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#### 2 TOGGLE

#### Microsoft launches their new 'employee experience platform," Viva

Microsoft has rolled out Viva, their take on the intranet sites meant for internal communication among company employees.

Powered by Microsoft 365, Viva offers access to internal communications built on integrations with SharePoint, Yammer, and other Microsoft tools. In addition, the platform offers team analytics and integration with LinkedIn Learning and other training content providers, as well as what Microsoft calls Viva Topics for knowledge sharing within a company.

Traditionally, most existing intranet systems are largely ignored by employees because of their sub-par quality and performance. However, Microsoft argues that times are changing, as remote work is here to stay. Even if a small percentage of a company's workforce remains remote or opts for a hybrid approach, they will need to have access to the right tools and feel like they are part of the company.

"We have participated in the largest at-scale remote work experiment the world has seen and it has had a dramatic impact on the employee experience," said Microsoft CEO Satya Nadella in a pre-recorded video. "As the world recovers, there is no going back. Flexibility in when, where, and how we work will be key."

## Google to offer vital health measurements through smartphone's camera

From next month, Google will introduce features that will allow users to takeheart and respiratory rate measurements using their device's camera.

The feature will be availablevia the Google Fit app, initially on Google Pixel phones exclusively. The company plans to later expand the features to different Android devices running Android 6 or higher.

Previously, taking these measurements required specialized hardware. However, Google's Health unit —led by Director of Health Technologies Shwetak Patel— have managed to develop computer vision-based methodsthat it claims can produce results comparable to clinical-grade measurement hardware.

For respiratory rate, the technology relies on a technique known as "optical flow," which monitors movements in a person's chest as they breathe and uses that to determine their breathing rate. Clinical validation data indicates the method is accurate to within 1 breath per minute across all participants.

As for heart rate, the company is initially using the camera to detect "subtle color changes" in a user's fingertip, which provides an indicator about when oxygenated blood flows







from their heart through to the rest of their body. Validation datahave shown accuracy within a 2% margin of error, on average.

In a press briefing, Patel said "My team has been working on ways that we can unlock the potential of everyday smart devices. This would include smart devices in the home, or a mobile phone, and how we leverage the sensors that are starting to become more and more ubiquitous within those devices, to support health and wellness."

"I really think that's going to be a really important area moving forward given that if you think about health care, the journey just doesn't end at the hospital, the four walls of the hospital," he added. "It's really this continuous journey, as you're living your daily life, and being able to give you feedback and be able to measure your general wellness is an important thing."

### **EDITOR'S NOTE**

### Virtual history trips, hot hatch, and a disappointing phone

Are you a history nut that happens to love technology? Check out our feature about how Lost Panorama plans to combine both by offering virtual heritage walks showcasing the lost parts of Dhaka's history. For petrolheads, we have a proper hot hatch in the shape of a Toyota RunX T with a 2ZZ-GE heart. And if you're looking to downgrade your new phone, we have a review of the rather substandard Symphony Z30.

All these and many more, in this week's Toggle issue

Rahbar Al Haq, Trainee Reporter

## New bike this week The 'busa has evolved

When Suzuki released the teaser for the new Hayabusa (Means "Peregrine falcon" in Japanese), fans of the supersport were excited, to say the least. Well, the wait is over and the Japanese motorcycle giant has pulled over the cover to reveal the new 2022 Suzuki Hayabusa. The outer shell of the body has been modernised and made sleeker, with the company claiming it now offers "one of the best drag coefficients achieved by any motorcycle". Under the shell, the twin-spar aluminum frame lost 1.5-pounds, giving the bike a 50:50 weight distribution.

Disappointingly, the 1,340cc DOHC inline-four produces 188 Hp and 111 lb-ft of torque, which is a downgrade from the previous generations 194Hp and 114lb-ft of torque. On the other



hand, the 0-100 has dropped from 3.4 to 3.2 seconds, and the six-speed transmission is now equipped with a bi-directional quick shifter and a slipper and assist clutch.

As for tech, the new bike comes standard with the Suzuki Intelligent Ride System suite. Which includes stuff like ride-by-wire throttle, Suzuki's advanced Drive Mode Selector Alpha with three presets, 10-mode motion track control system, anti-lift control system, engine brake control, active



speed limiter, launch control, low RPM assist, cruise control, as well as slope and hill control. All of which can be managed through a new TFT LCD gauge screen.

The price of the motorcycle is set at \$18,599, or about what you would pay to get your hand on a JDM Corolla. Granted, the price is a moot point since that 1.3-liter motor means it is not coming to our country unless the governments decide to do away with the displacement limit.

## TOGGLE

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# TechBits



Tesla recalls 135,000 vehicles over touchscreen failures

#### Amazon starts field testing Rivian's electricdelivery vans









TikTok to flag and downrank 'unsubstantiated' claims

### Instagram is working on a 'Vertical Stories' feed







Google Cloud launches Apigee X, their next-gen API management platform



## Can Gossip in the Workplace be Positive?

#### OROBI BAKHTIAR

If you say the word "gossip" this usually carries negative connotations. A person who is considered "a gossip" is often frowned upon, looked down on, or otherwise seen in a negative manner. That person is regarded as not to be trusted, someone that will stab you in the back, and as a toxic influence in most circumstances. In this article, I want to argue for the positive power of gossip. Gossip can have an incredibly negative and toxic impact in a work environment, but it can also have a positive impact.

What is Positive Gossip?

Positive gossip is when information that could benefit a person or that results in people developing a positive view of that person is shared. Positive gossip involves sharing in people's accomplishments and celebrating their achievements with them and with others. When researchers consider 'positive gossip,' they concern themselves with prosocial behavioural responses. For example, if a person shares information that helps the group avoid the adverse effects of a norm-violating peer, then this is a form of positive gossip. It is also positive when a person witnesses the normviolation and shares the outcome because this can help others correct their behaviour. **Effects of Positive Gossip** 

Positive gossip can enhance work

environments. It can build trust and increase team cohesiveness. A lot of this can be traced back to the mantra of "praise in public, critique in private." When employees are conditioned to expect their coworkers, supervisors, and subordinates to speak about them positively when talking to others, this builds trust and morale. When employees are conditioned to expect the opposite, it destroys morale, fosters mistrust, and leads to toxicity.

Positive gossip also builds positive relationships beyond the team or working unit. If a team has a reputation for only speaking positively about each other and their work, others learn to trust that unit and it fosters an impression that the work completed by that unit is good. In short, positive gossip can help build a positive reputation for a team.

Positive gossip can also turn into an excellent recruitment tool. Most people want to work for a place that they hear positive comments about. If I hear that a team does great work, the team environment is strong, everyone on the team carries their weight, they all get along and like each other. The word of mouth can serve to attract others to join the team. It also tends to attract others who want to work in and contribute to a positive environment.

Recruiting in the workplace is incredibly challenging in the current economy. Many people are getting competing offers — particularly those with the highest qualifications. One way to set your team apart is through fostering positive word of mouth beyond the team. This will also cause those who move on to better opportunities to reflect on their time with the employer and unit in a positive manner. Word of mouth matters in the recruitment and retention of employees.

**Positive Gossip vs Negative Gossip**To shut down the negative gossip, you

need to make it clear that this behaviour is not tolerated in the workplace. Some places create policies that prohibit gossip. The best way to kill negative gossip is by providing a positive example and creating a positive and prosocial environment in the workplace.

Toxic work environments are notorious for negative gossip. If you have a toxic work environment or suspect that you have one, the first step is to address the problems causing the toxicity. Make sure that the supervision structures are used properly. Look out for "bad" managers and supervisors. Managers and supervisors who want to be everyone's friend but who do not hold people accountable for good

work and good behaviour can promote negative gossip.

Reward people for good work. Speak positively when talking about people or your work environment to others. If what you are going to say about the other person is negative, reconsider saying it. Think about the impact of your words on morale and behaviour at work.

Be cautious of people who negatively gossip to you. Always remember that if they are willing to talk negatively to you, they are also likely to talk negatively about you. Be careful what information you trust a negative gossip with.

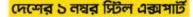
Track how much of your work time is spent talking about others or complaining or listening to others talk negatively or complain. Take it upon yourself to save the organization money by telling people who are known for negative talk and negative energy costs that you need to get your work done, but you would love to talk to them after work

Positive gossip includes prosocial behaviours that increase group cooperation and decrease selfishness. Gossip strengthens social bonds and helps to resolve conflicts. It informs us about social norms. Not all gossip causes harm, and most of the time, it is neutral.



## আৱাশ বাংলাদেশ!

স্বপ্নের পদ্মা সেতুর শুরু থেকে শেষ আমরা ছিলাম, আছি, থাকবো অনিঃশেষ।





## The Z-Air

It was well past my bedtime. I mean, when else is Dhaka compliant enough to be your personal race track? The traffic during the day is abhorrent and early nighttime is plagued with trucks. A small window of opportunity presents itself where Airport Road is your personal playground and I was about to make Zubaer take the full advantage of it. If anything that is where this car shines; the inherent high-revving character of the 2ZZ-GE shows through only when it is being pushed to its absolute.

Zubaer and I both have the same generation of Toyota Corollas, albeit different shapes and differently modified. I first saw this car at Gulshan "dead end" in 2017. That used to be our meeting spot; every Friday afternoon a plethora of sports cars and modified autos showed up, drank juice, conversed and left by sun-down. Even then, I knew I wanted the 2ZZ-GE engine for my Corolla and this car had been my benchmark some 4 years ago, as it is now.

Zubaer is older, and much wiser than I am, as is evident by his modification choices. 4 years later on yet another fateful Friday, this time well into the morning, I had a realization. The car had not changed one bit. It still had the same engine and gearbox. The same body kit decorated the sills and bumpers, the same wheels provided a base for the car to stand on. I was on my third suspension setup and sixth set of wheels, yet nowhere near the same degree of perfection as his

#### What is it?

A Toyota Corolla RunX hatchback that has been converted to a Toyota Corolla RunX T-Sport or Aerotourer Z, depending on the naming convention in your local market. It started life as a regular 1500cc 1NZ-FE engine making a touch over 100 horsepower, which was then lovingly (read: eagerly) swapped out for a 2ZZ-GE engine, almost doubling the engine



output to over 180 horsepower paired with a six speed manual. The 2ZZ-GE comes with a variable lift cam profile that provides additional power once you go over a certain RPM threshold (5800rpm). If you are familiar with Honda's VTEC technology, this is, in spirit and in function, the same thing. If you have been a long-time reader of Shift, you may have come across other project cars with the same transplant. So why are we looking



at yet another seemingly regular 2ZZ-GE

#### What makes this different?

Attention to detail. Let me paint you a picture. Imagine yourself- a professional internet dweller, amateur forum enjoyer and aspiring project car owner. Like the majority of this city, you likely own an NZE/NZT chassis which is what we know as the Corolla, Axio, Allion and Premio family. The only logical engine upgrade is a 27Z-GE from a T-Sport or a Celica. and the only logical way to obtain one is to go to Dholaikhal, source an engine and go through with the surgery. Zubaer chose the route of overkill, and it shows. See, unlike the aforementioned cars, a version of the RunX comes with a 2ZZ-GE from the factory. Instead of taking the easy route of just sourcing an engine and calling it a night, Zubaer purchased an entire RunX Aerotourer Z in Japan, cut it in half and brought over the remaining parts to swap every single bolt, making this car indistinguishable from a factory Aerotourer Z, and arguably one of the most well done projects I have ever had the good fortune of seeing.

As with nearly all of my features now, Ahbaar happens to be the one taking pictures while I sneak in an opportunity to ask the owner about his car and his journey throughout the years. Zubaer originally wanted to give the Type R treatment to his hitherto EK4 Civic Sedan



but the novelty of the Type R hardly left it a financially justifiable option. Life happened, and the Civic did not and he moved on to this RunX. Once the bug bit the game was on, and out came the other side this almost obsessively completed project car that does not even seem like a project car anymore. See, a project car has quirks. This doesn't turn on, that doesn't work. A light is off the tick, and maybe it even makes a few worrying noises here and there. This car has none of that. If the word "sorted" had a face, it would be this RunX. This is what we call a nut and bolt restoration, where every single bolt has been changed, not even leaving the headlight wiring alone, added Zubaer.

#### Personal Playground

I see why it hadn't changed. You cannot exceed perfection. It handles like it is on rails. An Ultra Racing rear torsion beam and other rigidity-promoting additions





like Ultra SR shocks, TRD springs and the stiff sidewall Advan Neova AD08R tires all contribute to its agility. I realized why this car was so good as I went weaving in triple digits through traffic. The suspension is near perfect for Dhaka; it provides a good, firm ride but has enough leeway to ensure safe damping from Dhaka forces (read:

The aural stimulation is as good as, if not better, than the physical emotion it entails. Zubaer recently switched to a Kakimoto exhaust with custom made piping, and it sounds glorious. "Bangla exhaust" is used as an insult to diss locally made exhausts. The name is well deserved, because most do sound like a chainsaw trying to cut through a metal pole. If anything, this sounds better than many off-the-shelf reputable exhausts. It reinvents my perception of what can be achieved with locally available tools and mechanics, if the brain behind the operation knows what they are doing.

I have been in my fair share of cars, yet this is one of the most giggle-inducing experiences I have ever had. It is not

the fastest car I have been in, far from. But the theatrics of the whole ordeal is extraordinary. I have sang the praise of the 2ZZ for years, and it might have been my emotional bias coming into play, but this car was nothing short of a theatre performance. Below 3000 RPM, this car sounds hardly different from my humble Corolla with the factory exhaust, with no indication that it has any relation with Kakimoto. Above that, it lets you know that it is far from the former. And then as you cross the lift threshold at 5800 RPMs, it unleashes another burst of power. Two-face, split personality, whatever you call it, two completely different machines lie on either side of that lift engagement threshold. Thus, I learned the magic of a 2zz, and it shines so much brighter with a 6 speed gearbox. No disrespect to the automatic, but it does not hold a candle to the personality of one paired to a manual box. This car is the living embodiment of the saying "They don't make em like they used to.'

The tires provide immense grip, and eliminate some wheel hop that is present for the lack of an LSD, although that lack of one makes itself known. This car is quick, and weaving through mild traffic and paired with Zubaer's honed driving skills, not many would be able to keep up. Zubaer shifts just right, so that the revs do not fall out of the "lift" threshold. The gauge only shows up to 180km/h but I am confident this car can go much faster. Whether or not we tested that theory shall

What truly slaps you in the face is the refinement. This feels like a stock car that came out of the factory. There is no indication, no signal that says the entire front end and wiring harness has been taken apart and put back together with completely different components. No evidence that says that this has been "modified." This redefines what a project

#### Final thoughts

Zubaer has had this car for 9 years, and in that timeframe, has managed to perfect the formula. He bought this car while it was a commoner, and turned it into a wolf in sheep's clothing. The cars we drive say a lot about us, and it shows the amount of effort that went into making this car what it is today. If you think simply swapping every nut and bolt from a half-cut will grant you a car this refined, you are wrong. Every minute detail requires attention, and every loose bolt needs tightening. It shows maturity, less about life, but more so regarding how one takes care of their possessions. Just how every human is an individual character, every car has a soul of its own. If you do not share a love of cars, all this may hardly make sense. But every car is a distinguished soul that requires attention in different ways, for no two parts break the same way. The money that went into this build may not be justifiable by many. but it achieved something most do not Completion. The RunX is fulfilled

## Virtual heritage and the future of our past

#### **SUMAN ROY**

Historical change refers to the changing of events over time. Historical change takes place through the process of cause and effect -- the process by which one thing leads to another, which leads to another, and so forth.

The once-thriving community of Armenians of Bangladesh can be a real example. Their numbers have gradually diminished over the years and there are now no Armenians in the country. Once, there was a fairly large Armenian colony in Dhaka, concentrated in the neighbourhood of Arrmanitola, during the early part of the 18th century. The Armenian community played a significant role in Bengali trade and commerce in the 17th and 18th centuries. The Armenian Apostolic Church of the Holy Resurrection established by the community in 1781, along with the



adjacent cemetery, is a major landmark and tourist attraction of old Dhaka.

From a tourism perspective, Armanitola could have been a thematic heritage site in Old Dhaka with scopes for people to experience bits and pieces of the Armenian culture and cuisine much like China Towns or Little Indias in many parts of the world. Unfortunately, the historical change took a rather disappointing turn when it came to preserving our heritage and history.

Exploring old Dhaka is increasingly popular among Bangladeshis. With so many mosques, temples and heritage buildings, this area offers tons of travel opportunities. Though Old Dhaka has lost its once panoramic view and historical architecture, it is still our beloved Dhaka where history is struggling to stay alive around every nook and corners of this part of the city. In Bangladesh, cultural heritage



organisations are rare and Bangladesh is missing economic opportunities with heritage sites vanishing. In this current pandemic situation heritage tourism has now become a threat for development and preservation efforts.

But all hopes are not lost. By adopting new technologies we can continue to preserve our heritage and open up new horizons. Implementing virtual environment projects; documentation, modelling and presentation urgently

articulated to digitising their valuable collections and making the data available to experts, can help safeguard our heritage sites in the new tech frontier. In the face of today's complex challenges, the task seems more urgent than ever.

The future of tourism lies in the development of the virtual environment embedded with heritage; culture and history represented through digital media are often categorised as 'virtual heritage'. In today's world, new media and digital

Vast arrays of digital technologies are being applied worldwide in preserving heritage sites and experiences -- from documentation to preservation, representation, and dissemination. Computers, and especially 3D computer graphic tools, offer a rich variety of aids to conserve cultural heritage. We at Lost Panorama have started the first VR experience in Bangladesh during the walking tour in Old Dhaka and hope that others follow suit to develop a

virtual heritage ecosystem, to redeem lost

virtually reconstructed historic sites or

or even as a resident.

virtual heritage sites as visitors, travellers

opportunities. Although virtual heritage, culture and history pose great potentials to reconstruct our past heritage and memory, many critics often blame high cost, development complexity, inaccessibility of technology, complexity in usability and high maintenance for prohibiting widespread dissemination, distribution and use of virtual heritage media. But what we must consider urgently is that we're losing time and we're losing our chance. If we don't act now, opportunities will be lost. The technology is here, all we need now is the act and the will. The time is now. And so in the future.

The author is the Founder and Chief Innovation Leader of Lost Panorama, a historical research-based organisation.





# Symphony Z30 Pro: A let down

ZARIF FAIAZ

The Z30 Pro is Symphony's latest addition in the entry level segment. Powered with a Mediatek CPU, the device comes with a 6.52 inch display and looks surprisingly well built for a phone in this segment. We got our hands on one; read on to find out how it performs.

#### The looks

The phone looks fantastic for an entry level smartphone thanks to the glossy back and slim size. The default transparent plastic cover ruins it when applied so better consider a better looking third party option. The bezel is thick and there's a distinctive notch which might be a mood killer for some.

For portable gaming, the phone's 6.52-inch display and HD resolution of 169ppi is fine but not the greatest.

#### The camera

A triple rear camera, consisting of a 13-megapixel main sensor, a 5-megapixel



ultra-wide lens and a 2-megapixel depth sensor, doesn't cut it when it comes to taking good looking pictures. A single 8-megapixel sensor is now available on the front camera, supporting FaceID and face beautification, which did little to change our thoughts on the camera performance.

#### The battery

The battery department is probably the only department where the phone truly manages to impress. The 5000mAh battery of the phone ensured a full day's use with a single charge. Impressive. Additionally, the phone's quick charging feature was a nice touch to add.

#### The performance

For normal use, the phone is decent, at best. The OS looks clumsy. The phone lags after heavy use with the Mediatek MT6762D Helio A25 CPU on the inside, along with the PowerVR GE8320 GPU, 3 GB of RAM.

#### The verdict

Priced at BDT 10,890, the Z30 Pro is a winner only if you want a good looking phone that can last the entire day -- only for the sake of showing off. Anything other than that, we'd suggest you to consider other options in the segment that offer far more for the price.



# Heritage tourism of the future: What lies ahead

**SUMAN ROY** 

A recent 'What Matters 2021" survey by Agoda mention that spending more quality time with loved ones is the top thing people look forward to this year. In 2021, people are committed to travelling differently. They plan to travel more with friends and family, take more spontaneous trips and make more eco-friendly travel choices. In terms of research and development when our neighbour countries are getting ready for the next level of travel hype, are we thinking along similar lines? There are many travel groups recently developed in Bangladesh who are offering many lucrative offers for inbound and outbound tourism, but are these groups competing with the international market?

The theory of cultural heritage has come fully to life in the second half of the 20th century. It was never smooth but the persistent and tireless e orts of various individuals and groups aiming to preserve the legacy of humankind and pass it on to future generations as a compelling witness to history. First at the proto-tourism (to as tourism before railways) stage also known as the Grand Tour and, second, in the early 1950s. Their second encounter coincided with upheavals in the concept of modernity, postmodern cultural theories, and environmental movements as well as with the Venice Charter and the new

perspective on cultural heritage. They have cohabited in a love-hate relationship ever since. Due to information technology. accessible low-cost travel and the resulting globalisation, global tourism has increased exponentially over the last thirty years. United Nations World Tourism Organization (UNWTO) records nearly 1.5 billion international tourist arrivals a year. The current easy online presence of the world through proliferating images from all over the globe makes our entire planet seem desirable and accessible. Each of us has their own bucket list of places we want to visit and things we want to experience before we die, and

what we appear to covet most are cultural monuments and sites, particularly those from UNESCO's World Heritage List. Though cultural heritage and tourism clash and complement each other, in an uneasy alliance, both life and death to each other.

Northbrook Hall, for example, once it used to be as a local cultural hub in Old Dhaka. It had a beautiful library and the smell of books patronised many Gregorians as well as other students to knowledge development. As the years passed by, community centres developed around it and the once-thriving town hall started losing its value as a heritage

site. As the city authorities completely overlook this heritage site, it's now slowly being abandoned whereas it should have been preserved.

In the name of Divinity Property Act and Vested property law when local Muscle Man is taking advantage to demolish our old history, the Government should take strong and necessary steps to save history and heritage of Old Dhaka. The time of attention is now. It's never too late to make things right.

The author is the Founder and Chief Innovation Leader of Lost Panorama, a historical research-based organisation

# Five places to AVOID during Pahela Falgun

SHAHRIAR RAHMAN

With pandemic still affect many of our near and dear ones, we encourage everyone to stay indoors. If you really want to visit, then chose places that are semi-secluded or not packed with people. Despite all the public advisories, people are bound to gather on the first day of Falgun. So here we bring you a list of five places that you definitely should avoid for this year:

#### **Dhaka University Campus**

Pahela Falgun and DU Campus are probably synonymous. Although the university is closed, yet we anticipate this place to be packed prior to Pahela Falgun and Valentine's Day. DU campus is not going anywhere but if you contaminate yourself or your near or dear ones then trust us, you will be going to places.

Rabindra Sarobar & Dhanmondi lake

Two places that have been amassing thousands of youths for ages are Rabindra Sarobar & Dhanmondi lake adjacent areas. Avoid them. Covid-19 might be lurking in any corner and avoiding this place might save you from a potential long-term agony.



#### All posh coffee shops

If you were planning to spend the evening out with your buddies in the nearby Southfront & Dimsum Coffee Shop over a cup of joe, then be assured you are not alone. From last years' experience, we can guarantee that your favourite cafeteria will remain packed.

Hatirjheel- a place either your love

it or you hate it for hanging out. Whatever you feel about it, be assured, this is the place to avoid. From preteen to senior citizens, you are bound to find all sorts of people during any occasion.

#### Roadsides of 50 to 500 feet

52 feet, 60 feet, 100 feet, 300 feet – whatever the dimension of the road

is- avoid their roadsides. If you are planning to go on for a ride, then do it around the late night when the traffic is less, and people are even lesser.

Lastly, whatever and wherever you celebrate your Pahela Falgun, make sure you maintain social distancing precaution. Stay safe, and have a happy Pahela Falgun, folks!

