



Issue 2 / April 23

A quarterly magazine by Swastika Investmart Ltd.

FROM THE MD's DESK

Dear Team Members,

Like the seasons of the year, the company has experienced periods of growth (spring), plenty (summer), ebb (autumn), and challenge (winter). Naturally, the same plays out in our personal lives with their fair share of ups and downs. However, one must remember that no winter lasts forever and no spring skips its turn.

We are at the cusp of a new financial year armed with lessons from the past year and renewed hope, energy, and vigor for the coming year. The stock broking industry crossed the major milestone of **10 crore Demat accounts** in Aug 2022 from the pre-pandemic level of 4 crore in March 2020. It is a testament to the growth potential of the industry in a country with 50 crore of PAN holders. Challenges at work faced during the pandemic are still fresh in our minds but in the end, we acknowledge that it compelled us to automate our processes, shed old habits, and evolve as a **fin-tech company** that is future-ready to thrive in this industry.

In the coming year, you will be able to see new services and financial products being added to the company's offerings. To navigate the changing times, I urge you to develop more unique skill sets and readiness to adopt new technologies. Efficiency has become the keyword this year in many boardrooms across the globe and the company is working in that direction.

I look forward to reading the forthcoming issues filled with your enthusiastic contributions.
Happy Reading!



Sunil Nyati

EDITORIAL

Welcome to Josh's second edition! As the editor, I'm thrilled to present you with a compilation of insightful articles, imaginative features, and provocative writing that reflects the various viewpoints and views of our colleagues.

This issue also includes a special interview with our CTO, Mr. Parth Nyati, who discusses his outlook for the future of our business and the role that each of us plays in attaining our objectives. His observations offer a window into the strategic course of our company and how every one of us may help make it successful.

Furthermore, we showcase the talents and interests of our colleagues through a series of personal profiles. Our colleagues bring a unique perspective to our workplace, and we are proud to showcase their achievements.

Last but not least, we honor the accomplishments of our team members and significant business milestones. Our team has shown outstanding passion and commitment to our purpose, as seen by our MCX award victory and the launch of our Trading app.

"**JOSH**" is still a testament to our colleagues' imagination, ability, and enthusiasm as we expand and change as a company. We hope that this issue will encourage you to consider how you might improve our workplace culture and contribute to our success as a whole.

We thank you for your support and look forward to hearing your thoughts on this edition of **JOSH**.

Happy Reading!
Best Regards


Sagar Pandey

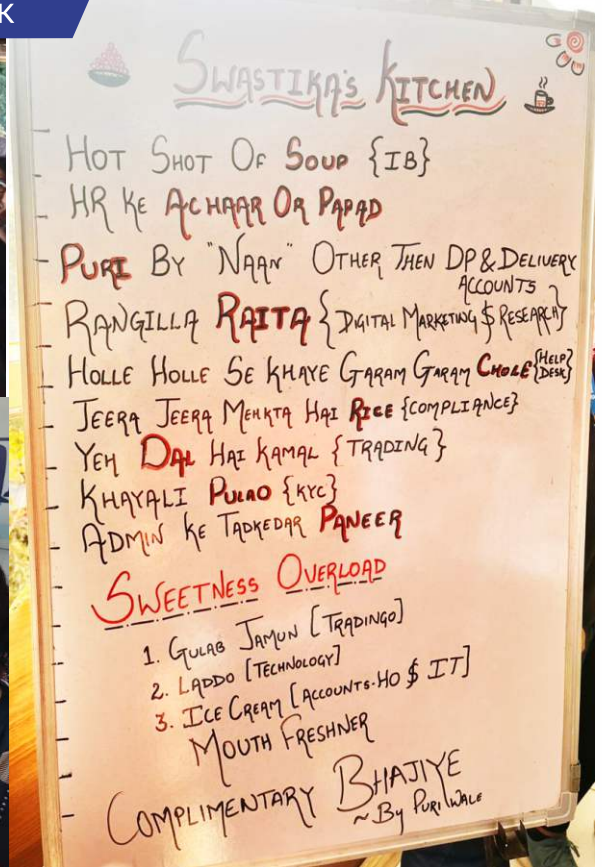


EVENTS AT A GLANCE

Swastika Ka MPL 2023



Fun At Work : POTLUCK



Birthday Celebrations



EVENTS AT A GLANCE

Blood Donation Camp



IMA International Conclave 2023 at Indore



Live Interaction Session At NSE Academy



Inter Corporate Cricket League - 2023



Hackathon 2023 'The Tech Driving India's Revolution'



EVENTS AT A GLANCE

Meet the Minds



Seminar at IIT Indore



Holi Celebration



Tradingo Annual Plan Meeting



EXPERT INSIGHTS

1. What are your thoughts on the role of a CTO?

As a CTO, I see my role as ensuring that our software development meets the demands of our business. This means ensuring that the software is scalable, developed quickly, and adheres to security protocols. I prioritize tasks that have the greatest impact on our business and focus on making sure my team is efficient, growing, and happy. Finally, I'm passionate about innovation and strive to create a culture of experimentation and discovery, identifying gaps in the industry, and incorporating new ideas into our business.

2. How do you feel about change?

As we say, change is always good, but sometimes it scares me. But we have to be prepared for any change that comes our way. We have to keep our eyes and ears open for any new opportunity that leads to change. We have also prepared a feedback loop for any problems that may exist in our software, so you can keep giving us feedback so that we can address them accordingly.

The market is changing, the overall competition is changing, and everybody is labeling up their games, so we also need to keep elevating ourselves and keep changing and innovating.

3. What do you think about the role of technology in business?

I consider technology an accelerator for the business. If we are enabled by technology, you can grow your business. It helps increase the efficiency of systems, products, and services.

4. What would your ideal company culture be, and how would you create it?

A great company culture is one where employees feel like they are a part of the company and know how they contribute to its success. The company should have a fast-paced environment where everyone is productive and efficient, and aspire to a "no follow-up" culture where work should be done without follow-ups and reminders. They should make decisions based on facts and data, and encourage everyone to keep learning and improving their skills. This kind of culture helps employees feel good about their work and can help the company do better too.

5. How do you prioritize and manage competing demands from different areas of the business?

The first thing that comes to mind is: if there is any change request or any demand that comes, how much will it impact the overall business?

I don't jump into execution directly on any new plan or idea, but rather I'll analyze the impact with data points if they are available or with some prediction we can make, and then I'll try to prioritize something over the other.

6. How do you ensure that new products and features are developed with a good user experience in mind?

We focus on making sure our customers have the best experience possible. We have a small in-house team that talks to customers directly to get their feedback on our products. Before creating anything new, we do research to find out what our customers really want and need. We follow this methodology: "**You are not equal to the user**" which means that what we want for ourselves may not be what our customers want, so we put their needs first. We know we still have a lot of work to do to make sure our products are easy and enjoyable for customers to use, and we are always working to make them better.



Parth Nyati
Chief Technology Officer



CA Mahendra Sharma
Chief Financial Officer

MANN KI BAAT



I have called Swastika my home for more than 17 years, and during my tenure as CFO under management supervision, I have gained a wealth of knowledge about the stock market. Swastika is an expanding organization that offers learning opportunities to all its members. In addition, the company rewards and recognizes its staff with both monetary and non-monetary benefits. Employees who seek growth prospects are provided with in-house training programs.



CREATIVE CORNER

समझो मुझको एक व्यापार

जिसने जहाँ पे पाया खुद को, उसे वैसा नाम दिया।
मिला वही फल तुम्हें हमेशा, जैसा तुमने काम किया।

टीसीएस और टाटा मोटर, नए आयाम बनाते हैं,
पेटीएम और टीटीएमएल, काम तमाम कर जाते हैं।

नाम बदल कर, थीम बदल कर, भेष बदल आ जाते हो,
मैं तो वही टिका रहता हूँ, तुम गायब हो जाते हो।
प्लेटफार्म के नाम पे तुम्हारे, लाया कैसा है भुचाल,
कुछ लोगो की जेब भारी, पर लाख लोग हुए कंगाल।

सीख नहीं पाई गलती से, दोहराते हो वही उसके बार,
अपने ही तुम पागलपन में, खुद का करते रोज शिकार।

अब कुछ भी करने से पहले सीखो समझो भाली कार,
खेल नहीं हूँ, जुआ नहीं हूँ, समझो मुझे एक व्यापार।
समझो मुझको एक व्यापार।

- शुभम कुमार सिंह

Relationship Manager-VP Zone

बचत और निवेश

बात है उन दिनों कि जब न तो बचत का पता था ना ही निवेश का।
जब भी पॉकेट मनी मिलती थी पहुँच जाते थे पास की दुकान पर शहंशाह बनकर...
और सारी बचत सीधा दुकानदार के गल्ले में और निवेश भी ऐसा जो कभी बढ़ा ही नहीं।
एक ही बार में हीरो तो जीरो बचत में एक मेले से गुल्लक लेकर आया था,
तब भी सोचा था की क्यों न अपने पैसे की बचत की जाए।

पर अगले दिन फिर सारी बचत गई दुकान में...फिर शुरू हुआ दौर जवानी का जहा पता चला कि,
जो पैसे पास की दुकान में खर्च किये थे अगर उसमे से थोड़े पैसे की भी बचत की होती।
तो आज कितनी बचत हो जाती...खैर वो कहते है न, 'जब जागो तभी सवेरा'
तो क्यों ना आज ही अपनी बचत को सही निवेश बनाया जाए,
और वो तरीका बताया स्वस्तिका इन्वेस्टमार्ट ने।

जहाँ हम Mutual fund, and stock market में
बचत को सही तरीके से निवेश करते हैं
अरे भाई, अपना बुढ़ापा भी तो सिक्योर करना है!
तो इन्ही पंक्तियों के साथ अपनी एक छोटी सी,
मगर सभी के जीवन से संबंधित कहानी को विराम देता हूँ,
और कहता हूँ आज ही अपनी बचत को निवेश बनाएं।

- संजय कुमार

Dealer-VP Zone



कहानी...

हर किसी के अंदर...दफन है एक कहानी...
वो एक कहानी...किसी ने ना जानी...
अल्फाज नहीं होते...किसी को सुनाने को...
खामोशी में अक्सर...छुपी है कहानी...
हर किसी के अंदर...दफन है एक कहानी...

कहीं दास्तान है...बिखर जाने की...
कहीं दास्तान है...फिर उभर आने की...
किसी का मुकम्मल...इश्क समेटे है...
तो किसी के...अधूरेपन की खानी...
हर किसी के अंदर...दफन है एक कहानी...

कहीं अपनो की खुशी के...लम्हे समेटे हैं...
कहीं अपनो के लिए...दूर जाने की कहानी...
कहीं बरसो का साथ...लम्हे में छूट गया...
कहीं अजनबी बने मिल...ता उमर की कहानी..
कहीं अंजान सफर का...रोमांच है...
कहीं अपनो के...अजनबी बनने की कहानी...
हर किसी के अंदर...दफन है एक कहानी...

हर कोई बस...यही चाहता है...
खुशनुमा अंत पर...खत्म हो कहानी...
पता सबको है...पर कौन जाने...
अंत एक कहानी का...फिर ले आये एक कहानी

- नेहा वैष्णव

Customer Acquisition Trainee-Tradingo

भईया तुम मुझे बहुत याद आते हो

भईया तुम मुझे बहुत याद आते हो।
जब मुझे कोई डाँटता है, तब तुम मुझे याद आते हो।
जब मुझे कुछ चाहिए होता है, तब तुम मुझे याद आते हो।
जब मेरे आँसू पोछने वाला कोई नहीं होता है,
तब तुम मुझे याद आते हो।
जब मैं अपना दर्द अपनी तकलीफ किसी से कह नहीं पाती,
तब तुम मुझे याद आते हो।
क्यों छोड़ कर के चले गए आप भईया मुझे,
जब जब ये सोचती हूँ
तब तुम मुझे बहुत याद आते हों।

- एकता शिंदे

Business Development Analyst-VP Zone



A unique Dimond painting made from 50000+ raisin Dimond. Time taken - 6 months
Artwork by Roshni Soni, HR Executive-DT Zone



Magazine Published by Swastika Investmart Ltd. for internal circulation.

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