issue, configuring a least costly solution to a problem, etc. It is engaging to you for your own reason, some others may hate the same tasks.

IMPORTANT WAS THE JOURNEY, NOT THE DESTINATION.

Team emCONNECT



KENNETH WILSON

Mentor



HARISHMA K

Coordinator



SREEJITH KB

Organiser



NIKHIL EU

Advisor



GEORGIE LESLIE

Designer



Abhijith Sudheer

Findings of an
AUTOMOTIVE ENGINE
ENTHUSIAST



For the first I have my own VVA (Variable Valve Actuation) on my MT-15 (or R15), the sweet revving beast. Unlike other normal guys my boy has another bone on his inlet. Yes it is the actuator motor to retain the inlet valve opening.

This happens only at higher RPM and gets more air-fuel mixture for that time. So our advantage is that we can have two sweet spots for the lower RPM and another one at higher RPM. After all, we got a powerful as well as efficient one from a cool Japanese brain.

Now we have the similar brain on Honda's VTEC (Variable valve Timing & lift Electronic Control), here we don't have an actuator motor to lift the inlet, rather we have oil pressure to retain the inlet valve open on all cylinders on higher rpm. The idea is that we get the power on higher revs and normal on smaller revs.

**If it roars,
it doesn't mean
that it is Lion,
it could be the
Yamaha R15!** 



Next we have our quite common turbo charged engine, I specifically select Volkswagen's 1.0 litre TSI. We don't need more cubic capacity to make power and this German proves that with higher refinement for the 3 cylinder guy. Turbo being the common tech in engines have worked by influencing the exhaust gas to rotate the turbine and produce pressure to the inlet air fuel mixture.

And the fuel feeding will be exponential to the gas pedal. The one manufacturer who solves the turbo lag, ie the time to get the turbine rotated will be the king.

Now we can jump on to refinement, the normal engines use counterweights to manage vibrations while piston movements. And we have BOXER engines.

BMW R1200 and Supra-Toyota come with those highly refined engines. Pistons of these engines move horizontally to each other and also travel identical in each direction.

As a result the final inertia cancels each other and then we get a long stroke highly refined torque monster with very low vibrations.

Next we have some old performance beast that cannot be in production. A Wankel engine that comes with no pistons but a 3 sided symmetric rotary shape that gets pushed, compressed and intake from 3 sides of the particular shape establishes engine strokes.

Since it drinks a lot of fuel and low possibility of lubrication the reliability cannot be met. Last but not least we have the 2 stroke guy in RX100. Pretty good high revving engine that works like a shortcut version of 4 stroke engine. This engine also cannot make a good lubrication system.

**Riding a bike is like
an ART**

**Something you do,
because you feel
Something inside**



Valentino Rossi
Italian motorcycle racer





Arun Prasad

Goonzsquad

My Favourite Youtubers



Goonzsquad is one of the most interesting automotive duos in youtube. They bring dream cars back to life. They approach to saving slavage cars so unique ones. Interseing part is that they have started to bring back life to other automotives too.

They make the process of rebuilding things entertaining to watch. In the beginning, it was all about the cars. But even after they started moving away from automotive content in 2020, their unique and energetic content style increased their popularity.

”

This isn't a "lifestyle" vlog in the sense that they don't really veer off-topic or take you into their personal lives.

If you're just in it for the cars, you'll love what they deliver.



Aswathi Umesh

Work from Home

Survival Kit



Maintain the **bond or friendship**

As a manager, building up a good bond with team members is vital no matter whether it is working from home or office. Working from home it can get pretty challenging sometimes, as you have less chances of face to face interactions. But with working remotely if we are making all deliverable in the right timeline, then we can make this also happen if we consider team mates as friends & co-workers rather than as someone who are just there to provide work updates. Compassion must not be lost in working remotely.

Build Strong **Relationships**

As a manager, building up a good bond with team members is vital no matter whether it is working from home or office. Working from home it can get pretty challenging sometimes, as you have less chances of face to face interactions. But with working remotely if we are making all deliverable in the right timeline, then we can make this also happen if we consider team mates as friends & co-workers rather than as someone who are just there to provide work updates. Compassion must not be lost in working remotely.



**Successfully working from home is a skill,
just like programming, designing or writing. I takes time and commitment
to develop that skill**

Alex Turnbull



Always Maintain **Personal Schedules / Boundaries**

Though team members are working from home we could rather say that they are making things work the best for us with the support of their parents/partners & children. Hence the regular workday still applies, so we should respect their time when they virtually log off like the same way as when you leave the office.

Instead of micromanagement, mentor them motivate them & understand them and build trust and faith in them to get a strong bond and better results.

As PM there could be pressure on deadlines but do not force team members to work late until and unless there is anything critical or it is by their own willingness they are staying late.

Employee **Recognition**

Motivation is a Mantra that can not only boosts employees productivity but also gains faith that his/her hardships has not gone unnoticed. PM can use all small opportunities when there is a chance to appreciate team mates.

Fun @ **Work**

Though we are enjoying some of the privileges of working from home, sometime team members can feel isolated and bored due to the same routine. We can make a small difference by providing a 1 hour monthly icebreaking sessions/ online game or plan anything apart from work which eventually help in building a good rapport both within team members as well can help in creating a bond with PM.



Keerthi S Nair

”

*Every man needs a women when his life is in mess,
because just like the game of chess
the Queen protects the King*



Scan to experience our Women's Day celebrations



Women's • DAY •

Women are a beautiful creation of God. She is the only human being who can carry a life inside her and keeps the world going. She performs many roles and responsibilities at a time and makes her different from everything. She is being praised for everything she is. However, they are not recognised enough and still fight for basic rights and safety. Hence, we are emphasising on women's day like this.

It was during the 1980's where my mom was in her very late 20's struggling to find a job rather than a groom. Her father died in her childhood and hence she knew how difficult it is to live with a single mom. So, she was very adamant in being on her own foot rather than having a family. Finally, she made it. Her perception was true and the decision she took became helpful when my father lost his job during the 1990's. Basically I grew up watching this and that was my first glimpse of realizing the importance of being a woman in different aspects.

I was lucky enough to start my life understanding the power women however a lot many still do not know that.



Women are a beautiful ”
creation of God.

She is the only human being who can
carry a life inside her and keeps the
world going.



The Indian Scenario

Considering our country, India is renowned for its culture and worshipping god still fails to accept the power of women in different areas. They celebrate the femininity of goddess but they won't allow women to enter some areas sometimes because of some social taboos.

The country is well known for many of its wall art which is mostly designed with the beauty and boldness of the women but still a lot of girl children are dead just because they were born as girls. The **percentage** of the female population is 48.04 percent compared to 51.96 percent male **population** and recorded an average of 87 **rape cases** daily in 2019. From there a rise of over 7% till 2020 is reported officially. Every day the voice of women empowerment is getting louder and still reservation is needed in almost every area otherwise the touch of women will go extinct.

Women in an International frame

Back to 1909 when the first National Woman's Day was observed in the United States on February 28. The Socialist Party of America celebrated this day in honour of the garment workers' strike in 1908 in New York where women picketed and marched, demanding improved working conditions and equal rights. It was in commemoration of the first political activism to protect women's rights that National Women's Day was observed in the USA.

The UN General Assembly then invited member states to proclaim March 8 as the UN Day for Women's Rights and International Peace in 1977. The day aimed to help nations worldwide eliminate discrimination against women. It also focused on helping women gain full and equal participation in global development.



We are in the 21st year of the 21st century and it's high time to protect the rights and safety of women. Like all men ask, why is women's day only celebrated? and no day to celebrate for them but still they are called the breadwinners. It is not just because women are experts at multitasking and they earn too. The fact is that the world is still not safe for her. Now it's the trend everyone worships women like super power, goddess etc fashionably and making her world to be small and calling its circumstances. They aren't superhumans, just the same as everyone out there who has dreams, desires and definitely tiredness also. Giving more chances to spread out her wings is what we needed more.

Considering the situation worldwide, we can see that a lot of women are feathering many head roles which is remarkable. Organisations are now concentrating very much on the betterment of women through giving them more opportunities. And hence we can see a lot of them are now more focused about their professional life.

Women in an Emvigo perspective

Emvigo Technologies strongly believe in the concept of empowering women. Hence we emphasis on the work life balance and through that they are opening up the betterment of women's life in a world-wide range. The management including Kenneth Wilson, Sanjay Menon and Anoop E P always stresses on hiring women employees on a higher scale as a part of giving them more chances to highlight their career in a very cooperative atmosphere. We believe in celebrating Women's Day, understanding the priority of the day and also to make sure that the women employees should feel they are valued at the office not just because they work there.

Till 2020, Emvigo celebrated Women's Day on March 8 at office in a grand way as a respect to their life and commitment towards the organisation. Companies used to give gifts, cake cuttings and make them engage in different activities by the HR department along with directors and other employees.

Indians celebrate the femininity of goddesses but restrict women entry to temple areas always or on certain times because of some social taboos.





The Covid Era and its strong challenges

The circumstances have changed due to the Covid crisis from late March 2020 and the work from home option became executed. This seems to be fine and easier however the organisation wanted to make sure that all employees are fine, especially women.

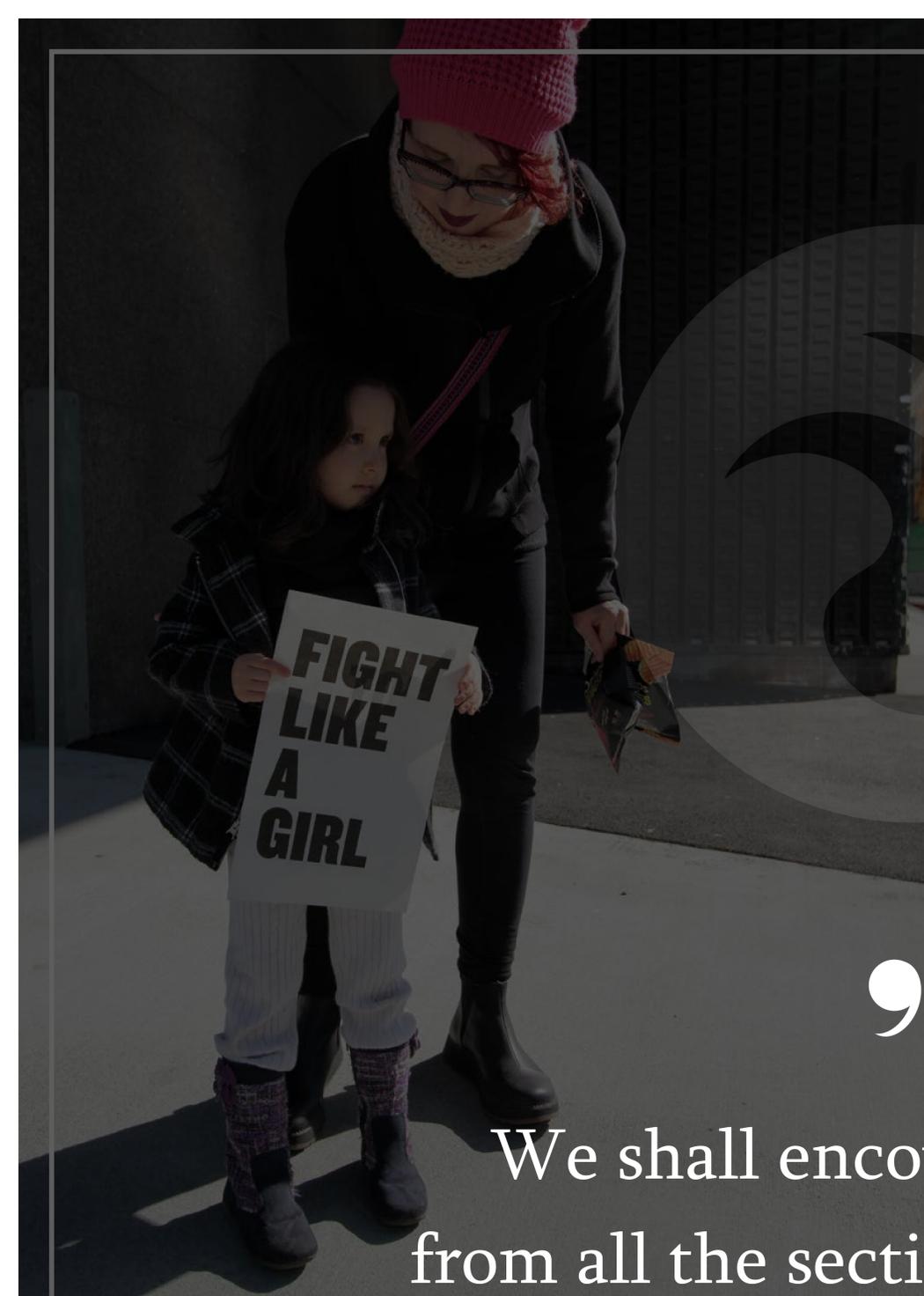
The reason behind was domestic violence against women was reported highly during this period. As a part of this, HR department personally spoke with every employee and made sure that they are all good with WFH option.

2021 Women's Day made Envigo think differently to celebrate the occasion as everything has changed online. So, we took the help of Anjaly who is a digital caricature artist. She collected the image of all the women employees and done digital caricature. We shared it on the Women's Day to all the employees and expresses our gratitude and love to them.

Women empowered!

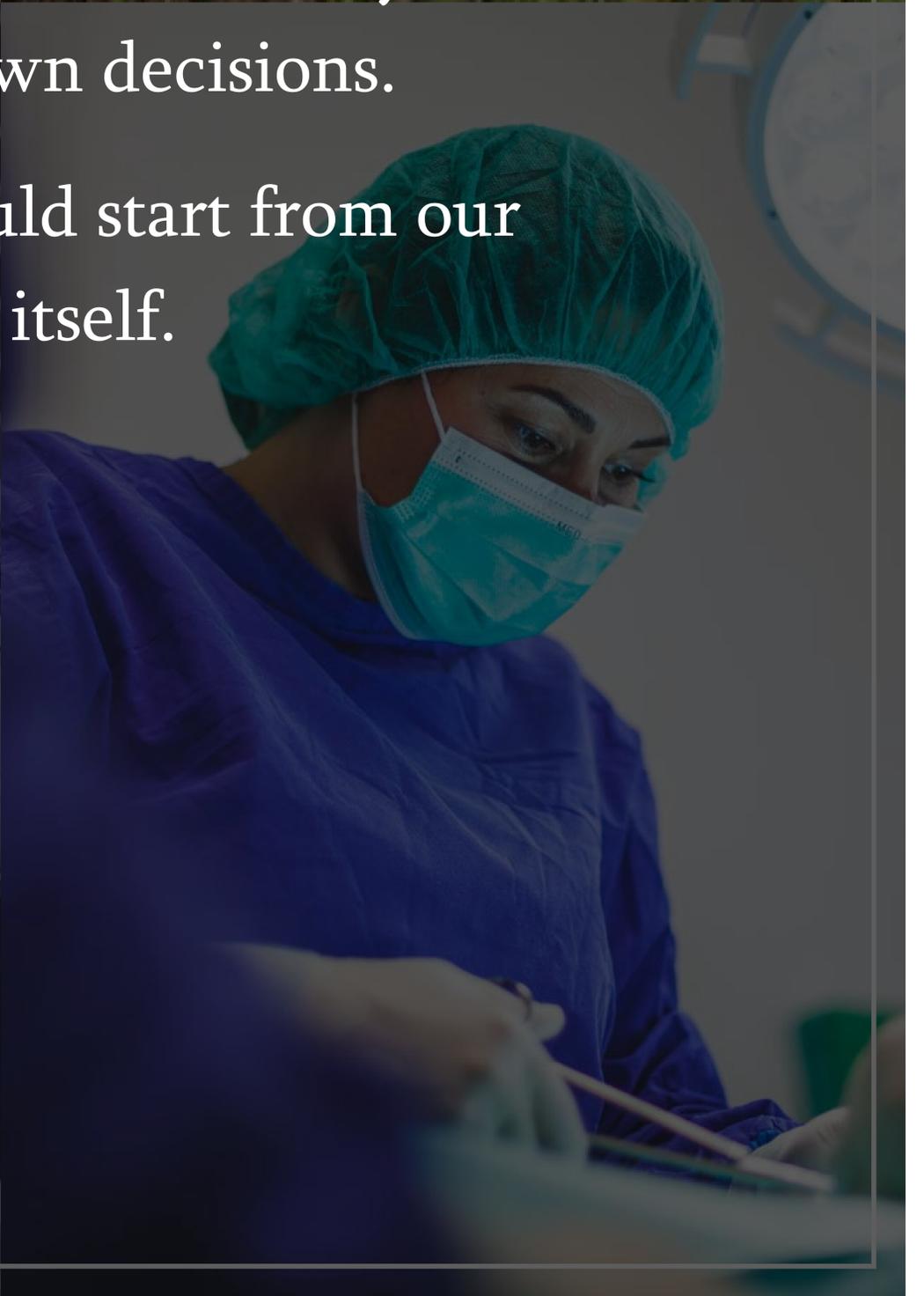
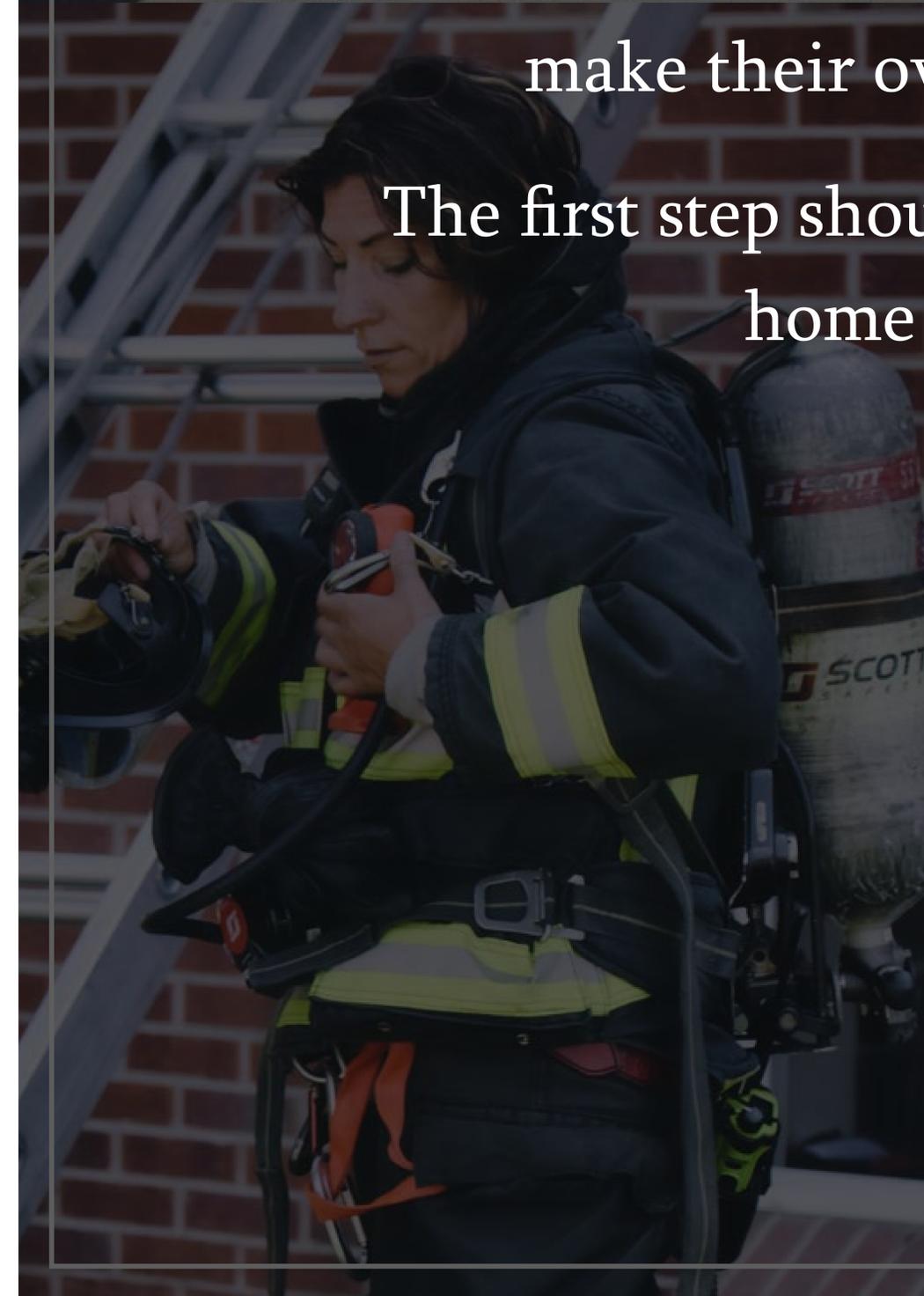
The women empowerment also means when the society will also accept women as decision-makers for the economic and financial decisions of the family. We shall encourage women from all the sections of society to make their own decisions. The first step should start from our home itself.

As I mentioned already, I was lucky enough to understand the power of women and could see how a man can support that well too.



”

We shall encourage women
from all the sections of society to
make their own decisions.



The first step should start from our
home itself.



Vinaya Vijayan

”

An ideal souvenir to be treasured for a lifetime, Kerala murals are a symbol of natural beauty and grace, elegance and simplicity and of pious devotion.

It is this humility that helps this art form overcome the ravages of civilization and time



In search of the roots of

Mural Paintings

Murals constitute the pictorial representation of mythological and legendary incidents of any region, thus of the paintings done for aesthetic purposes, alone. Basically, they belong to the fresco style with several regional variations and specificity.

Searching for the roots of murals in Kerala takes us back in to the 7th, 8th centuries. Yellow, red, green, white and black are the most prominent hues seen in the murals of Kerala.



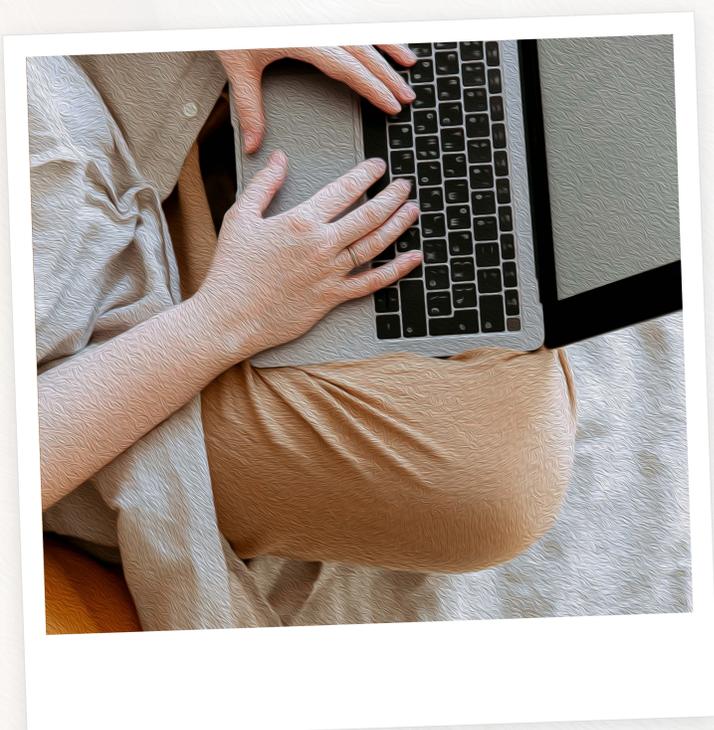
Prateetha Raj

Women

During work from home

With commute times removed and added flexibility and control over working hours, the remote working model induced by the pandemic offered the chance for a healthier work-life balance.

Greater flexibility and the opportunity to work from anywhere would give women choices they've never had before. Better Work-Life Balance, Less Commute Stress, Location Independence, Improved Inclusivity, Money Savings, Positive Environmental Impact, A Customizable Office etc has enabled more and more women who hitherto could not take up any employment could develop their career.

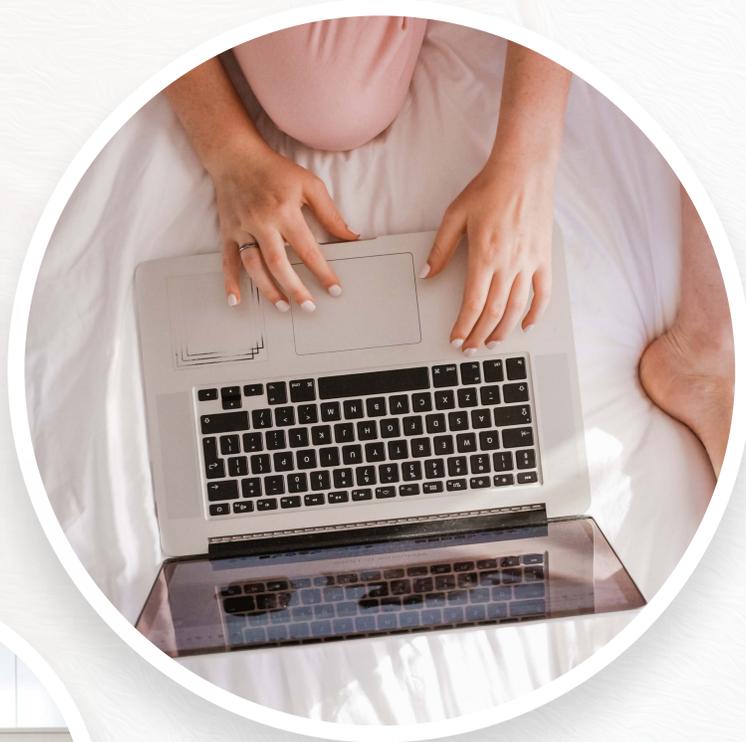
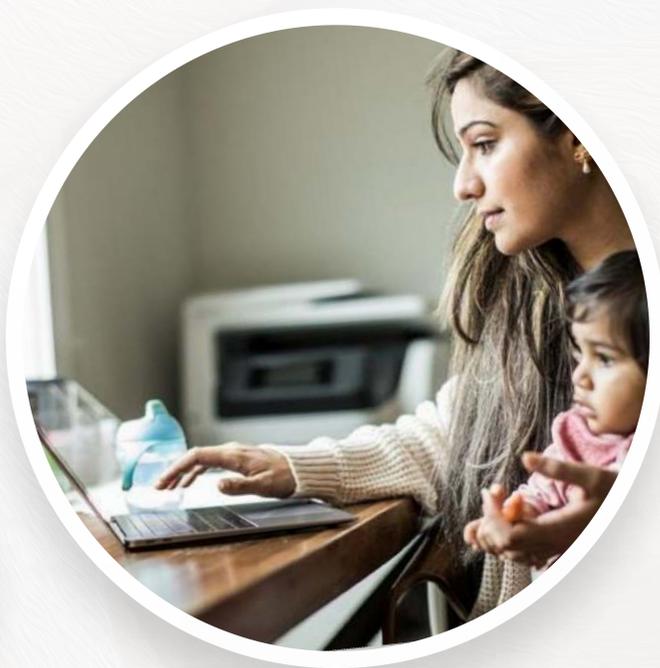


But of course, we understand that there are two sides to the coin. It is a debatable issue that this WFH is a boon or bother for working women. With the basic instinct of women to excel in whatever they do, they have to hold to higher performance standard in both office and domestic work, which at times may pull them to their limits. For most woman employee , it is Work from Home and Work at Home, except for some fortunate ones who have support from the family.

Increased isolation, Home office costs, Risk of overworking, Risk to productivity, Distractions at home and most importantly Workplace disconnect can be considered as negative impacts.

In the long-term, however, most experts are bullish about the advantages of work from home for women. It is not only a more productive and efficient way of working but it opens up opportunities for those women who could not earlier be a part of the workforce. There is also added benefit in that everyone has similar sized displays in online meetings. Though virtual office poses challenges in the way a physical office does, and women can use the space to their advantage, which enhances their confidence.

It is too early to have a definite answer as to whether this will stay forever or not. As of now, this surprise Work from Home Revolution is a surprise boon for women which offer fresh employment opportunities for women.



It is too early to have a definite answer as to whether this will stay forever or not. As of now, this surprise Work from Home Revolution is a surprise boon for women



Javeed Miyandad

TRAVEL

Moments

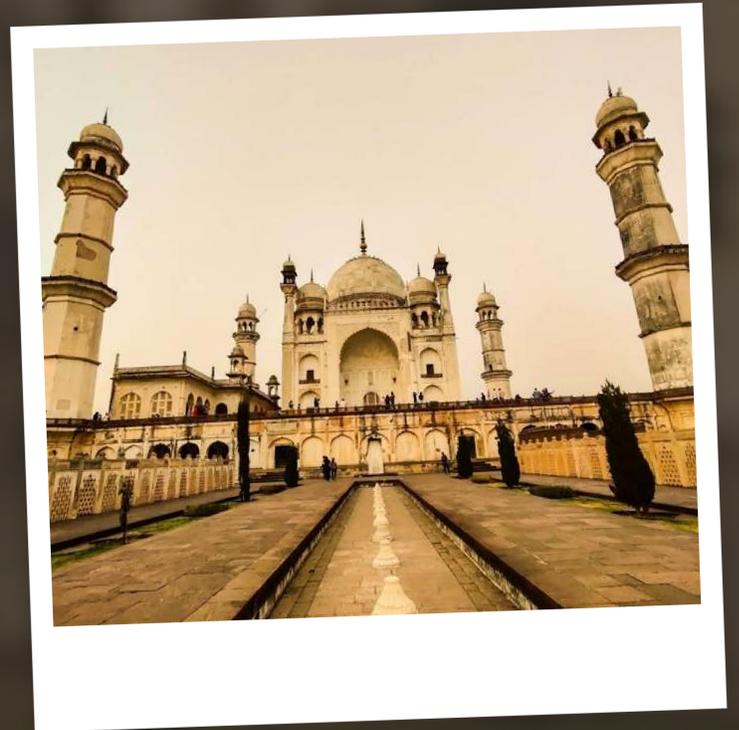
that matter

Bibi ka Maqbara

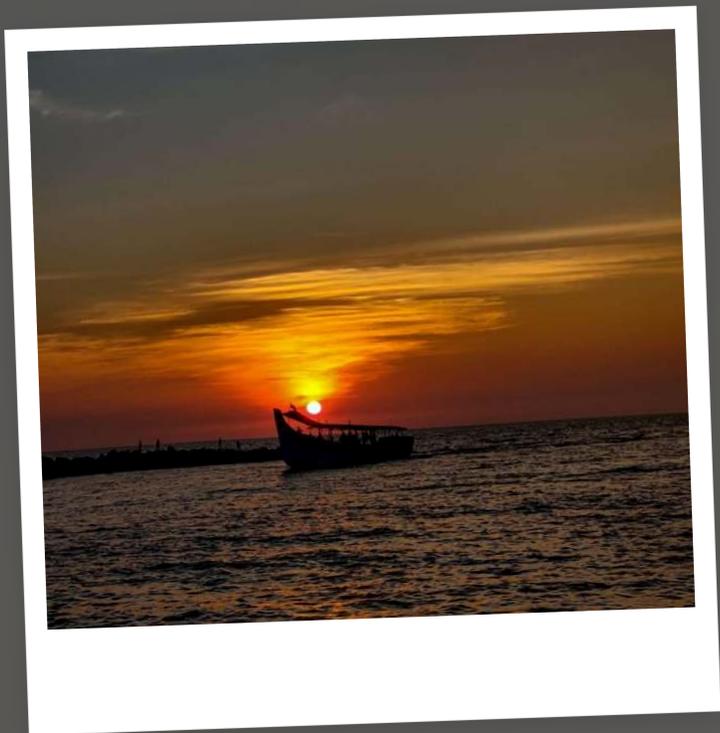
Located in Aurangabad, this is also known as The Taj of the Deccan due to its resemblance with the Taj

This is one among my favourite shots as the Journey to this was a hectic one. On our trip to Mumbai we decided to go to Aurangabad which is famous for Ajanta and Ellora caves. Ellora wasn't open at that time. So we decided to go to Ajanta caves. but it was a tough journey through a muddy road. After visiting Ajanta we decided to go to this Bibi ka Maqbara.

This was calm and cool place. We did feel like we were in Taj mahal. we were relieved of all the tiredness and boredom of that day . So this photo is one among my favourites.



Located in Aurangabad, this is also known as The Taj of the Deccan due to its resemblance with the Taj



Boat in the Arabian sea

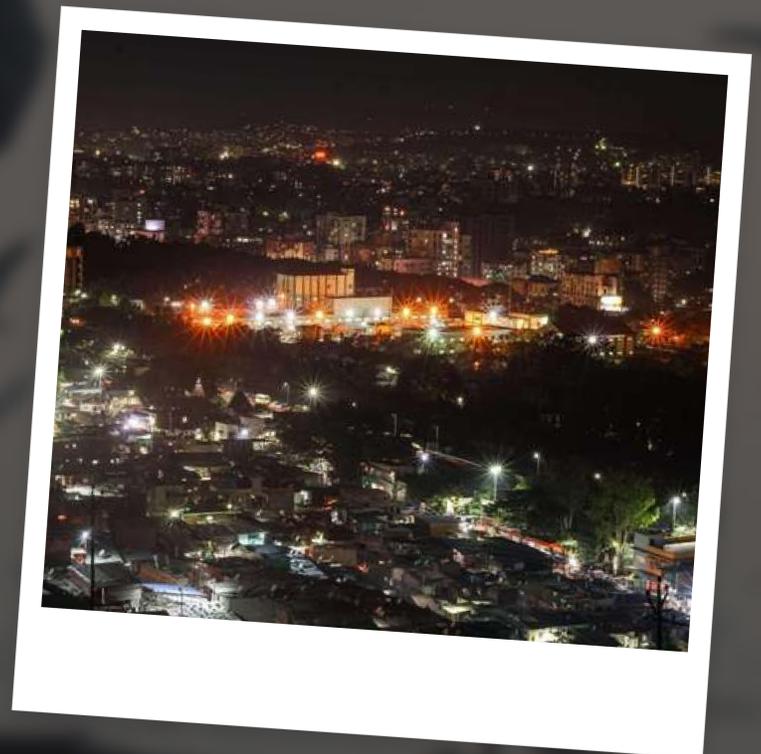
This was taken from the Calicut fishing harbour. This is another one among my favourites. I waited for this exact moment to get the sun on top of the boat.

Adjusted the camera settings to get the feel of a painted picture.

Night view of Pune city

This shot was taken from the top of Parvathi hills in Pune. This is also one among my favourites as I had put some effort to get the glittering feel in this photo.

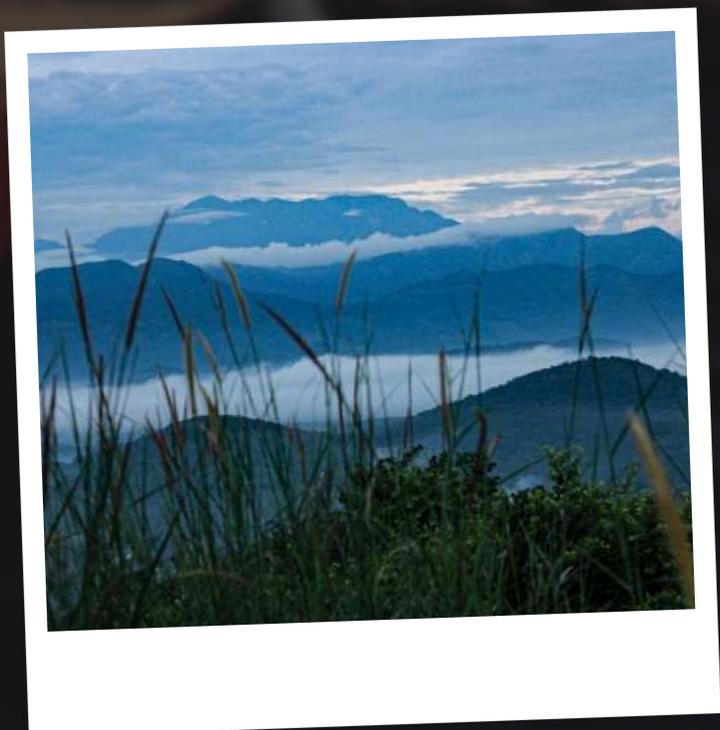
It is hard to get the camera settings correct during night time and I did get it right for this shot.

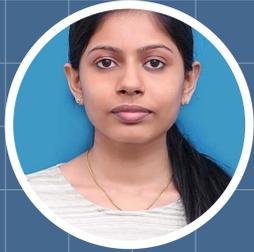


Konga Hills

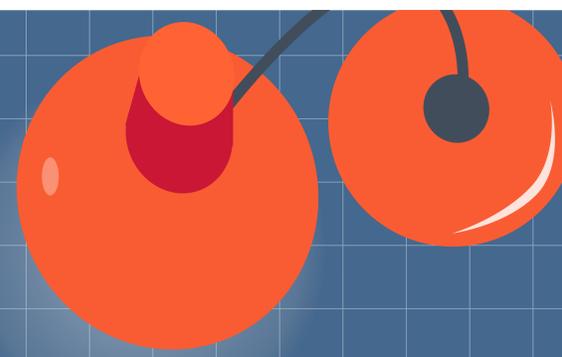
This was a surprise one for me. This hill is just 2 kms away from my home. The Jasmin in our garden.

I have heard of this hill many times. but was not expecting this much. We reached at the view point at 6 am and it was like a we were in Kashmir valley. For a moment I even forgot to take a click.



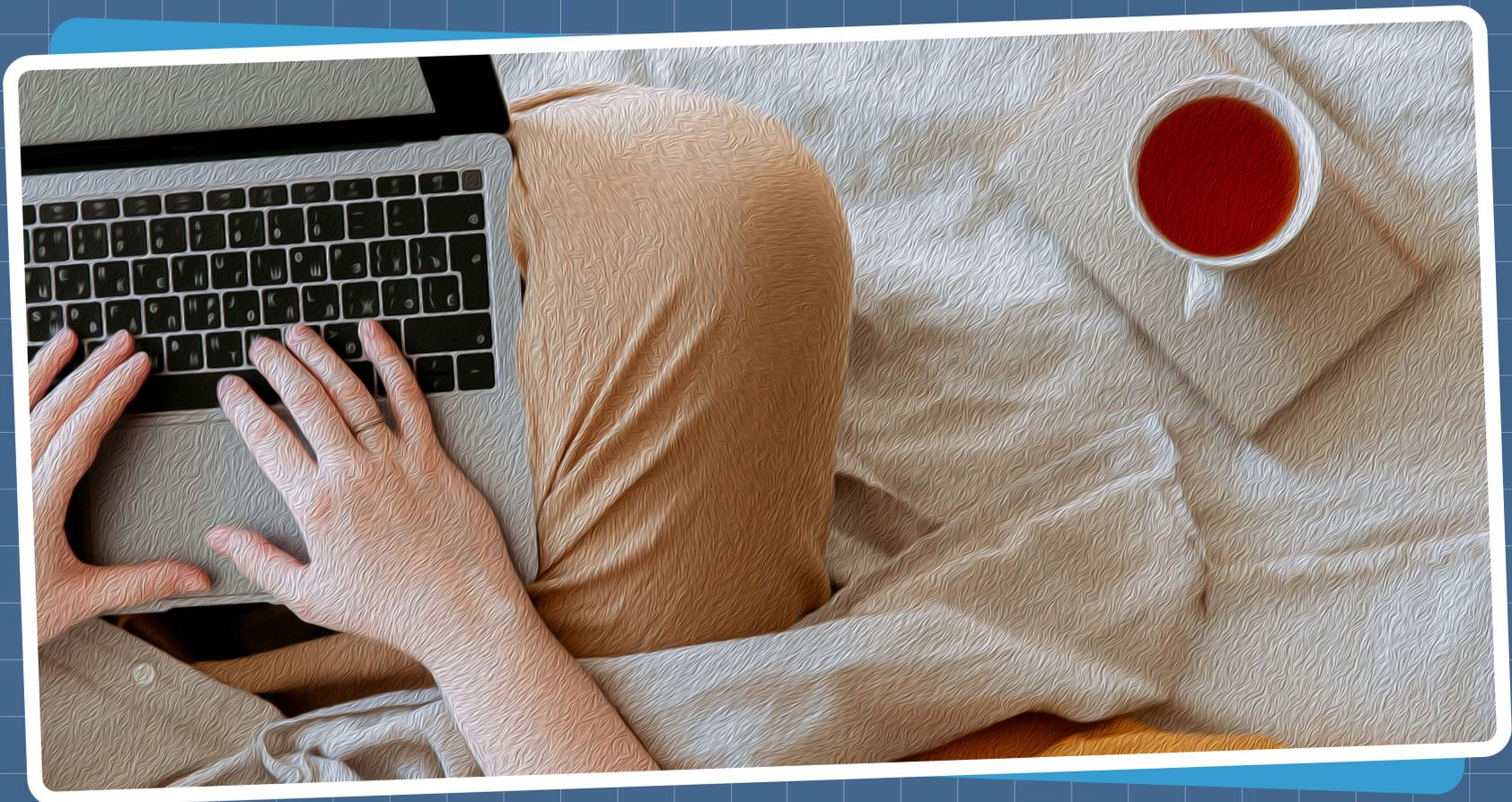


Nimisha Kuriachan



Building a Healthy **Work from Home**

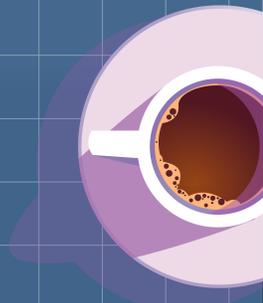
It's time to set up a dedicated work area and create clear structures of your day for work can promote a healthy work-life balance. Present conditions are forcing us to be away from office and it becomes quite an individual's own responsibility to maintain a friendly, peaceful working atmosphere. Also, it's essential to maintain physical and mental health too.



The tasks assigned must be well arranged according to the priorities and this can help us manage the time. But we must be very well aware of it that it can be maintained every day by breaking it down to subtasks so that you can get a clear picture of the progress in it. A day very well managed and productive can give us more input and energy the very next day too. This helps you progress every day without any kind of pressure.

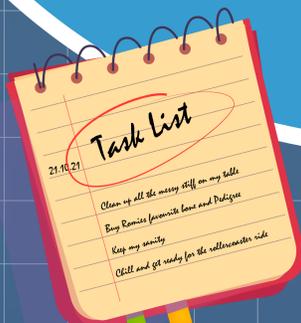
Establishing a clear structure is important within the place of work, one way to do that is to set up an agenda. An agenda puts you on top of things and positions you as a leader. A in reality set up structure helps personnel clear up disputes and work collectively to obtain strategic desires. Also, reward yourself when you reach your goals.

Setting goals and Work-Life Balance is Important, while employees feel an extra sense of manipulate and ownership over their very own lives, they tend to have higher relationships with control and are able to leave work issues at work and home issues at home. Balanced employees have a tendency to feel more encouraged and less harassed out at work, which thereby increases enterprise productivity and reduces the variety of conflicts among co-people and control.



”

It is too early to have a definite answer as to whether this will stay forever or not. As of now, this surprise Work from Home Revolution is a surprise boon for women



URGENT!!!
Please writing with key and
Please check all the notes
from yesterday's class
PS: Keep calm! don't sweat

It's important to be friendly and respectful to everyone in the office and keep your relationships professional. Trust, teamwork, communication and respect are keys to effective working relationships. You cannot achieve your career goals without the help of others.

So, when people do their best to help you, be sure to show your appreciation. Far from just thanking others for their help, take the time to compliment people when they do a great job everyone enjoys feeling validated, and sincerely congratulating someone for a job well done is a way to strengthen a relationship. This can help build professional trust between yourself and co-workers.





Nikitha Joslin

Corporate Culture matters.



**How management chooses to
treat its people impacts
everything for**

Better or for worse

Simon Senek

author and inspirational speaker.



Scan to Watch our Envigo Kit reaction videos

Emvigo Technologies

Workplace of happiness.

I have been familiar with the procedures and the criteria of getting an organization Certified Great place to work, and soon after I joined Emvigo I realized that Emvigo with no doubt can get certified GPTW.

The flawless management and the employees who love working here are the only proof we need. Emvigo as an IT organization possesses harmony amongst the departments which is often lost while a company's growth. For an instance to quote I was surprised to see the bond between a junior employee and the organization's MD Mr. Kenneth Wilson as they cracked jokes and shared memes.

”

The flawless management and the employees who love working here are the only proof we need.

Emvigo Technologies

Workplace of happiness.

The founders of the organization Mr. Sanjay M, Mr. Kenneth Wilson, and Mr. Anoop E, is truly the strong foundation stone's the company is built.

The friendship they hold reflects across the whole team of Emvigo. It was truly a proud moment to hear that Emvigo had got certified GPTW, even though I had foreseen it already when I as an employee was filling up my statements about how Emvigo treats me.

A great place to work provides Mental, Physical and Economical stability to the employees and Emvigo fulfills all and renders happiness as a bonus for every working hour we spent. I am happy to be a part of team Emvigo which is less of a working place but more of a home, Which indeed makes it a GREAT PLACE TO WORK.

”

**Corporate Culture matters.
How management chooses to treat its
people impacts everything for
better or for worse**

WELCOME!



ABHIJITH SUDHEER



ANISHA N S



ANU RAVEENDRAN



ARUNPRASAD R



ASHA THOMAS



BABITTO JOHN



FASEEH ASHRAF



GAYATHRI RAVINDRAN



JITHIN JOLLY M

WELCOME!



KIRAN SATHEESH



KRISHNAPRIYA V



LAVANYA GURRAM



LIJO



MATHU M B



MEERA KRISHNA R



MIDHUN PAUL



NIMISHA KURIACHAN



PRATEETHA RAJ

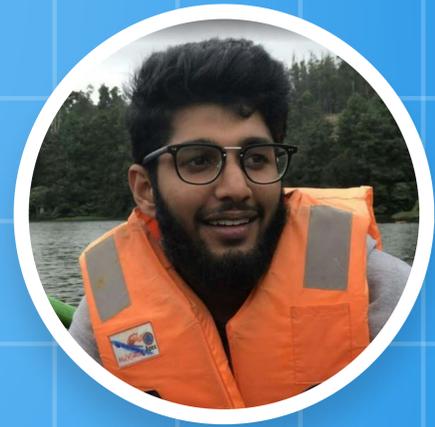
WELCOME!



RENISH P R



REVATHY R NAIR



SABEEL KM



SAHEED CP



SARATHLAL R R



SHEKHA AMAN

WELCOME!



SRUTHI SREEKUMAR



STEBIN BABU



SURAJ UK



TIMNA



VIJAY KUMAR



VINNY KB



emCONNECT

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