

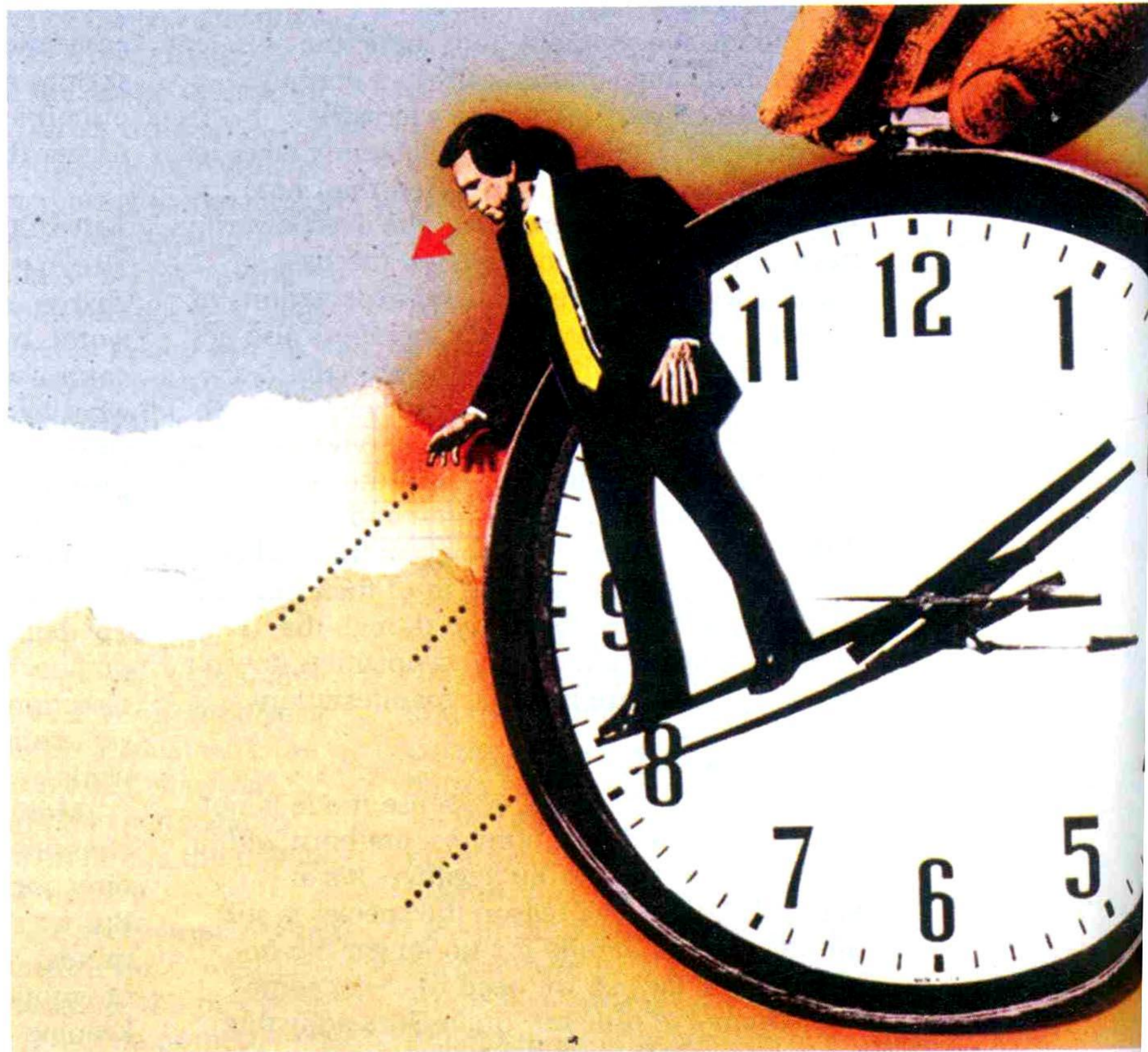
Work-life balance: Is there a middle path?

If we analyze the whole concept of work life balance, then, it would be obvious that our life revolves around Work, Family, Friends and Ourselves. When we are achieving and enjoying something, every single day, in all the important areas that makes up our lives, then we shall be in a position to balance our life. - by Raghvendra Tripathi

Lot of stuff is written around this subject and believe me, it has confused us even more. Since, we were at cross roads, during a phase, when we were in the midst of our transformational journey, which was critical for our survival. It was impossible for us, to even dream of work-life balance. The only solution for us, was to work hard, save the iconic Ramco, which has the distinction of "an Only IP company from India, in the Enterprise IT space". If we all have 24 hours in a day to spend and we're all putting in extra hours to build a better product, company, or brand, then how do we come up with another set of "extra" hours to "balance" our life? This was certainly a question to ponder over...

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Hence, we thought is it possible to create a boundary-less set up where there is a continuum and all of the 4 aspects - Work, Family,



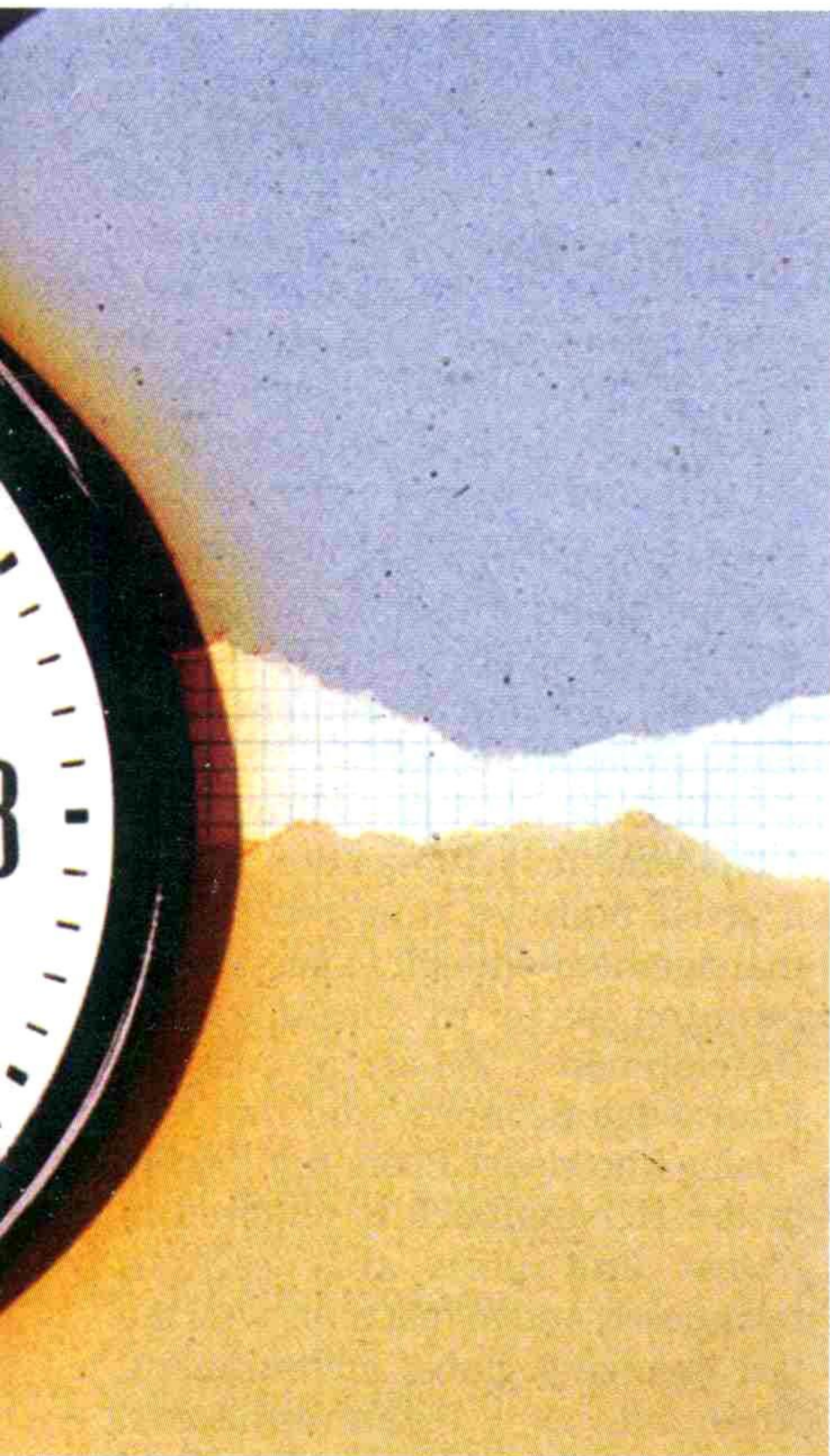
Friends, and Self, are homogeneously mixed. Thus, we chose an alternate path. And, that alternate path was "Life Around Work". So what's life Around Work?

Life Around Work is nothing but

extending the space of work, to take care of personal needs and aspirations of the Ramcoites. All of us asked ourselves a few simple question - "When was the last time we Achieved AND Enjoyed

something at work? What about Achieved AND Enjoyed with our families; our friends? And how recently have we Achieved AND Enjoyed something just for us? Can our friends be our colleagues in office or can we invest time and effort to develop deep friendship among colleagues, within the office boundary? This is nothing but creating a continuum between Work and Friends. Likewise, how can we develop a continuum between Work and Family or Work and Self? So what are we doing to achieve the above hypothesis of continuum at Ramco?

- At work we encourage each one of us that we not only achieve, but also reflect the joy of the job, and the joy of life, every day. If nobody pats on the back, then pat oneself. And, help others to do the same.



- When one gets home, before you walk in, think about whether you want to focus on achieving your goals, or, enjoying at home, tonight. Act accordingly when you walk in. Specific Programs, which join the

world of Work with our Homes were thought through and put into action. "Happiness" was one such initiatives, which emphasized that Work and Home are part of the same ecosystem and thought us how to be on a virtuous cycle, where happy workspace makes us reach home happy, and that happiness when spread at home, brings us back to work in a more cheerful state.

- Meet the daily needs of each and every employee of Ramco, to merge in the life and work dimensions, as we go along. Right from access to Private Doctors, Financial Planning, Physical Fitness etc., Ramco's Retreat - our recreational place, has a daily schedule of Yoga and Zumba. This not only helps keep our employees fit and healthy, but also makes it easy for a team leader to take his entire team for a class, to enhance the warmth, amongst team members. Doing so has had a huge impact on how we feel, and, has aided the emergence of clear thoughts. Clear thinking makes leaders and companies significantly more productive and successful.

- At Ramco, we encourage the practice of bringing over our family to office and make them experience what we all experience, everyday. A world class coffee shop - "FIKA" and our iconic cafeteria "TGIM - Thank God It's Monday" are open to families, on select weekends. This certainly brings in a sense of pride and belongingness to the employee's entire family, and also aids the common sense of achievement and enjoyment between an employee and his/ her family.

- Engage the employees to decide what is good for them and seek their help to implement it. Shared ownership gives a feeling that one is in control. Simultaneously, the time checks and balances of a group dynamics ensures that it is aligned with the company's goals. That is why a lot of employee initiatives at Ramco, are owned and run by the employees themselves. TGIM, FIKA and some of the other exclusive L & D programs, are all nurtured and run by the employees who are in the thick of action and can bridge the



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gap between the wants and the needs. They can incorporate skills which are important for them in the family, friend, and self domains, rather than restricting it to work domain only.

Balancing work and life is one of the most difficult things to do, when one is passionate about their work, in a situation where each and every one is working towards a larger goal of bringing India on the Innovation Map, and prove that innovations can happen and thrive here, as well. In this larger scheme of things only time can predict, if our way of defining Work life Balance will make better sense. Or, it will keep us as clueless as we are, today.

