"CHALLENGES MAKE US STRONGER" - THE CIS WAY OF LIVING & MAKING IT POSSIBLE!

The global pandemic we are facing today is one of the worst in human history, and has drastically changed the way we see the civilized world. COVID has been equally unfair to everyone and is the reason the global order of trade and economy is going through a panic churn. From a novel set of standard operating procedures to revamping existing office infrastructure, companies that are mostly in the technology sector have hit the reset button on how they work as they open up phase by phase while their employees get back to work.

Go dreading. Go cribbing. That's one way to deal with it. And going with the hope and conviction is another- precisely the way you get to meet bright opportunities and come out winning of any situation!

From Left to Right Kuldeep Kundal, Amit Agrawal, Abhishek Pareek

Remote locked-down working is not easy and motivation is a lacking factor here, and keeping the team spirit and motivation going needs continuous thoughtful efforts. The company is rightly providing for online yoga training, skill development sessions, and motivational talks to address this well, while emphasizing the practice of open and operative communication to come out of this decline more confidently and strongly,"

— AMIT AGRAWAL
Founder & COO at CIS

Of many global companies that are struggling to hold these virtues intact in such testing times, CIS is one of the ventures playing this 'bright guy' role on top of its merits. The software development company has been through 14 years of spiraling growth establishing its name as an innovation-led technology providerin the segment.

As all of us entered these times of terrible economic health and drowning possibilities, CIS (Cyber Infrastructure (P) Ltd.) exhibited a strong character in disaster management and leadership. With its offices present in 5 affected global locations and a team of 1000+ staff working from

Quite pertinently, the company has built five-times traffic for its e-signature services application, eSignly, which was launched during the pandemic slump. It has also invested in a mobile product portfolio which is already started to garner good results during the last few months."

— KULDEEP KUNDAL
Founder & CMO explains

different worksites, it has made sure to keep its employees safe, motivated, and remunerated during the odd tough phase. Playing mindful and vigilant, the company has effectually taken up the remote working structure to safeguard its employees from the contagious spread of the Coronavirus, thereby making sure they remain safe while at the same time, the projects and their timelines do not get affected at any point.

As the lockdown and halts get gradually lifted at different locations pan-India, CIS has reinstated its on-

floor operations with minimum employees following a work roster plan. As confirmed recently, this complies with all the practices of safe working conditions following workplace sanitization and distancing policies as per the applied guidelines. Further, making a move towards business alignment, the company is working

CIS is aggressively working on plans and offerings that should be more relevant as per the changed trade sentiments, business practices, consumption patterns, and alternate opportunities that follow in the transformed state of global economic order. As you see it closely, this is more around ethics than it seems to be around efforts. And the company's deep-rooted work ethics, quality compliant practices, and people-driven policies made such decisions and their executions more likely and effective,"

— ABHISHEK PAREEK
Founder & CEO

on makeshift plans and planning support and reorientation sessions with clients and partners responding to the COVID times. The team is continuously working on to implement advanced integration facilities and tools to ensure high security and optimum productivity with their work.

Towards the business side of it, CIS knows the market pulse. There's a lot about digitization and online applications around e-learning, group conferencing, collaboration solutions, remote workforce management, electronic documentation, and on-demand apps that are gaining a great emphasis and acceptance with people and businesses more than ever now. It is only during this period, that the company hired 50 new employees to serve new plans and objectives as opposed to the massive hiring freeze and salary cuts seen by India's Information Technology industry. CIS recently joined as a consulting advisor to the illustrious technical advisory council of Forbes, and has also achieved distinguished positions on prominent business review and research platforms like Clutch and GoodFirms. All these developments suggest a way forward towards looking at the ensuing opportunities that lie ahead of COVID.

This comes as an inspiration to many who are trying to bounce back and strike it big overcoming the hour of crisis. CIS is a prime example of what believing in your abilities and doing what seems right can get you right there!

IMPACT OF COVID-19 ON IT SECTOR

The whole world has been grappled by the COVID-19 outbreak. The effects of the pandemic are felt around the globe wherein all countries are facing an unwanted and unplanned economic slowdown. The challenge ahead is to re-open and stabilize the economic growth while containing the virus.

The impact of this crisis is observed across all sectors including the IT industry in the country. The lockdown and isolation scenarios due to Covid -19 has certainly put many IT company cultures to the test. Companies have to address the crisis by building a dynamic and flexible business strategy to ensure its continuity while retaining their employees. The pandemic has caused

abrupt changes in the ways of working of the IT sector.

The most evident change brought about this disruption is the rapid shift to remote working. Enter the modern, remote and collaborative workplace. Home is the new work environment as most IT companies have implemented work-from-home policies to ensure their employees and their families safety. And this is going to continue on a long-term basis looking at the current scenario. While this has many benefits like saving time on commute, flexible hours and comfort of your home, the flip side is the distractions and conflicting responsibilities for employees at home. But in these difficult times, where one has to adapt to the New Normal, the show has to go on.

Another appalling question is what measures should an organisation undertake to protect against Covid-19 once they re-open their workplaces? Most of the IT companies agree that if they do re-open their offices then masks, temperature checks, sanitisation, social distancing, employees going in turns at the canteen, minimum access to common areas will all become common at the workplace. Strict guidelines have to be issued regarding the safety procedures at workplace. Employees will have to follow frequent hand-washing, respiratory hygiene such as covering coughs, no spitting publicly, physical distancing of at least 1 metre or more according to the national recommendations, regular environmental cleaning and disinfection, and limiting unnecessary travel. It becomes

essential for Management of the companies to generate awareness of 'New Normal' workplace policies through their clear messages, training, and education for staff and managers. The management of well-being of employees and their family is also critical e.g. requiring workers who are unwell or who develop symptoms to stay at home, self isolate and contact a medical professional or the local COVID-19 information line for advice

on testing and referral.

During this difficult situation, it is vital for organizations to plan and strategise re-opening your workplace strategies. Senior team along with H.R has to make right efforts to

manage their employees effectively. One of the best way to do it would be engaging employees through social activities online so they still feel the human connect. Secondly, they need to ensure transparency and proper communication so employees understand the way forward. This can only become successful when there is constant flow of dialogue between organization and its employees. Finally, return to work needs a positive and empathetic attitude towards one and all to better manage the changes around us. All these steps will ensure an effective workflow whilst building a safe working environment for everyone.

To continue the business growth, most of the IT companies are trying to adjust with the new work culture by supporting their employees and by putting the right policies, practices and expectations in place. After all the right culture—a culture that embraces change, recognizes the new challenges and encourages employees to do things differently and more effectively—can support this shift, easing the transition and driving productivity.