

ECC NEWS

Employee Communication Journal of L&T Construction

CELEBRATING **TWO**
KNIGHTS
OF HONOUR!



**BACK TO SITE &
ACTION HEROES**



I HOPE TO LIVE UP TO THE CONFIDENCE



Respected Group Executive Chairman, Mr AM Naik, Mrs Naik, respected Mr Gurumurthy, beloved Mr & Mrs KVR, my colleagues, dear L&T-ites, who are present here and other who are witnessing this event across the world, ladies and gentlemen.

It has been an amazing journey that started more than three decades ago. I had the privilege of directly interacting with GEC about 10 years back when he, during the later stages of the Bangalore International Airport, specifically drove over the new flyover that we had built into the airport to attend the opening ceremony.

It has been an incredible learning from you Sir about the passion, commitment, involvement, engagement and devotion which one can bring to the job. Your

amazing qualities of making use of every working minute to make every day meaningful towards the organisation's growth is a superb way towards creating value.

You have taken Larsen & Toubro from a good engineering company to one of the largest EPC manufacturing companies which also provides the services in the fields of IT, Finance and Real Estate. The growth in sales, profitability and shareholder value have been so immense and humongous that I doubt that anybody else at L&T would ever be able to do that again. It has been path breaking and awe inspiring. You have done the impossible. Probably to repeat the same would be a huge task.

The huge emphasis that you have placed on HR, talent recruitment and training has brought about a big cultural change within ourselves and it's a major underestimate if somebody has not understood the tremendous value it has brought into the company. I can go on sir, trust formation, Employee Stock options ...

It's fortunate today for me that out of others you have chosen me to step into the new role as CEO & MD of L&T. It is not only inheriting the great set of assets, many of which have been created by you, but a great brand and a terrific feeling that I will be working with a fantastic set of colleagues, peers and stakeholders. I am just humbled and at the same time excited and confident to be in this role in L&T.

As is known, you have strengthened the portfolios and had the courage to change the organisation from what it was to a brand that is internationally recognised. You have networked remarkably and have taken some exceedingly bold decisions. We are at a much better position as a company today as a result of many of these. Our stock price is at one of its highest and the path forward of transformation is full of opportunities and positivity. There are some short term things to be done towards restructuring and to get more focussed towards the long term outlook of growing the business and thereby looking towards the futuristic way



WE WILL CONTINUE TO MAKE DECISIONS TO PRIORITISE OUR PORTFOLIO AND ALLOCATE CAPITAL AS IS REQUIRED TO ACCELERATE GROWTH AND RETURNS. WE WILL CONTINUE TO LOOK AT TALENT AND PUT THEM AT THE RIGHT PLACES TO DRIVE OUR STRATEGY TO MEET OUR LAKSHYA TARGETS AND BEYOND AND TO DRIVE GROWTH IN A FAST AND TOUGH MARKET.

THAT YOU HAVE PUT IN PLACE WITH ME



forward in digital, smart world, defence, etc. It's a very special company and you have correctly coined the statement that **"We make things that make India proud"**.

The value systems that have been continuously stressed and laid great emphasis on, will be taken forward. We have a supportive board, great colleagues and a fantastic team to work with and I will do my best to take them all together. We will focus on making a company that is independent, professional and that delivers shareholder value. That you are there to guide us is a source of great comfort.

I had the good fortune and an early opportunity to work with such fantastic people like CRR, AR and KVR. AR, for one, would have been very happy had he been alive today as I spent about 10 years directly reporting to him. Am happy that Mrs AR is gracing this occasion. I am thankful to KVR for having personally flown down from Seattle to be present at this occasion. KVR has had a direct influence on me over the last 2 decades or so. He has played a major role in many of the developmental and major projects that I was involved with. His ability to be on the right side and look at life in a true perspective of a middle path in almost all matters, made you to modulate yourself to look at the bigger picture and to follow harmony as a way forward in organisational workings. That was a great learning for me.

I come into this role fully aware of the fact that L&T is a national company. It is a very

special company. It has been a leader in technologies. It has done unique projects & makes unique products.

We been in existence for over 79 years. Since the time we have gone public, we have paid dividends every year. Each year's dividend amount being higher than the previous. We have made a big difference to India and to some extent in certain other parts of the world like the Middle East.

With our foray into digital, smart world and defence, we are poised to do many more unique projects which will be transformational. These are not incremental but major changes which will make the company future oriented. We tend to get into the things that are required from the perspective of the country's growth.

You have, in me and most others here, a bunch of very hungry people who respect L&T's culture and tradition and wanting to innovate and do much more in the short period of life ahead of us. This is a critical time in our life.

As an organisation we have huge capability to make an impact and we will do that. We will continue to make decisions to prioritise our portfolio and allocate capital as is required to accelerate growth and returns. We will continue to look at talent and put them at the right places to drive our strategy to meet our Lakshya targets and beyond and to drive growth in a fast and tough market.

There is no praise that is sufficient to state what you have done Sir. It is unparalleled

and unimaginable. All I can say is thank you very much for having reposed your trust and faith on me. I have absolutely no doubt that your active mentorship across the last decade and more has resulted in me being what I am today and many of your facets, habits and positivity, to the extent I can, I have imbibed. I hope to live up to the confidence that you have put in place with me.

My father would have been very happy had he been alive today. I would like to thank my mother who is here today, first time visiting this campus, my wife and my children who stood by me through thick and thin. Without their untiring support I would not have become what I am today.

I thank all of you for your valuable support, love and affection as I take over this huge responsibility and look forward to the continued cooperation in my endeavour to serve and fulfil the vision of our company.

I pray to God to give us all the blessings and strength to move this great and fantastic organisation forward.

Finally, I am not going anywhere, just adding some more work on my shoulders. If you thought you have seen the last of me, you are very much mistaken! All the very best to each one of you!

Thank You.

S.N. Subrahmanyan
CEO & MD
Larsen & Toubro

This is the transcript of SNS's acceptance speech delivered both in Mumbai and Chennai when taking over as CEO & MD, L&T.



from the CRR Centre and to the sound of nadhaswarams, a puja was performed after which they, along with other senior executives and their spouses, were ferried in elegantly decorated golf carts to the Convention Centre.

The tone for the afternoon's function that was webcast to over 1,000 locations across the globe and watched by 20,000+ employees, was set with a film titled 'Living the Change'. Change is a constant but it requires a special kind of talent to alter the pace, face and tenor of change and the film very adeptly traced the sterling role played by AMN in shaping the fortunes of L&T, his identification of SNS as his able successor and SNS's wonderful contribution hitherto. Once the curtain was rung down on the film, the audience gave AMN a standing ovation.



'Welcome CEO & MD L&T' was the message on placards held by a group of youngsters that greeted Mr. S N Subrahmanyam when he arrived early on the morning of July 1st, 2017 to assume the office of Chief Executive Officer & Managing Director, Larsen & Toubro. He then walked the red carpet to his office that did not show too many changes although its occupant had taken a giant stride forward in his career!

This congratulatory morning had been preceded by elaborate celebrations the previous day. Employees were welcomed on the morning of June 30th by large, decorative arches straddling the main gate pronouncing the event which was to 'Celebrate SNS as CEO'. Other hoardings and banners at strategic locations, decorations, flags and finally a red carpet from the CCR Centre to the Main Hall Convention Centre lent cheer and a festive air to the 23-acre green Manapakkam campus. The arrival of our Group Executive Chairman, Mr. A M Naik, close to midday added to the sense of expectation and excitement.

At exactly 2 pm, both AMN and SNS, accompanied by their spouses, descended



Living the Change



A M Naik

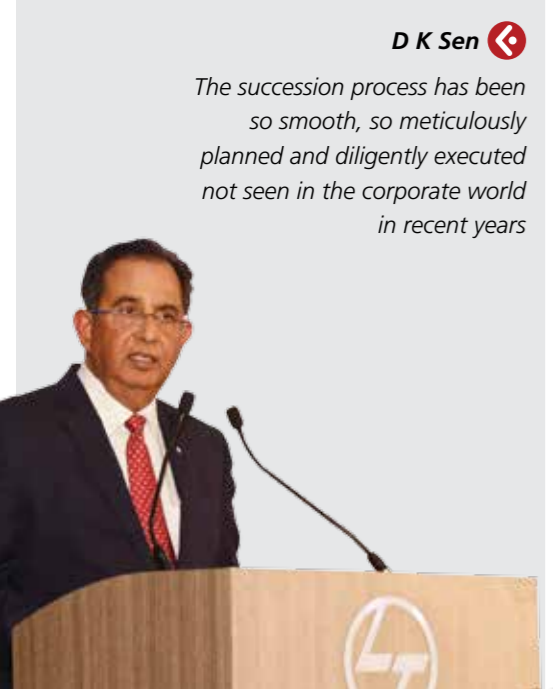
I had to create acceptance for him within the organization which takes time and therefore for the last 3 years, I have been giving him more and more responsibilities

Thereafter, the stage was taken first by Mr. D K Sen, Whole Time Director & Senior Executive Vice President (Infrastructure) & Head TI IC followed by Mr. M V Satish, Whole Time Director & Senior Executive Vice President & Head – Buildings, Minerals & Metals). DKS referred to the succession as a “process so smooth, so meticulously planned and diligently executed not seen in the corporate



M V Satish

An outstanding man, a legend, has chosen an outstanding successor, a dynamic young leader!



D K Sen

The succession process has been so smooth, so meticulously planned and diligently executed not seen in the corporate world in recent years

world in recent years.” He said that, “an outstanding man had chosen an outstanding successor!” MVS started his address describing AMN as “a legend” and SNS as “the dynamic young leader.” He then went on to enumerate 7 traits that he felt were essential in a successful leader: the art of cultivating and maintaining relationships, mastery in communication, high energy levels, clarity of values, methodologies to convert desires into reality, faith and passion to make one’s life count: “SNS has all these traits and some more!” He declared.



S N Subrahmanyam

I come into this role fully aware of the fact that L&T is a national company. It is a very special company. It has been a leader in technologies. It has done unique projects & makes unique products.

Two video capsules vividly captured the sentiments of a cross-section of employees of L&T Construction who had had the privilege of working with SNS.

Special guest, Mr. S Gurumurthy, tax advisor, journalist, economic advisor and political commentator, brought in an external perspective to the function referring to his association with L&T that “dated back to 1987 when there was a surreptitious attempt to take over the company.” He spoke glowingly about AMN’s efforts to “fire-wall L&T from any further take-over attempts.” Mr. K V Rangaswami, Whole Time Director (Retd.) then shared a perspective on his long association with AMN and his ringside view of SNS’s rise to prominence. He said that SNS had been fortunate to start his career under the tutelage of a legendary technocrat, the late Dr. A Ramakrishna and then to get trained under a business legend, AMN. He described SNS as “a man with a lot of fire in his belly and an ability to make success out of nothing” that had helped him reach this position.

S Gurumurthy

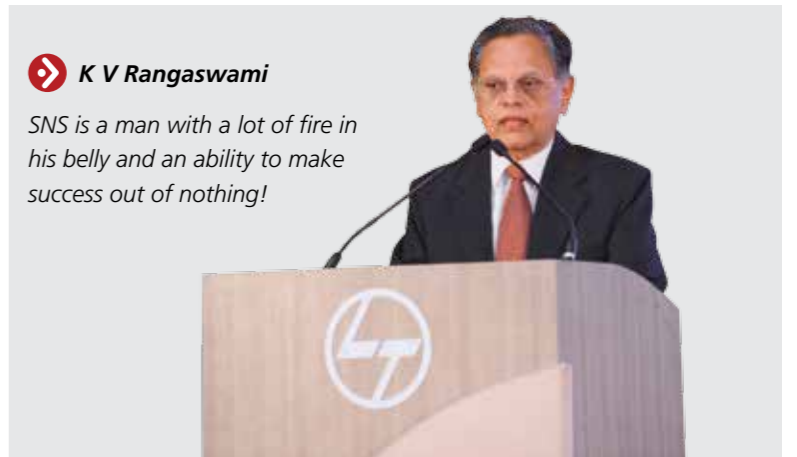


Mr. Naik has effectively fire-walled L&T from any future take-over attempts

SNS, in his address, praised the wonderful mentoring role that AMN had played in his success. He spoke of the huge new responsibility on his shoulders and ended saying “I am not going anywhere,” addressing all at L&T Construction, “just adding some more work on my shoulders!”

Finally, in an address delivered in his own inimitable style, AMN shared about his role in saving L&T from external threats, how he made some employees millionaires overnight, how he chose SNS and the training and exposure he had been giving him to prepare him for his new role. “I had to create acceptance for him within the organization which takes time and therefore for the last 3 years, I have been giving him more and more responsibilities,” said AMN. With a smile, he said that it was a proud moment for all of L&T Construction that “it was an ECC man who was becoming CEO & MD of L&T for the first time!”

As a token of his handing over, AMN presented SNS with a Sword of Honor stating that “this was the sword of defence, the ammunition to help Subrahmanyam protect L&T!”



K V Rangaswami

SNS is a man with a lot of fire in his belly and an ability to make success out of nothing!



A glitzy evening of music, fun and dance to celebrate SNS becoming CEO & MD. L&T



Mrs. Naik felicitating Mrs. Meena Subrahmanyam with a memento of 'Goddess Lakshmi'

AMN felicitating SNS with the 'Geetha Upadesham'



BACK TO SITE Champions all!

“With bigger and more challenging jobs ahead, it becomes even more critical that senior leaders look to return to site and I will do my best to prevail upon seniors to do so. Therefore, for us, at this critical juncture, it is important for us to look at FY 2017-18 as the ‘Back to Site’ year.”

- S.N. Subrahmanyam, CEO & MD, L&T.

Featured in the following pages are a few of the ‘Back to Site’ Champions who with their special project management skill sets, ability to think through and network with the consultants and clients are leading the charge successfully across a slew of mega projects.



THE MORE FRIENDS YOU HAVE, THE RICHER YOU ARE!

A Dhanapal

For A Dhanapal (ADP), Project Director (Electrical), PT&D IC, the most satisfying feeling is when passing through the Hyderabad, Mumbai or Dubai airports, his son excitedly exclaiming, "Yeh mere papa ne banaya hain!" harking back to an old L&T TV ad. Though he does not say so in so many words, it is obvious that ADP is equally proud of his achievements at L&T Construction, capital among which are the successfully executed airport projects. A GET from the batch of 1994, his journey with L&T has been an action-packed and extremely satisfying one that has seen him hop from site to site from whence to HQ/RO and then back again to site.



One of the major reasons for ADP's success at site has been his short, infrequent but crucial stints at HQ. "Early in my career, working at HQ for about 5 months gave me an insight into the business and tendering requirements. Another short period spent in the Delhi RO helped me learn about operations and then during my 3-year stint at the Hyderabad RO, I got to know about all-round project coordination and understand the entire process from planning to commission."

He names a number of seniors including SNS, DKS and TMD with whom he has had the opportunity to interact, work with and learn from.

In between his HQ stints, he was involved in a slew of projects across regions and geographies. Initially he was posted in Delhi but soon found himself involved in projects in Kerala. After his stint at the Hyderabad RO where he was Project Coordinator for a host of assignments

like the APDRP projects, the Vijayawada thermal plant expansion, Vizag HPCL refinery expansion and the Rajahmundry water pump house project, he was pitched into the Task Force executing the Hyderabad Airport project as Construction Manager. From Hyderabad he flew to Mumbai to work on the airport there as Project Manager – Electrical, IT & Telecom Works and then to Dubai to work on the international airport there as Project Director – Special Airport Systems package, Concourse D. "At Dubai, I had the good fortune to work with some renowned consultants and a very demanding client – DAEP in very challenging conditions," he recalls. From Dubai, ADP moved to Qatar where is stationed at present handling the 66/11 kV GIS Substations & Cabling package works for the Lusail City Development project in Doha. "In a nutshell," he summarizes, "I can proudly say that I have had the opportunity to work across all business units of PT&D and



My strategy was to make friends wherever I go and I always made it a point to keep in touch with people.



handle different kinds of projects with a variety of seniors!"

So how has he been so successful? "Thanks to the 5Cs," he smiles and numbers them on his fingers, "Competency, Courage, Courteousness, Confidence and Cohesiveness." Adaptability is the key, he says, for success at any project site. "My strategy was to make friends wherever I go and build teams with a lot of both formal and informal get-togethers and I always made it a point to keep in touch with people. Networking and keeping contacts alive are critical," he shares with utmost seriousness.

Speaking of networking, he speaks highly of the bonding between L&T families at site. "As L&T-ites, we always have the advantage of having other L&T families in every new place we go to help us settle down quickly. Therefore the first thing I do when I land in a new place is to organize a L&T family get-together to get to know others at the site, mingle with them, bond with them and that solves half your problems!" He laughs.

He sobers up immediately when speaking about the sacrifices his family has had to make so that he could excel in his profession. "My wife, Ms. Gertrude Leelia is a B Com and a fashion designer and used to work in the hospitality industry but after marriage she gave up her career to become a home maker. She had to bring up my sons as I was always away. Yes, I did miss a few family functions and anniversaries and was not there at important junctures like during my son's 10th standard but my family took everything in their stride!" Frequent movements, shifting schools, extreme climatic conditions, strange locals are some of the issues that all site people encounter and accept as occupational

hazards; ADP has had more than his share of them too. His elder son, Rohith Augustine is presently in his 11th grade while younger Daniel Varun is studying in 7th grade, both in Dubai.

ADP has no doubt that the future of L&T will be fantastic and that positive outlook is what he spreads wherever he goes. "A key aspect that I was able to do at the various project sites I went was to meet various people, network with them, never lose touch with them and that's how I have been able to create and sustain relationships. After all, the more friends you make in this life, the richer you are," he signs off on a philosophical note.



HE STARTED RUNNING WITH HIS FIRST PROJECT... and is still running hard!

■ Arun Kumar Singh

Apart from the fact that Arun Kumar Singh, B&F IC, runs 80-90 km every month to stay fit and bust stress, he recalls "the high-octane, fast-paced life at a cement plant site at my first project" into which he was catapulted after graduating from NICMAR. "The job was moving at a bursting pace but it gave me a clear sense of what lay ahead." Those early signs were spot on because the pace has never slackened during his hitherto 24-year association with L&T that includes 13-action-filled years at various sites and 11 knowledge-gaining years at office.

"My office tenure was a great learning experience to understand the nuances of the business especially when I was part of the tendering and contracts team for HCP and WET departments. I have also worked as a project coordinator, resource manager and executive assistant to regional managers." His last office posting was as Cluster Project Manager initially for B&F Delhi and then for RBF-Delhi.

At site, "I have worked as a site supervisor, planning manager, section in charge manager, site head and project manager. One project that gave me immense confidence was the construction of the Nizamuddin bridge across the Yamuna river in Delhi where I was the Section Head

for well-sinking and completed my part of the job in record time. Thereafter I led various projects as project manager such as the Chandni Chowk underground metro station, the multi-disciplinary Najafgarh depot for DMRC (again in record time), a food & cosmetic park for ITC, Honda Siel Car Factory among others." Presently, he is leading the challenging, multi-disciplinary, complex job for C17 at Hindon Air Force Base for Boeing & US Army Corps of Engineers.

"I was expecting a change but surprisingly my transition from office to site was fairly smooth. The longer hours bothered me at first but soon my objectives overtook everything else and I found pleasure and purpose in what I was doing. The big difference was that at site you are directly responsible for day-to-day activities and problem-solving at work fronts. It was at site that I gained considerable engineering skills across disciplines and honed my decision-making that required a high degree of technical acumen."

The trials Arun has had to face during his career thus far has prepared him well for the variety of challenges that he has been facing at his present assignment. "I see various manifestations of challenges of various degrees," he shares. "This job is highly diverse in nature. It involves the construction of taxi-ways, aprons, two-way hangers, various offices & storage units with high end MEP services. The major challenge is to achieve complete adherence to the UFGS (US Army Corps) specs and meet RFP requirements. One also has to mould and motivate the team to achieve various targets and specific requirements. Plus, there are the demands of meeting various design and contractual requirements."

It is obviously a big ask but Arun is standing firm and tall. "The strategies I adopt are of maintaining discipline, creating a congenial environment wherein there is good, easy and regular communication among the team members and inculcating a strong desire to succeed. Training programs such as WAVE-3, GLDP and the INSEAD



program of 'Transforming L&T into a global corporation' have been invaluable for my overall personality development."

About his personal life, Arun is just as straight and candid. "My family has always been a pillar of support in all these years of my journey with L&T. They understood the demands of my job and have adjusted accordingly without involving me in day to day issues. At site, sometimes I had to work even on Sundays to meet certain deadlines which certainly interfered with my family plans. However, they never complained which allowed me to focus solely on my work. Yes, there have been instances when I have had to prioritize project commitments over personal agendas but I ensure that I make it up with them," he laughs. "My wife Neelima (who is M.Tech in Computer Science) used to initially work in the software industry and then became a professor in engineering colleges. Presently, she has left a full time job and

is pursuing part time Ph.D. My elder son, Shivam is employed with TCS and is a good tennis player having represented his school, college and university and has already won quite a few AITA tournaments. Younger son, Rishabh is doing his engineering in ECE from BITS Pilani Hyderabad and is also a good tennis player who currently represents his university."

"An ardent sports follower throughout my life, I like to both watch and take part in sports whenever possible. I play tennis, swim and even run the Delhi half-marathons on a regular basis. I read books on self-help and leadership mostly by Robin Sharma and novels by Jeffery Archer."

For Arun, his future with L&T is bright with promise. "As the company is poised for exponential growth as per the Lakshya program, I want to play a vital role in accomplishing it. I still feel my real goal and challenges lie ahead!" Keep running, Arun!



The strategies I adopt are of maintaining discipline, creating a congenial environment wherein there is good, easy and regular communication among the team members and inculcating a strong desire to succeed.

TRANSFORMING THE LIVES OF 60% OF INDIA'S 1.3 BILLION!



K Parasuraman

As a thoroughbred water professional, K Parasuraman, Project Director, WET IC, has played a vital role in addressing the water issue that is the next big global crisis in the making. Therefore, it is not hyperbolic when KPR, as he is better known, claims that he is involved in transforming the lives of some 60% of India's population of 1.3 billion. It throws into relief not only the criticality of his role but also underscores the huge opportunities that lie in the Water business, "since" as KPR elaborates, "our WET IC business is directly linked to the basic essentials of food, water and sanitation."

Armed with a post-graduate degree in construction engineering and management from MIT, Manipal, KPR joined L&T in March 1995 as Planning Engineer on the 1.25 MTA Corex Steel Plant project for Jindal in Karnataka. Since then there has been no looking back as he has literally flowed up the ranks from Planning Engineer to Resident Engineer to Construction Manager to Planning Manager to Cluster Project Manager to Cluster Head and Segment Head and presently to Project Director, leading the Odisha mega lift irrigation project in Bhubaneswar. "One of my initial triumphs was to be involved in our company's first underground drainage system for Tumkur city after which I successfully executed

the Chikmangalur Water Supply Project within the stipulated time and received an award from Mr. S M Krishna, the then CM of Karnataka," shares KPR with his eyes shining. "As Section Head for proposals, engineering, planning, co-ordination and monitoring of all WET projects in Karnataka at the Bangalore RO, I was involved in and led many first-of-their-kind projects like the 43.5 MLD sewage treatment plant (UASB), the 8.5 MLD STP and tertiary treatment plant, to name just a couple! It was great going but when we started to face innumerable execution problems in Odisha for some of our mega lift irrigation projects, I thought it was better to move back to site and execute them."

He attributes his success to several aspects prominent amongst which is "to do something at the first instant if your heart says OK!" He elaborates by citing his decision to take his family along with him to Bellary, the scene of his first assignment, and place them in a staff colony with 40 other bachelors for company. But his bold first move convinced others to move their families too and soon 33 families thronged the colony. "I have a never-give-up attitude; I believe it is always better to be early in life which is why I am always half an hour early at site or office; I prioritize my work and take quick decisions; I never hesitate to take up challenging tasks and am convinced that team building and utilizing your staff strength are imperatives for the success of the organization."

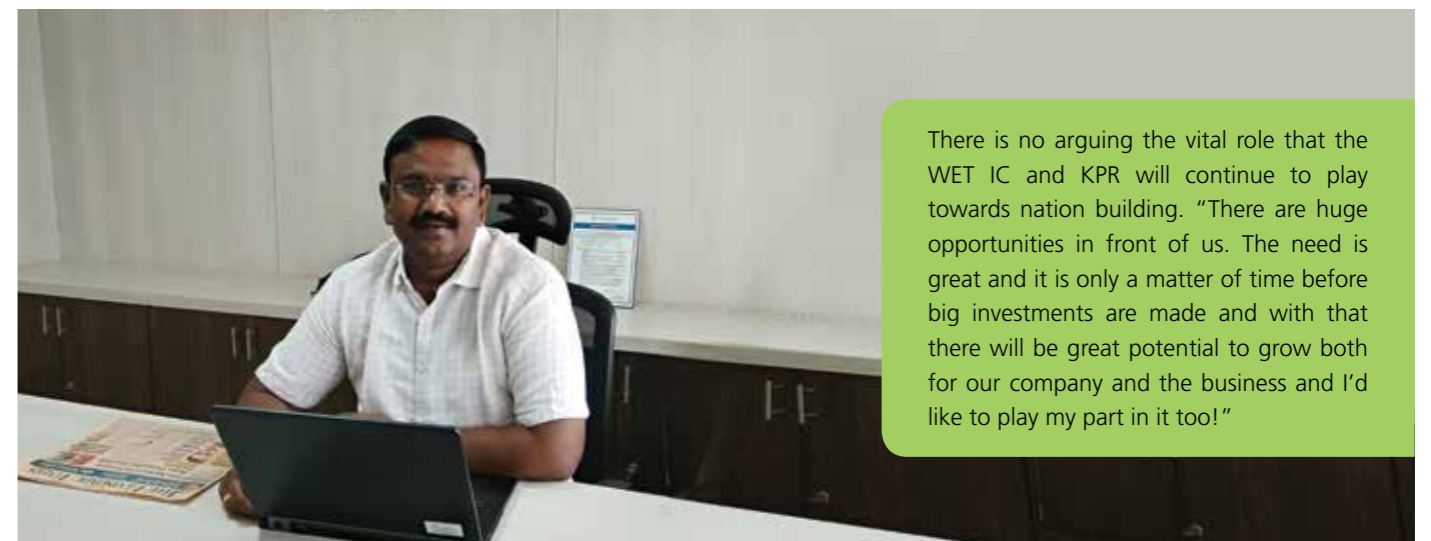


KPR's success formula has worked wonders for him and he is, not surprisingly, proud of his achievements. "As Cluster Head at Bangalore, I was involved in bagging two milestone projects – the Unaccounted for Water project from BWSSB and the Hanamapur Lift Irrigation project from KBJNL both of which enhanced the reputation of our IC. The Ganga River Front Development Project, Patna, was another landmark project and easily one of the toughest I've successfully handled. Then as Segment Head, I broke the nexus in canal lining tenders and got our first extension renovation and modernization of Indi canal lining work which I led to completion."

KPR's wife, P Nirmala, a home-maker, and daughter, Monisha who is doing her 2nd year MBBS, have had the privilege of seeing most of his project sites because they moved with him wherever he went. "Even when I was posted at very remote sites, they were staying with me and supporting me." It's with a heavy heart that he continues, "From December 2015, after I moved to Odisha as

Project Director, I have been forced to leave my family in Chennai because of my daughter's studies. Of course, I had to convince them that I would visit them once a month," he smiles adding with a wave of his hand, "any way, distance is not a major issue in today's advanced era of communication." Having spent close to two decades at various sites, KPR has a rich haul of wonderful memories of their bonding with other L&T families at site. "That Bellary experience from 1995 to 1998 was the best," he says wistfully, "My wife and daughter learnt to read and write Hindi and Kannada there."

"I am a workaholic," he concedes, "and there have been several instances of me having to choose work over family but they have understood my job requirements and are able to manage such situations much better now," he smiles. "It's tough but project commitments always come first." KPR loves to travel to remote locations, mingle with villagers and understand their happier lifestyle. "They enjoy more happiness with less money and facilities," he wonders.



There is no arguing the vital role that the WET IC and KPR will continue to play towards nation building. "There are huge opportunities in front of us. The need is great and it is only a matter of time before big investments are made and with that there will be great potential to grow both for our company and the business and I'd like to play my part in it too!"

DESIGNING SUCCESSES



■ K K Prasanna

K K Prasanna (aka KKP) JGM, Civil (Chief Engineering Manager), B&F IC, is a designer at heart. After joining L&T in 1995 as PGET, he recalls with pride his very first assignment: "I will always cherish it; it was 'Tunnel for Peter Silo for GCP - L&T's cement plant' which got approved by Prof. Peter in Germany at my first submission!" Since then, KKP has successfully journeyed with L&T for 22 years hitherto, delivering some very challenging projects along the way. Having spent almost a decade at EDRC HQ and the remaining dozen years at site, KKP has had a comprehensive exposure to life in both arenas.

He has cleanly sculptured his career into very clear-cut domains. The first seven years in the factories sector largely handling cement plant projects, moving on to the buildings sector and then from 2005-15 handling prestigious airport projects which were undoubtedly his hey days. "I started with BIAL, then moved to DIAL and thence to Salalah which was our first full-fledged design & build airport project abroad. One memorable achievement during that phase was the appreciation I received from AR and KVR for the BIAL precast roof element design!" He exclaims "It's worth mentioning that we had designed and built the mammoth 5.5million Sqm DIAL in just 36 months." All the above experience came in very handy in relocating from domestic to international (OMAN – Salalah) in 2011. This was truly global and cross-cultural exposure for me. After yet another short stint at EDRC-HQ, KKP had to pack his bags again and leave for Qatar to be part of the FIFA 2022 Al Rayyan Stadium project. "This is a major breakthrough order that we have won against stiff global competition and on the strength of our extensive



My mobility has helped as also my openness for job rotation and the ease with which I handle cross-cultural working environments.



value engineering. As Design Head, my challenge is to deliver the stadium within time and to international standards," he says quietly, mindful of the enormity of the task ahead.

"My strong design base is built on the back of the grass root exposure and experience I received at EDRC along with know-how of real-time site execution. In addition, what helps me are my technical competencies, my perseverance and ability to lead, build and motivate teams." He enthusiastically adds, "My mobility has helped as also my openness for job rotation and the ease with which I handle cross-cultural working environments. Of course, I constantly look and seek new challenges and opportunities and align them to the business needs right from concept to commissioning."

KKP cites the Salalah airport as one of his sternest tests. "Apart from having to mobilize skilled design resources at project site, some other serious challenges were to establish the legacy of L&T-EDRC on foreign soil, approval for the design document, good communication between front and back offices to deliver and we had to benchmark our work with a global consultant. I studied each of these issues and evolved mitigation strategies for each of them: I formed dedicated coordination and peer review teams, established sync server connectivity between front and back offices, integrated MAS and mock-up in design for full integration, maintained close technical interaction with the consultant and stressed on standardization and automation for the

successful completion of the project." He leans back almost with an air of satisfaction, "these learnings are now being implemented by other domestic design offices as well."

KKP has moved around and his family has been forced to move around a bit too "although now I am a forced bachelor at Qatar with the family in Chennai because of my kids' education." Initially, from Chennai they moved to Delhi and then to Muscat and soon thereafter to Salalah "it's been a bit of cross-country movement but they have coped with everything with a smile," he shares with a smile of his own. In fact, when he had to first move out of Chennai in 2005, "I was just starting to build my house, my first daughter was

in LKG and my second daughter just 5 months old but I managed to relocate them to Delhi all thanks to my wife, Priya, a home maker, who understands the nature of my job and supports me." KKP's daughters Pradhikshana and Prathiyanka are doing their 11th and 6th standards respectively in Chennai. "Both my daughters learned music and Tamil when they were with me in Salalah and now are continuing in Chennai," he shares with pride. "My first priority is project and then family. I presume that is the same with most L&T-ites and the hard moments are largely overcome by mutual understanding, in my case, between my wife and daughters."

In parting, he points out that health is a priority for all L&T-ites "in our stressful working environment ... that too, at times, when we stay as forced bachelors far away from our families. My request to all L&T-ites is to give at least an hour per day to yourself to take care of your health." Very sound advice indeed. "Apart from that, my future at L&T will all be about finding new projects and opportunities and being busy delivering them!"



IF IT DOESN'T CHALLENGE YOU, IT WON'T CHANGE YOU

■ Murali Raghavendran

Murali Raghavendran's entire perspective on life has changed after he has taken over as Head – ASEAN Cluster-I, PT&D IC. After joining his dream organization as GET in 1994, Murali has gone through the paces at L&T from Project Engineer to Resident Engineer to Project-cum-Procurement Coordinator to Project Management for Power & Industrial Projects. Having handled various facets of the business like project sites, procurement and project management, came the opportunity to lead business development in a new geography.

Gleefully grabbing the opportunity with both hands, Murali set off to plant the L&T flag in South East Asia. "For many, ASEAN is one homogenous region but nothing can be farther from reality," he shares, rolling his eyes. "Each country is unique in every way – in terms of language, culture, attitude, geography, ways of doing business ... everything! To begin with, we were looked upon as intruders and no one welcomed us. In fact, someone close to us once remarked that we were seen as competitors to the existing customers! Logistics was a huge issue as there was no L&T infrastructure in the area to support us. Travel was the next hurdle because we had to travel to different countries chasing the smallest hint of an opportunity. The South East Asians are totally different from us: here, in India, being 'pushy' sometimes helps but there it doesn't; in fact, people go into a shell to avoid you. Getting to meet the right people used to take ages and topping it all was the constant pressure from the management to see results."



For Murali, it was a paradigm shift and one he had not been totally prepared for. "Having been in operations, I was used to seeing development on a regular basis; business development is all about going in the dark with the firm hope that you'll see light at the end of the tunnel and when we couldn't see that light for a very long while, I reached my lowest emotionally," says a visibly moved Murali. But he stayed the course "largely because of my 'I can' attitude. Perseverance, a passion for success, never saying "No" to challenges and my ability to network and being mobile helped greatly" and as he says "if one doesn't accept challenges, one won't change". Murali opted to face the challenge to change.

His sterling qualities helped enormously because after long, strenuous hours, days, weeks and months of effort, Murali

and team finally found light at the end of the tunnel. "The ASEAN initiative started with Indonesia and Vietnam followed by Malaysia and when an opportunity for international participation came, we were able to jump in and taste success after 2.5 years in Malaysia! The Sarawak - East Malaysia market - was rumored to be a really tough one but we went in and people saw us as a serious player. Although PT&D had very limited experience, we still adopted the consortium approach for I sensed that that was perhaps the only way to maximize our chances of success."

Almost triumphantly, he continues: "The strategy paid off! We won two projects in Sarawak - the 275 kV GIS Samalaju project and the 275 kV AIS Lambir project. Thailand was another market that was 'No go' for us because of the political instability and unknown dynamics but we



were able to convince the management to enter the market and participate in a few projects before tasting success after 3 years. Today Thailand is one of the key countries for business for the ASEAN BU!"

As success eluded him for long periods, Murali's emotional anchor was his wife, S Sumitha, a housewife, and his parents, who live in Srirangam. "Quite obviously, they were not too happy with my overseas plans but once I had explained the opportunities, they concurred. In fact, in my first week in Kuala Lumpur, I had to return to India for business reasons and my wife had to have some stitches because of an unfortunate event in the apartment. But the way Mr. Rajesh Dhiman and family took care of her during my absence was very touching. The sense of oneness we Indians have when we are overseas is something quite extraordinary! My travels

and work pressures have taken a toll on my family life but my wife has withstood it all; she understands my situation and manages home without depending too much on me," he adds with a sheepish grin.

"With infrastructure definitely the theme for the next couple of decades, I see huge opportunities ahead, a great future and ample chances for my career progression. While I do understand that a large organization will be thirsty for success, it is also important to be considerate of employees who are away from home in totally new geographies in satellite set-ups and in need of a lot of support. Apart from getting the support from my family and my direct seniors, I have been very fortunate to get lot of emotional support from my colleagues like S L Mahajan (SLM) and A Gowri Sankar (AGS) during those tiring times," he finishes, with a grateful smile.



KEEPING EARS CLOSE TO THE GROUND IS VERY IMPORTANT FOR SUCCESS



P Ravi Kumar

Keeping your ears close to the ground or being well and promptly informed of developments at various levels across stakeholder groups is very important for success especially in the Water business and P Ravi Kumar (PRK), Project Director – Industrial Water Systems (WET IC), earmarks this as one of his most sterling qualities. As a significant triumph in his career, he flags off networking that has always stood him in good stead in all his previous assignments, coming to the fore in his role as Project Head for the mega lift irrigation project – Cluster XIV and XV that involves 28 schemes within its fold. “I had to penetrate and then develop strong relationships with the client officials in the government – in the secretariat and for technical aspects, in the office of the Engineer In-charge. This way, I could gather critical information on various policy decisions regarding both on-going and future jobs, funding for and status of clearances for these projects, technical and administrative sanctions, tender estimates, approvals and sanctions to release notifications, etc. This helps me in orienting our business strategies and identify opportunities. After all, business intelligence always keeps you ahead in the race,” he grins.

PRK’s association with L&T began in 1996 and aware of his expertise in maintaining pumping machinery, his first project was the Sri Sathya Sai Water Supply Project, Ananthapur district. “Later I got a challenging opportunity to be involved in the erection and commissioning of the pumping machinery at Tirumala Water Supply Scheme, a record project completed in 77 days.” That was followed by two office stints: initially, at Chennai HQ as EA to the Head, WET BU. “Then I was posted at Hyderabad Regional Office to support the Regional Project Manager – WET BU responsible for networking, liaising,



Initiative, empathy, project management, communication and leadership skills are what have been the reasons for my success

project co-ordination and business development. Both these stints gave me very good exposure to business operations.”

Then came an opportunity to test foreign waters (or, rather sands) as PRK moved to serve in the Sultanate of Oman in 2011. It is clear that the sands agreed with him because he speaks in glowing terms about his tenure. “I knew that there was huge potential for the WET IC in Oman and so I enthusiastically threw myself into understanding the market and how we could make a mark in an already saturated market. I was able to form a very talented team of engineers from across disciplines and we qualified with very high technical scores, in the process outperforming some major and well-established competitors.” Here too PRK’s trait of keeping good relationships with clients and consultants paid off handsomely.

In terms of his approach, he says that in most water-related projects that involve a wide range of stakeholders, the vital first step is to spread the message about the accruing benefits of the project. “Knowing the local language is extremely important to build trust with the local people and all site engineers should be mentally prepared and motivated to take up any kind of work. Of course, all our CSR (Corporate Social Responsibility) efforts help a lot too,” he nods.

“Initiative, empathy, project management, communication and leadership skills are what have been the reasons for my success,” he avers. His initiative came to the fore in the mega lift irrigation project which was



not flowing smoothly in the beginning because of the apprehension of lack of funds and thereby payments. “We learnt that any under-utilization of budgeted funds could affect funds allocation and hence we elaborated the payment break-up that made us contractually eligible for receipt of payments after each activity.”

PRK feels blessed for a “wonderful and energetic family” that has “always supported me and given me the strength to excel and always keeps me in high spirits. My wife, Sunitha, has completed her post-graduation in Agricultural and is presently working as Additional Director – Agriculture who despite her busy schedule and field tours, effectively and efficiently manages the family taking care of the needs of everyone. Srikruthi, my creative and multi-talented daughter is doing her 6th and she is very inspired by what L&T does, especially by the Hyderabad Metro that she sees on her way to school.” He is all praise for his mother, who in her 70s, a seasoned family management expert, “constantly mentors us and fills our family with joy and warmth. I owe a lot to each of my family members for their formidable and strong moral support.” PRK is not only good at networking, he also has a passion for photography and a wanderlust having traveled to various locations in and around Muscat to capture the lifestyle of Old Muscat in his camera.

“I treat L&T as a society where leaders are born and all lead challenging lives at all times which is why I find working in L&T always inspirational,” signs off PRK in style.

A TRUE BLOOD ALL-ROUNDER!

■ P R Kumar

After the era of the four great all-rounders – Ian Botham, Richard Hadlee, Imran Khan and Kapil Dev - world cricket has been searching for a genuine all-rounder. L&T, however, has one of its own – P R Kumar, Maharashtra Cluster Head – Smart World Communication. “I can be put into any field, at any level, whatever be the scale of the operation, with any kind of pressure, I am ready to handle the project and this is thanks to the exposure that I have received at L&T.”

One of Kumar’s long cherished dreams was realized in 2005 when he joined L&T as Senior Engineer – Instrumentation (EDRC). “In two months, I was given a specific task of resolving a Proof of Concept (PoC) issue for Rural Load Management System, Karnataka and we resolved it in 15 days flat. In fact, L&T was the first to successfully demo to all the ESCOM’s of Karnataka,” he enthuses. Thereafter, he took the first steps towards becoming an all-rounder taking advantage of the opportunity to work across all functional areas – engineering, tendering, contracts, projects and operations. “That really seasoned me!”

Kumar then had the privilege of working on a cross-section of projects that were both unique and challenging in terms of volumes and timelines; be it the Magadi Soda Ash Plant project in Kenya or the Water Supply Project in Kerala; be it the IOCL Panipat package for HCP or the IT systems for the famous Delhi International Airport and Mumbai International Airport projects. “All these helped build my self-confidence as well as create confidence in my superiors that I could handle any given assignment. Apart from becoming an expert on the subject, these projects prepared me for my future success, taught me how to efficiently prioritize and manage time, appreciate the value of teamwork and understand how a customer-centric approach was vital for enhancing the business to a very large scale.”



He numbers three of his major triumphs. “The first is when I was deputed from HQ, to lead the Rural Load Management System PoC with BESCO, Karnataka and bagged Rs. 200 Crores+ worth of orders. During my deputation to Cairn India, I turned around the IT and Telecom construction from zero to 70%+ within 3 months and for the Concourse 4 of the Dubai Airport, I was involved right from project finding, maneuver internal and external, finding partners, proposal, pre-bid and post bid presentation and had the highest contribution in the contract for a standalone Airport IT & Special System.”

Kumar’s move to site had its share of speed-breakers. “Of course, there was resistance from the family and quite understandably so since I had to leave them alone. I became like a visiting guest,” he laughs out loud. “Each assignment had a unique flavor and with each one you have to start from scratch; there is very little time to get settled because you have to immediately start delivering to some very demanding

customers and in most projects, especially so for the Mumbai surveillance project, I had to deal with multiple stakeholders and work was not in a confined area which has its own set of challenges.” He stops for a moment and then continues, “In fact, it takes three-four months for things to stabilize at any project site but because of my exposure, it was easier for me to adjust and start performing quicker.”

Apart from his all-round capabilities, he cites his varied abilities to reach out to any client irrespective of levels, to walk that extra mile and persevere till the last mile, to decide quickly, to forecast risk well ahead of time, to get along with the team with minimum effort and to treat his team as an extension of his family as the chief contributors to his success. “At one instance during the Mumbai project, to manage an issue which was potentially detrimental to the project, I took a bold decision to actually stop work and



convinced the Home Department to refer the matter to the Chief Minister for a resolution.”

About his equation with his family, Kumar is forthcoming that although he has been away for long tracts, he has been a devoted husband and father “but I did not wish them to suffer my movement to multiple locations. Yes, there have been the odd ‘mishaps’ of missing wedding anniversaries and not completing a family vacation but they have been most understanding and supportive of the demands of my profession. Geetha, my wife is a dedicated home maker while Manasvini, my daughter is in the 4th grade.” Kumar then adds with a laugh, “My daughter is also a very good all-rounder!”



In conclusion, he offers, “L&T is a wonderful corporate and truly professional organization. There are lots of opportunities to get exposed and grow and it is to each one of us to grab those opportunities and excel. I’m sure that we are all proud to be L&T-ites and it is up to each one of us to keep L&T’s flag flying high, high, high ...”

Efficiently prioritize and manage time, appreciate the value of teamwork and understand how a customer-centric approach was vital for enhancing the business to a very large scale.



"I'M NOT AFRAID OF CHANGE THOUGH THAT'S BEEN THE ONLY CONSTANT IN MY LIFE!"

■ Rajan Bansal

There's an old adage that says, 'Join the army and see the world' but for Rajan Bansal, Operations Head, it has been a case of 'Join PT&D IC and see the world!' Ever since he joined L&T in 1999 as a Post Graduate Trainee, Rajan has flip-flopped between site and HQ, from position to position, from country to country so it is unsurprising when he declares that change has been the only constant in his life. "My first posting was in a remote site in the Himalayas! After working for 8 years across four projects in different positions from Planning Engineer to Project Manager, I moved to Chennai office where I was stationed for 5 years in different roles before moving to Raipur as Cluster Head where I served for 2 years. Subsequently, I started my international journey in Saudi Arabia and now have been in UAE for the last 6 months as Operations Head for PT&D."

The different roles he has played and the various geographies he has worked in have helped in moulding him as a construction professional. "I worked as Project Manager, Contracts Manager, Supply Chain Manager, Cluster Operations Head & finally Operations Head for UAE which has really helped me to understand the business in its totality, an appreciation of the Company's top and bottom lines and how I can contribute effectively with my diversified experience." He draws out the advantages of his 'diversified experience'. "When you are handling different portfolios, working in diversified cultures and new geographies, working in all business facets in PT&D (be it substation, transmission lines or cabling works) and when we keep moving, we need to challenge our knowledge and learning, come out of our comfort zones which automatically delivers results and also make us mentally stronger and more confident."



A post-graduation from IIT Chennai and an Executive MBA from IIM gave him in-depth theoretical knowledge "which I was able to draw upon at my various work places. At HQ, I developed the ability to look at business from a bird's eye view while my tenure at sites helped me understand site intricacies, how to solve critical issues quickly where there is neither time nor opportunity to open and refer to your book of knowledge," he laughs.

We need to challenge our knowledge and learning, come out of our comfort zones which automatically delivers results and also make us mentally stronger and more confident.

Among his other note-worthy triumphs, Rajan flags off his commissioning of as many as 6 transmission line jobs during his tenure in Raipur as Cluster Operations Head in 2013-14. "We were doing most of the jobs with private customers where ROW was in our scope and timely completion was the key. We came out successfully and did many jobs ahead of time. Then I was also instrumental in the timely execution of transmission line projects in Saudi Arabia and completed all the jobs with better margins to the utmost satisfaction of the client."

The change that has been an inseparable part of his career is very evident in the life of his family too. "During the last 18 years of my career with L&T, I have always chosen to stay with my family even though I got transferred every third year. Of course, it was initially very difficult for my family to accept and cope with the changes but subsequently, they started to enjoy new cultures, traditions and new places even though I worked in remote places in some of the most conservative countries.

Now, in fact, we really look forward to such transfers to further explore new continents across globe," he smiles with a thumbs up. "In Bhutan, we had to deal with a different type of culture. Whenever you opened your window, you would find animal skins hung out to dry. It was very difficult to start with especially for my wife but slowly she came to know her neighbors better, understood their culture better and then we became very close! Living conditions in Saudi Arabia were tough due to the Hijab / Burka Culture. Ladies cannot go out alone but have to move around in groups and hence the L&T ladies went out in groups to explore the city. The conservative local culture really brought them together and it has become like a large family!"

Rajan's better half, Charu Goel, is a Post Graduate in Commerce but presently a homemaker so that she can spend quality time with the kids and help them with their studies. "Initially, I feared that my constant shifting would adversely impact their education but they managed very well, " he shares with natural father's pride, "My daughters Khushi and Muskan are studying in grade 9th and 6th respectively in UAE and aspiring to be in the medical profession."

"A challenge is only one as long it has not been achieved. The bigger the challenge, the more satisfying are the memories when we look back at them. I look forward to new professional and personal challenges constantly to challenge my ability and I am eager for new learning and sterner conditions to adapt to." We wish Rajan more change, all positive, in his career and life going forward!



A MASTER SYNTHESIZER PAR EXCELLENCE!

■ S Arunakumar

Perhaps, the one recurring theme when speaking with S Arunakumar, Head – TFL, HMRP, is his ability to synthesize various aspects of a project and create the right climate for successful execution. A trait that has been a huge reason for his continued success all through his close to three decades and a half long association with L&T in various capacities and across geographies. Starting as a GET in 1982, SAK, as he also likes himself to be referred to, has worked on cement, power, buildings, oil and gas projects both in the domestic and international arenas.



"I was Senior Construction Manager in the Zernograd Housing Project in Russia, Project Manager for Al Rayyan and Al Ittehad stadia in Doha, Qatar and Project Manager for the Al Murooj Residential Township project at Dubai," he shares, tracing his early overseas stints. On his return to Indian shores, he was Sector Projects Manager (B&F) at Hyderabad RO and then Segment Head (IT & Office Space segment) at Chennai before moving to Mumbai as Project Director for the proposed India Tower Project which at 726 m was supposed to be second only to Burj Khalifa. Changing tracks thereafter, he now heads a Task Force for the Hyderabad Metro project where the master synthesizer has the

task of coordinating the participation of 4 different ICs.

Building client relationships is something he puts a premium on and therefore when asked to flag off triumphs, his top-of-mind response is about "creating a good client network that helps in securing business." His move from office to site was laden with obstacles. "Moving out of a well-defined, established environment to an alien arena filled with a plethora of uncertainties was tough. You were dealing with people of different genre, diverse cultural backgrounds and ideologies but then challenges are always there and one has to take them in your

stride," he accepts although it is apparent that his innate synthesizing ability helped him enormously.

"Aligning with the customer's objectives and project requirements are key," he says, ticking off the imperatives for a project's success. "Then comes high level of collaboration and a cohesive team, timely interaction and liaison with the public and government authorities for statutory approvals, safe and seamless operations at site, identifying and inducting the best technology for design and construction and synergizing expertise of various business verticals for optimal resource utilization and mutual techno-commercial success." Of course, he adds



I found it very interesting to meet people from different cultures and backgrounds

people motivation, team building, and adaptability, rapport building with local communities and respecting and imbibing their culture for good measure.

"I found it very interesting to meet people from different cultures and backgrounds," he says, recalling the fervor and gaiety associated with the celebration of various festivals at site. "All these cherished occasions brought a sense of endearment and togetherness among the staff and their families" and speaking of families, he asserts that his has been a very accommodative and understanding one. "They never ever winced in matching my timing and priorities. As a matter of fact they stayed put in Cochin for years together while I wandered around the countryside - Russia, the Middle East and then other domestic assignments spanning over 14 years at a continuous stretch." Sounds almost like a double vanwas, we share a chuckle but he quickly becomes serious again: "Rajeswari, my wife took on the responsibility of taking care of the family and my son's education. But for their support and forbearance it would not have been possible for me to devote my time to my project requirements." SAK's son, Sreejith, is Hyderabad-based working with Deloitte as a Tax Manager.

"Indeed, work-life balance was very tough," he nods vigorously. "By and large, construction work at site is strenuous and thus prioritizing project commitments and family requirements was difficult especially in the initial stages. Nonetheless, we managed though the propensity was always to prioritize project commitments," he smiles, perhaps a little guiltily.

Returning to his favorite ground – the project – SAK proudly says, "HMRP being the largest PPP project underway is extremely public sensitive and our efforts in conducting selective CSR activities

and smooth handling of construction works across the lanes and by-lanes of the twin cities have won kudos from all walks of the public. This admiration bears testimony to the relentless efforts put in by our dedicated workforce and employees."

Looking ahead, he ventures, "With 34 years of work experience at offices and project sites across the globe, I look towards evolving myself as a global leader to serve our esteemed organization." Here's wishing SAK continued success in what he does and aims to do in the years to come.





ALL IS WELL!



■ S Devanand

Ever since he joined L&T in 1995 as a planning engineer after a seven-year stint elsewhere, S Devanand, Project Director, WET IC, has perfected the art of providing water to thirsty millions! Perhaps, he picked up this wonderful habit when under the leadership of the late Dr. A Ramakrishna, K G Hariharan and S Jaganathan, he was a key member of the task force that designed, executed and commissioned the Tirumala Tirupathi project in a record 77 days beating the 90-day deadline set by the Government of Andhra Pradesh. Thanks to this huge achievement, L&T's relationship with AP has gone from strength to strength, the fruits of which are being eaten even today!

Devanand is 22 years old at L&T, having steadily moved up the ranks to presently spearhead a task force executing the Rs. 1,250-crore irrigation water supply project in Odisha. "All is well!" he grins, describing his tenure with L&T which has been exciting as it has been challenging; fulfilling as it has been, on the odd occasion, frightening!

A thoroughbred 'Water' professional, his early successes included several projects in AP, Tamil Nadu and Kerala saying diplomatically: "In Kerala, most jobs get extended due to various reasons which are very common there, but by resorting to various initiatives and some creative approaches, we were the first to commission the project."

"Courage and confidence, trust and openness with subordinates, flexibility in decision-making, motivation and team-building and a 'never-give-up' attitude" are according to him the primary attributes for his success and all these are being tested to the maximum at his present posting in Odisha where he is simultaneously handling 2 EPC projects about 300 km apart. "The entire project is made up of 19 sub-projects or clusters that are spread across 5 districts involving some 225 structures, 1,600 km of distribution network, 200 km of electrical transmission lines, 13 electrical substations all spread around a 200 km radius." He delivers all this in one breath emphasizing the huge spread of the project. Needless to say, he is confident of success because "We have already proven our capability to the Odisha government and our previous success will help us along in this project as well as those that will definitely follow."

India's well-known unity in diversity is best seen in her various states: if Kerala has its unique set of issues, Odisha has its own; some of which end up on the wrong side of the law. "One fine morning (although we couldn't understand what was fine about it!), our Project Manager received a threatening call demanding a huge sum of money and if we did not comply, we were warned of dire consequences at site." Devanand's studied nonchalance is in stark contrast to how stressful the whole experience must have been. The team had many telephonic interactions and negotiations with the extortionists "but the good thing we did was involving the government authorities at the highest level right from the beginning and that is what helped them nab the culprits when they came in for final negotiations," he reveals, figuratively wiping his brow in relief.

Obviously, it requires a strong lady to withstand such pressures and Devanand is unabashed in admitting that his wife, Manimala, has been a tower of strength for him: "It is only because of her support that I have been able to achieve my goals and reach where I am today!" Like most construction professionals who excel at project sites, Devanand, too, has been found MIA (Missing in Action) at critical family situations and functions. "I wasn't present

for my first son's birth which was in my native place and I even missed his pre-schooling," he smiles ruefully but adds proudly, "My parents, who are both in their 90s, have always supported me a lot!" Both his sons, Vishal Balaji and Lokeshwar have been bitten by the engineering bug; in fact, Vishal is already a GET at L&T Construction while the younger one is in his first year of engineering.

Devanand reads books and watches videos that are spiritual and motivational in nature and his other activity of watching, practicing and teaching yoga is what keeps him grounded in the hustle and bustle of project life.

It is only because of her support that I have been able to achieve my goals and reach where I am today!



"Having always been a part of the Water business, I have grown with it where I see huge potential for growth with lots of opportunities for us to lead; even the irrigation sector that I handle presently is rich with promise." Devanand is confident but adds a word of caution: "we have to find good talent, people who we can develop into leaders to run projects and leaders can only be developed at project sites. Talent should be spotted young and then motivated and nurtured after which they should come back to office to get a holistic perspective and then return to site where they will surely do even better." Basically, he feels that there should be more Devanands in the organization for its continued success and here's hoping for more of the same!

MAKING A 'TALL' IMPRESSION

■ S Sekaran

For S Sekaran, Deputy Project Director – Statue of Unity (SoU), (B&F IC), return to site has been a really tough and testing one as he is part of the team executing what is easily one of the toughest projects undertaken by L&T in recent times. At the same time, it is also an indication of his worth to the organization which has chosen him to make such a 'tall' impression on the bed of the Narmada.

Sekaran very neatly chronicles his rise to prominence at L&T Construction. "I joined the organization in 1993 as Section In-charge in TAMIN, Sivagangai after which I was involved in the MPRL, Andhra Sugars, ITC and Ford, Chennai projects. As Resident Engineer from 1998, I did three hospital projects and the Infosys job and then moved up to Construction Manager in 2003 with the WIPRO project in Chennai. In 2006, I was made Project Manager for the JIPMER project which was followed by the CTS, SEZ Chennai and Olympia projects. Then came a short stint as Cluster Project Manager for the Chennai Region and finally in 2015, I have moved back to site to the SoU project." Needless to add, his career path has several of these successfully executed projects as milestones.

Taking about challenges to a person handling a project as demanding as the SoU project is quite like asking a peacock how beautiful is its tail and therefore even before we pose the question, Sekaran

holds forth on the serious questions that the SoU project are posing to all construction professionals. "The biggest challenge is the location of the Statue itself on Sadhu Hill, 3.5 km downstream of the Narmada Dam right in the middle of the river bed and the Narmada is a very erratic river!" Of course, the challenges are many but like a true construction stalwart who has made a name for himself at project sites, Sekaran sees the SoU project as a wonderful opportunity. "It is truly the biggest opportunity of my career because it is by far the largest project that I've handled both in terms of volume and complexity. What's more, it will be one of the tallest structures that we will do and it is such a prestigious project not only for all of us at L&T but also for the entire nation!"

So what keeps him ticking? "Apart from the meditation and yoga that I do regularly, conviction, confidence, sincerity, hard work and, last but definitely not the least, motivation from my family." There is obvious emphasis on the role that his family has played in the development of Sekaran the professional. "My wife, Pushpakala, is a home maker and my one and only support and the reason why I was able to accept the challenge of returning to site. She has taken on the complete responsibility of taking care of the family on my behalf." Once again, the vital and irreplaceable role played by the

It is truly the biggest opportunity of my career because it is by far the largest project that I've handled both in terms of volume and complexity.



spouse in a construction man's life is highlighted and often one tends to take the spouse's role for granted.

"Of course, there have been many situations where my work and personal life have clashed," says Sekaran with complete honesty. "But to avoid such clashes, I plan and complete my work early, smartly and quickly and thereby create the time and opportunity to meet my family commitments." He pauses for a moment and then adds, "In fact, the family was initially very disappointed when I was reassigned to site because at that juncture I had certain family commitments but ultimately it was my family that motivated and encouraged me to take up the assignment and that is why I can be completely focused on my job at hand."

Sekaran is blessed with two daughters: elder one, Abhinaya is married and working with CTS while Aishwarya, the younger one, is doing her 2nd year BE from MIT, Chennai. He smiles as he refers to them, "Both of them are inspired by my success and have learnt to plan their work like I do and complete it smartly!"

He is very positive about the future for both the organization and himself. "I believe that I have a great future in L&T where I enjoy enormous work satisfaction; I personally feel complete in my work and I am both proud and hopeful that I will work in this company till my retirement. Though 'Back to site' has been a big challenge in my career, I feel proud to work at site because the company recognized me as a valuable resource for site projects."



HE BURNS WITH A FIRE IN HIS BELLY!



■ S Selvakumar

The first thing that strikes you about S Selvakumar, Cluster Project Manager, CBA, B&F IC is his electric energy to get things done. Right through his narrative one senses this heightened sense of urgency to roll up his sleeves and get things done. Therefore it is hardly surprising when he describes his association with L&T from 1983 as “enjoying more than three decades of energetic and enthusiastic experience and association!”

He started off as an Engineer in the Tendering and Contracts division at HQ Chennai. “It was a delightful experience to work along with the Contracts team, learn and gain basic knowledge of competitive pricing and strategies and our success ratio those days was 80% of tenders quoted!” His chest swells as he continues, “15 sleepless days for a 15-month project but it all became worth it when we would hear those magical words that we were L1!” His ‘hit’ list includes several mega projects like ITPL Bangalore, Delhi Metro, Gujarat, Rajasthan Chettinad cement plants, Ashahi and Saint-Gobain glass factories, Hyundai and Maruti car factories, Kandla-Bhatinda pipeline, Kanteerava Stadium Bangalore ... the list is long. “But,” he laughs, “there was no time to really enjoy because we moved on to the next tender and then the next.”

In 1995, he got the opportunity to get into Contracts Management for the ITPL, Bangalore, a project that was successfully completed and delivered in 77 weeks meeting the client’s requirement. “I played a major role in it,” shares Selvakumar, quite unassumingly, “and KVR used to quote that project as a role model for its contracts management!” A well-deserved pat on the back! After being the Planning Manager for the L&T-John Deere Pune project, Selvakumar returned to HQ to head tendering and contracts for System Housing & Industrial Structures and the list of successfully executed projects are again lengthy. As many like him, he was also in the maelstrom that is also known as the DIAL project as Head – Steel Centre. “Our learning was to never waver in a crisis; success depends on the ability to keep one’s head in a fire storm and not lose purpose or direction.”

After DIAL, back he came to HQ to head B&F procurement primarily of steel and cement. “I was well prepared for this assignment thanks to my experience in rate analysis, clean sheet analysis, costing and contracts management.” It was a short stint but he was able to make a big impact to PBIT after which he landed in the Salalah airport project initially as Head – Procurement, then Head – Façade and then Head – ATM, ATC, CFRS & Arrival Zone 6. “When some of the structures were falling behind schedule, I was specifically selected and assigned to manage the crisis and bring the project up to speed. A crisis occurs due to an unpredictable event or unforeseen consequence but requires immediate decisions and actions to control the damage,” he explains.

“Our success was rewarded with a repeat order of Duqum airport in the same region. I then returned to India as Cluster Project Manager, Bengaluru Region, for all the 8 on-going projects until in mid-May this year, I was rushed to manage a crisis at the Al Rayyan stadium project in Qatar. Something I always knew was reaffirmed



It is important to be transparent because successes at site are all about shared responsibilities.

that there is no one single formula for success. It’s all about focus, detailed planning and hourly monitoring of progress, systems and practices.”

“I have always been a pusher and a doer,” says Selvakumar in response to the query as to what keeps him ticking – remember the fire in the belly? “It is important to be transparent because successes at site are all about shared responsibilities. Therefore it is important to recognize and respect everyone’s contribution and it is equally important to celebrate success. Building a solid human network is critical and finally I have a deep passion for improvement. I am my worst critic and am never satisfied so I keep striving to improve.”

So did you have any time for your family in the midst of all this? His response is very typical of the man: “I have been away from my family for a large part of my career. Though initially disappointed, they soon realized that it was an opportunity for all of us to affirm our identities as capable, respectable, fulfilling individuals. While I’m busy on my professional front, the home administration is well balanced and maintained by my wife Hemalatha who is a commerce graduate and a home maker. She has been instrumental and supportive in setting a base for both my daughters who are pursuing their medical education.” Shwetha, the elder one has completed her MBBS and is doing her MS in Gynecology while the younger one Priyaa is doing her MBBS and is an all-India tennis player. “The key,” he adds, “is to focus on a plan, get organized and find the right balance between profession and parenthood. Further, when running full throttle, simple yoga, meditation, breathing and suryanamaskar exercises keep my energy levels up.”

“L&T’s success,” he concludes, “is about building relationships and business will always flourish with the right connections with the right minds at the right time!” And with Selvakumar’s fire in the belly, success should be a formality. His is one kind of fire that we hope will spread far, wide and fast!

I am my worst critic and am never satisfied so I keep striving to improve.



ECC News, April - June 2017





WHAT'S IN A NAME?

■ Stalin Babu J

With a name like Stalin Babu J, one can be excused if one was to presume that his unique name would be his biggest claim to fame but this Project Manager, PT&D IC has a lot more going for him including several successes both at office and site.

Having joined as an engineer on 9th October 2000, Stalin started his long and still blooming relationship with L&T with the Tata Power Project in Belgaum, Karnataka, after which this seasoned and proven campaigner handled a variety of projects covering substations, OFC cabling, underground cabling and power distribution. "My tenure in L&T is divided into three well-defined blocks: the first nine years were at site after which I moved to the Regional Office for 7 years and from March 2016, I am back to site in Malaysia," he reveals.



I arranged for a dedicated cabin in the client's office for the design and auto cad teams to facilitate close working with the client

During his first innings at site, Stalin shares some of his standout achievements. "As Construction Manager, I commissioned the 220/110/33/11 kV substation in Bagalkot, (Karnataka) three months ahead of schedule, which he stresses, was the first to be commissioned well ahead of schedule in the history of the client (KPTCL). "I received a Quality Trophy for the RLMS (Rural Load Management) Project in 2008 and also bagged various projects from the client as Business Development Manager from ESCOMs in Karnataka."

Malaysia is his first overseas posting and also Stalin's biggest opportunity as it is the largest 275 kV Gas-insulated Substation project in the South East Asian region valued at MYR 281 million. Surely, Stalin has had to face his fair share of challenges in a fresh market. "This is our first project in East Asia. One of the first things that I had to get used to was the working culture. It is quite different from back home," he says with a shake of his head. "The next big challenge in a new market is to develop local contacts for support, then identify local staff and workmen, understand and meet client expectations and finally set and follow a work system that was acceptable to the client. Yes, these were tough teething issues but we have been able to meet and overcome most of them now. In fact, I was able to mobilize 50 workmen (fitters and electricians) from India which was the first time in a substation project in this

region that manpower was brought in from other countries."

"The project is now moving in high gear," states Stalin with all the josh and vigor of an explorer, being true to the character of the PT&D IC as being the "Columbus of L&T Construction."

"Knowledge, hard work, client management, caring and developing subordinates and out-of-the-box thinking," are what Stalin attributes his success to. And he sites one example of his innovative thinking: "I arranged for a dedicated cabin in the client's office for the design and auto cad teams to facilitate close working with the client and for us to procure speedy approvals." His step is already paying rich dividends.

Stalin is different from other construction stalwarts at site because he confidently shares that his tenure at site has not created any work-life imbalance. "Though initially distance was a cause of concern,

once I was able to make my family understand the situation, they were quite at ease with me returning to site. At home, our understanding is so good that we have never faced any difficulty in balancing work and life. Though I am far away from my family, my wife, Anitha, is very positive and feels empowered. She takes care of all our domestic needs which obviously gives me more time and space to relax and concentrate on my work." While Anitha is a housewife, his daughter, Pooja, is doing her 12th standard while Preetham, his son, is in the 9th. Stalin loves music and it is obvious that he has been able to bring the same harmony that he has achieved at work, to his home too.

He mentions S.Rajavel (SRV), the late G V Narasimhan (GVN) and N Sudhakar (NS) as his mentors and for having moulded him to the professional he has become. He dreams of becoming a GM in the next 5 years and here's wishing Stalin that his dreams will be fulfilled sooner rather than later.





SPEEDING DOWN THE IT EXPRESSWAY TO GROWTH

T. Nandakumar

T. Nandakumar (TNK), Project Director, B&F IC is the undisputed authority on design-and-build turnkey IT projects. His resume mirrors that of a seasoned IT professional with most of the marquee IT names featuring on it. After joining L&T in 1995 as a PGET, TNK picked up his first IT assignment in 2000 and has since then successfully executed a slew of IT projects with repeat orders and it comes as no surprise that even presently he is executing an IT project for WIPRO in Bengaluru. TNK's love affair with IT began with an Infosys project which, as he fondly recalls, "was taken at a very low margin initially but we converted it into a high margin job with some dedicated and out-of-the-box efforts!" In between several other IT projects, he mentions with pride his tryst with the then CM of Tamil Nadu, the late Dr. J Jayalalitha, who wanted a campus developed to conduct mass party cadre meetings. "We completed the project in record time and was paid immediately by her for our efforts!"

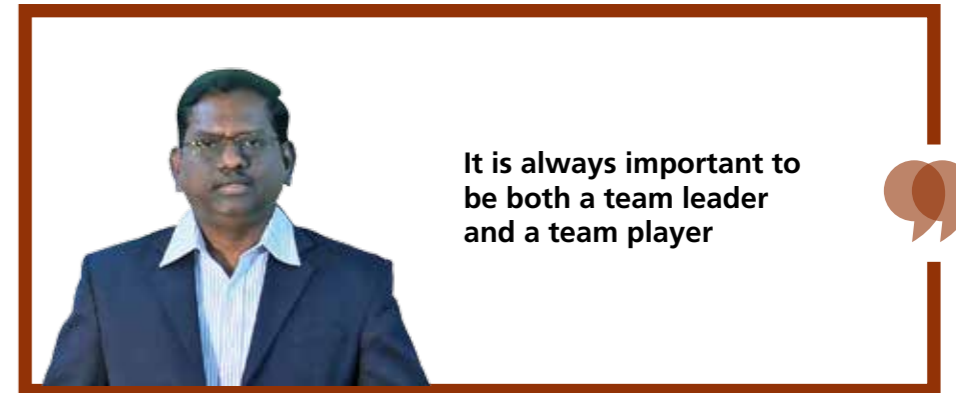
TNK's continued success is not difficult to understand because he has got his focus just right – on his customer - "Customer is king and always right. One has to develop good relations with the customer whereby one can understand his requirements and then it is easy to exceed his expectations." After a moment's thought, he continues: "It is always important to be both a team leader and a team player; to ensure the right connection or bond with the team. Always remember that every team is unique, the dynamics are different and hence the bond will be different but at the end of the day, the aim is to get the best out of a team, that they have freedom to perform, are motivated and sufficiently guided and supported."

He seems to have blended all these aspects perfectly especially during his role as Cluster Project Manager (CBA) where, as he shares, "I handled Rs. 1250 crs of sales including (quite predictably!) several IT Parks (HCL, TCS & Cognizant projects at Chennai and Kochi) in addition to a couple of airport jobs

(Kochi and Kannur airports), a few hospital jobs (JIPMER, Apollo, ESIC Kollam & Kovai) and the Reliance Mall at Alleppey to top them all!"

One of his other outstanding traits is opportunism. Quite similar to his conversion of the Infosys job, he cites another example. "We were constructing a Rs. 1,000-Crore fast track IT park and suddenly the client said that they wanted to construct a fast track building within 90 days to commence their operations and avail off SEZ benefits. We grabbed the opportunity," he smiles, rubbing his hands in glee, "and constructed the building within 75 days and received appreciation from the top management of WIPRO."

He is a family man alright though he admits, "Right from the beginning of my career, project commitments overruled my personal agendas. There were instances when I couldn't fulfill some simple, day to day family requirements like taking off on holiday with the family for a week once a year; I couldn't even attend my children's



It is always important to be both a team leader and a team player

education. Yes," he sighs, "my family missed my presence and I still carry my family's unfulfilled expectations with me." After a small pause, he adds, "it may sound funny but I get most of my energy and relax best with my family. My wife, C Meenakshi, who is a B Sc, B ED is a home maker. She is very affectionate and always takes good care of me," he laughs. "My elder son M.N. Dilip Kumar is in his 2nd year engineering in electronics and communication while the younger one M.N. Vijai Kumar is doing his 10th. They have always loved the fact that I have been a part of L&T and are proud of that fact. They have seen my discipline, sincerity, hard work and commitment that not only brings success but also harmony in life. It is a wonderful value system to have!"

TNK strongly believes that "it has been God's blessings and the guidance of seniors that

have shaped my journey in life and in L&T thus far. I am positive that we will be executing many large projects in the coming years with more challenging aspects and I would like to align my skills and strengths to execute both domestic and international projects."

He signs off with words of gratitude. "L&T gave me an opportunity to shape my career in construction and gain more knowledge and experience; I also got the opportunity to learn and develop my skills. All my seniors and top management have put a lot of confidence in me to help me reach the level that I have presently reached. My colleagues and subordinates have been very cooperative to understand and execute tasks under tough situations and I thank all of them and assure my continuous hard-work and dedication to keep L&T & team on the top of the world!"



A new digital library unveiled

The latest digital initiative to go live at L&T Construction was a digital library that went digital with the revamped premises inaugurated by Mr. S N Subrahmanyan, CEO & MD in the presence of Mr. T Madhavadas, EVP & Head – PT&D, Mr. R Ganesan, Head Corporate Centre and a clutch of other employees.

After the cutting of the ribbon and the ceremonial lighting of the lamp, SNS unveiled a plaque after which a short presentation was shared that highlighted the salient features of the new digital library that aims to create a learning atmosphere through digital interfaces. The freshly appointed interiors are smart, colorful and inviting. SNS complimented the team that created the facility which would definitely increase footfalls and learning within L&T Construction.



SNS inaugurates advanced R&D facilities

An advanced state-of-the-art research facility was inaugurated by Mr. S.N. Subrahmanyan, Deputy Managing Director and President, L&T, on June 12th 2017 at the R&D center in the presence of Mr. S. Kanappan, Head and CEO L&T Geostucture, Mr. S. Rajavel, Senior Vice President and Head WSW&C and other dignitaries.

After the plaque unveiling, ribbon cutting and ceremonial lighting of the lamp by SNS and the dignitaries, Dr. B. Sivarama Sarma, Head R&D briefly highlighted the features of the new 1200KN Servo controlled Universal Testing Machine (UTM) which is capable of performing tension and compression tests on variety of construction materials up to the load capacity of 120 MT. The UTM can simulate quasi-static, fatigue and dynamic loading of up to 1Hz frequency.

Mr. S. Rajavel inaugurated the UTM by initiating a tensile test on 25mm Rebar while Mr. S. Kanappan inaugurated the Automatic Force Ductilo-meter for evaluation of tensile strength of bitumen.

Later SNS witnessed tests on the Isothermal and Adiabatic Calorimeter (for field experiment) to evaluate the heat of hydration of concrete with all combinations of cementitious material additives like slag, flyash, microsilica, etc. and the display of a few special projects and equipment developed by the R&D Centre that are in the process of patenting.

SNS appreciated the R&D team's efforts and encouraged them to set up a world class R&D facility benchmarking to the best in the construction domain in testing and research.



Online certification course on Workforce Management Systems launched

Mr. S.N. Subrahmanyam, CEO & MD, launched the Any Time Learning (ATL) online certification course on Workforce Management Systems (WMS) developed by WET IC in the presence of Mr. S. Rajavel, Sr. Vice President & Head – Water, Smart World & Communication, Mr. K. Asok Kumar, Vice President & Head – Water & Effluent Treatment, Mr. S Anantha Sayana, Vice President & Head – Digital, Mr. T. Sukumar, Vice President & Head – Finance, Accounts & Admin, Mr. S. Ramkishore, Head - Human Resources and Col. Rajesh Seth, Head – Human Resources (W) along with other executives of WET IC.

The course is aimed at imparting knowledge on sub-contractor engagement, workforce mobilization, statutory compliances, welfare facilities, digitalization and role of CSTI in training the workmen to meet the demand of skilled workforce across projects. It



comprises eight modules and needs approximately three hours to complete. Every module has knowledge check questions at various stages and assessment questions need to be answered at the end

of the each module. In order to obtain the certification for the course, the learner has to obtain a minimum prescribed score within a defined number of attempts.

WET IC launches HR Dashboard

Giving an impetus to the digital drive spearheaded by SNS, WET IC's HR team has initiated the digitalization of HR functions under the guidance of Mr. S Rajavel, Senior Vice President and Head, Water, Smart World & Communication. The digital and HR teams of WET IC developed a dashboard for our business leaders that was launched officially by Mr. Rajavel and Mr. K. Asok Kuma, Vice President and Head, WET business in the presence of other business and functional Departmental Heads of WET IC on May 3rd, 2017.

This dashboard gives detailed information about resources and helps in quick analysis of various critical employee parameters,



Mr. D.K. Sen participates in business session with the Prime Minister of Mauritius

Mr. D.K Sen, Whole Time Director & Sr. Executive Vice President (Infrastructure) participated in a business session with the Honourable Prime Minister of Mauritius, Mr. Pravind Kumar Jugnauth, on May 26, 2017 at Delhi. The session was organized by FICCI (The Federation of Indian Chambers of Commerce and Industry) to explore & learn about the business opportunities in Mauritius. Mr. Sen, who is a senior committee member, FICCI, received the Prime Minister of Mauritius along with senior representatives of other Chambers.

Honourable Deputy Prime Minister and Minister of Energy and Public Utilities, Government of Mauritius, Mr. Ivan Leslie Kolandavelu & Honourable Secretary (Consular, Passport, Visa and Overseas Indian Affairs), Ministry of External Affairs, Government of India, Mr. D.M.Mulay and other senior officials from the Government of Mauritius and India were present during the event.



L&T hosts India-UK workshop on construction skills development

L&T's Construction Skill Training wing secured a project under the Foreign Commonwealth Office (FCO) Prosperity Fund to carry out a feasibility study on developing skill development models with UK as a knowledge partner. This is to create an internationally accredited skilled workforce from the states of Andhra Pradesh, Karnataka, Tamil Nadu and Telangana to empower the rural unemployed youth with a high employability quotient. Subsequent to which an occupational survey and an industrial research for identifying the skills gap and requirements from both the industry and the workforce were conducted. As part of the final phase of the project, a workshop was organized at HQ Chennai, to disseminate the findings of the survey.

Trade experts from the UK and Scotland, Training Providers, Government officials from the states of Tamil Nadu, Kerala and Andhra Pradesh, participants from assessment bodies and educational institutions attended the workshop and arrived at possible bilateral agreements and collaborations in the areas of skills development training, technical consultancy and future joint infrastructure projects.

The workshop commenced with an inaugural address by Ms. Tammy Sandhu, Deputy High Commissioner, British High Commission, Chennai. Remarks on the way forward were made by Mr. Rajeev B. Bhatnagar – Advisor, CST & CSR, and Mr. S. Natarajan - NOS Chairman - CSDCI. Delegates from UK, Mr. Alastair A. McGhee, Director of Business Development, Glasgow Kelvin College, Mr. Ruhul Amin, International Student Recruitment Officer, Dudley College, Mr. Lumsdaine Ian Andrew, NPTC Group of Colleges and Mr. Martin Watkins, Head of School – Construction & The Built Environment Coleg Y Cymoedd also addressed the gathering.



The key note address was given by Mr. M. Kannan, Project Director, Tamil Nadu Skill Development Corporation. Mr. Arun Krishnamurthy of Krish Info Media, presented the outcome of the project survey and the workshop concluded with the vote of thanks by Mr. Sam Prasanth Kumar - Prosperity Advisor, Knowledge Economy- British Deputy High Commission.



Transmission line BU releases a comprehensive tools manual

Mr. S.N. Subrahmanyam, CEO & MD, L&T released a comprehensive tool manual developed by PT&D IC's Transmission Line BU in the presence of Mr. T. Madhava Das, Executive Vice President & Head – PT&D IC and Mr. S. Ramkumar, Head TL BU at HQ Chennai.

The manual provides complete data on the various tools and equipment used by TL BU for foundation, erection and stringing activities at site. Further, it consists of technical specifications, typical drawings and material codes for each of the variables for tools used at site. Developed as a hands-on reckoner for engineer and storekeepers, the manual facilitates seamless understanding about various tools that is used, their purpose and order placement.

As transmission lines is an intensive business, the BU has been taking various steps to streamline processes to bring in efficiency, transparency and improvement in productivity. The entire material codes have been relooked and item specific codes have been created for easy identification and traceability. A unique

identification number is being provided to every new tool for tracking the movement and performance of the tool. As part of the digitization process, the entire fleet of tension stringing equipment which forms the backbone of the work operations have been installed with telematics for remote monitoring of equipment performance.



BKN conferred 'Best Talent Acquisition Leadership Award'

Mr. Bikram Keshori Nayak, Head Talent Acquisition, Divisional Corporate, was conferred the 'Best Talent Acquisition Leadership Award' by the Strategic Human Resource Institute at the National Talent Acquisition Conclave held in Hyderabad on 6th May, 2017 where he was invited as a key note speaker and shared the dais with Mr. M. Gopal Krishna IAS (Retd.) former Chairman REC, APSFC and Mr. Narsimha Rao, CHRO MSN LABS. BKN shared insights on the various contemporary talent acquisition principles and practices followed in the industry and emphasized on how talent acquisition plays a pivotal role in aligning with the business and has now become the top most priority on the business agenda of CEOs. He further elucidated about perspectives on leadership, hiring, diversity and inclusion, talent development agenda & digital hiring. The conclave

was attended by academicians, senior corporate executives, CHROs and Talent Acquisition professionals from across the country from around 14 industry sectors.

BKN was also invited by the Post Graduate Human Resource Department of Loyola Institute of Vocational Education, Chennai to deliver a guest lecture for the PGDHRM

students on the 6th April, 2017, where he shared valuable tips on the kind of preparation for a fresher to face the corporate world, a few critical elements that the job market expects, the stability factor and a few important things that an HR professional has to bear in mind in order to be in the race.





Welcoming GETs to the L&T family

The Main Hall of the Convention Centre (Chennai HQ) literally crackled with excitement and expectation as GETs, all of them drawn from premier institutions like IITs, NITs and top-rung colleges, waited to have their first interaction with the senior management of L&T Construction as part of their orientation organized over 3rd & 4th July, 2017.

After Dr. C. Jayakumar, General Manager & Head – Human Resources, Divisional Corporate, accorded them a crisp welcome that included a brief about the campus recruitment process, Ms. Poonam Chandok, Head – HR, Transportation Infrastructure IC, took the podium to introduce the top management to the young GETs.

The inaugural session kicked off with a 'Meet the Top Management' session with Mr. S.N. Subrahmanyam (SNS), Chief Executive Officer & Managing Director, L&T, Mr. D.K. Sen (DKS), Whole Time

Director & Senior Executive Vice President (Infrastructure), Mr. S. Rajavel (SRV), Senior Vice President & Head – Water, Smart World & Communication, Mr. T. Madhava Das (TMD), Executive Vice President & Head – Power Transmission & Distribution IC, Mr. S.V. Desai (SVD), Executive Vice President & Head – Heavy Civil Infrastructure IC, Mr. S. Kanappan (SK), Head & Chief Executive, L&T GeoStructure, Mr. K. Nagarajan (KNR), VP & Head – F&A, welcoming and addressing the young engineers in their own inimitable styles.

DKS took the stage first and in a rousing and humorous address that set the tone for the session presented a candid picture of project life and the importance of spending time at site to gain knowledge. "If you are sincere, hardworking, honest, passionate and ready to embrace challenges and change, the sky is the limit," he exhorted the young GETs. SRV

built on what DKS had shared talking about the huge opportunities that L&T offered to those who were willing to avail of them. He touched upon the significant rise of the Water business and promised an exciting career for those who were joining the WET IC.

TMD took pride in sharing the vast footprint of PT&D IC and promised the GETs that they were at the right place at L&T and elaborated, "You will be given ample opportunities to learn and see the world and thereby evolve into seasoned technocrats." SVD urged the GETs to engage and connect with colleagues and get involved in team building to learn faster. "Faster you learn, the more challenges you will be able to take up and growth will be exponential", he assured. "Focus on learning, safety and on your growth. Contribute and grow along with the organization," was SK's pithy advice for the GETs.

Mr. M V Satish, Whole Time Director & Senior Executive Vice President & Head – Buildings, Minerals & Metals was away and hence Mr. K. Kannan, EVP & Head

Commercial Buildings & Airports SBG, stepped in to share insights about the B&F IC and urged the GETs to learn from their experiences at project sites, interact with people and understand the nuances of engineering applications on field.

SNS took the podium thereafter and in an engaging and captivating address, spelt out his expectations from the youngsters. He stressed the importance of spending long hours at work and urged them to not only focus on the work at hand but also to 'create your own work.' He highlighted the need to be innovative and creative to make rapid strides in one's career and emphasized the importance of developing and building relationships with clients and consultants. "Never ever neglect relationships which will help you in the long run. You are allowed to do mistakes but learn from them." He concluded by sharing the mantra for success, asking the GETs to be always conscious of the most important enabling factor in business, 'PBIT'.

In his vote of thanks, KNR's dictum to the young engineers was to study the financial aspects of projects as everything translated into cost when realized. He vouched that getting insights early in one's career on financial modelling would be advantageous when the budding technocrats would start handling projects independently.



This inaugural session was followed by a number of others that gave the new aspirants a glimpse of operations across L&T Construction, its culture, ethics and values including Code of Conduct and other Corporate Governance policies. The transition from campus to corporate is a tough one and the GETs were impressed by the importance accorded to soft skills and etiquette in the corporate world.

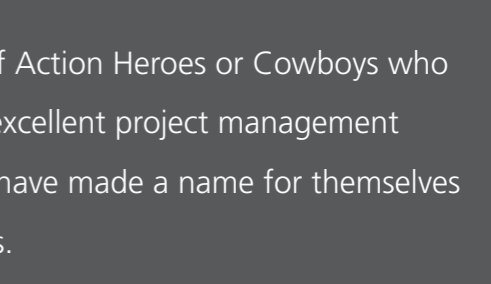
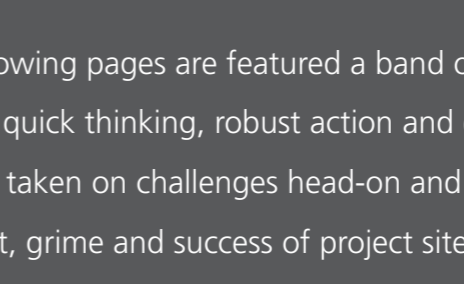
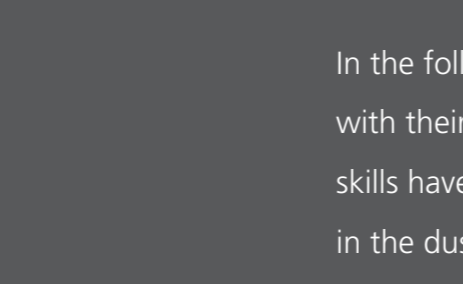
Another engaging session on 'Embracing Digital Technology in L&T Construction' conducted by Mr. S. Anantha Sayana, Vice President & Head – Digital, introduced the GETs to the various Digital initiatives taken across the organization and drove home their importance to improve the

productivity of the organization and thereby profitability.

In the Leader's Speak session, former GETs, who currently hold senior positions, shared their experiences, challenges faced and journey in L&T. The incoming GETs were also given an opportunity to interact with members of recent GET cohorts who had joined over the last two / three years. Such interactive sessions addressed common concerns such as career growth, posting locations, opportunities to learn, recreation facilities, how to overcome challenges and hardships while settling down at job sites, etc.

The last session in the orientation programme was a Panel Discussion that saw senior executives and HR Heads from across ICs participating. The GETs directly posed questions and sought clarifications.

The programme ended with a prize distribution to the winners of the Campus to Corporate Quiz and Case Study. Campus to Corporate is a monthly newsletter circulated to the GETs to orient them on the history, structure, functioning, values & culture of the company and also to showcase L&T's projects & accomplishments. The event was planned and successfully conducted with the active support of the respective IC HRs, Administration and Corporate Communications.



ACTION HEROES



In the following pages are featured a band of Action Heroes or Cowboys who with their quick thinking, robust action and excellent project management skills have taken on challenges head-on and have made a name for themselves in the dust, grime and success of project sites.

DRIVING WITH INFECTIOUS ZEAL



■ Sudipta Kumar Basu

Sudipta Kumar Basu (SKB), Project Manager (Civil), State Convention Centre project at Newtown, Kolkata brings to project execution a zeal that is infectious: "I always develop a project mission statement with all key members which has paid rich dividends," he professes, "While understanding the client's requirement is paramount, it is also equally important to evolve a detailed working plan aligning to the project deliverables in conjunction with the execution and resourcing planning teams."

The diverse roles SKB has played across critical situations gives him a decided edge: "Having the right kind of support infrastructure ensures that half the job is done and with experience one develops the hindsight to improvise on the processes and systems to gain vital momentum," shares SKB with a broad smile while highlighting some of his biggest achievements at site which includes "Erection of a 250 MT canopy on the top of a 52 m high electric furnace through segment wise lifting, achieving precision flooring at the Ford Plant in Sanand through laser a controlled flooring machine and ride on trowel, roof sheeting of a 90 m long jointless sheet at TCF plant and sheet piling & excavation for a triple basement work at the present project."

"Once completed it will be the largest convention centre in Eastern India," shares SKB about his current assignment. "It will have a seating capacity of 3,000+ along with four state banquets, exhibition areas, two mini auditoriums, a hotel block and a multi-level car park." Executing such a composite package has had its fair share of challenges. "Right from doing the triple basement multi-level car park 9.5 m below ground to the erection of the

42 m long roof trusses and 20 m long cantilever upper balcony trusses, construction of 5.05 m deep roof beams at a height of 47.6 m and installation of seven layered shingle roofing at 57 m elevation, erection of PVDF coated aluminum puff panels in inverted roof at 40 m elevation and installation of multiple type of false ceiling, were a range of precision tasks and we have been spot on in achieving these milestones. We are definitely on course for the scheduled completion by October 2017," he adds confidently.

SKB attributes that though being a projects man he has always had the good fortune of being close to his family as "My family loves moving from place to place wherever my work takes as it gives my wife - Mukuta, a home maker, sons - Sourodip and Samudrajit - who are in classes XII and X respectively a great opportunity to see different places, familiarize with new culture, food habits and gain a larger perspective of life."



STRATEGIZING IDEAS INTO ACTIONS

■ Amit Kumar Jain

Amit Kumar Jain (AKJ), Project Manager (Civil), Police Bhawan, is a strategist with an eye for detail, known for precisely planning the requirements of a project based on its uniqueness. Right through his career, AKJ has been quick to understand the specialties of each assignment which "Varies depending on the demography and the expectations of the customer." And once the challenges and risks are identified, the way forward is finalized highlights AKJ while referring to his present assignment which is building one of the swankiest police headquarters across the country in Lucknow.

You got to see this structure when it is completed exclaims AKJ emotionally, "This signature four winged 10 story structure will be the highlight of the state in the days to come as it will have some of the most advanced multilevel security features housing major wings of the police department and also will be the first building in the state capital to have a Griha Gold Rating." But right now we are diligently pursuing the milestones as there is a lot to achieve, cautions AKJ, "Both the finishing and services are big packages and with around 40 percent of the works done we should be completing this entire project by the September 18."

Like any project manager, AKJ has a tall list of achievements at sites most of which are process based which he deploys time and again to scale up operations across work fronts, "DIAL 100 was one such project completed in a year's time due to the implementation of the Geotub Circular Column Formwork system which ensured precision finishing of the challenging 21 m high columns in record time. Buoyed by its success, we have used this system for casting circular columns in the present project as well." Likewise AKJ cites instances where he had to step in and turn around a crisis situation at one of the large scale mall projects upon the insistence of the client where existing services and enamel paint from the ceiling was removed and around 3 lakh sq.m of gypsum plaster was done on the RCC surface within a span of 6 months."

With an understanding better-half at home there is reassurance that the family is in safe-hands acknowledges AKJ, "My wife, Parul is a thorough home maker who mentors my two angels - Aastha and Aapya. Spending time with them especially seeing my children do well in extra-curricular activities is always a joy."



FINDING THE RIGHT BALANCE IN WORK AND LIFE

■ Mukesh Dahiya

Mukesh Dahiya (MD), Project Manager, DLF Cyber Park Gurgaon, lives by the dictum "A man too busy to take care of his health is like a mechanic too busy to take care of his tools," and ensures that by being fit he is always a step ahead at work. "My day begins at 4.45 am and involves cycling, running and a bit of workout before stepping into the project site." He acknowledges that it is not an easy regime to follow but advocates that it is his version of work-life balance, "It is important for every individual to have a customized fitness regime which is crucial to achieve success in any profession."

At work, MD aligns to a core list of skillsets which includes effective communication, adaptability to on-site requirements, being proactive, team building, making timely decisions and good networking with the client. "In line with project and stakeholder requirements and the execution strategy, I focus on processes, their implementation to optimize profits by maintaining the right balance across key functionalities." Citing a particular last minute customization at site, MD shares, "At the Mall of India project the client introduced an Excellence Bench Mark scheme to enhance the fire rating of the building just when the structure was ready for handing over. Taking up the works at that juncture was a huge challenge as the process called for application of a special chemical without damaging the already installed MEP services. This was deftly handled and completed in a record time of 4 months which in turn rewarded us with another major project from the same client."

Currently MD has his hands full in seeing through his present assignment which is a fast track job, "As per the contract we have been entrusted only with the execution part but the onus is larger with many design changes suggested during execution which needs to be integrated through contractors finalized only by the client. Further, space is a major constraint and most of the infrastructure is based away from the site on a plot provided by the client around 1.5 km away requiring precision logistic planning for each and every activity."

Being a fitness freak doesn't insulate MD from stress but he reassures, "My ever supportive wife Pratibha is always there, a phone call away to motivate me and my two lovely children, son Mukul and daughter Muskan have set high ambitions which makes me a proud dad."



ENHANCING TEAM SKILLS



■ Amit Gupta

Tough situations don't last forever but the experience of having overcome the odds makes one stronger and wiser advocates Amit Gupta (AG), Project Head, Himalaya Enclave, recalling one of his earlier stints at the KCP Cement site. "It was a prestigious job and my scope involved delivery of 7 key units including the critical clinker silo which had a RCC dome of 125 mm thickness. At the same time, I was battling with some personal family issues but hard work always pays dividends! We achieved the targets, bagged a slew of safety and quality awards which was commended by SNS sir during his visit and eventually this paved the way for my transfer to the Northern Region. Thereby I was also able to meet my family commitments," he adds with a smile.

Shouldering a larger mantle, AG now leads a largely young team that is entrusted with the significant task of constructing quality homes for the people of Uttar Pradesh. "I now have the opportunity of implementing SNS sir's idea of developing engineers

as tower in-charges which is similar to handling independent projects with overall responsibilities," he says with a wide grin. "And this approach has certainly enhanced my team's skills and we now have a handful of project managers adept to take up such large scale residential tower projects which is one of the biggest achievements in my career."

For emerging project managers, AG shares an important insight! "There is another dimension to project management which is building and maintaining client relationships. At times, knowing people can make a lot of difference," he vouches. "Of course there is no rule book to go by and it is only with experience that one gets better in networking. I'm thankful to my seniors for giving me the opportunity to liaison and work with key clients thereby enhancing my communication and negotiation skills which were largely instrumental for us bagging the Gomti and Goverdhan Enclave jobs." Citing a particular incident at the Himalaya Enclave which was resolved only through efficient networking, AG shares, "We were able to convince the client to allocate 5 of the towers and an additional tower in one of their adjacent lands as the present site had certain land dispute issues and ensured that the value and scope of work was as per the original contractual terms."

Acknowledging the more than full-fledged support that he receives from his wife, AG delightfully shares that he recently was able to fulfill her longtime dream of owning a house, "And the most incredible part of our home is that it is built by L&T, a personal possession that is cherished by my family." AG is blessed with two sons who like their dad, have a flair for music and are also budding key board players.





THE JOY OF ADDING VALUE

■ Akshaya Kumar Behera

From a Graduate Engineer Trainee to becoming an adept hardcore project management professional, the career of Akshaya Kumar Behera (AKB), DGM (Civil) at Peninsula- Salsette 27 towers site has come round a full circle. Understanding the technical know-how is the key highlights AKB with a slight nod, "Through my early stints across critical infrastructure projects such as the Mumbai-Pune Expressway, Kaiga and Tarapur Atomic Power Plants I was able to assimilate a range of capabilities especially with regard to sequencing complex activities, customization of schemes and construction techniques."

The big break came when he stepped into the Construction Methods Planning Cell (CMPC). "While heading CMPC, I acquired versatile skills in planning for construction of high-rise buildings, resource management, formwork customization, deployment of Plant & Machinery which enabled charting cost-effective schedules." He continues about his challenges. "Initially it was tough to match up to the tall asking rates but when we started to improvise and innovative on processes, the joy of adding value to on-site requirements were manifold. Some of the major process benchmarks are now norms across high-rise construction such as the Table Formwork which was introduced for the first time

at Oberoi Mall to address the construction of flat slabs while the customized QWIK Deck System has made handling of both the slab and beam formwork hassle free."

While acknowledging the relevance of value addition, AKB divulges the essence of team play, "Each individual brings to the table a fresh perspective and it is important to formulate key concepts in conjunction with the team members to create a sense of ownership thereby making individuals accountable for achieving targets. Further, sharing of critical achievements is a must as it enriches portfolios especially when handling projects in a large metropolis like Mumbai. It's not only the project manager's onus to see the larger picture indicates AKB, "Evolution of key parameters such as logistics planning, lining up of construction sequence and methodology, benefits of implementing vertical transportation systems and support facilities must be shared across various levels of operations to synchronize the overall delivery of the project."

His present assignment is about the usual challenges of operating within a confined area, "We have just begun the foundation works at a 1 lakh sq.ft plot area and the foremost task is to plan the routing of logistics and the stacking area for materials around the periphery of the site. Likewise, deployment of heavy lift and concreting equipment needs to be worked out with precision to facilitate seamless execution across various work fronts."

AKB is one of the many long-term associates who believes, "When you put in as many years into one organization as I have done, then one becomes a part of the family. It is true that balancing both personal as well as professional life has been tough but my understanding wife Rita has always stood by my side and supported me in all my endeavors, and my parents have been my pillars of strength throughout." The family dotes on their only daughter, Srisa who is in Class V.



BUILDING ROADS OF EXCELLENCE... PRACTICALLY

■ Manish Samtani

Across a two decade career, Manish Samtani (MS), Cluster Head, Delhi Cluster- R&R BU, has had his fair share of successes but when it comes to naming a particular project he has no second thoughts and quickly points out to the Unnao-Lucknow Express way, "It was opened to traffic in style amidst the reverberations of six fighter jets landing on the expressway just 22 months since team L&T started paving the way." Thanks to this stupendous feat our credentials in constructing quality road infrastructure has gone several notches higher, acknowledges MS.

A thorough road infrastructure professional, MS believes in keeping his strategies simple, "As most of the road projects are long span and at times may involve interstate or cross-country alignments, it is important to have a practical execution plan taking into consideration the demographics while meeting the expectations of the client and management." Obviously, there is no way an entire project can be centrally managed indicates MS, "We need to have the right people for doing the right kind of works across the stretches which actually forms the crux of project management and doing this precisely ensures that distances don't matters"

Debriefing tasks from the macro to the micro level with the team members, proactive decision making and being open to new ideas are according to MS key attributes for successful project execution and all these were used in plenty at the Unnao-Lucknow Expressway project which enabled completion well ahead of schedule. "We formed special teams to handle the large quantum of aggregates and earth work activities with end-to-end responsibilities across fronts during the monsoon which ensured safe work progress and greater productivity."

"Have you ever seen traffic on village roads?" With a smile, he reveals, "Almost 300 trucks transported heavy materials across a single lane village road which was efficiently managed by implementing safety measures such as installation of sign boards, speed breakers and deployment of marshals at strategic locations. Further, an exclusive parking zone was created to avoid congestion. These initiatives ensured that the team was able to do an average of 8000 t per day which was the most critical component for road laying."

MS has certainly a very able better half in Sneha who as a certified yoga teacher has been instrumental in the holistic nurturing of their two daughters Gunjan, who is pursuing Chemical Engineering and Tanya, who is in Class VI.





GROWTH SOMETIMES IS IN CIRCLES!

■ Sanjib Kr Dutta

Returning to project operations was like a completing a full circle acknowledges Sanjib Kr Dutta (SKD), Head - Project Cost Control & MIS, CTP-3R project, "In a way, my experience in L&T has been a well rounded one! I began with project execution then moved to planning from where to tendering & business development and then back to project operations. I have also been fortunate to have handled a cross-section (Metros/ Highways/Railways) of transportation infrastructure assignments and spent 5 valuable years as head of tendering for the Road, Runways and Elevated Corridor business." However he is quick to point out, "The present assignment is a completely new experience for me as I'm executing a mega railway project for the first time across a span of 341 km." But reassures, "I'm able to grasp the larger project perspective due to my strategic thinking abilities honed during the Lakshya initiatives."

SKD considers optimization of design parameters as the fundamental requirement across design and build projects, "Consistent value addition through design innovations ensure profitability as it considerably reduces the consumption of major items and over time these benchmarks become routine procedures across projects." He cites a few key initiatives: "Implementation of an alternative pavement across a sample stretch paved way for its deployment in subsequent highway projects that reduced cost and enhanced sustainability. Similarly, adapting vertical profile optimization from fill to cut sections worked better for jobs across hillocks in many highway projects and execution of partial reinforced earth walls, now an accepted procedure, for speeding up works safely."

Digitalization has made life much easier for SKD in his current assignment. "Aggregate and ballast physical stock measurement is a huge grey which is now being streamlined with the help of drone

based surveys that are extremely accurate. Through geospatial technology we are mapping routes to establish the most feasible and economical logistic plan as we have to set up resource hubs across 10 locations. GIS based web application for obstruction management, GIS based Strip Chart for progress monitoring are some of the new digital initiatives under implementation. Further, GPS installation in Plant & Machinery and RFID tags ensure 24/7 monitoring of resource utility and productivity".

SKD refrains from giving the tag 'home maker' to his wife Ananya, "To be honest, my wife is an event manager at home as I hardly chip in to manage things except for some academic intervention for my daughter Anwasha who is in class VI." And sheepishly admits, "I try to make up for the imbalance through an exotic annual vacation with family." He signs off sharing his daughter's feat of winning two gold medals in the National Science Olympiad and International Math's Olympiad as some of his most cherished moments.



ON THE HIGH ROAD TO GROWTH



■ J Jeeva David

Project Manager, Sholapur- Sangareddy project, J Jeeva David's claim to fame is that he has been involved in the construction of several NHAI packages all across the Golden Quadrilateral network. "The list of projects is long running into thousands of kilometers including benchmark road assignments such as the Kandala-Lonavla Bypass, Surat-Manor, Hiriyur-Bellary, Tumkur-Sira, Krishna Giri - Thoppur, Rajkot-Jamnagar and Krishnagiri-Wallajah roads. Handling different facets of road construction has empowered me to now steer a mega road project," he smiles.

A very practical JJD, as he is better known, advocates, "Apart from engineering and construction, there is a lot of ground work to be done while taking up such jobs especially maintaining a good rapport with the locals and the District Administration while aligning to statutory requirements. Sometimes we have to step out of our hi-tech world, become one with the locals and share with them the relevance and importance of infrastructure development in their lives. It is at such moments that one gets the feeling of being truly a part of nation building!"

In JJD's long association with L&T there have many significant 'Eureka' moments. "In one of my earlier projects, a near impossible

last minute requirement from the client for changing the bridge bearing was achieved by convincing the authorities to go for a new type of bearing replacement which till then had never been implemented in any NHAI project." Similarly, he cites, "Another instance was when an underpass was converted into an overpass considering the feasibility of operations and safety issues." Then came an opportunity in the present assignment, which according to JJD really tested the strength of the team, "We had to execute a critical 45 m long ROB girder against a minimum shutdown period of one and half hours per day across a very busy railway line. While on course at work, there was a cyclone and the Railway authorities advised to postpone the task but considering the travails of getting a fresh permit which would take a month's time we went ahead with the task with utmost safety and erected all the 10 girders within 4 days." With most of the work completed across the stretch, JJD eagerly awaits clearance from NHAI to start toll collection.

"My dedication to the organization is largely due to the support of my family," avers JJD. "There's Beula, my wife, who is a home maker and Joshua, my son. During his early days of schooling, the poor boy had to change several schools because of my movement that forced him to learn many languages with my wife nurturing him all along. I believe that really helped him because he has evolved holistically and is now on the verge of completing his engineering degree."



■ Subhendu Ghosh

What has kept Subhendu Ghosh (SG) Deputy General Manager (Civil), KMDA ROB and Flyover Project, Jinzira Bazaar to Batanagar Flyover project and Garden Reach Flyover Project, up-to-date is his perseverance for refining abilities time and again. a trait which he attributes, "It has been facilitated by getting along with the new generation engineers that has enabled many splendid results." Another significant feature, he flags off for achieving project milestones is, "Thorough understanding of the design proposals especially while executing EPC projects for customizing any on-site requirements."

In terms of approaching project execution, SG doesn't really vouch for a standard guideline, "There is always the onus of managing the 'Right of Way' which calls for a calculated plan. The key is to evaluate all the hurdles in the beginning and assess the lead time for clearing the encroachments." he hints with a slight nod. As a project lead, SG believes in empowering his team, "I don't get much into the processes when the results are coming but when there is an issue that keeps nagging and involves multiple stakeholders then there is the need for me to step in and closely monitor the activity as was the case when doing a piling activity across a critical section of the alignment. By roping key members of the team and reviewing the process across a 4 month period we were able to achieve the breakthrough of cast-in-situ pile foundation. And now we are confident of doing such tasks even across even traffic congested and utility based areas." he shares elatedly

Presently SG steers three major road infrastructure projects in Kolkata and has his hands full in meeting the multiple schedules, "KMDA ROB and Flyover is already handed over, Garden Reach has almost reached 90 % of completion while Jinzira Bazaar to Batanagar Flyover is around the midway stage with a lot of coordination works at stake." However he assures, "The benefits of the digitalization drive such as installation of CCTV cameras across stock yards and implementation of a tracking system for equipment have greatly enhanced real time monitoring thereby ensuring overall safety"



SG is grateful for the total support that he gets from his family members and admits, "The grueling project schedule makes work life balance always a challenge and there have been innumerable occasions where I have had to choose work over personal commitments." But he is proud of the fact that his wife – Sharmistha, a home maker, and son – Souporno who is pursuing his engineering stand by his side and has enabled him to devote time for his project pursuits while their family pet a 'Golden Retriever' always ensures that impulsive situations at home is quickly defused.

CHASING CHALLENGES. CREATING OPPORTUNITIES

■ Alok Kumar

Alok Kumar (AK), Cluster Operations Head, DLRO, has been doing what he is best at – 'Chasing Challenges' and 'Creating Opportunities' in a career spanning across two decades in power transmission and distribution projects. He acknowledges that his evolution from a trainee engineer to a projects past master has occurred in phases. "It is only by getting into the thick of action, donning versatile roles that honing of skills takes place and there is a whole lot of it when it comes to project management in L&T especially across transmission line projects which are largely long-span running across remote locations."

Having seen through a tall list of 18 transmission line projects, many of which traversed challenging terrains, AK has his fundamentals spot on, "Ensure timely decisions, conduct regular Corrective Actions and Preventive Actions (CAPA), review costs and make critical resources available to frontline teams." It's all about your team and their work quips AK, "Getting the right people with skills is half the job done."

With a reassuring smile, he says, "But this is the toughest task which every project manager has to do precisely taking into account the past performance of team members during critical phases and be equipped with a handy list of hardcore professionals who can take ownership across the different facets of project execution." He pauses and then exclaims, "By doing this you are bound to get magical results." Citing one of the arduous alignments that ran close to 230 km across the ravines of the Chambal Valley, AK reveals, "We had a stiff target of 15 months and I divided the whole segment into three mini projects headed by competent deputies aligned to the project management guidelines thereby achieving the targets."

As a COH of transmission line business for Delhi Region, AK assumes a larger role of monitoring projects in the Northern and Western parts of India along with talent management, EHS, digitalization and customer relationship building. He is quick to point out project management in the present scenario is undergoing a sea change with digitalization and it is important to keep abreast of the changing technology focusing on maximizing value, managing costs and schedules. With a gleam in his eyes, he asserts, "Though digital technology will open up new vistas in management, the value of project managers will always be there as it is essential for spearheading the business processes."

Typical of an on-site professional's take on work-life balance, AK shares a common refrain "All credit goes to my wife, Savita, for managing the home front and nurturing the children – daughter Prakriti who is in Class X and son Srijan who is in Class IV." He is proud of the fact that his children apart from studies are good in extra-curricular activities with his daughter writing her first novel and his son pursuing skating and swimming. Being together during the rare interludes from work with his family on vacations are what Alok values most.





REWORKING STRATEGIES. OVERCOMING ODDS.

■ A.K.Santhosh

A.K.Santhosh (AKS) Cluster Operations Head (TI)-Chennai Cluster, Transmission Lines, is a man on the move with a mission on hand and a race against time. "We need to complete a 270 km D/C transmission line between Ranchi and Medinipur nine months ahead of the original schedule due to client's requirement." While working out strategies is much easier, reworking them is a harder task quips AKS, "Getting the necessary clearances from the forest department and enhancing mobilization without affecting profitability is my biggest challenge."

Transmission line projects are all about breaking down milestones and meticulously closing in on targets with dedicated teams indicates AKS, "It's very similar to planning a marathon where the runner has to prioritize the phase of acceleration and also keep himself in contention along with the pack which translates into aligning with the customer requirement, adhering to statutory obligations and ensuring cost control." Winning such long span battles is no mean task. "Half the job is done if we have the right kind of men with the ability to go that extra mile and we are fortunate to have many such professionals skilled in raising the bar time and again thereby enabling PT&D set innumerable benchmarks."

However AKS cautions that project overrun always has adverse bearing on the overall outcome of the deliverables especially in a long span project, "Prior to 2010, getting the L2 schedule revised for the erection portion was not possible as its impact on price variation claims was huge but a breakthrough was made at one of the projects with proper documentation highlighting

that the delay was attributable to issues such as local disturbances which was acknowledged by the client. The L2 provision is now availed across major projects which is a big gain for us."

Going forward, AKS sees project management becoming more transparent, "Larger projects with lesser duration will be the order of the day and digitalization will largely manage tasks thereby reducing overheads and increasing productivity and the way such long-span projects are executed will undergo a sea change."

Being a cross-country professional, AKS is happy to settle his family in his hometown as his wife Geetha who is a professor in Kerala Technical University ably guides his two children, son Gokul who is pursuing his B.Tech and daughter Gopika who is in Class VII.



BRINGING A PATRIOTIC FERVOR TO PROJECT EXECUTION

■ Vasudeva Rao Sunkara

I FEEL LIKE A GENERAL LEADING FROM THE FRONT AND WHEN WE ACHIEVE A MILESTONE IT IS A PROUD MOMENT FOR ME AND MY TEAM SEEING THE L&T FLAG FLY HIGH.



Every time Vasudeva Rao Sunkara (SVR), DGM (Mech), HCI IC, takes up a new assignment he goes about executing it with a patriotic fervor, "I feel like a General leading from the front and when we achieve a milestone it is a proud moment for me and my team seeing the L&T flag fly high." And the winning formula is always to plan ahead and strategize. "In any infrastructure project the key challenge lies in identification and diversion of various utilities & traffic management which can be effectively managed by establishing pre-tender tie-ups & approved contractors parallel to the design deliverables."

Drawing from his repertoire of on-field experience, SVR shares a

few valuable tips for making infrastructure project hassle-free such as tracking of critical tasks on a day-to-day basis, having a plan B and C for critical path activities in line to mitigate unforeseen issues at site, ordering of materials with precise technical specifications and making use of non-conventional power sources, innovations & implementation of new techniques.

With regard to his present assignment in Saudi Arabia which is a 10 km at-grade stretch with 4 shallow under ground stations, one deep underground station along with ramps and one depot, SVR says that the challenge was in building and keeping the JV team together as it involved a mix of professionals from different nations and middle level employees with cross-cultural backgrounds. "Shaping the crew through constant monitoring and mentoring to achieve the required milestones while also espousing the company values within the consortium have helped hugely in making progress."

He observes that "With project management becoming more and more dynamic it is important that the larger perspectives of deliverables is understood across various levels of operations as it is likely that today's section in-charges would at some time take up bigger responsibilities tomorrow." And this is a phased out process says SVR, "Beginning with the empowerment of section and location wise in-charges to accomplish the tasks based on the stage wise & execution road maps not only improves their skills but also prepares them to become future project managers."

SVR is blessed with a family which cherishes brand L&T and he acknowledges that his wife Sneha Latha, son Buvan and daughter Janhavi, fully understand his project commitments, "Their stupendous support ensures that I'm still able to perfect work-life balance."

FINDING HARMONY AT WORK & HOME



Subramanyam Itta

Subramanyam Itta, Project Manager, Kochi Metro Rail Project, is a constant seeker of new methods: Always looking at things from fresh perspectives is a great way to achieve results" which has been his mantra all along. "There is always a possibility to scale up even if the tasks are routine and this trait has helped me considerably in achieving many on-field gains, whether it was constructing the Wadi-Abdoun cable stay bridge in Jordan at a height of 45 m from ground, raising a unique balance cantilever structure above the Kathipara flyover in Chennai, developing a scheme for erecting ROB spans using a single crane within a block period of 2 hours, converting 'I' girder spans to 20 m 'U' girder spans thereby saving 60 days, or even improving pier arm casting using top-down formwork scheme in Kochi!"

Competencies are enhanced only by getting out of the comfort zone, vouches Subramanyam, which is what he has been doing all along his career, "Within every challenge there is a great opportunity and for those who are willing to take challenging risks the gains are many. When I was posted at the Tada road project, I was asked to take up the additional responsibility of convincing the villagers near the Katupalli ship yard site to rehabilitate their homes and the onus of constructing new houses for them was also assigned to me. We completed that task in 6 months flat thereby clearing the way for our shipyard project."

As he has progressed in his career, Subramanyam has had to face sterner tests but his ability to put that extra effort has stood him in good stead to overcome odds, "We achieved a national record at Kochi Metro by executing a 13 km viaduct stretch in just 45



months thereby qualifying this project as one of the fastest executed metro jobs in the country." With an air of satisfaction, he looks forward to the future on an optimistic note, "The need-of-the-hour is digitalization of works and to have a team of professionals well versed in project management who can lead from the front, adapt to the changes and deliver favorable results for the organization. With our focused training programmers and knowledge-sharing systems in place, our project managers can definitely evolve as role models for business sectors across the globe."

Subramanyam acknowledges the support of his family in a refreshingly different style, "Family is like music, some high notes, some low notes, but always a beautiful song. Though it has always been hard to stay away from my dear ones, the sharing of the fruits of labour with my wife Deepa and daughters – Shruti who is in class V and Swati who is in UKG is always doubly sweet."

N.S. Sridharan

N.S. Sridharan (NSS), DGM (CIVIL), CMRL UG 03-Balance Works of Underground Stations, has his sights set on becoming a successful 'metro man' for L&T inspired as he is by Dr. E.S. Sreedharan–The Metro Man of India for "shaping the country's new generation transportation infrastructure." And while in his pursuit to give shape to one of the most composite sections of CMRL, he always looks up to his role model 'SNS', "The jumbling of letters of our CEO & MD in my initials gives me the drive to raise the bar and align to our great leader's enthusiasm, commitment and never say die attitude every time I take up a new assignment."

"It's really a privilege to execute a prestigious section of CMRL and the joy of shaping this milestone infrastructure is immense" shares NSS, "As the alignment passed through the heart of the city, risks were always huge and on course there were many unexpected utility issues that had to be deftly handed. Excavation tasks were specially monitored with the line passing predominately through high water table areas and despite the odds the team overcame the complex engineering challenges without any major damages to the existing utility infrastructure." Doing only our scope of work to the best at CMRL was just not enough, we had to go an extra mile exclaims NSS, "We adopted a participative approach towards all stake holders as some of the works of other agencies were overlapping and if delayed would affect our finishing tasks and the overall delivery of the project."

As an aspiring leader, NSS always holds the honing of team skills as his foremost responsibility, "Moulding the skillsets of a team whose average age is around 30 is pivotal in such a fast track project before plunging into action."

And he proudly shares, "The results are there for all to see: we achieved the casting and erection of OTE ducts of AGDMS station within a span of 21 days by using the JIT technique, set a new internal record in CMRL projects by pouring 10, 572 Cu.m of concrete in a single month, completed 8 km of FSC in a span of 3 months and base slab concreting in station boxes with 4 months."

For NSS, "Success is always holistic encompassing both personal and professional fronts" and he is grateful to his wife Kalpana, a post-graduate in Mathematics



ASPIRING TO BE A SUCCESSFUL 'METRO MAN'



and a lecturer prior to marriage for urging him to scale-up his career, "It was her effort in sending my application to this great organization and pushing me to attend the interview that paved the way for my entry into L&T." And once a teacher, you are always good at nurturing children, exclaims NSS, "My two sons Sai Krish and Sai Vishal, are good in their studies and extra-curricular activities and also a great support to my wife during my outstation stints."

Getting into the mould of project management

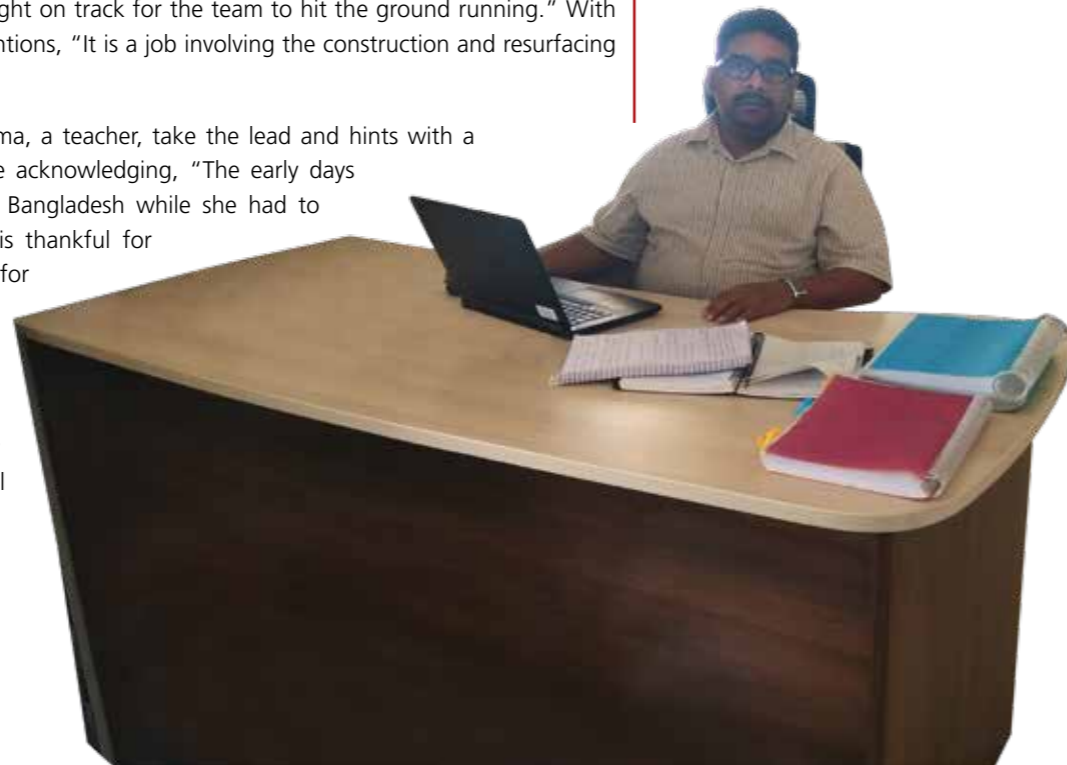
■ Marti Srinath

Marti Srinath (MS), Head - Operations (Metros), - Upgradation works at AFA Hyderabad, has honed his versatile skills in project management across a two-decade-long career with L&T, "For any successful engineering professional it is important to get into the mould of project management as early as possible in one's career which is what I did moving from tendering to planning and site execution that enabled me to understand the overall on-field dynamics."

Commencing his career as a PGET in 1997, MS handled significant WET projects, then moved to the Kolkata zonal office which was followed by the landmark Lafarge Cement and Gangavaram Port projects. The big break according to MS was the 'Mumbai Monorail' where he was involved right from mobilization to execution to leading the final phase of the project. "I was able to carve out a successful career in project management in phases. Largely the challenges I faced while executing this benchmark assignment turned into strengths such as developing expertise in urban infrastructure management, dealing with external environment, networking with a wide range of customers and vendors and finding alternative solutions." Probably this is a one-of-a-kind project that tested the prowess of even seasoned engineering professionals mentions MS, "Launching the Wadala as well as Curry Railway spans that stretched right across critical traffic zones was an engineering marvel accomplished through an innovative approach in consultation with EDRC." Similarly, he recalls the many deliberations over deriving the precise erection scheme, "We had to ensure that the right amount of friction was there on the beam as it defined the riding surface with the guide way beams having a radius stretching from 47 m to infinity."

There are two fundamentals that actually define the success of a project according to MS: "The first thing is to meet the client when the project is at ground zero stage, understand the priorities and try to adopt their requirements initially without getting into the contract. At the same time, it is also important to ensure that the initial mobilization is right on track for the team to hit the ground running." With regard to his present assignment, MS mentions, "It is a job involving the construction and resurfacing of a runway which is progressing well."

On the family front, MS lets his wife Suma, a teacher, take the lead and hints with a wink, "There are no options left!" while acknowledging, "The early days were especially tough as I was away in Bangladesh while she had to nurture my toddler son Sushanth." He is thankful for the support of his parents and wife for grooming his son who is now pursuing engineering and daughter Shravya who is in class VII and proudly shares, "My son is an excellent violin player and we cherish those moments when as a family we get together to listen to his wonderful renditions of Carnatic music."



I WAS ABLE TO CARVE OUT A SUCCESSFUL CAREER IN PROJECT MANAGEMENT IN PHASES AND LARGELY THE CHALLENGES I FACED WHILE EXECUTING THIS BENCHMARK ASSIGNMENT TURNED INTO STRENGTHS

"My persuasive skills has earned me the adage -

Rocket Singh"

■ Pradeepta Das

Pradeepta Das, (PD), Deputy General Manager, (Civil), Underground RCC Structure for Defence projects is known in industry circles for his close rapport with clients that has earned him the adage, 'Rocket Singh' after the popular Bollywood movie 'Rocket Singh : Salesman of the year'. He acknowledges his good fortune of commencing his career as a marketing manager in L&T Formwork which gave him the impetus to work on achieving customer delight. "I was roped into special initiatives and project development for Northern India because of my forte in building customer relationships and client handling. Subsequently, my team was credited with bagging of a couple of prestigious projects for B&F IC," he shares proudly.

Moving over to HCl IC, he continued to be successful in adding new clients, "I was entrusted with defence initiatives and projects, where due to my consistent follow-up, we bagged one of the most prestigious and classified underground projects. As a reward, the management also assigned me to lead this project across three locations because of my close involvement and good coordination with the client."

Business Development is not only about bagging new jobs but also fulfilling clients' on-site expectations avers PD, "At the Suzuki Proving Ground project - Rohtak, there was an issue with regard to sourcing of high-strength cobble stones for the test track which was finalized after extensive surveying in the remote hilly regions of Chittoor and today, this is the standardized material which is used for all test track projects." On another occasion, "We were stuck on how to work out the precision cutting of close to 20,000 lines across the 'Rain Groove Road' and the 'Eureka' moment came when I came across a video of such an equipment being operated in the US which led to its procurement and deployment after thorough scrutiny of the operating procedures."



PD's current role is vastly different from his earlier assignments, "The underground RCC structure projects are all classified in nature spanning across the Northern, North Eastern regions and also covers the Andaman Island. And I'm not supposed to share further details about the work except that the challenge here is mainly with regard to mitigating the varying ground strata ranging from high water tables to clayey to rocky conditions and also very unpredictable weather conditions."

Shortage of time is the sternest reality that every professional faces expresses PD, "Sadly we all just have 24 hours to manage our professional and personal lives. And for someone like me who is closely involved in critical projects there is very little time for the family." However, he attributes, like most L&T-ies, "My wife, Sushma plays the crucial role of bridging the gap and most importantly shares my hard work to both my daughter and son who are in Classes VI and II respectively so that they are inspired seeing their dad's achievements." He is also proud of the fact that like their mother who volunteers for a NGO, his children are also conscious towards lending a helping hand to the needy.



Blending Abilities. Gaining Acumen.



■ Rakesh Kumar Jha

It is the ability to quickly decipher project requirements, bridge gaps when taking up new tasks, seek relevant information and plan for achieving the last milestone at site by chalking out the path to completion which have shaped the many triumphs of Rakesh Kumar Jha (RKJ), Project Head, at the CTP 2 Railway job.

“Over the last few years, I have been stepping into new domains,” highlights RKJ, “And this meant that I had to quickly assimilate the project nuances and often it was a demanding task,” His candor is refreshing: “CTP2 is a 360 Km long stretch of the WDFC project and is full of unexplored challenges. When I landed here, about 18 months ago, I came with hardly any experience of doing an earthen embankment; I was not too familiar with ‘blanket (granular cover) embankment’, doing major bridges and laying of tracks by the sophisticated new generation equipment was new to me. Needless to say, the first few months were extremely challenging and everyday was like a test but over the last one year or so, work processes have been largely streamlined and we now have a definitive completion strategy in place.”

For RKJ raising the performance bar is paramount, “Doing this every time enables the team to learn to think out-of-the-box and the thrill of having achieved something together binds the whole unit together to perform several notches higher.” Citing some of the earlier breakthroughs that have now become regular features at projects, RKJ lists

out: “Alkali Free Accelerator deployed at HEP Bhutan for the first time has made shotcrete works faster and precise while pier shutters implemented at HEP Srinagar is now a benchmark in dam construction projects.”

Amidst the many project milestones, RKJ relates a vivid saga that highlights the importance of quick decision making during a crisis. “In 2006, 14 of my colleagues got trapped in a tunnel due to a landslide at Subansiri HEP with almost 0.5 lac cum of earth closing the entry point. The need of the hour was to provide an access way for oxygen to pass through to ensure the survival of the members and I mustered up the courage to climb over the slope with a few youngsters and led the rescue operation toiling continuously for more than 16 hours to provide the vital lifeline.” Getting a trifle emotional, RKJ says in a mellowed tone, “When I came down the slope, the hug from my project manager is still fresh in my mind.”

Like any man at site, RKJ continues to have challenges in managing work-life balance which he admits, “are unresolvable with hard implications but cannot be disclosed like the top secret files of the Defence Ministry.” His wife Madhuri performs the dual role of a mother and teacher to his two daughters – Kavya and Navya who are in Classes VI and HKG. “They all go to the same school, off course with Madhuri being a social science teacher. Like their mother who is a national level Kho-Kho player having represented India in SAF games, the children are good at extra-curricular activities and are regular members of the school team”



ON FAMILIAR GROUND

■ Shaik Yesdani Ahmed

Shaik Yesdani Ahmed (SYA), Project Director, Nagaur TM Packages -TM01, TM 02 & TM 03, is perfectly at home in the arid regions of Rajasthan, “A familiarity that is thanks to my meticulous efforts towards enabling a vital water life line spanning more than 1500 km across some remote parts of Rajasthan. Of course, doing this for a larger cause has certainly added more value to brand L&T and its infrastructure professionals,” he assures.

Water projects are perhaps the most visible when it comes to seeing the gains, exclaims SYA, “It is a joy to see the hopes of people realized and at times the feeling of having achieved goes beyond the call of duty.” Getting off the blocks is never smooth especially while executing such cross-terrain infrastructure projects. “I have had my share of stumbling blocks but each time I have come out stronger in dealing with locals, building network and in handling the challenges involving various stake holders. The biggest learning,” he points out, “is to see things from an analytical point of view and find solutions when the going gets tough.”

SYA has had an enterprising career at L&T with major stints across EWL workshop, B&F and WET projects. However, he acknowledges, that the last four years have

been very unique as he has spearheaded the execution of a couple of strategic water projects that have in turn enabled the bagging of more major packages. “Rajasthan Rural Water Supply & Fluorosis Mitigation Project at Nagaur is a mega job involving three sections and involves construction of a slew of critical structures and laying of extended networks. As of now, about 70% work has been completed and the team is on schedule to achieve its targets.”

For desert warriors like me, digitalization is a boon, says a happy SYA, “By using state-of-the-art Differential Global Positioning System we were able to quickly finalize the route alignment for the vast network of

transmission mains which otherwise would have been a Herculean task especially in this harsh terrain.” SYA credits the team for drawing up a secure execution plan based on the ground conditions that has facilitated the safe execution of mechanical and civil works.

SYA, like all L&T-ites, acknowledges the support of his family especially his wife Abida Shaik for largely nurturing his two children – son – Abrar Shaik and daughter – Ayesha Shaik, who are stepping into their higher education. “Recalling some of the prized moments spent with my family keeps me in good humour especially during my long desert safaris,” he signs off.





■ **V. Dakshinamurthy**

V. Dakshinamurthy (VDM), Project Manager, Water Supply Facilities to Bommanahalli Zone, has just concluded a sabbatical away from his family. "The last five years at L&T were tough being away from family at projects sites but now they have moved close to my site which is a huge relief," he sighs. "Now, I am able to manage work-life balance much better."

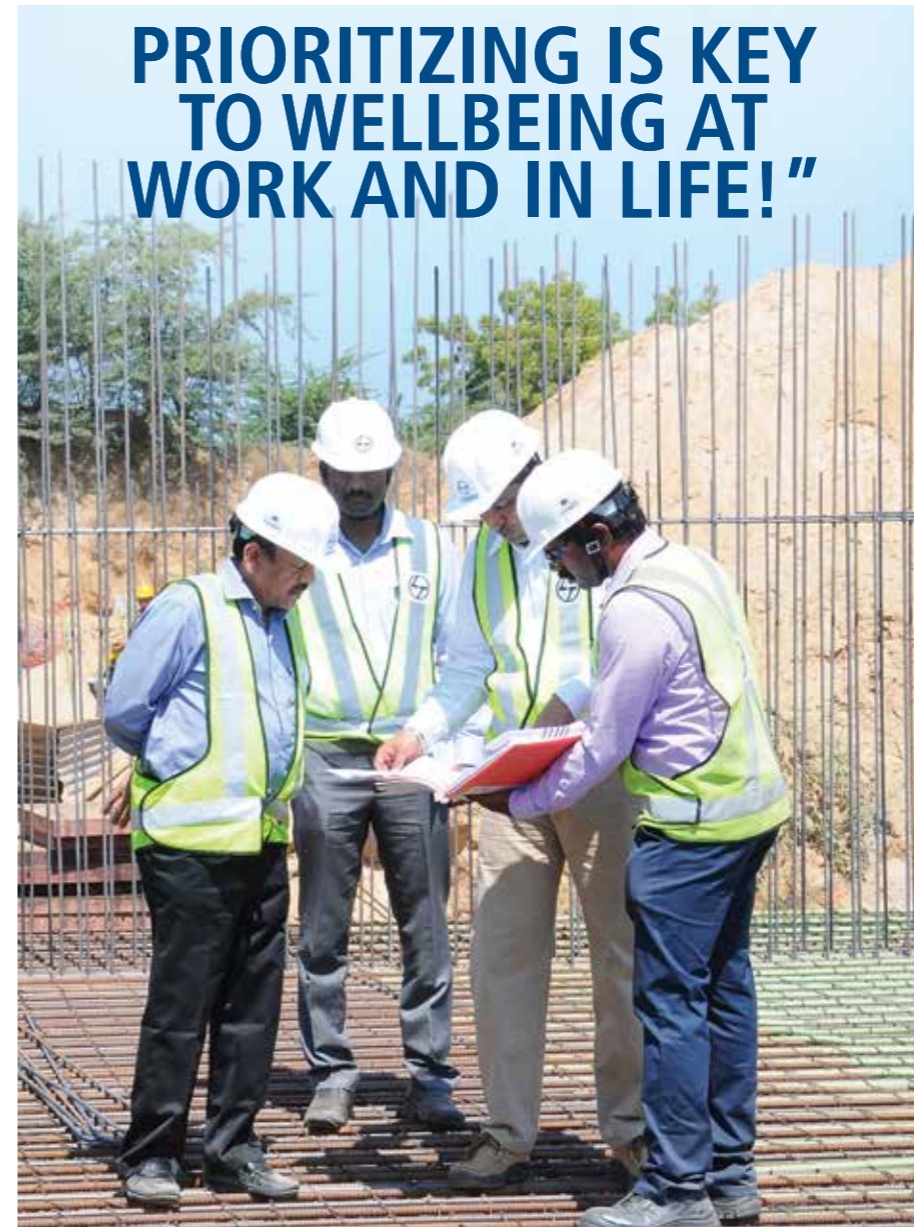
He is, however, thankful to the management for the opportunities that he has got. "Project sites have always been enriching grounds where skills are groomed and professionals seasoned, which is exactly what has happened to me over the last 14 years during which I have had the opportunity to work across diverse water infrastructure projects and have gained invaluable insights both on the technological and project management fronts." Beginning with the Final Effluent Treatment Project at Ankleshwar in 2003, VDM has had an extremely satisfying innings across benchmark projects which include Bisalpur Water supply Project at Rajasthan, NC24 Water Supply Project at Rajula, and Dhanbad Water supply Project.

"My first assignment as a Project Manager was the South 24 Praganas (West Bengal) WTP Project," he recalls fondly. "Situated in a politically sensitive area, we were able to complete the project without cost overrun and better margins to the utmost satisfaction of the customer." It is obvious from the gleam in his eyes that he is eager to share more on his recent exploits, "It was a unique and challenging situation as we had to quickly streamline tasks with a team that was largely new to such type of works within 36 months."

While most of the processes have clearly defined strategies, VDM and his team went a step ahead and initiated a slew of measures when the going was tough, "We conducted a geotechnical survey which returned a higher SBC value than the tests conducted by the client and was approved based on our appropriate justifications. Optimized the WTP design with the help of EDRC and reversed the cash flow of the project from negative to positive by submitting additional billing breakups on logical grounds, procured materials from a secondary steel producer when there was a shortage of steel and decided to use Fe500 reinforcement bars to save on cost and avail the lead time in supply which eventually determined the outcome of the project deliverables."

"It's a nice feeling to share my achievements with my family which includes my mother, wife – Jayanthi, who is a home maker and daughters – Priyadarshni who is in class IX and Sharunethra who is in class IV. After all, home is the best place to return to after a hard day's work," he ends with a smile.

**RELIVING
14 ACTION-
FILLED YEARS
AT SITE**



■ **K. Hariharan**

Achieving good numbers across projects has been a wonderful quality of K. Hariharan (KH), Project Manager, Nellore UGDS, "After all," he says in all seriousness, "our only objective is to improve margins and if you keep raising the bar, our efforts will translate into gains!" A very simple but effect mantra that he has followed all through his tenure at L&T. "CWSS to Vellore was a mega package where the timely decision of re-routing a key section of the alignment in Package III ensured momentum across three packages while, at GBWSSB, the contract value was increased taking into consideration the extended period for construction of MS feeders, W5c package and at MRPL Phase II - RWR & RWTP, RWSS to Maddur town and UFW projects, meticulous planning ensured an increase in margins.

It's not always been a straight forward number game reveals KH, "There are times when even a little bit of value addition helps in enhancing productivity as was the case when a fly ash brick factory was established inside one of the sites to mitigate the market shortage and keep to the schedules." Prioritizing is key to well-being both in life and work at large, "A project manager must know his priorities well and should be in a position to knock out

tasks based on the timelines: balancing work and life becomes very easy then. Of course, there will be times when we may have to step aside and retrospect on the importance of the activity and then redefine the path."

Typical of a projects man, KH mentions that identifying the right customer and doing the risk analysis before taking up a job is vital to overcome on-ground challenges, "In my present assignment, we convinced the client to opt for 5 STPs with 3 pumping stations against the original plan of 9 STPs due to the non-availability of land and variance in topographical survey which has positioned us ahead in milestone scheduling activity having already completed 200 km against a total alignment of 427 km."

His wife Mathangi Hariharan, with a Masters Degree in Commerce, accompanies him across sites. KH shares with a contended smile, "An accomplished musician, she brings a soothing influence that refreshes me to take up further challenges at work!"





The joy of a 'water man'!

■ Sunil Kumar Singh

What thrills Sunil Kumar Singh (SKS), In-charge, Special Initiative (North) for WSD BU most is "Seeing smiles on the faces of people when drinking water reaches their homes for the first time. It is really something special!" But if there is adulation and gratitude on one side, he is fully aware there is always a flip side to matters especially since most of these projects run through rural areas. "Many a time you are faced with issues that have no bearing on the project, It's critical that we don't ignore such incidents," he cautions, "but give them due attention and solve them at the earliest."

A long time water professional, SKS spells out some of the usual bottle necks faced across water projects, "Change in scope of work is quite frequent across long span projects. It is very important for the project manager to quickly assess the changes in requirements based on the budget and deadlines and communicate openly with the stakeholders. Networking plays a key role," he adds. "A skilled project manager should always encourage feedback at every step by involving the various stakeholders thereby ensuring clarity of works to achieve the milestones."

There are three vital parameters that SKS looks for before diving into a new project. "I look at the project location, key stakeholders and, most importantly, my own team. At times, you may have an excellent team which ensures that you will have more time to focus on client management but mostly all strategies at site are solely dependent on these three key factors." He honestly admits that value addition doesn't happen suddenly and of their own accord, "I do believe that 'Eureka' moments are created across multiple applications and an effective project manager has to be versatile enough to learn from past mistakes, both big and small, and astutely apply agile project management techniques."

SKS advocates a practical approach to achieving work-life balance, "There's nothing sustainable about working long hours as nobody performs outstanding work in a burnout mode and quality time spent with my wife and two daughters who are in classes VII and XI respectively at some point of time during the course of the year gives me the much needed thrust to face the many on-field challenges."



praise

PRAISE IS A CORPORATE INITIATIVE THAT RECOGNIZES ACHIEVEMENTS, INITIATIVES AND SIGNIFICANT CONTRIBUTIONS BY EMPLOYEES. THE AWARDS WERE PRESENTED TO THE EMPLOYEES AT THEIR RESPECTIVE LOCATIONS.



Mr. Aambokar Siddhivinayak Dattaram, Jr. Foreman-EHS, NESCO Project, B&F IC



Mr. Aditya Kumar, Chargehand (P&M), NESCO Project, B&F IC



Mr. Agahav Arun Ramrao, Asst. Officer (Stores), NESCO Project, B&F IC



Mr. Aloysius Navamani A, Sr. Engineer (Civil), NESCO Project, B&F IC



Mr. Amardeep Keer, Graduate Commercial Trainee, NESCO Project, B&F IC



Mr. Beemineni Adisheshaiah, Junior Foreman (Civil), NESCO Project, B&F IC



Mr. Bineesh PV, Sr. Engineer (Civil), NESCO Project, B&F IC



Mr. Deo Mandar Ramakant, Construction Manager (Civil), NESCO Project, B&F IC



Mr. Dipak Hazarika, Sr.Engineer (Civil), NESCO Project, B&F IC



Mr. Diptendu Bikash Mitra, Construction Manager (Civil), NESCO Project, B&F IC



Mr. Goutam Neogi, General Foreman (Survey), NESCO Project, B&F IC



Mr. Saravana Kumar G, Sr.Engineer (Civil), NESCO Project, B&F IC



Mr. Satam Vikas Yeshwant, Sr.Construction Manager (Civil), NESCO Project, B&F IC



Mr. Shiv Kumar Srivastava, Manager (P&M), NESCO Project, B&F IC



Mr. Hejmadi Supret Sesu, Manager (Accounts), NESCO Project, B&F IC



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Mr. Sunil Kumar Kharga, Construction Manager (Civil), NESCO Project, B&F IC



Mr. Monappa Sutar, Supervisor (Qa/Qc), NESCO Project, B&F IC



Mr. Mute Dipak Janbaji, Asst. Construction Manager (Civil), NESCO Project, B&F IC



Mr. Nagmote Pravin Ramchandra, Construction Manager (Civil), NESCO Project, B&F IC



Mr. Ule Mandar Anil, Accounts Supervisor, NESCO Project, B&F IC



Mr. Deshpande Vinit Vitthalrao, Asst. Manager (Civil), NESCO Project, B&F IC



Mr. Paulraj D, Engineer (Civil), NESCO Project, B&F IC



Mr. Neeraj Kumar Baranwal, Engineer (QA/QC), NESCO Project, B&F IC



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Mr. Pankaj Kumar, Asst.Manager (QA/QC), CIDCO/Railway works, B&F IC



Mr. Devendra Kumar, Manager (P&M), B&F IC



Mr. S R Pradeep, Sr.Engineer (P&M), B&F IC



Mr. Bore Santosh Shantaram, Manager (EHS), B&F IC



Mr. G Elumalai, General Foreman (Civil), B&F IC



Mr. S Saravana Perumal, General Foreman-carp, BSCC Formwork, B&F IC



Mr. S Saravana Perumal, General Foreman-carp, BSCC Formwork B&F IC



Mr. R Muthuraman, Cluster Accounts & Admin. Manager, B&F IC



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Mr. Ashim Dey, Sr. Manager (Indirect Taxes), Kolkata MMH



Mr. Bibhuti Bhusan Moharana, Operator, CHP Lalitpur MMH



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Mr. Sasanam Paluguna Rao, Engineer (Mech), Ril Jamnagar MMH



Mr. Bikash Dutta, Engineer (Elec), HZL-SK Mines, Dariba MMH



Mr. Ashes Mukherjee, Junior Foreman (Civil), HZL-SK Mines, Dariba MMH



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Mr. Md Amin Khan, Engineer (Ehs) KBL Yard, Rourkela MMH



Mr. Bhosale Kakasaheb Ramnath, (Mechanic), HZL-SK Mines, Dariba MMH



Mr. Dharmendra Kumar Paswan, Junior Foreman (Civil), DCPL, Dolvi MMH



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Mr. Niteesh Chandra Mishra, Sr. Design Engineer (Elec) EDRC, Kolkata MMH



Mr. Avijit Ghosh, Engineering Manager (Civil) EDRC, Kolkata MMH



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Mr. Suddhasattwa D E, Engineer (Civil) from Bhatpara Sewer Network & Waste Water Treatment Site, Kolkata WET IC



Mr. Subrata Santra, Surveyor from DWSP Site, Kolkata WET IC



Mr. Babuprasath S, Engineer (Elec.) from Erection and Services for PWS-2, Sagardighi Site, Kolkata WET IC



Mr. Rama Krishna Nelluri, Assistant Manager (Elec.) from RDA-PKG-II Development Works of Kamal Vihar Site, Hyderabad WET IC



Mr. Sambasiva Murthy G, Sr. Engineer (Civil) from NRDA Phase-II A Site, Hyderabad WET IC



Mr. Dinesh Kumar Agarwal, Asst. Construction Manager (Mech.) from Dahod Water Supply Scheme Site, Ahmedabad WET IC



Mr. Parekh Bhavikbhai Mukundprasad, Asst. Construction Manager (Elec.) from Sauni L2P4 Site, Ahmedabad WET IC



Mr. Parmar Amitkumar Jayrambhai, Asst. Construction Manager (Civil) from Porbandar UGD Site, Ahmedabad WET IC



Mr. Srinivasarao C, Assistant Manager (Accounts) from O&M East and West Godavari Site, Hyderabad WET IC



Mr. Mohan Das, Construction Manager (Mech.) from O&M for Sri Sathya Sai Water Supply Anantapur Site, Hyderabad WET IC



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Mr. Sodha Vijaysinh Balvantsinh, Engineer (Mech.) from SSNNL-SBC PS 4-5 Site, Ahmedabad WET IC



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Mr. Gareja Kishorkumar Hajabhai, Supervisor (Stores) from Porbandar UGD Site, Ahmedabad WET IC



Mr. Vipparti Srinivasa Rao, Manager (Civil) from SSNNL-SBC PS 4-5 Site, Ahmedabad WET IC



Mr. Vipparthi Srinivasa Rao, Manager (Civil) from SSNNL-SBC PS 4-5 Site, Ahmedabad.

Mr. Saravanakumar P, Asst. Construction Manager (Civil) from SSNNL-SBC PS 4-5 Site, Ahmedabad.

Mr. Patel Dipeshkumar Kiritbhai, Sr. Engineer (Civil) from SSNNL-SBC PS 4-5 Site, Ahmedabad.



Mr. Venkatesh A, Engineer (Civil) from 15 Nos LIS in Cluster XV @ Bolngir Subrnapur Boudh Site, Bhubaneswar WET IC



Mr. Vijayakumar M, Sr. Engineer (Mech.) from 9 Nos LIS in Cluster-VI in Cuttack Dist. Site, Bhubaneswar WET IC



Ms. Sovana Shroff, Assistant Manager (Civil) from Bhubaneswar Cluster WET IC



Mr. Elenchzhian K, Assistant Manager - QA/QC (Mech.) from Bhubaneswar Cluster



Mr. Anirban Barick, Sr. Engineer (Mech.) from Bhubaneswar Cluster WET IC



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Mr. Maniarasan C, Asst. Manager P&M, Kanchi Yard, L&T GeoStructure



Mr. Deepak Kumar R, Asst. Manager P&M, Kanchi Yard, L&T GeoStructure



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Mr. Podikunju Daniel, Sr. Foreman P&M, Kanchi Yard, L&T GeoStructure



Mr. Navis Princely M, Sr. Engineer P&M, Kanchi Yard, L&T GeoStructure



Mr. Tara Singh Khatri, Sr. Technician, Kanchi Yard, L&T GeoStructure



Mr. Rahul Kumar, Sr. Engineer (Civil) from 15 Nos LIS in Cluster XV @ Bolngir Subrnapur Boudh Site, Bhubaneswar WET IC



Mr. Satyaki Mondal, Engineer (Civil) from 13 Nos LIS in Cluster XIV @ Kalahandi and Bolangir Site, Bhubaneswar WET IC



Mr. Antony Kolenchery George, Technician - Special Equipment, Kanchi Yard, L&T GeoStructure



Mr. Devandiran E, Technician - Special Equipment, Kanchi Yard, L&T GeoStructure

161 team members of the
Unnao-Lucknow Expressway project
along with **7** engineers from

EDRC-HQ Chennai, were commended by the senior management for the stupendous efforts put in towards completion of the project in a record time of **23 months** against the contractual schedule of 36 months.



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Celebrating Long Service

L&T Construction has had a rich tradition of employee longevity. The Company has been built on the strength of long associations that have been regularly recognized and rewarded.

This year too, the Long Service Awards were presented at functions held in several locations. The Awards reflect the deep bond that employees share with the Company and presents wonderful examples of the triumph of dedication, commitment and character.



Mr. John Rajkumar P, Head, Special Initiatives receives his award from Mr. K V Praveen, Executive Vice President & Head, RR&EC SBG



Mr. Sharma Alok C, Head EHS, Railway (Common) receives his award from Mr. K V Praveen



Mr. Rajan SN, Sr. DGM (Operations), Hq - Chennai receives his award from Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure



Mr. Ganesan V J, Sr. Manager (Ir), 3 X 660 MW Nabinagar Stpp receives his award from Mr. S. Kanappan



Mr. Davinder Singh, Head P&M (TIIC), Railway SBG receives his award from Mr. K V Praveen



Mr. S John Edward Raj, DGM (P&M), receives his award from Mr. D K Sen, Whole-Time Director & Sr. Executive Vice President (Infrastructure)



Mr. Madhav P Deshpande, Head - Initiative (Affordable & Mass Housing), receives his award from Mr. M V Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals & Metals)



Mr. R. Rajagopalan, Sr. Manager (Accounts), Oman receives his award from Mr. D K Sen



Mr. Veeramani N S, Sr. Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. Sheth B N, Head - Procurement & Cost Control, receives his award from M V Satish



Mr. Ramchandra Venkataraman Hegde, Manager (P&M), receives his award from Mr. M V Satish



Mr. Devasish Ghosh, Head-Special Initiatives (East), Water Supply & Distribution BU, (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel, Senior Vice President & Head (Water, Smart World & Communication)



Mr. Dakshinamurthy S, Segment Head (South & East), Large Water Business, (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. Ravikumar R, Sr. Manager (Execution), UJV For Polavaram Works receives his award from Mr. S. Kanappan



Mr. Sidharthan C, Sr. Manager (Execution), CMRL receives his award from Mr. S. Kanappan

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Mr. Chandrasekaran N, Manager (Execution), IOCL LNG Terminal Works receives his award from Mr. S. Kanappan



Mr. Abhiram Bhandari, Foreman (Mech.), 3 X 660 MW Nabinagar STPP, receives his award from Mr. S. Kanappan



Mr. Christ Anandan, General Foreman-Carp, receives his award from Mr. Niranjan Simha, Executive Vice President & Head - RB&F SBG, B&F IC



Mr. Saxena SK, Project Manager (Civil), WDFCC CTP-1 2 Railway receives his award from Mr. K V Praveen



Mr. Baneswar Thakurata, DGM (P&M), Kolkatta Cluster - R&R BU receives his award from Mr. K V Praveen



Mr. Santosh Kumar Jha, Head Information Systems receives his award from Mr. K V Praveen



Mr. Balchandra S Malave, General Foreman-Carp, receives his award from Mr. Niranjan Simha



Mr. M D Surendran, General Foreman - Slipform, receives his award from Mr. G R Ranganath, Chief Executive - L&T (Oman) LLC



Mr. Jayanta Kumar Nandi, Head - Mineral Processing & Beneficiation, EDRC-Kolkata, MMH, receives his award from Mr. Anupam Kumar, VP & Head - MMH SBG



Mr. Vishnu Parasad Shukla, Superintendent (QMCC), Sambalpur Rourkela Road Project receives his award from Mr. K V Praveen



Mr. Arun Kumar Nath, Manager (Systems), Ahmedabad Cluster receives his award from Mr. K V Praveen



Ms. Jhulan Dey, Executive (Administration), Kolkata receives her award from Mr. A. K. Ghosh, Regional Manager, Kolkata Region



Mr. Abhijit Ghosh, JGM - Designs (Civil), EDRC-Kolkata, MMH, receives his award from Mr. Anupam Kumar



Ms. Kaberi Maity, Asst. Manager, EDRC-Kolkata, MMH, receives her award from Mr. Barudev Lahiri, Head - EDRC, MMH



Mr. T. Balakrishnan, Sr. Construction Manager (Civil), HMEL-CHP-Bhatinda MMH, receives his award from Mr. Prabir Kumar Pal, Project Director - BMH BU, MMH



Ms. Shampa Dasgupta, Executive Secretary, HQ-Kolkata MMH, receives her award from Mr. Sabyasachi Sarkar, Head - Supply Chain Management, MMH



Mr. Ashok N, Sr. Construction Manager (Civil), DCPL, Dolvi MMH, receives his award from Mr. YS Srikanth, Head-Operations (M&M BU), MMH



Mr. Powlesh Changa, Crane Operator - P&M, CHP-Chhabra MMH, receives his award from Mr. J Suresh, Project Director - BMH BU, MMH



Mr. Nainamalai P, Cluster Head, Waste Water BU, (Water & Effluent Treatment IC) receives his award from Mr. K Asok Kumar, Executive Vice President & Head (Water & Effluent Treatment)



Mr. Shaji AA, BU Head, South receives his award from Mr. K V Praveen





Mr. G Ramasubbu, Cluster Project Manager, receives his award from **Mr. S N Subrahmanyam**, Chief Executive Officer & Managing Director



Mr. K Arrunahchalam, Sr. Construction Manager (Civil), receives his award from **Mr. D K Sen**



Mr. Kumaran M, JGM & Head (Engineering), Hq Chennai receives his award from **Mr. S. Kanappan**



Mr. Jeyson Samuel J, Head-Ers, Deep Shafts & Piling, Hq Chennai, receives his award from **Mr. S. Kanappan**



Mr. Venkata Srinivas Gullapalli, Head - Contracts (Residential) - B&F IC, receives his award from **Mr. Niranjan Simha**



Mr. V Rajendran, General Foreman (Mech.), receives his award from **Mr. D K Sen**



Mr. S. Baskaran, DGM (Mech), Oman receives his award from **Mr. D K Sen**



Mr. Vijaysinh Chandrasinh G, Manager (Procurement) (PT&D IC), UAE receives his award from **Mr. T Madhava Das**, EVP & Head - PT&D IC



Mr. Jagannathan Ramesh, Sr. Manager (Systems), Hq Chennai, receives his award from **Mr. S. Kanappan**



Mr. Vaidyanathan G, Manager (Administration), Hq Chennai, receives his award from **Mr. S. Kanappan**



Mr. Sudheer Joshi, Project Manager (Civil) - B&F IC, receives his award from **Mr. Niranjan Simha**



Mr. S. Asokan, Sr. Manager - Systems, Oman receives his award from **Mr. D K Sen**



Mr. Kumaresan D, Project Manager, (Water & Effluent Treatment IC) receives his award from **Mr. S. Rajavel**



Ms. Raji V S, Chief Engineering Manager, (Water & Effluent Treatment IC) receives her award from **Mr. S. Rajavel**



Mr. Sajit E P, Head-Water Supply & Distribution BU, (Water & Effluent Treatment IC) receives his award from **Mr. S. Rajavel**



Mr. Ashok Kumar A, Sr. Manager (Mechanical) - B&F IC, receives his award from **Mr. Niranjan Simha**



Mr. Varghese TV, Foreman (P&M) - B&F IC, receives his award from **Mr. Niranjan Simha**



Mr. Raju Varghese P, Tower Crane Operator (B&F IC), receives his award from **Mr. Niranjan Simha**



Mr. Yadav Vijay Madhukar, Foreman (P&M) - B&F IC, receives his award from **Mr. Niranjan Simha**



Mr. Debabrata Sarkar, Sr. Construction Manager (Mech.), receives his award from **Mr. Navneet Kaul**, Head - Residential (North), B&F IC



Mr. R Karthikeyan, Sr. Manager - EHS, receives his award from **Mr. L Ramakrishnan**, Head - Operations (North), B&F IC



Mr. Adhitha Kumar, Chief Engineering Manager (Civil), receives his award from **Mr. G R Ranganath**



Mr. Ashokekumar Bera, Sr. Construction Manager (Mech.), CHP-Lingaraj, MMH receives his award from **Mr. Uday Mitra**



Mr. Pradeep Kumar, General Foreman (P&M), CHP-Chhabra, MMH receives his award from **Mr. Uday Mitra**



Mr. Krishnendu Dutta, Sr. Construction Manager (Mech), Bokaro Slab Caster, MMH, receives his award from **Mr. T. v. VP & Head - M&M BU, MMH**



Mr. S Vijayabalan, Construction Manager (Civil), receives his award from **Mr. M. Padmanabha Rao**, BU Head - Public Space (B&F IC)



Mr. Tanmoy Biswas, Chief Engineering Manager (Civil), EDRC- Kolkata, MMH, receives his award from **Mr. Barundev Lahiri**



Ms. Indira Chatterjee, Asst. Manager (Administration), EDRC- Kolkata, MMH, receives her award from **Mr. Barundev Lahiri**



Mr. R. Concheepuram Ramesh, Construction Manager (Mech), RSP-HSM, Rourkela, MMH, receives his award from **Mr. T. Kumaresan**



Mr. Murugananthan BSK, Project Manager, CHP, Khandwa, MMH, receives his award from **Mr. Ajoy Bhattacharyya**, Head - Operations (BMH BU), MMH



Mr. Sutti Mahesh Michael, Assistant Foreman - (P&M), HMEL-CHP Bhatinda MMH, receives his award from **Mr. Prabir Kumar Pal**



Mr. Samiron Mukherjee, Sr. Manager (Materials), HQ-Kolkata MMH, receives his award from **Mr. Sabyasachi Sarkar**



Mr. Shijumon NP, Manager (P&M), HQ-Kolkata MMH, receives his award from **Mr. Uday Mitra**, VP & Head - BMH BU, MMH



Mr. Akella V Suryaprakash, Manager (Materials), (Water & Effluent Treatment IC) receives his award from **Mr. K Asok Kumar**



Mr. Bairagi Kondapalli, Chief Engineering Manager (Civil), (Water & Effluent Treatment IC) receives his award from **Mr. K Asok Kumar**



Mr. Balasubramani N, Assistant Manager (Materials), (Water & Effluent Treatment IC) receives his award from **Mr. K Asok Kumar**



Mr. Basavaraj, Chief Engineering Manager, (Water & Effluent Treatment IC) receives his award from **Mr. K Asok Kumar**

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Mr. Chandraeaswaran S, Segment Head (Central), WS&D BU, (Water & Effluent Treatment IC) receives his award from Mr. K Asok Kumar



Mr. Chintalapaty V K Mahadev, Chief Engineering Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. K Asok Kumar



Mr. Murali R, General Foreman (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. K Asok Kumar



Mr. Srikrishnan S, Manager (Administration), (Water & Effluent Treatment IC) receives his award from Mr. K Asok Kumar



Mr. Bhogi Ram, Sr. Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. K Masilamani, Head-Industrial Water Systems BU (Water & Effluent Treatment IC)



Mr. Baiju D, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. E. P. Sajit, Head-Water Supply & Distribution BU (Water & Effluent Treatment IC)

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Mr. Gnanasekaran V, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. E. P. Sajit



Mr. Ashish Gupta, Head - Project Control, Western DFCC - EMP4, receives his award from Mr. Sharma Alok C, Head EHS, Railway SBG and Mr. Shaji AA, BU Head, South



Mr. Shaik Yesdani Ahmed, DGM (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. Manoj Kumar Mishra, Cluster Head (WS&D BU) (Water & Effluent Treatment IC)



Mr. Karthikeyan S, Sr. Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. Manoj Kumar Mishra



Mr. Sundararajan D, Sr. Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. P. Sivakumar, Segment Head (Madhya Pradesh), Large Water Business (Water & Effluent Treatment IC)



Mr. Sadasivam V, JGM - EDRC & Tech, RR&EC SBG, Chennai receives his award from Mr. K V Praveen



Mr. Md. Althaf Hussain N, Sr. Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. E. P. Sajit



Mr. Mahadevan P, Manager (Civil)-QA/QC, (Water & Effluent Treatment IC) receives his award from Mr. S. Giridharan, Segment Head (South), WS&D BU (Water & Effluent Treatment IC)



Mr. Balasubramanian V, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. S. Giridharan



Mr. Ajaya kumar Nayak, Sr. Manager (MINES), Sambalpur Rourkela Road Project receives his award from Mr. Sanjay Sharma, Project Director, CTP-14 and Mr. Puneet Arora, Head, Railway Systems BU



Mr. Santosh John Punamoottill M, Construction Manager (Civil), Dholera SIR - Road and Other Infra Works receives his award from Mr. Sanjay Sharma



Mr. Pore Siddhanath Shivdas, Manager (Acct. & Admin.), Raipur Bilaspur Road Project-Pkg-II receives his award from Mr. Sanjay Sharma

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Mr. Mohan Kumar V, Asst. Manager (Stores), Chennai Cluster receives his award from **Mr. Sanjay Sharma**



Mr. Shah Ashish Hasmukhlal, Sr. Executive Secretary, Ahmedabad Cluster receives his award from **Mr. Sanjay Sharma**



Mr. Krishna Kumar K, Manager-Human Resources, (Water & Effluent Treatment IC) receives his award from **Mr. S. Rajavel**



Ms. Ratna Mishra, Manager (Human Resources), Hq Chennai, receives her award from **Mr. S. Kanappan**



Mr. Jose KG, Foreman (Civil), Kanchipuram, receives his award from **Mr. S. Kanappan**



Mr. Arjunan V, Foreman (Mech.), Guntakal - Raichur Railway Electrification Project award from **Mr. John Rajkumar P**, Head - Special Initiative, Railway SBG



Mr. Ram Naresh Mishra, Foreman - Mines, Rewa Katni Jabalpur Road Project receives his award from **Mr. Sanjay Sharma**



Mr. Pradeep Kumar, Supervisor (Elec. & Maint.), Jinzira Bazaar to Batanagar Flyover Project receives his award from **Mr. Davinder Singh**, Head (P&M), **Mr. Shaji AA**, BU Head, South



Mr. Amar Jeet Singh, Construction Manager (Elec) - B&F IC, receives his award from **Mr. Niranjana Simha**



Mr. Babu Mathratan, Manager (Accounts) - B&F IC, receives his award from **Mr. Niranjana Simha**



Mr. Himansu Bhusan Baral, Deputy General Manager (HVAC), receives his award from **Mr. G R Ranganath**



Mr. Phylwan Raju, Asst. Supervisor (Civil), Guntakal - Raichur Railway Electrification Project receives his award from **Mr. Shaji AA** - BU Head, South



Mr. Shaik Nagulameeravali, Asst. Foreman (Mech), MH-KNT Border to Sangareddy Road Project receives his award from **Mr. Shaji A A**



Mr. M. Karunakaran, Asst. Manager (Administration), Bangalore receives his award from **Mr. CA Venkatesh**, Regional Manager, Bangalore Region



Mr. Paramjeet Singh, General Foreman-Carp, receives his award from **Mr. Anshu Gupta**, JGM & Head - Special Initiatives (North), B&F IC



Mr. Brij Raj Singh, General Foreman-Carpentry, receives his award from **Mr. Navneet Kaul**



Mr. Jairam Singh, Foreman - Carpentry, receives his award from **Mr. L Ramakrishnan**, Head - Operations (North), B&F IC



Mr. R. Elayaraja, Manager (P&M), Oman receives his award from **Mr. D K Sen**



Mr. Ravi N, Manager (Civil), (Water & Effluent Treatment IC) receives his award from **Mr. S. Rajavel**



Mr. Sunit Das, Construction Manager (Mech), DCPL-Dhamra, MMH, receives his award from **Mr. Uday Mitra**

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Mr. Sujoy Kumar Dey, Sr. Engineering Manager (Mech), EDRC- Kolkata, MMH, receives his award from Mr. Barundev Lahiri



Mr. Ingale Hemant Baliram, Construction Manager (Mech), CHP-Khandwa, MMH, receives his award from Mr. Ajoy Bhattacharyya



Mr. Pradeep Kumar Das, Manager (Industrial Relations), Bhilai Steel Plant BF8 MMH, receives his award from Mr. YS Srikanth



Mr. Venkatesan S, Construction Manager (Civil), MH-KNT Border to Sangareddy Road Project receives his award from Mr. John Rajkumar P



Mr. Rajendra Pratap Singh, Construction Manager (Civil), Rewa Katni Jabalpur Road Project receives his award from Mr. Sharma Alok C



Mr. Rajkishore Pattanayak, Manager (QMCC), Sambalpur Rourkela Road Project receives his award from Mr. Sharma Alok C



Mr. Bhatta Giridhar, Manager (Accounts), HMEL-CHP, Bhatinda, MMH receives his award from Mr. Prabir Kumar Pal



Mr. Jagaveerapandian P, Business Development Manager, (Water & Effluent Treatment IC) receives his from Mr. K Asok Kumar



Mr. Manikandan S, Assistant Manager (Commercial), (Water & Effluent Treatment IC) receives his award from Mr. K Masilamani



Mr. Jatindra Singh, Manager (Mech), Western Dedicated Freight Corridor (CTP-1 & 2) receives his award from Mr. Sharma Alok C



Mr. Sudhakar R, Construction Manager (Civil), MH-KNT Border to Sangareddy Road Project receives his award from Mr. Sharma Alok C



Mr. Somenath Mukherjee, Asst. Manager (Industrial Relations), Kolkata receives his award from Mr. A.K. Ghosh



Mr. Narayanasamy B, Manager (Accounts), (Water & Effluent Treatment IC) receives his award from Mr. K Masilamani



Mr. Srinivasan N, Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. C. H. Chandrasekhar, Segment Head (South), Waste Water BU (Water & Effluent Treatment IC)



Mr. Kumarswamy C, General Foreman (Mines), (Water & Effluent Treatment IC) receives his award from Mr. C. H. Chandrasekhar



Mr. Satya Kumar Vuppala, Head - Proposal, Railway SBG receive his award from Mr. John Rajkumar P



Mr. K. P. Santhosh, Manager (Accounts) (PT&D) (IC), receives his award from Mr. G. R. Ranganath



Mr. Ajay Rai, Construction Manager (Civil), Unnao Lucknow Expressway receives his award from Mr. John Rajkumar P



Mr. Dinesh Kharbanda, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. P. Sivakumar, Segment Head (Madhya Pradesh), Large Water Business (Water & Effluent Treatment IC).



Mr. Puran Kumar, Head - Contract & Claim Mgmt., RR&EC SBG receive his award from Mr. Sanjay Sharma



Mr. Parikh Chintankumar Anilkumar, DGM - Construction, CTP-3R, RR&EC SBG receive his award from Mr. Shaji A A



Mr. Umesh Chandra Panda, Construction Manager (Civil), Delhi Cluster, RR&EC SBG receives his award from Mr. John Rajkumar P



Mr. Anil Kumar Sachan, Construction Manager (Civil), Rewa Katni Jabalpur Road Project receives his award from Mr. John Rajkumar P



Mr. Krishan Kumar Sharma, Construction Manager (Civil), Sambalpur Rourkela Road Project receives his award from Mr. John Rajkumar P

Buildings and Factories IC



In-house program on ACE, JCR, Costing & EIP New Planning Module
04 - 06 May, 2017 at B&F IC-KK-RO
V. Swaminathan & P. Senthikumar



Participants of the training programme on Costing & EIP New Planning Module held at B&F over May 04th to 06th, 2017



Participants of the training programme on Batching Plant by Schwing Stetter held at Valsad over May 16th to 17th, 2017

April

Advanced MS Excel at Mumbai during Apr 3-4, 2017; Participants: 07; Faculty (Ext): Mr. Vishal Shah from M/S Microsoft Certification

IOSH - UK 'Managing Safely' Certificate program - Module 1 to 4 (Exclusively for Project Managers) at Kolkata Cluster from Apr 04th to 05th, 2017; Participants: 12; Faculty (Int.): M Kamarajan

P&M - OEM training for DETs of 2015 batch at Manitowac Potain factory and Schwing Stetter factory during Apr 4-8, 2017; Faculty (Ext.)

Team Building & Stress Management at CNCL during 11th & 12th April, 2017: Participants: 10; Faculty Coordinator (Int.): Mr. T K Premkumar

EHSM Procedures at HMRP on April 15, 2017; Participants: 16; Faculty (Int.): Mr. Appireddy Srinivasareddy

Awareness on New GST on Apr 17, 2017; Participants 32; Faculty (Int) Mr. P R Subramanian and Mr.P D More

Negotiation Skills for procurement staff at Chennai, HQ during Apr 19-20, 2017; Participants: 18; Faculty (ext.): Mr. Arvind Chandhoke

Swagat- Orientation for New Joinees at Delhi from 20th-21st April'2017 and 30th June-01st July'2017 ; Participants: 21; Faculty(Int.): Several

Basic Development Program for P&M In-charges at Chennai, HQ during April 20-21, 2017; participants:14; Faculty (Int.): Mr. T K Prem Kumar

Certification Course on Data Centre Profession at Bangalore from 20th - 21st April, 2017; Participants NO: 3; Faculty (Ext) : Mr. Siddharth Jain

REVIT Training at Mumbai on April 25, 2017; Participants 31; Faculty(Ext): Mr. Prashant Nagrale from M/S GenInfo

L&T Code of Conduct Awareness Programme (for O-1 & below) at Kolkata Cluster office on Apr 25th 2017; Participants: 21; Faculty (Int.): G. Govindaradjou

Team Building & Stress Management at CNCL during 25th & 26th April, 2017: Participants: 9; Faculty Coordinator (Int.): Mr. T K Premkumar

L&T Code of Conduct Awareness Programme (for O-2 & above) at Kolkata Cluster office on Apr 26th 2017; Participants: 17; Faculty (Int.): G. Govindaradjou

Electrical Maintenance & Safety at Larsen & Toubro Ltd. Switchgear Training Centre on Apr 27th, 2017; Participants: 12; Faculty (Ext.): Mr. Dipayan Sanyal; Mr. Vivek Ratnam & Mr. Deepaksss

May

IOSH during May 03-06, 2017; Participants: 18; Faculty(Int.): Mr. M. Kamarajan

Negotiation Skills for procurement staff at Chennai, HQ during May 4-5, 2017; Participants: 18; Faculty (ext.): Mr. Arvind Chandhoke

In House programme on ACE, JCR, Costing & EIP New Planning Module from May 04th to 06th, 2017; Participants: 22; Faculty (Int.): Mr. V. Swaminathan & Mr. P. Senthil Kumar

IOSH - UK 'Managing Safely' Certificate program - Module 5 to 8 (Exclusively for Project Managers) at Kolkata Cluster from May 09th to 10th, 2017; Participants: 12; Faculty (Int.): M Kamarajan

OD INTERVENTION for RB& EDRC, E- Band at Chennai on 10th & 11th May participants -25 ; Faculty (Int.) Mr. T.K.Premkumar (Ext)- OD Expert - BK Sisters

Code of Conduct Programme at Mumbai on May 11, 2017; Participants 39; Faculty (Int) Mr. N Rama Subramanian

QR Code creation and Read workshop for RB&F EDRC at Chennai on 12th May participants - 89 ; Faculty (Int) - Mr. Amirtha Selvam Jaganathan / Mr. Suresh

Code of Conduct Programme at Mumbai on May 12, 2017; Participants 34; Faculty (Int) Mr. N Rama Subramanian

UPS and Accessories by Emerson Network Pvt. Ltd on May 15th 2017; Participants: 12; Faculty (Ext.): Mr. Swapan Karmakar; Mr. Utpal Mondal & Mr. Uttam Dutta

Knowledge Sharing Program on HT & LT Panel at Kolkata Cluster Office on May 16th 2017; Participants: by EAP & VOLTECH ENGINEERS PVT. LTD

EDMS Refresher at TC 3, Tower A - GF, Conference Hall 1 on 16th May, 2017 ; Participants : 34; Faculty (Int) : Ms. Aruna Tracy Shalini

Technical Training on Batching Plant by Schwing Stetter at GHB, Valsad on 16th - 17th May, 2017; Participants:06; Faculty (Ext.): Mr. Manoj Kumar Behera

Behavioural Training Programme on Stress Management & Motivation at Police Bhawan, Lucknow from 16th - 19th May 17, Participants 55; Faculty (Int.) - T K Premkumar

MEP Training & workshop at Larsen & Toubro Ltd. Switchgear Training Centre; on May 17th 2017; Participants: 19; Faculty (Ext.): by L&T - EBG

Workshop on "Selection, Installation and Maintenance of Automatic Fire Detection & Alarm System" at FSAI Chennai on 20th May, 2017 ; Participants : 2; Faculty (Ext) : Mr. K. Balasubramanian

MATLAB FUNDAMENTALS workshop for RB&F EDRC at Chennai on 22nd May to 25th May participants - 10 ; Faculty (Ext)- Math works corporation

IOSH - Managing Safely at CNCL during 22nd - 25th May, 2017: Participants: 17; Faculty Coordinator (Int.): Mr. Kamarajan M

EHS Management system and Project Specific HSC Plan on May 25, 2017; Participant 23; Faculty (Int) Mr. Jagannathan, Mr. Hemantkumar Kadu & Mr. Umesh Chandra Swain

OD INTERVENTION for RB& EDRC, Tier I at Chennai on 25th & 26th May participants -24; Faculty (Int.) Mr. T.K.Premkumar(Ext)- OD Expert - BK Sisters

Train the Trainer (Workmen) at Lucknow on 25th & 26th May'2017, Participants: 13, Faculty(Int.): Piyush Upreti

Upgrading of QMS from ISO 9001 2008 to ISO 9001 2015 at IIR Project on May 26, 2017; Participants: 13; Faculty(Int.): Mr. Sudeep Ghosh

AutoDesk Dynamo training program at AR Center, First Floor - Right Wing Conference Hall, Chennai on 26th May, 2017 ; Participants : 8; Faculty(Int) : Mr. R Suresh Kumar

Basic Electrical Engineering at Mumbai during May 29-31, 2017; Participants 10; Faculty(Ext) Mr. Mukund Toke

L&T Code of Conduct Awareness Programme (for O-2 & above) at Kolkata Cluster office on May 30th 2017; Participants: 19; Faculty (Int.): G. Govindaradjou

Technical Training on Test on CP-30 Batching Plant at GCA Motera on 31st May, 2017; Participants:08; Faculty (Ext.): Mr. Maheshpuri Gosai

Cement & Gypsum Plastering execution at Mumbai on 31st May'17; Participants - 11; Faculty (Int.) - Mr. Tobias Schob

L&T Code of Conduct Awareness Programme (for O-1 & below) at Kolkata Cluster office on May 31st 2017; Participants: 16; Faculty (Int.): G. Govindaradjou

June

Technical Training on Concrete Pump at Chacharwadi ABCL on 1st June, 2017; Participants:05; Faculty (Ext.): Mr. Raju Sharma

Importance of Detailing at Mumbai on 3rd Jun'17; Participants - 13; Faculty (Int) - Mr. Milind Deshmankar

EHSM Procedures at HMRP on June 09, 2017; Participants: 12; Faculty (Int.): Mr. Appireddy Srinivasareddy

AutoDesk Dynamo training program at AR Center, First Floor - Right Wing Conference Hall, Chennai from 12th - 13th June, 2017; Faculty (Ext) : Mr. Devansh Kakkar

Workshop on Goods & Services Tax (GST) at Ahmedabad Cluster on June 14, 2017; Participants: 22; Faculty (Int.): Mr. Parikh Keval Rajnikant

Awareness on New GST on June 17, 2017; Participants 32; Faculty (Int) Mr. P R Subramanian and Mr. P D More

Awareness on New GST on June 17, 2017; Participants 42; Faculty (Int) Mr. P R Subramanian and Mr. P D More

. Technical discussion on - Building Material products on June 17, 2017; Participants 17; Faculty (Int) Mr. Umang Srivastava & Mr. Debjit Kar

Fundamentals of Risk Management at Ahmedabad Cluster on June 19, 2017; Participants: 17; Faculty(Int.): Mr. Swaminathan V

Project Management for Execution Excellence at HQ, Chennai during June 19-22, 2017; Participants: 27; Faculty (Ext.): L&T IPM

Training Programme on Risk Management; on June 20, 2017; Participants 28; Faculty (Int) Mr. Lakshmi Narayanan S Sampath & Mr. Muthiah Subramanian

Training Programme on Risk Management at Mumbai on June 21, 2017; Participants 28; Faculty (Int) Mr. Lakshmi Narayanan S Sampath & Mr. Muthiah Subramanian

Training on GST Implementation at Delhi on 22nd June'17, Participants 41, Faculty (Int.)- Anshul Solanki & Amal Chakraborty

Concrete Pumping in High Rise Structure sat Ambuja Learning Centre, Kolkata on June 22nd 2017; Participants: 07; Faculty (Ext) : Mr. Sanjib Duttagupta, Sr. General Manager, Schwing Stetter (India) Pvt. Ltd.

Fundamentals of Risk Management at Statue Of Unity on June 22, 2017; Participants: 34; Faculty(Int.): Mr. Swaminathan V

Tiling & Dado execution at Mumbai on 23rd Jun'17; Participants - 12; Faculty (Int.) - Mr. Tobias Schob

Tiling & Dado execution at Mumbai on 27th & 28th Jun'17; Participants - Sub Contractors Workmen; Faculty (Int.) - Mr. Tobias Schob

Customer Relationship Management Program at Lonavla during June 27-28, 2017; Participants:18; Faculty (Ext.) Mr. Prof V T Chandra Sekhar Rao

Workshop on NBC 2016 & Recently Revised Seismic Codes - Impact on Structural Design, Construction & Safety of Buildings" at New Delhi, PHD - Chamber of Commerce & Industry from 27th - 28th June, 2017 ; Participants : 8 ; Faculty (Ext) : Dr. D.K Paul

Advanced Certification Course on Planning Skills at NICMAR, Pune during June 27-30, 2017; Participants: 19; Faculty (Ext./Int.): NICMAR, Pune faculty & L&T Faculty

OD Intervention Behavioural Programme during June 28 - 29, 2017; Participants 17; Faculty (Int) Mr. T K Prem Kumar

DESI Program-Team Building Skills for Bombay Dyeing at Mumbai on June 30, 2017; Participants 19; Faculty (Int) Mr. T K Prem Kumar



Participants of the training programme on a Course in Highway Construction held at Lonavala, over May 22nd to 26th, 2017



Participants of the training programme on Managing Safely - IOSH held at Powai, over April 10th to 13th, 2017

April

Essentials of Concrete Construction during April 17-21, 2017 at L&T Powai; Participants: 19; Faculty: Ms. Vandana Kaushik, Mr. R.C.Wason, Mr. Cyrus Dordi, Mr. Avijit Chaubey, Mr. Vijay Kulkarni, Structwel team

Flexible Pavement Construction Operations on April 22, 2017 at Delhi Agra Road Project; Participants: 21; Faculty: External

SWAGATAM during April 14-15, 2017 at Lonavala; Participants: 31; Faculty: Various

Advanced course on Railway Engineering - OHE works during April 04-06, 2017 at Lucknow Metro Railway Project; Participants: 11; Faculty: Mr. Robert Rajasekaran & Mr. Benedict Sagayaraj

Welding Technology during April 18-20, 2017 at Faridabad; Participants: 11; Faculty: Mr. Robert Rajasekaran & Mr. Ganapathy

Store Officer's Development Programme during April 21-22, 2017 at Mumbai; Participants: 17; Faculty: Various

Rigid Pavement Construction Operations on April 22, 2017 at Raipur Bilaspur Road Project; Participants: 22; Faculty: External

Rigid Pavement Construction Operations on April 21, 2017 at Rewa Katni Jabalpur Lakhnadon Road Project; Participants: 19; Faculty: External

Managing Safely - IOSH during April 10-13, 2017 at Mumbai; Participants: 15; Faculty: Mr. Subhamoy Maitra & Mr. Kamarajan M

Behaviour Based Safety during April 17-18, 2017 at Villukuri Kanyakumari Road Project; Participants: 20; Faculty: External

Concrete Placement Issues on April 8, 2017 at Dholera SIR Project; Participants: 16; Faculty: External

Fire Prevention & Control on April 15, 2017 at CTP-3R Project, Participants: 9; Faculty: A K Das

Best Maintenance Practices in LV Switchgear (LT02) during April 10-14, 2017 at Lucknow; Participants: 14; Faculty: External

Concrete Production & Placement on April 6, 2017 at Delhi Metro Railway Project; Participants: 13; Faculty: External

Quantity Surveying using Calquan during April 24-28, 2017 at Chandigarh Kharar Elevated Corridor Project; Participants: 6; Faculty: External

Formwork Operations during April 25-27, 2017 at Yadagiri Warangal Road Project; Participants: 18; Faculty: Various

Awareness on Contracts Management on April 28, 2017 at Chennai; Participants: 19; Faculty: External

QMS & Transition to ISO 9001:2015 on April 25, 2017 at Mukkola - KL TN Border Road Project; Participants: 19; Faculty: External

QMS & Transition to ISO 9001:2015 on April 26, 2017 at Villukuri Kanyakumari Road Project; Participants: 16; Faculty: External

Hazard Identification & Risk Assessment on April 28, 2017 at EMP 4 Project; Participants: 17; Faculty: Mr. A K Das

May

Mining Engineer's Programme during May 25-26, 2017 at Lonavala; Participants: 23; Faculty: Various

Team Building Skills on May 20, 2017 at Ahmedabad; Participants: 20; Faculty: External

Concrete Production & Placement on May 13, 2017 at Delhi Agra Road Project; Participants: 19; Faculty: External

Transportation Infrastructure IC



Participants of the training programme on Essentials of Concrete Construction held at Powai, over April 17th to 21st, 2017



Participants of the training programme on Advanced Course on Points & Crossings held at Faridabad, over May 9th to 12th, 2017

A Course in Highway Construction during May 22 - 26, 2017 at LDA Lonavala; Participants: 18; Faculty: Ms. Vandana Kaushik, Mr. Durgaraj Gautam, Ms. Anuradha Srivastava, Mr. Satander Kumar, Dr. Sudhir Mathur

Concrete Placement Issues on May 19, 2017 at Jinzira Bazaar to Batanagar Flyover Project; Participants: 16; Faculty: External

Concrete Placement Issues on May 20, 2017 at Garden Reach Flyover Project; Participants: 13; Faculty: External

LRQA workshop on ISO 9001:2015 Internal Auditor during May 18-19, 2017 at Panvel; Participants: 20; Faculty: External

Law for Engineers on May 24, 2017 at Mumbai; Participants: 38; Faculty: External

Pile Foundation on May 17, 2017 at Chandigarh Kharar Elevated Corridor Project; Participants: 16; Faculty: External

EIP Modules during May 19 - 20, 2017 at Faridabad; Participants: 26; Faculty: Various

Communication Skills on May 26, 2017 at Ghoshpukur Salsalabari Road Project; Participants: 14; Faculty: External

Team Building Skills on May 27, 2017 at Ghoshpukur Salsalabari Road Project; Participants: 13; Faculty: External

Orientation course for Railway Trainees during May 15 - June 16, 2017 at Kanchipuram; Participants: 11; Faculty: Mr. Robert Rajasekaran, Mr. Benedict Sagayaraj Mr. Ganapathy

Advanced Excel on May 6, 2017 at EMP 16 project; Participants: 20; Faculty: External

LRQA workshop on ISO 9001:2015 Internal Auditor during May 29-30, 2017 at Faridabad; Participants: 17; Faculty: External

Mobile Hydraulics during May 2-4, 2017 at Sanand; Participants: 21; Faculty: External

Points & Crossings during May 9-12, 2017 at Faridabad; Participants: 16; Faculty: Mr. Robert Rajasekaran, Mr. Benedict Sagayaraj Mr. Ganapathy

Refresher Course on OHE on May 27, 2017 at Manwath Beed Road Project; Participants: 13; Faculty: External

June

Communication Skills during June 9-10, 2017 at Delhi Road Project; Participants: 20; Faculty: External

Advanced Excel on June 16, 2017 at Faridabad; Participants: 17; Faculty: External

Concrete Placement Issues on June 10, 2017 at Chandigarh Kharar Elevated Corridor Project; Participants: 15; Faculty: External

Awareness programme on GST on June 19, 2017 at CTP-3R Project; Participants: 24; Faculty: Mr.

Keval Parikh

Primavera during June 19-22, 2017 at Mumbai; Participants: 17; Faculty: External

Flexible Pavement Construction Operations on June 17, 2017 at Sambalpur Rourkela Road project; Participants: 18; Faculty: External

Pile Foundation on June 16, 2017 at Garden Reach Flyover Project; Participants: 14; Faculty: External

Pile Foundation on June 15, 2017 at Jinzira Bazaar to Batanagar Flyover Project; Participants: 14; Faculty: External

LRQA workshop on ISO 9001:2015 Internal Auditor during June 19-20, 2017 at Kolkata; Participants: 24; Faculty: External

Supervisory Development Programme during June 19-24, 2017 at Mysore; Participants: 28; Faculty: Various

Supervisory Development Programme during June 26 - July 01, 2017 at Lonavala; Participants: 27; Faculty: Various

Communication Skills on June 26, 2017 at Manwath Beed Road Project; Participants: 14; Faculty: External

Worforce Management System on June 28, 2017 at Mumbai; Participants: 15; Faculty: Dhanajay Dubey

Formwork Operations on June 26 - 28, 2017 at Kolkata; Participants: 19; Faculty: Various

Concrete Placement Issues on June 24, 2017 at Ghoshpukur Salsalabari Road Project; Participants: 8; Faculty: External

Managing Safely - IOSH during June 20-23, 2017 at Chennai; Participants: 15; Faculty: Mr. Subhamoy Maitra

Concrete Production & Placement on June 24, 2017 at Hospet Chitradurga Road Project; Participants: 13; Faculty: External

2D Control Systems in Motor Grader during June 21-22, 2017 at Hospet Chitradurga Road Project; Participants: 15; Faculty: External

Annual Safety Seminar during June 22-23, 2017 at CTP 3R Project; Participants: 9; Faculty: Various

SWAGATAM on June 17, 2017 at Chennai; Participants: 32; Faculty: Various

Communication Skills on June 30, 2017 at EMP 16 Project; Participants: 23; Faculty: External

Heavy Civil Infrastructure IC



Participants of the training programme on Concrete Technology held at Chennai HQ, over April 12th to 13th, 2017



Participants of the training programme on Advanced Planning for Excellence held at Chennai, over May 3rd to 6th, 2017



Participants of the training programme on Finance for Individual Excellence held at Kakrapar, over May 29th to 30th, 2017



Participants of the training programme on IOSH - Managing Safely held at Goa, over June 19th to 22th, 2017

April

3-day In-house program on Planning for Excellence - Module 4 on April 4-7, 2017 at HQ-Chennai. Participants: 19. Faculties: Vijaya Kumar T, Tony Jacob, Prashant Sree K, Benny Theodore, Arun N & Gautam Solanki

2-day In-house program on Personal and Inter-personal Effectiveness on April 12-13, 2017 at HQ - Chennai. Participants: 22. Faculty: Jayapriya

2-day In-house program on FDP Bridges Engineering - Module 2 on March 31 - April 1, 2017 at HQ-Chennai. Participants: 25. Faculties: Karthikeyan, Senthil Pandian, Muthu Mani K & Yamini Sreevalli

2-day In-house program on Personal and Inter-personal Effectiveness on April 19-20, 2017 at Mumbai. Participants: 20. Faculty: Jayapriya

2-day In-house Program on Finance for Individual Excellence during

April 24-25, 2017 at HQ Campus. Participants: 22, Faculty: Vandana Zachariah

2-Day In-house Program on Familiarization for Lateral Recruits during April 19 - 20, 2017 at HQ - Chennai. Participants: 17

2-day In-house Program on Finance for Individual Excellence during April 24-25, 2017 at HQ Campus. Participants: 22, Faculty: Vandana Zachariah

2-day In-house Program on Schewing Shetter Control System during April 25-26, 2017 at Kanchipuram. Participants: 19, Faculties: Naveen V & Jothiswaran M

1-day In-house Program on Construction Methods during April 29, 2017 at Mumbai. Participants: 16, Faculties: Dobhada Vipul Ashokkumar & Suman Dhas M

2-day In-house program on Personal and Inter-personal Effectiveness on April 26 - 27, 2017 at Delhi. Participants: 14. Faculty: Jayapriya

2-day In-house workshop on Business Etiquette on April 25 - 26, 2017 at Kakrapar. Participants: 19. Faculty: Benny Theodore

2-day In-house workshop on Business Etiquette on April 27 - 28, 2017 at Kakrapar. Participants: 16. Faculty: Benny Theodore

4-Day In-house Program on The Winning Edge - Batch 2 during April 24 - 27, 2017 at GLIM Campus, Chennai. Participants: 20, Program Director: Anil Kalaga

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during April 25, 2017 at Mumbai. Participants: 38

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during April 27, 2017 at Mumbai. Participants: 15

May

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during May 2, 2017 at Tarapur. Participants: 13

2-day In-house program on Concrete Technology on May 9-10, 2017 at HQ-Chennai. Participants: 33. Faculty: Kingsley J D Ernest

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during May 3, 2017 at Goa. Participants: 59

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during May 2, 2017 at Delhi. Participants: 49

Half a day In-house Program on L&T Corporate Governance & Statutory Compliances during May 4, 2017 at Delhi. Participants: 20

4-day In-house program on Advanced Planning for Excellence on May 3-6, 2017 at Chennai. Participants: 24. Faculties: Bhaskar Chatterjee, Anantha Sayana S, Srinivasan B, Aakash, Surendra Babu P R & Tarsh Varshney

2-day In-house program on FDP Bridges Engineering - Module 3 on May 5-6, 2017 at HQ-Chennai. Participants: 24. Faculties: Vasugi, Balakumar, Yamini Sreevalli, Shanmuga Sundaram & Karthiyaini

2-day In-house program on ISO 9001:2015 QMS Internal Auditor - LRQA on May 2-3, 2017 at Jaipur. Participants: 10. Faculty: Sunil Kathuria

2-day In-house program on ISO 9001:2015 QMS Internal Auditor - LRQA on May 4-5, 2017 at Ajmer. Participants: 7. Faculty: Sunil Kathuria

2-day In-house program on Personal and Inter-personal Effectiveness on May 11-12, 2017 at HQ. Participants: 17. Faculty: Jayapriya

2-day In-house workshop on Navisworks during May 8-12, 2017 at HQ. Participants: 4. Faculty: Sangeeth

10-day In-house program on Revit Structures on May 2-12, 2017 at HQ. Participants: 7

3-day In-house program on Basics of Project Management for GETs on May 22-24, 2017 at HQ. Participants: 18. Faculty: Tony Jacob

2-day In-house program on Communicate to Express on May 23-24, 2017 at HQ. Participants: 23. Faculty: Benny Theodore

2-day In-house program on Ms Excel with VBA on May 19-20, 2017 at HQ. Participants: 21. Faculty: Vinoth

1-day In-house Program on Construction Methods during May 23, 2017 at Jaipur. Participants: 22, Faculties: Dobhada Vipul Ashokkumar & Suman Dhas M

3-day In-house program on Primavera on May 22-24, 2017 at Gandhi Nagar. Participants: 4. Faculty: Nagaraj Dhruva

3-day In-house program on Basics of Project Management for GETs on May 29-June 1, 2017 at HQ. Participants: 15. Faculty: Tony Jacob

2-day In-house program on Communicate to Express on May 30-31, 2017 at Barapullah. Participants: 20. Faculty: Benny Theodore

2-day In-house Program on Finance for Individual Excellence during May 29-30, 2017 at Kakrapar. Participants: 22, Faculty: Kamal Kothari

6-Day In-house Program on Supervisor Development Programme during May 29-Jun 3, 2017 at Chennai. Participants: 17, Faculties: Narayan Manjunath Vernekar, Rajamanickam A, Jayapriya C, Iyappan S, Abraham Zacharia, Rajarethinam P, Benny Theodore, Akhouri Baibhav Prasad & Mohanbabu S

June

1-day In-house Program on Content Development and facilitation during June 16, 2017 at Jadcherla. Participants: 11, Faculty: Mohan Jadhav

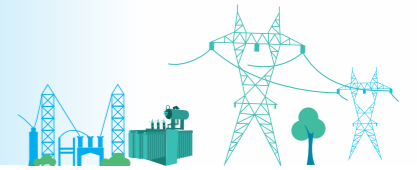
Half a day In-house Program on EIP Training for HR during June 2, 2017 at HQ Campus. Participants: 6. Faculty: Shiju T

2-day In-house program on Communicate to Express on May 30-31, 2017 at Vizag. Participants: 19. Faculty: Benny Theodore

4-day In-house program on IOSH - Managing Safety on June 19-22, 2017 at Goa. Participants: 18. Faculty: Ravinath K P

6-Day In-house Program on Supervisor Development Programme during June 12-17, 2017 at Delhi. Participants: 18, Faculties: Jeykumar K, Shubhendu Bose, Akhouri Baibhav Prasad, Uday Kiran Sindri, Ashok Prasad, Jayapriya C, Muralidhar R & Mohanbabu S

Power Transmission & Distribution IC



Participants of the training programme on Induction held at Patna, over April 11th to 13th, 2017



Participants of the training programme on Induction held at Kolkata, over May 15th to 17th, 2017



Participants of the training programme on EIP New Planning Module held at Kolkata, on May 19th, 2017



Participants of the training programme on Team Building held at Kolkata, on June 19th, 2017

April

Induction Program for Lateral Recruits at Patna during April 11-13; Participants: 46; Faculty (Int. & Ext.): Mr. Achinta Saha/ Mr. Ajay Kumar Sinha/ Mr. Alope Chatterjee/ Mr. Yadendra Singh Chauhan/ Ms. Jayanthi Shivaraman/ Mr. Santanu Samanta/ Mr. Dibyendu Bose/ Mr. Biplab Ray/ Col. Prabir Sengupta

May

Induction Program for Lateral Recruits at Kolkata during May 15-17; Participants : 37; Faculty (Int. & Ext.): Mr. Joydeep Bhattacharjee/ Mr. Ajay Kumar Sinha/ Mr. Alope Chatterjee/ Ms. Jayanthi Shivaraman/ Mr. Dibyendu Bose/ Mr. Biplab Ray/ Mr. Santanu Samanta/ Mr. R. Sethuraman/ Col. Prabir Sengupta

Program on EIP New Planning Module at Bhubaneswar on May 18; Participants: 15; Faculty (Int.): Mr. Saiprasad Natarajan & Mr. K Chandrasekhar

Program on EIP New Planning Module at Kolkata on May 19; Participants: 22 ; Faculty (Int.): Mr. Saiprasad Natarajan & Mr. K Chandrasekhar

Program on EIP New Planning Module at Kolkata on May 20; Participants: 19; Faculty (Int.): Mr. Saiprasad Natarajan & Mr. K Chandrasekhar

June

Program on Team Building at Kolkata on June 19; Participants: 24; Faculty (Ext.): Col. Prabir Sengupta

Induction Program For New Joiners(Lateral) at Delhi during April 11-13;Participants: 23 ; Faculty (Int.) : Mr. Supusha Ch Kaushal, Mr. Prashant Tripathi, Mr. Aviral Kumar, Mr. Abhishek Singh, Mr. Kazi Sabihur Rehman, Mr. Krishna Kumar, Mr. Pijush Kanti Ghosh, Mr. Himanshu Ojha, Mr. Mukesh Ishvardan Gadhavi, Mr. Saurabh Gupta, Mr . Anirban Sen, Mr. Mohit Madan.Faculty (Ext.) : Mr. Col. Walia - CW (L2L).

Supervisory Development Programme at Delhi during May 15-20; Participant : 30 ; Faculty (Int.); Mr. Alok Kumar, Mr. Himanshu Ojha, Mr. Krishna Kumar, Mr. Dushyant Kumar, Mr. Mukesh Ishvardan Gadhavi, Mr. Pijush Kanti Ghosh.

Facult (Ext.) : Mr. Girish Bhatia, Dr. Nidhi Phutela, Dr. Rishi Manrai, Ms. Suchita Agarwal, Dr. Lata Singh.

GET -2016 Batch Interaction Meet(Team Building) at Delhi during June 16-17 ; participant ; 21 ;Faculty (Ext.) : Colonel(Retd.) HS Walia

QMS - Internal Auditor Training Programme at Delhi during June 28-29 ; Participant: 13 : Faculty (Int): Mr. V Surendiranath & Mr. Karthikeyan Muniaswamy

Program on EIP - New Planning Module at Chennai on June 22, 2017; Participants: 19; Faculty (Int.): Mr. Saiprasad N & Mr. Chandrasekhar K GET - 2017 (Saudi) Orientation Programme at Chennai HQ

April

Training Programme on Finance for Non-Finance programme held at Dammam on April 20th, 2017; Participants:22; Faculty (Int.) : Mr. C. Surendran Nair

Training Workshop on Project Management held at Doha Area Office (Qatar) on April 22nd 2017; Participants: 18; Faculty (Int.): Mr. Bharathi Kumar

May

Training Programme on QMS Orientation programme held at Dammam on May 06th, 2017; Participants:16; Faculty (Int.): Mr. K. S. Murugan

Training Programme on Effective Communication Skill held at Doha Area Office (Qatar) on May 07th 2017; Participants: 14; Faculty (Int.): Mr. Arvind Chandak.

Training Program on New EIP Planning Module held at Doha Area Office (Qatar) on MAY 20, 2017; Participants:13; Faculty (Int.): Mr. Susanta Chattopadhyay

Training Programem on Challenges in Substations programme held at Dammam on May 25th, 2017; Participants:15; Faculty (Int.): Mr. Tauqeer Mohammed

June

Training Program on Online EHS Management System held at Doha Area Office (Qatar) on June 1, 2017 Participants:12: Faculty (Int.): Mr. Susanta Chattopadhyay & Reece Chahal.

PT&D International



Participants of the training programme on Finance for Non Finance held at Dammam, on April 20th, 2017



Participants of the training programme on Effective Communication Skill held at Qatar, on May 07th, 2017



Participants of the training programme on New EIP Planning Module held at Qatar, on May 20th, 2017



Participants of the training programme on Online EHS Management System held at Qatar, on June 01st, 2017

Water & Effluent Treatment IC



Participants of the training programme on Accounts Staff held at HQ - Chennai, over April 24th to 26th, 2017



Participants of the training programme on Supervisory Development held at Delhi, over May 22nd to 27th, 2017



Participants of the training programme on Safe Execution Engineers held at Ahmedabad, over May 24th - 25th, 2017



Participants of the training programme on Construction Management held at Hyderabad, over June 16th - 17th, 2017

April

Programme on IMS Awareness at HQ – Chennai: April 5, 2017. Participants: 12; Faculty (Int.): Ms. R. Arulmozhi

Programme on Concrete Technology at Khammam: April 18, 2017. Participants: 25; Faculty (Int.): Mr. Karnamadakala Anand

Programme on First Aid at Hyderabad: April 22, 2017. Participants: 27; Faculty (Ext.): Mr. Mohmmmed Rahmatullah

Programme on Formwork Management at CSTI - Ahmedabad: April 24 – 25, 2017. Participants: 18; Faculty (Int.): Mr. N. Ravi.

Orientation Programme for Accounts Staff at HQ - Chennai: April 24 – 26, 2017. Participants: 26; Faculty (Int.): M/s. P. Suresh, K. Krishna Kumar, R. Venkataraman, V. S. Narayanan, A. Sampath, M. V. Ravishankar, T. Nagarajan, A. M. Balaji, L. Sakthivel, Ananda Srinivasan, SP. Sathish Kannan, K. P. Grish Kumar, S. Suresh Kumar, R. Kumar, S. Kumar; Faculty (Ext.): Mr. Arvind Chandoke

Programme on Productivity Improvement in Construction Sites at Bangalore: April 25 – 26, 2017. Participants: 25; Faculty (Int.): M/s. S. K. Ranade, Alok Ranjan, Nanagouda Patil

NICMAR Orientation Programme at HQ - Chennai: April 28 – 29, 2017. Participants: 21; Faculty (Int.): M/s. R. S. Giri, K. Krishna Kumar, Colin Nithin Nonis, Ramnandan, Nikeshe Parsan, A. Saravana Kumar, P.P. Saravanan, Mahesh Paniker.

May

Programme on GST Awareness at HQ – Chennai: May 6, 2017. Participants: 46; Faculty (Int.): Mr. S. Kumar.

Safe Execution Engineer Level -3 Programme at Bhubaneswar: May 16 – 17, 2017. Participants: 34; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Anantha Prasanna Venkatesh

Safe Execution Engineer Level -3 Programme at Hyderabad: May 16 – 17, 2017. Participants: 25; Faculty (Int.): M/s. S. Venugopal, L. Murugan.

Programme on Contract Management at HQ – Chennai: May 17, 2017. Participants: 26; Faculty (Int.): Mr. Colin Nithin Nonis.

Safe Execution Engineer Level -3 Programme at Bangalore: May 17 - 18, 2017. Participants: 20; Faculty (Int.): M/s. B. Anandan, Bl. Rethiesh, Dinesh, Nanagouda Patil.

Programme on Electro – Mechanical at Chennai: May 22, 2017. Participants: 30; Faculty (Int.): Mr. R. Aravindan

Supervisory Development Programme at Delhi: May 22 - 27, 2017. Participants: ; Faculty (Int.): M/s.

Safe Execution Engineer Level -3 Programme at Sambalpur: May 23 - 24, 2017. Participants: 37; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Nirmal Prasad, Manoranjan Behera.

Safe Execution Engineer Level -3 Programme at Ahmedabad: May 23 - 24, 2017. Participants: 16; Faculty (Int.): M/s. Dewashish Sinha, Atul Kumar Mishra, Gadade Ganesh Sadashiv

Internal Auditor Training Programme at Jaipur: May 24 - 25, 2017. Participants: 24; Faculty (Int.): Mr. S. Sundram

June

Programme for Accounts & Store Staff at Ahmedabad: June 5 – 6, 2017. Participants: 22; Faculty (Int.): M/s. T. Nagarajan, R. Kumar, Vijaya Kumar, M. V. Ravishankar, G. Balachander, S. Kumar, Ananda Srinivasan; Faculty (Ext.): Mr. Venkatesh Nair

Programme for IR Staff at Ahmedabad: June 7 - 8, 2017. Participants: 20; M/s. T. Nagarajan, G. Balachander, Ananda Srinivasan, Jaydeep. B. Acharya ; Faculty (Ext.): Mr. Venkatesh Nair

Awareness Programme on ISO 9001: 2015 at HQ – Chennai: June 7, 2017. Participants: 11; Faculty (Int): Mr. R. Thilagaraj.

Awareness Programme on ISO 9001: 2015 at HQ – Chennai: June 7, 2017. Participants: 22; Faculty (Int): Mr. R. Thilagaraj.

Programme on Planning, Monitoring & Control System at Bangalore: June 9, 2017. Participants: 24; Faculty (Int.): M/s. Vinaya MM, Priya Shanmugam.

Programme on Interviewing Skill at HQ – Chennai: June 12 - 13, 2017. Participants: 13; Faculty (Ext.): Dr. Purnima Rao

Safe Execution Engineer Level -3 Programme at Jaipur: June 13 - 14, 2017. Participants: 27; Faculty (Int.): M/s. P. Mathivanan, Umesh Kumar Upadhyay, Nishant Khatri.

Programme on EIP Planning Module at Bhubaneswar: June 14, 2017. Participants: 39; Faculty (Int.): M/s. Ananda Srinivasan, VL. Prathyusha.

Programme on EIP for Accounts, Stores, IR, WMS Staff at Bhubaneswar: June 15, 2017. Participants: 33; Faculty (Int.): M/s. Ananda Srinivasan, VL. Prathyusha.

Programme on Construction Management at Hyderabad: June 16 - 17, 2017. Participants: 24; Faculty (Int.): M/s. Karnamadakala Anand, D. Selvamurugan, P. Praveen Kumar, K. Kamaraj, K. S. Rajesh.

Programme on First Aid at Bhubaneswar: June 20 - 21, 2017. Participants: 32; Faculty (Ext.): Dr. L. N. Sahu

Safe Execution Engineer Level -3 Programme at Adilabad : June 21 - 22, 2017. Participants: 20; Faculty (Int.): M/s. S. Venugopal, L. Murugan.

EHS Leadership Programme Level – 4 at Jaipur: June 22, 2017. Participants: 23; Faculty (Int.): Mr. K. Sudheesh Kumar.

Programme on First Aid at Bangalore: June 22 - 23, 2017. Participants: 29 ; Faculty (Ext.): Mr. Jeyaprakash.

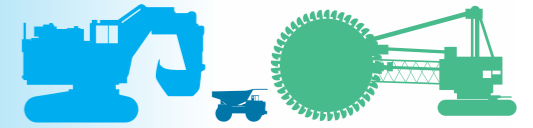
Programme on Managerial Effectiveness at HQ – Chennai: June 22 - 23, 2017. Participants: 21; Faculty (Ext.): Mr. T. M. Prabakaran

Programme on Project Management at Kolkata: June 26 - 27, 2017. Participants: 20; Faculty (Ext.): Faculty form IPM, Chennai.

Programme on Primavera at HQ – Chennai: June 26 - 28, 2017. Participants: 16; Faculty (Ext.): Mr. K. P. Raghunath, Faculty form IPM, Chennai.

Programme on GST Awareness at Ahmedabad: June 28, 2017. Participants: 40; Faculty (Int.): Mr. Keval R Parikh.

Metallurgical & Material Handling



Participants of the training programme on Scaffolding Competence Building held at Kolkata, over April 17th to 20th, 2017



Participants of the training programme on IOSH Managing Safely held at Kolkata, over May 08th to 11th, 2017



Participants of the training programme on Environmental Management System held at Kolkata, over June 05th to 06th, 2017



Participants of the training programme on Safety in Construction Industry held at Chhabra, over June 29th to 30th, 2017

April

Skill Development for Effective Proposal Engineering; Location: Kolkata; Faculty: Sambit Biswas - Varun Parihari; Date: April 14, 2017; Participant: 20

Scaffolding Competence Building; Location: Kolkata; Faculty: K. N. Sen; Date: April 17 - 20, 2017; Participant: 22

Leadership & Motivation; Location: Kolkata; Faculty: Saibal Chakraborty (Ext.); Date: April 21, 2017; Participant: 26

3D Drawing/Drafting - Autodesk Inventor; Location: Kolkata; Faculty: Amit Das - Arindam Kumar Banerjee; Date: April 24 - 29, 2017; Participant: 6

3D Drawing/Drafting - Autodesk Revit; Location: Kolkata; Faculty: Monoj Ghosh - Pritam Adak; Date: April 24 - 28, 2017; Participant: 8

Comprehensive courses on Hydraulics; Location: Bokaro; Faculty: BOSCH Rexroth (Ext.) - Lincoln (Ext.); Date: April 25 - 26, 2017; Participant: 17

Construction Planning & Control System; Location: Rourkela; Faculty: Sukanta Mondal - Suman Mukherjee - Abhik Kumar Dutta - Partha Dutta; Date: April 25 - 26, 2017; Participant: 15

Steel Making Process; Location: Kolkata; Faculty: Ashis Pal - Basanta Kumar Kuila - Ajit Ranjan Khatua; Date: April 28, 2017; Participant: 19

Digitization of Erection & Rigging; Location: Kolkata; Faculty: Kausik Dutta - Paramartha Som - Sourav Mukherjee - Somraj Sen - Shibashish Roy - Anupam Mitra - Antara Roy; Date: April 28 - 29, 2017; Participant: 11

May

IOSH Managing Safely; Location: Kolkata; Faculty: K. N. Sen; Date: May 8 - 11, 2017; Participant: 18

Stores Management; Location: Khadia; Faculty: Biswanath Mukhopadhyay - Ankur Dey; Date: May 10, 2017; Participant: 11

Industrial Hydraulics; Location: Kansbahal; Faculty: Sanjib Roy; Date: May 15, 2017; Participant: 21

Deep Excavation; Location: Tanda; Faculty: Paramartha Som - Somraj Sen; Date: May 18, 2017; Participant: 11

Typical Pollution Control Systems in Material Handling Packages; Location: Kolkata; Faculty: Ram Prasad Roy; Date: May 24, 2017; Participant: 20

Quality Management System; Location: Kolkata; Faculty: Sudipta Debnath; Date: May 25, 2017; Participant: 11

Interactive Session with Erection Foremen/Riggers; Location: Jamshedpur; Faculty: Kausik Dutta - Bandana Khanna; Date: May 25, 2017; Participant: 11

Welding Codes & Practices ; Location: Kansbahal; Faculty: Ashit Kundu; Date: May 26, 2017; Participant: 17

Basic Hydraulics; Location: Rourkela; Faculty: Srinivasan M (Ext.); Date: May 30 - 31, 2017; Participant: 15

June

Environmental Management System (ISO 14001:2015); Location: Kolkata; Faculty: Dwaipayan Chatterjee (Ext.); Date: June 5 - 6, 2017; Participant: 18

Financial Accounting; Location: Kolkata; Faculty: Rinku Goyal - Swati Srivastava; Date: June 8, 2017; Participant: 17

Overall EIP / Hardware & Networking; Location: Kolkata; Faculty: Sujoy Panda - Anton Jayanath - Saikat Roy; Date: June 9, 2017; Participant: 13

Supervisory Development Programme; Location: Kolkata; Faculty: Rajesh Kumar - Amit Parashar - Ashim Dey - Swati Srivastava -

Bandana Khanna - Amit Parashar - Madhuri Chowdhary - Subhash Karthik (Ext.) - E Maran - Avijit Sarkar - Arun Kumar Verma - Subrata Dey - Vikas Gupta - Sanjay Saha - Shalinee Deo (Ext.) - Achintya Ghosh - K N Sen - Saikat Basu - Nirmalya Barman - Samiron Mukherjee - Mathesh Kumar R; Date: June 12 - 17, 2017; Participant: 23

Training on Goods and Services Tax; Location: Kolkata; Faculty: Ashim Dey; Date: June 14, 2017; Participant: 22

Digitization of Erection & Rigging; Location: Kolkata; Faculty: Kausik Dutta - Paramartha Som - Sourav Mukherjee - Somraj Sen - Shibashish Roy - Anupam Mitra - Antara Roy; Date: June 19 - 20, 2017; Participant: 9

Interactive Session with Erection Foremen & Riggers; Location: Kolkata; Faculty: Kausik Dutta - Bandana Khanna; Date: June 23, 2017; Participant: 6

Safety in Construction Industry; Location: Chhabra; Faculty: Indranil Chakraborty - Sabyasachi Sengupta; Date: June 29 - 30, 2017; Participant: 18

Design of Underground RCC Tunnel; Location: Kolkata; Faculty: Tirthankar Sinha; Date: June 17, 2017; Participant: 20

Rebar Mill; Location: Kolkata; Faculty: Ashis Pal; Date: June 27, 2017; Participant: 23

Seminar on ETAP 16.1; Location: Kolkata; Faculty Coordinator: Bandana Khanna; Date: June 23, 2017; Participant: 13

Awareness & Adoption of high energy efficient Motors, Pumps & Transformers; Location: Kansbahal; Faculty: Pranab Kumar Gupta (Ext.); Date: June 23, 2017; Participant: 21

Divisional Corporate



Participants of the training programme on Business Etiquette held at Chennai, on April 29th, 2017



Participants of the training programme on Management Trainees held at Chennai, on May 08th, 2017



Participants of the training programme on Financial Accumen for Effective Decision Making held at Chennai, over June 05th to 07th, 2017



Participants of the training programme on New Thinking New Possibilities held at Chennai, over June 22nd to 23th, 2017

April

Executive Development Programme from 17th to 27th April, 2017 at LDA-Lonavla. Participants : 22. Faculty - SIBM, Pune and Internal faculty.

Executive Development Programme from 17th to 27th April, 2017 at New Delhi. Participants : 16. Faculty - SCMS, Noida and Internal faculty.

Business Etiquette programme on 29th April, 2017 at HQ-Chennai. Participants : 33. Faculty : External - Etiquette Works, Chennai.

Experiential Learning on EHS from 3rd to 5th April, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 15. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 10th to 12th April, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 6. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 17th to 19th April, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 9. Faculty - Mr. D. Radhakrishnan

Experiential Learning on EHS from 24th to 26th April, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 9. Faculty - Mr. D. Radhakrishnan.

May

Experiential Learning on EHS from 4th to 6th May, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 12. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 8th to 10th May, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 8. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 15th to 17th May, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 13. Faculty - Mr. D. Radhakrishnan.

Orientation Programme for Management Trainees on 8th May, 2017 at HQ-Chennai. Participants : 30. Faculty - Internal .

Executive Development Programme from 8th to 18th May, 2017 at Chennai. Participants : 28. Faculty - IFMR, Chennai and Internal faculty.

Executive Development Programme from 22nd May to 1st June, 2017 at LDA-Lonavla. Participants : 20. Faculty - SIBM and Internal faculty.

Executive Development Programme from 22nd May to 1st June, 2017 at New Delhi. Participants : 24. Faculty - SCMS, Noida and Internal faculty.

June

Experiential Learning on EHS from 1st to 3rd June, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 6. Faculty - Mr. D. Radhakrishnan.

Financial Accumen for Effective Decision Making programme from 5th to 7th June, 2017 at HQ-Chennai. Participants : 23. Faculty : External - IFMR, Chennai.

Executive Development Programme from 5th to 15th June, 2017 at Chennai. Participants : 22. Faculty - IFMR and Internal faculty.

Experiential Learning on EHS from 8th to 10th June, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 7. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 15th to 17th June, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 9. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 19th to 21st June, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 5. Faculty - Mr. D. Radhakrishnan.

New Thinking New Possibilities programme from 22nd - 23rd April, 2017 at HQ-Chennai. Participants : 20. Faculty - External - SH Associates, Chennai.

Executive Development Programme from 26th June to 6th July, 2017 at New Delhi. Participants : 19. Faculty - SCMS, Noida and L&T faculty.

Smart World & Communication



April

EHS-Behaviour Based Safety at Nagpur on 14th Apr'17; Participants: 12

National Law School of India University Programme at LDA Lonavala from 19th Apr'17 to 21st Apr'17; Participant: 1

First Level Leadership Programme (FLLP) from 24th Apr'17 to 28th Apr'17 at LDA Lonavala; Participant: 1

Quantum Storage Training at Bangalore from 24th Apr'17 to 28th Apr'17; Participants: 6

EHS- Stress Management on 26th Apr'17 at Nagpur; Participants: 16

QMS (ISO 9001:2015) Awareness Program at Chennai on 27th Apr'17; Participants: 10

SCM-Session 1 at Chennai on 28th Apr'17; Participants: 9

June

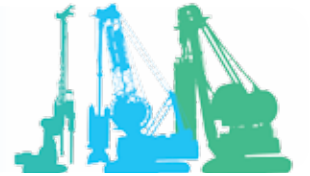
SP Jain - PGEMP Batch 62 from 15th May'17 to 17th May'17 at LDA Lonavala; Participant: 1

Contract Management and Dispute Resolution in Engineering Projects at Hyderabad from 15th May'17 to 19th May'17; Participants: 1

Finance for Non-Finance from 16th May'17 to 17th May'17 at Chennai; Participants:10

EHS SEE at Delhi from 19th May'17 to 20th May'17; Participants: 10

L&T GeoStructure



Participants of the training programme on PMS & Performance Planning Workshop held at HQ Chennai, on April 26th, 2017



Participants of the training programme on Finance for Non-Finance held at HQ Chennai, on May 24th, 2017

April

Programme on PMS & Performance Planning at HQ Chennai, on 26th April 2017;

Participants: 32 Faculty: Ms. Anila Manoharan (Head - Corporate Strategy & MIS), Mr. V K Mani GM & Head (Operations), Mr. M Kumaran, Head - Engineering & Mr. T. Srinivasan, Head (Supply Chain Management), Mr. Murali Narayanan VR (Head-Finance, Accounts & Admin.), Mr. K. Manohar, GM & Head - Human Resources

May

Programme on Finance for Non-Finance at HQ Chennai, on 24th May 2017; Participants: 13; Faculty Members: Mr. Murali Narayanan VR (Head-Finance, Accounts & Admin.), Mr. P. Sukumar (Indirect Taxes), Mr. Ganapathy S (Sr. Manager-Accounts), Mr. B. Vinoth Kumar (Manager-Accounts & Admn), L&T GeoStructure

Programme on Wire Rope Safety at Nabinagar, on 26th May 2017; Participants: 17; Faculty Member: Mr. K. P. Ravinath - Head EHS, L&T GeoStructure

June

Programme on Equipment User Awareness at Polavaram, on 30th June 2017; Participants: 13; Faculty Member: Mr. Ravi N, Sr. Manager (P&M) & Mr. Jayavel M, Manager (P&M), L&T GeoStructure Programme on Revit Structure during May & June Participants : 12 staff from Design Department

Buildings and Factories IC

New Joiners

Ms. Kadam Anjusha Vijaykumar, Principal Architect, EDRC-BF Direct

Mr. Viswanathan S, Sr. Manager - Facade, Ford GBS Facility Chennai

Mr. Mukesh Raghav, Manager - MEP (HVAC), C-17 Phase 2 Plus

Mr. Anandkumar V, Manager (P&M), P&M Base Workshop - B&F IC - Kolkatta - KKRO

Mr. Lokesh Bhat, Manager - MEP, Indira Gandhi Hospital Dwarka

Mr. Venu Gopal B, Manager (Welding), Dept Code - CSTI - Kanchi - Chennai - B&F IC

Mr. Prakash Kumar, Manager (Business Development), CB&A SBG - Kolkata Cluster - BNF

Mr. Akshay Sharma, Manager - EHS, Dheeraj Livsmart Project

Mr. Angajala Sreenivasarao, Asst. Manager (Prestressing), DLF Cyber Park Gurgaon

Mr. Ratish Kumar Shukla, Asst. Manager (Accounts), WB Medical College Diamond Harbour

Mr. Thamimul Ansari S, Asst. Engineering Manager (Mech), EDRC-BF Direct

Mr. Jayaprasand DG, Asst. Manager (EHS), Indira Gandhi Bhavan - Congress HQ

Mr. Edwin William W, Asst. Manager (Civil), Statue of Unity-Main Works

Mr. Shrikant Pandey, Asst. Manager (MEP), one ICC and two ICC Bombay Realty

New Responsibilities

Mr. Ashok Kumar Hadimani, CPM (RBF) - I, Bangalore

Mr. Natesh G. Mahajan, Project Director, Mumbai

Mr. Kannan A, Project Manager, Delhi

Mr. George Abraham, CPM (RBF) - II, Bangalore

Mr. Mukesh Kumar Shukla, Sr. Manager (P&M), Delhi

Absorbition

Absorbed from DET

Mr. Khodal Santosh Bhaskar, Delhi

Absorbed from GCT

Mr. Somu Sarat Chandra, Mumbai

Mr. Amardeep Keer, Mumbai

Absorbed from PGET

Mr. Kamal Raj V, Bangalore

Mr. Ajith V Saumyan, EDRC (B&F)-HQ, Chennai

Mr. Debasish Padhy, EDRC (B&F)-HQ, Chennai

Mr. Siddartha S P, EDRC (B&F) - HQ, Chennai

Mr. Jagannath L, EDRC (B&F) - HQ, Chennai

Mr. Siyas V K, EDRC (B&F) - HQ, Chennai

Retirements

Mr. Kumar S, DGM - Business Development, Chennai Head Qrts

Mr. Rajendran P, Manager (P&M), Chennai

Mr. Charles Sampath Kumar L, Manager (Systems), Hyderabad Metro Rail

Mr. Manimohan Hira, Manager (Stores), Mumbai

Mr. Ramalingam P, Asst. Manager (Stores), Bangalore

Mr. Rajkumar Sharma, General Foreman (Civil), Mumbai Reliance Convention Centre

Mr. Babu G, General Foreman (P&M), Bangalore

Mr. Swamiya Pillai S, General Foreman (P&M), Chennai

Mr. Amarendra Kar, General Foreman (Survey), Kolkata

Mr. Parikshit Deb, General Foreman (Civil), Kolkata

Mr. Ramachandran Embranthiri PK, General Foreman (Mech), Mumbai

Mr. Jairam Singh, Foreman (Carpentry), Delhi

Heavy Civil Infrastructure IC

New Joiners

Aadil Beg, Sr. Engineer (Civil), CN - Kalpakkam

Shalabh Kapoor, Asst. Construction Manager (Civil), DI-DFCC CTP 14 - Sojitz

Raghavendra, Sr. Engineer (P&M), DI-Singoli Bhatwari Hep

Palash Chandra Das, Construction Manager (Civil), DI-DFCC CTP 14 - Sojitz

Mohit Kumar, Executive - Document Control, DI-Cluster, Heavy Civil Infra Ic

Ashim Kumar Majhi, DGM - Spl Initiatives, Delhi Cluster

Uttam Mandal, Supervisor (Stores), Hy-Def-Prject

Bindu Sagar Kolluri, Asst. Manager (QA/QC), Hy-Def-Prject

Ajoy Nath, Manager (Hr), Kk-Kachchidargah

Kottana Venkatarao, Asst. Officer (EHS), Hy-Def-Prject

Chandrasekhar Reddy, Asst. Manager (Erection), Hy-Hyderabad Metro Project (Infra)

Raju Rajasagi N V S N, Asst. Manager (QA/QC), Hy-Def-Prject

Krishna L V S, Manager (EHS), CN-CMRL UC 03

Prem Nath Tiwari, Engineer (QA/QC), AB - DFCC CTP 3R Structure

Sudhanshu Sharma, Deputy General Manager (HR), CN - Head Qrts

Raja Rajan K, Asst. engineering Manager (Civil), CN-EDRC, Head Qrts

Indubhusan Mondal, Asst. Manager (EHS), Kolkata Cluster

Ramesh Reddy K, Construction Manager (Civil), MB - Mumbai Metro UGC01

Venkata Rao C H, Construction Manager (Civil), CN-KKNPP - 3/4 Plant Civil Works

Manivel V, Sr. Engineer - QA & QC, MB - Mega Pkg2

Kuchi V S Saibaba, Construction Manager (Elec), Hy-Def-Prject

Muthugurumoorthy M, Asst. Manager (Civil), CN-KKNPP-3/4 Plant Civil Works

Reddy Nooka Raju, Manager - QA & QC, MB - Karwar Seabird MWC01

Iyyappan B, Construction Manager (Civil), CN - KKNPP - 3/4 Plant Civil Works

Swapna B, Manager - Tendering, CN - Head Qrs

Gandham Srinivasa Rao, Manager - QA & QC, CN-CMRL UG 03

Subodh Ku Sinha, Supervisor - Ir, DL - DFCC CTP 14 - Sojitz

Rajmaheshwar Reddy Kanukula, Sr. Engineer - Planning, DL-DFCC CTP 14 - Sojitz

Akhilesh Kumar, Asst. Engineering Manager (Civil), DI-Lucknow Metro

Pulluru Jeevan, Sr. Engineer - Planning, DL-DFCC CTP 14 - Sojitz

Kundan Kumar, Assistant Foreman-Slipform, Hy-Constrn.of Medigadda Barrage

Dinakaran D, Sr. engineer (Civil) - QA & QC, CN-KKNPP Phase 2 - Hts Package

Niraj Kumar Sinha, Manager (P&M), Hy-Def-Prject

Ravindaran V J, Sr. Architect, CN-EDRC, Head Qrts

Manikandan K, Systems Supervisor, CN-KKNPP Phase 2 - Hts Package

Rajaphani Srinivasarao P, Assistant Foreman (Elec), Hy-Def-Prject

Swastik Kayastha, Asst. Officer - Industrial Relations, Hy-Def-Prject

Vijaya Ragavan V, Sr. Engineer (P&M), MB-Mumbai Metro UGC01

Ramkumar J, Asst. Construction Manager (Mech), Hy - Vizag Vessel, Project

Yazindran R R, Asst. manager (QA/QC), Hy-Def-Prject

Hari Raghavan N, Sr. Design Engineer (Civil), AB-DFCC CTP 3R Structure

Sreeramulu M, Manager - QA & QC, MB-Mumbai Metro Ugc01

Vikash Chandra Srivastav, Manager (Industrial Relations), Kk - Kachchidargah

Paras Nath Singh Abhaya, Manager (EHS), Kk-Kachchidargah

Abdul Samad Shaik, Asst. Officer (Ir), MB-Karwar Seabird MWC01

Muthu Kumar P, Jr Chargehand - P&M, CN-KKNPP - 3/4 Plant Civil Works

Omprakash Sharma, Asst. Manager (Industrial Relations), AB - DFCC CTP 3R Structure

Susheel Kumar, Asst. manager (Stores), MB-Mandovi River Bridge, Goa

Deen Dayal Nawandhar, Deputy General Manager-Contracts, CN-KKNPP-3/4 Plant Civil Works	Manikanda Prabhu M, Supervisor (Stores), Hy-Constn. of Medigadda Barrage	Dhruba Halder, FLS Trainee, HY - CSTI, Jadcherla	Ghode Tushar Baban, FLS Trainee, HY - CSTI, Jadcherla	Sumit Sahu, Asst. Manager (Materials), DI-Cluster, Heavy Civil Infra Ic	Gireesh Rao D, Sr. Chargehand (P&M), MB-Karwar Seabird MWC01
Jaspreet Singh Kaler, Asst. Manager (Mech) - Crushing, DI - Singoli Bhatwari Hep	Santosh Kumar, Construction Manager (Civil), Kk - Kachchidargah	Nandan Ray, FLS Trainee, HY - CSTI, Jadcherla	Akshay Kumar, FLS Trainee, HY - CSTI, Jadcherla	Gaurav Bhardwaj, Asst. Manager (Materials), CN-Head Qrts.	Ashok Tippayya Patgar, Asst. Construction Manager (Mech), DI-Extradosed Bridge, Barapulla
Gauranga Sarkar, Executive (Stores), MB-Mumbai Metro UGC01	Tarun Gupta, Asst. Manager (Materials), DI-Lucknow Metro	Mintu Bala, FLS Trainee, HY - CSTI, Jadcherla	Joji Joseph, FLS Trainee, HY - CSTI, Jadcherla	Sudha Teja, Sr. Engineer (Civil)-Quantity Survey, Hy-Def-Prject	Prakash Chandra Srivastava, Construction Manager (Civil), Hy-Hyderabad Metro Project (Infra)
Nukala Raveendra Babu, Asst.engineering Manager - Civil, CN-EDRC, Head Qrts	Anurag Chandra Srivastava, Asst. Manager (Industrial Relations), Kk - Kachchidargah	Happy Yadav, FLS Trainee, HY - CSTI, Jadcherla	Hari Om, FLS Trainee, HY - CSTI, Jadcherla	Edwin Arogia Raj M, Supervisor-Ir, Cn-Head Qrts	Partha Sarthi Singh, Manager - EHS, AB-West DFCC Rewarai-Iqbal STR
Arunkumar M, Chargehand (P&M), CN-KKNPP - 3/4 Plant Civil Works	Sandeep Sharma, Engineer (Elec), Ab-West DFCC Rewarai-Iqbal STR	Manish Kumar, FLS Trainee, HY - CSTI, Jadcherla	Aphnan Ekram, FLS Trainee, HY - CSTI, Jadcherla	Aseem Kumar, DGM (Administration), Hy-Def-Prject	Ranjan Kumar, Manager (EHS), DI-DMRC CC28-Elevated Viaduct
Arun Kumar Pathak, Asst. Officer (Stores), MB - Mega Pkg2	Anbarasu A, Asst. Manager - Planning, CN-KKNPP - 3/4 Plant Civil Works	Chinmaya Kumar Sahoo, FLS Trainee, HY - CSTI, Jadcherla	Vicky Kumar Barnwal, FLS Trainee, HY - CSTI, Jadcherla	Vinnakota Jonah Jayaraj, Asst. Manager (QA/QC), Hy-Vizag Vessel, Project	Santanu Borah, Asst. Manager (Industrial Relations), Hy-Constn.of Medigadda Barrage
Prabhu N, Construction Manager (Civil), Mb - Mumbai Metro UG07	Brij Ram Kushwaha, Sr. Design Engineer (Civil), Hy-Def-Prject	Muhammed Jafar C M, FLS Trainee, HY - CSTI, Jadcherla	Roshan Kumar Sharma, FLS Trainee, HY - CSTI, Jadcherla	Matsa Suresh Kumar, Sr.engineer - QA/QC, AB-West DFCC Rewarai-Iqbal STR	Sunil Jangid, Asst. Manager (Accounts), CN-KKNPP Phase 2 - Hts Package
Sivakumar M, Asst.officer (Accounts), MB - Mega Pkg2	Arvind Kumar Pandey, Asst. Supervisor (EHS), Kk-Kachchidargah	Debasis Maharana, FLS Trainee, HY - CSTI, Jadcherla	Amit, FLS Trainee, HY - CSTI, Jadcherla	Luxminarayanan K, Engineer (Cad), CN-EDRC, Head Qrts	Angshuman Banerjee, Construction Manager (Civil), Kk-Khulna Mongla Bridge Proj
Akhilesh Shukla, Sr.engineer - Planning, MB - Mega Pkg2	Venkatesan P, Asst. Officer (Stores), Hy-Const Cable Bridge Durgam	Anup Kumar Behera, FLS Trainee, HY - CSTI, Jadcherla	Jatin Sharma, FLS Trainee, HY - CSTI, Jadcherla	Md Liakat Ali, Asst. Engineering Manager (Civil), DI-DFCC CTP 14 - Sojitz	Sujeet Singh, Sr. Engineer-Billing, Mb - Mega Pkg2
Nookayya Naidu Vegi, Executive (Stores), MB - Mega Pkg2	Sonthe Anudeep, Sr. Engineer (Mech), CN-KKNPP Phase 2 - Hts Package	Himansu Ranjan Das, FLS Trainee, HY - CSTI, Jadcherla	Sudhaanshu Tanti, Sr. Engineer - QA & QC, Ab-West DFCC Rewarai-Iqbal STR	Rupesh Kumar Kuanr, Asst. Construction Manager (Civil), CN-KKNPP-3/4 Plant Civil Works	Manish Semwal, Sr. Engineer (P&M), DI-Extradosed Bridge, Barapulla
Narender Jeet Singh Maker, DGM (Contracts), Kk -Kachchidargah	Pravez Ali Chauhan, Assistant Manager (Systems), MB - Mumbai Metro UGC01	Nizamuddin Mallick, FLS Trainee, HY - CSTI, Jadcherla	Sanjay Kar, Engineer (EHS), Kk-Kachchidargah	Dasari Ashok, Asst. Construction Manager (Civil), CN-KKNPP-3/4 Plant Civil Works	Ravichandran G, Assistant Supervisor (Civil), CN-KKNPP Phase 2 - Hts Package
Gurupadappa, Engineer - QA & QC, Hy-Def - Prject	Aman Deep Chand, Asst. Manager (P&M), Kk-Kachchidargah	Prasenjit Hazra, FLS Trainee, HY - CSTI, Jadcherla	Prasad Bandaru, Asst. Manager (P&M), Hy-Def-Prject	Arshad Mahmood, Asst. Manager-QA & QC, DI-Extradosed Bridge, Barapulla	Visakan R, Engineering Manager (Civil), CN-EDRC, Head Qrts
Vankayalapati Abhiram, Asst. Manager - Planning, Hy-Def-Prject	Jitendra Singh, Fls Trainee, Hy-Csti, Jadcherla	Sonu, FLS Trainee, HY - CSTI, Jadcherla	Swaroop Ranjan Pradhan, Sr.Engineer - Planning, Hy-Const Cable Bridge Durgam	Amit Nag, DGM (Accounts & Admn), DI-Cluster, Heavy Civil Infra Ic	Prathmesh Bohra, Asst. Manager (Accounts), MB - Mega Pkg2
Soumilla Ghosh, Asst. Manager - Planning, Hy-Def-Prject	Rajkumar, FLS Trainee, Hy - CSTI, Jadcherla	Sachin Kumar, Executive (Industrial Relations), Mb - Mega Pkg2	Janardhanan B, Sr. Design Engineer (Civil), Cn-Head Qrs.	Venkatesh B, Head Security, Hy-Def-Prject	Subash S, Engineer (Cad), CN-EDRC, Head Qrts
Sandeep Kumar, Manager (Materials), DI-Cluster, Heavy Civil Infra Ic	Jinson K J, FLS Trainee, HY - CSTI, Jadcherla	Rajib Thakur, Asst. Officer (Stores), Mb-Mumbai Metro UGC01	Satish Kumar Lokireddi, Asst. Manager (P&M), Hy-Def-Prject	Anand Kumar Singh, Asst. Engineering Manager (Mech), CN-EDRC, Head Qrts	Vignesh A, Asst. Manager (Materials), CN-Head Qrts
Syed Ibrahim S, Manager - QA & QC, KK-RVNL Metro Package	Amit Kumar, FLS Trainee, HY - CSTI, Jadcherla	Bagul Pavan Mahipal, FLS Trainee, HY - CSTI, Jadcherla	Saswat Kumar Nayak, Asst. Manager (Ehs), Mb-Wdfcc Package 15B	Vasim Khan, Chargehand-Survey, CN-KKNPP - 3/4 Plant Civil Works	Surender Kumar, Construction Manager (Civil), MB - Mega Pkg2
Niranjan Chhualsingh, Supervisor (Stores), AB-DFCC CTP 3R Structure	Nithin Mohanan, FLS Trainee, HY - CSTI, Jadcherla	Dinesh Mondal, FLS Trainee, HY - CSTI, Jadcherla	Ashwani Budhwar, Sr. Engineer (Mech), DI-Extradosed Bridge, Barapulla	Subrata Das, Deputy General Manager (Civil), Hy-Def-Prject	
	Swati Prakash Moharana, FLS Trainee, HY - CSTI, Jadcherla	Rakesh Chandra Behera, FLS Trainee, HY - CSTI, Jadcherla	Baskar R, Engineer - Qa & Qc, CN-KKNPP-3/4 Plant Civil Works	Jitendra Prasad Pandey, Assistant Supervisor (P&M), Hy-Constn.of Medigadda Barrage	
		Libin Sivan, FLS Trainee, HY - CSTI, Jadcherla			

Vadlamani S V Ramana, Asst. Manager (P&M), Hy-Def-Prject	Kajal Mandal, Manager (Survey), DL-DFCC CTP 14 - Sojitz	Md Saddam Hussain, Engineer - QA & QC, MB - Mega Pkg2	Dhiraj Karki, Asst. Construction Manager (Civil), DI-Underground RCC Structure	Ziauddin Haldar Md, Asst. Manager (EHS), DL-DFCC CTP 14	Balachandar R, Construction Manager (Mech), Kk-Kachchidargah
Mehta Ambraishkumar Santkumar, Manager (P&M), DI-Lucknow Metro	Pankaj Biswas, Asst. Manager (EHS), Hy-Def-Prject	Machavelrajan M, Senior Supervisor (P&M), MB - Mega Pkg2	Dheeru Kumar Meher, Asst. Manager - Planning, Hy-Def-Prject	Naveen Kumar, Engineer - QA & QC, DI-DFCC CTP 14	Abhijit Choudhury, Asst. Manager (EHS), Kolkata Cluster
Sunil Kumar Shukla, Supervisor (Stores), DL-WDFCC Package 15C	Ashok Kumar G, Manager Quantity Survey, MB - Mega Pkg2	Mahesh R S, Assistant Manager (Cad), MB-Karwar Seabird MWC01	Vijaya Bhasker K, General Manager - Hydell, Cn-Head Qrts.	Subhasish Maity, Executive (Stores), DI-Underground RCC Structure	Sachin Shukla, Asst. Manager (QA/QC), DI-Underground Rcc Structure
Appa Rao Thotabandi, Asst. Manager (EHS), Mb - Mega Pkg2	Ranjit Kr Majumder, Senior Engineer (Cad), EDRC (Hydel)-Faridabad	Kondabolu Naveen, Sr. Engineer - Planning, Hy-Def-Prject	Madhumangal Das, Chargehand-Survey, CN-KKNPP-3/4 Plant Civil Works	Satendra Singh, Executive (Industrial Relations), MB - Mumbai Metro UGC01	Mujaffar Husain, Asst. Manager (Stores), DL-DFCC Ctp 14
Md Irfan, Sr. Chargehand (P&M), CN-KKNPP - 3/4 Plant Civil Works	Vijay M, Sr. Engineer (Civil), CN-KKNPP Phase 2 - Hts Package	Chunawala Fakhri Aziz, Sr. Engineer (P&M), Kk-Kachchidargah	Pinu Sahoo, Engineer (P&M), CN-KKNPP-3/4 Plant Civil Works	Sandeep Kumar, Assistant Draughts person, MB - Mega Pkg2	Ravi Kumar Gupta, Construction Manager (Civil), MB - Mega Pkg2
Periyasamy S, Sr. Engineer (Qmcc), Hy-Def-Prject	Venkata Lalitha I, Asst. Manager-Contracts, MB-Mumbai Metro UGC01	Ajit Kumar Mandal, Asst. Supervisor (Civil), DL-WDFCC Package 15C	Sanjay Kumar Jha, Asst. Officer (Stores), MB-Mumbai Metro UGC01	Sandip Kumar, Manager- QA & QC, AB-West DFCC Rewarai-Iqbal STR	Dubey Sunil Shivnarayan, Construction Manager (Civil), MB - Mega Pkg2
Govind, Chargehand (P&M), CN-KKNPP-3/4 Plant Civil Works	Sundar R, Engineer (Survey), CN-KKNPP-3/4 Plant Civil Works	Valand Mayurkumar Kantilal, Engineer - P&M, DI-Extradosed Bridge, Barapulla	Tapan Kumar Tripathy, Supervisor (Stores), CN-KKNPP-3/4 Plant Civil Works	Ambudhi Goel, Sr. Design Engineer (Civil), AB-DFCC CTP 3R Structure	Satyadev Kumar, Sr.engineer (Systems), MB-Mumbai Metro UGC01
James P, Asst. officer (Stores), CN-KKNPP-3/4 Plant Civil Works	Srinivasu Rajana, Asst. Supervisor (EHS), Hy-Constn.of Medigadda Barrage	Rakesh Dayyala, Assistant EHS Officer, Hy-Constn.of Medigadda Barrage	Vishwas H S, Asst. Manager (EHS), Hy-Constn. of Medigadda Barrage	Jadab Pal, Assistant Chargehand, Hy-Constn. of Medigadda Barrage	Daggubati Mk Naidu, Sr. Engineer (Elec), MB - Mega Pkg2
Pankaj Kumar, Engineer - QA & QC, DL-DFCC CTP 14 - Sojitz	Zirmite Amit Govind, Asst. Officer (Accounts), MB - Mumbai Metro UGC01	Vinod R, Manager (P&M), Mb-Karwar Seabird MWC01	Sreenivasa E M, Manager-Planning, CN-KKNPP Phase 2 - Hts Package	Prokash Mandal, Assistant Chargehand, Hy-Constn. of Medigadda Barrage	Bappaditya Dhara, Supervisor (Stores), MB-WDFCC Package 15A
Raja Shekar N, Manager - QA & QC, CN-KKNPP Phase 2 - Hts Package	Sunil Singh, Asst. Manager (EHS), MB-Karwar Seabird MWC01	Tulsi Ram, Draughtsperson, EDRC (Hydel)-Faridabad	Atiajul Hague Sk, Executive (Stores), Hy-Constn. of Medigadda Barrage	Deepak Biswal, Asst. construction Manager (Civil), CN-KKNPP Phase 2 - Hts Package	Akula Pradeep Kumar, Asst. Manager (EHS), Hy-Def-Prject
Gajula Venkatesh, Executive-Cost Management, CN-KKNPP Phase 2 - Hts Package	Sathishkumar S, Engineer - QA & QC, AB-West DFCC Rewarai-Iqbal STR	Gowtham R, Sr. Engineer (Formworks), Cn-Kalpakkam	Latchireddi Poli Naidu, Asst. Manager (Geologist), Hy-Def-Prject	Abhishek Das, Sr. Engineer (Civil), CN-KKNPP-3/4 Plant Civil Works	Vinod Singh, Asst. Manager (Geologist), Hy-Def-Prject
Sambram Shanbhogue S, Sr. Engineer (Mech), CN-KKNPP-3/4 Plant Civil Works	Nikku Vasudeva Rao, Construction Manager (Civil), Kk-Kachchidargah	Babu N S, Sr. Design Engineer (Civil), Cn-Edrc, Head Qrts.	Mohammad Shamivulla, Asst. Manager (Cad), MB - Mega Pkg2	Sabarimon S, Asst. Engineering Manager - Civil, CN-EDRC, Head Qrts.	Saroj Kanta Mishra, Manager (Quarry & Crusher), CN-KKNPP Phase 2 - Hts Package
Thiyagarajan M, Sr.design Engineer (Civil), Cn-Edrc, Head Qrts.	Vishakha Km, Asst. Manager (EHS), MB - Mega Pkg2	Potaraju Ramesh, Engineer - QA & QC, AB-West DFCC Rewarai-Iqbal STR	Murari Prasad Ajare, Manager (Survey), Hy-Def-Prject	Karthik Raj Kumar B, Asst. Engineering Manager, CN-EDRC, Head Qrts.	Gadhavi Prakash Bhagwanjibhai, Manager (Stores), MB - Mega Pkg2
Karthick L, Engineer (Cad), CN-EDRC, Head Qrts.	Sumit Hobisyashi, Manager (EHS), MB - Mega Pkg2	Garad Kishor Rajaram, Executive (Industrial Relations), MB-Mumbai Metro UGC01	Dayanithi D, Senior Engineer (Cad), CN-EDRC, Head Qrts.	Thiyagu S, Systems Supervisor, CN-Head Qrts.	Jadhav Jiten Gopal, Asst. Officer (Stores), MB - Mumbai Metro UGC01
Padhiyar Dharmeshkumar Rayjibhai, Sr. Chargehand (P&M), Hy-Vizag Vessel-lv	Anjani Kumar, Asst. Manager (EHS), Kk-Kachchidargah	Manoharan J, Engineer (Formwork), Hy-Constn.of Medigadda Barrage	Atanu Bag, Asst. Chargehand (Survey), CN-Kalpakkam	Kumar Bala Krishna A, Asst. Manager (Accounts), MB-Karwar Seabird MWC01	Arvind Kumar, Asst. Officer (Stores), DI-Lucknow Metro
Anand B, Engineer - Planning, Hy-Def-Prject	Gobinath G, Engineer - QA & QC, Hy-Def-Prject	Nithya C V, Senior Engineer (Cad), Cn-Edrc, Head Qrts.	Prem Chander C, Supervisor (Stores), MB-Mumbai Metro UGC01	Ashutosh Kumar, Construction Manager (Civil), Mb - Mega Pkg2	Ajeet Kumar Shrivastva, Asst. Officer (Stores), DL-DFCC CTP 14
Raghavendrakumargundoju, Asst. Manager - Planning, MB-Mumbai Metro UGC01	Madhukumara S C, Manager (EHS), Mb - Mega Pkg2	Swarup Ghosh, Manager (Mines), CN-KKNPP Phase 2 - Hts Package	Gulam Smith Razha, Sr.engineer - QA & QC, MB - Mumbai Metro UGC01	Jeevan Patidar, Sr. Engineer - QA/QC, DI-WDFCC Package 15C	Nachnekar Gaurang Chandrashekhar, Sr. Engineer (P&M), Kk-Kachchidargah
Vivek Prajapati, Asst. Construction Manager (Mech), DI-Lucknow Metro	Gaurav Kathuria, Asst.manager (P&M), Ab-West DFCC Rewarai-Iqbal STR	Muthuraman M, Asst. Manager (EHS), CN-KKNPP Phase 2 - Hts Package	Sampath P, General Foreman (Civil), MB-Mumbai Metro UGC01	Debanjan Roy, Asst. Construction Manager (Mech), Kk-Kachchidargah	Vasanth A, Sr.engineer (Civil), MB - Mega Pkg2

Shankar S, Sr. Engineer (Systems), CN-Head Qrts.

Tamilarasi L D, Asst. Manager (Materials), CN-Head Qrts.

Kasi Viswanath Ravula, Engineering Manager (Civil), CN-EDRC, Head Qrts.

Sushil Kumar, DGM (Administration), CN-Head Qrts.

Nilesh Jain, Construction Manager (Civil), Mb-Mumbai Metro UGC01

Murthy G R, Manager (Stores), Mb-Karwar Seabird MWC01

Nayak Siddharth Sadanand, Sr. Design Engineer (Elec), Mb-Cluster, Heavy Civil Infra

Shirsendu Bhattacharya, Sr. Engineer-Billing, DI-Underground RCC Structure

Aadil Iqbal, Asst. Manager (EHS), Kk-Kachchidargah

Shatrughna Pathak, Asst. Manager (Stores), DI-Lucknow Metro

Sanjoy Kumar Pramanik, Engineer (Elec), Ab-Kakrapar Atomic Power Proj

Senthil Kumar T, Assistant Foreman, Hy-Constn. of Medigadda Barrage

Sharmila Kamalakkannan, Sr. Architect, CN-EDRC, Head Qrts.

Sanju Ghosal, Billing Engineer, DI-Underground RCC Struc-3

Ramesh Kumar Singh, Construction Manager (Civil), DI-Underground Rcc Structure

Jagadesh M, Sr. Design Engineer (Civil), DI-DFCC CTP 14

Mohan Kumar B, Construction Manager (Civil), Delhi Cluster

Kailash Chandra Barik, Supervisor-Formwork, DI-Underground Rcc Structure

Sundararao Singupalli, Asst.construction Manager (Civil), CN-KKNPP Phase 2 - Hts Package

Kandula Hema Venkata Pavan Kumar, Sr. Engineer - Planning, Hy-Def-Prject

Adithya M J, Asst. Manager - Planning, Hy-Def-Prject

Vadivel S, Engineer (P&M), Hy-Def-Prject

Vijaya Bharathi V, Construction Manager (Mech), Hy-Def-Prject

Vishnu Kumar Tripathi, Asst. Manager (Mech), Hy-Vizag Vessel, Project

Murugesan N, Construction Manager (Civil), CN-KKNPP - 3/4 Plant Civil Works

Senthil A, Junior Foreman (Formworks), Cn-Kknp-3/4 Plant Civil Works

Siddhartha Mondal, Asst. Manager Document Control, CN-EDRC, Head Qrts.

Mohit Kumar, Executive (Accounts), DL-DFCC CTP 14

Monikankana Swarnakar, Sr. Engineer (Ehs), MB - Cluster, Heavy Civil Infra

Patil Prabhuraj Chanabasappa, Asst. Officer (Stores), DL-DFCC CTP 14

Esakki P, Manager (Civil)-Quantity Survey, DI-Underground RCC Structure

Sanjay Mukherjee, Sr. Engineer (Civil), DI-Underground RCC Struc-3

Hanwant Kumar, Executive (Stores), Ab-DFCC CTP 3R Structure

Vijay Maruthi V, Manager (Accounts), DI-Cluster, Heavy Civil Infra Ic

Sankaramurugesan E, Sr. Engineer (Civil), DL-WDFCC Package 15C

Korupolu Siva Kumar, Asst. Manager (Materials), Hy-Def-Prject

Dharmendra Kumar Chaturvedi, Junior Foreman (Mech)-P&M, Hy-Def-Prject

Amllesh Kumar, Sr. Engineer - QA & QC, Hy-Def-Prject

Vijayaraj S, Asst. Manager (QA/QC), CN-KKNPP-3/4 Plant Civil Works

Rubish M S, Assistant Foreman (Civil), CN-KKNPP Phase 2 - HTS Package

Rohit Rawat, Asst.manager (QA/QC), CN-KKNPP - 3/4 Plant Civil Works

Chandragupta Patra CH, Manager (Accounts), MB - Karwar Seabird MWC01

Ramakrishnan S, Jr. Chargehand (Formworks), CN-KKNPP-3/4 Plant Civil Works

Prakash K, Asst. Manager - Planning, CN-Head Qrts.

Kiran Jalumuri N S, Asst. Manager (Formworks), Hy-Constn. of Medigadda Barrage

Kunwar Raj Singh, Head-Contracts & Risk Management, M3-B, CN-Head Qrts.

Raja Chandra Moulie Sp, Jgm-Civil, M3-C, Cn-Head Qrts.

Gopinath Alla, Project Manager, M2-C, Ab-Kakrapar Atomic Power Proj

Jaspreet Singh Gill, Manager (P&M), M1-B, DL-DMRC Cc28-Elevated Viaduct

Manoja Kumar Garnayak, Project Director, M4-A, MB-Karwar Seabird MWC01

Jayachandran S, Project Director, M3-B, CN-KKNPP Phase 2 - Hts Package

Lakshminarayanan D, Project Manager, M3-A, Hy-Const Cable Bridge Durgam

Lakshminarayanan D, Project Manager, M3-A, Hy-Const Cable Bridge Durgam

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Debarshi Chatterjee, Project Manager, M2-C, Hy-Hyderabad Metro Project (Infra)

Alphonse Arul Seelan S, Head-Talent Management (Hcic), M2-B, CN-Head Qrts.

Absorbtion

Absorbed from DET

Rohith K

Thejus C S

Venkitesh V

Abhijit Majumder

Apurba Chakraborty

Somnath Mondal

Subhojit Mondal

Nilendu Nath

Mujahid Mondal

Yadukrishnan Baburaj C

Sreeragh E S

Sangeeth P S

Ripan Kanjilal

Rashmiranjan Swain

Rakesh Chandra Das

Sarath P B

Sanand M N

Sagar Biswas

Imanul Sk

Dipankar Halder

Truptiranjan Mohapatra

Limbachiya Harsh Dineshkumar

Limbachiya Harsh Dineshkumar

Bidhu Bhusan Das

Ananthu Viswanadhan

Chinmaya Sethy

Sudip Das

Retirements

Ashok Kumar Bist, Manager (Elec), Hy-Def-Prject

Satish Kumar Shukla, General Foreman (Mech), DL-DMRC CC05 Jv

Idicula P C, General Foreman - QC, CN-CMRL UG 02

Gandhi S, General Foreman-Piling, CN - L&T Kattupalli (B,M&P)

Gagan Bihari Das, Foreman-Carpentry, Hy-Constn. of Medigadda Barrage

Power Transmission & Distribution IC

New Joiners

Mr. Dharendra Pratap Shingh, Construction Manager (Elec), D-TL-765KV S/C Lalitpur-Agra UP line-CKT-I-PGCIL.

Mr. Prabakar J, Asst. Engineering Manager (Elec), CN-Head Qrts.

Mr. Padmanabhan S, JGM-Human Resources, CN-Head Qrts.

Mr. Gowtham Maddirala, Asst. Manager (Civil), CN-Head Qrts.

Mr. Rajesh P, Asst. Manager (Mech), CN-Head Qrts.

Mr. Magare Surendra Dhondiram, Manager (OFC) O&M, Mumbai Cluster

Mr. Nishant Kumar, Manager - Elec (QA/QC), Patna Cluster

Mr. Abhishek Chakravarty, Assistant

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Manager-Electrical, CN-Head Qrts.

Ms. Mahalakshmi R N, Asst. Engineering Manager (Elec), CN-Head Qrts.

Mr. Rajesh Pandey, Construction Manager (Elec), DL-D-TL-400kV D/C Bhogat Kalawad TL

Mr. Bezawada Ravi Simon, Asst. Construction Manager (Elec.), Delhi Cluster

Mr. Rapeti T Santosh Vasu Manideep, Assistant Manager-Electrical, CN-Head Qrts.

Mr. Murugaraj V, Asst. Engineering Manager (Civil), CN-Head Qrts.

Mr. Vishwa Bandhoo, Construction Manager (Elec), DL-South Bihar Electrification Project- SBPDCL.

Mr. Preetam Smit Nayak, Assistant Manager-Electrical, CN-Head Qrts.

Mr. Suryawanshi Kishor Shankarrao, Asst. Manager (ROW), MB-BSNL OFC PKG D-Maharashtra-BSNL-5.

Mr. Shankar A, Engineering Manager (Elec), CN-Head Qrts.

Mr. Rakshit Joshi, Assistant Manager-Electrical, Delhi Cluster.

Mr. Zunke Swapnil Khemraj, Assistant Manager-Electrical, CN-Head Qrts.

Mr. Kannan M, DGM(Accounts), CN-Head Qrts.

New Responsibilities

Mr. Bijaya Kishore Dwivedi, Construction Manager (Elec), KK-Electrification Works Under IPDS Scheme.

Mr. Nagoji Rao S, Manager-Accounts & Admin, BL-R O.

Absorbtion

Absorbed from GCT

Mr. Abhishek Pande, Supervisor (HR), CN-Head Qrts.

Mr. Balakumar N, Accounts Supervisor, TLT Proto Works, Kancheepuram.

Mr. Banka Jaya Venkata Sai Kumar, Accounts Supervisor, C-TL-400kV Yeramarus-Ballary-KPTCL.

Mr. Bosetty Ram Sumanth, Accounts Supervisor, CN-400KV Substation at Tumkur.

Mr. Jampana Balaji, Accounts Supervisor, C-TL-Ingur Arasur Gobi KFW-TANTRANSCO-5.

Mr. Karthikeyan C, Accounts Supervisor, TLT Proto Works, Kancheepuram.

Mr. Kunal Gandhi, Accounts Supervisor, PTD-Varanasi Cluster Office.

Mr. Tarun Singh, Accounts Supervisor, S/E/T/C of 220KV and 132KV S/S for MPPTCL PKG-101.

Mr. Varanasi Harshavardhan, Accounts Supervisor, V-SS-RGGVY- 11 th plan-Erection-Gorakhpur-PUVVNL-5.

Retirements

Mr. Vysyaraju Jagadheeswara Raju, Project Head-BSNL Mod Project (MH), TFL-IE-BSNL OFC PKG D-Maharashtra-BSNL-5.

Mr. Sridharan P, DGM (Operations), CN-Head Qrts.

Mr. Hansel Ka, Foreman (Elec), H-IE-Power Supply & Scada-Stage 4-HMRL-5.

Mr. Piltukumar Saha, Senior Foreman (Elec), K-TL-220/132KV- WBSETCL Package AB-WBSETCL.

Mr. Pradip Kumar Bhattacharjee, General Foreman (Mech), K-TL-220/132KV-WBSETCL Package AB-WBSETCL.

Mr. Ranjith Kumar T

Mr. Ayush Gupta

Mr. Porje Shrikant Arjun

Mr. Shikhar Dubey

Mr. Sai Sasank Indukuri

Mr. Siva Prasad Reddy A

Mr. Ankit Agrawal

Mr. Kabra Gajanan Omprakash

Mr. Das Sanjay Nimay

Mr. Vivek Rai

Mr. Reddi Rakesh

Mr. Bishnu Debananda Agrawal

Mr. Avanigadda Srinivas

Mr. Shipekar Amrut Yuvaraj

Mr. Bandi Sudharshan Reddy

Ms. Parul Shrivastav

New Responsibilities

Mr. Asok Kumar K, Executive Vice President & Head - Water & Effluent Treatment

Mr. Anmol Ratan Soni, Segment Head (North & East)

Mr. Giridharan S, Segment Head (South)

Mr. Satish SC, Segment Head (West)

Mr. Devasish Ghosh, Head - Special Initiatives (East)

Mr. Rakesh Kumar Jain, Task Force Leader - Waste Water

Mr. Lakshmanan K, Segment Head (North)

Mr. Vidhan Chandra Jha, Head - Special Initiatives (North & Madhya Pradesh)

Mr. Chandrasekhar CH, Segment Head (South)

Mr. Saravanan K, Segment Head (Industrial Water)

Mr. Sridhar VS, Cluster Head

Mr. Dakshinamurthy S, Segment Head (South & East)

Mr. Rajendra Satheesh Kumar T T, Head - Special Initiatives (South)

Mr. Ravi Kumar Padnavis, Project Director

Mr. Madhur Mohan Jaiswal, Cluster Head

Mr. Sivakumar P, Segment Head (Madhya Pradesh)

Mr. Chandraeswaran S, Segment Head (Central)

Mr. Anil Sharma, Incharge - (West Segment)-Large Water BU

Mr. Anoop V Kartha, Head - Special Initiatives (Industrial)

Mr. Sunil Kumar Singh, Incharge - Special Initiatives (North)

Mr. Manoj Kumar Mishra, Cluster Head, Jaipur (WSD BU)

Mr. T Chandrasekharan, Cluster Head, Pune (WSD BU)

Mr. Pr Hari Krishna, Cluster Head, Hyderabad (WSD BU)

Mr. P Nainamalai, Cluster Head, Jaipur (WW BU)

Mr. N S R Venkatesan, Cluster Head, Chennai (WW BU)

Mr. Pravin Kumar Gupta, Cluster Head, Lucknow (WW BU)

Mr. Madhur Mohan Jaiswal, Cluster Head, Kolkata (WW BU)

Mr. Bhaskar Shriram Gadhe, Cluster Head, Indore (I&LWS BU)

Mr. Koka Seshasai, Cluster Head, Bhubaneswar (I&LWS BU)

Absorbtion

Absorbed from PGET/ PGET NICMAR

Mr. Patel Dipeshkumar Kiritbhai

Mr. Bellad Sachin Satish

Mr. Dhruva Kumar S

Mr. Vipul Goyal

Mr. Ronak Sanghvi

Mr. Mohd Amir Khan

Mr. Parakh Jain

Ms. Gaddipati Sahishna

Mr. Kale Shantanu Jagdish

Mr. Harshit Adwani

Mr. Nallamilli Ayyappa V V Rama Reddy

Mr. Velapure Mandar Prakash

Mr. Penmetsa Krishna Sumanth Varma

Mr. Annam Mahesh

Absorbed from GT

Mr. Mebin Binoy Sam

Mr. Karamveer Singh Shekhawat

Mr. Dinesh Kumar

Mr. Namburu Mohith Kumar

Mr. Mohanraj S

Mr. Perla Ram Babu

Retirements

Mr. Muneeb Alam Ansari

Water & Effluent Treatment IC

New Joiners

Mr. Ravishankar V, UAE

Mr. Subrata Bhattacharya, Chennai Head Qrts.

Mr. Bandage Sarath Wijesooriya, Srilanka

Mr. Mukesh Singh, Chennai Head Qrts.

Mr. Vinay Kumar, Chennai Head Qrts.

Mr. Seyed Ahamed Mohamed Hilmy, Srilanka

Mr. Arun Venkadesh K, Chennai Head Qrts.

Mr. Sathish Kumar P J, Chennai Head Qrts.

Mr. Siva Kamini Kumar G, Chennai Head Qrts.

Mr. Bharati Rajesh Sambarao, Chennai Head Qrts.

Mr. Gardiya Punchihewage Lakitha Silva, Srilanka

Mr. Aravindsrinivas V, Chennai Head Qrts.

Mr. Nitin G, Chennai Head Qrts.

Mr. Muruganandam P, Indore

Mr. Abid Hasan, Bhubaneswar

Mr. Sudip Sengupta, Bhubaneswar

Mr. Ashutosh KR Dubey, Bhubaneswar

Mr. Balamurugan D, Chennai Head Qrts.

Mr. Kamalesh Chatterjee, Kolkata

Mr. Chauhan Darshankumar Dalsukhbhai, Ahmedabad

Mr. Ravi Jhabak, Chennai Head Qrts.

Mr. Sibasis Mohapatra, Chennai Head Qrts.

Mr. Prasad M R, Indore

Mr. Elavarasu D, UAE

Mr. Narendra Korrapati, Chennai Head Qrts.

Mr. Kale Varun R, Chennai Head Qrts.

Mr. Saravanakumar K, Srilanka

Mr. Nanthakumar G, Bangalore

Mr. Mathan D, Indore

Mr. Kolanjivel R, Bhubaneswar

Mr. Jus Raj Singh, Jaipur

Mr. Ranga Rao Kornana, Bhubaneswar

Mr. Pandey Laukesh Sudama

Mr. Khona Aditya Mukesh

Mr. Shah Darshil Paresh

Mr. Harshit Anand

Ms. Deepa G

Mr. Sailakshman T V

Ms. Samapika Mahapatra

Mr. Yogesh Arun Khutade

Ms. Jella Hema

Ms. Poornima

Ms. Geethanjali S

Ms. Davuluri Srilekha

Ms. Nimbalkar Priya Vidyadhar

Metallurgical & Material Handling

New Joiners

Mr. Mahesh Bokam 01-Apr-17
O-1 Executive (Accounts) EWL Finance, Accounts & Admn. EWL, Kancheepuram

Mr. Duggireddy Eswar Reddy 03-Apr-17
O-1 Executive (Accounts) KBL Finance, Accounts & Admn. Kansbahal Kansbahal Works

Mr. Kousik Laskar 07-Apr-17 M1-B
Construction Manager (E&I) M&M SAIL, EWS Bhilai Kolkata (M&M BU)

Mr. Ashis Kumar Pal 17-Apr-17 M1-B
Construction Manager (E&I) M&M Bhilai Steel Plant BF8 Kolkata (M&M BU)

Mr. Malay Kanti Das 26-Apr-17 M1-A Asst.
Const. Manager (Elec.) BMH HMEL-CHP, Bhatinda Kolkata (BMH BU)

Mr. Anup Kumar Sarkar 10-May-17 M1-B
Construction Manager (E&I) M&M DCPL, Dolvi Kolkata (M&M BU)

Mr. Sunil Kumar Chandravansi 15-May-17
Contract Engineer (Elec) M&M Bokaro Slab Caster Kolkata (M&M BU)

Mr. Yeddlapalle Naveen Kumar 29-May-17
M2-A Sr. Construction Manager (E&I) M&M RSP-HSM, Rourkela Kolkata (M&M BU)

Mr. Sanjay Kumar Pradhan 07-Jun-17 M1-B
Construction Manager (Mech) BMH JSW, Paradip Kolkata (BMH BU)

Ms. Rupali Dubey 16-Jun-17 Engineer
Trainee-Graduate MMH I.S.D MMH HQ, Kolkata

New Responsibilities

Mr. Debal Kumar Kar 15-Jun-17 Contract
Mining Consultant M&M HZL-SK Mines, Dariba Kolkata (M&M BU)

Mr. Dinesh Kumar P Head - LTEW
Kancheepuram Works EWL, Kancheepuram

Mr. Amit Swarnkar Head - MMH Mena,
UAE

Mr. Choudhury Nayanendu Prasad Padhi
Project Manager MCL Bhubaneswari

Mr. Ashok Singhania Head - Corporate
Centre MMH HQ, Kolkata

Mr. Kamesh Rao a Head - Procurement
(KBL) Kansbahal Works

Mr. Muralaeddharan TS Project Manager
HZL-SK Mines, Dariba

Absorption

Mr. snehil Mishra GCT 01-Jun-16 01-Jun-17
S-1 Supervisor (HR) Admn. MMH Human Resources Kolkata MMH HQ

Mr. Milind Saraf GCT 01-Jun-16 01-Jun-17
S-1 Supervisor (Hr) Admn. MMH Human Resources Kolkata MMH HQ

Mr. Sharath Kumar Shetty GCT 30-Jun-16
30-Jun-17 S-1 Accounts Supervisor Admn. M&M Finance, Accounts & Admn. Kolkata (M&M BU)

Retirements

Mr. Soumitra Paramanik M2-B 01-Apr-84
07-Apr-17 Sr.construction Manager (Civil) M&M DCPL, Dolvi Kolkata (M&M BU)

Mr. Raveendran V S TC-9 02-Jan-88 30-Apr-17
General Foreman (P&M) Bmh Plant & MachineryMhs, Vizag Kolkata (Bmh Bu)

Mr. Vinayakumar Hn M3-C 09-Oct-91
07-Apr-17 Head - Ltew Kancheepuram Works Ewl Ewl, Kancheepuram Kancheepuram-Ewl

Mr. Swajan Datta M3-C 28-May-92
07-Apr-17 Head - Procurement (M&M) Mmh Material Dept. MMH Hq, Kolkata Kolkata Mmh Hq

Mr. Raji Mr Tc-9 01-Oct-92 30-Apr-17
General Foreman (Mech) BMH locl, Paradip Kolkata (BMH BU)

Mr. Muralaeddharan Pillai V Tc - 10 01 - Oct -
92 30 - Apr - 17 General Foreman (Mech) M&M Rsp-Hsm, Rourkela Kolkata (M&M BU)

Mr. Ram Singh Ray Tc - 5 01 - Sep - 94 30-
Apr-17 Junior Foreman (P&M) M&M Plant & Machinery RSP-HSM, Rourkela Kolkata (M&M BU)

Mr. Satapathy Mr M1-C 01-Jul-83
07-Apr-17 Manager-Stores & Despatch Kbl Kansbahal Kansbahal Works

Mr. Ashok Kumar Patra M1 - B 02 - Feb -
87 07 - Apr - 17 Manager (Accounts) M&M Finance, Accounts & Admn. Sail, Gua Kolkata (M&M BU)

Mr. Krishnendu Roy M1-A 02 - Jun - 97
07 - Apr - 17 Superintendent (Mech) BMH locl, Paradip Kolkata (BMH BU)

Mr. Jyotirmoy Das M2 - A 18 - Oct - 05
07-Apr-17 Sr. Manager (Elec) EWL, Kancheepuram

Mr. Amarnath Chakraborti Tc - 6 05 - May -
10 30 - Apr - 17 D'man (Civil) EDRC, Kolkata

Mr. Gautam Majumdar M3 - B 18 - Apr -
12 21 - Apr - 17 Sr. DGM (Materials) M&M Material Dept. MMH Hq, Kolkata (M&M BU)

Divisional Corporate

New Joiners

Sudip Mazumder, JGM-Digital, Chennai
Head Qrts.

Dr. Rajeev Ranjan, Sr. DGM-Human
Resources, Chennai Head Qrts.

Prabhu V, Deputy General Manager,
Chennai Head Qrts.

Santimoy Chattopadhyay, DGM-
Procurement, Kolkata

Bana Bihari Nayak, DGM-Logistics, Chennai
Head Qrts.

Anand Iyer, Sr. Manager (Exports & Imports),
Mumbai

Namitha Jayanarayanan, Sr. Manager
(Corporate Communications), Chennai
Head Qrts.

Narayanan Subramanian, Sr. Manager
(Legal), Chennai Head Qrts.

Vivek Kannan, Manager (Supply Chain
Analytics), Chennai Head Qrts.

Chirala Srinivasa Krishna Bhargava,
Manager (Procurement), Chennai Head
Qrts.

Girish Babu B, Manager - Corporate
Insurance, Chennai Head Qrts.

Radhika Keerthi N, Manager - Contracts,
Chennai Head Qrts.

Shafeeq Ibrahim A, Asst. Manager, Chennai
Head Qrts.

Vishal Kadu Bodade, Asst. Manager,
Chennai Head Qrts.

Naman Sharma, Asst. Manager, Chennai
Head Qrts.

Karthik P, Asst. Manager, Chennai Head
Qrts.

Mahesh Srivats K, Asst. Manager, Chennai
Head Qrts.

Mohit Khurana, Asst. Manager, Chennai
Head Qrts.

Devashish Kumar, Asst. Manager, Chennai
Head Qrts.

Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Robin Jacob,
Asst. Manager (Civil), Kolkata
passed away on April 05th, 2017



Mr. Louis John Rose V,
General Foreman (P&M) Oberoi Splendour,
Mumbai. passed away on May 5th, 2017



Mr. MD. Yasin Khan, Master Crane
Operator IIR Project, Ahmedabad
passed away on June 25th, 2017



Mr. Adithya Kumar W,
Asst. Engineering Manager (Elec),
passed away on June 23rd, 2017



Mr. Ganesh N, Asst. Manager (Mech.),
SSNNL - SBC PS 4-5 site, Ahmedabad
passed away on May 30th, 2017

Abhitej Anantha, Asst. Manager, Chennai Head Qrts.

Sathiyamurthy S, Deputy General Manager, Chennai Head Qrts.

Krishna Keerthi Y, Manager, Chennai Head Qrts.

Amba Prasad G, General Manager-Legal, Chennai Head Qrts.

Balaji Kasiram S, Deputy Head - Digital, Chennai Head Qrts.

Yogesh Gupta, DGM (Legal), Chennai Head Qrts.

Chandrabose M, Manager, Chennai Head Qrts.

Vasupradhaa S, Assistant Manager - Finance, Chennai Head Qrts.

Chandra Sekar M, Dgm (Legal), Chennai Head Qrts.

Gangatharan M, Sr.manager-Library & Documentation, Chennai Head Qrts.

Shah Rahulkumar Harshadbhai, Head-Bim Strategy, Chennai Head Qrts.

Hayath Babu N, Head-Bim Implementation, Chennai Head Qrts.

P.R. Surendra Babu, VP&Head-Digital Engineering

T.S. Harish, Head - Legal Services (Middle East)

Retirements

Pichai G, VP & Head-Supply Chain Management,

Ramana V S, General Manager-CSTI,

Mohan Fernando A, JGM-Human Resources,

Vaithyanathan S, Sr. DGM (Library & Documentation),

Subramanian Bk, Sr. DGM (Legal),

Jitaraja M, DGM (Insurance),

Bijay Shankar Dubay, Sr. Manager (Administration),

New Responsibilities

Absorbtion

Absorbed from GET

Anush Sagar J S

Arvind R

Devendran R

Keerthi Susmitha

Suraj Kumar

Absorbed from PGET

Sourabh Jain

Monica Chandni J

Ramachandran E

Aravinth A

Absorbed from GCT

Deepika P

Anusha S

Keerthika R

Vaishnava Devi P

Divya V

Thirupura Sundari B

Sarah Esther

Ranjini D

Shalini V

Vidhya V

Lakshmi S

L&T GeoStructure

New Joiners

Mr. Senthil Kumar A; Sr. Manager - Procurement; Head Qrts

Mr. Siddharth Kumar; Manager; Head Qrts

Mr. Sreedhar SV; Asst. Engineering Manager; Head Qrts

Mr. Kaustav Dasgupta; Asst. Manager - Civil; locl Lng Terminal Works

Mr. Vivek; Asst. Manager - Civil; locl Lng Terminal Works

Mr. Rishi Chopra; Asst. Manager (Procurement); Head Qrts

Mr. Shashanka Pakreh; Asst. Manager (Civil); Multi Modal IWT Terminal at Sahibganj

Mr. Dheeraj Kumar; Asst. Manager (EHS); Construction new Navigational lock at Farakka

Mr. Indranil Roy; Asst. Manager (Quantity Surveyor); Multi Modal IWT Terminal at Sahibganj

Mr. Annapurnarao Ramavarapu; Asst. Manager (Accounts); Services Rendered to UJV for Polavaram Works

Mr. Santosh Kumar Pradhan; Executive - Ir; JSW - Paradip - Construction of Iron Ore Berth

Mr. Sathees N; Executive - Accounts; locl Lng Terminal Works

Mr. Amal Loockose; Sr. Engineer (Civil);Multi Modal IWT Terminal at Sahibganj

Mr. Sailesh Gudla; Sr. Engineer (Civil); JSW - Paradip - Construction of Iron Ore Berth

Mr. Nunna Sameer Guptha; Sr. Engineer (Civil); Construction of new Navigational lock at Farakka

Mr. Inba Selvinraja A; Sr. Engineer - Mechanical; JSW - Paradip - Construction of Iron Ore Berth

Mr. Karthikeyan M; Asst. Officer (Stores); Multi Modal IWT Terminal at Sahibganj

Mr. Siva Prakash M; Draughtsman; Head Qrts

Mr. Swapan Mondal; Jr. Foreman-Carp; Construction of New Navigational lock at Farakka

New Joiners

Mr. Anand S; Post Graduate Engineer Trainee; Head Qrts

Mr. Gowtham S; Engineer Trainee; locl Lng Terminal Works

Mr. Revanth K; Graduate Trainee; locl Lng Terminal Works

Mr. Sijo Varghese K S; Graduate Trainee; Head Qrts

Mr. Arvind Krishnan M; Graduate Trainee; Head Qrts

Mr. Rohith Reji; Graduate Trainee; Head Qrts

Power Transmission & Distribution International

New Joiners

Praveen Wasura Amarajeewa Hewa Peduru Arachchige, Sr. Engineer (Elec), Qatar

Dimuthu Wijewickrama Samarakoon Vidanemuhandiramge, Sr. Engineer (Elec), Qatar

Suranga Sameera Munasinghe Munasinghe Appuhamilage, Sr. Engineer (Civil), Qatar

Weerakkodige Nipuna Lakmal Weerakkody, Sr. Engineer (Elec), Qatar

Krishan Gayantha Rajapaksha Appuhamilage, Sr. Engineer (Elec), UAE

Dhanuke Wishwantha Rajapakshe, Sr. Engineer (Civil), UAE

Liyana Mahadura Udayantha Niraj, Sr.engineer (Elec), UAE

Buddhika Samitha Dissanayake, Sr. Engineer (Civil), UAE

Athuraliya Suchira, Sr. Engineer (Elec), Oman

VimukthiDeshapriy, Sr. Engineer (Elec), Saudi

Manusha Indika Deegala, Sr. Engineer (Elec), Saudi

Kasun Harshana Rathnayaka, Sr. Engineer (Elec), Saudi

Hiran Chathuranga Karunathilaka, Sr. Engineer (Civil), Saudi

Dilan Jaliya, Sr. Engineer (Civil), Saudi

Absorbtion

Absorbed from GET

Abdelbaky Elmenshawy Labib Elmenshawy Sakr, Senior Engineer - Electrical, Saudi

Ahmed Magdy Hassan Sayed Ahmed Moustafa, Senior Engineer - Electrical, Saudi

L&T Construction wins Dun & Bradstreet Corporate Award



L&T Construction was recognised as the top Indian company under the sector - 'Construction - Infrastructure Development' in 2017 by Dun & Bradstreet Corporate.

This prestigious award was received by Mr. D.K Sen, Whole Time Director & Sr. Executive Vice President (Infrastructure) from Shri. Arjun Ram Meghwal, Hon'ble Minister of State for Finance & Corporate Affairs, Government of India in a glittering function held at Mumbai on 1st June 2017.

Dun & Bradstreet has been tracking the performance of India Inc. since 1997 through its premier publication, 'India's Top 500 Companies'. Since 2006, the torchbearers among the Indian corporates across various sectors, are felicitated for their exemplary performance through the Dun & Bradstreet Corporate Awards.

Edited by Vinod Jacob Chacko for L&T Construction from L&T Construction Headquarters, Manapakkam, Chennai - 600 089.
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