Let us find out what's happening in Xebia...

We are delighted to release the next issue of Xebizine, Xebia India Newsletter.

This Newsletter profiles timely and latest company news, updates and upcoming events. We publish it every quarter and deliver it right there in your mail box.

To get your story, article or any other update published in the next quarter's Newsletter, send your story at: ximarketing@xebia.com

In this Issue:

- **@Xebia**
  Manav Rachna Univ. Partnership, #SheTalksTech

- **Fun Events**
  Holi Celebration, Cricket Tournament

- **Other Updates**
   Upcoming Events, Travel Experience

So what are you waiting for...Let us find out.....

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Message from Ram..

Welcome to the first edition of our newsletter for CY 2018. The new year has started well and the first quarter has whizzed past in no time.

Over past three quarters, I have had the privilege of working with Xebia teams across the globe and more importantly with all internal business units like HR, Finance, Marketing, Sales, IT and our entire staff who have majorly contributed to the success of our organization. I would like to take this opportunity to thank them all and appreciate the effort put into making it seamless for all of us.

The growth and success we have achieved so far reveal that every learning and small changes we have made over the past few quarters have had a major impact on our business objectives.
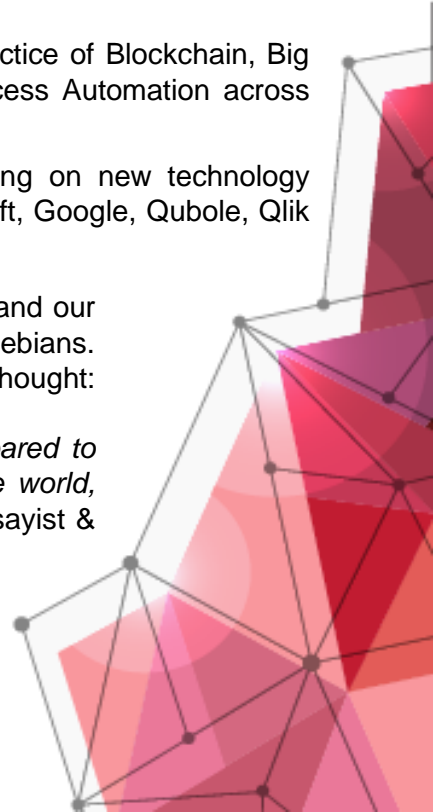
Let us look into some of our key success factors –

- **Recruitment Process**: Introduction of Hacker Earth evaluation process for our recruitment process has had a significant impact in onboarding well qualified and high-quality candidates to our practice
- **Training**: Dedicated trainers in-house and training modules are being introduced to ensure we preserve and advance the Xebia DNA
- **Technical Certifications**: Advanced certifications in competitive areas are being encouraged to ensure continuous learning and career progression
- **Slack Communications**: A modern and light weight channel for quicker communications has been introduced
- **Timesheets, Wall of contributions, Blogs section**: A collaborative platform was introduced for Xebians to use and contribute on a regular basis
- **Thought Leadership Articles**: We have also introduced specific campaigns for various practices and customer domains to ensure that we share our knowledge and encourage customers to reach out to us to collaborate
- **New Competencies**: We have successfully developed a proven practice of Blockchain, Big Data, Business Intelligence, Artificial Intelligence and Robotics Process Automation across regions
- **New Alliances**: With a dedicated focus on building and capitalizing on new technology trends, Xebia has forged ahead with major partnerships with Microsoft, Google, Qubole, Qlik etc.

To add on top of it, our customer base is also growing at a rapid pace and our customers have been very vocal of our staff and the value we add as Xebians. To conclude, I would like to share this motivational thought:

"What lies behind us and what lies before us are small matters compared to what lies within us. And when we bring what is within us out into the world, miracles happen." - Ralph Waldo Emerson (1803 - 1882) American Essayist & Poet

We need to remember that every single contribution counts to make Xebia a success story. We need to work with the larger picture in our minds. I look forward to your continuous support and a successful journey at Xebia.

#SheTalksTech

Insiring, Celebrating & Connecting Women in Technology

"Tech industry has developed at lightning speed, where transformative products, services & business models are introduced almost every day. It's an age of disruption where most successful leaders recognize the value of soft skills and need to develop strong emotional intelligence. This is where women have a natural advantage. Women are distinctively qualified for the role of organizational intrapreneurs to take disruptive initiatives ahead. "

- Aarti Saxena

"Technology is the greatest equalizer this world has seen. An undercurrent of rapid digitization has been chipping away at traditional workplace obstacles, lowering the entry barrier through improved access to programming and tech education. Increasingly flexible organizations have deviated sharply from procedural systems and are now evolving towards result-oriented knowledge work, rewarding employees for merit and quality of output, instead of time and effort expended. In an era where digital fluency is a coveted skill, women largely remain a hitherto untapped resource pool, uniquely positioned to forge ahead by leveraging these two factors. It is, undoubtedly, a very exciting time to be a part of this silent revolution – as a woman, as a technologist, and a member of the tech community at the forefront of the change- charging swiftly ahead. "
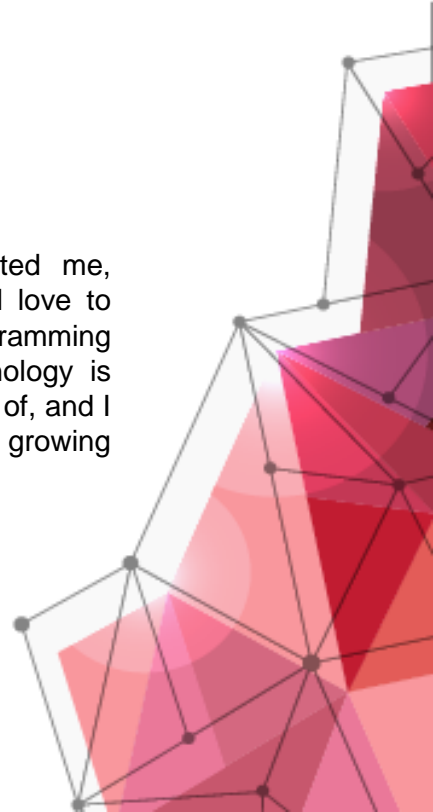
- Sherry Wasandi

"Programming has always fascinated me, right from my school days I would love to solve the challenges and programming made it a lot easier. Today technology is used in every domain one can think of, and I feel lucky to be a part of this growing industry. "
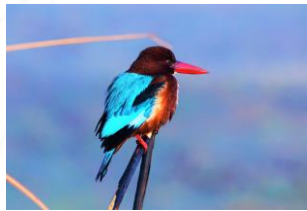
- Ishika Banerjee

Nature's Panoramic View

By Ajay Kabra

Nature is an integral part of everyone's life. The beauty and importance of which has somehow been obscured due to our busy life.

Ajay Kabra our Senior Director- Agile Transformation, ensures that he takes time out from his busy schedule to capture the nature through his camera lens. He loves capturing beauty around us such as wildlife, heritage and our culture. Here are few pictures captured by him during his trips and weekend gateways. Enjoy the visual treat ☺.
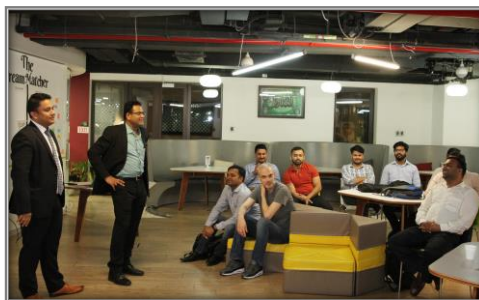
Xebia Expands its Footprints

In Atlanta…

As a part of our expansion drive, we have opened a new office in Atlanta to grow in the region. Recently, one of the Digital Squads at Xebia US conducted an open kitchen XKE to continue with our knowledge sharing culture.

In Dubai…

Xebia ensures a seamless flow of knowledge amongst its various offices in different parts of the world. Our Dubai office had conduced XKE and it was a great success.

Kinderdijk - A UNESCO World Heritage Site

By Shashank Srivastava

I am a kind of solo traveller (with a few exceptions) & have been to The Netherlands a few times and every time I have experienced something extraordinary which I would like to share ☺.

I was in The Netherlands last month & I decided to explore the country more than what I did during my first trip (where I only visited Hilversum & Amsterdam).

This time I went to see Kinderdijk, Rotterdam & Utrecht. Kinderdijk was the first place on this trip (officially I was in Hilversum) & the trip began on 10th of March 2018.

What is Kinderdijk?

Kinderdijk is a village in South Holland (Zuid-Holland) situated around 15 Kms from Rotterdam, which is famous for its 19 windmills that were built in 18th century (around 1740) to keep the area dry & drain the water. It is located at the junction of rivers Lek & Noord.

Kinderdijk is one of the most famous & well known Dutch tourist sites. The group of old windmills is probably one of its kind & one doesn't get to see it anywhere else in the world. This is a prime example of Dutch water management & explains how Holland manages to keep itself dry despite being below the sea-level.

Traditional Dutch wooden shoes. You need to pay 50 cents to put them on.

What To See?

It was hard for me to take my eyes off from those 19 old windmills standing along a long stretch of water with greenery everywhere. The view of windmills' reflection in the water is breath-taking. I am so glad that I decided to visit this beautiful place. Kinderdijk takes you back to the history. It takes you to an entirely different world which is quite different from what you see every day.

Windmills

There are no skyscrapers, no glass buildings & no rush. The place is really peaceful and alluring. You can hear the sound of air & water flow.

You will also see water birds swimming in the water and occasionally diving or coming out of it. You can further explore the place through Kinderdijk.

Xebia and Manav Rachna University Join Hands

Offering new age digital programs...

We are excited to introduce new-age programs with Manav Rachna University (MRU). Xebia has tied-up with MRU to offer two BTech courses – Computer Science & Engineering with specialization in Data Science & Machine Learning and Computer Science & Engineering with specialization in Digital Transformation Engineering. Read more - https://hubs.ly/H0b26gX0

Ideathon and Hackathon

Boston Scientific in collaboration with Xebia organized the Ideathon & Hackathon. The theme of the Ideathon and Hackathon was Digital Health which was mainly focused on how new therapies are changing the way diseases are treated. Xebians floated their ideas and developed innovative prototypes.

Re-discovering The Joy of Reading

By Varun Velhankar

"*A reader lives a thousand lives before he dies. The man who never reads lives only one.*"

This quote by George R R Martin reflects an absolute truth about reading.

Our lives dominated by technology and social media requires us to take much needed break. Reading is one of the best available tool which helps us to pause, reflect and recharge our mind. Reading helps us to boost our creativity and visualisation abilities, which is the need of hour in every aspect of our life.

I was an avid reader till I passed my class 10 exam. My mother used to give me new book every second, third day and I used to finish that book in that time.

She was primarily responsible for developing my reading habit. In those days we did not have the luxury to buys books, so library was the only source of getting good books. Sometimes we had to wait for months to get desired book.

Somehow addiction of playing video/computer games got hold of me right after I passed my SSC exams. It was 2003 and computers/internet and video games were easily accessible. This addiction changed my habits. I stopped reading books and as a result I could not think rationally. It made my mind shaky, restless and fickle. I could no longer focus on anything for longer period of time except for playing games.

Result was evident, I lost my academic track and my thought process lacked depth.

Somehow after 10 years, one fine day I got a chance to read Michael Crichton's 'Jurassic Park'. I was spellbound and awestruck. I Immediately checked on Amazon, and ordered all his available books. I can definitely say his books are responsible to return me what I was missing and could not find all these years. I started reading more and more books in days that followed. Enlightened and confident, I have also started writing and planning on publishing my first novel this year.

If you cannot spare time to read books, you can read newspapers, or articles. Eventually you can pick up short stories, brief novels etc.

Reading will help you awaken your thoughts and alleviate your subconscious mind.

As Tyrion Lannister says, "*A mind needs books like a sword needs a whetstone.*"

Happy Reading!

Upcoming Event

Agile NCR 2018

AgileNCR is an annual Agile software development conference organized by Xebia and Agile enthusiasts of the NCR region. The first conference was held in 2007 when Agile software development was in nascent stages in India. Now it is conducted every year with a new - conference theme and the presentations made are suitable for beginner to expert level adopters of Agile.

Organizations are debating about what should be their roadmap towards Agile transformation and how to successfully embark on this journey, 'Minimum Viable Agile' conference theme will attract the participants from all groups within the IT industry. The conference is scheduled for 21-22 September and the venue is Crowne Plaza, Gurugram.

With the conference theme as Minimal Viable Agile, the event is followed by four Conference Tracks as followed –

1. Software Craftsmanship

2. Enterprise Agile

3. Coaching & Leadership

4. Agile T20 (Future + Quick Agile)

Read more - https://agilencr.org/

Interested participants can submit their paper at: https://agilencr.org/call-for-papers-2/

Congratulations….

Xebia wishes all couples a very happy married life…

Congratulations to Dheeraj and Priya for their marriage on 25th Feb, 2018

Congratulations to Vasudha and Akshat who got married on 8h March, 2018

Congratulations to Tania and Chandan for tying knot on 18th Feb, 2018

Congratulations to Megha and Karan for tying knot on 9th March, 2018

Events

Women's Day Celebration @ Gurgaon, Bangalore and Dubai Office

At Xebia Gurgaon, Bangalore and Dubai office we celebrated the International Women's Day and organized various activities like fun games, health and skin consultation, nail art, music, food to make ladies feel special.at work.

HR connect @Xebia Pune

HR connect was focused on communicating openly with employees and collaborating through engaging and fun activities. This gave team the chance to take a rejuvenating break from work while connecting with their colleagues.
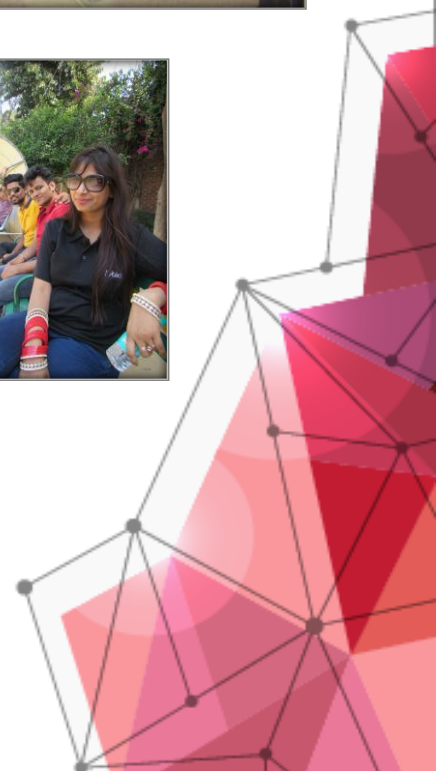
Holi Celebration

Colourful moments at Xebia..

Cricket Tournament

The enthusiasm by Xebians showed how much cricket and teamwork is deeply rooted in our lives…☺

Welcome Little Ones

Congratulations to Prayag Mittal and Nandini on the arrival of **baby girl.**

Congratulations to Akshay Mathur and Neha on the arrival of **baby girl.**

Congratulations to Vishal Pachori and Vandana on being blessed with **baby boy.**

Congratulations to Abhishek Jain and Shashi on the arrival of **baby boy.**

Congratulations to Kalaiyarasan and Deepa on welcoming their **little princess.**

WELCOME TO XEBIA!

Anshul Vinay Parmar
Full Stack Developer

Dilip Krishnan
Sales

Apeksha Nihkil Trivedi
Trainee

Mridul Arora
Trainee

Kapil Sain
Recruitment

Ashok Bhardwaj
Java Architect

Sachin Nagpal
Quality Assurance

Kalaiyarasan Venkatesan
Big Data Consultant

Udit Garg
Trainee

Shubham Singh
Trainee

Shilpi Verma
Recruitment

Ravi Ranjan Singh
Automation Testing

Tanu Shukla
Quality Assurance

Neeraj Jain
Automation Testing

Ranjeev Kumar Singh
Automation Testing

Vishal Yadav
Human Resource

Vikram Singh Rajpoot
iOS

Aravind Nair
Agile

WELCOME TO XEBIA!

Naveen Sehrawat
Java Developer

Milind Shandilya
Recruitment

Deependra Singh
Big Data Developer

Piyush Negi
Functional Testing

Pooja Shinde
Trainee

Anurag Agar
Project Management

Varun Bhardwaj
RPM

Rahul kumar Gautam
Java Developer

Dipti Zalpori
Functional Testing

Rajneesh Kumar
Java Developer

Sumit Jangir
C# Developer

Shyam Tyagi
Training

Suresh Kumar
ReactJS Developer

Ashley Peter Cruz
Sales

Ekta Lala
Agile

Anshika Mittal
Quality Assurance

Kapil Bhasin
Project Management

Manisha Chauhan
Production Support

Hira Jha
Recruitment

Garima Sharma
Java Developer

Vivek Rai
DevOps

Abhishek Verma
Trainee

Nandini Mishra
Functional Testing

Rajat Chopra
Business Analyst

Karan Sharma
Automation Testing

Satinder Kaur
Java Developer

Anuj Kumar Pal
Java Developer

Mohit Aggarwal
Functional Testing

Sachin Yadav
Trainee

Roopali Wadhwa
Recruitment

Ashish Tayal
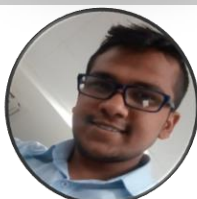ReactJS Developer

Sumit Sinha
AugularJS

Ananya Chandraker
Big Data Developer

Girish Ashok Nandolkar
Big Data Developer

Japesh
React, AnugularJS

Balasubramanian Natesan
Agile

WELCOME TO XEBIA!

Gaurav Nagri
C#, .Net

Aashish Nagar
Agile

Jaspreet Singh
Java, Spring, Hibernate

Shristi Gupta
Trainee

Sachin Gahlot
NOC

Deepak Sharma
Project Management

Veer Abhimanyu Singh
Big Data Architect

Jyoti Devi
Recruitment

Rohit Mehlawat
Java Developer

Saurabh Srivastava
C#, .Net

Abhinav Verma
Qliksense Developer

Anuj Bhargava
Data Science

Abheek Jandial
Functional Testing

Divya Tejlan
React, Redux

Saurav Sinha
AngularJS

Vijay Kumar
Automation Testing

Archana Jaiswal
Big Data

Vinay Poddar
Java Fullstack

WELCOME TO XEBIA!

Nishant Goyal
Java Developer

Rajat Goyal
Big Data

Chandra Pandey
Agile

Mohit Maheshwari
Functional Testing

Bijendra Singh
Java Developer

Ramesh Kolli
Java Developer

Mahendra Singh
Automation Testing

Himanshu Sharma
Andriod Developer

Radha Gangwani
Java Developer

Pratibha Dabas
SSES Developer

Jyoti Bajpai
Big Data

Uma Devi
Recruitment

Raghav Kulshreshtha
Java, Flex

Abhishek Srivastava
DevOps

Vishal Srivastava
Java Developer

Feedback

Get in touch

We would love to hear from you & welcome your suggestions & new ideas for future editions.

Also let us know how we are doing by

emailing your feedback at: ximarketing@xebia.com