

# TOWN HALL

Volume I; June 2021

## STRIKING A BALANCE



Exploring opportunities  
to make the best of  
remote working

**DATE: June 5, 2021**

CENTRAL IDEA  
**Eat-Sleep-Work and Repeat?**

SPEAKER  
**Ms Lesley Cripps**, Director - Sales

MODERATOR  
**Ms Sayanti Halder**, Content Manager - Marketing & PR

Initiating an out-of-the-box thought process for the employees of Cargoflash, resulting in beneficial teamwork and company's triumph respectively, the fourth session of Town Hall shed light on **how to improve the way we all are functioning during the ongoing situation of remote working**. As the current trend of working from home has become the 'new normal', the moderator and speaker deduced the necessary need of striking a balance in both the Professional and Personal lives by attaining a **PRO+PER lifestyle**.

During the ongoing COVID-19 pandemic, the transition of working from home was swift for a lot of organisations including Cargoflash. The modern age is now comprehending that **working remotely is the future of work** — pandemic or not. With the leniency of working in a casual atmosphere and more time to invest in individual development, people are looking for ways to wind up their laptop chargers and unwind themselves or possibly, failing to accomplish equilibrium and well-being.

Subsequently, the moderator pointed out how the benefits of working from home are greater. "From the reduction of both the company's and employees' expenditures to increase the productive aptitude of the employees; from establishing flexibility of working under pressure to spending more time with the families..." and she continued saying, "not only are we saving money but our planet too. A recent report suggested that around **3.6 million tons of carbon emission have been reduced in the USA due to people working from home**, nowadays." Bringing this awareness forward, **the recent Town Hall surfaced the need for time management, mental and physical health and requirement of motivation during the 'house arrested' work mode**. The meeting also aided in understanding how the respective teams have been delivering progress, relentlessly.

**Lesley Cripps:** Times have been tough! We proved to be tougher! I would like to begin by expressing my deepest sympathies towards all the families who have recently lost a loved one or are striving to keep their families healthy and safe. The entire Cargoflash family is deeply empathetic towards all who are suffering. The second wave of the pandemic has impacted every person, directly or indirectly involved with our company, and the least that Cargoflash can do now is establish a bipolar relationship based on 'trust'. Therefore, we surfaced our "People First" ethos by keeping work and deadlines at the backburners and highlighting our people's needs.

With the introduction of remote working regularly, we got occupied with figuring out when to work, where to work, and how to create boundaries between work and personal life. The ongoing lockdown situation has been difficult for almost every one of us. If you ask me about my experience, I have been in and faced a lockdown state for over a year now. First in India, then in the UK and now, back here in India. But I have not let that bend my spirit!



Amidst all the difficulty and challenges, I have successfully maintained my work-life balance. I work during my scheduled hours, keep a check on my cardio sessions, eat mindfully and sleep peacefully because staying strong, both mentally and physically is the need of the hour! Somehow, many have forgotten to focus on career development, training opportunities, relationship building with colleagues, and improvement of well-being.

‘Don’t limit your challenges. Challenge your limits.’ Similarly, we must challenge and motivate ourselves and keep experimenting, every possible day. The perspective should always be of ‘glass-half-full’. Amidst all the workloads and back-to-back meetings, the idea is to push yourself for more within those stipulated 24 hours. This is the precise time to explore how productive we actually can be, together as a team and individually.

We can explore the scope of using social media for expressing positive news and professional achievements. That can include your child’s recent accomplishment, you raising money for a charity; perhaps, you were a COVID fighter or went above and beyond to help someone. That can be your recent completion of any certificate course or even the successful triumph of managing tasks of 30 hours within 24. The idea is to communicate. Another way of staying tough is by talking things out. “Lighten the chest to lighten your workload!” The prime focus needs to be on family, children, health and talking unreservedly, right now. I deeply urge all of you to communicate beyond work.

We have recently realised the significance of conversation after we are plunged into isolation and an unsociable lifestyle. The company aims to rip that band-aid off of you all, in an easier manner, by offering an open forum for group sessions focussing on mental health and joyful discussions. The HR team shall surely update us on the same, very soon. Furthermore, I would like to share my six personal hacks that I have established to stay on the prettier side of remote working.



1. MAINTAIN  
REGULAR WORK  
HOURS



2. KEEP A  
DEDICATED OFFICE  
SPACE



3. SUSTAIN A  
HEALTHY DIET &  
EXERCISE



4. KEEP THE SLEEP CYCLE  
UNDISRUPTED



5. SOCIALIZE WITH  
COLLEAGUES



6. BE POSITIVE!

Followed by this, several employees from various teams shared their personal and professional accomplishments during this time alongside the heads praising their respective squads for exceptional and result-oriented performance during the remote workdays. The session was also carried with a fun-filled, casually-approached Q&A session with the staff to understand how each has been doing, till now.

“We should always remember to ask ourselves ‘How much “enough” is actually enough?’ Let’s try and disconnect from pressure to connect more with ourselves!”, concluded the moderator. It was witnessed how the fourth session of the Town Hall was **more interactive and conversation-oriented** instead of approaching a monologue mode. People happily participated to share their side of the stories of achievement or success while some shared their views on how to keep the energy and motivation going.

The constructive results garnered from the polls, presented during this session, conclude that a major chunk of the audience is feeling more productive by working from home instead of sensing lethargy due to a constrained routine. **The results also prompted that around 60 percent of the audience would highly recommend the philosophy of mixing work from both office and home for a more productive future.** Another crucial poll concurred that the **employees are in support to participate in open-forum talk sessions and workshops for enhancing mental health.**

## CLOSING REMARK

By **Jasraj Chug**, Co-Founder & Director

Personally, the idea of ‘virtual’ does not bring the warmth of face-to-face conversations and empathy. As much as I miss my physical interactions with my people (as I don’t always talk business with my people), I will agree that remote work is not crumbling the progress of work. I prefer to spend most of my energy in finding the needs of my people, which no one can determine by asking business-related questions, and I don’t see that engagement getting compromised when done virtually, these days. During the ongoing times, I shall insist my people pick up new skill sets within the next six months or a year to understand a new subject matter that can help them excel in their area of new activity in the company.

The most important point in this current setting is to not take the situation lightly; I don’t think it’s going to go away until we all are vaccinated. It has been a very emotional and taxing time for all of us but we need to be extra careful. So, keep wearing your masks and don’t put your social distance on the reluctant end. We are duty-bound towards our families, children and parents. Times are difficult and so is working from home. But we all look forward to seeing each other very soon!

**Together, showing a strong spirit and unhindered support for each other, we have come a long way. We will keep the momentum going, put our best foot forward and achieve all personal and professional goals.**

**We will keep you posted with everything new in our next edition of Town Hall. Till then, stay safe and make the most of every day and opportunity.**

