



# ALL YOURS



*Dr Lal PathLabs*

India's leading and most reputed diagnostic chain

[www.lalpathlabs.com](http://www.lalpathlabs.com)

## From editor's desk

Dear Friends,

Starting October 09, we have introduced this e-newsletter 'All Yours' to bring HR department closer to all and inculcate a sense of belongingness.

We are thankful to the management for giving us this opportunity and also to each member of the LPL family for helping us successfully bring in this first issue.

We welcome your articles, feedback and suggestions for our forth coming issues, in our quest to improve quality of our in-house e-newsletter, 'All Yours'. You can reach us at [monika.raj@lalpathlabs.com](mailto:monika.raj@lalpathlabs.com)

All those whose articles will be published will get a surprise gift. Guess what, the suspense doesn't finish here, we have a column of lucky draw as well.

Friends, with a hope that you will enjoy this issue, we would like to conclude with:

If a drop of water falls in lake there is no identity. But if it falls on a leaf of lotus, it shines like a pearl. So choose the best place where you would like to shine.

With warm regards  
**Monika Raj**

## CEO

### Message from

Dear Colleague,

At the outset, let me congratulate the HR Team for taking this great initiative of launching 'e-newsletter'. This initiative will certainly provide an opportunity for many of us to share our thoughts and ideas.

In this first edition of 'e-newsletter', I have briefly updated all of you on the business progress so far. We closed the FY' 09 with a record top-line (revenue) growth of about 36%. The current FY' 10 has begun extremely well with top-line growth in excess of 30%.

As you all know and appreciate that the key differentiators in our business are Quality and Service, these can only be delivered through relentless commitment to the job responsibilities assigned to all of us.

I take a great pride in stating that our teams in the field as well as at various operating units/labs are working round-the-clock to deliver on these aspects. This commitment and the team spirit has helped us achieve these business goals.

I look forward to your support in future as well.

Happy Reading!

**Dr. Om Manchanda**



## VP (HR)

Dear Friends,

It gives us immense pleasure to announce the release of first issue of 'All Yours'. 'All Yours' is an attempt to bring the HR department closer to the LPL family. This e-newsletter will be published on a quarterly basis.

I read this somewhere and thought this was worth sharing. Hope you appreciate the philosophy behind the same....

### Charles Schultz Philosophy

The following is the philosophy of Charles Schultz, the creator of the 'Peanuts' comic strip. You don't have to actually answer the questions. Just read straight through, and you'll get the point.

1. Name the five wealthiest people in the world.
2. Name the last five Heisman trophy winners.
3. Name the last five winners of the Miss America.
4. Name ten people who have won the Nobel or Pulitzer Prize.
5. Name the last half dozen Academy Award winner for best actor and actress.

### How did you do?

The point is, none of us remember the head liners of yesterday. These are no second-rate achievers. They are the best in their fields. But the applause dies. Awards tarnish. Achievements are forgotten. Accolades and certificates are buried with their owners..

### Here's another quiz. See how you do on this one:

1. List a few teachers who aided your journey through school.
2. Name three friends who have helped you through a difficult time.
3. Name five people who have taught you something worthwhile.
4. Think of a few people who have made you feel appreciated and special.
5. Think of five people you enjoy spending time with.

### Easier.... ?

The lesson: The people who make a difference in your life are not the ones with the most credentials, the most money, or the most awards. They are the ones that care.

While I strongly believe that each one of us works for rewards, recognition and awards and feels very good about it.

Above quiz also reminds us that our true purpose is to ensure that we are making a difference in our lives and someone else's life. We at LPL are attempting to do that.

Team, we would like to congratulate each one of us 'AS A TEAM' upon hitting our business targets. We thank our entire sales team for their hard work. Needless to say that this was not possible without the consistent support of our Finance team, Operations, IT, Training, Marketing, HR & Admin teams.

Thanks to each one of you for your continued support and making us achieve great milestones this year. The next Financial Year should see us as the top diagnostics company pan India. Let's together create an organisation where respect comes from achieving results and living the values that LPL stands for. Happy Reading!

With warm regards

Roopak Vasishtha

# Success doesn't happen in isolation

There was a farmer who grew superior quality and award-winning apples. Each year he entered his apples in the state fair where it won honour and prizes.

One year, a newspaper reporter interviewed him and learnt something interesting about how he grew apples. The reporter discovered that the farmer shared his apple seeds with his neighbours<sup>1</sup>.

"How can you afford to share your best apple seeds with your neighbours when they are also competing with you each year?" the reporter asked.

"Why sir," said the farmer, "didn't you know? The wind picks up pollen from the ripening apples and swirls it from field to field.

"If my neighbours grow inferior, sub-standard and poor quality apples, cross-pollination will steadily degrade the quality of my apples. If I am to grow good apples, I must help my neighbours grow good apples."

The farmer gave a superb insight into the connectedness of life. His apples cannot improve unless his neighbours' corn also improve.

Those who choose to be at harmony must help their neighbours and colleagues to be at peace. Those who choose to live well must help others to live well. The value of a life is measured by the lives it touches. Success does not happen in isolation. It is very often a participative and collective process. Always share the good practices, ideas, new learnings with your family, team members and neighbours.

**Monika Raj**

## Some tips for success that we should always carry with us. Old but evergreen:

- Today I begin a new life (Every day is a new day for me and I look at it afresh)
- I will greet this day with love in my heart (Every day, I will begin my work with a positive attitude)
- I will persist until I succeed (No failures can deter me, I am always focused and look to success)
- I am nature's greatest miracle (Belief in self makes me confident)
- I will live this day as if it is the last (No job can be postponed and no work can be done the next day)
- Today I will be the master of my emotions (Emotional maturity is the key to success)
- I will laugh at the world (Life is lived only once. Lets all enjoy every act of ours in this life)
- Today I will multiply my value a hundred fold (Every day, I will add learning to self and disseminate the learnings to all)
- I will act now (No procrastination allowed)
- I will pray for guidance and pray as a salesman (Every day I will seek knowledge from one and all)

Excerpts from the book, **The Greatest Salesman In The World**

Author **O.G. Mandino**

## Office Arithmetic

Smart Boss	+	Smart Employee	=	Profit
Smart Boss	+	Dumb Employee	=	Production
Dumb Boss	+	Smart Employee	=	Promotion
Dumb Boss	+	Dumb Employee	=	Overtime

## Shopping Math

A man will pay \$2 for a \$1 item he needs. A woman will pay \$1 for a \$2 item that she doesn't need.

## General Equations & Statistics

- A woman worries about the future until she gets a husband.
- A man never worries about the future until he gets a wife.
- A successful man is one who makes more money than his wife can spend.
- A successful woman is one who can find such a man.

## Happiness

To be happy with a man, you must understand him a lot and love him a little. To be happy with a woman, you must love her a lot and not try to understand her at all.

## Longevity

Married men live longer than single men do, but married men are a lot more willing to die.

## Propensity To Change

- A woman marries a man expecting he will change, but he doesn't.
- A man marries a woman expecting that she won't change, and she does.

## Useful tips: Basic IT shortcuts

1. Press F5 to refresh the webpage.
2. Press Backspace button for going back to the previous page.
3. Press Alt+Home button simultaneously to go to home page of the website.
4. Press Ctrl+N to open the new browser window.
5. Press F11 key to view any webpage in full-screen view and then again press it for normal view.
6. Press Ctrl+P keys to send the print command for current whole page.
7. Press Ctrl+H keys to view your browsing history
8. Press Ctrl+W keys to close the current browser window.
9. Press Esc button to stop any page browsing.
10. Press Ctrl+Enter, windows will automatically add both 'www' and '.com'.

## Discussion Technique

A woman has the last word in any argument. Anything a man says after that is the beginning of a new argument.

## New Borns

- K.K. Laxminarayan, GM Sales, South and West, Bangalore
- Vishwanath B. Nayak, ASM, Mumbai
- Bhaskar Ghoshal, GM Commercial Operations, Corporate Office
- Archana Grover, Quality Manager, Hanuman Road
- Manish Borse, ASM, Pune
- Swarn Singh Gill, Sr. ASM, Jaipur
- Ajeet Singh, ASM, Delhi
- J. Murali, ASM, Chennai
- Dr. Archana Lal, Consultant Pathologist, Hanuman Road

It is almost now an age when marketing studies have changed a lot and the prime focus has now come on **PEOPLE**. Organisation's success depends a lot on one resource i.e. its **PEOPLE**.

Companies doing extremely well are the companies where their **PEOPLE** are doing extremely well.

Henry Ford once had said **"take away all my assets, factories, money but leave my PEOPLE with me. I will make another FORD"**.

**PEOPLE** are the real assets of a company. LPL also believes in its people and we all, as an asset, can make a difference to our organisation's success. Start Believing in yourself and the organisation you are working for, things will automatically start falling in place.

Every individual is a great resource and actually, is a Profit & Loss Unit in its own self, which is supposed to add value to the organisation's vision.

Struggling organisations have three categories of people:

- 1) Where most of the people do little
- 2) Where few people do more and
- 3) Where fewer people do extra more

Individuals have to decide themselves which category they want to be in. I think all of us in LPL would like to be in the third category and, surely, because we are not only into service business but HEALTH services, which needs that extra care and demands to do extra more.

The third category of people are the most profitable UNITS....., I mean **PEOPLE**.

Companies, like Infosys, started with few executives, mainly from Patni Computers joining hands and actually started from a small shed, which turned around to be an Indian IT colossus. Actually speaking, Patni computers could have achieved it while having Narayan Murthy and team with them, reason best known to Patni but a dedicated force (in third category) at Infosys could make it big.

I see our company's future better, not because we also had humble beginnings 60 years back, the reason undoubtedly is that we have a dedicated force in third category - **Fewer PEOPLE do extra more.**

**All the best, and be cheerfull!**

Vijender Singh

Please send responses/feedback on above article to my mail id [vijender.singh@lalpathlabs.com](mailto:vijender.singh@lalpathlabs.com)

## Masti ki Pathshala

Recently, we organised an out bound experiential learning training program at Barog for our management team. We are attaching a few pictures of the wonderful memories.



## Lets live for a cause

Recently, we organised a blood donation camp at the corporate office, in association with the Rotary Blood Bank



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