

Sparx IT Solutions

Our Journey in 2020



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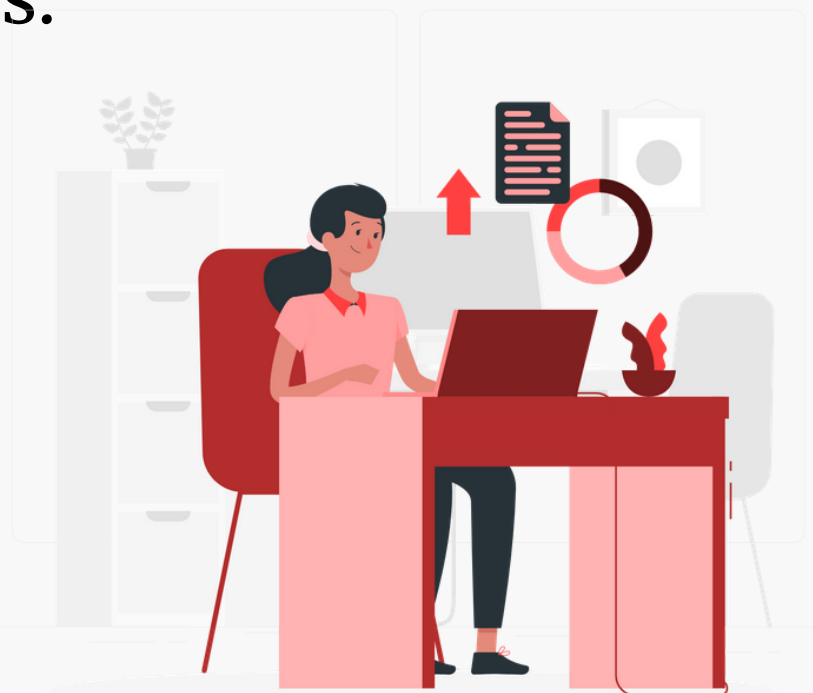


Overview

2020 was a year of challenges for everyone, so for us at Sparx.

We started our journey with great enthusiasm for accomplishing new achievements this year.

It seemed to be just another year full of challenges, lots of smart work, and moments to celebrate breakthroughs.



For the past thirteen years, we have focused on discovering new work processes, implementing unconventional ways to do ordinary tasks, and searching the most innovative solutions.

2020 was a lot more than about handling projects, delivering them within the deadlines, and celebrating 110 members and 183 clients who joined us in the last year.



The biggest transition of this year was staying at home, of course due to the Coronavirus.

We strived to keep ourselves growing despite when many were struggling to fit themselves into the new normal of working from home.

We successfully adopted the new ways to deal with the global pandemic and economic slowdown.



There have been plenty of things we have to share about this year that includes new challenges, ways we found to tackle them, result-oriented insights, and our plans for the upcoming year.



Highlights of Accolades Achieved in 2020

We Served

183

New Clients

We Onboarded

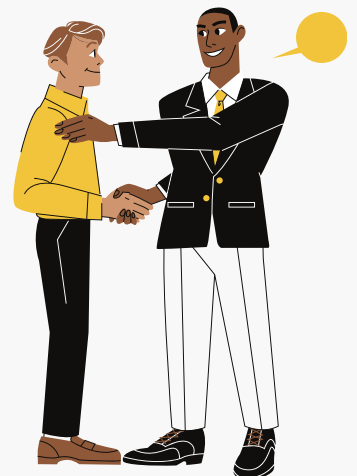
110

New Sparxians

We Delivered

450

Successful projects



From Pandemic To Appraisals

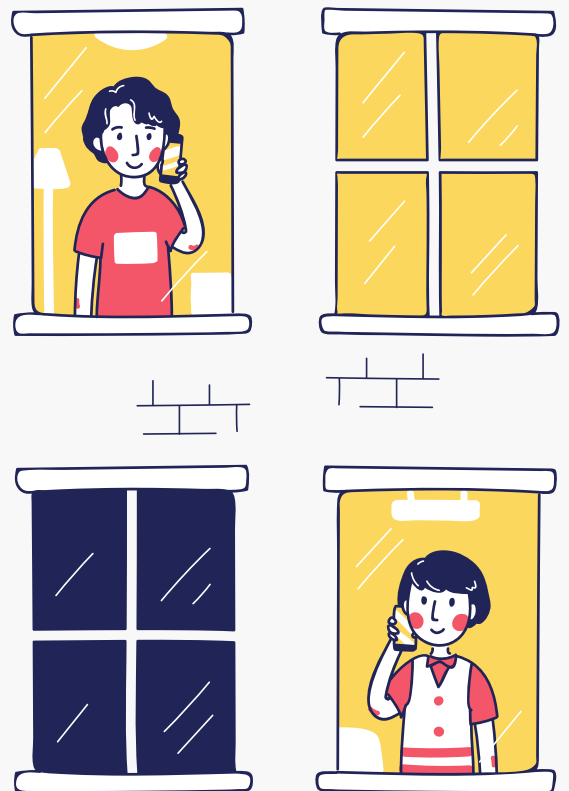
We had adopted a remote work-culture with smart speculations and advanced planning far before the Indian govt. declared lockdown.



Arranging the resources and replacing infrastructural requirements for every team member was challenging at first.

However, we overcome this challenge with the integrity and combined efforts of our team.

Together, we made the best possible arrangements to ensure no delays and blockers on any project.



Lived up to Every Expectation

Working from home with a team of 220+ professionals was a challenge of its kind.

A commitment to sustaining the progress helped us in fulfilling every requirement efficiently.

EXPEC TATION

We are proud of living up to the expectation of everyone associated with the organization during the pandemic:

1. We worked hard to ensure no salary cuts or delays.
2. We kept our clients happy and satisfied despite struggling with usual workdays.
3. We had optimally managed our resources to ensure no layoff.
4. We supported our team throughout the lockdown by making necessary amendments in our process.



How Did We Contribute Through a Startup Care Fund?

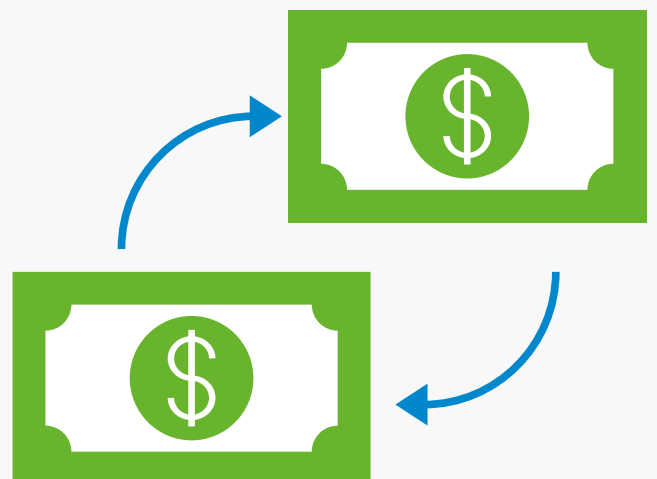
We took this initiative to extend our help to our fellow business partners and even competitors at a time, facing the economic impacts of the global pandemic.

We reached out to businesses that were suffering in silence through various platforms.



Within a week, we received **more than 50 reverts from the businesses** across various industries. We provided free digital marketing services to the worst affected startups.

We had done this from an **allocated fund of \$100K**. This helped us serve the business community and payback for everything we received throughout our journey.

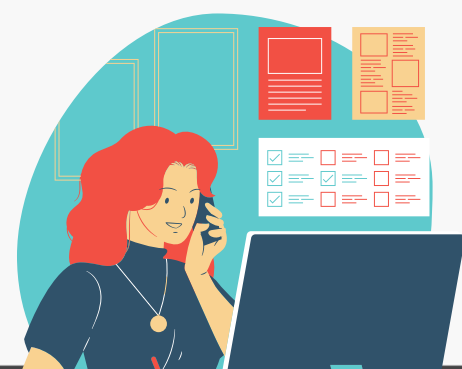


Extended Support to Ex-Sparxians

When the pandemic started affecting the business world, many companies had started laying off their employees.

We took an initiative to ask our former employees if any of them were laid off or suffering losses in their businesses.

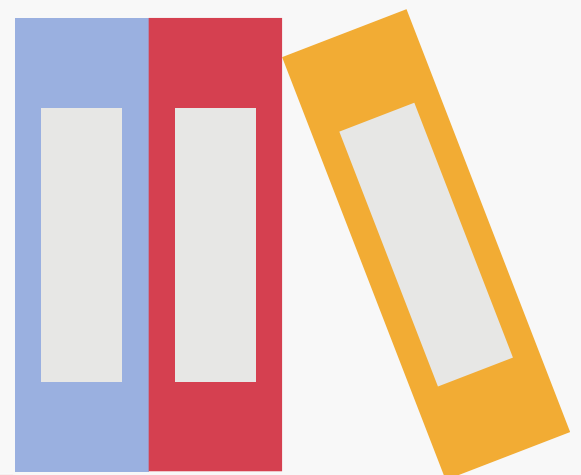
We extended our helping hands to provide them with new opportunities in the hard times.



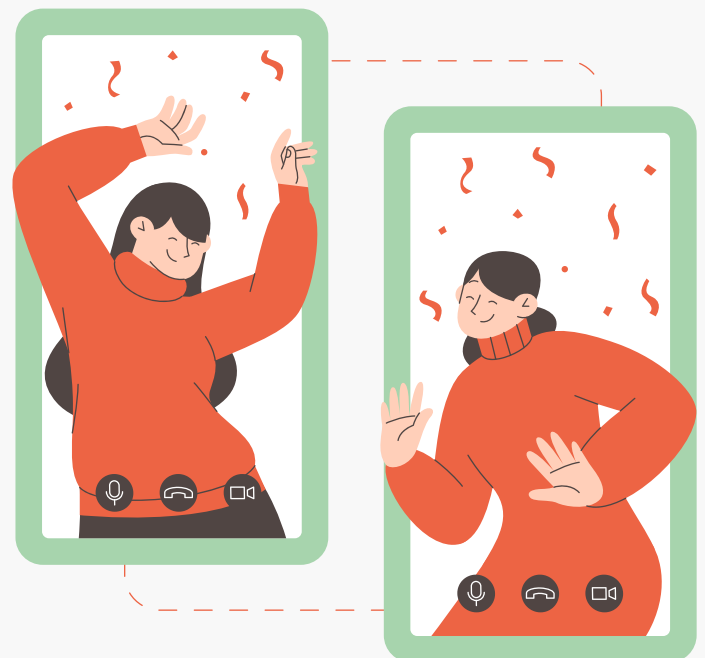
Reshaped Our Policies

No organization can grow without re-evaluating its policies. Pandemic drew the attention of every organization to re-establish its work-culture.

We timely realized the need of the hour and transformed the things accordingly. To make our organization more adaptive for our employees' needs, we made historic changes in our policies:



- Excluded essential working hours from the list of performance metrics; a step towards creating a flexible work environment.
- **Made health insurance mandatory** for all of our employees.
- We always believe in sharing profits. Hence, we rolled out appraisals in October 2020.



2020 For Sparxians

Everyone working at Sparx IT Solutions, whom we call Sparxians, was valued more than ever before.

We knew this is the year when many of us might be going through mental stress and anxiety.

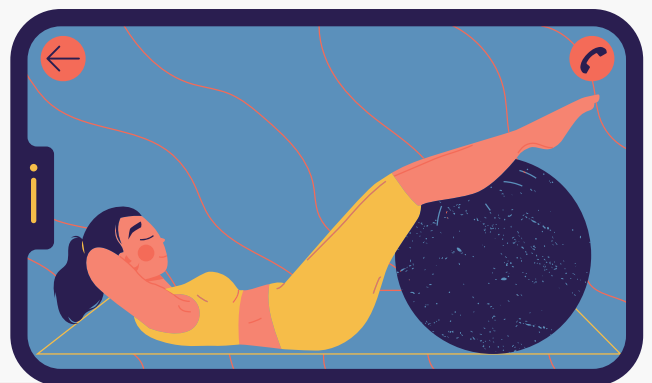
To support our employees, we ensured these three things.



Mental Well-Being

Mental well-being during COVID became a primary concern for everyone. The work from home culture and physical distancing led to mental stress.

In support of our employees, we started putting our efforts as an organization. We offered a free-subscription to mental health app and organized online Yoga sessions by experts.



Healthy Work Environment

With the same approach of offering a better work environment for our team, we started celebrating more often. Occasions like our foundation day and other festivals.



We started a weekly meeting called **“Kaam Se Hatke” (Apart from Work)**. During the Friday meet-up, we connect over a virtual meeting room and discuss everything apart from work.

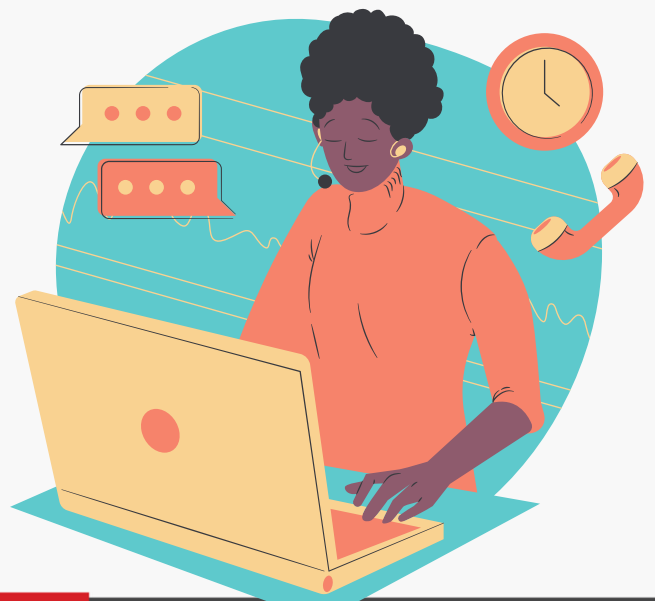
In some meetings, we also ended up creating clubs to help a particular section of our society. It has been a fun learning experience!



Secured Work Culture

When companies were closing, people were losing their jobs, incidents like these created a sense of insecurity in the mind of every working professional.

We took all the necessary steps to not letting such ambiance affect our professionals' efforts.



We tried our best to make our employees feel secure and work with no stress.

We discussed our plans and strategies with the team about the prevailing situations in the industry.

We assured them of no layoffs and salary cuts so they can work with great mental peace.



Biggest Learning From 2020: Innovate Utilities

In 2020, we learned to innovate the utilities in a new way, something that we can call 'extraordinary'.

From business development to project management, we reinvented many of our processes. It helped us to engage in a smooth and productive process transition.



Our progressive approach to dealing with things has always helped us to overcome any challenges, so it did this year as well.

Even in the phase of transition, we kept our faith in the process.

One thing that remained the constant source of our inspiration during the odds was our **adaptive work-culture**.



Our Plans for 2021

Last year was a roller coaster ride where we overcome challenges and achieved new milestones. In 2021, our plans are focused on sustaining the same enthusiasm to deal with new challenges.

For us, 2021 is a year of new opportunities, connections, and policies that strengthen our foundation as a service provider.



With each passing year, we strive to achieve expertise in new industrial domains and technologies.

As a web and mobile app development company, we are all set to deliver high-end digital solutions in the upcoming years.



Our Direction

This year, our goal is to establish a more **holistic organizational culture**.

With an aspiration to grow, we shall maximize the utilization of technologies like Artificial Intelligence & Augmented Reality in our processes.



In 2020, we understood that the business world is unpredictable. Hence, we need to make a more **independent yet connected ecosystem.**

We thrive to keep delivering customer-oriented services with an optimum sense of aspiration.



We set our goals high and straight for 2021.

We are committed to strengthening our bond with the customers in the upcoming time.

We thrive to remain a trustworthy leader in the market.



Our Forever Goal: Ideate, Innovate and Create

We have been ideating, innovating, and creating unconventional digital solutions for the past 13 years.

We aim to offer businesses the desired outcomes within a promised time frame. We have served businesses of all sizes that include **Startups to Fortune 500 companies.**



With our long-term experience, we leverage the latest trends and technologies to empower our clients with 360^o software solutions.

Our personalized services and maximum support help us remain a credible and popular choice among clients from different industry verticals.

Let's work together to achieve excellence.

