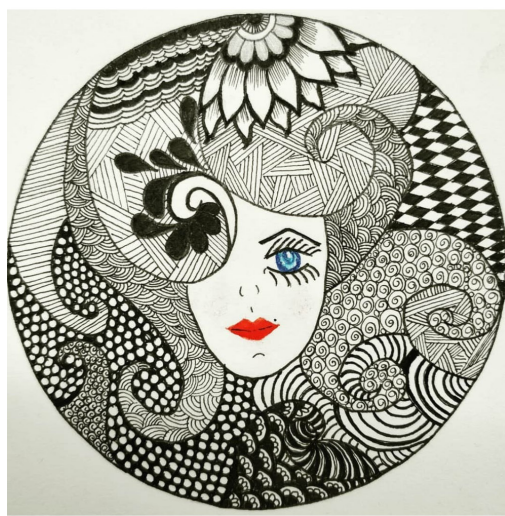


Reflections

October 2019



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Front Cover: Collage: (*center*) zen-
tangle by Radhika Khanna; (*clock-*
wise from top left) Nandavanam
team, building evacuation during
mock fire drill, Anupama Gopinath,
Centralized Journals Copyediting
team, Deivanayagam, and the NPL
winning cup

Back Cover: *Zentangle*, courtesy of
Radhika Khanna

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UPCOMING EVENTS

- *November 2019*: Children's Day celebrations
- *December 2019*: Christmas celebrations & Chris Mom – Chris Child game
- *January 2020*: New Year celebrations & Pongal celebrations

NewGen
KnowledgeWorks

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Subhash Panicker, a vice president at Newgen, believes in traversing the path of fulfillment through active involvement and finding meaning in making a positive impact among challenging circumstances. To him, being active physically and mentally means being alive.

His interests range from travel photography, reading of diverse subjects, quizzing, music, and sports to the pursuit of legal studies and management practices and strategies.

FROM THE EDITOR-IN-CHIEF:

Yet another issue of *Reflections* has made it to print, this time with contributions from several newcomers.

In this issue, you will find articles about Nandavanam's newest adventure and celebrations, the Health & Wellness program that is picking up momentum, Steven Hall's visit to Chennai to help launch *Oxford Publish* and the winners of the Newgen Premier League. The stars of this issue's spotlight sections are Anupama Gopinath, Deivanayagam, and the members of the Centralized Journals Copy Editing team.

And it gives me immense pleasure to introduce to you the newest member of the Editorial Board, Subhash Panicker from SHR. A brief write-up about him can be found on the Contents page.

I thank all those who participated in their own way in making this issue possible.

I hope you enjoy reading this issue as much as we have enjoyed creating it.

Everyone has a story – a story about one's struggles and triumphs, successes and learning.

What's your story? Tell us and we'll tell it to whoever is willing to listen.

Keep reading and keep the contributions coming!

- Lydia



Tell us

What we're doing right and what we're doing wrong and what you think of this issue. We'd love to hear from you.

Your feedback and suggestions are most welcome. Send in your contributions before 15 December 2019 to reflections@newgen.co.

All contributions must be original.

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HONORARY DOCTORATE AWARD

EDITORIAL BOARD

He likes contributing to societal well-being through participation in cultural, humanitarian, and environmental activities. After serving in the corporate sector as a management professional for three decades, Subhash has subsequently mentored, coached, and trained over 2,500 managers in 24 corporate companies in the Indian subcontinent. He has led social and civic activities and has acted as a speaker and thought leadership presenter at management and institutional forums. He considers himself fortunate to reside today as a neighbor of Kris Srikkanth, the former captain of the Indian Cricket Team, after having played club cricket with him thirty years ago. His family comprises an artist and early school educationist wife, a daughter who is a designer, and another daughter who is an architect.

THE VILLAGE LIBRARY

RENGARAJAN SUNDARARAJAN

Managing Editor, Anthem Press



பாட்டுக்கொரு புலவன் பாரதியடா! - அவன்
பாட்டைப் பண்ணோடொருவன் பாடினானடா!
கேட்டுக் கிறுகிறுத்துப் போனேனேயடா! - அந்தக்
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சொல்லுக்குச் சொல்லழகு மேறுமேயடா! - கவி
துள்ளு மறியைப்போலே துள்ளுமேயடா!
கல்லும் கனிந்துகனி யாகுமேயடா! - பசங்
கன்றும் பாலுண்டிடாது கேட்குமேயடா!

—“கவிமணி” தேசிக விநாயகம் பிள்ளை (மலரும் மாலையும்)

Bharathi, poet incarnate!
Upon hearing an elegant rendition of his song,
insanely enthralled was I
Bear with my jabber, I entreat you
as the allure of the lyrical words intensifies,
while the song capers like a colt
even stone ripens like a fruit
and makes a feeding calf stop to listen to it.¹

—“Kavimani” Desika Vinayagam Pillai (*Flowers and Garlands*)

Theroor, a picturesque village in Kanyakumari District, is 8 km from Nagercoil on the way to Kanyakumari. Along with the Suchindram Lake, the Theroor Lake serves as a bird sanctuary for migratory birds that come all the way from Siberia. One of the famous

¹ Translation credit goes to Kondappan Sathiaselvan, Manager, Peter Lang.



Kavimani Desika Vinayagam Pillai Memorial Library, Theroor

sons of Theroor was Desika Vinayagam Pillai (1876–1954), a poet noted for children’s, nationalistic, and devotional songs and poems. He worked as a teacher of Tamil in a school in Kottar, Nagercoil, and later as a professor of Tamil in Thiruvananthapuram. In 1940 the Tamil Sangam, at its seventh annual conference held at Madras, honored Desika Vinayagam Pillai with the title “Kavimani.” He also translated Edwin Arnold’s *Light of Asia* and Omar Khayyam’s *Rubbaibat* into Tamil. The library in Theroor, established in 1956, is named after him. He was commemorated on a stamp issued by the Indian Postal Service in 2005. Recently, the government announced that the memorial and the library will be expanded at a cost of ₹1 crore (equals 10 million USD).

During the summers, our family used to take a thirteen-hour bus ride to Theroor, our native village, where our grandparents lived. Sometimes, cousins along with their families would join us there. The mornings would be spent lazing around, playing cards, or running off to the brook nearby, fed from the lake that nourished the major crop in the village—paddy. Bathing in the brook was something we all looked forward to because we were allowed to go unchaperoned. Bathing in the lake was a different matter altogether, regulated under strict supervision—not only were the moss-ridden steps on the lake slippery, but the lake was too deep, and none of us could swim.

I, in particular, used to eagerly await the afternoons because after lunch I was allowed to go to the library. Kumaresa Pillai, the librarian, was an old but active man, a friend of my grandfather’s, and



The buffalo pond behind the library

who had, from my distinct memory of him, thick iron-like arms. The reading hall was huge for a village library, and one could see a few people at the reading desks with newspapers. A passage from the librarian's room led to another room where the books were arranged on both wooden and metal racks. The library contained around ten thousand books. I mostly read children's books but would pore over collections of the *Illustrated Weekly of India* in thick binders. Borrowing of books was not allowed, but Kumaresa Pillai made an exception for me after duly noting down the books I borrowed in a notebook. Sometimes I returned the books the next year when I returned for the summer. A few I never returned, although with the passage of time, I don't remember which books these were. My grandparents died a long time back and so did Kumaresa Pillai, but I still visit Theroor occasionally. Whenever I visit, I always go see the library. I don't know who the current librarian is, but my love for reading started here. I hope to pass on this fondness for reading to my children, but who knows what paths lie ahead for them in their world of reading devices and apps!

SRINAGAR & LADAKH TRIP

RAGHURAMAN G.

Copyeditor, Tax & Accounting



I had visited Srinagar Valley and Ladakh in July 2019, and here are a few photographs from that visit.



3



4

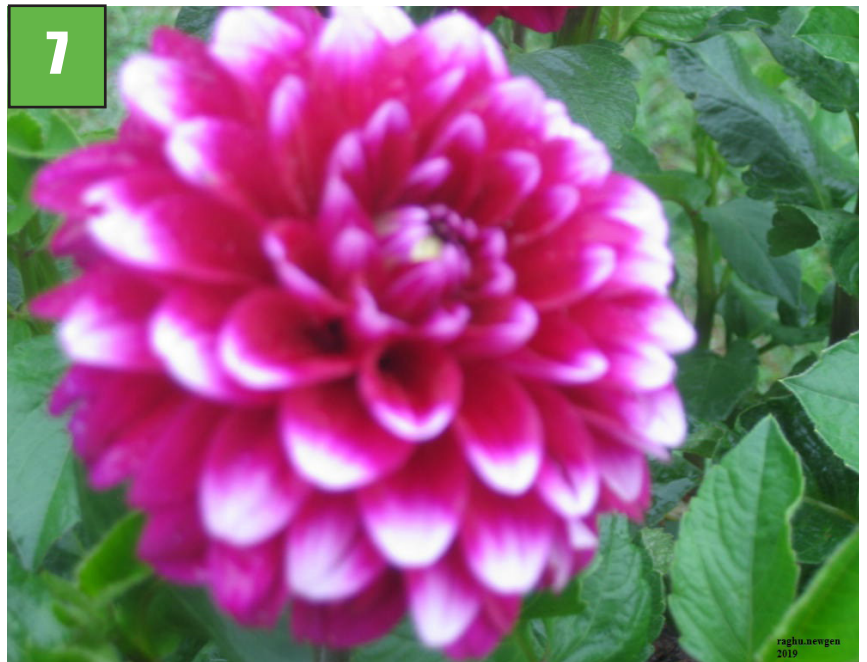


5



(1) Drass (near Kargil) is claimed to be the second-coldest inhabited place in the world. During winter, the temperature dips to -45°C (or 113°F) or even lower. Yakutsk and Norilsk, in Russia, hold the top spot for the coldest place in the world.

(2) The statue of Buddha is from Likir Monastery, which is one of the most renowned and ancient monasteries in Ladakh, along with Alchi and Hemis.



(3-7) The Nishat Garden, along with Shalimar Garden and Chashme-Shahi, dates back to the Mughal period. The Nishat Garden, with its fountains, canals, and water cascading into the Dal Lake, is a mesmerizing sight. The design of Nishat is fashioned after gardens in Iranian cities like Shiraz.

(8-9) Zoji La Pass. Even though the photographs do not capture the scenes, there was a huge traffic jam (over 10 km long) during my journey on the pass, for over four hours as, first, there was a massive landslide on the pass and then thousands of trucks (carrying supplies) were on the way to Srinagar, as a precursor to massive political developments in Kashmir, in August.

BIKE RIDE TO TIRUNELVELI

BALAJI G.

Senior Executive, Quality Control, Medknow Journals



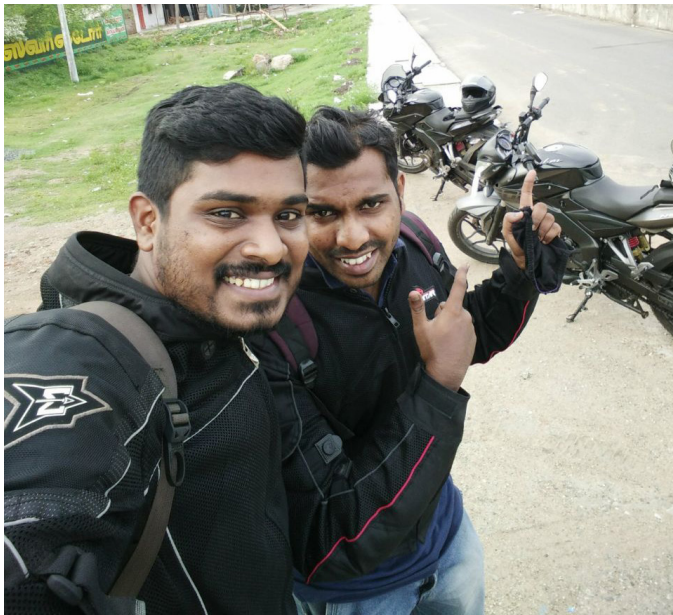
In September 2016, I went on a bike trip all the way down to Tirunelveli (Papanasam) from Chennai. This was my first time riding more than 500 kilometres in a single day. The excitement that was building up to the day of my ride was marked with a tinge of fear considering the distance I was planning to go. My friend Ulaganathan joined me on his bike for the initial part of the journey. We started at 5 AM from Tambaram. The weather looked ominous with a constant drizzle and a light rain at a few stretches. But, of course, a little rain could never dampen our spirits. So we took off with a maximum speed of 80 km/h. After an hour, we stopped for a break at Madhuranthakam, about 60 kilometres from Melmaravathur. By the time we resumed after tea, the clouds had cleared and the sun was up, and we increased our speeds to 100–120 km/h. After a breakfast at Ulundurpet at 8 AM and refuelling near Dindigul three hours later, it was time to bid goodbye to my friend as he had reached his destination at Dindigul. It was a lonely, and sometimes boring, ride for the remaining 250 kilometres from Dindigul to Tirunelveli, and so I could not resist pushing the throttle up to 140–150 km. I finally reached my destination at 2:50 PM.



Three days later, I made my way back to Chennai, this time without company for the entire stretch. I made sure that I took several short breaks on the way to stay fresh. A long journey like this one can be exhausting, but it is a dream for any biker.

Here are a few tips and suggestions you may find useful if you are planning to take a long bike ride yourself:

- ▣ It is recommended that you use a bike with an engine displacement of at least 200 cc.
- ▣ Ensure that the bike is properly serviced and the tyre pressure is checked at least two days before the journey.



- ▣ Wear a riding jacket for complete protection.
- ▣ Good, sturdy shoes are a must.
- ▣ Avoid pillion riders for long journeys.
- ▣ Plan your baggage well with all necessary equipments and accessories and ensure that the bags are strapped firmly.
- ▣ Early morning is the best time to start a long journey as the mind is at peace as the sun peeks over the horizon.
- ▣ Be sure to take a break every 150–200 km.
- ▣ Lubricate the chain sprocket after every 350 km.
- ▣ Keep yourself hydrated and drink enough water.
- ▣ It is always best to ride in groups with individual bikes; this not only beats boredom but is also safer.
- ▣ Carry a power bank for mobiles and cameras.
- ▣ Use LS2 helmets as they are safe and comfortable.
- ▣ Check the air in both tyres every time you stop to refuel.
- ▣ If travelling in a group, toll booths are probably the best assembly point.

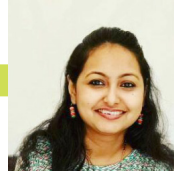


When you set out on a long journey, do NOT think about the distance of your destination. Just follow the road; the journey is more important than the destination.

CHICKEN LOLLYPOP IN BARBECUE SAUCE

PRIYANKA KARNIK

Developmental Editor, Aspen



This is a quick, easy, and tempting chicken recipe, which I am sure you will all love to make! In this recipe, we will use homemade barbecue sauce that can be prepared instantly. Let's begin!

Ingredients

250 g chicken lollipops

For the marinade

1 tbsp olive oil

1 tbsp ginger-garlic paste

1 tsp chilli powder

Salt to taste

For the barbecue sauce

1 tbsp chopped garlic

1 tbsp tomato sauce or ketchup

1 tbsp red chilli sauce

1 tsp soya sauce

1 tsp honey

Chilli flakes

For garnish

Finely chopped onion and spring onion



Instructions

Marinate the chicken lollipops with olive oil, ginger-garlic paste, chilli powder, and salt.

In a pan, add oil and cook the marinated chicken lollipops for about 10 to 15 minutes or until they are well cooked. Once the lollipops are cooked, remove and place them on a plate. You can also cook the lollipops in the oven at 180°C for 15 to 20 minutes.

Now for the barbecue sauce. In the same pan, heat oil and sauté the chopped garlic. Then add the tomato sauce, red chilli sauce, soya sauce, honey, and chilli flakes and mix them together. Do not add salt to this mixture as all the sauces already contain enough salt. Now add the cooked chicken lollipops to the pan and coat them with the barbecue sauce. Garnish with the chopped onion and spring onion and mix well. Turn off the stove, and the chicken lollipop in barbecue sauce is ready to be served.

I hope you enjoy making the recipe and indulging in it too!



THE CREATIVE LENS

KARTHIK SELVA

Trainee XML, WK TAA



MY OWN BOOK

by **ATHULYA SUNDARESAN**

Senior Executive Copyeditor, Journals Copyediting



My Own Book (MOB) is a portal built to address all the needs of the book production process. All stakeholders can access all book-related information and files from a single location. This portal is easy to use so that the contributors have a hassle-free experience while working on their books. Some of the important features include templated workflows with a flexibility to reroute, auto-scheduling, built-in mail management, and schedule change notification. MOB helps the project managers in the end-to-end process mapped in the form of workflow, progress of the project available, and impact on key dates and course correction, providing them with an ability to handle multi-contributor titles with ease. The authors can use MOB to view the overall schedule of their tasks, mark their travel plans, upload and download files, and set reminders.

IEL Civil Procedure:FINLAND / IEL Civil Procedure:FINLAND

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16 Mar	16 Mar File to AM - IEL Acquisition Manager (Unit)

newgen My Own Book Projects FAQ Hi, Daniel David

IEL Civil Procedure:FINLAND Wolters Kluwer

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To Do
File to Author (Unit)

Unit
File to Author

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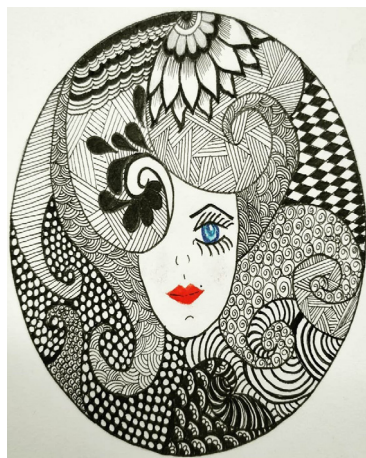
Click here to send your files after File to Author



ZENTANGLES

RADHIKA KHANNA

Executive Copyeditor, Kluwer Law International



A zentangle is a type of “doodle art.” Made up of repeating or structured patterns and textures, they help increase your focus while ramping up your creative abilities. Working on zentangles is an excellent way to help you relax and unwind. I find it very satisfying. I love to spend my Sunday evenings doodling with soft music or a ghazal playing in the background.

NEWGEN PREMIER LEAGUE

CHATHURNA DEVI & ARAVINDAN S.

Strategic Human Resources

The cricket tournament was back again this year with NPL-2, which saw sixteen teams participating from across the Newgen group of companies.



Winners: WK Stars (*standing, L to R*): Jothibas, Prabhakaran, Senthil, Muneeswaran, John Billy Graham (captain), Vijayan, Arun; (*sitting, L to R*): Santosh, Vicky, Ajith, Subhash, Indrakumar, Perumal

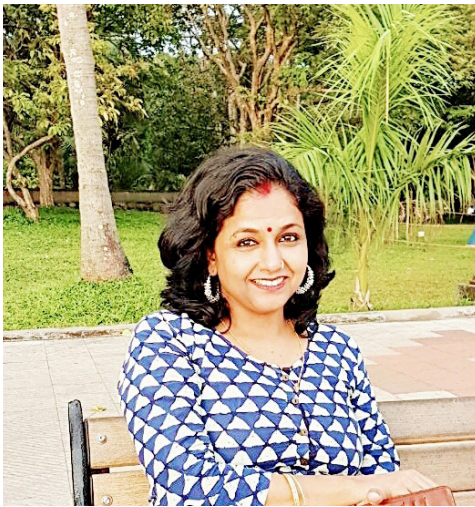


Runners-up: Manufacturing Cricket Club (*standing, L to R*): Andrew, Karthick (captain), Aadhi, Vinoth, Vetri, Shiva, Manikandan, Venkat, Karthick, Deepak; (*sitting, L to R*): Suresh, Gopi, Saravanan, Magesh, Thirumurugan, Ashok Kumar

The winners were the WK Stars, captained by John Billy Graham and comprising members from Kluwer Law International and Aspen teams. The runners-up were the Manufacturing Cricket Club, captained by Karthick Saminathan from the Manufacturing team.

Spotlight on

ANUPAMA GOPINATH



A Chennaiite at heart, Anupama loves almost everything about the city: from Pondy Bazaar and *molaga bajjis* (chilli fritters) on the beach to the Kapaleeshwarar Temple and the ever-friendly people. She is, however, terrified of the water extremes: “It’s either never-ending lines of empty buckets and the killing Kathiri heat or knee-deep muddy water. And when it rains for five minutes, the roads look like a tornado has hit the city.”

Her decade-long association with OUP is one she cherishes in her work life. She finds inspiration from different aspects of different people—from those in her family to powerful stories of inspiring people around her. She is proud of having successfully adapted to new life experiences with ease, despite

initial apprehensions. Holding her daughter for the first time is her happiest memory: “She was incredibly tiny with a cute tomato-red, round face. She gave me what looked like a smile and her beautiful dimples left a permanent mark on my heart.” Anupama would love to write letters the old-fashioned way: “You know, like literally penning my thoughts in an inland letter. I used to write a lot of letters to my friends and family, but the WhatsApp age has ruined it all with its LOLs and BTWs!”

If her life were to be made into a movie, she’d like Julia Roberts or Revathi to play her role—which, she feels, might be only one minute long! What some Newgenites might not know about Anupama is that she worked as an assistant professor at a pharmacy college for five years before getting into the publishing industry. In fact, she almost got into a PhD program in pharmaceutical chemistry, when she realized that it was not her area of interest! Another interesting tidbit: she failed the written test when applying for a job in a publishing company about fifteen years back: “The company’s HR indirectly told me that I had no aptitude for publishing.”

Continued on p. 21

Spotlight on DEIVANAYAGAM

“I believe in karma and doing my duty. The rest is up to the divine.” Deivanayagam, or Deiva as he is popularly known, finds it absurd when people plan their lives in terms of job security, financial security, and so on, as if they intend to live another 200 years. All that matters, he believes, is “to be useful and productive this moment, the next, and the next, and future takes care of itself if you do that. And for all other big stuff, smile and face them, whatever they are.” He loves Chennai for its simplicity and because it is one of the most affordable Indian cities to live in. However, the rising traffic issues and the water-logging during the monsoons are a growing concern. His pet peeves include people smoking in public and spitting on the road. He could give a 40-minute presentation unprepared on environmental issues. In fact, if he had a superpower, he would eradicate all environmental problems of the Earth in the blink of an eye.



He derives his greatest inspiration from his mother. Her hard work instilled a positive environment at home which helped her children, including Deiva's differently abled sister, to become able and productive individuals and to survive the big world and grow professionally and personally. “I don't think I can be one-tenth as strong as she is mentally, given how hard she worked to raise us all.” Deiva is proud of the gold medal he won from the university after completing his postgraduation. He is also equally proud of his wife's achievements, who is now in her final phase of completing her PhD. In his words, “I know, and appreciate wholeheartedly, the amount of hardship she had to endure to gain her doctorate, while striking a near-perfect balance between work and family responsibilities.” Speaking on women's place in today's society, he laments that the maladies that women have faced since the time of cavemen still continue to haunt them. “They really are not free the way men are; what freedom they are assured by the ‘state’ is at best tokenistic.”

Continued on p. 34

WE, THE HAUNTED

ANTHUVAN

Senior Project Manager, OUP UK Law



We, the project managers of the OUP Law team, celebrated Halloween on November 4, 2019. Halloween is yet to become popular in India, and in fact, it is our first time celebrating this holiday. Our team was so thrilled about this event and planned the whole thing within a span of two days. The team went overboard with costume selection, which varied from the Aghori (an ascetic sadhu and devotee of Lord Shiva) and the infamous Joker to the Nun from *Conjuring*. We also decorated our workplaces to commemorate the event. Spirits were high and the mood was lively and cheerful with just a pinch of fear.



Spotlight on Anupama (continued)

Her take on women's place in today's society: "It is quite imbalanced—while in many situations women have taken strong strides to move ahead of their male counterparts and prove their mettle, the expectation that home has to be a woman's first priority has not changed. So in many cases, when a woman is successful in her chosen profession, she will often be juggling equally critical responsibilities at home too. That's quite a stress. Interestingly, I still hear stories of women being 'too educated' or 'too professionally qualified' for marriage and marriage being the ultimate destination for women. We have a long way to go—even in terms of women accepting what being independent and confident is all about." The top three items on Anupama's bucket list are visiting the foot of Mount Kailash, learning new skill sets in the coming decade, and travelling to a new place once every few months and writing about her experience.



Anupama and her daughter Gopika

She recharges by spending time with her family, and the nicest compliment she has received—indirectly—is from her parents: "I've heard them tell others that their parenting style is quite effective—in quite a skewed way, I guess it means that they are proud of my brother and me, and that's quite a compliment!"

Travelling, meeting new people, living new experiences, and writing about them are hobbies Anupama is passionate about. She used to love the *Malgudi Days* television program and would have loved to grow up in the fictional town of Malgudi. Horror films, however, are not up Anupama's alley: "The background music, the gory faces, and the annoyingly curious characters that go searching for demons and ghosts irritate me. But since my family loves this genre of films, I end up covering my ears and hiding behind my better half's shirt sleeves through these movies." When asked if she is usually early or late, she responds, "Late—my bosses can vouch for that. I was even late when a client visited us—it was one of the most embarrassing days of my life!" The little things that make her day better are strong coffee made by her husband, listening to her daughter's animated description of her day, an interesting gossip, a happy chat with friends on the phone, and long discussions about anything under the sun with her family. Anupama loves the heart-warming sight of happy faces, the excited giggles and chatter of little children as she waits at her daughter's school gates on Saturday afternoons.

If Anupama could change her name, she'd like one starting with M—"It was terrible to always be called first for viva voce!" The first thing she notices about a person is their eyes. She thinks that everyone should take a step back and evaluate whether it's really worth taking ourselves so very seriously.

மா ன் சோ ண் டா ம னி த ர் க ள்

AROCKIA ALEXANDER

Manager, Books Pre-Editing



ஒருவறையில் செயலாகி
கருவறையில் உருவாகி
தந்தையும் தாயுமாகி
வாழ்ந்தது என்ன?

ஆய்வறையில் சோதனையாக்கி
சோதனைக்குழாயில் சேயாக்கி
இதனையே சாதனையாக்கி
வாழ்வது என்ன?

பூப்பெய்த விழாக்களை
புறந்தள்ளி விட்டுவிட்டு
புறவாசல் வழியாய்
மருத்துவமனைப் புகுவோம்!

உளுந்தக் களியும்
செக்காட்டின நல்லெண்ணையும்
அமுதென மறந்தோம்
பழையெதன துறந்தோம்!

உணவும் உடையும்
இல்லமும் உள்ளமும்
தட்பவெப்பம் சார்ந்தது
என்பதை மறந்தோம்!

காலத்தேப் பயிர்செய்
காலத்தே உயிர்செய்
ஞாலத்தை உயிர்க்கச்செய்
ஞாலத்தை உணரச்செய்!

ஆறுகள் கடல்களில்
கலப்பதே நியதி
அணைக்கட்டி அதை
தடுப்பதென்ன நீதி!

தொப்பூழை மறைத்தோம்
காற்றில்லாமலே அடைத்தோம்
பின்னெப்படி உருவாகும்
கருவாகுமென நினைத்தோம்!

*The poem laments about how we've come a long way from how our ancestors dealt with problematic situations: the drastic changes in our food and eating habits, clothing styles, delaying marriages and child birth, work pressures, stress-filled lifestyles, and our haste to depend solely on medical procedures and modern medicines. The poet talks about how this has had a profound impact on childless couples.

விதையில்லாக் கனிகளையும்
விதைத்தாலும் முளைக்காமல்
மலடான காய்கறிகளையும்
உண்டால் மலடாவோம்!

ஆடித் தள்ளுபடியில்
கருவூட்டல் நடக்கிறது!
யாரோடு யார்யார்தென
யாருக்குத் தெரியுது!

மருத்துவச்சி பிரசவம்
பார்த்த காலம்போய்
மருத்துவச்சி பிரசவவலி
வரவழைக்கும் காலம்ஓய்!

பூல்பிடிக்காத பதர்கள்
பரவிப்பெருகாத புதர்கள்
விழுதுதோன்றா ஆலமரங்கள் - இவர்கள்
மான்சோண்டா மனிதர்கள்!



நேசிக்கும்போது நேசித்தவை

SIVAKUMAR KANNIYAPPAN

Project Manager, Aspen



காற்று; மாலை; மேகம்;
மழை; மண்வாசம்; மரம்;
விடுமுறை; வினாக்கள்;
பூ; தாகம்; பாடல்;
மடல்; படகு; பசி; பயணம்;
துக்கம்; தூக்கம்; பட்டினி;
தோழி; தேநீர்; நிலா;
கலப்படம், ஏக்கம் இவைகள்
அல்ல, நான் எனக்கென
ஆனவளை நேசிக்கும்போது
நேசித்தவை கொஞ்சமில்லை!
அவளது கண்கள், கைகள்,

விரல், வினா, எதுகை மோனை,
பேசும் இடங்கள், நடை,
உடை, பேச்சு, தலைவலி, தூக்கம்,
கோபம், இம்சை, ஆசை, பார்வை,
கண்ணீர், கரைப்படிந்த கைக்குட்டை,
மடிந்த கீழாடை, உரசிப்பேசும்
உதடு, ஊர்சுத்திய பாதங்கள்,
திமிரு, அழகு, வண்ணம்,
இத்தனையும் சொன்ன
அவள் காதல்
காதலிக்கும் என் இதயத்தையும்
சேர்த்துத்தான் காதலிக்கிறேன்!

*The poet talks about his experience of being in love.

Spotlight on TEAM CJCT



Say hello to the Centralized Journals Copyediting Team, or CJCT for short, dealing with copyediting of medical journals, legal journals, legal encyclopedias, and legal books for publishers like Wolters Kluwer (LWW), Thomson Reuters (TR) Australia, TR Tax and Legal Accounting (TLA), and WK Tax and Accounting (TAA). The team comprises twenty-six editors of varied educational background, with undergraduate and postgraduate degrees in mathematics, biotechnology, engineering, core science, and so on. There are a bunch of juniors (freshers recruited and trained in-house) guided by a set of senior editors. There are members who have been here for quite some time, gliding along on their journey in Newgen for 5+ years. The team is known for building new journals teams, along with presenting demos of copyediting tools to customers.

It is a myth that only English literature graduates make good copyeditors. Despite coming from varying backgrounds and industries (including school teachers and research scholars and people from manufacturing and IT), the members' keen eye for detail, flair for English, and ability to grasp things quickly are helping them do well in both language and style editing.

One thing the team appreciates about Newgen is that there isn't too much of micromanagement, and each seem to understand their roles and responsibilities well. The members stay productive through systematic working, use of tool routines and keyboard shortcuts, and periodic discussion on style sheets. They are proud of their work in stabilizing one of their top journals accounts and gaining back the client's confidence after an initial sluggish period. Their biggest pet peeve is dealing with feedback with the "emotional" quotient involved. The team is working on eliminating consistency errors in editing, especially in books, while they would also like to work on expanding their skills in editing titles on humanities, social sciences, and fiction and school books. Their biggest challenge is attrition, owing to various reasons.

The team had their previous official outing in March 2019, at the Keys Hotel, Thiruvananthapuram, where there was a variety of activities/games and good fun. There are numerous stars in the team who are twinkling in varying degrees. The enthusiastic, cooperative, and hardworking members are supportive, especially when there are spikes in volume. They are also receptive to cross-training between medical journals, legal journals, and legal books.

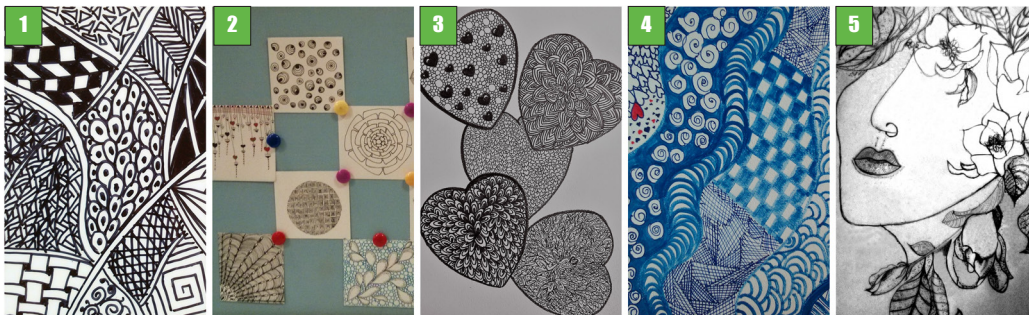


(kneeling) Praveena, Uma, Athulya, Jagatheeswari, Monica, Dheepthi, Gayathri; (standing, first row) Priya, Awaleen, Nancy, Jayachitra, Banu, Sujitha, Saritha, Parkavi, Janani, Brinda, Sri Devi, Naresh, Subha; (standing, second row) Sudhakar, Suganya, Bhavani, Logeswari, Subha, Ramya, Shanmuga Devi, Aarthi, Divya Bharathi

There are many eligible aspirants for the team lead position, should the need arise. Various factors such as the ability to get things done, emotional intelligence, skill set, communication skills, and good rapport with the team/account managers would be considered before shortlisting the right candidate.



SKETCHES



Sketches by Jaimeena, Senior Manager – Marketing, Anthem Press (1–4) and Sai Smriti, OUP Journals validation team.

EVENTS @ NEWGEN





(1 to 4) Fire Safety Program:

(1) understanding fires and fire safety training, (2) mock fire drill and emergency evacuation of a building, (3) demo of how to use a fire extinguisher, (4) presentation.

(5 to 10) Health and Wellness Program: introduction to cardiac wellness and (5) yoga, (6) medical check up, (7 to 9) physical exercise & yoga, diet consultation and (10) related therapies.



OUP visit and training: (11) Shiva Kumar and Hector Gonzalez; (12) Ashokumar, Shiva, Sharon St. Rose, Maria Pucci, Joseph Antoine, and Steven Hall; (13) Deborah Shor, Shiva, and Sharon; (14) training at OUP: Maria Pucci, Ashok, and Shiva; (15) Ashok, Shiva, and Joseph with Niko Pfund and David Clark at the Long Hall Pub at New York; (16) Shiva and Tiffany Whaley; (17) Joseph and Craig Panner; and (18) Shiva and Brad Rosenkrantz.

CONNECT. COLLABORATE.

Steven Hall, a Content Operations Process Analyst for Business Process and Requirements at Oxford University Press, was in Chennai to connect and collaborate with the Newgen OUP team. Below is an informal conversation with him about his first impressions of Chennai, in general, and Newgen, in particular, and his purpose in coming to India: *Oxford Publish*.

■ **Is this your first time in Chennai or India? What are your first impressions?**

- It was my first time in India and in Chennai. My first impression is that it is very busy and crowded. I landed at 1:30 a.m. and there was still a lot of traffic and people on the streets.

■ **What do you like most about Chennai?**

- The food and the people. The food is very good and people are very nice. I really like seeing the variety of colours of the clothes. People in Toronto right now are all wearing boring black winter jackets. I also liked hearing the Islamic call to prayer from my hotel. That is something I don't experience at home.

■ **What do you hate about this place?**

- If I had to pick something, I guess it would be the humidity. Back home we experience high humidity for maybe three or four weeks a year. It would take a while for me to get used to it on a regular basis.

■ **Did you do any sightseeing? catch any shows/movies? shopping? or try out any adventure activities?**

- I didn't get a lot of free time in Chennai, mostly adjusting to the time change, but I was able to see a little of the city and walk along the beach. I also visited the DakshinaChitra Heritage



Sipping chai at Dakshina Chitra

Village that displays traditional houses and architecture from the various south Indian states. It was really interesting and I was able to find a few crafts in the bazaar.

■ **Does anything about Chennai remind you of home? If so, what?**

- Certainly not the weather! It is warmer and more humid than home. I suppose the traffic during rush hour can be just as congested at home.

■ **Did you have an experience (good or bad or interesting) while you were in Chennai?**

- I happened to be in Chennai during Halloween, and I didn't expect it to be something that was celebrated here. But the hotel had a Halloween-themed dinner. The staff was dressed in really elaborate costumes and makeup and the buffet food was made to look like eyeballs and coffins and ghosts. It was fun!

■ **Did you try out the local cuisine? What are your thoughts on that?**

- I tried to eat as much local cuisine as possible and there is such a variety of dishes to choose from. I really liked having Masala Dosa and various lassi for breakfast in the hotel. Gobi Manchurian was a new dish for me that reminded me more of Chinese food than Indian food. I had a memorable paneer that was tasty but very hot and made my eyes and nose run. Lots of curd helped me to finish it. The tea was great: masala tea with milk in the mornings; black tea during the day; ginger tea and lemon tea to help with digestion in the evenings. I also enjoyed a few Kingfishers with some Indian bar snacks.

■ **If you get a chance to travel to India again, what are some places on your travel bucket list?**

- I'd like to see more of south India, perhaps Kerala. And then go up the coast to Goa since I know a few people whose families are from that state. Of course, it would be great to see famous locations like the Taj Mahal or the Golden Temple. I bet the mountains in the north are spectacular. Also, it would be interesting to visit a tea plantation.

■ **What was the purpose of your visit?**

- My visit was to help train the Newgen team on Oxford Publish, OUP's new publishing management system that will replace ABC.

■ **Was it fulfilled?**

- Yes, training was very successful because people came to the training prepared and eager to learn. The Newgen team was engaged and asked really good questions. Anupama, Ashok, Joseph and



At Auroville, Pondicherry

Shiva clearly did a great job preparing the team prior to the training.

■ **Once you're back home, what will be your interaction with the Chennai team?**

- I will continue to be the team's source for any questions or concerns about Oxford Publish until it launches. And I will provide support for Oxford Publish after it launches. It is designed to be an agile system so we will be releasing regular updates and improvements as users work in the system.

■ **Are you excited to be working with the Chennai team?**

- I was very excited to come to India and meet the Newgen team in person and experience a little of its culture. Everyone has been so welcoming and supportive. As far as the project goes, I am excited to see how Oxford Publish improves the way you work and to see what we will learn from the Newgen team once they start using Oxford Publish. The reporting function is very robust and I think OUP is going to learn a few things from Newgen as we discover more about the reporting capabilities.

■ **What are some notes/feedback (positive and negative) you can give to the Chennai team?**

- "Keep using the Oxford Publish training system between now and go-live to keep your knowledge of the system from training fresh."



With the Newgen OUP team

குழந்தையும் தெய்வமும்

PRABHAKARAN

Lead, XML



தனக்குப் பிடித்த எல்லாவற்றையும்
தன் பொம்மைக்கும்
செய்துவிடுகிறது குழந்தை!

தலைவாரி, பொட்டுவைத்து
புதுஆடை என
அலங்காரங்கள் அனைத்தும்
பொம்மைக்கும் பொருந்தும்!

பொம்மையின் பசியை
குழந்தையால் மட்டுமே
உணரமுடிகிறது!

தீராத விளையாட்டுகளின்
இடைவெளிகளில்
நிகழ்கிறது!
சில கொஞ்சல் மொழி
உரையாடல்கள்!
அவ்வப்போது முரண்படும்
பொம்மையை
குழந்தை ஒருபோதும்

தண்டிப்பதில்லை!
அன்பு செய்வதைத் தவிர
குழந்தைக்கு
வேறெதுவும் தெரிவதில்லை!

கக்கத்தில் வைத்திருக்கும்
பொம்மையை
கை நழுவாமல் காப்பதில்
ஒளிந்திருக்கிறது
குழந்தையின் தாய்மை!
ஆடிக் களைத்துப்போன
ஓர் அந்திமானப் பொழுதில்
உறங்கச் செல்லும்
குழந்தை
ஒருபோதும் மறப்பதில்லை
தன் பொம்மைக்கும்
போர்த்திவிட!
பொம்மைக்கு உயிருட்ட
ஒரு குழந்தையால் மட்டுமே
முடிகிறது!

* This poem talks about how children imitate learned behavior from the dolls they play with. How a toddler mimics behaviors of nurturing similar to the way parents nurture the baby.

MUSINGS OF A MANAGING EDITOR

■ DR. CHITRA SOMASUNDARAM

Managing Editor, OUP Books



Books, books everywhere, not a page to read!
Here's a book on Shakespeare, and there's one on nanophysics
Yet another on existential angst followed by another on the priests of law
Books on subjects ranging from mythology through oncology to artificial intelligence –
I swim around in a sea of books demanding my attention
Alas! I cannot read for pleasure
For books come my way to be scrutinized for errors or
prepped for production –
To be checked for the appropriateness of the edits
or for the structural complexity to be evaluated
Combing through the files, even as I gradually drift into the beautiful world
Etched in the oeuvres of these great contemporary authors,
the edacious reader in me is coerced to stop being indulgent
For here's an email from an unhappy author and
there's a copy editor struggling with the style to be followed for a book –
another author wanting to add more to his script and a project manager at his wit's end!
Even as I continue to perform my official duties for my sustenance,
My heart does yearn to be in the midst of the Muses again!

Spotlight on Deiva (continued)



Deiva used to work for All India Radio as content producer and backend support before venturing into the world of e-publishing. Conversations with family and unwinding post dinner are his favourite ways to recharge. He loves tennis and is a big fan of Roger Federer and never gets enough of watching his matches. He reads a lot of Tamil works and prefers non-fiction. He particularly likes writer Sujatha's style, for the wry, laconic sense of humor.

Deiva travels a lot everyday, to work and back home. In fact, he says, after a hard day's work, the travel back home relaxes him a great deal as he gets to meet different people. "Travelling by bus, train, and auto everyday gives us different experiences and relaxes both our mind and body." The farthest he has been from

home is Germany and the UK.

The top items on his bucket list include building and owning a traditional, old-world Tamil Nadu-style house reflecting all the ethnic architectural features of a typical rural Tamil home; travelling to unknown and unheard-of exotic locations within the country; and writing and publishing a book in Tamil. If money and time were not an issue, he would create his own vlog, travelling to different places to observe in close quarters what is happening to the environment and to bring it to the public's knowledge.

The first thing he notices about a person is his/her smile, whether it comes easy or forced, and whether he/she wants to smile at all. A genuine smile from a colleague would definitely make his day better. He believes in good vibes and a sure-shot way to create them is "to smile (and be smiled upon, not down) genuinely at the person you are seeing as you get into the workspace, colleague or not."

He believes that if there is a hobby one wanted to pursue but could not do it for some reason, then this is the time to do it: "It is time you realized it is your soul's calling." He says that people approach him for help usually with work-related issues; sometimes, he feels, they just talk to him to gain a third-person, neutral, supposedly unbiased perspective about issues they face.

He would never change his name if he had the chance; he would like to be so impressive that others would want to name themselves or their work after him. In his inspiring words, "I am at ease with who I am, and one's name is an important marker of some of the stuff in the baggage. Is it easy to change the name of our pet and retrain it to respond to our calling it by a new name? I am an animal, too, technically/biologically, and so, why should it be any different for me? I will respond to the calling with a smile, or a growl, depending on my mood."

FROM THE CREATIVE CUPBOARD

JAIMEENA GNANASEKARAN

Senior Manager, Anthem Press



Crochet work and glass painting work



FEEDBACK ON THE JULY 2019 ISSUE

"Love it! This is great!"

- Emma Lonie, Academic Pre-press Supplier Manager, Oxford University Press

"Wow!! I am mesmerized. Every word and picture captivated me!!!"

- Deborah Shor, Head of Content Operations, Oxford University Press



A DAY OUT

KALA RAVEENDRANATH

Principal, Nandavanam Center of Excellence for Children
with Developmental Challenges



No staff outing is complete without a mix of fun, music, and adventurous dancing activities. We had the chance to experience a complete such package at Green Meadows Resort on Saturday, July 27, 2019.

The road leading up to the resort was stunningly beautiful and was surrounded by a lush green cover on both sides. On reaching our destination, we were enthralled by the captivating beauty of the resort, with its unique design bringing us extremely close to nature.

When a group of enthusiastic team members like ours gets together, there can be no shortage of fun and frolic. After a round of delicious snacks and juice, the team members from all our projects—Learners Club, Day Care Center and the Eco-Tree group—were given the opportunity to plan how to proceed with the day.

Our beloved volunteers from Germany, Fiona and Julia, started off the day's activities with a song, with Julia on the guitar. They completed one year of volunteering with Nandavanam* in



* Nandavanam is the CSR arm of the Newgen group of companies.



July, and we took this opportunity to express our gratitude for their magnificent contribution to the children at Nandavanam. Fiona and Julia were actively involved in all the daily activities of the Day Care Center, including receiving the children, morning circle, therapeutic beach walking, wet-on-wet painting, gardening, farming, and external therapies. They showed exceptional commitment in interacting with the children. They also helped in teaching academic students English at Nandavanam Learners Club, videotaping the children's activities for filing in the records.

All team members shared their feelings and experiences of their association with the two, who also reciprocated with their experiences with each team member. Both shared their experiences of the multi-diverse culture, tradition, food, and language which enhanced the learning, especially in South India. They felt that their association with Nandavanam has enriched their lives. Speaking about her experience, Fiona said, "My attitude towards children with special needs has changed positively with the help of Nandavanam." Julia shared, "I can see the different talents of the children with special needs and am able to bond with them like a friend."

Another interesting activity was dancing, in which every individual was supposed to exercise his/her entire movement skills in order to perform. Some of us started noticing our shoulders moving with the music. The activity, while reducing stress, helped us bond, and we got the chance to see the fun side of each other. All the fun and dancing went on for half a day. The fun was turned up a notch when our music and dance teachers offered to perform a classical dance. We seated



ourselves on comfortable chairs to watch the performance, and at the end of it, everyone felt elated and satisfied.

In the afternoon, we were greeted by the warm rays of the sun as we reluctantly stepped out from the cosy air-conditioned hall. We started our next hour with a group photo. This turned out to be quite a complicated task considering the number of people in our team. Gathering everyone to assemble at the spot was also a difficult task. Then there was the issue of lighting and camera focus, but in the end, with good efficiency and loads of patience from the team, we took the perfect

picture and every member in the photo looked good. After a sumptuous lunch, we also spent a lot of time relaxing in the pool, which was a rejuvenating experience for all of us. Then we prepared ourselves for an epic showdown of individual and group selfies.

Overall, we had an amazing experience on this outing and the day seemed a befitting way to celebrate ourselves as a team. The laughter, the dancing, and the fun we had during the entire outing is something we will cherish forever.

Kala Raveendranath is a qualified special educator with over twenty years of work experience. She is the mother of a special child and that has been her motivation to qualify and work in the field. Her daughter today works confidently in a company, which speaks volumes about Kala's skill and persistence. She speaks of her special daughter with the dignity of complete acceptance and that is Kala's attitude towards all children irrespective of their needs and abilities.



HONORARY DOCTORATE AWARD

JAYAKUMAR V. S.

Senior Executive, Graphic Design



On October 5, 2019, Jayakumar was awarded an honorary doctorate for cultural and arts service from the Diocese of Asia. The convocation ceremony was presided over by the Most Rt. Rev. Dr. P. M. Ebenezer, founder and president, Diocese of Asia; Bishop M. Kripakaran, secretary, Diocese of Asia; Hon'ble Judge N. F. J. Ponnudurai, president, Human Rights Vigilance; Dr. G. Padmapriya, honorary ambassador; and Mr. S. Karthik Kumar, CEO, Standard India Business Solutions.

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