Cheer, Cherish, Celebrate.

The View from the Top…

Aarti Vaishnav, **CEO**

Hello team,

We are going through an exciting time with Exxat. The company is growing at a speed that we have not seen before. It is so exciting to watch the team grow and evolve as every new person that joins the team adds new flavour to the mix. Long time Exxatians are taking on bigger and bigger roles creating opportunity for everyone to grow within the team. It is truly rewarding to see Exxat grow into a creative hub that thrives with the efforts and ideas of so many contributors.

The last few months have seen a lot of changes and I still can't believe we have three offices for Exxat – US, Pune and Baroda. As the Baroda office needed to be set up and the staff there needed to be trained and oriented with the Exxat system, the Pune team went over and beyond to accommodate this learning. I am personally very grateful to everyone who travelled to Baroda to conduct interviews, do training and are currently staying there to help with the training.

The next few months are very crucial for us as we put the foundations of Version 4.0 and then transition all our clients to the new framework. As we have all discussed with the team, Version 4.0 will be based not only on the latest and greatest technology but will also benefit from our learnings over the last few years. The next couple of months are going to be very demanding for us as a company and we will have to give it our 110%. But if there is a team that can do it, it is **our** team! VB and the Pune team are working hard to set the stage for the framework. We have decided on having June 1st' 2019 as our go live date for Version 4.0 which gives us exactly 10 months to complete this mammoth task.

Today, Exxat has an envious record of bringing more than 50% of its clients from competitor systems and being considered the best available Clinical Education Software in the US. This title comes with a lot of responsibilities and we need to live up to everyone's expectations while continuing to evolve as an organization.

I am myself extremely thrilled to undertake this journey and hope the rest of you are equally excited about this and committed to making this a success.

On a different note - Exxat India turns 4 on August 1st. This year we will be celebrating with a function in Pune on the August 5th, followed by an after-Office party in Baroda on August 7th.

Thank you and congratulations to everyone for this milestone!

From the Editor's Desk

by Sanit Lune, Editor

Dear Friends,

Exxat is on the verge of its Fourth Anniversary, and what was the brainchild of our founders has turned out to be a solid platform for all of us to chase and realise our dreams.

Exxat was founded in the United States of America, also known as the 'Land of Opportunities'. Americans celebrated their Independence Day on July 4th- A day of significant importance in the history of United States.

Keeping this in mind, we acknowledge the love and respect we have for our U.S. counterparts in this Independence Day edition of Horizon.

Hope you enjoy reading!

Updates from HR Department

by Jyoti Gandhi, HR Manager

- Number of new employees:

    New employees in May – 9

    New employees in June – 22

    New employees in July – 1 as on date

    Four interns joined Exxat in the month of June to take up their internship training as part of their curriculum

- Events celebrated: Yoga Day and Cleanliness Drive on the World Environment Day at the Baroda office

- Ongoing training of GIT Hub at Pune office

- Two successful walk-in drives were conducted at Baroda office

- Installation of suggestion box at the Baroda office

- Upcoming events: Annual day celebration at Pune

The Fourth of July

by Jennifer Thomas, Customer Success Manager

The Fourth of July is an interesting national holiday in the United States of America because it commemorates no religious observance, no battle victory, but the date of signing of a document - the signing of a National Treasure! It's the Declaration of Independence which is kept behind about 16,000 levels of bullet proof glass in an air tight case. So, what is the Declaration of Independence about, why do we celebrate it?

The *Declaration of Independence* is a statement of freedom that the king and government of Britain had broken the social contract with its people in the American Colonies. In effect, those citizens living in the British Isles were awarded more rights and a better deal than those in the colonies. As the social contract had been broken, the colonies were taking their assets and leaving. It was a risk; the American colonies would be left without the protection of the British Military and without trading partners for their goods.

They could be left in a friendless country without the means of industry and only raw resources. However, in the end it turned out to be a happy ending. The United States formed its own country and was able to build means of industry quickly enough, while the other countries were not influenced by Britain and continued to trade with the United States. The ideas expressed in the Declaration were not unique. In fact, they are celebrated because they represent one of the first time a group of people successfully separated from an oppressive ruling class.

Today it is celebrated with enthusiasm across the US with fireworks and cookouts as it represents freedom of determination. To write our own laws instead of a government an ocean away writing the laws for us.

The exploding fireworks represent the explosion of freedom and exuberance of celebration of those freedoms. Every year, on the Fourth of July, we remember the real National Treasure is the ability to choose your own path.

Know Your Employee

ANISHA DHARMANI

Vadodara office

Where would you like to travel in the NEXT 5 years?

- *Entire Europe*

What is your hidden talent?

- *National Basketball Player*

If you were to host a talk show, who would be your first guest?

- *Michael Jordon*

How do you spend your free time?

- *Listening to music*

What is the meaning of your name?

- *Where there is no darkness*

A Different Perspective on Goal Setting

by Utkarsha Saswadkar, Business Analyst

Know Your Employee

MANISHA BANGAR
Pune office

What is your hidden talent?

- *I am a great cook*

One word that describes you?

- *Positive*

If you could host a talk show, who would be your first guest?

- *Abdul Kalam (if he were still alive)*

What is the meaning of your name?

- *A wish*

What would you do if you wake up one day only to see yourself as the opposite gender?

- *I'll take charge of the entire house hold.*

We all have something to achieve in our lives – becoming an entrepreneur, getting into shape, raising a loving family, getting better at work and so on. For most of us, the path to achieve the above starts with setting an actionable goal. However, as I saw more failure with sticking to my goals, I started realizing that when it comes to getting things done and making progress, there's a better way to accomplish what I wanted.

It comes down to the difference between goals and systems (processes). Here is what this means:

If you're an **entrepreneur**, your goal is to build a million-dollar business. Your system is your sales and marketing. If you're an **employee**, your goal is to refine your skills. Your system is constant learning about your area of work. If you're an **artist**, your goal is to create an impeccable work of art. Your system is to create something new each day.

Also, here are reasons why you should focus on setting systems rather than goals:

- Goals reduce your current happiness: When working towards a goal, you're saying 'I'm not good enough until I reach my goal.' This leads to putting off your happiness until a milestone is achieved.

- After a goal is achieved, **what's next?** A goal will fail to keep you motivated for long term.

For example, if I say 'I want to lose 15 pounds in 4 weeks' and toil towards achieving it, what's next to help me stay motivated and working to push myself in a direction towards becoming fit?

Solution: Commit to a system, not a goal:

- Choosing a goal puts a burden to your shoulders of performing until you achieve it.
- You can keep things simple by focusing on a schedule and sticking to it rather than creating and worrying about your goals.
- When you focus on practice over performance, you can enjoy the current moment and improve at the same time.

My Way to Exxat!

by Goral Kansara, Intern

My way to Exxat was obvious as I had always dreamt of working in this organization while pursuing my undergraduate program.

I completed my Bachelor of Computer Engineering from G H Patel College of Engineering and Technology. Just like most engineering students, I asked myself what I really wanted from life. After I completed my engineering, not so much to my surprise, the answer was never engineering! So, to know what I really wanted to do in future, I decided to take up a job and know myself better. Right at that time, we had a preplacement talk from Exxat in our college. The working environment they portrayed was so impressive that Aarefa, Vidhi and I had decided that if ever we wanted a job, we would surely apply to Exxat. So, Exxat was a love at first sight for us.

Well, the job part did not work out for me as I started my postgraduate program- Master's in Engineering Management at University of Maryland Baltimore County.

For my summer internship, I thought of coming back to India and to my surprise, I got a chance to pursue my internship at Exxat, Pune.

An unexpected visit to India is always a pleasure and that too in Exxat was cherry on the cake. I have gained a valuable experience in this organization and in its uniquely professional environment.

People here are very helpful as I did not only learn about my field, I had also talked to many people and asked them about their work. That way I got to know about each of the roles in an IT organization. It was my pleasure to learn from Mandar and Nazneen as their experience in this field really taught me a lot about the roles and responsibilities of a project manager and about the importance of technical knowledge in any position.

Thus, I got a chance to have a closer view of how things work professionally.

Not only that, I also met some people here who directly or indirectly helped me learn a lot about life such as Rashmi's growth mindset sessions and Kirti's decision making session. I got new some friends here like Kaushani, Darpan, Shridhar, KM, Nishi, Preeti, Pavan, and Priyanka made my short journey of two months quite exciting and memorable.

I would say, Exxat will always be an important part as it is my first step in the professional world.

Khamoshiyaan

by Avinash Pandey, Programmer Analyst

Bhaag rahein hain hum,
Betahasha, bedam,
Bhool gaye hain khudke dil ki awaaz,
Yaad hai, Kab suni thi aakhiri baar, khaamoshiyaan?

Waqt ki aandhi mein, behte jaa rahe hain,
Dusro ko jo sunna hai, woh kehte jaa rahe hain,
Bass ek daud si hai, dusron se aage nikalne ki,
Mann ki awaaz dabakar, zindagi ko sehte jaa rahe hain,
Yaad hai, Kab suni thi aakhiri baar, khaamoshiyaan?

Yaad bhi nahi, kab aakhiri baar khulkar muskuraye the,
Feeki si ho gai hain woh yaadein, jab khushiyon ke ghar sajaaye the,
Iss daud mein sapno ko poore karne ki, yeh yaad hi naa raha,
Ki kahaan, humne dil ke sukoon ke pal bitaaye the,
Yaad hai, Kab suni thi aakhiri baar, khaamoshiyaan?

Nikaal lo kuch waqt, apni iss daudti zindagi se,
Sunn lo dil ki aawaz, tumhare dil mein basi khamoshi se,
Kuch pal khudke liye jiyo,
Kabhi tum bhi sun lo, kehti hain kya,

Khaamoshiyaan.

Musings of a rainy day…

by Monami Chowdhury, Jr. Programmer Analyst

Riddles

- Which same three-letter word can be placed in front of the following words to make a new word?
SIGN, DONE, DUCT, FOUND, FIRM, TRACT, DENSE

- **INSATIABLE** is an Anagram for which 10 letter word?

- If five typists can type five pages in ten minutes, how many typists will it take to type 30 pages in 30 minutes?