



CEO's Corner



Ajay Prasad

Most of you know I like to read books about business & philosophy. I read a few fiction but one every two years. Last month I shared learnings from the latest book I read, Why Startups Fail.

I will write about the books I like, but it is not a substitute for reading them page to page. I encourage you to get the book and read it if the subject matter intrigues you.

I want to share learnings from a book I read almost twenty years back and have reread at least once a year since then. The book is "Good to Great" by Jim Collins. I am a big fan of this author because he derives the lessons through research, not his opinion. While his findings are based on the analysis of large companies, the lessons are relevant for businesses of every size.

Good to Great analyzes the companies performing at or below average to their industry peers, then outperforming the competition significantly over the next decade. Below are the key factors:

- **Leadership:** These companies hired leaders that were a mix of competence & humility. They acted like company owners and focused on promoting the business, not themselves. They did not have big ego and were content with letting others get the credit while always taking responsibility for failures.
- **First Who, Then What:** These companies focused on building the right team before setting a direction for the company. They hired the right people and built the business around their strengths.
- **Confront the Brutal Facts:** These companies never hid from underperformance, problems, or failures but faced it head-on with a focus on improving or fixing the issues.
- **The Hedgehog Concept:** These companies knew what they were good at and focused on improving to keep their competitive edge. Knowing their strengths helped them focus their efforts and resources to amplify them.
- **Culture of Discipline:** These companies had an ownership mindset among the employees, mutual respect for associates and competitors, and a relentless focus on improvement. This discipline helped every employee focus on improving the business.

We should learn from the failure of other businesses and avoid them to increase the chances of success for our businesses.

Know Your Colleagues



Harendra Chandan

"Greetings everyone! I hail from Madhubani, Bihar. I pursued my Bachelor's degree in Hospitality Management from Annamalai University. I began my professional journey with FirstBit, where I have completed one and a half years. During my tenure at FirstBit, I had the privilege of working under the guidance of Avinash Sir and Rahul Sir, who provided me with unwavering support and encouragement at every stage. I would also like to extend my gratitude to Vishal sir and Kirti ma'am for their invaluable assistance. Besides my professional life, I have a keen interest in meditation, Yoga, and spending quality time with my family and friends. I express my heartfelt thanks to FirstBit for giving me the opportunity to work with such a fantastic team. I am confident that this experience will help me excel in my career growth and bring me closer to achieving my dreams."

Niranjan Kumar

Greetings Everyone! I was born and brought up in Ara and completed my education from Ara. I did my graduation with Honours in Mathematics. I also pursued a diploma in software engineering from NIIT Institute Patna in Java Specialization. I joined FirstBit as a Jr. Software engineer. It has been more than a year working with FirstBit. While working with FirstBit, I have received unwavering support and encouragement at every stage. I extend my gratitude to Sonu Sir and Amarjeet Sir for their invaluable assistance. I enjoy brainstorming new ideas and exploring innovative approach towards software development that enhances productivity in my assigned projects. Coding is not just a profession for me but also my hobby so during my leisure time, I love to solve coding problem and learn new tools and tricks. When I feel bored I love to go on bike riding and spend quality time with my family and friends.



THE HR SPEAKS

Thank you, Ajay, for the annual merit increase. Best wishes to the below mentioned Associates for continued success in their career. It is another wing they added to their success-ladder. Keep it up.

Congratulations Ram Thakur, Vipul Kumar, Vishal Kumar, Kirti Bala, Ashish Kumar, Rakesh Nandan and Akanksha Kumari. You have a greater role to play! And now it's been made official. Abhishek Narayan, Vikash Kumar, MD Soaib Ansari, Nitish Kumar, Saurabh Shekhar, Rohit Kumar, Achalanand Jha, Navnit Kr. Rai, Avinash Kumar-Development, K.Sainathbabu, Abhinav Kumar, Ratnesh Kr. Sinha, Tarannum Fatma, Harendra Kr. Chandan, Ananya Singh and Subham Raj, best wishes. We hope you will continue to be more successful and keep moving up the ladder.

Welcome, New Hires!

Please join me in welcoming & extend Congratulations to **Vikash Singh** on joining the Marketing Team.



Vikash Singh

Work Anniversaries Celebrated

PRABHAT PRASAD
VISHNUVARDHAN CHOLKAR
SURAJ KUMAR
ASHISH ANAND
BINOD PRASAD
AMARJEET KUMAR SUDHANSOO
POONAM KUMARI

Happy Birthday

May 2023

VISHAL ANURAG
AMIT RANJAN
GULAB PRASAD
MD SOAIB ANSARI
BHAWANA SINGH

New Projects Signed Up

Meeraz Clinic