

Dear All

In ten days, we close 2020, possibly a never before year and hopefully a never after year in our lives.

I have discussed various topics with you over the year and specifically during the pandemic.

As I look back at 2020, I ask myself, what is the one word or emotion that I would most think about to describe my relationship with 2020?

The word is **GRATITUDE**

I have mentioned this to you in a previous mail. I have kept a gratitude diary for the year, and I am writing to these people to thank them.

1. I am grateful that I work with ABG and have a job through this rather tough phase. I am not sure many people recognize this aspect of being grateful to ABG. Every place I have travelled to since August 17, and in every discussion with employees, I find this sense of gratitude. For everyone getting this mail, please think what would have happened if you were not with ABG? Sometimes answering that might make one aware of the gratitude one owes ABG.
2. A lot of people think that happiness leads to gratitude, I disagree, in fact it is gratefulness that leads to happiness. If you are grateful to the people around you who have helped you – family, friends, colleagues, relatives, outsiders, then you suddenly realize that you are far more gifted than anyone else in getting so much help.
3. I think gratitude is a character strength, if you have gratitude, then it is likely that you will be strong of character and not worry about credit and who gets what or who says what. Where does the strength come from? the strength comes when you don't expect gratitude in return for expressing it. In many cases it is our duty to do our job and express gratitude to people who do theirs.
4. I am grateful that as a team we had little impact on personal life with Covid. That's a huge relief since we operate so many factories and have so many offices spread across the world. This is lucky at one level and is careful personal management at another level. Whatever it is, we must be thankful as this could have been a serious disruption to us as a team.
5. Finally, I suggest and ask each of you to write down a list of at least twenty-five people you need to thank for 2020 and please do what's app them, or write to them or call them, but do express gratitude. I have maintained my gratitude journal and am doing so myself.

I am happy to hear from you about your one expression or emotion of 2020, please feel free to mark everyone if you want to.

Thank you, all the best.

Wr  
Shiv