

# NEWSLETTER

Volume 16



## Congratulations!!

Warm Congratulations from the champ family on your outstanding performance on ISTQB Exams. Keep up the good work and all the best for your future endeavors

Dhanushika

Praveen

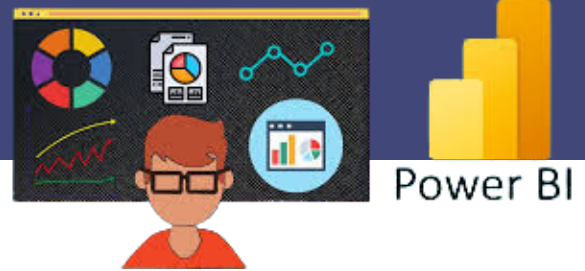


## Welcome Champ India

We warmly welcome our Champsoft - India team to Sri Lanka



# How Power BI can address the analytical needs of an organization



In today's world, every small or big organization they want to take informed decision making to gain a competitive edge. Talking about the startups or SME's when they enter the market, all they have is data and market research. This article explores the capabilities of Power BI and how it can help organization revolutionize the way the collect, analyze and visualize data to make informed decisions.

Microsoft Power BI is a cloud-based business intelligence service that allows users to visualize and share insights from their data. It combines data from various sources, transforms it into meaningful information and represents through user friendly and interactive dashboards or reports.

The following capabilities of Power BI can help any organization to have informed business decision through data.

- 1.Data Integration: Power BI helps the user to provide seamless integration with various data sources. This can help in simplifying data collection and reduces manual effort require to collate information.
- 2.Data Transformation: Power BI can provide the functionality of cleaning and transforming data in the suitable format for analysis.
- 3.Security: Power BI offers robust security features which can allow organization to.
- 4.Data Visualization: Power BI provides wide range of customizable charts, graphs and other visuals which can help the user to showcase the data in more visually appealing and understanding manner. Storytelling of data through reports and dashboards.
- 5.Real Time Analytics: To fulfill organizational need of monitoring real time data Power BI can connect to live data sources and represent real time reports and dashboards. It can help organizations in monitoring KPIs on a real time basis.

- 6.Sharing: Power BI can help users to share reports and dashboards with colleagues, clients and other stakeholders within or outside the organization. It allows decision making through different departments for latest insights.

“Power BI has emerged as a powerful solution to satisfy the analytical needs of an organization. It helps in streamlining data collection, preparation and visualization, empowering organizations to make data-driven decisions efficiently and effectively. It's user-friendly interface and robust capabilities helps Power BI become a vital tool for organizations to gain a competitive edge through data analytics.



**Written By - Shivam Kedia**  
Power Bi-Developer

# Nurturing Company Morale

## The HR Team Cheerleader Activities



In any organization, maintaining high spirits and camaraderie among employees is essential for a productive and pleasant work environment. The HR department often plays a pivotal role in fostering this positivity by organizing a range of activities designed to build connections and boost morale. While many of these initiatives are highly effective, some can fall into the trap of dysfunction if not executed correctly. Here, we'll explore both the successful and the dysfunctional aspects of company cheerleader activities conducted by HR.

### Effective Cheerleader Activities:

- 1. Weekly Staff Meetings:** Regular staff meetings are a vital forum for open communication and information sharing. They provide a platform for employees to discuss their work, ask questions, and receive updates. When these meetings are well-structured and encourage participation, they foster a sense of belonging and purpose.
- 2. Twist a Week Employee Chat:** Informal chats and one-on-one interactions help build personal connections between colleagues. The "Twist a Week Employee Chat" initiative, where employees are randomly paired to engage in conversation, can lead to meaningful relationships and greater team cohesion.
- 3. Employee Movie Night:** Movie nights can be an enjoyable way for employees to unwind and socialize. They allow staff to relax and bond over shared interests. When these events are inclusive and considerate of diverse tastes, they tend to be a hit.

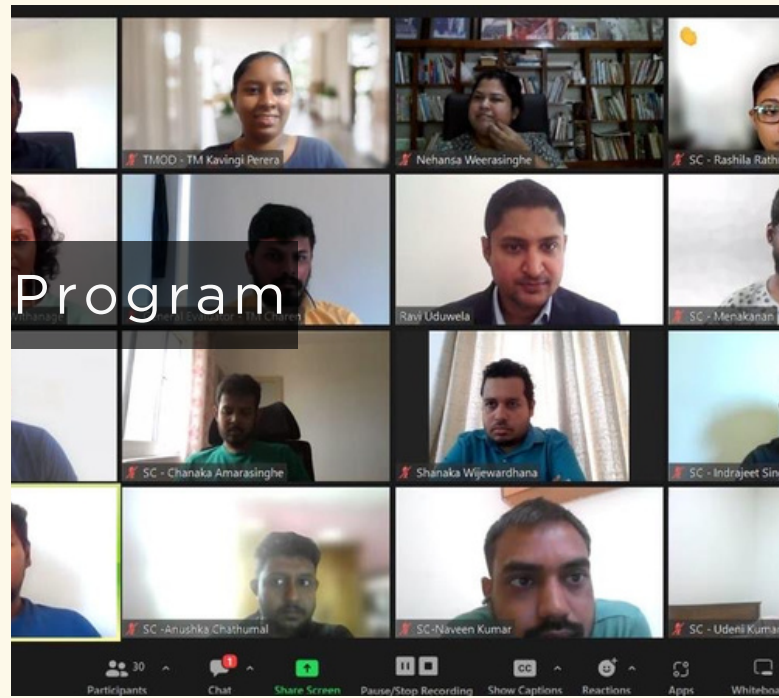
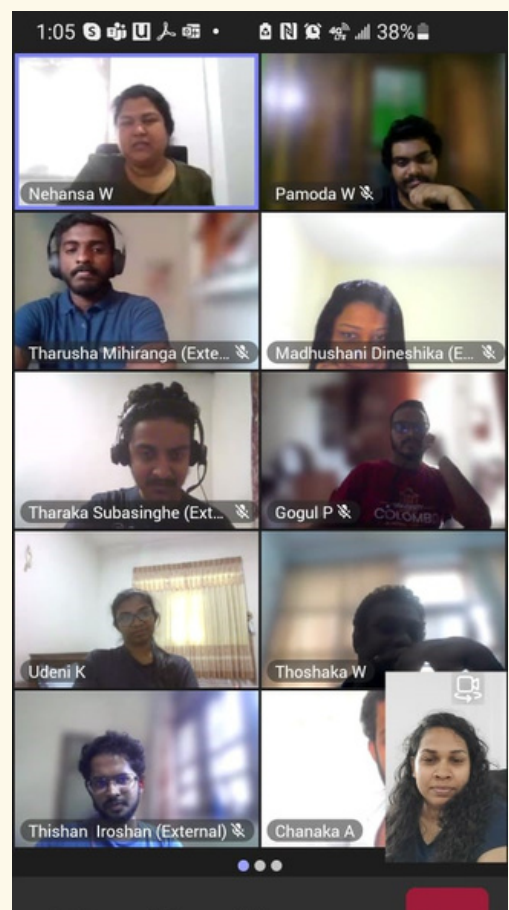
- 4. Celebrate Milestones, Birthdays, and Work Anniversaries:** Recognizing and celebrating employees' milestones is a wonderful way to show appreciation. It promotes a positive work culture by acknowledging the individual and collective contributions of the team.
- 5. Team Building Activities:** Structured team-building activities can enhance collaboration and problem-solving skills. They can also improve teamwork and interpersonal relationships when designed to be engaging and relevant to the company's goals.
- 6. Online Icebreakers Overload:** Excessive online icebreaker activities can feel forced and impersonal. Employees may view them as a distraction from their actual work. It's important to strike a balance between online interactions and meaningful tasks.

“ In conclusion, the HR team role as cheerleaders in the company is vital for maintaining a positive and cohesive work environment. When well executed, these activities can foster teamwork and boost employee morale. However, a fine line exists between successful initiatives and dysfunctional ones. Striking a balance and being considerate of employee preferences and needs is key to ensuring that these activities serve their intended purpose effectively.



Navodya Silva  
HR - Executive





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# CHALLENGES OF REMOTE WORK AND HOW TO OVERCOME THEM

Remote work has redefined the way we approach our jobs, offering a level of flexibility and freedom that was once unimaginable. Yet, it's not all smooth sailing. With its perks come challenges that can disrupt our productivity and blur the lines between work and home life. In this article, we'll unpack the common hurdles that come with working remotely and share some smart, practical ways to tackle them head-on.

## 01. Loneliness and Isolation:

One of the most significant challenges of remote work is the sense of isolation that can set in when working from home. Without the daily interactions and sense of fellowship that come with an office environment, remote workers may experience feelings of loneliness and disconnection. To overcome this challenge, it is crucial to establish regular social interactions, both online and offline. Joining virtual communities, participating in online forums, and attending industry events can help remote workers build relationships and combat feelings of isolation.

## 02. Maintaining Work-Life Balance:

Blurring the boundaries between work and personal life is another challenge remote workers often face. With no clear separation between the two, it becomes essential to establish a routine and set clear boundaries. Creating a dedicated workspace, setting specific working hours, and taking regular breaks can help maintain a healthy work-life balance. It is equally important to communicate these boundaries with family members or roommates to avoid interruptions during work hours.

## 03. Distractions and Lack of Focus:

Working from home can be full of distractions, from household chores to social media temptations. Maintaining focus and concentration can be particularly challenging in such an environment. To combat distractions, remote workers should create a dedicated workspace free from household distractions. Additionally, adopting techniques such as time blocking, setting priorities, and using productivity tools can help maintain focus and enhance productivity.

## 04. Communication and Collaboration:

Effective communication and collaboration are crucial for any remote team's success. However, the lack of face-to-face interaction can lead to miscommunication and difficulties in building rapport. To overcome this challenge, remote workers should leverage technology tools such as video conferencing, project management software, and instant messaging platforms. Regular check-ins, virtual team meetings, and transparent communication channels can foster collaboration and ensure everyone stays on the same page.

## 05. Self-Motivation and Accountability:

Without a physical office environment and constant supervision, remote workers must rely on self-motivation and accountability to accomplish their tasks. Setting clear goals and deadlines, creating a daily schedule, and practicing self-discipline are vital in overcoming this challenge. Additionally, finding motivation through personal rewards, seeking accountability from colleagues or mentors, and celebrating small victories can help remote workers stay motivated and engaged.

### Tip to Diving into Deep Work from Home

Imagine turning your home into a powerhouse of productivity — where deep, focused work isn't just possible; it's a daily reality. With remote work on the rise, mastering 'deep work' — a term coined by author Cal Newport — is the secret sauce to success.

First, design your space for success. Even if it's just a corner of a room, make it your 'deep work zone'. Let everyone know: when you're there, you're off-limits. Next, set the stage by eliminating distractions. Put your phone on silent, turn off app notifications, and maybe invest in noise-cancelling headphones.

Now, schedule your deep work blocks. Aim for the times when your energy peaks — for most, it's morning. Guard this time like a lion. No meetings, no emails, just undisturbed work.

Lastly, get specific about what you'll tackle. Vague goals like 'work on project' won't cut it. Break it down into clear, actionable tasks.

Chanaka Amarasinghe  
Senior Software Developer



# ACHIEVEMENTS



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Silva**

**ChampSoft**  
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**Tharaka  
Subasinghe**



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Associate Software Engineer

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**Tharusha Mihiranga**  
Intern Data Scientist



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Software Engineer

