



FROM THE MD'S DESK

Dear Team Members,

This is indeed a milestone worth taking a step back to reflect on our legacy and history. We have together braved many challenges and achieved several significant successes during the course of this exciting journey.

We are certain that we do not want to be merely recognised for what we have done, but how we have done it. Our inevitable Mantra for the business is our core values which are:

- Customers are our Priority Number One
- Politeness is our Language
- We are Determined to Honor our Commitments
- We are Trustworthy & Truthful Tribe
- We are Energetic & Happy at all times
- We are Disciplined, Presentable, and always on Time
- We keep our eyes and ears open to learn.

To achieve the Grail of perfect life and perfect workspace we follow our "Core Values", which we look up to whenever we face any hurdle or challenge.

For example: If ever we face a dilemma between the Revenue and AP (Sub Broker). Where AP is generating great revenue but not following ethical practice in client dealing, we follow our "Core Values" of Customer Centric Approach, take a hit on revenue and let go of that AP from our Business.

Determination in the workplace drives us to accomplish our goals, aligned with our Core Values. It resembles the mindset of a dedicated athlete striving to complete a marathon, regardless of time or difficulty. This determination provides motivation for healthy habits and continuous improvement, enabling us to overcome challenges and set realistic goals. Embracing the "Core Values" empowers us to navigate professional challenges successfully.

Take care and warm regards,

A handwritten signature in blue ink that reads "Sunil Nyati".

Sunil Nyati



EDITORIAL

Welcome to the much-awaited 3rd edition of our in-house magazine, Josh! As we delve into the theme of the year, "RRR: Reach, Refer, Retain," we embark on a journey that emphasizes the core principles that drive our organisation forward.

"RRR: Unlocking the Power of Reach, Refer, and Retain"

In the pages of this edition of Josh, we present inspiring stories, innovative ideas, and valuable insights from our team members and management. Let us celebrate the spirit of RRR and continue to embrace its principles in our daily endeavors. May this edition of Josh spark creativity, ignite collaboration, and propel us toward new heights of achievement.

Remember, it's not just about reaching, referring to, or retaining individually, but rather the harmonious synergy of all three that empowers us to create a lasting impact.

May the pages of *JOSH* inspire you to cultivate a mindset of adaptability, innovation, and resilience. Together, let us embrace change as an opportunity for growth, seize the possibilities of the digital era, nurture agile workforces, and champion sustainable practices. The future belongs to those who are willing to adapt, and with the power of Josh, we can conquer any challenge that comes our way.

Happy Reading!
Best Regards



Sagar Pandey



PROMOTIONS



Twinkle Khandelwal
Sr. Executive, HO Director Zone



Priyanshu Shrivastava
Sr. Digital Marketing Manager, DT Zone



Yogesh Kumar Acharya
Sr. Software Developer 1, HO Director Zone



Sanjeev Jaiswal
QA 2, HO Director Zone



Abhishek Tiwari
Dealing Operation Head, Central Zone

PROMOTIONS



Vijay Kumawat
Cluster manager, DT Zone



Atul Kumar Purohit
Sr. Service Strategy Head, DT Zone



Harshit Singh Sisodiya
Cluster Manager, DT Zone



Gaurav Dadhe
Manager-Algo Desk, Tradingo



Mithilesh Kumar Pandey
Sr. General Manager, VP Zone

EVENTS AT A GLANCE



Listing Ceremony of Infinium Pharmachem Ltd. at NSE Emerge



Mr. Parth Nyati receiving the award Farmer Producer Organisation Saathi-Market Outreach by NCDEX



Insights from CTO, Mr. Parth Nyati at TEDx DAVV

EVENTS AT A GLANCE



31st Anniversary Celebration at Swastika



3rd Anniversary Celebration at Tradingo



Blood Donation Camp

EVENTS AT A GLANCE



Awards & Recognition VP Zone



Excursion trip to Simcha Island



Business Summit 2023

EXPERT INSIGHTS

1. What's the most exciting project or assignment you've worked on recently?

I'm excited about two projects: algorithmic trading, the future of trading, and identifying India's multi-bagger opportunities during its golden era, Amrit Kal. It's an exhilarating time ahead as we embrace the potential of technology and uncover promising investment prospects in India's flourishing market.

2. Can you recommend a book, podcast, or TED Talk that has inspired you and could benefit your colleagues?

There are many books, podcasts, and Ted Talks that are so inspiring, but I would like to mention the book "Atomic Habits" by James Clear, which is a transformative guide that illuminates the power of small, incremental changes in building remarkable habits and achieving long-term personal and professional success.

3. Share a time when you felt proud to be part of this organization.

The CSR initiative called "Tare Jameen Par" aimed at empowering special-abled children and fostering their independence has been an incredible endeavor. Witnessing the immense joy and radiant smiles on the faces of these children fills me with an overwhelming sense of pride for being a part of this organization.

4. What's a skill or competency you've developed while working here that you didn't have before joining the company?

I used to be an introverted individual, and one of my greatest challenges was speaking in front of others. However, thanks to the support and opportunities provided by Swastika, I was able to embark on a journey of personal growth. Today, I proudly represent our company in various media engagements, and I have developed the confidence to speak eloquently and effectively before any audience, regardless of its size.

5. If you could describe our company's culture in three words, what would it be and why?

In three words, our company's culture can be described as learning-centric, opportunity-driven, and growth-focused. It prioritizes continuous learning, provides ample opportunities for employees to explore and contribute, and fosters personal and professional growth. This culture creates a dynamic and empowering environment that promotes innovation, collaboration, and long-term success.



Mr. Santosh Meena
Head of Research

MT PROGRAM - BATCH 1

The launch of a management trainee program targeting candidates from prestigious institutes like IIMs (Indian Institutes of Management) and NMIMS (Narsee Monjee Institute of Management Studies) to create future leaders of Swastika is an excellent initiative. Hiring candidates from such premier institutes ensures a pool of talented individuals with a strong academic background and potential leadership qualities.

On April 3, 2023, the first batch of five MTs joined us. They had the opportunity to work in several departments for the first two months, and then, based on their performance, they were assigned to the IB and Product teams.



**Mr. Ghanshyam Patel, Mr. Nishat Lakhpatri, Mr. Ashwini Kumar,
Ms. Vranda Neema, Ms. Stuti Awasthi**

MANN KI BAAT



Mr. Vinit Rathi
VP - Marketing

Swastika is a great place to work for broking and financial service industry professionals. I have been for 18 years with the company and it has been an amazing journey with lots of Learning. The company has created milestones year after year in different segments. regular training & development, rewards and recognition, and work-life balance help Swastika employees to grow in their careers and life. With a very strong team of finance, technology, marketing & HR professionals Swastika is ready to grow exponentially and achieve big milestones in broking, investment banking, and other financial services in the coming years.

Working as a Vice president under the supervision of management, I've learned a lot about core values and how's that important for any business since joining.

Swastika has been my home for over 5 years.

It is the fastest-growing organization with a vision of client happiness through a technology-based solutions mindset. Management is always ready to help us if you are facing any challenges. Your learning will be wonderful which helps you to enhance your skills The working environment is so wonderful and full of synergy.



Mr. Deepak Somani
VP - Central India West Region

CREATIVE CORNER

हेलो दोस्तों,

मैंने अपनी पिछली कहानी में बात की थी बचत और निवेश की, जिसमें हमने अपनी फाइनेंशियल प्लानिंग के बारे में बताया था। आज भी हम बात बचत और निवेश की करेंगे। हाँ, वह निवेश जिसकी बातें तो सब करते हैं, लेकिन करता कोई नहीं। जिसकी फिक्र तो सबको है, लेकिन करना कोई नहीं चाहता। अरे भाई, कोई करे भी तो कैसे करें, उसके लिए दुनिया की एक प्यारी चीज छोड़नी पड़ेगी। आप जानते हैं क्या है वह प्यारी चीज? नहीं, तो मैं आपको बताता हूँ, वह प्यारी चीज है नींद। जी हाँ, नींद और जिस बचत और निवेश की मैं बात कर रहा हूँ, वह है हमारी सेहत!

अब आप भी सोचेंगे कि भला सेहत का बचत और निवेश से क्या संबंध है! जी हाँ, संबंध है क्योंकि जब आपका शरीर स्वस्थ होगा, तभी आप अपनी फाइनेंशियल प्लानिंग का मजा ले पाएंगे। नहीं तो सारी उम्र कमाने में लग गई और बाद में हम बिस्तर में पड़े रह गए!

तो बात हुई लॉकडाउन की, लॉकडाउन तो याद ही होगा आप सबको, भला इतनी भयानक त्रासदी को कोई कैसे भूल सकता है। समय जो एक पल के लिए रूक गया हो, जो जहाँ था वहीं पर कैद होकर रह गया, लेकिन इस कैद से हमें आजाद किया स्वास्तिका ने और वह भी एक नई सोच और नए अंदाज में, जानते हैं कैसे? योग के माध्यम से हमारे एम डी सर का मैं दिल से धन्यवाद करना चाहूंगा, कि अपनी एंप्लोई को योग की कक्षा तक ले आए, जहाँ हमें अच्छे-अच्छे योगाचार्य मिले, जिन्होंने बताया आप थोड़ा सा समय योग में निवेश करेंगे तो आप अपनी बचत का मजा ले सकेंगे! मुश्किल होता था सुबह सुबह उठना, वो कहते हैं ना वह मजा नहीं है दुनिया के किसी कोने में, जो मजा है एक बार उठकर दोबारा सोने में। लेकिन हर शाम एक मैसेज आता, योगा क्लास का, और वह मैसेज एक बूस्ट का काम करता था! बस फिर क्या सुबह 7:00 बजे रेडी योगा क्लास के लिए, एम डी सर की इस पहल से पता चला, कि बचत और निवेश तभी फायदेमंद है, जब आप इसका सही से प्रयोग करें और प्रयोग तब कर पाएंगे, जब आप अपनी सेहत में निवेश करेंगे, चाहे आप योग करें ना करें, जिम में जाएं या ना जाएं, लेकिन सुबह एक बार अपनी प्यारी सी चीज को छोड़कर सुबह की सैर ही शुरू कर दें, फिर देखिए आपका थोड़ा सा किया हुआ निवेश कैसे रंग लाता है, एक अलग ही सुकून मिलेगा।

तो प्यारे दोस्तों, अपनी इस कहानी को यहीं विराम देता हूँ अपने बुजुर्गों की कहीं चंद पंक्तियों के साथ, पहला सुख निरोगी काया, दूसरा सुख धन माया। तो आज ही थोड़ा सा निवेश अपनी सेहत के लिए भी करें, तभी तो आप अपनी बचत का इंजॉय कर पाएंगे!

धन्यवाद,

- Sanjay Kumar
Dealer, VP Zone

"शेयर मार्केट और जिंदगी"

जिंदगी बिल्कुल शेयर मार्केट की तरह है कभी ऊपर जाती है तो कभी नीचे जाती है! एक जैसी कभी नहीं रहती है कभी लाभ होता है तो कभी घाटा! इसी बीच नई- नई आईपीओ मार्केट में लांच होती रहती है! किसी को भाव बढ़ने का इंतजार होता है तो किसी को घटने का! कोई रातों-रात अमीर हो जाता है तो कोई रातों रात फकीर इसी बीच कई जिंदगी डूब जाती तो कई मर्ज हो जाती है! अजब सी है न ये जिंदगी कोई बहुत खुश हो जाता है तो कोई मायूस!

- Vinay Namdev
Relationship Manager, DT Zone



CREATIVE CORNER



हर चेहरे के पीछे

हर चेहरे के पीछे,
कुछ अनसुने अनकहे राज छुपे बैठे,
कुछ बड़े खुशनुमा चेहरों के पीछे,
खाली मन उदासी लिए बैठे,
मंजिल की चिंता में सफर का आनंद खोए बैठे,
जिंदगी की उठापटक में
इंसान अपने चेहरे पर खुशी का नकाब लिए बैठे।

-Aashutosh Nema

Customer Acquisition Trainee, Tradingo

यह धुआँ, यह धुंधली रातें

यह धुआँ, यह धुंधली रातें,
ये अँधेरे की घुटन।
इस अँधेरे में ही लिपटी,
है उजाले की किरण।
वो किरण अभी तक तुझसे बेनूर है तो क्या हुआ,
चल मुसाफिर, तेरी मंजिल दूर है तो क्या हुआ।

-Dheeraj Singh Bhadoria

Principle Senior Developer,
HO Director Zone

थक कर गोद में सो जाया करते थे

थक कर गोद में सो जाया करते थे,
दादी की कहानियों में खो जाया करते थे,
पंछियों की चहचहाहट से होती भोर थी,
उस सुबह की बात ही कुछ और थी।

बातों ही बातों में दिन गुजर जाते थे,
सबके लाड़ प्यार से हम और बिगड़ जाते थे।
आज एक बच्चे की मुस्कान में
फिर खुद की तस्वीर नजर आयी,
उन मासूम आँखों में जिंदगी की
तफसीर नजर आयी।

आज की इस ना थमने वाली दौड़ में
ना जाने कैसी खानगी है,
यही सोचता हूँ मैं,
कि वो भी क्या जिंदगी थी,
और क्या ये जिंदगी है?

-Vidit Lakhota

Sr. Business Analyst,
HO Director Zone



Artwork by Roshni Soni,
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AND THE HAPPINESS CONTINUES...

JOSH

by
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