

Dear Associates,

This week, I connected with ~150 new joiners from Bangalore and did a QnA session with them. It never ceases to excite me in sharing the Walmart story – how as a people-led organization, enabled by technology, driven by service to customer, we are deploying technology to shape the future of retail. While we are geographically spread, working in different time zones, our values and culture empower us to continue driving value for Walmart every single day. With our key focus on creating a stellar omnichannel experience for our customers to have a seamless shopping journey, we are indeed powering the next retail disruption. I welcomed our new joiners to live by our culture and values, experience the scale of work we do here, solve new challenges every day and create an impact in the lives of millions of customers.

As we look forward to the new joiners from Bangalore becoming a part of the Walmart family, it gives me pleasure to share that in Chennai we have now onboarded 370+ associates virtually. It is amazing to witness the numbers of associates who have come onboard in just about 154 days! Congratulations to our teams who have enabled us in this journey.

In our efforts to learn and engage with the startup ecosystem, we had our first ‘Startup Showcase’ this week. Seven startups presented their solutions on various retail technology problems around Personalization, IoT in fresh food management, robotics in warehouse automation, integrated supply chain, voice commerce, computer vision for retail analytics and metadata tagging in video. Such knowledge sharing is a way forward for us to engage with the larger ecosystem in India and learn about new technology innovations in the retail space. If you run across interesting startups that you think could be a good opportunity for us to partner or collaborate with, then please do drop a line, making the connection, to anyone in the leadership team and we’ll be sure to follow up.

On the Diversity and Inclusion front, to further reinforce our commitment in building a harassment-free workplace, we are bringing together industry experts and our leaders for a panel discussion on ‘Blurring Boundaries: Prevention and Discrimination of Sexual Harassment’. As a part of ‘SEE SPEAK SUPPORT’, we are creating more awareness on workplace standards that constitutes appropriate, professional behaviour, whether it’s a virtual or physical workplace. I look forward to your participation in the session on July 22, 2020 and be our ally in fostering an inclusive environment for all.

Communities around the world are adapting to the new normal as we shift to a hybrid model of work, learning, and life. From holding meetings, working sessions, brainstorming events in a conference room, today we are leveraging zoom for all kinds of collaborative work. There’s no denying that a water cooler catch-up or a quick meeting as associates walk to a different meeting room is preferable to the constant exposure to a digital screen. While working from home has shown us great momentum in terms of productivity and comes with its own set of advantages, the Zoom fatigue is real. Recently, a few ideas was posted in [Tech>>FWD workplace](#) to help with Zoom fatigue.

Try scheduling a meeting for 25 minutes instead of 30 or try dialing into a Zoom meeting from your phone to take a break from sitting. Or maybe take a meeting from your balcony or terrace whilst enjoying the sun (and getting some much-needed vitamin D as well 😊)

Finally, requesting our associates to stay home and continue taking all precautionary measures against the pandemic. With the lockdown in effect again across many parts of India, and the spread of the COVID-19 outbreak increasing each day, we have to be more cautious than ever for our own safety and the safety of our loved ones.

Stay safe, stay home and stay connected!

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