

March '19
Issue 6



HORIZON

CHEER. CHERISH. CELEBRATE



M1M 2019 SUPER HEROES





From The Editor's Desk...

- Sanit Lune, Editor

Dear Exxatians,

The year 2019 is off to a great start with Exxat Vadodara completing one year of operations, a successful March First Mailing and the Leadership workshop by Prof. Arvind Bhambri highlighting the first quarter!

A promising year lies ahead of us as we march along relentlessly with more than 350 school partners and 250 Exxatians across multiple locations and the much-awaited Version 4 release later this year marking a significant year for us as a company.

We bring to you insights into all that, and a lot more in this edition of Horizon for you to cheer, cherish and celebrate!

Happy reading!

Cheers!

The Path Forward...

Kunal Vaishnav, Chief Operating Officer

Olivia Quattrini, Marketing and Sales Analyst

Exxat has big aspirations for sales growth in 2019. Our goal is to reach \$5 million in revenue, almost double our current revenue! It is very possible for us to achieve this goal with the strong teams we have in place. Just take a look at our growth so far!

Our sales figures since 2013:



We are currently thriving in our core domains of PT, OT, PA with the Exxat STEPS product. 114/251 PT schools, 63/200 OT schools, and 77/238 PA schools are using STEPS. We want to make sure every school under these domains are using STEPS. We also have been gaining traction in PTA, OTA, and Nursing. In addition, we want to gain more awareness to our other modules and encourage our current school clients add on these: APPROVE, CCS, PLAN, and ASSESS.

We are hoping to add at least:

- **60 new** clients to **STEPS** under each domain category: **PT/PTA, OT/OTA, PA, Nursing/Other.**
- **30 new** clients to our **APPROVE** service
- **10 new** clients to our **Common Contract Sharing (CCS)** module
- **60** schools to **PLAN**
- **5** schools to **ASSESS**

What is more interesting for me - are the university level contracts that we are closing as a company. With St.Catherine, we have a use case of the entire school adopting Exxat across all of its functions. We are tracking atleast 15 school level deals to close in the next few months.

Besides our core school domains, we are looking forward to gaining more visibility in other domains. We currently have 30 schools using Exxat across: Speech Language, Athletic Training, Psychology, Social Work, Nutrition, Teacher Education, Anesthesia, Art Therapy, IPE, Gerontology, Pathology Assistant, CLS, Public Health, and MLS.

We are hoping to add at least:

- **5 new** schools from each of these domain by the end of the year.

Even though STEPS is our core product, we are taking steps (pun intended) towards adding more of our other modules to each school. We currently have 123 programs using PLAN. Dorcas and the team is going to be hammering away to get onboarding setup to meet the goal of 180 installations for PLAN by the end of the year. Presently, we have 16 colleges using CCS. Andrea is working hard to help support our goal of adding at least 10 more clients to our Common Contract Sharing module by the end of the year. At the moment, we have 30 programs using APPROVE. Sheetal and Viral are going to double that amount to reach our goal of 60 programs.

We have high aspirations for 2019, but I am confident we can achieve these goals!

Reflecting on One Year in Exxat, Baroda.

Rachana Seth,
Recruitment Manager

It's a great feeling to be a part of such a fast growing and enthusiastic company. I still remember when I got a call from Mayuri in December 2017. Exxat wanted to start recruiting in Baroda and Mayuri asked if I can help. I met her and she was very excited about Exxat and its products. She informed me that we are currently starting from 1st January 2018 and there are five employees in the Baroda office at the time. I was very impressed with the details about Exxat that we agreed that I would start coming to the office for a few hours and help in recruitment, but it was never for 'a few hours'. It soon became Exxat recruitment 24x7!

On 1st February 2018, I joined Exxat in a shared premise with another company. We had two rooms for Exxat. Mayuri explained the organization structure and overall process to me. I then had a big list of vacancies that we had to fill on priority basis. It was a lot of fun at the shared premise- having lunch together, sharing ideas with each other and lot of time having heated discussions.

Initially, recruitment was a challenge since our process weren't streamlined. I remember Aarti's first visit when I joined Exxat in February. She explained the complete company structure and what Exxat does.

We were expecting to have our own office in Baroda in March 2018 which was a bit delayed. Mayuri and I were very concerned as we had a lot of potential new joiners and also the Pune transition team to coming to Baroda. Finally, we inaugurated the Baroda office on 8th April 2018. I saw so many empty seats in the office and I told Anuj and Mayuri that I have a lot of work to do to fill all the seats. By July 2018 they were all filled! The management then decided to add another floor to the Baroda office. I feel proud to say that we started with 5 employees in Baroda and today we are 128 employees in Baroda office in a year's time. It is always fun to spend time with new employees.

It was a great opportunity for us Baroda Managers to attend the 4th Annual day at J.W Marriot, Pune. It was great to see a big team and their families. Great management, great team members and great bonding amongst everyone was highly evident in the function.

At Exxat we not only work but we learn how to grow and advance ourselves which is a very big thing an organization can give to its employees. We have been fortunate to learn from Professor Arvind Bhambri who conducts various workshops for Exxatians.

I want to thank everyone at Exxat for helping me be successful with their support and love. Mayuri has specially been a pillar for me, chatting with her at 6 am in the morning when our day starts till night is fun to work. Thanks to Aarti and Kunal for showing the trust in me. Each team member who in one way or the other way helped in doing interviews,

being connected for activities. It's really a fun and great feeling to be a part of Exxat. It's only one year but it feels I have been with Exxat since its inception!

“

No matter what happens, no matter how far you seem to be away from where you want to be, never stop believing that you will somehow make it. Have an unrelenting belief that things will work out, that the long road has a purpose, that the things that you desire may not happen today, but they will happen. Continue to persist and persevere.

”

- Brad Gast



- 1. What's one thing you would like to change in the world?**
More education and training opportunities for the vulnerable masses.
- 2. One word that describes you?**
Compassionate
- 3. If you could make one person alive who would it be?**
Sardar Vallabh Bhai Patel
- 4. If you could live anywhere in the world, where would it be?**
Jaipur (Pink city)- nothing better than home
- 5. If you were a superhero for a day what would you change?**
No more fights or wars, peace should prevail!

TEDx GCET Canvassing Destinies

Vipul Patel,
Sr. Medical Data Analyst

TEDx GCET

x = independently organized TED event

It is a feeling of great happiness and pleasure for me to write my experience about TEDx GCET.

Each time I do something new, I feel proud of being an Exxatian and be part of the wonderful team we have. Exxat has proved its core values **ROAR** time and again and I will tell you how. Exxat gave me an opportunity to feature myself as 'Know Your Colleagues' in December '18 edition of our newsletter, Horizon, in which I mentioned about TED videos being an inspiration to me. TED Videos on YouTube continued to inspire me since long and I always wanted to be part of a live TED Event. Soon after a week, I felt proud that the Founder and CEO of our company was invited to speak and share her successful journey at TEDx GCET and I thought of participating in the live event to support her. Subsequently, I got an **OPPORTUNITY** to participate in the event through a lucky draw and I was one of those 10 lucky winners. This gave me a chance to develop positive **RELATIONSHIPS** through interacting with diverse people in the event. All proficient speakers in the event influenced me to take a step ahead for improvement thus guiding me for **ADVANCEMENT** in my life and career. It also taught me the lesson of **RESPONSIBILITY** towards each other and to the world.

TED is a non-profit devoted to spreading ideas, usually in the form of short, powerful talks (18 minutes or less). TED began in 1984 as a conference where Technology, Entertainment, and Design converged, and today covers almost all topics — from science to business to global issues — in more than 100 languages. Meanwhile, independently run TEDx events help share ideas in communities around the world.

On January 6th, TEDx GCET was organized independently by G H Patel College of Engineering & Technology. The theme for the event was "Canvassing Destinies". Successful people who found their destinies with their efforts were invited as speakers for the day which also included our CEO & Co-Founder Arti Vaishnav where she delivered an inspirational speech on how '**Great companies are built, not launched**', and how the journey of Exxat has been since its ideation. She shared her journey starting off with a few clients through creating a database and how she conceptualized her ability to develop individuals and commercialize every aspect of a business with human touch. The best part is she is an alumnus of GCET with added incredible triple master's degrees in Computer Science, Applied Biostatistics & epidemiology, and business administration.

Other speakers included-

Dr. Jeetendra Adhia, Mind Power Trainer whose commendable work on the power of Subconscious Mind and its positive impacts on our lives along with a few live experiments thrilled

everybody in the auditorium.

Parth Thakur, Founder & Chairperson of "The Wishing Factory" – a non-profitable organization committed to work towards the welfare of wishes of thalassemia and leukaemia patients who fulfilled 370+ wishes so far and named in the top 7 most inspiring people in the country by India Today. The most interesting fact is that he achieved all these with himself battling with Thalassemia Major.

Tanmay Vora, a Business leader, Author, Blogger and illustrator inspired us for visual thinking through his creative sketch notes.

Dr. Hina Shah, founder & director of ICDCE and a successful woman entrepreneur shared her journey towards canvassing her own destiny and she is a role model for all upcoming women entrepreneurs.

Dr. Hansal Bhachech, the most renowned and respected psychiatrists in Western India, has been a Mental Health Advocate since 1986, an era unaware of mental health issues. Being an advisor to the Suicide Prevention Program of Indian Medical Association and he elucidated the topic so well that it motivated all towards contributing in the prevention of suicide.

Mr. Parthiv Gohil and Mrs. Mansi Parekh Gohil described their successful journey as Music Composers, Singers, Actors and Content Creators as well. This multi-talented couple found their destinies at a very early stage of life and they manifested it in the right direction.

Mr. Sudeep Talwar, Chief Marketing Officer of the Akshaya Patra Foundation, the World's largest school meal program run by an NGO feeding over 1.67 million children every day in 36 locations and 12 states in India decoded how the organisation works to eradicate hunger from the country and let me tell you the way they do is magnificent.

The event was very well-organized by GCET followed by a delicious meal and a photo session. I also had a glimpse of beautiful college Premises with one of my colleagues who was alumnus of GCET.

In a nutshell, it was an amazing experience with lots of learning, motivation, knowledge from the most inspired thinkers which will eventually help me in canvassing my own destiny.



M1M

teams over the years...



M1M Team – 2017



M1M Team – 2018

Exxat celebrates... Picnic



All set for the picnic!



A still from the Dog and the Bone game



Adventure Sports

Exxat celebrates... Picnic



Dancing Musical Chairs



Posing from the top! Girls donning their adventurous hat at Camp Dilli.



We loved Camp Dilli!

Exxat celebrates... Cricket



Trophies for the winning team, best batsman and best bowler.



Game time! Players enjoying cricket.



Strategies in the making

Exxat celebrates... Cricket



EPL Baroda Women Winners



EPL Baroda Winners



EPL Pune Winners

Exxat celebrates... *Women's day*



The Pink Brigade



Think. Believe. Empower.



Celebrating womanhood!

My Time In India

By Megan Freeland, Director of Product Innovation

One of my primary responsibilities at Exxat is to bring the client perspective and domain expertise in PT and OT to the table. I spent the month of March in India doing just that. Collaborating with the teams here to learn from their IT expertise and adding my domain expertise to the mix for the best possible outcome.

While this has been amazingly rewarding and fruitful, the challenge will be continuing this across 12,500 Km.

Exxat has learned so much by saying "yes!" to our school partners. Our challenge now is to flip the tables and find out "why," or even more difficult, answer "no, because." We now are empowered with so much understanding, so much knowledge, so much expertise that we can go from taking suggestions to making suggestions.

Our clients will always have a voice, but it is my hope that it will become a collaborative voice. Only through collaboration with the client speaking for a single program, the US team speaking from a broad domain-based perspective, and the India team speaking about what is possible and how it can be designed, will we be able to truly meet the unarticulated needs of our clients.

If nothing else comes from my time in India, I hope that the team will remember two things: always have confidence in asking 'Why?' and show true dedication to collaboration between the client, the India team and the US team.

Keep ROARing, but also ask Why?

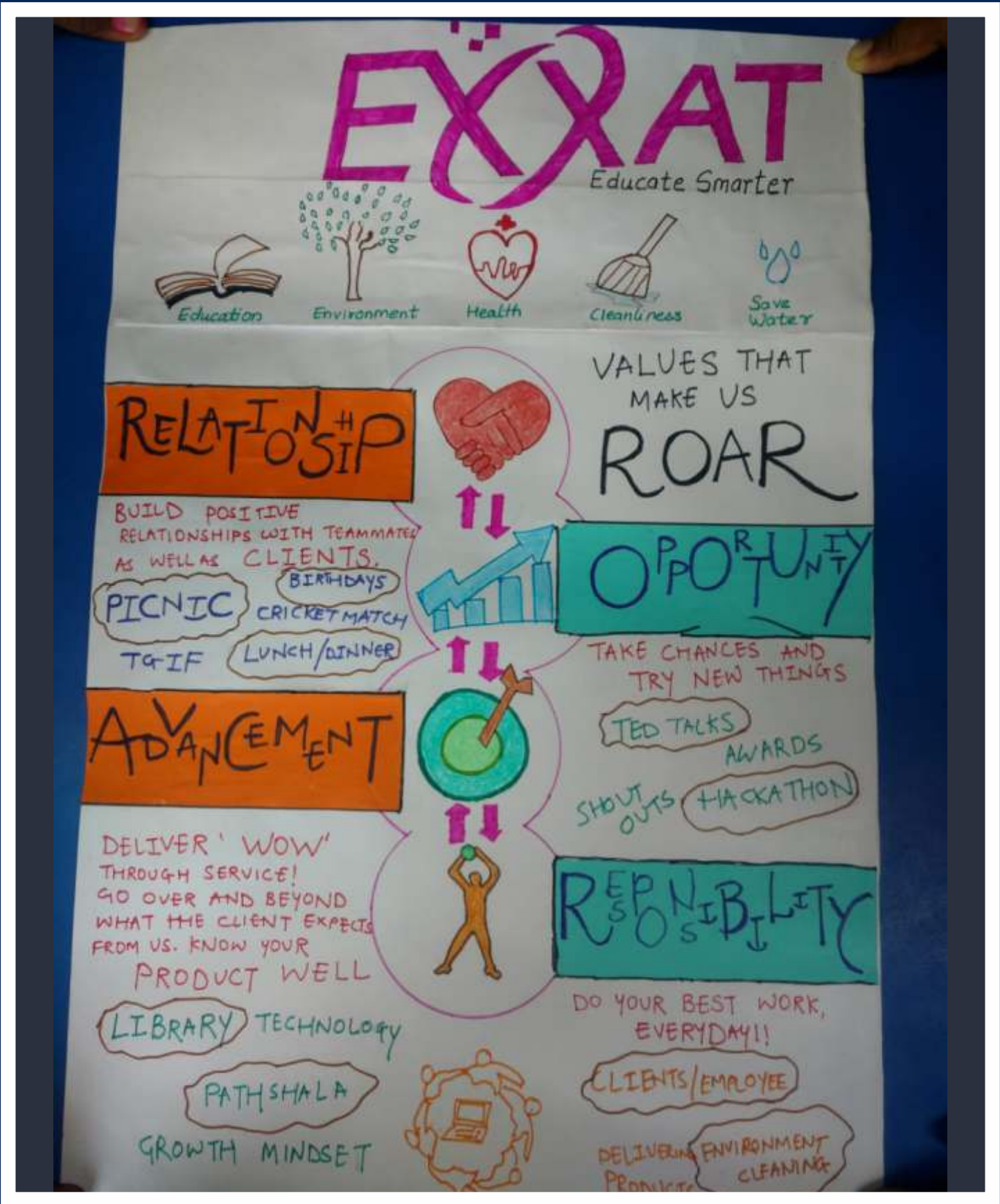


1. **What's one thing you would like to change in the world.**
Travel should be free .. anyone can go anywhere free of cost
2. **If you had one superpower what would it be.**
Reading minds
3. **What If you were invisible?**
I will hop onto the first flight to the worlds most expensive destination and experience it for FREE!
4. **If today was your last day on Earth What would you do?**
Eat a biriyani on the beach with my bestie !!
5. **What do you think is your super power right now and why?**
The kind of connect I have with people .. my people skills



1. **What difference would you like make in the world?**
It all begins with me, so I would initiate to make difference in myself for the better.
2. **One word that describes you?**
Adventure lover
3. **If you had one superpower (except being invisible) what would it be?**
To have a magical healing power. So that I could heal those who are sick as lot of poor people die because of medical shortage.
4. **If you could make one person alive who would it be?**
Dr. A. P. J. Abdul Kalam
5. **If you were a superhero for a day what you would change?**
It's not for one day! We can be a superhero everyday if we have urge to others and spread happiness around them. So, in that case I am a superhero every single day

TGIT Activity



Exxat's ROAR values explained in a single poster

War Room



Team in discussion with VB



The soldiers in battle field

From the trainer's manual...

Goal Setting

Kirti Amin,
Sr.Training Executive

One Step at a Time

Life is like a staircase.

Take one step at a time.

**Be watchful of your surroundings and
always stay in stride.**

**Stay in school and get your education and
don't mess around with crime and hate.**

**Set your eyes on the higher prize and
don't waste your time hanging with fools.**

– Ethel W

As said in the poem above, each step we take towards our dream is a goal achieved. Goals are milestones that can be achieved in a day or by a pound or an inch at a time. They give us a purpose and direction to work towards an objective while reflecting on and accepting our choices, strengths and weaknesses on the way. Setting goals help us design our road maps and keeps us on track even when the going gets tough.

But, before we can set goals, we need to assess what is most important to us. Hence, the first step towards goal setting is to set a personal mission statement of what we wish to be or achieve. It helps us develop a statement of how to be through the process -- according to what we value the most. Mission statements aid and guide us when times get tough, when you feel unsure or unmoored, when you are tempted to make choices that are not in your own best interests or do not represent your own best self. They make our actions more meaningful and valuable, encourages clear thought process and communicate it more effectively. They act as a motivational force to do our best, stay focused, avoids distractions, face challenges with positivity, develop a never give up attitude and in the process attract people and opportunities that give us support.

It is quite possible that we may have to change some of our goals, but to paraphrase the old saying, "It is better to have worked toward a goal and have changed it, than to never have had any goal at all." Whatever we have learned or accomplished in working toward that goal, we certainly will always be able to use in working toward a new goal.

Daniel Inouye's goal was to become a surgeon. After he lost an arm in the war, however, he knew he had to find a new goal. Switching to law school and politics, though, was not difficult for him. The habits and attitudes he had developed earlier, he easily put to use in his new action plan.

Hence, our goals need to be SMART:

S – SPECIFIC - The best goals are specific. They are clearly expressed statements of exactly what you want to accomplish, when you want to complete it and how it will be done. Be careful your goals are not too general or too vague.

M – MEASURABLE - The best goals are measurable. They involve numbers and dates and a way of checking to see if the goal has been reached.

A – ACHIEVABLE - For a goal to be achievable, we must be able to answer the questions: How can this goal be accomplished? Do I have the background, the resources, the skills and the talent to achieve this? If I do not, do I know how to get what I need to be able to accomplish this?

R - REALISTIC - For a goal to be realistic, it must be something we can achieve. One of the reasons people sometimes set unrealistic goals is because they don't appreciate all the obstacles in their way, how long it might take or how much skill is needed. Research or talk with experienced people to figure out how to make a goal more realistic.

T - TIME BOUND SMART - goals are time bound. A deadline can help you avoid being distracted by day-to-day events, can help focus your efforts on completion of the goal and can establish a sense of priority and urgency.



- 1. What difference would you like to make in the world?**
I think an individual cannot make a difference in the world, however, to change the world, you must change yourself first - your mentality, your habits, and your actions.
- 2. What's one thing you would like to change in the world.**
Casteism
- 3. One word that describes you?**
Helpful
- 4. What If you were invisible?**
I will be helpful to our Indian Army.
- 5. If you were a superhero for a day what would you change?**
I would like to undo all the terror attacks in India.

We are Exxat!

Amit Patel, Support Analyst

Hey, it's great to be at Exxat.
We work and play here, With Software
and Gadgets.

Come here and meet Aarti, who is an
American Bharti.
Also, she is a perfect speaker.
On the Floors our employees flicker.

Meet Kunal who is so cool,
simply he follows only one rule,
'Keep adding daily a new School'.

We have Mayuri - a zigzagged line,
Who joins all points in Exxat very
fine.

Someone keeps our Products shine.
He is Vaibhav who is the CTO.

Come and meet Anuj who speaks very
less,
He is Exxat's Accounting face.
Our journey is so fast,
That none can guess.

Here is Ashish @ Operations and
Support,
Who helps us build Customer rapport.

We serve from India and United
States,
CSRs are our overseas Teammates.

Teams are in Baroda and Pune,
We put our thoughts in 'Horizon',
Also edited by Sanit Lune.

We do cheer, cherish and celebrate,
As 'Horizon' is our newsletter,
Wherein our Thoughts matter,
The great Team is simply go-getter.

We have Schools, Students and Sites,
For whom we work all days and nights.
Preceptors are our sunlights.
We are for Schools as,
The blue Sky is for colorful kites.

We help Schools and Students,
Get their Slots and Placements,
We are their flowers, they are the
scents.

At Exxat, none is higher and none is
lower,
All are equal and hence we ROAR.

At Exxat, also we have joyful kids,
We guide them through their ways to
leads,
Better we know what are their needs,
Hence we have Pathshala for such
noble deeds.



Hackathon Pune

Nazneen De, Scrum Master

We officially announced our first hackathon to the teams on Dec 28, 2019 with the purpose to listen to creative ideas from the team on problems and solve them.

To create excitement for this event, we took topic suggestions from the team with top 5 receiving a 250 INR reward. We announced a grand reward of 25000 INR to the winning team which was the icing on the cake.

We had the teams register for the event – I was a part of the nomination team from the Pune location.

Vaibhav Bora and Mandar helped me to create Hackathon Rules and regulation and both worked together on Problem Statements. Thanks a lot, to both.

The event began Feb 2, Saturday at 6 pm.

Each team picked its problem statement and jumped to work right away. We saw some members listing ideas on the board, some researching on the internet and some sitting in groups to discuss.

The energy to win was worth witnessing!

Technical team leads (Avinash/Romit/Rakesh and of course Mandar and Vaibhav) provided technical assistance to both locations

Both the Baroda and Pune teams kept each other posted on the progress with emails and photos on WhatsApp, full enthusiasm can be seen in both locations.

It was a wonderful experience to be participating with all the teams – having fun, contributing and learning all the way. These 24 hours have been memorable as I look forward to the next hackathon!



Winners of Hackthon Pune – Team Bits of Arsenal



Hackathon Baroda

Vaibhav Bhatnagar, Support Manager

In broader sense, Hackathon is all about finding a quick solution (a "hack") to solve a problem. "Marathon" means longwinded. This article simplifies and lowers the entry barrier for anyone considering organizing the Hackathon.

It all began when Kunal and Aarti called Raghuvir and I, to organize a Hackathon. Previously, Kunal had advised us to conduct it for just the Support team; so, Hackathon, appeared as a golden opportunity for everyone to learn something new.

Orchestrating a Hackathon is indeed a lot of work and we surely needed a capable team to help us. For the Pune office, there was no better person than Nazneen De to coordinate the event. We got the able assistance of several enthusiastic colleagues like Pinaz Driver (for helping us in communicating with all employees) & the Admin Team to bring this event to life.

Having someone from the Management Team to guide us was imperative, for which we approached Mandar Deo. He helped us clarify our doubts and motivated us to be prepared for the challenge.

For most of the employees, it was their first Hackathon. Within a couple of weeks, we secured the participation from a good number of employees.

We encouraged employees to provide us topics for Hackathon which they thought could benefit our company. So, after a month of planning, patience, and perseverance, we were ready with eager participants.

Each team picked their topics and started brainstorming for the next 24 hours. The challenges were immense, but participants got help from Mandar and Vaibhav Bora. Some teams were so focused on their challenge that they missed their breaks! They

enjoyed refreshments and meals arranged by the Admin Team, worked together, created the prototypes and presentations at the end of a gruelling 24 hours and submitted their work.

Since "Exxat Hackathon 2019" was a competition, each team presented their work to the jury. Cash prizes were given to the best technical presentation and the best business presentation. Communication skills played a major role while coordinating with team members. It was amazing to organize an event at such a scale. This was my journey with the Hackathon. It was fun, enlightening, and a new experience altogether.



Winners of Hackathon Baroda – Team Anonymous

Baroda Transition

Aarefa Bhurkha, Jr. Programmer Analyst

Sharing my '**ROARSome**' experience of Baroda Transition.

Few Exxatians and I participated in Vadodara office Setup.

We moved to Baroda for a few months. Our focus was to provide technical training to new employees.

I was in Baroda for six months. Those six months helped me grow personally and professionally.

Personally – I was shy. I could not approach others easily. But when I was in Baroda, I had to talk to everyone as I was training new employees. That phase helped me become a better communicator and now I can easily interact with people (**relationship**). I learned so many things while providing training as “By teaching we learn”.

Professionally, along with training employees there were other **responsibilities** which I had to take care of. I was parallelly working on V3 enhancement, helping in onboarding process of new joiners, hand holding new teammates with tasks and so on. I learned to manage multiple things at a time. I got an opportunity to manage a team and I grab that **opportunity** and introduced some new team building process (**Advancement**).

Pathshala



Wishing Pathshala kids the best for their upcoming exams with a Geometry Box!

Health Byte..



Drink enough water

- Use a Free App to set water break reminders (Daily Water).
- Carry your bottle to every meeting.
- Use a 1 litre water to keep track. Average water requirement is about 2 to 3 litres per day for an adult.

Tech Byte...

Excel Tip : Transpose – Rows to Columns

JAN				
WEEK	Sales	Expenses	Revenue	
1	20,000	10,000	25,000	
2	25,000	10,000	15,000	
3	30,000	10,000	20,000	
4	30,000	10,000	20,000	

WEEK	1	2	3	4
Sales	20,000	25,000	30,000	30,000
Expenses	10,000	10,000	10,000	10,000
Revenue	25,000	15,000	20,000	20,000

- Select the data you want to transpose and copy it (CTRL-C).
- Click on the cell where you want to place the data, and then right-click to get the dropdown menu. From that menu, select "Paste Special...".
- From the Paste Special menu, click "Transpose" in the lower right-hand corner, and then click OK

Fun Facts

- The average person spends 6 months of their lifetime waiting on a red light to turn green.
- You burn more calories sleeping than you do watching television.
- If you believe that you're truly one in a million, there are still approximately 7,184 more people out there just like you.
- A single cloud can weight more than 1 million pounds.
- There are more possible iterations of a game of chess than there are atoms in the known universe.



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