

01

EDITION

QUARTERLY MAGAZINE
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INSIDE

THE OAK



DREAM
TEAM

LONE OAK
SOLUTIONS



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EDITOR'S NOTE

Welcome to the first edition of Inside 'The Oak' Magazine. It gives us immense joy and satisfaction to finally introduce our new quarterly supplement. Our goal is to create a new forum for exchange of information on aspects related to our company - something we can bring to the world beyond us - our families and a platform to celebrate our small victories, milestones and more.

Just like the Devas (Gods) and the Asuras (Demons) churned the ocean of milk to extract the nectar, we have tried to churn out creativity to deliver our best to the readers. The focus of this issue is 'Building The Dream Team' where we have an Insight from the COO of LOS - Sanjay Shembekar, and VP - Business Services of DWH - Ryan Hartzog.

Each issue will unravel a unique story of the valued team member's journey with LOS. And also, candid encounters with team members from DWH visiting LOS. You'll also find a mix of news, features, regular columns on a wide range of topics related to LOS Team Events & Activities; Health, Sports, Vadodara, ETC. We want it to be entertaining and informative, at times contrary, but most of all useful.

Every quarter a new set of team will

work on the issue. This quarter the committee includes Abhisheksinh Vala, Chirag Shah, Harjitsinh Sindha, Krunal Pancholi, Medha Trivedi, Megha Joshi, Nishitaba Parmar, Pooja Pothiwala, Riddhi Gupta, Rutu Panchal and Sulekha Bhansali.

The magazine team has worked wonders and have come out with a refreshing perspective - that appeals not just the team in India but will also provide everyone at DWH team a peek **Inside The Oak** - The Lone Oak. We intend this magazine to be a celebration of our values, culture and our contribution to the cause of Noble Journey of David Weekley Homes.

My heartiest congratulations to the entire team for all the hard-work and creative ideas! I am sure you will enjoy this as much as the team did in creating this!

I would like to encourage you to submit your original content on topics that will benefit the readers for future issues.

Finally, the success of the magazine depends on your response! So your feedback is always appreciated.

Aparajita Gaekwad
People Manager

VISION MISSION & VALUES

OUR VISION *Why we exist?*

To provide World-Class Services to our Affiliates.

As an affiliate company, our vision dovetails into the vision of David Weekley Homes of “Building Homes and Enhancing Lives”. We endeavour to provide them our services – by being proactive, on-time and of high quality. This in essence captures the expectations and deliverables and this is our DNA.

OUR MISSION *How do we get there?*

The mission statement with acronym of P.A.T.H. is our GPS which will lead us to our ultimate goal.

P

Performance Oriented & Proactive

Success orientation defines us and by being Proactive we control our situation and act in anticipation to avoid pitfalls.

A

Accurate & On-time Services

The work culture of quality and timeliness ensures that we meet the expectations of our customers every single time.

T

Trust & Teamwork

We inculcate the climate of trust in individuals & team. We seek support and provide support to build a winning team.

H

Happy & Harmonious Work Culture

We are one big happy family where each member is a key constituent that supports the structure.

OUR VALUES

E

Excellence:

The best there is – we set high standards and intend to meet the expectations of our customers by being at our best. We continually learn new skills, update knowledge that keeps us ahead of the curve and set high performance standards for ourselves.

P

Passion:

Team works with passion – with the mind and soul. The passion energises our efforts to provide high quality services which is intended to bring customer delight.

I

Integrity:

Team LOS believes in ‘doing-the-right-thing’; it has high moral obligation to the company, stake holders, society etc. to ensure that our work practices meet the best ethical standards. We have a work culture of zero tolerance when it comes to the issue of

C

Commitment:

This is like an unwritten contract where we ensure our customers of our highest commitment to deliver value and expected performance. Each team member is dedicated to meet this expectation.

“Nothing we do is more important than hiring people. At the end of the day, we bet on people, not strategies” - Larry Bossidy (GE)

Building a Dream Team has been a dream..... It is a matter of great satisfaction to see that the dream is indeed coming true! As the saying goes, A long journey begins with a small step and our ‘Noble Journey’ too began with a small step starting with a team of just 4 Team Members in Feb. of 2017.

Following the footsteps of DWH – who have made it to the Fortune Magazine’s list of “100 Best Companies to Work For”, 12 times – we have mirrored their hiring process – which is stringent but proven. Every team member has passed through this process and I believe, it is a matter of great pride to be a part of Team LOS, which is Dedicated, Responsible, Efficient, Aspirational, and Motivated!

Early in the process, the team at DWH set the right expectations and their support in building this team has been substantial. Biggest challenge was to create a culture which fosters Team Work, spirit of shared goal, mutual trust and respect. Each one of the team members is a brick that has built this strong foundation! Starting with People and admin, we have expanded into Production support; information services, marketing services, graphic visualization and purchase support functions, crossing the milestone of 50+ team members last quarter. With satisfaction it can be said that LOS today is an extended arm of DWH.

With fast paced expansion, with team members joining from diverse backgrounds, companies and geographies, it becomes even more critical that we spread our culture, live our values, walk the ‘PATH’ of our mission and make sure that every new team member who joins us, adapts to the LOS way of life.

Let’s join our hands to make LOS one of the Best Companies to work for!

Sanjay Shembekar
Chief Operating Officer



DREAM TEAM

DESIGN SERVICES-

Our design services team converts and updates diagrams and models from our partner into more detailed construction design documents.



Admin- Our administrative support team provides specific Organizational support around core business needs for our partner. They are multi-taskers who can handle many detailed tasks throughout the day.

Information Services-

Our development team supports our partner in building and maintaining their software solutions by solving complex problems and ensuring that all information, processes and programs run smoothly.



Graphic Visualisation- Our rendering team converts construction design into images and walkthroughs for our partner to help them in marketing and selling.



Purchase- Our Purchasing team supports our partner to analyse and review the costing of the house and maintain vendor documents and records.

Bringing “Hart” and Passion to Lone Oak Solutions

Ryan, you’ve played a key role in launching Lone Oak Solutions (LOS). How was the idea conceived?

When David Weekley Homes (DWH) decided to launch a company in India, I was asked to oversee the operations of the office. When we hired Sanjay, the Chief Operations Officer for LOS, my goal was to develop him and work with him to build a great Team and impart the culture we’ve cultivated here at DWH. We wanted LOS to reflect the values and vision of David Weekley Homes so we could work together to Enhance Lives and Build Dreams.

Can you tell us about the early days and your experience with starting the company?

In the beginning, we had to find a short-term solution while Lone Oak Solution’s new office was being completely renovated. The temporary space was tiny, with Team Members sharing conference tables as desks and even sitting directly outside the door to the bathroom. The great thing was that when we finally moved into the new space in the summer of 2017, the Team had this incredible camaraderie thanks to those close quarters.

It was a time of learning, adjusting, running into challenges and figuring out how to overcome them. With the amazing team that was formed at LOS by Sanjay and Aparajita, it was much easier than expected.

What was your most memorable moment so far?

The grand opening of our new office space. When we first visited the building, the ceilings were six feet tall, there was rubble, biomedical machines and exposed wires everywhere. Now, it’s stunning and beautiful – a definite draw when we hire. The LOS team put forth a great effort to make sure the space for current and future Team Members is comfortable to work in. Team Members’ families came to the grand opening, and the pride they felt for their children or spouses was evident, it was fantastic to see.



Ryan Hartzog - VP, Information Services is associated with David Weekley Homes since May 2010 and is proud father of three beautiful daughters namely, Haley(22), Abigal (16) and Madison (14).

What is your vision for LOS? Where do you see the company in five years?

My vision is that LOS will continue to grow to become a second HST office. Lone Oak Solutions is part of the David Weekley Homes family, and we couldn't imagine being able to operate without their support. In the coming years, I will be excited to see Design Services fully functioning, the Purchasing Team supporting all 20 markets and providing in-depth cost analyses, the IS team creating custom software that is the envy of any company and the Rendering Team creating amazing, lifelike renderings, using technology to paint a picture that brings our product to life so Customers can imagine their family living there.

How is LOS perceived within the David Weekley Homes Team?

I think initially the David Weekley Team was apprehensive, not sure what to expect. As our interaction with LOS has increased, the fear has subsided. There is excitement, camaraderie, teamwork—they see LOS as a part of the DWH Team. The family values and culture of David Weekley Homes fits so naturally with Indian culture, which strongly emphasizes family and service.

What more can LOS do in the coming months?

Continue to learn and get up to speed. It's a long journey, and David Weekley's Team Members will walk alongside you and share their knowledge. Stay open-minded, and don't ever feel like you've arrived at a place where you should stop learning.

What should LOS do to emulate David Weekley Homes to be the best company to work for in India?

Becoming the best company to work for in India depends on the company culture, and the culture starts with the Team Members. It's not something that David Weekley Homes or management can

bestow upon you. You have to work hard to create the best output. Recognize when you've done a great job and celebrate it! Know when you've fallen short and make necessary corrections. Be inviting to new Team Members, and value each other even when you disagree.

Any anecdote, success story or inspiring tale from the last quarter that touched your heart?

All the teams have been doing great, but the success of the new Rendering and Purchasing Teams has been especially encouraging in the last quarter. Renderings and purchasing analysis have exceeded expectations, hitting the ground running to provide the best support for the HST Team. There were also several illnesses in the last quarter, and I was touched by how everyone acted as a family and came together to support each other through sickness.

Did you get a chance to participate in an Indian Festival? Can you share your experience?

In fall 2017, Chris Weekley and I attended a Navratri festival in Gujarat. We went to two different locations, these giant fields with a stage, musicians and many people dancing for hours on end. At the first location, we didn't dance, but we enjoyed seeing the traditional dress and got to experience the music. When we arrived at the second location, Chris and I got out in the field and danced. It was mesmerizing, dancing in a circle surrounded by brightly colored clothing and traditional music. We ended up in a lot of photos and videos—it was a great time.

You've made several visits so far. Do you like Indian food?

Yes, I do enjoy Indian food. I like really biryani, extra spicy please, and cheesy garlic naan is unreal, especially right out of the oven. But, my favorite dish is gulab jamun. Prathna's mom made me some after finding out I love it, and it was amazing. When I got home from that trip, I tried making some myself and it was a miserable failure. I will just have to keep going to India to get the best.

WEEKLEY COLUMN



Mathew Roberts - Sr. Manager of Application Development is working with DWH since Jan 2012. He is happily married to Jamie and both have a lovely daughter Mikayden.

Matt, welcome to India, it's your first visit to India, Vadodara and LOS. How would you describe your maiden visit?

When I first landed here, my initial thought was that the weather is just as same as Houston. I really like Vadodara city because it is evenly spread-out and the people are very friendly. Also, I was presently surprised to see the LOS office, as the interiors are really amazing! I would love to visit India and LOS again.

How has the team shaped up so far and how did you go about building the India team?

The team is shaping up great! Building the team wasn't easy but with the support of the LoS team we were able to find great team members through recruiting and referrals.

As we have different culture and different time zone - What has been the experience of the TM's in DWH about working with team?

The DWH team has embraced the team at LoS whole heartedly! Sometimes the time difference can present challenges with co-located teams but with the dedication from both teams we have made it a very positive and enjoyable experience for all I believe.

DWH and LOS team work on same applications - how has been this collaborative effort worked so far? How can this be enhanced?

Great collaboration is the key to any high performing team in my opinion. Integrating our teams across products has been largely successful in moving our products forward, and those teams only succeed if the collaboration is very good. There is always room for improvement but I don't believe there is one answer to solve that problem. I think each team has different ways they can improve and something we work on improving every day.

DWH has very high standard for meeting customer expectations as is seen from the Excellence presentations - what does the team do different to consistently achieve these satisfaction levels?

Hard work and dedication to continuous improvement. We look at help desk requests from our customers and adoption percentages across our products and set high standards for our teams to achieve excellence.

IT industry is constantly changing, with new applications, new versions of existing software, there are lot of talks about automation and AI as well as powerful servers like amazon or azure.- what do you think DWH will have to change considering these impending new challenges?

I don't necessarily think DWH will have to change to adapt. I think we will have some great opportunities to capture the market with innovative products if we move fast enough. I believe our team has done a great job of building a stable platform that will provide us with building blocks to launch quickly into these other areas.

What should IS team in LOS should look forward to in the next 2-3 years?

Great leaps forward in innovation and new product development. I believe in the next 2-3 years there will be some very exciting pushes towards AR/VR, predictive data analytics, IoT and smart home technology as well as some native mobile development.

The DWH team has embraced the team at LOS whole heartedly!

- Chirag Shah

#THROWBACK

Campus Recruitment Drive

LOS conducted Campus Recruitment Drive in MSU, SVIT & Babaria Institute for hiring Architects and Civil Engineers.



Earthen Pot Decoration

LOS Team very enthusiastically participated and showcased their creativity in decorating small earthen pots.



Pre-Monsoon LOS Cricket Tournament

Cricket is a religion in India for many. And Cricket cannot be separated from LOS too. LOS organized a pre-monsoon cricket tournament for TMs where we had teams participating from both boys and girls. The matches were played in a very frenzied atmosphere.



Training on Email Etiquettes

We conducted training sessions on email Etiquettes to sharpen written communication skills of TMs.



Celebrating 50+

Finally...the day arrived... when LOS celebrated becoming a team of 50 plus. The Celebration included Team Lunch, Cake cutting, 'White' theme for attire and of course...Lots of Pictures!



World Environment Day- Sapling

LOS is all set to be a 'Green Space'. TM's have adopted various saplings and taking care of it in office.



Month end Celebration

LOS celebrates TM's Birthdays, Work Anniversaries on every last Friday of the month. Engagement team comes up with interesting games to make the celebration more entertaining and enjoyable.

Fitness Challenge

The average age of Team LOS is 27 years and when it comes to fitness, our team was all up and ready for the "Hum Fit Toh India Fit" Challenge to focus on fitness and healthy lifestyle.

Crisis- Rain

LOS TM's have shown their team spirit even in a situation when LOS faced challenges during Deluge. TM's showed tremendous support to the company and helped from Shifting to restarting operations by coming to office in blocked roads.



International Yoga Day – 21st June 18

Bhavya Mistry, Mirangi Sheth and Parthana Satwara are our in-house yoga experts, who guided team members on few 'Asanas' and 'Pranayam'. The sessions provided a lot of insight on the benefits of adopting Yoga as a lifestyle.





JIGNESH PRAJAPATI

Jignesh Prajapati has been with Lone Oak Solutions for almost a year now as Design Services Trainer. He brings with himself some great experience of thirteen years of working on Indian construction. Jignesh is very passionate about Autodesk skill training and this has been his forte. He has been selected as first ever Team member of the quarter by our team in Lone Oak Solutions. He has a sweet family consisting of three members – his wife, Shilpa, his eight-year-old son, Mrudul and himself. On weekends, he likes to spend his time with his family.

We had an opportunity to candidly ask certain questions to Jignesh about this achievement and here is what our first ever 'Team Member of Quarter' had to say –

How did you celebrate the achievement?

It was an unexpected moment for me. It felt like 'Dream come true'! I think that day was the most memorable day of my career. I took my family out for a dinner to celebrate this achievement.

How did your family feel on hearing about this achievement?

My family was very happy to know of my achievement. It was very short tenure at LOS still I got appreciated for my work, so they were proud of me.

What is your take on introducing this award at LOS?

Yes, definitely this is a great proposition, it helps to keep team members stay motivated to 'Know more; Work better'.

"The award is a recognition for going beyond the call of duty and assisting other employees to do the same. How can we spread this spirit?"

This award is already doing an excellent job in encouraging and motivating team members to do their best. It is a recognition for providing support when needed and spreading the message about collective success versus individual success. I believe people recognize qualities such as

optimism, altruism and being proactive in 'TM of the Quarter' award. I am sure this award sends out this message very strongly that these qualities are crucial for being an ideal team member.

Can you share your experience with LOS?

Working with LOS has been a great experience. It is a collaboration of efforts. I have long experience of training on design softwares and developing and setting up design standards for many companies. DWH has set standards by the inculcating and learning process of 'K.A.S.H.' which inspires team members to have positive attitude in personal and professional life, which further leads the attitude of 'SUCCESS BREEDS SUCCESS'. My job is to use my skills and knowledge to train Team Members which becomes easy and interesting due to David Weekley Way of doing things. Working with team in DWH has been a great experience, I have not seen such support, encouragement and culture anywhere else. I am really glad to receive this honor and feel proud to be a part of Lone Oak Solutions.

-Megha Joshi

WHAT OUR TEAM HAD TO SAY ABOUT JP...

“ I would like to describe Jignesh in 3 qualities i.e.; Consistent, specific, sincere. He has immense knowledge of different software's which helps us all to continue in our work without any disruption. ”

“ He is Very Helpful in every way. Never say No to anyone for any type of work. He does his job very smoothly with same enthusiasm. ”

“ Always smiling, he is the TM who displays the most of our company's VALUES, He sets an example of an ideal colleague and employee as well. ”

“ He removed VDI from LOS which is significantly helped our working speed and work sharing introduced by him is a great help to everyone here. ”

“ He is a very resourceful person and he is ready to help anyone and everyone all the time no matter what is the problem that they are facing. ”



Jignesh, Shilpa & Mrudul

WHAT YOU DIDN'T KNOW ABOUT ...



APARAJITA GAEKWAD

From People Team, joined LOS in early 2017 and has been instrumental in building the team at LOS. She has more than 6 years of experience in varied functions of HR. She can be best described as people's person. She is a 'Barodian' in true sense, born-raised-studied-residing here and is very proud of the city's culture.

So, let's read what we didn't know about Aparajita and her journey with LOS...

About myself, I 'm very fond of reading books and blogs on Indian Mythology. On weekends, I enjoy catching up with my friends or cousins and sometimes going for a cinema. I have always been very interested in sports and recently I started taking coaching for Tennis. Apart from this, I intend to travel to as many places as I'm able to, whenever I 'm d get the opportunity, as I like to interact with new people and exploring new culture.

Prior to Lone Oak Solutions, I worked for an Indian Chemical Export House based in Vadodara for almost five years where I joined as a newbie in the corporate world and grew to a managerial role, where I got an exposure to different facets of HR. And Lone Oak Solutions, is my second company. As challenging as this opportunity looked to me, I found it to be equally interesting to build a team right from the scratch, which would act as a foundation to a growing company and one of the best ones in the coming years. I was thrilled with the idea of new possibilities coming my way.

And, by far, this has been the most exciting experience for me as I've had a mammoth learning opportunity which still continues to be.

It has been crucial for us to have the right talent and also establishing a process that helps us find and sustain it. What has been a discovery is – 'If you have a foundation that establishes clear goals, builds on the strengths of your team members, and offers them autonomy, you may have the ingredients for a successful multi-disciplined team.'

Some of the initiatives that we achieved as a team are – defining the vision, mission and values of the company and establishing a culture that reflects these, designing and implementing policies that blends both DWH and Indian culture, designing induction program; and all the employee engagement activities. It feels satisfying when you see the efforts paying-off and that they are not just words on walls or on papers. All this has been possible because of combined effort of everyone and I would specially like to mention Sanjay, Pooja, Kay and Ryan who have been a constant support to me.

There is still a long way to go and the focus will continue to remain on building the 'Dream Team' that will help us achieve our aim of becoming one of the 'best companies to work for', just like our affiliates David Weekley Homes.

"The success of any organization lies in a team — 'one that reflects the breadth and vitality of the vision, mission and values of the company' and my contribution to LOS will always remain in this direction."

On this journey, the most memorable moments have been in the temp space where we worked so closely with each other and moving in the new office – during which we all formed a great bond. And also, the warmth we received by the team of DWH during our visit to HST.

I will always cherish this ride – of growing over time from just four team members to more than seventy now, continuing to grow further and all as a result of great Team Work!

C.A.R.E.

CARE STANDS FOR



COMMITTED



ACTIVE



RESPONSIBLE



ENHANCING
LIVES.

Apart from our work, giving back to the community and making a difference in peoples' lives are few of our core values. We believe in holistic growth of ourselves & of the people around us. CARE Activity is an initiative to contribute towards enhancing lives around us.

Here at LOS, multiple sessions were held to brain-storm the ideas & bring out suggestions from team-members about the CARE initiatives. Early proposals included the following:

- **Water Harvesting**
- **Developing a green patch in the city**
- **Conducting medical camps**
- **Conducting workshops in slum areas**
- **Handicap-friendly interventions in the city**
- **Swachh- Bharat cleanliness drive**

To be highlightedThe volunteers were divided into 2 groups & many of the above topics were discussed in detail & modified. After a lot of research, study, analysis & several meetings, two practical proposals for the CARE programme were finalised.

Both the projects have been selected for execution in this year.

PROJECT 1 - THALASSEMICA AMP

IDEA

India is Thalassemia capital of the world. We aim to carry out Thalassemia tests and spread awareness among citizens.

ACTION PLAN

In association with the Red Cross Society, we will conduct awareness programs and blood donation camps, and organize Thalassemia & Sick cell tests for students in local schools of Vadodara.

PROJECT 2 - OUT OF THE CLASS

IDEA

To support a local government school with a scarcity of funds & providing it with resources and time to improve its standard of education.

ACTION PLAN

The program will be focussed on developing a library, garden, computer labs & conducting skill & sports-based workshops.

☺☺ **Jane: - Hey, yesterday my bathtub got a crack on the base and water percolated and damaged it. But I wonder why it doesn't get damaged when the water passes through the drain?**

Tom: It's because the water doesn't percolate, and it is the right way to drain it out of the bathtub. ☺☺

If we relate the above depiction, replacing water with emotions and bathtub with human beings, we get the glimpse of the term “emotional leakage”. Emotional leaks just mean expressing your unpleasant, negative feelings in a bad way that is much felt by the people around you and not only the intended one. Your emotional leaks have the potential to cause extensive damage. Under the influence of strong feelings, we feel helpless to control and we act in ways we find unfathomable. For most people, leakage happens when they ignore whatever stimulus is attempting to get their attention and after a while, the steam starts to build within them and their tea-kettle blows.

In lieu of managing emotional leakage, there is a concept of Emotional Intelligence or Emotional Quotient. Our brains are wired up to feel first and then think. EI is an individual's ability to process emotional information of self as well as others and use it to navigate the social environment. It is mainly for knowing what you are feeling and being able to handle those feelings without having them swamp you. EI is most effective at the place where there is more than one person involved with expectations of greater performance. We can indirectly say emotional intelligence is directly proportional to performance and productivity. It gives us insight of difference between “Response” and “Reaction”. Reaction is an auto-pilot behavior in front of peers and family which can create a disastrously sour environment whereas Response is a conscious choice to determine the way of behaving to maintain good environment. If you are tuned out of your own emotions, you will be poor at reading them in others.

We are familiar with the term “Intelligence Quotient” that comes into the picture when we talk about performance and productivity. At one point of time IQ was considered as vital determinant of success. But it is a

myth that IQ is responsible for personal or team's performance and productivity which leads to success. Let's understand IQ first. IQ indicates a person's reasoning or logical ability in comparison to the statistical norm. It can be obtained by a standardized intelligence test in which an individual's mental age is divided by his chronological age and then multiplied by 100. IQ is an inborn ability that is inherited genetically whereas EQ can be developed most efficiently at an early childhood age but with a slower rate after adulthood. A person with good EQ can recognize, control and express one's own emotions, perceive and assess other's emotions whereas a person with a high IQ can learn, understand and implement knowledge, and possess logical reasoning and abstract thinking. IQ may get your foot in the door, but EQ will determine how far you will go.

But what exactly are emotions and how do they control our mind? An Emotion is any agitation or disturbance of mind, feeling and passion, any vehement or excited mental state. They are strong feelings subconsciously derived from an experience or circumstances of life. Fear, anger, sadness, shame, disgust, jealousy, happiness and love are the eight major families of emotions. Our brain secretes chemical fluids and the amount and combination of those fluids determine our emotional mood at that instance of time. Dopamine is responsible for emotions, behavior and cognition. Norepinephrine's role is that of stress response which works with adrenaline for creating “fight or flight” feeling.

Now let's try to understand how decision-making process gets influenced by emotional factors. We think with the help of our brain, but most of the time we listen to our heart. Some people are more emotional than others and hence, their decisions are most of the time biased. When you are in a positive mood, you are more

EI is an individual's ability to process emotional information of self as well as others and use it to navigate the social environment.

**IQ may get your
foot in the door, but EQ will
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likely to make positive decisions or at least try to think about the positive side of the particular topic. Whereas, if you are in a bad mood you are more inclined towards the negative aspects of that topic. In such a situation, the decisions may or may not be correct. Of course, this holds true even in case of positive emotions. Many a times you love a person so much that you take a decision in favor of him/her, but later on regret it. Hence, over-optimism or over pessimism both, can hamper your ability to take a decision without exercising a bias. Excessive emotions result in clouded thinking which leads to poor decision-making. If we are in a bad mood and are very depressed, we end up messing things and sometimes, harming ourselves physically, financially or emotionally.

Let's see how we can exercise EQ and implement it on a daily basis:

According to Daniel Goleman, an American psychologist, self-awareness, self-regulation, motivation, empathy and social skills are the five competency elements for EQ.

- Discover the “Why” behind your existing paradigms of circumstances. What is the purpose behind the way you are currently thinking? This will lead you to the right response rather than an abrupt reaction.

- Realize that what you think isn't real, it's conceptual, and that there are infinite ways to interpret reality. This will open your gates of thinking and allow you accept new and different dimensions of present situation.

- Journal, And Journal on Your Journaling.
Build your self-awareness by becoming objective to your patterns of thinking, feeling and behaving and note down your own insights, realization and perspective over it.

- Whenever you are struggling, stop looking outside of you for the answers and start looking within. They say 90% of the answers to your questions are within you.

- Have compassion; development is a process, and nothing arrests development like judgment.

- Put your “Know” into action.
Knowing about something is worlds apart from embodying it. When you learn something and start looking at it as an emotional intelligence compound, it won't be worth enough when not implemented as actions.

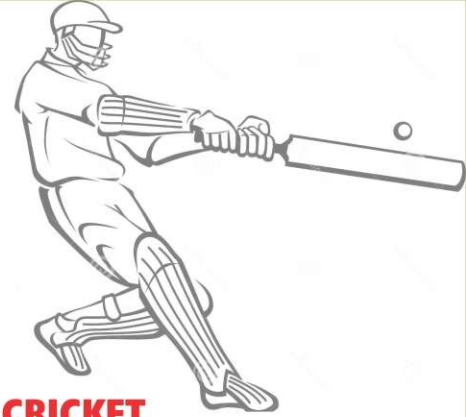
-Medha Trivedi



As Daniel Goleman has said:

If your emotional abilities aren't in hand, if you don't have self-awareness, if you are not able to manage your distressing emotions, if you can't have empathy and effective relationships, then no matter how smart you are, you are not going to get very far.

GROUND & POUND



BENEFITS OF CRICKET

Cricket has been an established team sport for hundreds of years and is one of the most popular sports in the world. ***It originated in England in the 18th century and is now very popular in countries such as India, Pakistan, Sri Lanka, Australia, the West Indies and South Africa.***

Competitive cricket is essentially a bat and ball sport. It is played by two teams on an oval and involves batting, fielding and bowling. There are 11 players a side and a game can last anywhere from several hours to several days. Cricket can be played both socially and competitively, by males and females of all ages. While the origin of cricket is unknown. Most probably, its name was derived from the Old English cryce, which means "stick," and, in its rude form, resembled the 13th century game known as club-ball.

Cricket in India is the nation's most popular sport by far. It is played almost everywhere in India. The Indian national cricket team won the 1983 Cricket World Cup, the 2007 ICC World Twenty20, the 2011 Cricket World Cup, the 2013 ICC Champions Trophy, and shared the 2002 ICC Champions Trophy with Sri Lanka. The domestic competitions include the Ranji Trophy, the Duleep Trophy, the Vijay Hazare Trophy, the Deodhar Trophy, the Irani Trophy and the NKP Salve Challenger Trophy. In addition, the BCCI conducts the Indian Premier League, a Twenty20 competition. The Indian cricket team is also accredited with the honour of winning all the ICC tournaments under M.S. Dhoni's captaincy, which is a world record.

- **Increases Stamina and Endurance:** the constant running across the field helps to increase stamina.
- **Balance:** balance is also something one can improve through this sport because of the utmost concentration required while playing cricket.
- **Flexibility:** learning to move freely is something that comes with practice in cricket, thus improving on flexibility of an individual.
- **Coordination:** when catching or throwing the ball, a cricket player improves his hand eye coordination
- **Cardio:** Cricket includes a lot of throwing and sprinting across the field, which is a great cardiovascular activity.
- **Improved Motor Skills:** Bowling, batting and catching the ball require gross motor skills. These are such activities that make the large body muscles to work.
- **Social Skills:** it's a great way to interact with people and it's also a great way to learn to cope with winning or losing. Cricket matches can last several hours, and within that time one must work with the team in a cooperative manner to develop and initiate game strategies and win the match.
- **Muscle Toning:** like any other sport, cricket also helps with gaining and toning your muscles.
- **Physical Fitness:** all the sprinting and bowling requires you to be constantly up and running, which increases your physical activity level.
- **Team Building:** it is a team sport. Eleven players must work together for several hours on the field, utilizing strategies to defeat the other team. Children playing cricket learn cooperation and other social skills, while building a sense of pride and accomplishment when their team wins. Even adults can enjoy the opportunity to foster friendships outside of the office. Victory is all the sweeter when shared.

The Indian cricket team are two times World Champions. In addition to winning the 1983 Cricket World Cup, they triumphed over Sri Lanka in the 2011 Cricket World Cup on home soil

Contributed by -
-Harjitsinh Sindha



BAKED MUSHROOMS AND CAPSICUM

Recipe Servings : 2 **Prep Time:** 10 Minutes **Cook Time:** 30 Minutes
Total Cook Time : 40 Minutes **Difficulty Level:** Easy

A toss up of mushrooms and capsicums drizzled with a creamy, cheesy sauce.

How to Make Baked Mushrooms and Capsicum

Ingredients of Baked Mushrooms And Capsicum

- Oven Temp: 325F-160C
- 2 Tbsp butter
- 1 cup onions, chopped fine
- 1 large capsicum, de-seeded and sliced thin
- 200 gm mushroom, sliced broad
- 2 tsp salt
- 1 tsp black pepper, freshly powdered
- 3 cups cheese, grated
- A few tomato slices for garnish
- For the white sauce:
- 2 cups milk
- 1 cup white flour
- 2 Tbsp butter

1. For the white sauce:

1. Mix all the ingredients together and keep stirring to avoid lumps.

2. Make the mushroom mixture:

1. Melt the butter add onions and capsicum and stir-fry till they look glossy.
2. Add the mushrooms and continue to stir-fry over high heat till vegetables look like they are coated with the butter.
3. Take it off the heat and mix in the salt, pepper and white sauce.
4. Transfer mixture into an oven proof serving dish.
5. Sprinkle the cheese to cover the mixture, garnish with the tomato slices and bake in a pre-heated oven for half an hour, or till cheese is slightly brown.



SEMIYA PAYASAM

Payasam is a rice pudding from the cuisine of the Indian subcontinent, made by boiling rice, broken wheat, tapioca, or vermicelli with milk and sugar; it is flavoured with cardamom, raisins, saffron, cashews, pistachios or almonds. It is typically prepared in festivals, temples, and all special occasions. In a South Indian meal, payasam or payasa, is served first at any formal or auspicious occasion. It is also known in some regions as kheer, payasa, and phirni, all of which are variations of Payasam.

Recipe Servings : 4 / **Prep Time:** NIL / **Cook Time:** 20 Minutes /
Total Cook Time : 20 Minutes / **Difficulty Level:** Easy

Ingredients Of Semiya Payasam :

- 200 gm vermicelli (or angel hair pasta broken into pieces)
- 25 ml ghee OR clarified butter
- 1.5 litre milk
- 100 gm sugar
- 100 gm cashew nuts
- 50 gm raisins
- 5 gm cardamom powder

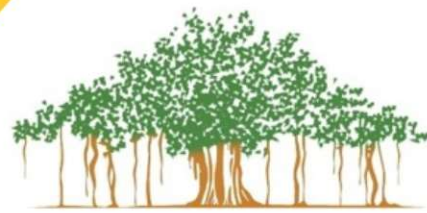
How to Make Semiya Payasam

1. Heat the ghee and fry the vermicelli until a golden brown
2. Mix in the cashew nuts and the raisins.
3. Add milk and boil for 5 minutes
4. Mix in the sugar and stir till the sugar is dissolved.
5. Stir in the cardamom powder and serve hot or warm.



*Contributed by -
 Harjitsinh Sindha & Sulekha Bhansali*

KNOW YOUR CITY



संस्कारी नगरी

It is believed that civilizations used to grow near the banks of river which formed flood plains in that region. Vadodara, cultural capital of Indian state of Gujarat is located on banks of river Vishwamitri. Vadodara, popularly known as Baroda has witnessed rise and fall of many civilizations dating back from over 2000 years. During the days of the British rule, Baroda state was a Maratha Princely state ruled by the royal Gaekwad dynasty and was one of the largest and richest Indian Princely states. Being a princely state Vadodara has a vibrant history related to art and architecture. It has been bestowed with the title 'Kala nagari' – 'Art City'. The capital of erstwhile Gaekwad kings, it is an art lover's delight with numerous palaces, temples, museums, monuments and beautiful gardens.

A city replete with history, Vadodara leaves a tourist wondering from where to start exploring it. Vadodara is an important cultural, industrial and educational hub of Gujarat. The city comprises of several institutions of national and regional importance while its major industries include engineering, petrochemicals, chemicals, IT and foreign exchange services. Vadodara connects major rail and road networks of the nation making it 'Gateway of Golden quadrilateral'. Vadodara is also known for its professional cricket team. The team won Ranji trophy six times.

The third largest city of western Indian state of Gujarat, Baroda is also ranked as the second safest

place to live in India. Having a population of 2 million, Vadodara is a multilingual city with English, Gujarati, Hindi, Marathi and Urdu speaking people. The city celebrates its culture during festivals like Ganesh Chaturthi, Navaratri, Makarsankranti, Diwali, Holi and many others. Vad-fest is organized every year to motivate youth of the city.

The world's largest private residence 'Laxmi Villas Palace' is situated in Vadodara. Along with the magnificent Laxmi Villas Palace, the beautiful Nazarbaug palace and regal Pratap Villas Palace enhances the beauty of Vadodara. Baroda is also marked as Royal house of Gaekwads. The reformer and the visionary Maharaja Sayajirao Gaekwad became a key player in Vadodara's development as an educational and cultural centre of western India. Baroda is proudly called 'Sayaji nagari'.

Maharaja Sayajirao University established in 1881 is one of the most renowned Universities of India. It provides education to lakhs of students from all over India. Beautiful libraries and University campuses surround all over Vadodara. The beautiful gates spread around the city enclosing its legacy.

This is what gives Vadodara – **"the land of banyan trees"** its historical character and makes it a reservoir of culture and art.

- Megha Joshi

(Chandanawati) → (Annakottaka) → (Virakshetra/Viravati) → (Vadpatrika/Vadodara) → (Brodera/Baroda)



FEST ZEST BIHU

THE DELIGHT OF SPRING

THE GREATNESS OF A CULTURE CAN BE FOUND
IN ITS FESTIVALS

Celebrations & festivals are events that are celebrated by a community which are centred around religion, folklore or agriculture. Food is such a vital source that many festivals in countries all-over the world are often related to farming & harvesting.

One such festival is Bihu & it is celebrated in the state of Assam, India.

Assam, the North-Eastern state of India, situated in the Himalayan foothills is a land of natural beauty & cultural richness. It is an agrarian state & most of its culture, economy, way of living & festivals are agro-related.

Bihu is a grand celebration of farming and paddies and it symbolises a symbiotic give-&-take relationship between the people & the Earth, as they are co-dependent on each other. It is observed in the month of April, and many other similar harvest festivals take place across India during the same time. Apart from the article, the highlighted text to be shown separately also - as a quick read .. like a quote in a box.. placed somewhere in-between the article starts in Cheitra - the 1st month of the Hindu calendar & the festivities are continued for 7 days. Celebrations include lots of social activities such as dancing, music, fairs, food and worship of Nature & cattle.

Bihu is a grand celebration of farming and paddies and it symbolises a symbiotic give-&-take relationship between the people & the Earth, as they are co-dependent on each other.

SCIENTIFIC RELEVANCE

Many festivals are based on seasonal changes & every festival has a scientific reason behind it. Winter is a season when everything is frozen & colourless. Spring welcomes the sun. The festivities are generally continued for multiple days & they are held outdoors.

The reason is to keep people out in the sun & expose them to the sunlight as it helps in healing the body & defeating the germs accumulated in the body due to winter. Dancing is an important part of the celebrations as it is also a form of rigorous exercise. Bathing in turmeric & herbs is a way to give ayurvedic, medicinal treatment to the body. Social events & activities are abundantly present where people participate as large groups. Occupations such as agriculture are shared livelihoods & the outcome is never a one-man's job. Relations with fellow people are valued & preserved.

Ultimately, festivals are a time to celebrate, prepare for the coming seasons, be grateful & re-foster bonds & relations with people. Music & dancing play a major role in festivals, & it is interesting because these are diverse from state to state. Bihu is a festival that celebrates the bonds between people, land, earth, animals & plants & reveres the unity of all these things around them.

- Sulekha Bhansali



Sun temple

“The massive structure of the temple has a pyramidal roof made of sandstone that rises 30m in height. It is embellished with highly sophisticated and cultured iconographies that depict the day-to-day activities of contemporary life. Another uniqueness of this temple is the massive iron beams that are placed in between every two stones. These beams are used to construct the higher floors of the temple. The other exclusivity of this place is, the peak of the main temple was created using 52 tons of magnet. The arrangements of the main magnet and the other magnets in its unique way resulted the main idol of the temple to float in air. The temple is the area of Sun temple at Konark is about 857ft by 540ft. The temple is constructed in such a way that the first rays of the rising Sun falls directly on the main entrance of the temple through Nata mandir and gets reflected from the diamond that is just located at the center of the idol in the focal sanctum. ”

How Siri Works?

Upon receiving your request, Siri records the frequencies and sound waves from your voice and translates them into a code. Siri then breaks down the code to identify particular patterns, phrases, and keywords. This data gets input into an algorithm that sifts through thousands of combinations of sentences to determine what the inputted phrase means. This algorithm is complex enough that it is capable of working around idioms, homophones and other literary expressions to determine the context of a sentence.

Once Siri determines its request, it begins to assess what tasks needs to be carried out, determining whether or not the information needed can be accessed from within the phone's data banks or from online servers. Siri is then able to craft complete and cohesive sentences relevant to the type of question or command requested.

- Using ASR (Automatic speech recognition) to

transcribe human speech (in this case, short utterances of commands, questions, or dictations) into text.

- Using natural language processing (part of speech tagging, noun-phrase chunking, dependency & constituent parsing) to translate transcribed text into "parsed text".
- Using question & intent analysis to analyze parsed text, detecting user commands and actions. ("Schedule a meeting", "Set my alarm", ...)
- Using data mashup technologies to interface with 3rd- party web services such as Open Table, Wolfram Alpha, to perform actions, search operations, and question answering (Utterances SIRI has identified as a question, that it cannot directly answer, it will forward to more general question-answering services such as Wolfram Alpha)
- Transforming output of 3rd party web services back into natural language text (eg, Today's weather report -> "The weather will be sunny")
- Using TTS (text-to-speech) technologies to transfer the natural language text from step 5 above into synthesized speech.

The Pomodoro technique is a proven and popular time management life hack. Pomodoro is a cyclical system. You work in short sprints, which makes sure you're consistently productive. You also get to take regular breaks that bolster your motivation and keep you creative.

When faced with any large task or series of tasks, break the work down into short, timed intervals (called "Pomodoros") that are spaced out by short breaks. This trains your brain to focus for short periods and helps you stay on top of deadlines or constantly-refilling inboxes.

With time it can even help improve your attention span and concentration.

1. Choose a task to be accomplished.
2. Set the Pomodoro to 25 minutes (the Pomodoro is the timer)
3. Work on the task until the Pomodoro rings, then put a check on your sheet of paper
4. Take a short break (5 minutes is OK)
5. Every 4 Pomodoros take a longer break

That "longer break" is usually on the order of 15-30 minutes, whatever it takes to make you feel recharged and ready to start another 25-minute work session. Repeat that process a few times over the course of a workday, and you actually get a lot accomplished-and took plenty of breaks to grab a cup of coffee or refill your water bottle in the process.

Contributed by
-Medha Trivedi

RAPID FIRE QUESTIONS

A man was found dead with a cassette recorder in one hand and a gun in the other. When the police came in, they immediately pressed the play button on the cassette. He said "I have nothing else to live for. I can't go on," then the sound of a gunshot. After listening to the cassette tape, the police knew that it was not a suicide, but a murder. How did they know?

The day before yesterday, Chris was 7 years old. Next year, he'll turn 10. How's this possible?

Four people need to cross a rickety bridge at night. Unfortunately, they have only one torch and the bridge is too dangerous to cross without one. The bridge is only strong enough to support two people at a time. Not all people take the same time to cross the bridge. Times for each person: 1 min, 2 mins, 7 mins and 10 mins. What is the shortest time needed for all four of them to cross the bridge?

ME, YOU & LOS!

Today We celebrate us.
On the special day when we all entered the LOS world,
How were we to know you all'd rock the world?

Our smile, Our touch, the way we Support us,
We never knew.....until all
What a relationship(s) it could be.

So, We celebrate us!
Our team??, Our bond, our second life.

We celebrate us.
The beautiful person individuals that we all are.

We celebrate us.
The engaged and satisfied employees team members feel a profound culture with the same core.

We celebrate us.
Because, We all the lucky one, by far.

We celebrate us.
Innovation->Task-oriented->Mission Driven->All stars->Strong Leadership.

So, as we celebrate one more coming year, I'm celebrating you all, my precious dear ones!

#Together We :) :)

Always.....

Composed by
Vishal Shah

LET'S CELEBRATE

BIRTHDAYS



Dhanshri Swami
Design Services
11-Apr



Diksha Sagar
Design Services
12-Apr



Shilpan Pradhan
Design Services
23-Apr



Harjitsinh Sindha
Design Services
25-Apr



Vishal Kapadiya
Design Services
03-Jun



Jitendra Patil
Information Services
27-Jun



Khushali Patel
Design Services
08-Jun



Sanjay Shembekar
Admin
09-Jun



Manasi Shah
Admin
09-Jun



Bhavik Brahmbhatt
Design Services
14-Jun



Sumit Saini
Rendering Services
18-Jun



Rutu Panchal
Design Services
27-Jun

WORK ANNIVERSARIES



Gunjan Shah
Design Services
01-May



Harshad Dave
Info. Services
01-May



Medha Trivedi
Info. Services
01-May



Urvi Shah
Design Services
01-May



Vishal Kapadiya
Design Services
12-Jun



Jitendra Pati
Info. Services
27-Jun



Prarthana Satwara
Design Services
01-May



Rutu Panchal
Design Services
01-May



Shruti Bansal
Design Services
01-May

WEDDING ANNIVERSARIES



Manasi Shah - Admin
21-05-2017



Jitendra Patil - Info. Services
25-05-2010

NEW BORN BABY



Saurabh Chauhan
Information Services
Baby Boy-
9th May 2018
Shiv Chauhan

A GLIMPSE OF EXCELLENCE MEETING

INTRODUCTION

Excellence meeting is held quarterly at LOS where all team members come together collectively to celebrate work success. Mainly, the purpose of this meeting is to motivate team members to meet goals for coming quarter, appreciate them for their contribution to the success of the current quarter and to celebrate the achievements to develop feeling of a team work success. This meeting is held at David weekly homes on Friday at end of each quarter and carried out at Lone Oak on the following Monday.

PREVIOUS MEET

First quarter Excellence Meet of 2018 was held on May 8, 2018 with key speakers Amit Bhakta and Joshua Schelnick from David Weekley Homes and Sanjay Shembekar from Lone Oak Solutions. It was the first time when we had tried out theme for the meeting. Our setup was based on Indian village concept. The team worked hard for creating the perfect ambience of village and it paid off. The committee comprised of Bhavik, Prarthana, Shilpan, Shruti and Vishal Shah.



CURRENT MEET

Our Excellence meeting for the second quarter was conducted at LOS on July 31, 2018 with Ryan Hartzog and Mathew Roberts representing DWH and again Sanjay Shembekar representing Lone Oak Solutions. For this quarter the theme was 'Haunted at LOS!' where the team did a phenomenal job creating a spooky ambience giving real thrill. The committee consisted of Aayushi, Amal, Ankit, Bhavya, Gunjan, Mudra, Sukruti and Vishal Kapadiya.





Left to Right: Krunal / Riddhi / Abhishek / Rutu / Pooja / Sanjay / Sulekha
Chirag / Megha / Aparajita / Medha / Harjit

