

Perfection Personified



Dr. Vaishnavi A. Krishnan

Dr. Vaishnavi A. Krishnan joined Guires as a Research Associate in 2015. Right from her initial days she displayed sparks of brilliance and dexterity in doing multiple things all at once, single-handedly. Within an incredibly short span of time, her metamorphosis has been remarkable. From a Research Associate she has now taken over as the Operations Executive. What is amazing is the fact that though she is not physically present in the premises, she manages the entire operations flawlessly. Right from coordinating with experts, managing teams or chalking out detailed schedules and plans to streamline the process, she has her hands full and how! A workaholic to the core, she puts in 16 hours of work in an 8 hour day. Simply said, she is perfection personified.

Isn't that something to aspire for? Shouldn't we all strive to be like her? Let us take a page from her book and see how best we can blend it into our scheme of things. Just like she keeps reinventing herself, let us all follow her example and take the lead in whatever it is that we do. In the meanwhile, all the very best Dr. Vaishnavi.

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

Seetharaman	Father - Mannangatti	15th July, 57 years
Sumera Banu	Mother - Kauser Begum	18th July, 43 years
D. Anuradha	Son - Krivin	11th August, 3 years
S. Sathish	Mother - Alamelu	18th July, 43 years
N. Devi	Mother - Jothi	23rd July, 45 years
A. Sathish	Spouse - Gowthami	23rd July, 26 years
A. Ashok	Daughter - Madhumita	28th July, 11 years

Change is the only constant

Success of any organization lies in its ability to change and adapt with the changing times. An organization that does not embrace change is bound to stagnate and eventually become redundant. In line with this principle, Guires has implemented several policies and procedures that will surely result in long-term positive impact. A step in this direction is the establishment of several levels of leaders with each having a preset role to play in moulding the organization to achieve measurable results.

Guires has now established two additional levels of leadership apart from the top management (L1), viz., L2 (medium level) and L3 (junior level). This segregation has been done to facilitate the organizational visionaries (CEO and MD) to focus on business expansion while leaving the day to day management to L2 and L3.

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GUIRES U-PHRASE

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Congratulations and Celebrations!



This second edition of the newsletter is a celebratory edition as it coincides with our entry into our 9th year of existence. It is said that a journey of a thousand miles starts with a single step. The journey initiated by our respected CEO Mr. Ganesh and MD Ms. Radhika has borne fruit and what started as a small initiative with a handful of people has now snowballed into a thriving and growing business with around 120 members in the Guires family so far. But it is just the beginning and this 9th year holds tremendous promise with new and exciting things on the anvil that is destined to propel the organization ahead on its path to realize its vision. So, let us rejoice in this moment and partake in the celebrations with true zeal and enthusiasm and sail through this month in the spirit of celebration which will definitely ease your work related pressure to some extent.



Tete-a-Tete



Mr. A. Ganesh (CEO)



Ms. Radhika G. (MD)

1) What is your vision for the future?

“My vision is the organizational vision. But I don’t expect any miracles where the vision is realized overnight. It will surely take time but here my vision is for the team to persevere, have the courage and energy to take things to the next level”.

2) Can you outline your action plan, in brief?

“My actions to achieve this vision are clearly visible and it has been in action for the past few years especially, the last one year. We have initiated several new ventures such as BPO, Pep Creations and 15 new divisions. The biggest action plan is identifying L3 leaders as I strongly believe that good leaders can play a crucial role in realizing the organizational vision in the shortest time possible”.

3) Would you like to convey any message to the Guires Family?

“I would like to share three key messages

- o Be truthful to the organization and take ownership of the process.
- o Maintain work life balance. An imbalance can affect work life as well as family life.
- o Be socially responsible”.

Things we didn't know about our CEO

- Likes: to spend time with family, listen to music, people with a sense of humour.
- Dislikes: People who are arrogant, adamant and selfish.
- Favourite Food: Biryani and Italian cuisine
- Favourite Vacation Destination: Any Hill Station

1) What do you think about your journey so far from the time of inception of Guires?

“The journey has been really good. Whatever was planned is being executed precisely and in line with the strategies that are formulated from time to time”.

2) Has this journey changed you in any way?

“Definitely. There have been positive changes all along. I’ve learnt so many things from my interactions with the employees, the working environment. I’ve realized that it is human tendency to resist change. In such situations, I alter my strategies and bring it at par with the human and environment perspective. As a result, I have grown as a person, as a leader”.

3) Your vision for the employees –

“Employees should align their vision with the organizational vision only then can we move forward and it will be a win-win situation for both. I don’t expect new joinees to blend immediately with the organizational vision, it might take them 3 – 6 months. If it still doesn’t happen, I motivate them to bring them on the same page with the organization. My message to my employees is; Be transparent, truthful, ethical, spiritually inclined and believe in karma”.

Things we didn't know about our MD

- Likes: To be the best in what I do
- Dislikes: Negative thoughts, people who show resistance
- Favourite Food: Biryani
- Favourite Vacation Destination: Some where peaceful, but not very far from work



Mr. Vinoth

My journey at Guires has been a very enriching one. Though i came from a different background, i got an opportunity to learn diverse aspects of business under the able guidance of our CEO and MD. They have been my constant source of inspiration and support. With their guidance, i feel i can achieve the impossible.



Mr. Anandh

My journey at Guires has been a truly memorable one. I joined the organization as a graphic designer and in spite of having past experience, I was not fully accustomed to working in a truly corporate environment. Guires presented me with a tremendous learning opportunity. Not only was I able to blend with the corporate culture at Guires but I also grew as a person and as a professional. I was able to learn several new things about graphic design and animation which were quite novel to me. Guires adopts the latest technology giving us an opportunity to learn and develop our skills. All in all, it has been a wonderful journey so far and so will it be in future too.

Introspection



Mr. Venkatesh

First of all I would like to thank our CEO and MD for giving me an opportunity to work in this organization. Next, I also thank all my colleagues who have been working in this organization. I have been with this organization for 4 years and 5 months now. Over the years, I have learnt many things and gained knowledge about new statistical software which I could effectively utilize for data analysis. I have progressed as an individual as I could see a perceptible increase in my ability to manage multiple projects with excellent organization skills. Thanks to Guires, I have learnt to manage my time and gained an ability to master latest technology and adapt to a new environment. The organization has grown phenomenally over the years and I am glad that I am a part of this growth.



Mr. Madhan

I have been in the organization for the past 1 year and 3 months. This period has been a fantabulous time as I learnt and groomed my career. Guires is an organization that no good employee will prefer to leave. I never knew that I had the ability to be a researcher. It was only after joining Guires that I realized this innate capability. Today, I can proudly say that I am a researcher at par with professionals, in addition to being a technical writer, analyst and a multi-faceted personality. Guires groomed me up and with new and exciting things happening I look forward to a long and rewarding innings with Guires.