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# *People's Press*

NHBS GROUP NEWSLETTER



**nhbs**

# CONTENTS

## 03 EDITOR'S NOTE

What the editor has to say

## 04 CEO SPEAKS

Reach your peak

## 05 SECTOR SPHERE

How Flipkart-Walmart deal will change Indian r(e)-tail

## 07 SECTOR SPHERE

Automation: Going Digital

## 08 SECTOR SPHERE

6 reasons to outsource accounting function

## 10 SOLID SUPPORT

Top trends that will change the it industry in coming years

## 12 DID YOU KNOW?

The Cow and the Tiger

## 13 DID YOU KNOW?

Teamwork and a leader

## 14 LOL

## 15 APPLAUD



# EDITOR'S NOTE

BY TEAM HR

It's our third edition already and we couldn't be more thrilled! Since our 'new beginnings' we all have accomplished a lot and surely we are proud. It's now time to steadily rise and 'reach our peak' as we would like to put it. But let's not forget to enjoy this journey upwards because it is here that we battle, conquer and sometimes lose. And it is this journey that teaches us to stay grounded and yet think big.

Brené Brown, in her book 'Rising Strong' mentions "It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; ... who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly."

So be strong and brave the tide!

A big cheers to all those who have contributed with their articles, updates and insights; it wouldn't have been possible without your support. And of course, your feedback is most valuable. Do not hesitate; shoot out those mails on [hr@nhbsgroup.com](mailto:hr@nhbsgroup.com)

Have an enlightening time reading the third volume of our newsletter.

Godspeed!



CEO speaks

# REACH YOUR PEAK

BY VIPUL THAKUR

When it comes to peak performance there is a "method to the madness," so to speak. Greatness and ultimately the legacy you leave behind, is a process that not only takes hard work and determination but also courage. It is a mindset. The leaders in every industry know the power of harnessing a strong mental game. You must place your goal firmly in your mind's eye and strive every day in its direction.

One of the major things is to have a "willingness to learn" irrespective of our past successes or how successful we are today because the right attitude and flexibility to absorb new things leads to success... and sustain that success.

It's all about intelligent work and focusing on Solutions rather than Problems, On any path to success, and no matter how successful you ultimately become, you will continue to face challenges and moments of adversity. Reaching your goal takes efforts and maintaining that success takes not only efforts but smart skills and joint team efforts hand in hand. What matters is whether or not you hold on to those adversities, limiting your ability to move forward, or reframing the situation to allow you to stay focused on positive action steps that drive success.

For those on the learning curve, "re-framing" is a technique tied to just about anything related to self-development and team development and taking team challenge as your own challenge being a leader. It's a way between seeing the glass as half-full or half-empty. The water in the glass hasn't changed--but your perspective has.

Perspective is what can make any situation painful or positively strenuous or an opportunity to flex your will. You decide. For e.g. right perspective and giving team credit builds the team and vice versa.

Once you paint that vision on the canvas of your imagination, it's time to put it right in front of your team and yourself and clearly identify the daily action steps that are within your control to bring you closer to that vision.

Experience gives the perspective. It is our choice to stay positive about the things we think about. The future we build for the organization, depends upon the right or wrong actions we take today ●







### Omnichannel growth

Given the power of infrastructure that Walmart already has, the company will possibly want to push deeper into an omnichannel strategy. Though according to an expert, "India is a tough market with challenges here like a broken infrastructure, tough logistics and a consumer who is still wary. For omnichannel, everything needs to be in sync, and that will take time.

If we take China's example, omnichannel is the best strategy for groceries, a market worth \$650 billion in India. In China, Alibaba's technology enables offline grocery store Hema to serve customers in a click-and-collect model.

Likewise, in the US, Walmart enables the customer to 'click and collect' from more than 1,000 of its stores across the country. Accordingly, online orders can be scheduled for pick up in two hours or up to three weeks later with no additional charge.

Currently, Indian retail stores are not equipped for omnichannel - wherein every offline shop can serve as a warehouse. Click and collect, however, can be possible in a few years as Walmart already has the prototype, say experts ●



sector sphere

# AUTOMATION: GOING DIGITAL

BY MUKESH SINGH

Going Digital is the buzz word in today's world. Without automating our processes, gaining efficiency & scaling up is a dream. When the world is talking of paperless environment, we cannot follow old school of thoughts & carry baggage of paper for assessment. Moreover, with the support of enhanced technology, the assessments are done by machine learning to generate results without manual interventions.

The relevance of automation for "Banking Services- SME & Mid Corporate" is multifold. We can automate alignment, tracking, understanding efficiency of task & resources through work follow management.

Standardization of report content could save time in corrections & give meaning to ones observations. At the same time it would also be useful for analyzing the data for providing specific observations & overview of industry/sector's core issues.

We can even plan our inspection process effectively, if we know the potential risk area to focus. It can be achieved by way of Analytical procedures wherein based on the past data relevant to our borrower's business, we can modify our inspection process to unearth certain hidden risk which would not be possible with routine inspection process. The data analytics tool engine captures data from different reports and customizes it to your requirements. It provides industry/sector wise reports of borrower's behavior, major observations, security value, insurance available, compliance default, major customer & vendor assessment, etc. This information is very useful to understand borrower's business modalities for a particular industry/sector and accordingly can be used at the time of onboarding & later monitoring the borrower.

The concept of a Red Flagged Account (RFA) is being introduced in the current framework as an important step in fraud risk control. A RFA is one where a suspicion of fraudulent activity is thrown up by the presence of one or more Early Warning Signals (EWS). These signals in a loan account should immediately put the bank on alert regarding a weakness or wrong doing which may ultimately turn out to be fraudulent. The evaluation of parameters & its criteria for assessment of EWS could be automated by deriving inputs from the due diligence & monitoring reports.

At present the detection of frauds takes an unusually long time. Banks tend to report an account as fraud only when they exhaust the chances of further recovery. The credit & risk team analyze individual reports submitted which is in couple of hundred in a month which takes ample of time to come up to any conclusion or risk mitigation measures and by that time it would be too late to mitigate any risk. The most effective way of preventing frauds in loan accounts is for banks to have a robust appraisal and an effective credit monitoring mechanism during the entire life-cycle of the loan account. The EWS is such a tool which can provide early detention of such areas & also provides mitigation measures in order to strengthen the monitoring processes. Any weakness that may have escaped attention at the appraisal stage can often be mitigated in case the post disbursement monitoring remains effective.

"Automation is new name for scalability & efficiency" ●

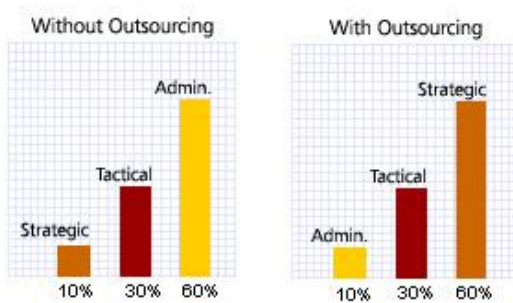


sector sphere

# 6 REASONS TO OUTSOURCE ACCOUNTING FUNCTION

BY SAMEER SHAH

The entrepreneurs timings can be measured in different ways when their accounting function is outsourced & when the same is not.



Source: HR Magazine

Consider outsourced accounting – the best financial talent when you need it.

As an entrepreneur and business owner / Promoters, there are more important things to do than maintaining books of accounts.

There is a clear advantage to outsourcing your bookkeeping, accounting, and finance functions. The time of entrepreneurs is very valuable & critical to the growth of company. The time is not best used in managing or performing finance and accounting or HR functions.

Put simply, an hour spent on an internal process is an hour lost to generating revenue. Additionally, outsourcing brings lower resourcing costs, better controls, and improved processes. Outsourcing Accounts would allow businesses to focus on revenue generation instead of worrying about issues emanating from accounting processes and systems.

People can be of the impression that outsourcing reduces “control” over the accounting function. In fact, management has enhanced control when it can spend time analysing business information instead of processing transactions and managing daily tasks. Real control is understanding revenue, costs, and profits generated by individual products/services, locations, sales persons, departments, and customers, etc.



There are 6 key reasons to outsource bookkeeping, accounting and finance functions:

- 1** Convert fixed costs into variable costs. Companies can hire the expertise needed, on requirement basis and pay only for the hours of service used.
- 2** A cost effective alternative to hiring and developing accounting departments of experienced people. In case of staff turnover, the same can be replaced in shortest possible time due to various floater staff.
- 3** An easier way to undertake ad hoc projects within finance. For example, systems conversion (E.g., Converting from Tally to SAP, etc.) year-end audit preparations, tax planning, etc.
- 4** Offers deep technical strength to deliver comprehensive resources and best practices to deliver objective, high-value financial and management consulting. For example, software revenue recognition implementation, M&A due diligence, valuation services.
- 5** Accurate financial statements on a timely basis to provide business intelligence to run the business, report to external investors and banks. This helps company in the long run when there is a requirement of funds or government scrutiny of books.
- 6** Improved Compliances: The company can have experts who can have more detailed & up to date knowledge on the complex subjects like Tax, Audits, etc. Chances of lapses are significantly reduced.

Outsourcing is that you can keep pace with advanced technology solutions at lesser costs. A proficient finance and accounting outsourcing company may be able to provide the improved technology for less than the cost of the firm's old technology. The costs could be even lesser than the upgrade costs that the business would have to invest in ●

**HIRE THE EXPERTISE YOU NEED, ONLY WHEN YOU NEED IT.  
HIRE BY THE DAY, WEEK, MONTH OR PROJECT.  
BY OUTSOURCING, YOU CAN HAVE THE RIGHT TALENT, THE  
BEST TALENT, WHEN YOU NEED IT.**



solid support

# TOP TRENDS THAT WILL CHANGE THE IT INDUSTRY IN COMING YEARS

BY TEAM IT

**“The number one benefit of information technology is that it empowers people to do what they want to do. It lets people be creative. It lets people be productive. It lets people learn things they didn't think they could learn before, and so in a sense, it is all about potential.”**

**– Steve Ballmer (Chief Executive & former Microsoft CEO)**

To determine how successful IT industry can become in years to come, let us explore top trends that are paving the way forward for the same:

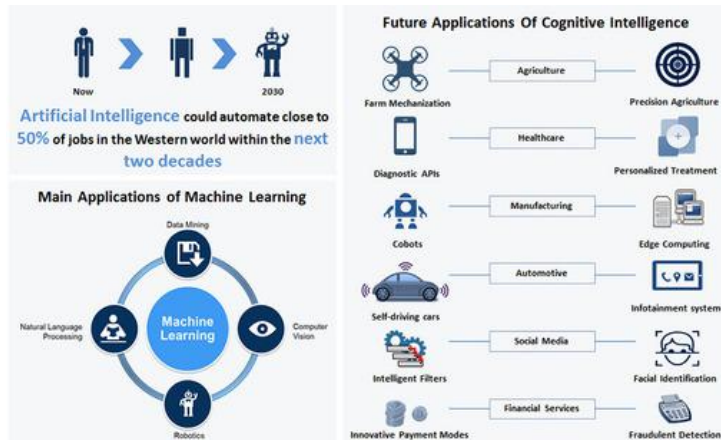
## Telematics

These days, some players have begun to offer Internet of Things (IoT) based smart vehicular telematics systems, which offer a wide range of safety solutions. Such devices are usually comprised of a piece of hardware that fits inside vehicles, along with a companion mobile app for the customer's phone, which can be synced via cloud intelligence infrastructure. The biggest advantage of telematics systems include: navigation, wireless network connectivity, diagnostics/remote data management, and safety & security against theft.



## Artificial Intelligence (AI)

Over the past couple of years, Artificial Intelligence or AI has become a much talked about topic among industry giants as well as the masses. As the name suggests, AI refers to the level of intelligence demonstrated by computer machines, i.e. any device that can recognize its immediate surroundings and take actions based on its perception of the same



## Virtual Reality (VR)

The VR technology combines physical spaces with simulated environments, allowing users to experience and move around in a virtual world via VR headsets, and can transport their presence into an imaginary, yet hyper-realistic world.

## Intelligent things

Intelligent things is one of the newest technological hybrid on the block, and promises to disrupt the field of IT for the better. By combining aspects of artificial intelligence and Internet of Things (IoT), intelligent things refer to any object that can predict actions based on its use by humans ●





did you know?

# THE COW AND THE TIGER

BY INDU BHATT

## THE POWER OF SURRENDER

Back when Tigers used to smoke, a cow went out to graze in the jungle. Suddenly, she noticed a tiger racing towards her. She turned and fled, fearing that at any moment the tiger would sink his claws into her. The cow desperately looked for some place to escape and at last saw a shallow pond. Barely evading the tiger's reach, she jumped into the pond, and in the heat of the chase, the tiger blindly leaped after her.

To the surprise of them both, the pond was extremely shallow yet filled with deep recesses of mud. After toppling over each other, the cow and the tiger found themselves a short distance apart, stuck in the mud up to their necks. Both had their heads above water but were unable to free themselves no matter how much they writhed.

The tiger repeatedly snarled at the cow and roared, "I am going to enjoy the sound of crunching your bones between my teeth!"

He thrashed about in a fury but soon became fretful as he found no prospect of escape.

The cow thoughtfully laughed as the tiger struggled to free

himself and asked him, "Do you have a master?"

The tiger disdainfully replied, "I am the king of the jungle. Why do you ask me if I have a master? I myself am the master!"

The cow said, "You may be the king of the jungle, but here all your power has failed to save your life."

"And what about you?" Retorted the tiger. "You are going to die here in this mud too!"

The cow smiled mildly and said, "No, I am not."

"If even I, the king of the jungle cannot free myself from this mud", snapped the tiger, "Then how can you, an ordinary cow?"

The cow gently replied, "I cannot free myself from this mud, but my master can. When the sun sets and he finds me absent at home, he will come looking for me. Once he finds me, he will raise me up and escort me home sweet home."

The tiger fell silent and coldly glared at the cow.

Soon enough, the sun set, and the cow's master arrived. He immediately recognised the plight she was in and lifted her to safety. As they walked home, the cow and the master both felt renewed gratitude for one another and pitied the tiger. They both would have been happy to save if only the tiger had allowed them.

Learning:

The cow represents a surrendered soul, the tiger represents a proud person, and the master represents Almighty or the Power of Positivity, the mud represents the material world, and the chase represents the struggle for existence therein.

The surrendered soul relies upon the positive intent rather than being overburdened by the negativity surrounding the materialistic scenarios. They are fully confident & they know that sometimes they just need to wait a little while, until sundown to rise again. ●

Source: [www.sheelanair.com](http://www.sheelanair.com)

did you know?

# TEAMWORK AND A LEADER

BY SMRATI SHARMA

We have often heard the words 'teamwork' and 'leader'; two different words but co-related to each other. It is truly said that a good team makes a good leader and a good leader makes a good team.

They cannot work separately since they work towards a common objective - growth of their Organization. We often talk about good leadership qualities and team qualities. But while discussing all these qualities we should focus on the most important quality i.e Bonding.

A good and a healthy bonding allow a team and a leader to work in an appropriate manner to achieve targets and helps in growth of an organization. Not just a good leader leads by example but a good team too leads by example. Since teams and their leaders go hand in hand with each other.

A mutual support, love and understanding helps both the ends to bloom in a healthy condition ●

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TOGETHER

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WITH EACH OTHER

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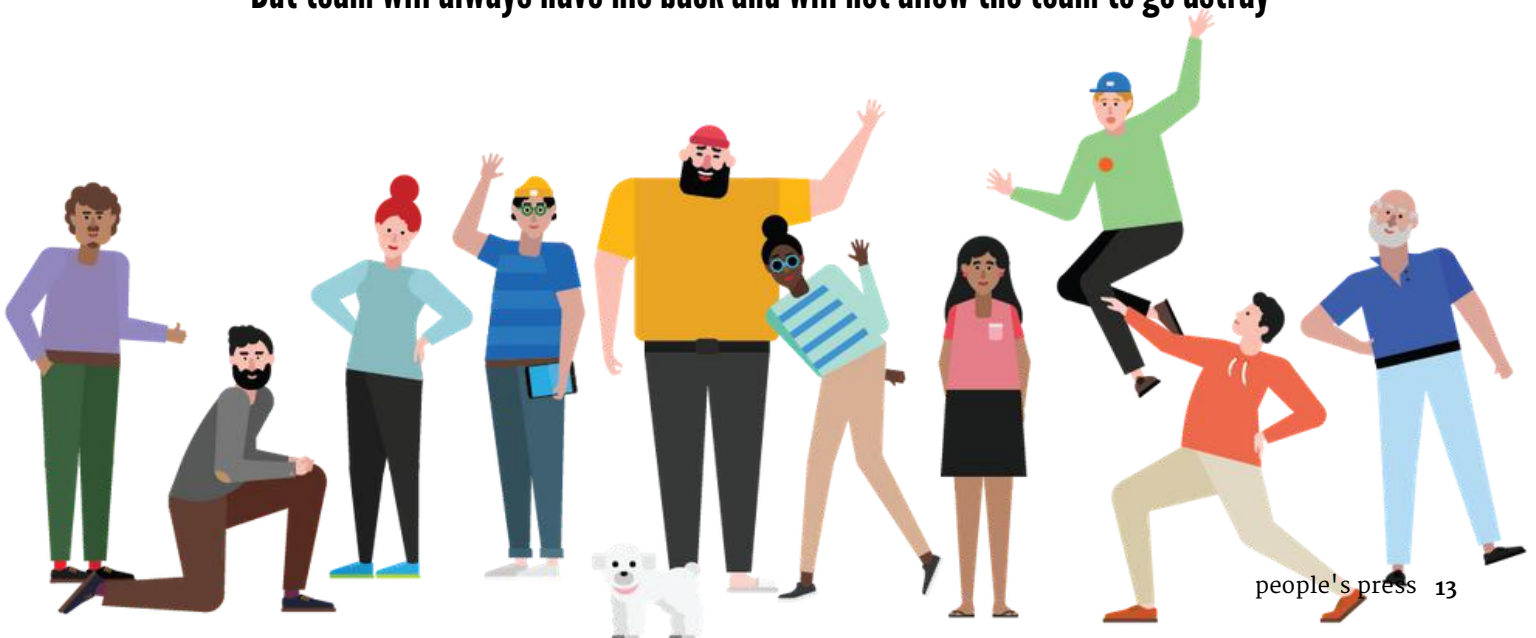
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MAKING STRONG  
BONDS WITH OTHERS TOO

**Bonding should be mutual with affection from heart and soul,  
To achieve whatever we pitch for what so ever is the goal.**

**Each member of a team is equally important for a leader,  
He has his own ways to help his team climb the success ladder.**

**A true leader will not every time hold your hand and show you the way,  
But team will always have his back and will not allow the team to go astray**



# LOL

## The Raise

Sam walks into his boss's office and says "Sir, I'll be straight with you, I know the economy isn't great, but I have over three companies after me, and I would like to respectfully ask for a raise."

After a few minutes of haggling the boss finally agrees to a 5% raise, and Sam happily gets up to leave. "By the way," asks the boss, "Which three companies are after you?"



"The electric company, water company, and phone company!"



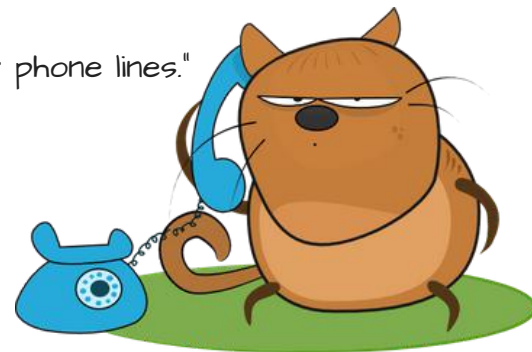
## Hot Shot

A young businessman had just started his own firm.

He rented a beautiful office and had it furnished with antiques. Sitting there, he saw a man come into the outer office. Hoping to look like a hot shot, the businessman picked up the phone and started to pretend he was working on a big, important business deal.

He threw huge figures around and made giant commitments. Finally he hung up and asked the visitor, "Can I help you?"

The man said, "Yeah, I've come to activate your phone lines."





# APPLAUD



## LONG SERVICE AWARDS

### 10 YEARS

- Prabhu Karunakaran
- Harish Pal Sharda

### 05 YEARS

- Kumar D K
- Aarti Sawant
- Shreya Sagar Shinde
- Garvpreet Ahluwalia
- Susanta Kumar Das
- Sagar Tanaji Mane
- Suryajeet Yadav
- Krishnaraju Y Mustala
- Janavi Thukrul
- Surya Bhan
- Ramesh Khandu Kolhe
- Vishal Awaghade
- Bhushan Surve
- Akshit Vinod Gandhi
- Deepali Jagdish Thakkar



## EMPLOYEES OF THE YEAR

- Sridhar Kandregula
- Pallavi Dhumal
- Sherlina Manimaran
- Sanath Adhikary
- Nand Ram
- M Sabari
- Balaram Shivram Padyal
- Dilip Kumar Rai



## nhbs LEADERSHIP AWARD

**WINNER - Tejal Doshi**

