

PROVET PROPULSE



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VIV ASIA 2023

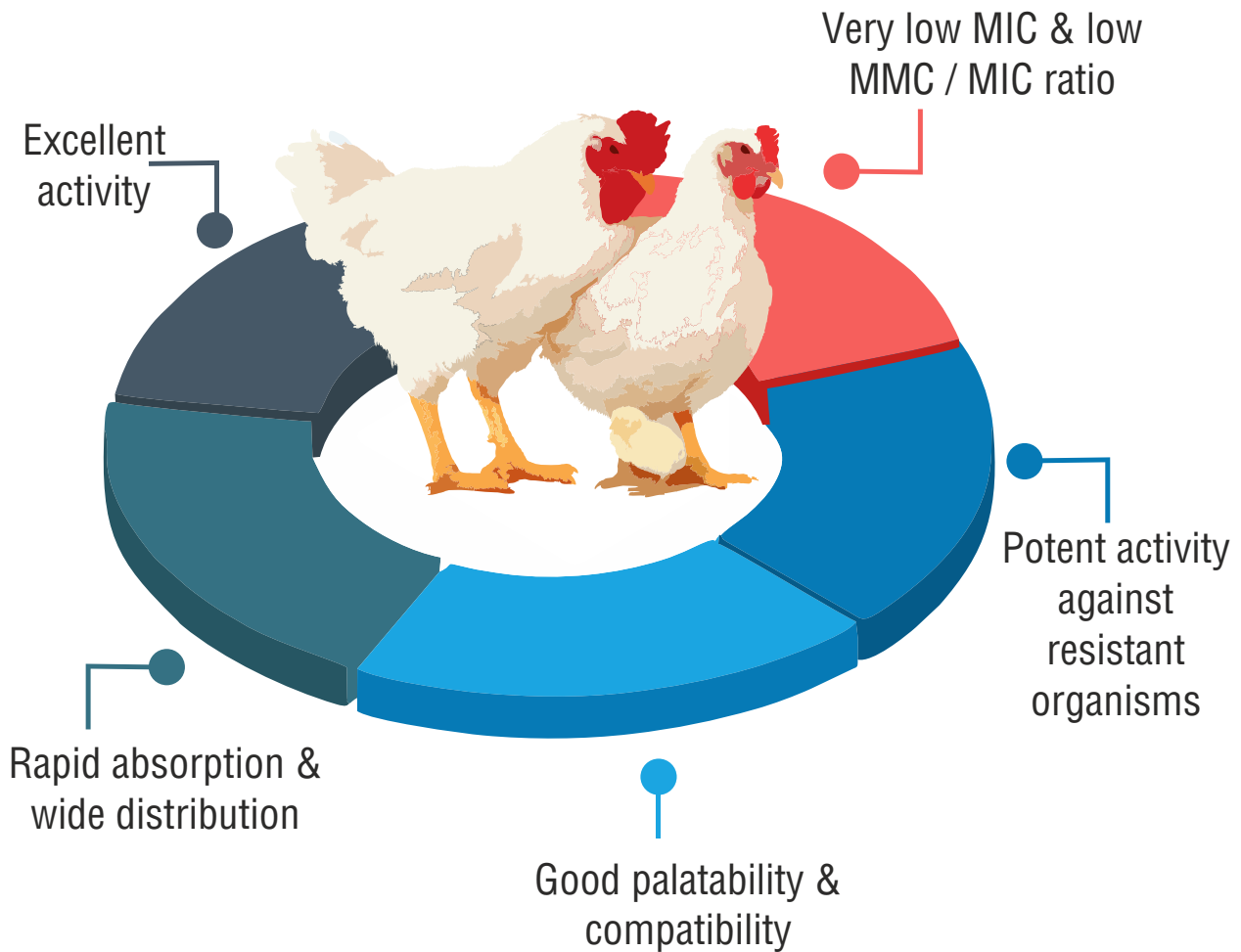
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TEAM PSYCHOLOGICAL SAFETY

No one likes to deliver bad news to their boss. But that's exactly what I had to do when a project I'd been working on wasn't delivering the results we expected. I'd been a big advocate for our team taking on the initiative and, personally, I'd invested a lot of time into it and convinced others to do the same.

When I met with my manager to present the data, which showed that we hadn't recouped our investment, and the initiative had performed worse than planned, I was nervous. I would've understood if he had been frustrated or even angry, and I expected him to at least ask, "What went wrong?" or "How could we have prevented this?" (Both questions I'd prepared answers for.) Instead, he just asked a simple question: "What did I learn?"

I was building psychological safety, and I understood that learning is key; our team's future performance depends on it. Psychological safety is a critical concept for teams and the people who lead them. But not everyone knows or fully understands it. Where did this term originate from? how it's evolved, and, of course, how people can think about building psychological safety on their own teams?

Let's start with a definition. Team psychological safety is a shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes all without fear of negative consequences.

The "team" in team psychological safety is important. This is a group-level phenomenon; it shapes the learning behaviour of the group, which in turn affects the team's performance and therefore organisational performance. The sense of safety and willingness to speak up is not an individual trait, even though it's something you do feel and experience at the individual level; "it's an emergent property of the group." In fact, in most studies, people who work closely together have similar levels of psychological safety compared to people in other teams.



Creating psychological safety in teams Psychological safety is the degree to which team members feel that their environment is supportive of asking for help, trying new things, and learning from mistakes.

Team leaders and members can promote psychological safety by:

- » Inviting input from all team members.
- » Encouraging team members to contribute.
- » Promoting active listening and learning from each other.
- » Acknowledging the limits of their own knowledge.
- » Celebrating failures, providing positive reinforcement for innovations, even though they don't always work.



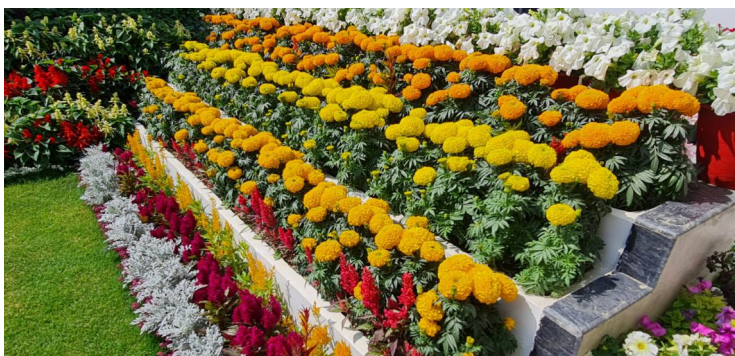
An Indian Railways officer shares his colleague's crafted garden

An Indian Railways officer named Ananth Rupanagudi shared some stunning pictures of a junior colleague's garden. And let us tell you that those images are so visually soothing that you won't be able to take your eyes off them.

The now-viral post was shared by Ananth Rupanagudi on Twitter. He informed that the stunning garden showcased in his post was in the house of his colleague.

The garden in question was at Rupanagudi's colleague's home in Lucknow. It was replete with flowers in several appealing colours. From bright yellow to vibrant purple, the garden had it all. The variety of flowers were so aesthetically arranged that we all would fall in love at first sight.

The images we see here, shows his passion for gardening and love for flowers, besides his excellent sense of colours and aesthetics! Every year, his garden blooms to give us such a pleasant sight!



9th KOLKATA INTERNATIONAL POULTRY FAIR 2023

Provet Pharma Private Limited participated in the 9th Kolkata International Poultry Fair 2023, the largest poultry fair in Eastern India organized by the West Bengal Poultry Federation, in association with the Animal Resources Development Department, Government of West Bengal. The three-day fair was held from 9th to 11th February 2023 at the science city exhibition ground, J.B.S Haldane Avenue, Kolkata.

Kolkata, the verve center of Eastern India, is a natural gateway to South Asia and to maximum SAARC countries like Bangladesh, Nepal, and Bhutan. So, about 30000 visitors, people in the poultry industry (including delegates from Europe and overseas), and about 1200 students visited this expo and gained experience for the betterment of their businesses and poultry knowledge.

It paved a better platform for Provet for showcasing its dedication and involvement in creating innovative solutions for poultry health and industry. The highlighted motif was the portfolio of NAGPs which includes Non-Antibiotic Growth Promoters Next Gen: NAGRONEX - SNB (The Novel Synbiotic) and NAGRONEX ESF (Phytobiotic Growth Promoter) along with the advanced Tylvatec Soluble in the Anti Mycoplasmal portfolio and the improvised Bambercin Plus in the Antibiotic Growth Promoter segment. The expo brings a good deal of interest in the segment of concept-based products among the wider audience.



Honouring Dr. Sunil Bhindwale
(Director-Technical, Phoenix Group)



Dr. Ajay Chalikwar AGM-Technical services at
Technical seminar

Dr. Ajay Chalikwar, AGM-Technical Services, presented the topic "Gut health and its impact on Performance in Poultry" during the technical seminar, which was held on 10th February 2023 at the science city auditorium, and received an overwhelming response from the audience.



Shri Biplab Roy Choudhury, Cabinet Minister, West Bengal,
Mr. Madan Mohan Maity and Dr. Sunil Bhindwale Inaugurating
Provet Stall



At Shalimar Gr stall



Felicitated by WBPF



Japfa Team



Mrs. Sandhya Rani (Director-IPEMA)



Dr. Abhijit Mishra



Dr. B Maity and Dr. Santosh Das



Dr. Bhindwale and Mr. Pallb Pal, Phoenix Group



Dr. Chandan Ghosh



Dr. Chayan Bhattacharya, ARD-WB



Dr. Dilip Waghmare (Assistant GM, Nutrition, Japfa Comfeed)



Dr. Kingshuk Maity, ARD



Dr. Mahendra Singh (Poultry Consultant)



Dr. Manish



Dr. Mustafa Hussain, Bhagawati Group, Assam



Dr. Pushendu Panja, ARD



Dr. Purnendu Biswas (EX VC, WBUAFS)



Dr. Soumen Dandopath



Dr. SV Rama Rao



Dr. Sujit Kundu and Mr. Akhil Saha



Dr. Sumanta Das (Technical-Hitech Hatchfresh)



Dr. Sushil Dhariwal (Poultry consultant)



Dr. Uddab Sarkar and Team (Shalimar Gr)



Dr. Uddhav Sarkar at NOVACON



Hitech Team



Mr. Akhil Saha, Raghunath Distributors



Mr. Palash and Mr. Suchand



Mr. Paritosh Das (Director-HiTech)



Mr. Partho Sur (MD-Sur Feeds)



Mr. Rajan and Raju Singh, Hari Om Pharma



Mr. Rakesh Kashyap (Organiser-Bihar Poultry and Aqua Expo)



Shalimar Team



Shivashakti Agro Team



Shri Biplab Roy Choudhury, Cabinet Minister, West Bengal, Mr. Madan Mohan Maity and Dr. Bhindwale

1. What is the difference between a jeweller and a jailer ?



Provet at Poultry Vet's Federation's "Annual Technical & AGB meeting"

Provet Participated in the Annual Technical and Annual General Body meeting conducted by Poultry Vet's Federation at Nala Hotels, Trichy Road, Namakkal on 3rd February 2023

Dr. Muthuselvan - Managing Director, Dr. Senthil - Director, and Dr. Sulav Chetia - AGM, Marketing, alongside 150 other Poultry Veterinarians from various parts of Tamil Nādu and other States participated in this occasion.

The technical presentation on "Diseases of Current Interest and Management" by Dr. K.S. Prajapati and the motivational speech on "Successful Veterinarians (Formula for Success)" by Dr. Natarajan Elangovan aided in the discussions for the poultry industry's development.



Dr. K S Prajapati and Dr. D Chandrasekaran



2. What kind of band never plays music ?



WORLD VETERINARY POULTRY ASSOCIATION (INDIA)

WVPA (INDIA) 2023 conference on “Recent advances in Avian Diseases and Management: A Global Perspective” held from February 24th to 25th 2023, was organized by the College of Veterinary Science & Animal Husbandry, NDVSU, Jabalpur, India

Dr. Sulav Chetia, AGM-Marketing, represented **Provet** in the technical program in which more than 250 attendees including students, foreign delegates, consultants, and Professionals from Poultry Industry from all over India participated.

The discussions on Disease management and Bio-security challenges, Advances in Poultry Breeding and Nutrition, Advances in Poultry products technology and marketing, and the brainstorming sessions were highly engaging and gave insights into the latest trends in the Poultry industry.



Dr. G Devegowda



Dr. Gagan Garg (Deputy commissioner, Dept of Animal husbandary and Dairying)



Dr. HK Deka and Dr. B Barman



Dr. Mahendra Singh



Dr. PK Shukla (Dean, DUVASU Mathura Veterinary College) and Dr RK Sharma (Dean NDVSU)



Family of Dr. Mahendra Singh



Mr. Akshay Nadkarni (Neo Feeds)



Mr. Kamlesh Bundela



Team Phoenix

3. What is the end of everything ?



MEET PRATIMA DEVI, DELHI'S BELOVED 'DOG AMMA', 80-YEAR-OLD WOMAN WHO TAKES CARE OF OVER 200 STRAY DOGS



Pratima Devi, also known as 'Dog Amma' and 'Delhi Dog Lady,' is an 80 year-old woman who has been taking care of over 200 street dogs for over 30 years. She resides in Saket, South Delhi, where she runs a tea shop and also collects garbage from the streets. Her love and compassion for dogs have earned her the respect and admiration of many in the area.

stray dogs in Delhi and the requirement for more animal-friendly laws.



More than 200 stray dogs have taken shelter in her home, where they are all fed and looked after. Locals appreciate visiting her tea shop because they respect her love and sympathy for dogs. Pratima Devi has received multiple accolades in recognition of her commitment to animal care, including awards from numerous animal welfare organisations.

Many people in the neighbourhood have been motivated to act similarly to promote animal welfare by Pratima Devi's unselfish dedication to the well-being of street dogs. Her initiatives have also raised awareness of the problem of



Upon moving to Delhi in 1984, Pratima Devi developed a fondness for dogs. Ever since that day, she has dedicated her life to looking after and defending neighbourhood stray dogs. Pratima Devi's attempts to help and care for these dogs have continued despite several hurdles from the Municipal Corporation of Delhi (MCD) over the years.

Pratima Devi is still passionate about helping animals despite her age, and many people find encouragement in her devotion to this cause. Her narrative serves as a tribute to the strength of kindness and the beneficial effect one person can have on many people's lives.



PROVET AT INDIAN ECOLOGICAL SOCIETY CONFERENCE 2023, LUDHIANA

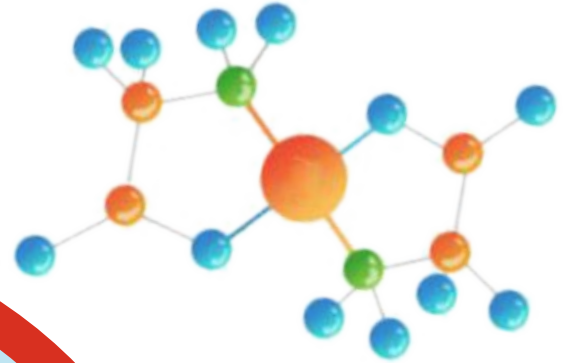
Provet Pharma Private Limited has sponsored and exhibited its stall at IESFAC 2023, the conference on 'Fisheries and Aquaculture: An Ecological Perspective', in collaboration with Guru Angad Dev Veterinary and Animal Sciences University (GADVASU) at Ludhiana, Punjab from 22 to 24 February, 2023. The event offered an interactive platform for showcasing recent challenges and advances to combat the impact of changing environment on fisheries sector and vice versa. The conference's main goal was to discuss environmentally friendly innovations and cutting-edge technology for the fisheries sector's sustainable growth in order to meet anticipated production objectives in the areas of environmental protection, climate change, public health, and food safety. The program was inaugurated by Dr. Ravishankar CN, Director & Vice-Chancellor, ICAR – CIFE, Mumbai & Dr. Basanta Kumar Das, Director, ICAR-CIFRI, Barrackpore by lighting the lamp in presence of other renowned experts. Distinguished speakers from PAN India were present at the event. The technical sessions were organized under different theme areas to identify the key issues for sustainable development in the fisheries sector. The full product line was on display by Provet, with an emphasis on innovative formulations including Bacitox Plus, Nagrowall, Mintroplex Ultra, etc. The stall was well-liked by both institutional scientists and the farmers who visited it in good numbers. Vanitha (Marketing Manager) and Ranjeet Singh (Sr. Sales Executive – Bathinda) acted as Provet's representatives.

On this occasion, promotional materials were distributed to the farmers and authorities, including product catalogues, pens, jute bags, etc.



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*Nutritional Combination of
Highly Bioavailable Minerals for Moulting*



Benefits

- Aids in moulting and growth.
- Optimizes exuviating process.
- Maintains brightness and rigidity of outer layer.
- Prevents and controls loose shell disease.
- Improves performance and productivity



Provet at Bengal Aquaculture Expo 2023, Chandipur

Provet Pharma Private Limited participated in the Bengal Aquaculture Expo, held on February 12th and 13th, 2023, at Chandipur, East Medinipur District, West Bengal.



At this event, Provet marked its presence with the aim of catering to the needs of the industry with a unique and innovative range of aquaculture healthcare products.



The two-day event provided the Blunova East Team with the opportunity to embellish the expo and make it a perfect interactive platform for business development.



The Provet stall was inaugurated by Shri. Biplab Roy Chowdhury, Minister of State, Dept. of Fisheries, Govt. of West Bengal, who accepted the warm greetings of Blunova associates. His gracious presence added vibrancy to the stall. He wished for us to reach greater and greater heights in our areas of operation.



Provet's stall had a good turnout of customers. A huge crowd of about 150+ visitors per day, including renowned consultants, farmers, and entrepreneurs of mutual interest, visited the stall, and the team missed no opportunity to enlighten them on the product details. Unique brands like Bacitox Plus, Envipro Gold, Pathostat Blu, and Nagrowall were the key topics of discussion.



Provet Launched **MINTROPLEX ULTRA**, an Innovative Nutritional Combination of Highly Bioavailable Minerals with the unveiling of product pack, product brochure and cake cutting in the presence of eminent consultants and customers.



Mintroplex Ultra is a nutritional supplementation in ionic form which plays a major role in various functions of the body and growth of fish & shrimp. It help in ensuring proper moulting and improving performance & productivity.



It was very much appreciated that the majority of our key customers and stockists took the time to visit the stall despite their busy schedules. We are very thankful for their support and service over the years.

The expo had all the zeal for the betterment of the Aqua industry. It has provided the platform to reach out the new customers & opportunity to become the market leader in the future.

Heroic' rescue dog who died searching for earthquake survivors in Turkey, honoured in home country



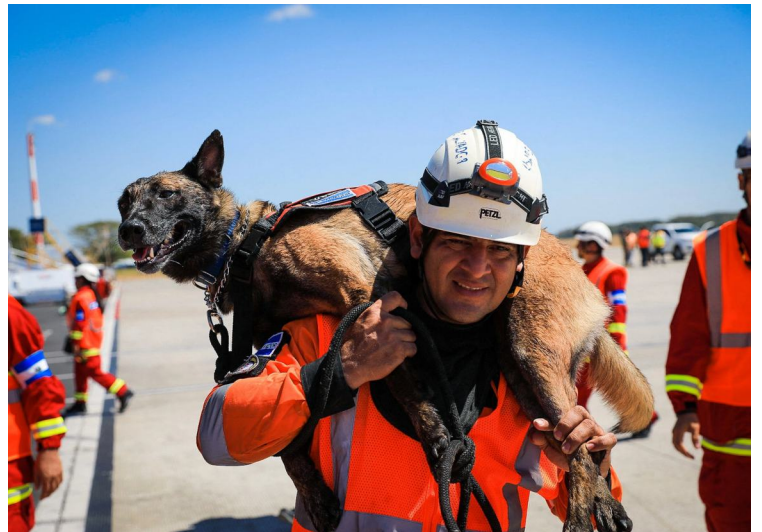
Mexico has paid tribute to a “heroic” rescue dog who died while searching for survivors buried beneath the rubble of the earthquakes in Turkey.

The dog - a German Shephard named Proteo - was one of more than a dozen deployed by Mexico to assist in the disaster response efforts.

Defense Minister Luis Cresencio Sandoval announced the animal's death at a daily press conference.

"You accomplished your mission... thank you for your heroic work," the military said on Twitter.

Mexico has also deployed 130 military personnel to assist in the clean-up.



ANSWERS

TIME TO LAUGH !

1. A jeweller sells watches and a jailer watches cells
2. A rubber band
3. The letter “G”

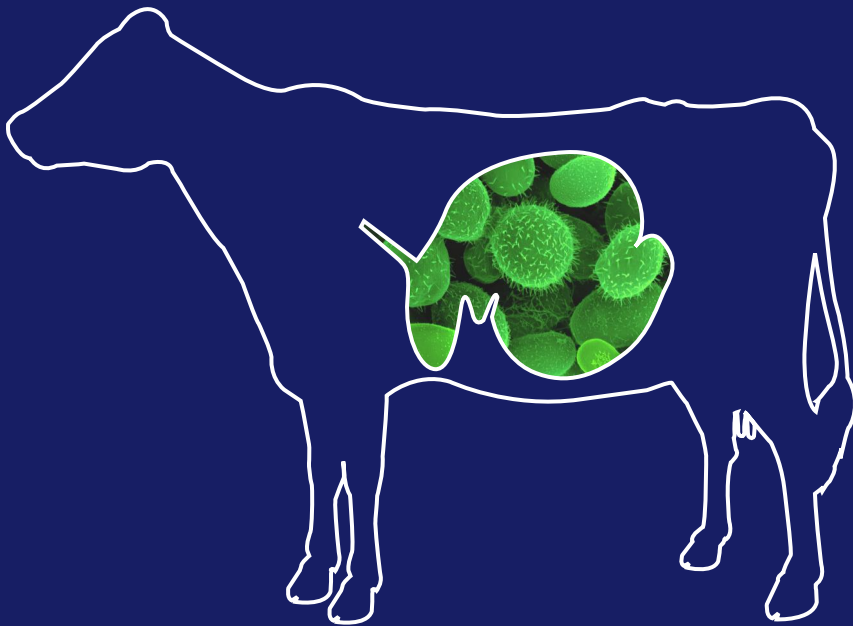




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Healthy Animals &
More Production

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- Helps to produce more VFAs
- More efficient fiber digestion

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- Stimulate rumen fermentation
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