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Team

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Event ICCTER IAETSD

The objective of ICCTER (International Conference on Current Trends in Engineering Research) is to present the latest research and results of scientists related to all engineering departments.

Location: Bangalore
On: Aug 16-17
Further Details: www.iaetsd.in

Event Prashagra 2015 PITAM

Emerging fields in Biotech, Environment Biotech, Marine Biotech, Biology of Extinction and Computation are the themes for this year's college fest.

Location: Tiruvallur, Tamil Nadu
On: Aug 18
Further Details: https://docs.google.com/forms/d/1Q0eIPf_wQVBEo84LyND9IX4bGFg4Q-9so4r4VB4Se_R4/viewform

Event Decision summit CISO Platform

Decision Summit is aimed at practical discussions, specific implementations, checklists and metrics to help you take better decisions.

Location: Bangalore
On: Aug 20
Further Details: www.cisoplatform.com

Event NCAME 2015 Sree Sastha College of Engineering

This is a national-level conference to enhance advancement in the Mechanical Engineering Field.

Location: Chennai
On: Aug 21
Further Details: www.sseishraestudentschapter.webs.com

Admissions MCA Surana College

Surana College invites applications for its three-year MCA course. CS students with at least 50 per cent marks can apply. Thirty seats would be filled on merit and another equal number on management.

Location: Bangalore
Deadline: Aug 31
Further Details: www.suranacollege.edu.in

ESYA 2015
 IIIT-Delhi's technical fest is on Aug 21 and 22. Open Source Software is the theme. Details at www.esya.iiitd.edu.in

Black & White '15
 Parisutham Institute of Technology and Science's tech fest is slated for Aug 17-19. Details: www.pitsbw.com



august

COVER PIC: SHIBA PRASAD SAHU

in focus

People centric and pepped up

IT company Happiest Minds takes special effort to keep its people content

Blessy Mathew Prasad
 CHENNAI

How would you like the idea of working in a company whose primary mission is to keep you happy, whose activities are centered around you and your wellness? Yes, dream companies do exist. And Happiest Minds, an IT company started in August 2011 by Ashok Soota, aims to be one. So how do they make employees happy? Sharon Andrew, a Happiness Evangelist, says the first step is to see people as people and not just as workers. "We do not refer to them as employees. We call them people," she says.

Here are some steps that are taken to ensure their people are happy: **Choice:** "Everyone needs to have a choice, a say in shaping their lives. We provide our people with enough flexibility (like



Sharon Andrew

work from home, flexible timings when needed) so that they are not pressured into doing something they don't enjoy. As long as the work gets done, that's all that matters," says Sharon.

Emotional wellness: Anyone is welcome to share their concerns, be it personal or work-related. "You'd be surprised how so many people just want to listen to them," says Sharon. The company has a Good Samaritan Network, which runs counselling sessions for those facing issues. "We keep the discussions confidential. But the general concerns are child's education, spouse's job, etc."

Gratitude: The company believes that if people find something to be grateful for, a lot of their worries would disappear. To encourage this, they start daily meetings with each one mentioning something they are grateful for. They are also given 'Smile cards' to write notes of gratitude to someone. "This creates a pleasant atmosphere, a feeling of mutual respect," adds Sharon.

Contribution: As much as they focus on individual happiness, the company also ensures that each person contributes their best work. The 'Happometer' lets people list two contributions to the company. "This instills a sense of responsibility in their work," says Sharon.

Assessment: "We conduct a survey called the Happiest People Pulse, a set of 50 questions, measured on a scale ranging from strongly agree to strongly disagree," says Sharon.

— *blessy@newindianexpress.com*