

# Inspiration

**VITAE**  
INTERNATIONAL

*Quarterly Newsletter of VITAE International*

## FEATURED ARTICLES THIS MONTH:

*VITAE- A Great Place  
to Work - 2*

*How Can we Make our  
Country Proud? - 6*

*Are Marriages Made in  
Heaven? - 9*



## MINI-SPORTS EVENT 2019



*Written by Roshni R  
Buzzacott-PC*

VITAE's Fitness Rubric Committee, in collaboration with the Social Work Department of Hindusthan College, Coimbatore conducted a Mini Sports Event on 31 August 2019 for our staff and their students. The first of its kind, it was conducted to encourage staff to be more involved in various athletic events and therefore be more attentive to the fitness of their body.

The main events were Shot put, Triathlon and Relay Race for both men and women.



Shot put was one of the activities which many attempted for the first time, but they gave it a shot.

Triathlon was a series of 3 different activities for both men and women and for different age categories. Men had to run 100 metres, do 15 sit-ups and run backward for 100 metres. Women, on the other hand, had to run for 100 metres, Skip and run for another 50 metres and run backwards for another 50 metres.

There was also a Relay Race for both men and women separately. This was a fine display of team spirit with new teams forming on the day.

Though this Mini Event lasted only 3 to 4 hours, the hope is that at least the 50 odd people who attended would to make a start on their path to better fitness. After all, "The journey of a thousand miles begins with a single step" (Lao Tzu).

## VITAE- A GREAT PLACE TO WORK



*Written by Malliga Aldrich*

"When you want to achieve something, the entire universe conspires in helping you make it happen". This is not just a popular quote but my experience too.

Way back in January 2011, I garnered a lot of courage and emotional strength to make up my mind, to join VITAE. I wanted to take this step to achieve my career aspirations and learn to live independently. It meant relocating from my home for the first time in my life, away from the comforts of my family, where I was petted and pampered all my life, being the last child. Compounded to this was my mother's reluctance to let me go and stay away from home and alone.

I joined Vitae on 5th January 2011 as a Trainee Processor and now am a Team Lead. Vitae has provided an ecosystem to help me grow professionally and personally. The Organization had molded me as a person to approach challenges with confidence and ease, as I grew in my career. The management team coaches me and provides an environment for experimentation and learning from mistakes. The organization has great values of treating employees with respect and dignity. It provides a safe working environment for women and thus I feel, Vitae is my second home. The organizational values coupled with the great leadership makes Vitae a "Great Place to Work".

I say, "I am a Vitaean" with pride and celebrate 5th January every year for making a new beginning in my career. Thank you Vitae!



## LEARNING THROUGH SHARING



*Written by Kalpana  
Nexia Perth*

Theoretical and practical knowledge, both are an inseparable and important part of learning. Training equips us to gain from both.

I got the chance to train my peers on the topic of 'Australian Tax'. Using the valuable insight I have gained in this field over the past 8 years at VITAE I was able to present a session, making it lively, and yet emphasizing the important points.

I tried to communicate the inputs I have gained over the years effectively to the others. I hope the knowledge, skills and experience that they gained as part of their training program, allow them to put what they are learning into practice.

The feedback given by one of the trainees made me feel that the session kept everyone engaged and the information provided in the presentation was useful. It was also more advantageous for me as it resulted in exhibiting my training skills.



*Written by Anitha  
Polson Higgs*

I believe learning is continuous process and we should be keen on learning new things. Also, I firmly believe that learning should be shared. Sharing will enrich us with more knowledge, and no one can take that away from us.

Initially, when I got the opportunity to train my colleagues on Xero, I questioned myself "You have to train but what you have done to improve yourself?" When I shared my knowledge with others it forced me to become better and improved my thinking to find solutions. It also deepened my knowledge and that's when I realized that this is what I need to do to improve myself.

Interaction with others put me on the path to find new ideas and it also served as a reminder to keep learning. Thanks to this opportunity, I was able to develop myself and also others.

Let's develop a passion of learning to share the knowledge with everyone.

# ACCOUNTANTS CAN SAVE THE WORLD



*By Karunapriya  
Pitcher Partners*



Accountants week 2019 started with the inspirational inaugural speech by MD Dr. Daniel Victor on 1 July 2019 where he gave insight into the vital role of Chartered Accountants in developing the Indian Economy.

It continued with various activities such as:-

\* Toastmaster Demo Meeting to enlighten the VITAE fraternity about the benefits of Toastmasters

\* Presentation on Personal Financial Planning

\* CSR event at Ramakrishna college to share knowledge about the importance of professional courses

\* Presentation on Environmental concerns by the Environment Club

\* A fun-filled activity of Creative drawing using shapes

6 July 2019 was the final day of the celebration. A debate, quiz and newspaper game - sketch your own story was conducted on this day.

Along with our own CA Daniel Victor, Chairman of ICSI Chapter, Coimbatore Dr. Maheswaran Rajagopal shared the dais as the Chief Guest on this day.

They shared their life experiences and valuable thoughts with us.

1.Character, Communication and Commitment are the three basic principles to be followed for a better life

2.Maintain a daily Planner - Divide your aims for 5 years into yearly, monthly and daily targets. If followed, your daily planner should take you to your aims.

3.Accept challenges and make it a grand success.

4.Our actions should lead us to achieve the purpose of our life.



## PREVENTION OF SEXUAL HARASSMENT AWARENESS SESSION



*By Harriot Jacqueline Kumar  
DT Accounts*

The root cause for sexual harassment is the misconception of gender roles – in the Indian context. It is believed that women are deserving of less respect than men and this misconception leading to disrespect is either consciously or unconsciously projected on to women in our society.

150 staff members of VITAE had the privilege to attend the Prevention of Sexual Harassment (POSH) awareness session on Saturday, 17th August 19, conducted by Mrs. Laxmi Char, co-founder of Parity Consulting Ltd, Bangalore, an organization that partners with other organizations to build safe workplaces and to develop an “inclusive ecosystem where diversity can thrive and accelerate business outcomes.”

The session by Laxmi was very interactive. Dignity, respect and inclusion, the key aspects in any organization was reiterated. Staff were challenged to learn and apply the difference between instinctive reaction vs professional feedback of learned response in a given situation. Women were challenged to rise above the ‘we-do-not-want-to-rock-the-boat’ mentality that prevents them from reporting a case of sexual harassment. They were also cautioned to clarify genuine misunderstandings caused by inter-cultural and gender differences.

The real workplace scenario video clips helped in understanding the depravity of sexual harassment and the ensuing discussions increased sensitization on this topic.



Are we critiquing our forefathers for what they have not done for us? Or are we actually tapping into the power given to us and using it for the good of our fellow countrymen.

He motivated us to use the power given to us to become conscious for our own good, to think, to envision, to choose, to act, to focus, to discipline, to be momentous, to choose right from the wrong, to be extraordinary and render us to be like stars.



The drama ended with the strong message saying, let's start transformation right now and let's not leave it for another day. The real freedom is freedom from ourselves, freedom from our anomalies, from our immorality, from the mundane mind-set towards the development of the country. This is what we as VITAEians hope to focus on going forward.

Jai Hind!

## HOW CAN WE MAKE OUR COUNTRY PROUD?



*By Ganga R  
Buzzacott- PC*

“Good that Independence Day and Republic Day falls on a weekday, so that we will get one day leave”, is how most people choose to think about such holidays.

Why is that?, was one of the questions raised in the drama depicted by the Vitae Theatre club members during the Independence Day celebrations at Vitae.

How can we make our country proud?

Are we Sachin Tendulkar or a Scientist in ISRO?

No, we are just normal people, living a normal life. We have deadlines; We have EMIs to pay; we can't even afford to do that and on top of that, how can we make our country proud?

MD Dr Daniel Victor answered this question in his Independence Day speech.

Each of us have been given huge power equally, irrespective of our colour and size. It is important to think about how we are dealing with the power granted to us. Are we using it to critique the people who currently have power and are ruling us.

# FITNESS IS INNER HAPPINESS & OVERALL WELL-BEING



*By Venkatesa Prasanna  
Calvetti Ferguson*

A Fitness program is designed to enhance our cardio-vascular fitness. The basic practice of becoming fit is by eating healthy, exercising on a regular basis and taking adequate rest.

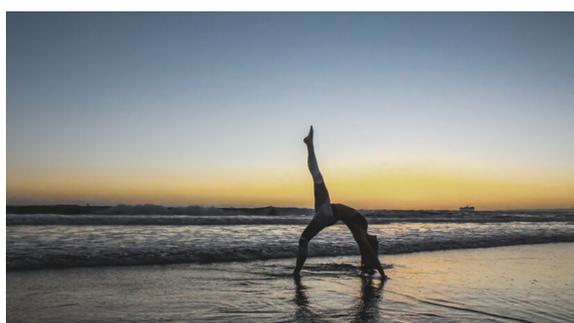


## **“You are what you eat”**

Physical fitness is to the human body what fine tuning is to an engine. It enables us to perform up to our potential. Fitness can be described as a condition that helps us to look, feel and do our best.

## **“Fitness has nothing to do with age”**

Studies shows that people over 65 age who regularly exercise are healthier and less likely to develop serious long-term health conditions than those who don't.



## **“Fitness is not Muscles, it is Flexibility”**

Benefits of being fit are both physiological and psychological. Some of the benefits of being fit include boosting your metabolism to help burn fat.

## **"Fitness is not an option, it's a part of your job".**

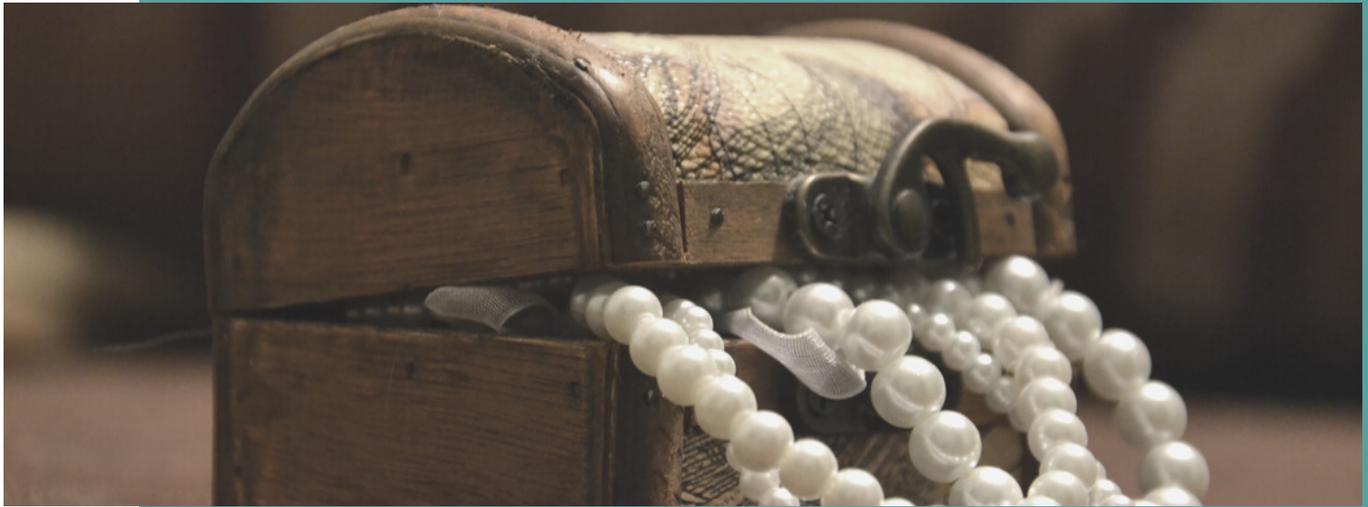
Exercise must become one of those things that are done without question, like bathing and brushing your teeth.



# IGNITING PATRIOTISM THROUGH A TREASURE HUNT



*By Saffiyya  
Buzzacott- PC*



For any start, there must be only one who initiates and the rest all just follow. One such initiative is the continuous effort and attempt to induce patriotism in mankind. I believe, being patriotic is more of a thanksgiving gesture for all the efforts put in by people both then and now.

The Independence themed Treasure Hunt game conducted on the 73rd Independence Day gave us this chance. It gave us an opportunity to know the history of our own selves. The participants had to read and understand the Indian Independence Movement, which spanned over a period of 90 years (1857-1947).

The clues leading to the treasure, were hidden in and around the Vitae Siddhapudur campus and everyone participated with real enthusiasm and energy. We ran, fought, searched, struggled and it did not make our search for clues any less interesting. Finally, we did it! We found our treasure.

The treasure we found was not the one we got at the end of the game, it was the whole process and the process of learning and enlightenment. It also served as a reminder to our own lives and the clues it presents before us. Joseph Campbell has said, “The cave you fear to enter holds the treasure you seek” The failures we face, the hurdles we meet, the victories we acquire are the clues of our life. If we get petrified by all of them, we are definitely stuck. Instead, if we make use of those clues prudently, WE ARE ALMOST THERE to reach the purpose of our life.

# ARE MARRIAGES MADE IN HEAVEN?



*By Shravana  
Buzzacott- PC*

I always had arguments with my friends as to know which is better, Love Marriage or Arranged Marriage? Few always said a Love marriage is better but few always stood for Arranged Marriage. When the arguments went out of control, I always stood out of the crowd and said there is nothing like love or arranged marriage.

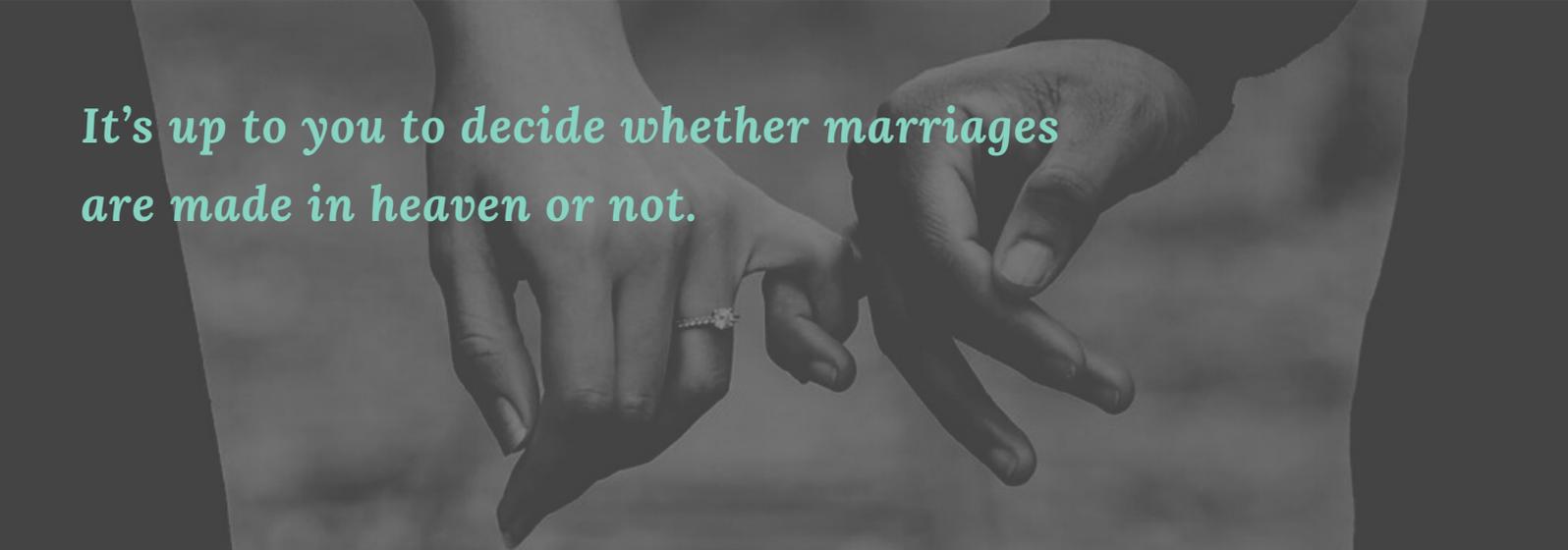
I believe that marriages are made in heaven and it is already decided with whom you will spend your rest of the life with and as the time flies, you will meet one. You might fall in love or your parents might decide, however, the person whom you were destined to be with is never going to change.

We all learn from our environments and one such person from whom you can learn many things will be your spouse. We should always take marriage as a life opportunity to discover the newer aspects of life. Your spouse might motivate you to aim high, help you achieve your goals and support you in all the new endeavours. On the other hand, few of them may not support your life goals, would always be complaining, would always be fighting and never allow you to go out of the house.

Trust me, there is life opportunity here too. Opportunity for realising your inner self, to be patient in all the situations, for accepting things as they are and knowing that nothing can always be under your control, to spend time with yourself and God.

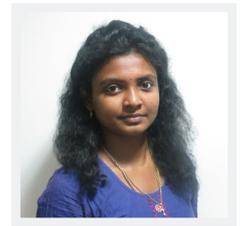
No matter what our situation, if we inculcate love, respect, dignity, forgiveness, sympathy and empathy for all the living creatures in the world knowing that each of them has a purpose in our life, we can happily cherish all the relationships in the world including and especially the husband and wife relationship. It's up to you to decide whether marriages are made in heaven or not.

Vitae has also taken initiatives to support marriages by conducting marriage seminars to all its staffs. These seminars provide foundational truth of how to build a happy relationship. I have even heard of stories where people who have separated, before coming to Vitae have united after joining the company, the stories of relationships becoming happier after joining Vitae. Let the legacy continue.



*It's up to you to decide whether marriages  
are made in heaven or not.*

*By Monica  
Pitcher Partners*



I was new to Coimbatore, its climate, its people and its fashion but when I stepped into VITAE, I could not spot anything difference compared to my previous workplace. Everything seemed similar- the infrastructure, the work and the procedures followed. But, the very next day after joining work, I got affected by chickenpox and two days later I received a “Get well soon” bouquet from the organisation. That made me understand that VITAE's culture is different from other organisations.

Every company's culture includes a variety of elements like the work environment, their ethics, mission and values which is designed to make employees get involved only in official life and follow the rules correctly like machines. But VITAE's culture is unique; VITAE takes care of the health of the employee including their mental health. They provide a variety of ways to encourage employee participation in activities outside their work by establishing various committees that cater to their hobbies and interests.

It also gives space for participating in social activities. Another distinct feature of the organization is that they try to improve the language skills of those they hire rather than hiring only those who are already proficient in English.

To supplement both the English language skills and knowledge of its employees, VITAE has a library to enlighten its people on non-technical subjects. This is a good example of how VITAE does not see us just like worker bees meant only for work.

VITAE cares about the peace of its worker's personal life too. VITAE conducts various seminars which help employees to create a happy family life.

VITAE allows its employees to discuss their problems with the top management. The top management knows “THE NAME” of each employee, they don't see us just as employee codes.

Every person requires a job for basic living.  
Every person requires personal space to take care of themselves.  
Every person requires family for support.

When an organisation provides work, cares for the employees' personal space and their family life as well, work life balance can be easily achieved by the employees.

Thus by providing all of these, VITE rewards its employees with a non-monetary perk called “HARMONY” and that makes all the difference.

# DANIEL VICTOR

## WRITES...

The journey of life has work too as its part and that is what we are about as part of VITAE. Work is a means for livelihood, it is a place for the exercise of our learning, skill and capabilities, a place for us to grow in roles and in needed qualities and for us to acquire a modicum of grace and poise in the exercise of social skills, for us to discover our worth and identity and even an opportunity for us to appreciate the variety and value of one another we work with and serve. While we work and provide services in fields of tax, accounting and audit to clients around the world, one could stop short of that and obliquely imagine that work, as often narrowly interpreted, as the elixir of life.

If we do not see the platform of work beyond its weak manifestation as a mundane means of livelihood and see it as a robust place where the best of goodness flows not only in producing and practicing expertise and excellence but also in demonstrating a high sense of dignity and respect to each of your colleagues you interact with and in exhibiting commitment to each for their growth into individuals of character who uphold noble values and cherish and live by moral values of honesty, truth, justice and right living in the social contract, a really big and significant side of our lives will get drained away. There will then be a gnawing gap in the experience. Rightly, work life does not stop with that. How can the business which is a veritable economic unit in a sense stop in its tracks without a heart and a commitment to the community in which it exists? There are myriad ways in which the business and each of its constituents should become relevant while pressing forward with its pressing goal of service in its chosen sphere.

Illuminating thought and enlightened sensitivity to the community of which the business is a part, should direct energies, resources, talents and time of individuals and groups within or of the business as a whole in co-shouldering the burdens of different kind that lie upon humanity around. The shaping and reshaping of lives and minds of the community of workers that we are by the culture that we render our businesses to be, gives us uniqueness and the reality of realization of the transcendent in the here and now. So, what is that we are waiting for. Live work and thereby live life.

