

Right on Target

Dear TEAM members,
Goal setting is the most important strategy that drives performance.



In schools, goal setting is more clearly defined. There are given chapters, based on which students are given homework. The same is reviewed, marks are given and a follow-up is done.

However, as we grow up, this process of goal setting starts suffering. One might work hard, but he still remains fuzzy about the direction he is going. This lack of goal setting is not just limited to professional life - we fail to set goals even in our personal life. For example, physical fitness is a goal, but not many fix it as a target.

Intelligent goal-setting is crucial, where focus should be on learning. Constant review of goal achievement will bring meaning to the entire exercise. A measurement system should be designed based on which reviews should be done.

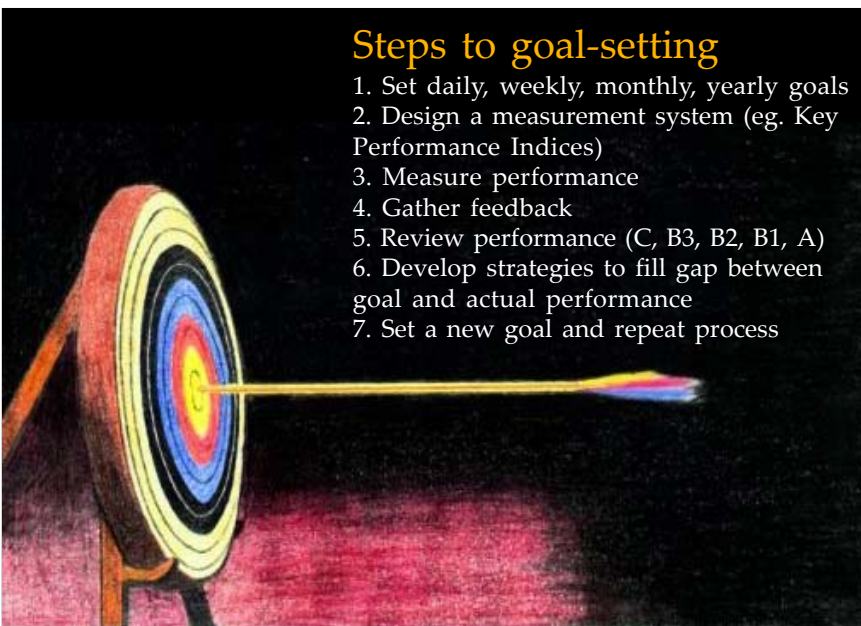
Goal setting does not end at achieving an earlier set goal. Bigger, achievable goal(s) should be set to ensure growth.

Ranjan Chopra

CMD, Team Computers

Steps to goal-setting

1. Set daily, weekly, monthly, yearly goals
2. Design a measurement system (eg. Key Performance Indices)
3. Measure performance
4. Gather feedback
5. Review performance (C, B3, B2, B1, A)
6. Develop strategies to fill gap between goal and actual performance
7. Set a new goal and repeat process



CONTACT US

Yay! Yay! We've
hit a four
As always, we are
hungry for more
Check out December's
six page package
There are, we promise,
lots in store

CEO's back with
his wise words
We've tossed in
a testimonial too
Don't forget to read
the Pet Peeve column
It's a space where you
can crib and boo

Leaders among the
TEAMers
Team Spirit values
them too
Learning is all that
matters
Put in your bit to
the brew



Mail in your
inputs/ suggestions to
shubha.n@teamcomputers.com

Big Boss



Anil Verma (top line, third from left) poses with the rest of TEAM's Cricket Team

Team News Bureau

Comparing it with the Men in Blue may be too ambitious, and with the India Cricket League too early, but TEAM Cricket Team has started to make its presence felt in the local circuit at least.

A team that used to play random games of bat and ball pre-2005 is now coming to form. TCT proudly marched away with the Champion's Trophy at the Microsoft Cricket Tournament beating eight teams in New Delhi this year. Says Anil Verma, Deputy Manager, Purchase Department, who frequently captains TCT: "Earlier we used to play inter-department matches, but now we are getting tougher and

Chak de TEAM

playing corporate matches as well. We are in the building up phase, and victories like these are very encouraging."

The competition from partner companies is tough. "Our partners have excellent teams and they get tremendous support from their respective organizations. For example, Zest Systems in Delhi, that bagged the HP Tennis Ball Cricket Tournament in 2006, hired three state-level players into the company based on their

sports record. Several companies, like Apollo Tyres, Cisco and Mc Kinsey organize regular weekend matches," Verma points out.

What about TEAM's commitment to the game? "We had senior members taking time out to cheer us in the field, at the Microsoft tournament. Rahul Udaiwal is our unofficial coach. People are coming to realize that cricket has a much bigger role to play in a company than just provide entertainment," he reveals.

According to Verma, sports are a great way to break barriers, build friendships and encourage team work. It's also a stress buster. "All this leads to higher employee satisfaction and makes the company a great place to work in," Verma says.

My Take on Team

K P Tiwari

Manager, IBS

Joined TEAM in 1995



I started my career in TEAM as a TRC technician repairing hardware components. Today, I am handling sales operations across South India. My 12 years in TEAM

have been a learning experience, where I have acquired management skills related to sales, finance, account management, HR management and administration – all on the job. This was made possible due to the tremendous support I received from my seniors. TEAM is an organization where you get the freedom to grow. If you have the hunger, then this is the

right place to work.

What should change?

The focus of business should shift to regions. People development should be given priority, with focused attention on upgradation of technical skills of members. Coordination and communication between different functions and business units should be enhanced.

TEAMers Who Make Us Proud



Gaurav Savdekar

Three cheers to IS TEAM members **Gaurav Savdekar** and **Shalendra Daga** for not only wowing the CEO and CFO of Royal Sundaram Alliance General Insurance with their POC a fortnight ago, but impressing their IS colleagues as well. In what would have taken a week to complete, these guys finished it in two days flat. Not only was the seemingly unattainable deadline met, it was also completed in perfect order. Way to go.



Shalendra Daga



(From Left to Right) Brahma U Chari, Ravinder Chauhan and Yashwant Singh

Three IMS engineers - **Yashwant Singh** and **Ravinder Chauhan** from Delhi and **Bramha U. Chari** from Hyderabad - have set an example of *seva bhaav* that each of us should emulate. For the first time, Dell India has given out appreciation certificates to the three engineers to recognize their commitment and high performance. The appreciation certificates were personally signed by Ravi Krishnamurthy, Technical Support Director and Mohan B S, Senior Manager, DSP Operations of Dell India Services.



Vivek

Kudos to IBS top performers **Vivek Srivastava** and **Tejas Bagadia**. Vivek brought to TEAM's kitty a multi-crore, multi-product order from KLG Systel. This also happens to be TEAM's biggest upgrade order in two years. All this in 15 days flat!

Meanwhile, Tejas continues to be the best of the hunters, meeting his quarterly target in 45 days and adding a crore of business month-over-month. According to IBS members, his excellent temperament and rapport with people is what helps him clinch the deals.



Tejas

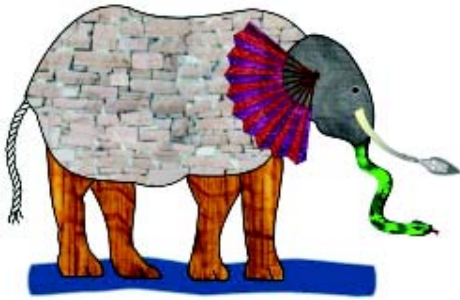
Members
Write In

Ideating @ Work

Once upon a time, long long ago, six learned blind men of yore tried to describe an elephant by feeling it. Each of them, on feeling a particular part, described the elephant to be like:

1. A Wall
2. A Snake
3. A Tree
4. A Spear
5. A Rope
6. A Fan

Today, with technological progress, we claim to have better business insights. We seek to describe the business (like the learned men described the elephant) by feeling about. As a result, each department has a different description to give. This leaves the top management wondering what are they



perched on and which direction are they heading.

TEAM recognized this problem early on and sought to describe the 'Elephant' accurately for what it is. TEAM's Information Services specializes in addressing such problems through the use of Business

Intelligence software that unifies data from different data sources, so that every learned man has a unified view of the enterprise and can describe the Elephant accurately.

**-Samit Rai,
Deputy Manager, IS**

(Do you have an interesting way of describing the work you do? If yes, mail your inputs to shubha.n@teamcomputers.com)

Pet Peeve

Global warming. Tree-cutting. Traffic jams. Speed breakers. Screechy neighbours. Stray dogs. Ekta Kapoor's soaps. Shah Rukh Khan. Himesh Reshammiya. George Bush. Politics. Men in Blue. India Cricket League. Doordarshan. New-age kids....
*If you want to crib about all these and more, we have a column for you. Mail in your peeve list to **Team Spirit**, and we will shout it out for you.*

This time, **Kavitha Rao, Executive Coordinator, IBS, TEAM Bangalore**, shares her angst on random tree-cutting in 'Garden City' Bangalore.



I suspect there is a lobby in Bangalore whose sole agenda is to cut trees. While I'm not sure of their objective, I am convinced about their passion. I believe they plan in the dead of the night, hair askew, eyes wild, brandishing their axes, chorusing 'Tree. Tree. Shame! Shame!' and attacking any happy healthy tree in sight. I haven't seen these men in action, but I have seen the end result, and it is quite bloody. A month ago, six beautiful young trees were chopped outside the TEAM office at posh Indiranagar. No one knows who did it and why they did it. It has become a common sight to see trees being cut, uprooted or falling victim to termite attacks. But does anybody care?

Dance all the way



Celebrating traditional Indian dance forms, Hamritha Varma, daughter of Gopi Varma, Chief Financial Officer, TEAM Computers, presented her **B h a r a t h a n a t y a m Arangetram** (graduation performance) on December 5, at Chennai.

13-year-old Hamritha has been trained for over seven years under noted danseuse Sikkil Vasantha Kumari of Bala Natya Manjari. This young volleyball enthusiast has performed in several dance programmes conducted by her school Kola Saraswathi Vaishnava Senior Secondary School. Mr Ranjan Chopra, CMD, TEAM Computers was the guest of honor at the event.


Stressing on de-stressing

Team News Bureau

Pressing deadlines are bogging you down? The piled up pending list is giving you sleepless nights? Are you feeling sick with worry? Relax. Breathe deep. It is time to de-stress. Excessive stress is harmful for you. Stress can cause headaches, irritable bowel syndrome, eating disorder, allergies, insomnia, backaches, frequent cold and fatigue to diseases such as hypertension, asthma, diabetes, heart ailments and even cancer. In fact, Sanjay Chugh, a leading Indian psychologist, says that 70 per cent to 90 per cent of adults visit doctors for stress-related problems. Methods of coping with stress are aplenty. The most significant or sensible way out is a change in lifestyle. Relaxation techniques such as meditation, physical exercises, listening to soothing music, deep breathing, various natural and alternative methods, personal growth techniques, visualization and massage are some of the most effective stress busters. But not everything about stress is bad. Experts tell us that stress, in moderate doses, are necessary in our life. Research suggests that stress can actually increase our performance. Stress responses are one of our body's best defense

Put the glass down today

A professor began his class by holding up a glass with some water in it. He held it up for all to see and asked the students, "How much do you think this glass weighs?" '50gms!' '100gms!' '125gms'.. the students answered. "I really don't know unless I weigh it," said the professor, "but, my question is: What would happen if I held it up like this for a few minutes?" "Nothing," the students said. "Ok, what would happen if I held it up like this for an hour?" the professor asked. "Your arm would begin to ache," said one of the students. "You're right, now what would happen if I held it for a day?" "Your arm could go numb, you might have severe muscle stress or paralysis and have to go to hospital for sure!" ventured another student and all the students laughed. "Good. But did the weight of the glass change?" asked the professor.



'No' was the answer. "Then what caused the arm ache and the muscle stress?" The students were puzzled. "What should I do now to come out of pain?" asked the professor again. "Put the glass down!" said one of the students. "Exactly!" said the professor. Life's problems are something like this. Hold it for a few minutes in your head and they seem bearable. Think of them for a long time and they begin to ache. Hold it for even longer and they begin to paralyze you. It is important to think of challenges or problems in your life, but **EVEN MORE IMPORTANT** to 'PUT THEM DOWN' at the end of the day before you go to sleep. That way, you will not feel stressed out and wake up fresh and strong to begin a brand new day.

systems against outer and inner dangers. In a risky situation (in case of accidents or a sudden

attack on life et al), body releases stress hormones that instantly make us more alert and our senses become more focused. The body is also prepared to act with increased strength and speed in a pressure situation. It is supposed to keep us sharp and ready for **a c t i o n**. Therefore, instead of wilting under stress, use it to your advantage.

