

Thinksoft felicitates its cadre of specialists

Chennai, 26th November, 2012: In their book *Deep Smarts: how to Cultivate and Transfer Enduring Human Wisdom*, (Harvard Business School Press, 2005), Dorothy Leonard & Walter Swap have described how to create "Deep smarts", people with knowledge, expertise, experience and specialized skills. The authors feel that such expertise cannot be created, transferred or replicated quickly. Technology, formal learning and pedagogy have limited use in this process. Neither does it happen on its own through serendipity. Expertise develops continuously all the time - at work, play, at the water cooler, in the canteen, anytime, anywhere. Deep smarts need to be deliberately nourished and grown with dedication.

Thinksoft, Global Services Ltd, an 750 plus strong, Chennai headquartered specialist software testing firm, celebrated and recognized its long serving employees. At a function held in The Leela Palace, Chennai on 23rd Nov'12, 149 of its employees were appreciated with "Long Service Awards". The award winners were present with their family members, to receive the awards. Every year there are some surprise elements planned for the event, and this year it was a speed painter, Mr. Vilas Nayak who came up with the on the spot portraits of the 10 year service award winners

Mr. D. Nandkishore, EVP said: "it is only by consciously designing our own experience and deliberate practices and learning can we create sustainable ladders of expertise".

Mr. R. Srinivasan, President, Europe and Asia business, said "As specialists organization, it is critical for Thinksoft to have a pool of experts who can establish the credibility unfailingly in each and every assignment and make the organization clearly stand apart from the bevy of generalists as value providers. "

Ms. Aarti Arvind, EVP expressed "We are very happy that these employees have understood the value of expertise and stayed for long haul to build this and there by growing our business".

Mr. S. Anand, Head-HR emphasized "that more than a third of the employees were with the firm for more than 5 years and nearly a fifth of them have completed 7 years which is a good sign, in todays churning job markets".

About Thinksoft:

Thinksoft Global Services Ltd (www.thinksoftglobal.com) is an independent Business Assurance and Testing Specialist working entirely with financial sector clients in APAC, the USA, Europe, Middle East and India. Through its domain focus, structured testing methodologies, offshore delivery, and test automation expertise, Thinksoft helps clients reduce software product life cycle costs and deploy 'business ready software' within compressed timelines. Thinksoft has



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worked with all the top rated software applications spanning Retail banking, Treasury, Credit cards, Mortgages, Corporate Banking, Trade Finance, Capital markets, Brokerages and Insurance.

With a unique business model and a track record of over 12 million person hours, the company has a 750 strong work force with delivery centers in Chennai, Bangalore and Mumbai, supported by local offices in New York, London, Dubai, Singapore, Brussels and Sydney. While the company is ISO 9001:2008 and ISO 27001:2005 certified, its Chennai offshore test center is PCI: DSS and BITS-AUP compliant.

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