



Can you envision the future?

As you all remember, the theme for Guires Day was 'Conquer the Tomorrow Today'. During the event, we were all presented with a peek into what our organization has been into and what we are set to achieve. The event presented a glimpse of what the future is going to look like. It gave us an idea of how things would be at Guires once we achieve the Fortune 500 goal. But, the million-dollar question here is do you envision the same future? Are your goals in alignment with the organizational goals? In case they are not, then the organization might find it difficult to realize the objectives it has set for itself and what they have envisaged for each one of us

Because eventually, achieving the organizational objectives rests upon our shoulders. Only if we work as a team, execute and deliver more than what is expected from us, will we be able to realize our goals, organizational as well as individual. Here, the priority is to achieve organizational goals because only if we achieve the organizational goals will we be able to redeem our individual goals. For that, we need to have futuristic vision, every action that we initiate should be done keeping the larger goal in mind. Thus, it is imperative to ensure that your individual goals match the organizational goals.

Conquering the Tomorrow Today

The future may look easy and going by the previews, we might even assume that we have already conquered the tomorrow. But it is far from real, though we are close, we need to do a lot more to conquer the tomorrow today. We can draw parallels to Newton's third law which states 'every action has an equal and opposite reaction' which, in the organizational context can be translated as 'Hardwork = Success', where 'hardwork' is the action that we initiate, while 'success' is the reaction for our actions. Though the procedure seems long and arduous, nobody said it is going to easy.

It is certainly an uphill task but we can definitely realize our organizational as well as individual objectives by working smart instead of working hard. That doesn't mean that we don't have to work hard, it simply means that we can achieve the same results without too much exertion or undue stress. Going by the trends, work is going to evolve, the way work will be executed will differ. We might change the procedures, but the key objective would remain the same. In such a scenario, we need to be flexible enough to adapt to the changes. We need to be open enough to understand that smart work will help us achieve today what we originally intended to achieve tomorrow. Isn't that futuristic?

Expected Personality Traits to Realize the Future

The expected personality traits here are very critical for organizational and individual success and can be clearly described by 'ADEPT'.

While it is a word in itself which means 'skilled or proficient', but in this context it is an acronym which expands to mean - Attitude, Desire, Etiquette and Enjoyment, Progress and Teamwork. The word 'ADEPT' on the whole has a profound meaning and as an acronym has significant implications too. Let us dissect it individually.



Attitude

Having the right attitude is the key. Right attitude means being Positive, Proactive and Communicative. More importantly, we should be open to feedback. Receiving feedbacks does not mean that our work is not up to the mark, but it presents us with the scope to further improve ourselves. Thus a right attitude and an open mind can be a lethal combination.

Desire

We need to have a desire to learn, a desire to excel. We should always try to derive learning from every activity that we execute because learning and excelling are relative, if we have the desire to excel, we will naturally be inclined to learn.



Etiquette and Enjoyment

Etiquette would refer to the type of behaviour that we portray. It helps to be polite, kind, say 'please', be thankful, say 'sorry' if required, to your peers and colleagues. It will certainly make a difference. Enjoyment is an intricate aspect in our work life. There is no point in working like a robot from 9 to 6, it can be boring. Take a break, share a laugh with your colleagues, and eliminate the monotony of work. However, the emphasis should be more on work with enjoyment in between.



Progress

Don't just stagnate in the same position. Aim higher, aspire to reach the next level. Set goals, because only when we set individual goals will we actually work towards realizing the goal. Goals will dictate the path and show the direction that we need to take. Set your goals now as the progress of our company depends on our individual progress.



Teamwork

As the saying goes 'Many Hands Make Light Work', which means any and every task can be executed in a faster and better manner if we work as a team. Teamwork is an integral aspect to ensure absolute success in all our official assignments. Let us be a part of the team rather than working in silos to ensure more efficiency and faster delivery.



Spotlight

Anandh comes across as an exemplary employee, who is always on the forefront, ready to take up new challenges forever with a smile on his face. His jovial nature is the highlight of his personality. He has the amazing ability to maintain his composure even in the face of a storm. The joy that he exudes is actually infectious. This facet of his personality actually has a soothing effect and has the propensity to deflate a tense moment. Highly creative when it comes to graphic design and animation and it is clearly reflected in his work.

Over the years, he has grown as a professional and as an individual. As an individual, he has grown positively where from his shy nature, he has transformed into a person who interacts freely with everyone both on personal as well as professional level. His growth as a professional has been exceptional. He keeps himself abreast of the latest in his field and updates

his knowledge accordingly. He is open to see things for what they are, receptive to constructive feedback and initiates the appropriate action to achieve the intended organizational objectives. In addition, he is a strong proponent of teamwork and believes in working with the team.



"Our organization certainly needs employees like Anandh, who can drive the organizational vision forward. We wish you all the best!"

Vision: "aspires to be listed in Fortune 500 companies in service (outsourcing) company through its holistic approach that is globally trusted and preferred among its clients"

Mission: "Our company mission is to make our customers more competitive by helping to drive high levels of productivity and efficiency through superior customer service, innovation, creativity, quality and commitment and deliver 'measurable' results by taking a truly global approach".

The Guires U-Initiative

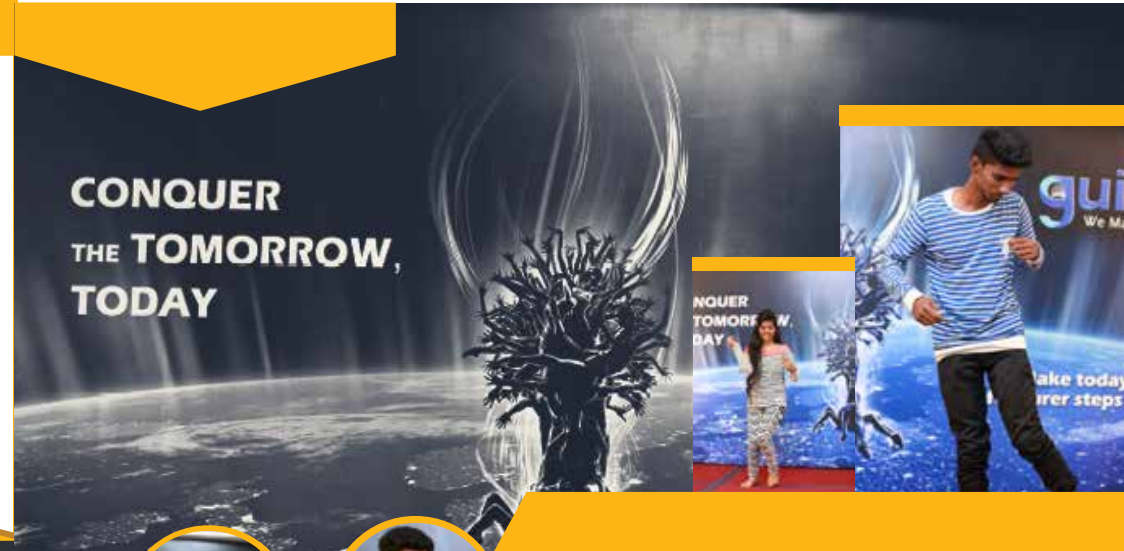
Celebrating the birthdays of our extended family

S. Harini KPO (Non-Engineering)	Mother - Ramaprabha	26th August	46 years
T. Sathish Kumar Digital Marketing	Mother - Kalarani	27th August	43 years
Khan KPO (Statistics)	Mother - Maleekah Begum	07th September	61 years
T. Mahesh (Animation)	Spouse - Subhashini	08th September	33 years
A. Anandh (Production)	Daughter - Sai Ananya	10th September	04 years

Current Openings

- Business Development Executive
- SEO Analyst
- DotNet Programmer
- Technical Content Writer
- Animator
- 3D Animator
- Project Coordinator

Third Edition GUIRES U-PHRASE August 2017



Reminiscence

Even though a period of 24 days has passed post the **Guires Day celebrations**, I just can't help reliving the evening again and again, day after day. I'm sure you are facing the same dilemma too. What a momentous evening! The evening was very well planned, organized and executed. Everything right from the selection of the venue to organizing the cultural event was perfect to the T. The ambience was not only lively but rather electric with the live singing and dance performances. It makes me realize that Guires is a powerhouse of talent where members are not just proficient in their professional tasks but they shine in other domains too. Some melodious singing, spirited dancing, a fun game that added a dash of laughter to the fulfilling event, a

delicious menu (I ended up binge eating), an august gathering that included special guests from the United States and Mumbai (Mr. Umesh Raghavan & Ms. Renuka respectively) and what was more, a surprise award ceremony. Every member was rewarded for the exceptional work that they have been doing. In short, everybody left the venue feeling quite inspired, content and thankful for an evening well spent. The evening gave us the much-needed inspiration and will keep us going as we wait for Guires Day, next year.