



June 2019

Monsoon  
Volume 1

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Dear Avant family members,

They say that June is the season when every good thing begins fresh with the rains. This June is going to mark the beginning of fresh new efforts for the Avant family members to come together and stay connected.

For this reason we have undertaken a brand new initiative! This will help you stay updated with the latest company news and updates, it will keep you posted on any new initiatives being taken in any department. Additionally this initiative will be good for you as well as your team members!  
Read on to find out more!



### Editor's note

We work for many reasons. Everyone has a different reason. But, we at Avant felt that among us lie many hidden gems. People who work hard, some who are very helpful and we fail to appreciate them. Others who work smart. Yet others who follow every instruction perfectly. And as the Avant family, we want to celebrate each one of you. Everytime you shine, you win – something for yourself or your family or just for you and your friends. So go on, be yourself, be helpful and be nice to everyone in the Avant Family!

## People's Corner

In company news, Avant Group is delighted to announce the joining of the new business head: Vishal Kumar. Vishal comes with experience of over 20 years and has hands on experience in building teams that deliver results. He has done his **double MBA in marketing and finance**. We welcome Vishal Kumar to the team and look forward to a great stay as part of the Avant Family!



Two colleagues from our site division are moving ahead with their lives – Deepak Goswami and Suhail Shaikh. We wish them best of luck with their lives and would now like to welcome to the team **Sukanto Biswas**. Sukanto has joined team Avant as the Construction Manager. Joining hands with him is **Shailendra Singh Yadav** as **Site Engineer Aaquib Husain** and **Komal Diwakar** have joined the Pre-Sales team to work with **Maneet Kaur** in her work. A big welcome to all the new team members!

## From the MD's desk

We would like to thank each and every member of the Avant family for standing with us through difficult times and supporting us in this endeavor to make your company better and bigger.

We are confident that with your support we – you and I will grow together to form a good business that provides affordable luxury to its end consumers as well as all its other stakeholders.

Cheers to the Avant Family!



Here's your  
chance to shine!

We have identified 5 new categories within our organization for team members to win awards. These are:

1. Process Master
2. Results Master
3. Master Colleague
4. Mister or Miss Co-operation
5. Mister or Miss Super Achiever
6. Miss or Mister Hardworker
7. Miss or Mister Smartworker
8. Miss or Mister Always Working
9. Miss or Mister Shining Star
10. Chief Happiness Officer

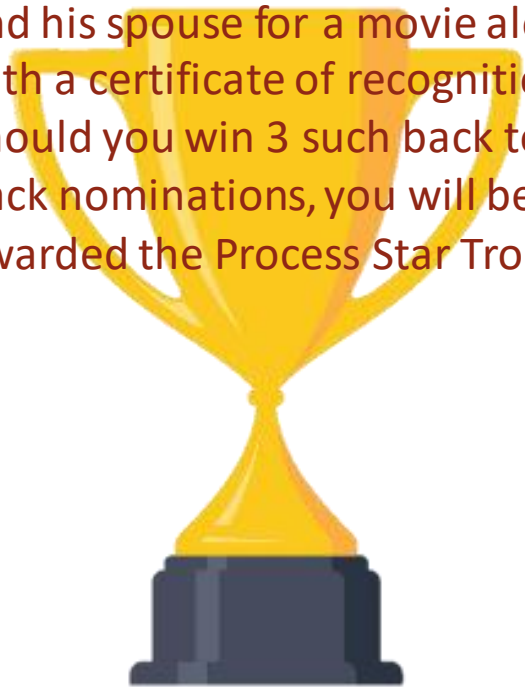
Send all entries to:

[suparnaa.ganguly@avantinfra.com](mailto:suparnaa.ganguly@avantinfra.com)

## Process Master

To win this award, the system is simple. Department heads every month will be sharing recommendations of people who have not violated a single process in the whole month. From there a list of people will be chosen by the MD and nominated as Process Master.

The Process Master for the month wins 2 tickets for himself and his spouse for a movie along with a certificate of recognition. Should you win 3 such back to back nominations, you will be awarded the Process Star Trophy



## Master Colleague

This award is not given by department heads but by each of you – our family members. To nominate someone for this award you need to identify a colleague who has gone out of their way and helped you in your work.

You need send an email or a whatsapp to [hr@avantinfra.com](mailto:hr@avantinfra.com) recommending your colleague and why.

The person who wins and the people who recommend the winner will get a lunch party from office. The winner will get a certificate of recognition

# Which Award will you be taking home this month?

## Mister or Miss SuperAchiever,

This is an award which the MD himself will recommend. It will be basis the most constructive contribution and results by a person from any department.

The winner every month will get a trophy and a certificate. Along with this will be a dinner voucher for the person and their family. In order to win this, every candidate will need to make sure that they meet all work results and targets on a monthly basis.

Any candidate who wins this award for 3 months back to back will get the SuperAchiever Mega Trophy as well as a cash voucher of Rs. 10,001/- from the MD himself!



### Miss or Mister Hardworker

Recognised by colleagues and immediate reporting boss as the most hard working person in his or her team.  
Prize: INR 600/- & certificate

### Miss or Mister Smartworker

Recognised by colleagues and immediate reporting boss as the most smart working person in his or her team.  
Prize: INR 600/- & certificate

### Miss or Mister Always Working

Recognised by colleagues and immediate reporting boss as the always available for work and team.  
Prize: INR 600/- & certificate

### Miss or Mister Shining Star

Recognised by colleagues and immediate reporting boss as the having been hard and smart working in his or her team.  
Prize: INR 1000/- & certificate

### Chief Happiness Officer

Recognised by colleagues and immediate reporting boss as always working with a smile.  
Prize: INR 1500/- & certificate

ANY PERSON WHO WINS THE SAME PRIZE FOR 3 MONTHS CONTINUOUSLY GETS A CASH VOUCHER OF INR 5000/- PLUS TROPHY FROM MD IN THE ABOVE 5 CATEGORIES

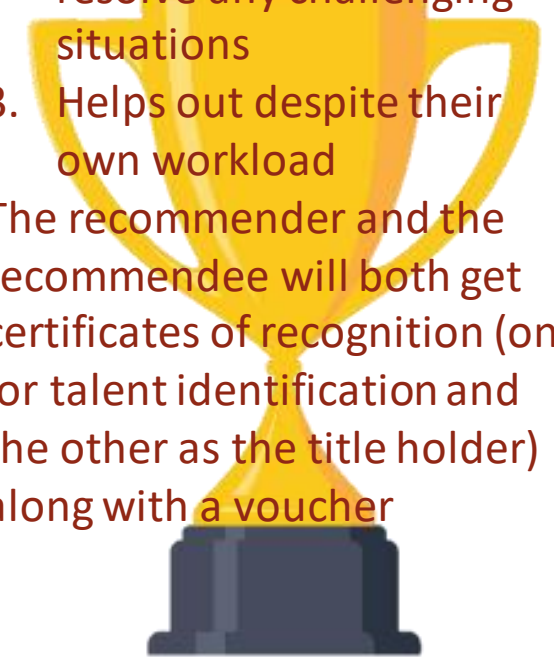
OUTSTANDING PERFORMANCE AWARD OF VOUCHER FOR MIXER / ELECTRONIC ITEM WORTH INR 2500/- once in 3 months

## Mister or Miss Cooperation

In order to win this award, you need your peers to recommend you to the HR team. The parameters are simple:

1. Resolves all problems given constructively and to the satisfaction of the company, the stakeholders, the clients
2. Communicates politely to resolve any challenging situations
3. Helps out despite their own workload

The recommender and the recommendee will both get certificates of recognition (one for talent identification and the other as the title holder) along with a voucher



## Results Master

To win this award, the process is simple. Department heads every month will be sharing recommendations of people who have achieved their targets in the whole month. From there a list of people will be chosen by the MD and nominated as Results Master. The Results Master for the month wins a shopping voucher along with a certificate of recognition. Should you win 3 such back to back nominations, you will be awarded the Star Performer Trophy

Send entries to:  
[suparnaa.ganguly@avantinfra.com](mailto:suparnaa.ganguly@avantinfra.com)  
Last date of entry: 20<sup>th</sup> July 2019



June 2019

Welcome

To the  
caring  
family of  
Avant  
Group