

ECC NEWS

Employee Communication Journal of L&T Construction

MOVING FORWARD FROM STRENGTH TO STRENGTH

2017

2018





The presentations by the various IC and business heads reveal the length, breadth and width of L&T Construction which has attained a scale that it is impossible for one person to know everything. Hence, after considerable thought and multiple discussions with our beloved Chairman, Mr. Naik, we decided that it was imperative that L&T Construction be allowed to grow in different paths, as it were, to keep increasing scale, size and success. The division is now broadly divided into 5 entities – Buildings, Factories, Minerals & Metals; Transportation – Railways, Roads, Highways; Heavy Civil, Power Transmission & Distribution & Water. Each business vertical has its own scale, deep domain knowledge and the aim is to put good people in charge, give them the onus of leadership and the freedom to grow. The more you throttle people, the lesser the opportunity for growth and am convinced that growth lies in the hands of new, young leaders with new ideas, new ways of doing business and hungry to succeed.

There are a few broad themes that are important in the context of the fresh challenges that the future will throw up.

Speed & scale:

Our difference has always been the ability to take up challenging projects that other contractors think twice before accepting and complete them to quality and ahead of schedule. We seem to be failing in this aspect of late. After instituting the award for timely delivery last year, we have been struggling to find projects that legitimately measure up in performance to win the award. That is a worrying sign.

While scale is important, so is speed. It is a must. Of course, there is pressure on achieving our numbers but at the same time it is important to put 'filters' and be more 'choosy' when accepting projects. Good management is all about the ability to say "No" and we have to be careful not to take up projects that are either too small for

us or not economically viable or are located in dangerous zones that make it difficult to find the right kind of talent to manage them.

It does not pay to accept 'commoditized' or vanilla assignments; but it is critical that we keep innovating as we move forward. In B&F for eg., we initially started doing structures (beams and slab) but soon found that others could do it too hence we started taking up turnkey jobs. Soon competition caught up and thus we offered EPC design-and-build followed by architecture design-and-build and then plug-and-play structures like in the case of IT parks and hospitals. This is the only way we can stay ahead of competition and protect our premiums.

Along with speed, scale and innovation, geographical expansion is equally important. We have to be flexible to seek new frontiers and new markets, to face new challenges or else we face the danger of stagnation. As soon as

EACH BUSINESS VERTICAL HAS ITS OWN SCALE, DEEP DOMAIN KNOWLEDGE AND THE AIM IS TO PUT GOOD PEOPLE IN CHARGE, GIVE THEM THE ONUS OF LEADERSHIP AND THE FREEDOM TO GROW.



THROUGH THE BENEFITS OF DIGITALIZATION, WE ARE ABLE TO OFFER SUPERIOR SOLUTIONS TO OUR CUSTOMERS WHICH WILL UNDOUBTEDLY KEEP US AHEAD.

we sensed the downturn in the Middle East, we made forays into Africa and South East Asia, bold steps that have now started to pay dividends but to sustain that we need the right people with flexibility and fearlessness to lead these ventures and I look to my senior colleagues to show the way.

Nurturing young talent

For an organization to grow, it is imperative for young talent to blossom; for young talent to be given adequate opportunities to prove their mettle in testing and trying circumstances. It is heartening that a number of the Project Managers and Digital Officers who came on stage (during the New Year function) to accept their Safety, Quality and Digital awards were in their 20s and 30s and that's the kind of young leaders we need. Young talent needs to be promoted and it is important to pitch-fork them into tough assignments either at project site or a tricky design job to develop them. It is only in these situations that they will show if they are bold and gutsy enough to get the things done. Our move to have more SBGs, BUs and function heads is to

bring more youngsters to the fore and present them the right opportunities to show their worth.

Digitalization & analytics

There is no doubt that a lot is being done in these two areas but it is crucial that this gets translated to site where it is going to make all the difference. The only way we, as an organization, can keep ourselves ahead of competition in a business that is becoming largely undifferentiated is by 'creating a difference' and digitalization offers us that huge advantage. The others have not caught up as yet and hence it is very important that we, having taken the lead, consolidate our position. Through the benefits of digitalization, we are able to offer superior solutions to our customers which will undoubtedly keep us ahead. The availability of all kinds of project-related information on a dashboard or on your mobile keeps you connected 24/7 and, more importantly, enables quick, informed decision-making. Am confident that this digital edge will keep us ahead for at least the next 5 years till we are able to come up with the next big idea.

Safety

Safety is just not the responsibility of the Safety Managers alone; it is a shared responsibility of all 30,000 of us at L&T Construction. The fatalities record has improved but is still unacceptable because the loss of life of a bread winner affects a whole family and if all of us realize that, then we will be more conscious of keeping our sites and places of work safe.

Challenging times ahead

While in all probability we should finish this fiscal well, the challenges for the new year of doing Rs. 125,000 Crores of order in flow, Rs. 80,000 Crores of sales and a PBIT of Rs. 8,000 Crores is going to be a huge ask and unless we remain totally committed, it will be a very steep hill to climb. But am confident that with the leadership and the talent we have at our disposal, we should be able to make it.

All the best!

S.N. Subrahmanyam
CEO & MD
Larsen & Toubro

'SPEED UP PROJECT DELIVERY. SCALE UP DOMAIN EXPERTISE.'

SNS's thrust on the criticality of speed and scale of operations across projects set the tone at the New Year Get-together held on January 5th, 2018. (A detailed report of his keynote address is featured in 'From the Desk' section). Here are some insights our IC/BU Heads shared on the way forward.



D.K. SEN

Whole Time Director & Senior Executive Vice President (Infrastructure)

We had booked some huge orders cumulatively worth around US \$ 2 billion.

2017 was one of our toughest years with our working capital at an all-time high and severe cash flow problems but we have been able to pull through. Both our order inflow and revenue numbers have far exceeded our Q3 projections. We had booked some huge orders cumulatively worth around US \$ 2 billion like Bathinah Expressway, Al Wakrah Bypass Road, Abu Dhabi airport, etc. but these jobs are all nearing completion and there are no more surprises awaiting us. In the process, though we lost some money, we have established our credentials as a reliable EPC player in the Gulf and a preferred JV partner for a number of foreign companies. Our clients like us and want to give us repeat jobs. What we need to be careful of is the quality of the roads we are constructing and the inordinate delays in execution that are huge adversely impacting our profitability.

But every crisis is an opportunity and we are approaching 2018 with greater collective purpose.

B&F IC was perhaps most disrupted by demonetization, GST and RERA with the real estate sector, which drives B&F, badly hit. Orders from the private sector completely dried up and the elite housing segment completely collapsed. But every crisis is an opportunity and we are approaching 2018 with greater collective purpose. We have bagged a number of design-and-build jobs like Al Rayyan stadium, AP Housing, MHADA, Motera stadium to name a few. I feel future demand will be driven by airports, hospitals, data centres, mass housing sectors. The industry is going through a transition phase and we need to reposition ourselves to face the new challenges.



M V SATISH

Whole Time Director & Senior Executive Vice President & Head-Buildings, Minerals & Metals



S. RAJAVEL

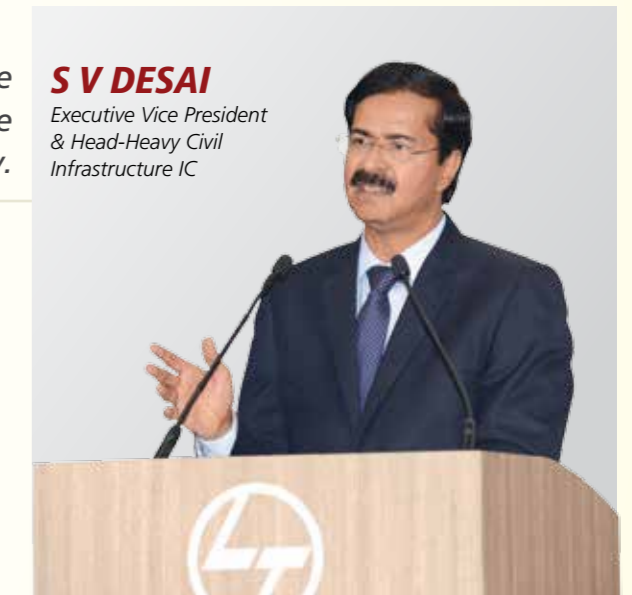
Senior Vice President & Head-Water, Smart World & Communication

What has helped us tremendously is our process orientation.

WET is already a 5 billion worth business in India and we have emerged as the No. 1 player in India across our different verticals of Water Treatment, Irrigation, Waste Water Treatment and Water Supply and Distribution. What has helped us tremendously is our process orientation and since the government is our most important client, a lot of skillful networking has helped us greatly. Having established our leadership in India, we have expanded to new markets like Tanzania in Africa and Sri Lanka and are already making our presence felt there.

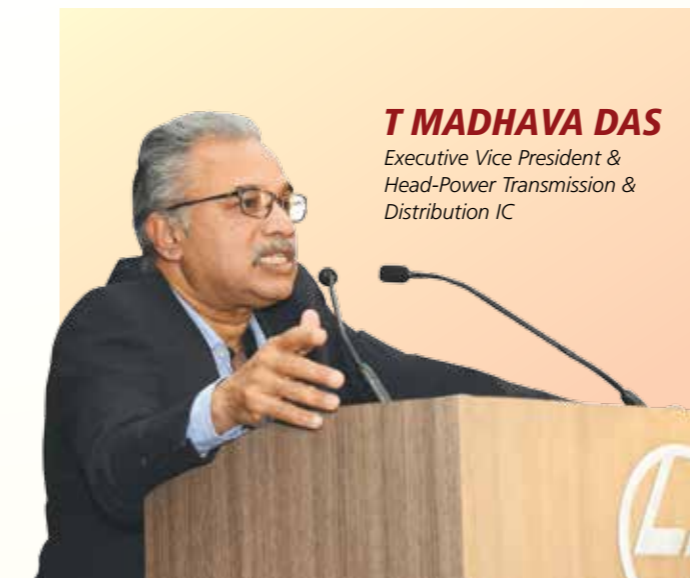
Though the number of our projects have not increased, the size of our projects have increased substantially.

Heavy Civil was always known and now more so as the IC of mega jobs. Though the number of our projects have not increased, the size of our projects have increased substantially. Our average order inflow in 2013 was Rs. 380 Crs. per job whereas in 2017, it has touched Rs. 2,000 Crs. per job. Similarly, the revenue per job per year in 2013 was Rs. 86 Crs. while in 2017, it is 230 Crs. per job per year.



S V DESAI

Executive Vice President & Head-Heavy Civil Infrastructure IC



T MADHAVA DAS

Executive Vice President & Head-Power Transmission & Distribution IC

Electricity for all' and 'All by electricity'.

2018 will be the cusp of change with the 3 Ds – Decarbonization, Decentralization and Digitalization – disrupting the way we do business. Speed, quality and scale would be the decisive factors going forward while the future of the PT&D business will depend on two themes: 'Electricity for all' and 'All by electricity'. It is also important to inculcate a culture of empowerment and leadership especially at the operating level for quicker decision-making.



K NAGARAJAN
Vice President & Head-F&A

The challenges for 2018, as I see it, would be trimming of costs and optimum implementation of resources.

2017 was a good year for the world, India and for L&T. Globally, the oil prices stabilising at 60 dollars per barrel was reasonable while domestically, the rise of the BSE and NIFTY indices a better rating reflected from good economic activity. I feel that the impact of demonetization and GST have been absorbed in 2017. For L&T too it was a good year in terms of order inflows, sales, PBIT and new leadership with SNS taking over as CEO and MD of L&T. The challenges for 2018, as I see it, would be trimming of costs and optimum implementation of resources.



ANUPAM KUMAR
Vice President & Head-MMH SBG

What helped us is that we stuck to our core and yet relooked at our systems and processes.

In the face of significant challenges in 2017, we have delivered significantly. What helped us is that we stuck to our core and yet relooked at our systems and processes and reskilled our people to face the new challenges. Our breakthrough was with the Rs. 2,400 Crs. Sterlite Copper Smelter order. We have delivered 15% PAT for all our overseas jobs and have established ourselves in the metal space as a force to reckon with.

The Mauritius order was a big win.

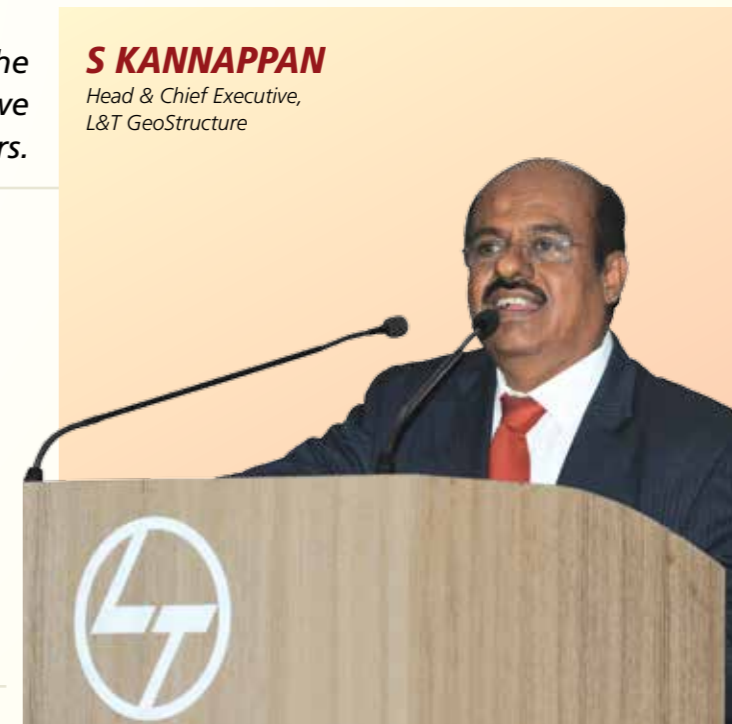
2017 saw exciting prospects from new geographies for the Railways business with several strategic efforts paying off. We have established ourselves as a full-scale systems integrator. The Mauritius order was a big win while on the domestic front, we were able to engineer a paradigm shift from a BOQ mode to an entirely EPC mode in the procurement of the Indian Railways. With orders from the dedicated freight corridors ending, new opportunities are available for us in the High Speed Rail programme.



RAJEEV JYOTI
Chief Executive, Railway SBG

I am happy to say that although the nature of our work is dangerous, we have had no incidents for the last 5 years.

We, at L&T Geostructure, have always believed in shared attitudes, beliefs and customs. What has really helped us over time are innovative cost consciousness, committed ownership and collaborative teamwork. Being in the business of specialized equipment, our highlight for 2017 was procuring some high end equipment, completing refitting and refurbishing them all at a total cost of Rs. 10 Crs, which would have otherwise cost the company upwards of Rs. 60 Crs. I am happy to say that although the nature of our work is dangerous, we have had no incidents for the last 5 years.



S KANNAPPAN
Head & Chief Executive,
L&T GeoStructure

ANNUAL QUALITY AWARDS

Continuing the tradition of honouring excellence in QUALITY in our projects, the Quality Awards were presented to the winners during the New Year address by our Senior Executives at the Convention Centre, HQ Chennai on 5th January 2018. As in the past, there was enthusiastic participation from the project sites. The entries were assessed on the basis of various parameters such as product quality, housekeeping, customer satisfaction, project schedule, project cost management, safety and adherence to the Company's quality management system. The assessment process commenced in June and was completed by October-December 2017.

The awards were presented by Mr. S.N. Subrahmanyam, CEO & MD, L&T, along with the respective IC/SBG/BU Heads: Mr. D.K. Sen, Whole Time Director & Sr. Executive Vice President (Infrastructure), Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President (Building, Minerals & Metals), Mr. S.V. Desai, Executive Vice President & Head Heavy Civil Infrastructure IC,



Mr. Adrian Brown, Project Director, AI Wakra By-Pass Road Project, TI IC



Mr. A.S. Phanendra Kumar, Project Head along with Mr. V.V. Satyanandam R, Project QAI/QC Manager, OPGC-MGR Project, Odhisa, TI IC



Mr. A. Gopinath, Project Manager, along with Mr. S. Ponappan, QAI/QC Manager, Main Plant Civil Works - KAPP 3 & 4, HCI IC



Mr. Deepak Kumar Sharma, Principal along with Mr. Alok Kumar Bandyopadhyay, Head-HR Workmen, CSTI-Jadcherla



Mr. Sudipta Kumar Basu, Project Head, along with Mr. Anangapriya Sengupta, Cluster QAI/QC Manager, Biswa Bangla Convention Centre, Kolkata, B&F IC



Mr. T. Madhava Das, Executive Vice President & Head, Power Transmission & Distribution IC, Mr. S. Rajavel, Senior Vice President & Head - Water, Smart World & Communication, Mr. R. Srinivasan, Executive Vice President & Head - Smart World and Communication Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure, Mr. Anupam Kumar, Vice President & Head, MMH SBG, Mr. Mr. Rajeev Jyoti Chief Executive, Railway SBG,



Mr. Chandrasekhar R., Project Manager, along with Mr. Jayakumar R, Project QAI/QC Engineer, Mr. K. Anand, Cluster QAI/QC Manager, Medak & Sangareddy Telangana Drinking Water Supply, WET IC



Mr. T. Chandrasekar, Project Head, along with Mr. Raghavendra GA, Project QAI/QC Manager, Mr. Syed Nafeesuddin, Cluster QAI/QC Manager and Mr. M. Balasubramani, Head Quality, Prestige Lakeside Habitat, Bengaluru, B&F IC



Mr. G. Srinivasan, Head Resource Management, on behalf of the team, CSTI - Serampore



Mr. G. Srinivasan, Head Resource Management, on behalf of the project team, ORPIC - Pet Coke Handling & Storage Facility, MMH SBG



Mr. P.M. Ravichandran, Sr. DGM, Water International, on behalf of the project team, Adhan Phase 1A Infrastructure Project, Salalah, WET IC



Mr. Sidda Reddy, Project Head, along with Mr. Shashivendra Pratap Singh, Project QA/QC Manager, Nagpur Safe & Smart City Project, SW&C BU



Mr. Sandeep Gupta, Project Manager, 765kV DIC Banaskantha - Chittorgarh TL (Pat-II), PT&D IC



Mr. G.Boobathy Vishwanath, Project Head, along with Mr. Naveen Kumar, Project QA/QC Manager, Lift Irrigation Project, Purushothapatnam, L&T GeoStructure



Mr. Manasvi Kalra, Asst. Construction Manager, Lucknow Metro, HCI IC



Mr. P.U.Chaudhary Project Director, 132kV/33kV SAADA GS, PT&D IC



Mr. Bikash Parida, EHS Manager, EGA - Civil Package, Abu Dhabi, MMH SBG

AND THE DIGITAL AWARD GOES TO ...



With digital transformation at L&T Construction having gathered sufficient steam, it was an opportune moment to celebrate the widespread and successful implementation of digital initiatives, to recognize people and sites that had taken the lead and encourage speeding up of the process.

Thus Digital Awards 2017 was instituted and the various categories were:

- **Digitally Enabled Project** - One project per IC (total 8 Awards)
- **Most Digital savvy IC** (One Award)
- **Innovative Digital Applications** (3 Awards)

The 216 applications received were evaluated to a set criteria and selected by a Jury comprising R Ganesan, Anantha Sayana, and B Ramakrishnan.

The Awards instilled a healthy sense of competition across the ICs and Project sites.

The following were the winners of the Digitally Enabled Project (one per each IC)

IC	Project / Solution
HCI	Kudankulam Nuclear Power Plant - HTS Package
B&F	Statue of Unity
WET	Sri Ganganagar
PT&D	Advance SCRIPS Project
GeoStructure	JSW Paradip
TI	Ghoshpukur Salsalabari Road Project
SWC	Greater Vishakapatnam Smart City
MMH	Rourkela Steel Plant

The innovative Digital Applications Award went to

No.	IC	Project / Solution
1	HCI	Riyadh Metro - Concrete Solution
2	GeoStructure	IoT on Trench Cutter & Vibro Float
3	PT&D	VR App for Safety in TL BU
4	TI	WDFC CTP 1&2 - Central Control System for rail movements

The Most Digital Savvy IC Award was bagged by the B&F IC - The Jury noted that B&F IC won the award based on:

- Large extent of coverage and implementation of digital solutions
- Focus on usage and realization of benefits
- Formation of a smart IC Digital Team
- Rapid creation of a number of IC specific solutions complementing the central solutions developed by Corporate, some of which are now being made enterprise ready for deployment across businesses.



Mr. Anish Sharma, Planning Engineer, along with the Digital Officer, Ghoshpukur Salsalabari Road Project, TI IC



Mr. S Jayachandran, Project Director, along with Mr. Mohan Babu, Digital Officer, KKNPP Phase 2 HTS Package, HCI IC



Mr. Puranam Prasad, Head Information Systems, CTP 1 & 2, TI IC



Mr. P Udayakumar, Head P&M, along with Mr. Ravi Nagarajan, Senior Manager, P&M, for developing IoT on Trench Cutter & Vibro Float, L&T GeoStructure



Mr. Mukesh S Raval, Project Director along with Mr. Rajkumar, Digital Officer, Statue of Unity Project, B&F IC



Mr. Umasathiyar, Project Manager, 3MTPA Hot Strip Mill for SAIL RSP Rourkela, MMH SBG



Mr. Aritra Mandal, Digital Officer along with Mr. Kavin and Mr. Soundarra, Safety Team for developing VR app for Safety, TL BU, PT&D IC



Mr. S Suresh Kumar, Project Control Head along with Mr. S Rajagopal, Head - ISD for developing online Concrete Monitoring System, Riyadh Metro



Mr. A Gurunathan, Project Manager along with Mr. Shakhivel, Digital Officer, Integrated Water Supply and Wastewater Project, Sri Ganganagar, WET IC



Mr. Anil Kumar, Planning Manager along with Mr. Uday Kumar, Digital Officer, Greater Vishakapatnam Smart City Project, SWC BU



Mr. Lawrence Dhanaraj, Project Manager along with Mr. Aritra Mandal, Digital Officer, Advance SCRIPS Project, PT&D IC Award



Mr. Tulasidas Gowada, Project Manager along with Mr. V.K. Mani, Operations Head and Mr. Krishna Karthick, Digital Officer, JSW Construction of Iron Ore Berth - Paradip, L&T GeoStructureAward



Mr. R. Shankar Naryan along with Mr. Rajkumar receiving the Most Digital Savvy award for B&F IC



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.



NEVER SAY 'NO' TO CHALLENGES

■ Kota Venkata Mahadev

Just after the successful completion of the underpasses & flyovers on Darsait-Al Kabir Road in Muscat City, Kota Venkata Mahadev (KVM), Project Director, TI IC (Oman) was requested by GRR and the Cluster Head to lead the project of Dualization of the Bid Bid Sur Road. Without a moment's hesitation, KVM accepted the new challenge and virtually hit the board running.

"It was an opportunity to prove myself again and I quickly built rapport with the clients and consultants, re-structured the team and modified the execution strategy." The Bidiyah Bypass was inaugurated on schedule on 23rd October 2017 by the Minister of Transport & Communications.

"Knowledge of project management and a keen understanding of the complete scope of the project always help me to freeze the sequence of construction and finalize the execution strategy." Blindly following the technical specifications of consultants should be avoided "but interact with clients, conduct technical discussions with their project managers and apply basic engineering principles to understand the project thoroughly. This also helps to give you an edge with your clients," he adds meaningfully.

His trials have been many like team formation, new clients and consulting teams, fresh geographies, new people, different cultures, finalization and aligning the execution strategy and lots more. "Building and maintaining relationships with various stakeholders is equally crucial like in the Darsait-Al Kabir road job,



○ *"Knowledge of project management and a keen understanding of the complete scope of the project always help me to freeze the sequence of construction and finalize the execution strategy."* ○

my rapport with the Government Authorities greatly helped in reducing time cycle and hastening the approval process."

Good at work and at home too, he smiles although the fact that his daughters are at hostels in Hyderabad does hurt. His wife, Padmavathi is a double gold medallist in Master of Science (Animal Sciences from University of Hyderabad) and Master of Education (from M S University of Baroda) and his tower of strength. "She stands behind and supports me in all aspects of my personal life, mentors me when I am disturbed and prays and meditates a lot for the success of our family." His elder daughter, Lakshmi Sarvani is doing her 3rd Semester – Electronics & Communication Engineering at CBIT, is keen in writing and is sub-editor for her college monthly magazine. All my people management skills fail in front of my naughty younger daughter, Sriramy who is in her Class XII. She is an excellent singer, dancer and speaker," he amplifies proudly.

"Project Management is definitely our core strength," and adds that if one was to look from an international perspective, "we need to depute some young, well-trained engineers instead of depending on locally hired staff who find it difficult to get accustomed to L&T systems and thereby struggle to meet management expectations."



"FOR ME, LIKE MANY AT L&T, COMPANY COMES FIRST!"

■ K Harikrishnan

"After 18 years of marriage we had our first holiday to Kerala!" will shock many but Karanam Harikrishna, JGM – TI IC, Al Wakrah Bypass project, has no regrets about it as he proudly adds, "My wife and children have whole-heartedly supported me in this journey!" His cricketing background helps him at work too. "As an on field professional, I always prepare for the most challenging scenarios and break up milestones into smaller tasks which can be executed and managed easily."

Hari is not only good at building roads and bridges; he is also good at building bridges with people. "I connect and charge my team members with willingness and humility," with his other core strengths being the ability to develop effective construction methods for safe and faster execution, multi-tasking, trying till a job is done, taking calculated risks and understanding customer needs. "Sometimes, you have to out-think a customer's requirements to be better prepared to face the challenges especially in the Gulf."

Taking over as Deputy Project & Construction Director of the Al Wakrah Bypass project in January, 2016, Hari landed into a full-blown crisis with the project terribly delayed largely due to cultural differences amongst the team which had people drawn from Asia, Europe and Africa. "The first task for me was to bring them all together and instill the right attitude and focus; to follow the right thought process. Eventually we came together and the results are there for all to see. We completed both the northbound and southbound sections well ahead of schedule much to the client's satisfaction."

Throughout his career, Hari has successfully handled tough, critical and complex responsibilities "like the water well foundations, precasting and erection of the bridge deck for the 2nd Narmada Bridge, design and construction of all bridges and other structures in the Surat Manor Tollway project, the Jordan bridge, road projects in Oman and now in Qatar."

Infrastructure projects are getting larger and more complex in nature, he warns, with reduced time frames, increased cost competitiveness and technology-driven. "This calls for in depth knowledge of project execution, faster adaptability to change, high level of preparedness and the right attitude which is possible at L&T. Definitely, more people should move to projects for them to grow faster within the organization."



Presently, Hari is a forced bachelor, away from wife, Renuka, who is a housewife, and daughters Geethika who is doing her 11th and Sravya who is in her 5th and but he remains committed to keep L&T's flag flying high by successfully executing more tough and demanding projects though we do wish that he'll find more time with his lovely family!

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"OVER THE YEARS, EVEN MY FAMILY HAS BECOME L&T-ITES!"



■ Pradeep Khare

Pradeep Khare, Project Manager, Heavy Civil IC considers his 20-year Long Service Award as one of his most prized possessions. "My core strength is ownership! L&T flows in my blood. Executing a project is nothing short of realizing a dream and time has no relevance for me because of the joy I get from it." Perhaps, it is this single-mindedness of purpose to work that has even converted his family; "Over the years, even my family has become L&T-ites!"

One of his early triumphs was the achievement of 'First Pour of Concrete' (FPC) at a nuclear project within 3 months of the start of the project. "It was one of the fastest in the history of nuclear construction in L&T and our strategy can be easily adopted and used in other projects across the organization." Apart from timely execution, risk identification and mitigation is equally important for prompt action. "Since risks keep changing with time, a robust 'Risk Management System' is essential. The other major challenge is shortage of skilled manpower, staff and workmen."

Communication is another key to success. "I have ensured that each individual at site is aware of his role and expectations by assigning specific responsibilities and then periodic interactions are essential to mould their skills. In fact, many of our new digital initiatives are providing us authentic information quicker for faster decision making."

Pradeep is proud of using 'modular construction.' instead of conventional methods at another nuclear project. "Instead of erecting single columns, beams and bracings one by one, the entire steel portal comprising 2 columns, 3 beams and several bracings were pre-assembled at ground and then lifted at one go. The innovation was a huge success thanks to exemplary teamwork between various departments, particularly Mechanical and P&M."

On the home front, Pradeep is extremely appreciative of the "immense moral support" that his wife, Varuni, a school teacher and his daughters, Saakshi, in her 12th and Siddhi, who is in her 7th have always given, leaving him to concentrate on his work and realize his dreams. "I have a very creative family," he smiles, "While Varuni is interested in poetry, Saakshi is interested in acting while Siddhi loves dancing!"

"The future for L&T is very bright but this is the time to outsource low end processes and focus on project management to reduce direct recruitment of manpower and give us the bandwidth to concentrate on more critical activities like planning, adopting new construction methods, implementing new systems, drive harder negotiations, better stakeholder management, etc. This will definitely help in 'Value Creation.'"

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"EVERY DAY IS A NEW DAY..."

■ Sanjay Kumar

"All through my career, I have been passionate about project and construction management," declares Sanjay Kumar, Head – Operations, Solar BU, PT&D IC, "which is mainly due to an infatuation to face fresh challenges every day. This drives change; it brings in fresh insights and new ideas that challenge traditional assumptions and approaches!" Armed with an engineering degree from Anna University, Sanjay joined L&T in May, 2014 bringing with him 22 years of rich experience in the energy and infrastructure sector and a track record of "having executed 54 medium and large projects."

Presently, responsible for the end-to-end operations of the Solar BU, Sanjay is busy strategizing its business plans, ensuring effective implementation, managing projects, processes, internal controls and governance, cost controls and digitalization and doing them very well, all thanks to his personality attributes of a can-do attitude, confidence, enthusiasm, open mindedness, adaptability, good risk appetite, personal integrity and "the ability to communicate, motivate and influence."

Solar EPC operations have a unique set of challenges: land acquisition, nature of topography and strata, iterative or adaptive engineering, vendor, resource and sub-contractor management, liaising, etc. "Projects are unique but so are project managers. I believe and practice that effective delegation multiplies a team's productivity freeing the team leader to focus his energies on strategies, critical subjects and future growth. I blend psychology with project management which helps me develop the next level of managers and leaders. I always lead by example!"

Sanjay is proud of "Obtaining a big outstanding from a client and I truly treasure SNS's pat on my back for it!" He has commissioned



India's largest tracker based project, 4 PPAs in a span of 9 days and flags off the Vedhaah 30 MWp project that "showcases our capabilities of different technologies in the same project."

"Touch wood work-life balance in last 26 years has never been a problem for me. There have been many instances where I have had to prioritize project commitments over personal agendas but I have been lucky or should I say God-gifted to have a very complementary and supportive spouse, Aabha, who has always been with my actions and decisions." They are blessed with three daughters: Aditi, the eldest, is doing her 2nd year B Tech at VIT, Vellore, "a computer wizard who loves dancing," Sanjay's second daughter, Abhilasha is in her 7th; painting is her hobby while Nidhi, the youngest, is in UKG and again loves dancing.

"No one can do it alone. Of the many paths to success, none can be walked alone. Supportive colleagues at work and a supportive family network are critical," shares Sanjay, signing off.



CRACKING THE CODE OF THE HUDDLE!

■ O V Divakaran

“Successful project completion is all about getting a good take off. At times, we may be wrong by taking hasty decisions to stay on course which is why planning is so important. Sometimes, we need to take calculated risks to make our decisions right!”

For O V Divakaran (OVD), Project Director, RBF B&F IC, the huddle that works so well on sports fields works just as well in construction. “It brings the team together, to think together and to win together! We discuss the best of all work of the previous week and ensure that we learn from the discussions. The best are rewarded, the worst cautioned.” Thanks to this approach and his qualities of “a positive, focused approach, aggression with pro-activeness, target orientation and ability to lead from the front,” OVD has thus far been successful.

“In two of my previous projects, I developed teams from scratch which today can deliver any challenging task. At my present Bombay Dyeing project, I was new with none from my old team. It was tough to have an entirely new team to start such a demanding project, you have to know all your colleagues, understand their capabilities and caliber and assign them quickly.” He is confident that his team can deliver the huge amount of critical work still pending on the project. “Nowadays, due to RERA regulations in Maharashtra, builders and developers are demanding stricter timelines for project completion which means faster production and mobilization.” The introduction of the automated climbing system for the core walls was an innovative step that reduced slab cycle time and OVD keeps motivating his team to think innovatively.

“Successful project completion is all about getting a good take off,” says OVD, “and I believe in the ‘Faisla on the Spot’ concept. At times, we may be wrong by taking hasty decisions to stay on course which is why planning is so important. Then its action time. Sometimes, we need to take calculated risks to make our decisions right!”

Work life balance has been a problem for OVD due to his passion, complexities of project life and stringent deadlines but he has been lucky to be “blessed with a great and understanding family who have always supported and strengthened me and kept me in high spirits.” His wife, Lisha, is a homemaker who “effectively and efficiently manages the whole family.” His daughter, Hrithika is doing her Class XI and is good in her studies, music and is a Bharathnatyam dancer to boot while son, Hruday is in Class VII and keenly interested in sports.

“When we talk of project management, our company is very well placed but there is always scope for improvement. More focus has to be given to planning to get the best results from projects with great team work of course,” adds OVD. Perhaps, we should try practicing the huddle more often across the organization!



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TAKING THE BIG LEAP FROM ENGINEERING TO EXECUTION

■ S Jayachandran

“Project planning is definitely my forte,” asserts S Jayachandran (SJ), Project Director – KKNPP Phase 2, Heavy Civil IC. “I have worked for long in engineering and after completing several company-sponsored programmes, I am now conversant with finance, strategy and general project management. I have an overall understanding of our business which is helping me as I make the big leap from engineering (when he was Head of Engineering, Ports & Harbours) to execution!”

“Marine construction is a specialist field requiring people with the right skills and since it’s rare to find experienced team members for all positions, my approach to team building is to entrust the key roles to well experienced staff and train the rest of the team ‘on the job.’ Soft skills, just as vital, I address through training.”

SJ feels that as a Project Manager, “it’s important to have an independent assessment of the execution strategy with the core project team. The developed plan has to be compared with the initial bid stage plan before finalizing the final execution strategy. The problem arises when it is significantly different from that envisaged or if there are major changes from the bid assumptions. Then the challenges are immense to achieve the target project timelines and profitability.”

At his present one-of-its-kind mega marine assignment, the project team is gearing up to deliver a huge quantum of rock and concrete to be placed simultaneously in the sea and on land. “Delivering the required record volumes consistently over many months will be the crucial for our success.” Apart from motivating his team, his digital initiatives are helping him hugely. “We are implementing IoT, biometrics, 4D for Project Planning and Monitoring, LoRA technology for workmen tracking and geo-



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We need to scale-up, partner with top international contractors and evolve a strong project management oriented culture

spatial technologies (Ground Penetrating Radar Survey) to detect sub-surface rock boulders, which have resulted in substantial direct cost saving for the project.”

Balancing work and family expectations has been tough “but my wife steps in for me to handle family commitments when I can’t make it. Of course, when I do find the time, I more than make up for the lost moments and commitments,” laughs SJ. His wife, Poongothai, is an Electrical Engineer who worked as an Information Security professional till a year ago. His son, Monish, who is doing his Class 7 is obviously the apple of his eye as he proudly shares, “he is learning to play the piano and is presently doing his Grade 3 with Trinity College!”

“As we handle more complex mega projects, Project Management will assume even greater importance. We need to scale-up, partner with top international contractors and evolve a strong project management oriented culture,” he states emphatically.

ALL-ROUND EXPERIENCE WITH A 360* VISION!

■ P Vijay

During his 22-year-long stint at L&T, P Vijay, Project Manager – Vizag Vessel Project, Heavy Civil IC has worked at site, Regional Office, HQ and is now back at site and “this all-round experience has given me a forward-looking mind set and an attitude of being committed to accomplish a task at hand.” He fondly recalls the support of his superiors at his first posting as a GET in 1995 and is grateful to them for making him strong in planning, execution and other project management aspects.



“Successful implementation cannot be attributed to an individual,” he avers, “and with targets getting stiffer it requires a skilled team and excellent team effort to deliver. As a leader, it is my responsibility to create such a team by clearly communicating my expectations from them, providing regular feedback on performance and motivating them to perform to their full potential. Training has become mission critical for us as site activities require precision and continuous supervision. With new technologies and increasing skill gaps, we need to reengineer our programmes according to the learner’s needs and cover a range of topics that are common across various businesses.”

Mobilization of appropriate resources is both critical and time-consuming. “Timely availability of relevant and experienced key site management team is essential for planning, execution, EHS, quality, administration, etc. to hit the board running.” Vijay’s approach is working because his Vizag Vessel project has already clocked 28.5 million safe man hours and has been achieving milestones ahead of time much to the client’s delight.



The new digital technologies we are now implementing are something we never thought of earlier hence our thinking and approach towards project management have to change.

“I must have gone for maybe one week-long vacation since I joined L&T,” he admits. “I like to complete the planned activities for the day and leave work with a sense of satisfaction so I am generally late returning home. Since project commitments always took the driver’s seat, my family has had to sacrifice their priorities.” His wife, Mrs. V. Banumathi is an Electronics and Communication engineer by profession “who had to forget that after their marriage and become a home maker” while his daughter, Archita is doing her 12th in Chennai. “My wife is interested in painting while my daughter has learnt Carnatic music for about 7 years. She participated in the L&T Idol competition in 2013 and won a second prize,” he says with his face aglow with pride.

“The future is both interesting and challenging,” he ventures. “The new digital technologies we are now implementing are something we never thought of earlier hence our thinking and approach towards project management have to change. The size and complexity of our projects now require greater confidence and commitment and future success will depend on identifying and training the next level of people in a sustainable manner.”

“THE NAME IS KUMAR ... DINESH ‘METHODICAL’ KUMAR KHATRI!”

■ Dinesh kumar

Truly, his middle name is ‘Methodical’ because “the first thing I do when I am assigned a new project is to quickly understand the contract, the specific project requirements, the customer’s requirements and, most importantly, the customer’s ambitions. Then I make a framework as to how the project is going to be executed, timely mobilization of resources, and so on.” For Dinesh Kumar Khatri, Project Head – DLF Crest, Phase 2, B&F IC, the focus has always been on



“detailed planning, continuous monitoring of work schedules, customer and vendor management, mobilization of large scale contractors which have helped me grow thus far. Of course, there are the pressures of contractual limitations, budgetary targets and timely completion of projects to a customer’s satisfaction.”

“These days, customer demands have grown manifold!” he moans. “Customers are not just seeking on time delivery but customized solutions and multi-stage changes that necessitate continuous changes in design. Our customers are not going to change so we have to change ourselves and our style of working,” he says definitively. “We need multi-talented teams with acumen and skills which is why I emphasize on various technical, behavioral and managerial training for the team and onsite training for workmen to polish their technical skills.”

DLF Crest is a crucial project and Dinesh’s proficiency is being tested to the hilt as Project Head. “The biggest challenge was to

achieve the slab cycle time as per the customer’s requirement. It was also critical to complete the structural works quickly to save time for the finishing works as the project demands ultra-premium quality of finishing works. After brain-storming, we adopted the pre-fab reinforcement cage system by which cycle time was greatly reduced.” Dinesh won accolades from the management for this innovative idea!

Another challenge was with the feature columns all around the building perimeter. “We explored multiple options in cast-in situ erections and then hit upon an idea that changed the whole construction sequencing: we adopted a precast methodology to construct the feature columns. It was indeed a Eureka Breakthrough in the project!” beams a delighted Dinesh.

He is equally delighted of the fact that his son, Rahul who is in his 5th, is very passionate about cricket and undergoing coaching at the Sonnet Cricket Club in Delhi. “Prioritizing project work over personal commitments is part and parcel of construction life but I do try and balance work-life by spending some quality time with my family,” he says with a smile. “I plan short holidays with my wife, Seema who is a housewife, my daughter, Nikita who has recently started her graduation in psychology from Mumbai and my son to keep me energized to discharge my professional commitments.”

Looking ahead, Dinesh feels that skilled manpower is the biggest bottleneck for the construction industry and “adopting new mechanized technologies and initiatives will be key to efficiently manage projects in future.”





“BEING EMPATHETIC IS KEY FOR A LEADER!”

Every challenge is also an opportunity to learn and excel: as challenges grow, so does your personal learning.”

Rajesh Srinivasan

In a people-oriented industry, Rajesh Srinivasan, Project Manager, CB&A, B&F IC has realized that “being empathetic has gained me support from my peers, subordinates, vendors and other stakeholders which has made project execution much easier for me.” His other stellar qualities of persistence, coordination, systematic analysis and continuous communication have earned him the sobriquet of an ‘Action Hero’ at site.

“Construction has become a lot cerebral and with the expectations of customers rising dramatically over the past few years or so, one has to deliver against challenges posed by multi-national consultants. A lot of brain-storming is required even before a project commences to prepare all our ammunition. Every challenge is also an opportunity to learn and excel: as challenges grow, so does your personal learning.”

“Every human being possesses positive and negative traits and, as leaders, we should understand an individual’s special attributes, put him in the fore front and empower him to complete his task.



Positive reinforcement goes a long way in improving their performance and increasing clarity about individual goals.”

Rajesh is proud of his involvement in Kohinoor Square, the tallest commercial building in India. “It was an extremely challenging job located in the heart of Mumbai in a politically sensitive locality but we successfully completed the project with zero incidence of safety clocking 17 million safe man hours and won a whole lot of awards for it!” Building Ratan Tata’s bungalow was as another achievement, giving Rajesh “an ideal platform to showcase our strengths and systems. It gave me huge insights into a customer’s expectations and Mr. Tata was very appreciative of our work and delivery!”

As Planning In-Charge at the Kohinoor Square project, Rajesh was hard-pressed due to rising costs. During his discussions with some prime steel vendors, he hit upon the idea of directly buying cut length steel. “We made savings to the extent of one-third of the labour cost! I’m delighted that the strategy has been adopted by Procurement for implementation across project sites in Mumbai.”

His success as a planner is also evident on his home front. “Detailed planning enables me to spend quality if not quantity time with my family.” His wife, Lalitha is a homemaker and teacher who has won several laurels from her school for her competence and performance. “In fact, she is also known for her empathetic skills,” while, his daughter, Anandita, “is a very bubbly and lovely child.”

Scarcity of skilled work force and consistent cash flow are the biggest challenges faced by L&T and he feels that they need to be addressed asap but he is absolutely confident of the organization’s capability to successfully deliver the most challenging of projects.

FULFILLING THE MANY PURPOSES IN LIFE

Soumitra Mukhopadhyay

Working towards a deadline is always a tough task and for Soumitra Mukhopadhyay (SM), Construction Manager (Civil), MLIP Cluster IX project, it was all the more critical as it was a call from none other than the Chief Minister of Bihar, to connect 257 m of promenade within 15 days for the Ganga Ghat project. “Unlike most other water infrastructure projects, this was a special job as its geographical stretch involved high levels of subsoil water not visible on the surface. Quite literally, we got stuck in the muck and had to work out an alternative way of approach starting from the side of the promenade towards the ghat.” shares SM.



It was a big learning exclaims SM, “Thereafter, we completed 16 more ghats and 4.99 km of promenade and now have about 560 m to consolidate aligned under the waterway.”

Being comfortably placed in his current role, SM takes a detour from on-field execution and dwells on the unique feeling of working along the banks of River Ganges, “We get to see the ebb and flow of the river across seasons and interface with a cross-section of locals and tourists and work with the sense of building a vital piece of infrastructure that makes all of us proud.”

Having seen many a challenging assignment over the last decade, SM, has evolved as a comprehensive professional with

In earlier times we used to collect DPR & RFI manually which is not the case now and along with tools such as GPS, LiDAR and other customized solutions, forecasting and surveying is now being done seamlessly at site.

good insights on ground engineering which he declares is vital for execution. “Studying the demography especially when works are to be executed adjacent to river banks or water bodies would make progress much easier especially with regard to handling of logistics and equipment.” Like all L&T-ites, MS vouches for the benefits of digitalization which has made detailing transparent at site, “In earlier times we used to collect DPR & RFI manually which is not the case now and along with tools such as GPS, LiDAR and other customized solutions, forecasting and surveying is now being done seamlessly at site.”

What keeps SM surging ahead at work is the appreciation he gets from his daughters, Amirta and Ankita, “Dad, I know we are getting separated for a purpose in life and I love the way you work hard to fulfill your commitments.” And of course, he has the well wishes of his parents and the support of his wife Anamika.



FACING CHALLENGES. BUILDING PROWESS.

■ K. Sivaramakrishnan

There have been many instances all through (KSRK) career when he has had to step in to handle crisis situations which have toughened him into a seasoned campaigner. However, for this past master, there are still the odd occasions when he has had to just remain calm and believe in the goodness of humanity to see through the crisis. "The last four years have been tough being away from the family especially during the Chennai floods when our area was marooned and all I could do was hope for their safety while balancing my stress and concentrating on the tasks at site." Difficult to even think of all that now, mentions KSRK with a grim countenance.



Shifting tracks to his exploits at site, KSRK has a lot to share, "My action packed innings at L&T began as an engineer trainee at the Rayalaseema Thermal Power Plant where I was quickly elevated to a mechanical in-charge which was more of a baptism by fire and from then on it has been an enticing saga across a rich portfolio of MMH and WET projects." Having been involved in various roles at site, KSRK credits, "Developing know-how on the criticalities of infrastructure projects is important especially when public interface is large as was the case when constructing a jack well for a multi village water supply scheme which needed to be completed due to sudden flooding. Similarly there was another grave situation wherein we had to step in and set right the upliftment of MS pipes done by another agency due to flooding." Such tasks are special and certainly adds oodles of confidence to the site team, highlights KSRK while dwelling for brief seconds on past glories.



As Project Director for the Great Colombo, Water Management job, KSRK has a lot of ground to cover, "The first 8 months were tough as we were focused on lining up credible vendors which was not easy as this part of the world has limited skilled resources. At the same time, we also gradually established the L&T way of project management at site." He adds, "International projects comprise a heterogeneous team and it is important to maintain balance between the groups for achieving project milestones." One way of doing this is through knowledge sharing, indicates KSRK, "Apart from work, such sessions also highlight an employee's latent talents which adds overall value to the team." This has been very effective, exclaims KSRK, "I don't manage situations as I always keep people at their best which ensures maximizing potential." With digitalization being the in-thing across L&T, the gains are many for KSRK and team, "GPS tracking of vehicles, EDMS for documentation, mobile apps for a cross-section of functions have made monitoring of works much more transparent." Going forward, KSRK believes, "project management will become more and more seamless by largely minimizing costs while enhancing safety and quality."

KSRK now has the privilege of having his family along with him in Sri Lanka, "My eldest son, Vivek is preparing for his Class X exams while also participating in the Southeast Asian Mathematical Olympiad while the younger lad, Sandeep is in Class V." He credits his wife, Gayathri for mentoring both this children.

CONVERTING BUSINESS OPPORTUNITIES INTO ORDERS



■ R. Sethuraman

R. Sethuraman (RSN), Segment Head – East (I) – UPD BU, looks forward to every new assignment with a keenness as he vouches, "With every opportunity there is always scope to familiarize with novel challenges, define newer strategies and constantly raise benchmarks." And this is what he has been doing over the last 26 years since he joined this organization as a trainee engineer.

Looking into his eyes, one can spot the glint of having surpassed many a milestone but he modestly admits that there are many like him who owe it to the versatility of projects to emerge as seasoned professionals. Sensing my interest on the subject broached, he reveals, "Challenges at site can be broadly classified under deadlines and resource limitations which need to be overcome together for successful completion."

Citing a benchmark assignment from his career, he mentions, "Almost a decade ago, we completed the electrical works of a 300 MW power plant within 14 months against the contractual term of 18 months largely due to the implementation of new construction methods many of which are still followed today." The basics will always remain the same, he affirms, along with, "Team building which is one of the most important responsibilities for delivering projects and an ongoing organic process that we will have to facilitate and guide."

Presently, RSN is in the most happening sector of power infrastructure which is the utility power distribution business and as a segment head, he has his hands full. "Rural electrification is a national mission and L&T has been partnering the government across a slew of projects towards realizing a brighter future across villages." It's never a typical execute-and-move-on job cautions RSN, "Apart from technical issues, there are specific time frame schedules such as crop cutting seasons, regional festivals and local events that have to be considered while executing such jobs but ultimately there is a joy of bringing light to the lives of many across the country."

L&T's role in building a robust India is a larger cause for RSN and family as he candidly admits, "My family understands infrastructure development is for the betterment of the country and accordingly my work priorities are lined up."

He is thankful to his wife Sudha for managing the home front and nurturing his two talented children, son Kalyana Venkatesh and daughter Krishna Priya who are in classes XI and VI respectively. For the entire family, which is now based in Kolkata, visiting their hometown 'Madurai' is always a fond occasion as they get time to be in their abode of peace.

Being head of the newly formed segment, he rattles the famous quote by Charles Dickens- "The sun himself is weak when he first rises, and gathers strength and courage as the day gets on". Considering poverty and deprivation in the current scenario, access to energy for all at affordable prices is of utmost importance for country as well as company's growth. DISCOMs are yet to provide electricity to nearly 304 million people, which unfolds huge investment opportunities in basic electricity infrastructure by 2022 and furthermore digitalization and smart distribution will help to fully modernize India's energy sector in the long term.



TAKING PRIDE IN NATION BUILDING

■ G Velumurugan



We are seen as messiahs fulfilling a vital human need and it is a unique feeling of being a part of a nation building initiative every time L&T commissions a water project.



G. Velumurugan (VMG), is one of the many hardcore site professionals who enable our pledge, "We make things that make India proud" and in his case there is a little bit of an extension to this adage, "And our families proud too" exclaims VMG as he fondly recollects the occasion of striking a pose with the first citizen of India (the then President of India, Shri Pranab Mukerjee) during the inauguration of the 2 MLD STP at Rashtrapathi Bhawan which is a prized frame for the entire family.

Looking back at his varied career across diverse businesses, VMG attributes that the tussles at site have made him stronger and wiser to take up new challenges, "It's never a copy book style of work as every assignment comes up with its unique set of challenges as was the case during the JAT reservation agitation during February 2016 when we had to mitigate the rioting mob and ensure safety of our men and material at site." Sighing, he admits that the incident still raises a scare and acknowledges, "Our excellent rapport with the locals largely helped us to be forewarned and secure a safe strategy."

Changing track to modern day project execution, VMG reveals, "The advent of smart infrastructure has created the need for more and more professionals with in-depth knowledge across domains and as a project head it is vital to have know-how for developing multiple infrastructure utilities." Citing the various other requirements across a water transmission main, VMG elucidates, "One may have to develop internal roads, electrify a section of the alignment, do accessory civil works for which we must be prepared to take up and execute professionally." He is thankful for the opportunities across WET IC and credits the business with improving the quality of lives of thousands, "We are seen as messiahs fulfilling a vital human need and it is a unique feeling of being a part of a nation building initiative every time L&T commissions a water project."

As a family that takes pride in nation building activities, VMG has always had the backing of his wife V. Parimala and his two children V. Sai Kiran and G.V. Sai Sobana who look up to their father as a role-model while his 65 year old mother keenly follows his project achievements.



STEPPING UP TO THE MANY DIMENSIONS OF PROJECT MANAGEMENT

■ Manoj Seth

Manoj Seth (MS), Project In-charge, Bharatpur-Gangapur-Hindaun Sewerage Project, has been in the business of project management across diverse portfolios for more than a decade now which has given him an edge as he acknowledges, "Project Management is never a stand-alone subject and in today's scenario it is vital to understand the financial implications which is what defines a successful project manager." Having worked across verticals such as petrochemicals, steel plants and water, shares, "I was fortunate to have been involved in many strategic functions both on and off field covering operations, planning, tendering and project coordination which have greatly helped in honing my overall skills."

Though the fundamentals in approaching every new assignment are more or less the same, a lot depends on how one understands the many demands of the task. "It is only with experience that strategies can be precisely evolved taking into consideration vital parameters such as project logistics, mobilization, identification of new sub-contractors." However he cautions, "Decision making especially from the client side has to be prompt as it largely influences project delivery especially when it is a government project." But he admits that whatever the delay the onus is on team L&T to step up to the asking rate, "Raising the bar is mandatory for achieving milestones and this is possible only by developing a competitive team while implementing automation and digitalization across various work processes."

As a firm advocate of people skills, MS models his site operations based on an ownership approach which he acknowledges as a win-win situation, "People feel empowered and there is a sense of responsibility and understanding that every task adds value to

the overall project delivery status." However, understanding the team's potential is vital, reveals MS, "I get to check the credentials and interests of every team member before allocating roles and further map their progress based on individual performances delegating more responsibilities as the project evolves."

In his career of close to two decades, MS has had many memorable moments where his project management prowess paved the way for achieving milestones which he envisions might become easier in the years to come through digitalization, "3D modelling along with DGPS survey tools, GPS, Drones and CCTV cameras are redefining the way project management is done and it's all about how well we embrace the digital thrust."

On the home front, MS feels reassured that his wife being a math's teacher is mentoring their two children who are in classes XII and 9th respectively. Like most on-site professionals, MS admits, "it's a tough proposition to maintain work-life balance but whenever I get an opportunity we go for an outing to nearby places."



“PROJECT MANAGEMENT WILL BE THE HUB FOR SHAPING GREAT TALENT AND CAREERS AT L&T.”

■ **T Sunil Kumar**



What impresses Sunil Kumar T.C. (STC), Project Manager, Under Ground Drainage (UGD) Project for Junagadh, the most are L&T's nation building initiatives. "I was fortunate to be involved in some significant infrastructure building projects," exclaims STC, "Beginning with HCP and then moving on to TI IC, B&F, MMH and now WET, it was a rich portfolio that has seen me handle versatile roles over the past two decades with L&T." The Water Business is definitely a unique sector among all our verticals mentions STC, "As it has a direct bearing on improving people's lives and we have a huge onus of performing a dual role as service-cum-engineering professionals. Over a period of time, we have become a part of the local network and are seen as harbingers of hope especially in the remote corners of the country where much of our work is being done."

Reflecting on the nature of underground water infrastructure projects, STC shares, "It was a pleasant surprise when I was given charge of handling all 3 UGD projects under ABCO with an additional responsibility of realizing the outstanding amount."



"Earlier as a project head, my role of liaison extended up to the Chief Engineer whereas now there are discussions with high level government officials in IAS ranks." Citing the current drainage infrastructure project, STC indicates, "We have to work along an existing nalla which runs through the heart of the town thereby calling for extra vigil on safety due to continuous public interface, presence of schools and colonies around this region."

Having outlined the constraints, STC elaborates on the intricate span, "It was a composite task undertaken across 7 towns with the nearest one located 40 km from the main district headquarters while the furthest town is 175 km from the Junagadh site office. A site office has been established at every town with two section heads to steer the works which are largely critical in nature involving excavation along the populated sections of the town going up to around 7 m in depth."

STC strongly feels that leading a project in today's scenario is much easier with the advent of digital tools, "Earlier, it was more of a self-taught process but the new era brings in a lot of flexibility and transparency thereby providing the ground to explore new technology and processes as the elements of project modelling enable seamless closure of iterations, reshape plans while ensuring that costs and risks are largely under control." Going further, STC avers, "The role of project managers will become obsolete as the new generation will see the emergence of project leaders who are adept across all facets of businesses, quick to understand management changes, tenacious at negotiations and great at motivating youngsters. Project management will be the hub for shaping great talent and careers at L&T."

‘Quality Incidents’ App launched by PT&D IC

Review of ‘Quality Incidents’ (QI) across PT&D IC projects has been made all the more effective with the implementation of a customized ‘QI’ app which was launched by Mr. T. Madhavadas, EVP & Head PT&D, in the presence of Mr. Anantha Sayana - VP & Head digital, Mr. S. L. Mahajan-Head SS BU, Mr. R. Balasubramanian - Head UPD BU, Mr. Shaji John – Head Solar BU, Mr. Amit Guha – Head Corporate Centre, Mr. Shripad Hegde - Head QMS, BU Quality heads & the Digital Team.

This app facilitates visual updates of the entire process of ‘QI’ at sites for material/equipment, methodology and workmanship and can categorize minor or major incidents with provisions for closure for each deviation too. The dashboard displays BU wise summary of

incidents covering critical, needs attention, on time and facilitates a range of analysis: month wise QI raised, closed, project wise details of total Quality incidents raised, open, closed, description of incidents including root cause, correction, corrective action, photos, etc. Access for QI creation, correction & corrective action, review and close out are given project wise. Alerts and dashboards are enabled for Quality Heads, Cluster operation heads, Segment Heads, BU and IC Heads.



4th Supply Chain Management Conference of WET IC

Water & Effluent Treatment IC organized its 4th Supply Chain Management (SCM) Conference over 4th & 5th September 2017 at HQ, Chennai to focus on the vital role played by SCM in timely delivery of materials to projects. Mr. K.P. Sudheesh Kumar, Head – Supply Chain & Subcontract Management, introduced the agenda for the 2-day conference which covered a few stimulant/interactive sessions on various business scenarios covered by both external as well as internal faculties. Mr. S. Rajavel, Sr. Vice President & Head – Water, Smart World & Communication, appreciated the efforts of SCM team during the last 5 years and urged the necessity to develop a talent pool of professional materials managers. He also reiterated the importance of vendor partners and insisted youngsters to work at project sites to understand the complete business operations.

Mr. K. Asok Kumar, EVP & Head – Water & Effluent Treatment, highlighted that efficient SCM contributes to significant savings and stressed the need for

continuous and close monitoring of supplies to achieve the sales targets. Mr. S. Ramkishore, Head – HR, underlined the need to anticipate changes in the market scenarios and be well prepared to handle them in the best interests of the company.

On the second day, the participants had an interactive session with Mr. K. Masilamani, (KMM) VP & Head – IWS BU, who shared his thoughts on SCM's importance and its relevance to the Business Units. KMM advised the buyers to take month-wise commitments from vendors and then monitor and ensure the supplies as per the commitments, to meet the sales targets. He suggested that price deviations should not be entertained and cartel formation by vendors should be discouraged. The participants had a few other interactive sessions with ISD and SSC teams on various relevant issues along with review of Cluster SCM activities.



Reinforcing Safety and Quality with global accreditations

At L&T Construction 'Quality' and 'Safety' are given the highest priority with timely updates aligning to international standards thereby enhancing operational excellence across projects. Over the last few months, significant accreditations have been achieved across B&F, WET and SW&C businesses.

B&F IC's Quality Management System has been certified for **ISO 9001:2015 Standard** by Lloyd's Register Quality Assurance Limited (LRQA) post an extensive audit covering project sites and key functional departments where the requirements of the transition were analyzed, documented and practiced among the sites, Clusters & HQ functions. The effectiveness of the implementation is also being monitored through regular internal audits. To enhance the efficiency of the audit, internal auditors have been trained on the new version of ISO and project sites are being evaluated for their performance through certified internal

auditors. To consolidate the processes, B&F IC conducted an induction across clusters and project sites for the new requirements of ISO.

LRQA completed the transition audit and certified B&F IC on 6th Oct 2017. Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President – Buildings, Minerals & Metals, handed over the ISO certificate received from LRQA to the Management Representative Mr. K Kannan – Executive Vice President & Head CBA SBG.



WET IC was accredited with **ISO 9001:2015 certification** after a rigorous audit review held over three months across various functions including Business Development, Tendering, Operations, MIS, EDRC, SCM, HR and review of operations at Chennai Cluster and the Nellore Sewerage Scheme project site. The ISO transition was facilitated with a roadmap based on which the documentation was prepared, implemented and monitored through regular internal quality audits. The LRQA auditors appreciated the quality management system followed by WET IC, the strategic plans in place for the continued growth of the business and highlighted that the major requirements

of Risk & Opportunity Analysis and Context Analysis of the Organization were well implemented.

WET IC was recommended for ISO Certification on 26th May 2017 and at a formal event in HQ, Mr. Sreenivasarao Chavali, Operations Manager Marine East Coast of India, Sri Lanka & Bangladesh of LRQA India, handed over the certificate to Mr. S. Rajavel, Senior Vice President & Head Water, Smart World & Communication in the presence of Mr. K. Asok Kumar, Executive Vice President & Head Water & Effluent Treatment, Mr. T. Sukumar, Vice President & Head Water & Effluent Treatment IC and Mr. S. Sundaram, Head QMS, Water, Smart World & Communication. Also present during the occasion were BU Heads and Segment Heads of WET IC.

SW&C BU has been certified as per **ISO 14001:2015 and OHSAS 18001:2007** standards by DNV on 6th June 2017 following an audit process that commenced with the Gap Assessment, Stage 1 review that measured the readiness of sites and Stage 2 audits across sites and functional Departments at HQ that evaluated the implementation and effectiveness of

the Integrated Management System. The certificates were presented to Mr. S Rajavel, Sr. VP & Head - Water, Smart World & Communication, Mr. R Srinivasan, EVP & Head – Smart World and Communication and Mr. K. Rajaram VP & Head – Operations, SW&C BU by Mr. Murali Venkatakrishnan, DNV - GL Chennai on 17th November 2017.

Senior Executives – Mr. S. Kirupa Shankar, VP & Head – Contracts, Mr. D. P. Shinde, Head - Communications & Telecom Infrastructure Segment, Mr. James Michael Caton, Head - Smart Cities Infrastructure Segment, Mr. Shankaran

R, Head – Security Solution Initiatives, Mr. S. G. Shivshankaran, Head – FAA, Ms. Vijayalakshmi L, Head - Corporate Strategy, Mr. Venkatraman Girish, Head – HR, Mr. Madhukar Srivastava, Head - Technology & Solutions, Mr. N H Kantanavar, Head – Supply Chain Management, Mr. Dharmapal Sahadeo Wankhede, Head – O&M and Mr. KS Sudheesh Kumar, Head – EHS, Water, Smart World & Communication were present during the accreditation. DNV-GL especially appreciated the record time in which SW&C BU had achieved the compliance and requirements of these relatively new standards.



Toastmasters International recognizes L&T

Every year, Toastmasters International recognizes one or two corporates for their support to the Toastmasters fraternity, and this year, the award has been conferred on L&T. It was presented by Mr. Derek Wong, International Director- Area 13, Toastmasters International, to Mr. T Mahdava Das, Executive Vice President and Head, PT&D IC, in the presence of the members of L&T ECC Club, on 30th November, 2017.



WET IC launches online certification course on L&T Formwork

In view of the geographical spread of its business, WET IC has placed great emphasis on e-learning, by leveraging the ATL platform for various training requirements. The most recent initiative being an online certification course on L&T Formwork which was launched by Mr. S. N. Subrahmanyam, CEO & Managing Director, L&T, on September 4th, 2017, during the DCM meet in the presence of Mr. S Rajavel, Sr. Vice President & Head (Water, Smart World & Communication), and other IC Heads of L&T Construction. Also present during the occasion were Mr. K. Asok Kumar, Executive Vice President & Head (Water & Effluent Treatment), Mr. C. Subbramaniyan, Head – Formwork Method & Planning, Mr. S. Ramkishore, Head - Human Resources and the team of Mr. Rahul Jhawar, Mr. N Subramanian, Mr. N Ravi, Mr. Atul Anantheswar who developed this module.

Subject Matter Experts (SMEs) of Formwork within WET IC with the support of ATL team from Corporate HR had developed this full-fledged technical certification course on Formwork covering all types of L&T Formwork Systems

applicable across WET IC's projects. This course is conceived to provide all learners an in-depth understanding on the Formwork requirements that are essential for construction with the contents elucidating both the theoretical and practical aspects.

This ATL certification course comprises 15 modules (with 8 different types of Formwork) and needs approximately six hours to complete. The flexible layout of this learning module also ensures seamless addition of new modules.



The course is designed using the Level 1 & Level 2 categories of e-learning, where the learner can get a hands-on experience within the course. The course can be accessed through multiple devices, providing learning on the go.

Every module has knowledge check questions at various stages and assessment questions needs to be answered at the end of the course. In order to obtain the certification for the course, the learner has to obtain a minimum prescribed score within a defined number of attempts.

MVS launches Workmen Mobilization App

To address the challenge of quick mobilization of workmen in line with project requirements, B&F IC has initiated a 'Workmen Mobilization' app which was launched by M. V Satish, Whole Time Director & Sr. Executive Vice President – Buildings, Minerals & Metals on 19th October 2017 in the presence of Mr. S. N. Subrahmanyam, CEO & MD, Mr. T. Madhava Das, EVP & Head, PT&D IC, Mr. R Ganesan, Head – Corporate Centre, Anantha Sayana VP & Head – Digital, B Ramakrishnan Advisor to MD&CEO and other digital champions.

This app facilitates direct messaging from the site planning/time office heads to the

subcontractor/workmen on the requirement at site with an option to respond through SMS or missed call. Further, the requester gets a consolidated list of respondents through email.



'ConstZon' – an integrated analytics module launched in EIP

Mr. D. K. Sen (DKS), Whole Time Director & Sr. Executive Vice President – Infrastructure along with Mr. M. V. Satish (MVS), Whole Time Director & Sr. Executive Vice President – Buildings, Minerals & Metals, launched 'ConstZon' – an integrated analytics module in EIP, in presence of Mr. S.N. Subrahmanyam (SNS) – CEO & Managing Director, IC Heads, IC F&A, SCM & Corp Centre Heads on 1st August 2017.

This new systems tool developed by the ISD team in collaboration with the Centre of Excellence Team and Mckinsey is designed to aid buyers and approvers in vendor negotiations by providing guidance on rates for various materials and services which was elucidated by the development team in detail through a demo highlighting the various customized functionalities available in the portal.

SNS appreciated the efforts and urged the IC teams to advise all the projects to make full use of it for making better purchase decisions. ConstZon is an information dissemination platform that analysis previous spend rates thereby

aiding buyers and approvers in the purchase process for both materials and services by: comparing the pan L&T Construction spend rates for material or services and guide Buyers, Planners & Approvers. It improves the bargaining power with vendors by providing relevant intelligence to buyers and comparing the market discovered rate with previous spend rates to help them make data-driven decisions and have greater control.

Mr. R. Ganesan – Head Corporate Centre, Divisional Corporate, briefed on the salient features and the unique benefits of this module underlining the gradient colour scale for displaying adherence to benchmark price range, display of national lowest spot rate to indicate maximum scope of negotiation and search options for material or services using item code or through graphical user interface.



Hon'ble Vice President of India, Mr. Venkaiah Naidu, inaugurates CSTI Hyderabad



L&T's 9th Construction Skills Training Institute (CSTI) in Hyderabad - Smart City Skill Development Centre (SCSDC) which provides training in two trades for Smart World & Communication BU i.e. (i) CCTV Camera Installation & Maintenance and (ii) Optic Fibre Cable Installation was formally inaugurated by the Hon'ble Vice President of India, Mr. Venkaiah Naidu on 26th October 2017 in the presence of the Deputy Chief Minister of Telangana, Mr. Mohammad Mahmood Ali, Minister for Irrigation, Marketing & Legislative Affairs of Telangana, Mr. T. Harish Rao, and Minister for Health - Andhra Pradesh, Mr. Kamineni Srinivas.

On behalf of L&T, Mr. S.N. Subrahmanyam, CEO & MD, L&T, along with senior executives - Mr. R. Srinivasan, EVP & Head, Smart World & Communication BU,



Mr. Shivanand Nimbargi, MD & CEO, L&T Metro Rail (Hyderabad) Ltd., Mr. Rajeev B. Bhatnagar, Head - CSTI & CSR and Mr. T. Krishna, Head - Special Initiatives (South), B&F IC, were also present during this occasion.

Speaking at the event, SNS mentioned the efforts put in to establish a state-of-the-art training center specifically for smart world trades which was also a first-of-its-kind initiative in India aimed at benefitting the rural youth of Telangana. L&T's thrust towards creating skilled workmen through a slew of training centers across the country was acknowledged and appreciated by all the dignitaries.

The students are registered under the National Apprentice Promotional Scheme (NAPS) and will be trained for a maximum of 2 years during which they are eligible for 70% & 80% of semi-skilled wages in the 1st and 2nd years respectively.

Completing the apprenticeship, the trainees will be eligible for National Apprenticeship Certificates (NAC) from the Central Government. After completion of 3 batches, the 2 trade course curriculum will be accredited by Instrumentation, Automation Surveillance and Communication (IASC) Sectorial Skill Council (SSC) under NSDC. The first batch of trainees have already passed out and have been appointed as apprentices under the promotion scheme.



Simplifying equipment maintenance monitoring

B&F IC has simplified the process of equipment maintenance monitoring by developing a specific 'Maintenance Effectiveness Audit' mobile app which was launched by Mr. M.V. Satish (MVS) Whole Time Director & Sr. Executive Vice President - Buildings, Minerals & Metals on 8th September 2017, in the presence of Mr. K. Kannan EVP - SBG Head - CBA, Mr. K. Sreekumar Advisor - Corporate Centre B&F, Mr. R. Shankar Narayanan GM - Strategy & Planning Head, Mr. K. Jaikishan DGM, B&F P&M, Mr. Praveen Rao - Sr. Manager - Digital and Mr. P. S. Rajkumar - Digital Officer

Earlier, to maintain the health of over 900 strategic assets, the P&M team had to prepare a comprehensive 100 point checklist which was manually submitted to the auditor. This is now largely simplified and streamlined by linking assets to the projects thereby facilitating pick up of the relevant checklist for auditing. Further, the auditor also can pick up the checklist and

conduct the audit with real-time observation and pictorial proof. On completion of the audit, the score is immediately published and the management is updated with the details of the audit almost instantly.

This solution comes with a cloud based dashboard, providing relevant information of the current and all previous audits with analytics and reports for immediate intervention and decision making integrated. Another significant feature of the app is the identification of non-conformity in the audits conducted and processes to ensure closure of the issues raised. Reasoning the details on non-compliance to avoid recurrence and identifying the trends is also now possible. With the mobile app, the audit process is made simple, robust, authentic, reliable and up to date.



TI IC launches Obstruction & Hurdles Management System

A first-of-its-kind GIS based 'Obstruction & Hurdles Management System' aimed at providing break-through solutions for smarter execution of linear EPC projects was launched at TI IC's WDFC-CTP 3R Project by Mr. Dilip Kumar Nanda, Project Director in the presence of Dr. Pari, Head, Geospatial Technologies, Mr. Sanjib Kumar Dutta, Head, Project Planning Control and site team members.

This system is designed to collect and update data along the project alignment and map it onto the location on the GIS platform while facilitate users to get a snap-shot view on the encumbrance-free work-front for optimum deployment of resources.



Further, it can be integrated with existing digital systems and platforms in the portal such as ProCube and other mobile applications.

B&F IC facilitates online 'Accepted Cost Estimate' (ACE) certification

Attributing the importance of enhancing competency and knowledge of planning engineers in the preparation of 'Accepted Cost Estimate', B&F IC developed an online certification course that can be accessed through Any Time Learning which was launched by Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President - Buildings, Minerals & Metals, on 25th October 2017 in the 'virtual' presence of: Mr. Niranjan Simha (EVP and Head-Residential buildings and Factories SBG); Mr. J. Gopalakrishna Pillai (Head - Operations West - CBA SBG), Mr. Suman Chanda (Cluster Project Manager - CBA Mumbai cluster) and Mr. Prabhat Kumar (Head HR - EDRC RBF).

Participants from HQ included Mr. K. Sreekumar, Head - Corporate Centre; Mr. N. Dharamarajan, Head - HR; Mr. R. Shankar Narayanan, Head - Strategy and Planning; Mr. Rajesh Bhagwan Kondle - Head Residential building and Factories (South) and Mr. Bino Mathew Jose (JGM - HR) along with B&F's central planning team.

At the launch, MVS underlined the need for this course and urged for creating similar customized digital tools to train young engineers. Mr. N. Dharamarajan highlighted the importance and the need to create IC specific courses. The ACE - ATL course covers: Introduction to ACE, Rate Analysis, Direct Cost and Indirect Cost Working, Working ACE in EIP Planning Module and will take around 74 minutes to complete. Each module has knowledge check questions to assess

the knowledge gained. The course is designed to benefit planning engineers on the various nuances and pitfalls in ACE preparation and cost monitoring through JCR.

The course has been developed by Mr. V. Swaminathan, Ms. R. Vidhya and Mr. K. Arun Kumar Vignesh from the Central Planning team with the support from HR, Subject Matter Experts from sites and the contracts team.



B&F IC goes digital in Quality Management Processes

Quality Management processes across B&F has now become digital with the advent of the Quality Management app which is designed to capture all essential parameters of QM such as Customer Feedback, Executive Feedback and Customer Complaints. This new digital tool was formally launched by Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President – Buildings, Minerals & Metals, in the presence of Mr. K. Sreekumar, Head - Corporate Centre; Mr. M. Balasubramanian, Head - Quality Management; Mr. R. Shankar Narayanan, Head - Strategy and Planning along with B&F's Quality & Digital team on November 4, 2017.



This app captures the non-conformities and potential threats which may affect

product quality as the entire system is modelled on a proactive mode to track customer complaints on real time basis. It also facilitates data analysis to understand glitches and take immediate corrective action to improve the quality performance of the site.

BKN Conferred 'South India's Most Talented HR Leaders Award'

Mr. Bikram Keshori Nayak (BKN), Head Talent Acquisition, Divisional Corporate, was conferred 'South India's Most Talented HR Leaders Award' at the 16th edition of the HRM Congress held in Bengaluru on 19th September 2017, where he was recognized by as a 'Catalyst of Change' with a visionary approach having led HR to build itself into the fabric of the business, embrace change and contribute value.

Other vital criteria's that qualified BKN for the accreditation included contributions towards impactful talent acquisition, future HR orientation, effective use of social media and technology and versatile HR competencies.

The event was attended by more than 500 HR professionals from across the country with the objective of enhancing knowledge, networking & meaningful discussion in Human Resources.

BKN was also invited by IIM Nagpur to deliver a lecture and participate in a panel discussion on 'Nurturing Leaders for Tomorrow: HR's Innovative Strategy' over 29th & 30th July, 2017, where he highlighted the various fundamental principles of leadership development and contemporary practices followed in the industry and in Larsen & Toubro. He emphasized how future leaders were nurtured through effective talent management, management education programs and mentoring industries.

During the panel discussion, BKN shared the dais with Prof. L S Murty, Director IIM Nagpur, Mr. Dinesh Pillai, CEO Mahindra SSG, Ms Nivedita Deshpande, Head Talent Management & OD, Raymond Ltd, Ms Priyanka Sangharsh, Country Recruitment Leader, IKEA Retail India



and Ms. Divya Amarnath, Head Learning & Development, Infosys. BKN was then felicitated by Prof. L S Murty, Director IIM Nagpur.

DKS Chairs SUMINFRA Conference

Mr. D.K. Sen (DKS), Whole Time Director & Senior Executive Vice President (Infrastructure), chaired the Confederation of Indian Industries' SUMINFRA Conference held over 6th to 7th in Bangalore on the theme 'Growth through Connectivity Enhancement'. DKS, who is in his second term as the Chairman for CII, in his key note address, underlined the crucial role of the infrastructure sector in propelling the overall development of the country and cited relevant government initiatives such as the 'Sagarmala Programme' aimed at development of new port infrastructure



within an industrial area and other upcoming infrastructure prospects. DKS urged the various stake holders to support infrastructure development to improve connectivity in the Southern Region.

Synergizing O&M services across WET IC

WET IC initiated a synergy meet for its O&M teams across 37 projects in India at HQ Chennai over 17th and 18th November 2017 to enhance the capability of resolving O&M related issues through innovative applications at site. The meet was inaugurated by Mr. S. Rajavel, Senior Vice President & Head - Water, Smart World & Communication, in the presence of senior executives from WET IC.

During the confluence, the advantages of new initiatives developed recently which included Computerised Maintenance Management Software and Remote Monitoring System were demonstrated to the participants. Experts from Design, Process, Quality, Safety and HR also shared their insights with teams.

A motivational session through an external faculty was organized with the thrust on developing skills and confidence among the engineers to facilitate O&M services.

Since its establishment in 2016, the O&M Department has come a long way and is now an integral part of WET IC's projects providing comprehensive services to a



cross-section of clients. The meet recognized Bisalpur-Jaipur Water Supply O&M project as the Best Performing O&M site which was followed by a quiz competition on O&M cognisance.

Welcoming the second batch of GETs to the L&T Family...



An orientation programme for the second batch of incoming GETs of all ICs of L&T Construction drawn from premier institutions viz. IITs, NITs and other reputed colleges was organized at the Main Hall of the Convention Centre in HQ, Chennai, over 1st & 2nd August, 2017

Dr. C. Jayakumar, General Manager & Head – Human Resources, Divisional Corporate, welcomed the young GETs into the L&T family and briefly shared the campus recruitment process which was followed by the introduction of the top management by Ms. Soujanya Sandesh, Senior Manager, Talent Acquisition, Office of the CEO & MD.

The programme kicked off with a 'Meet the Top Management' session with Mr. S.N. Subrahmanyam, CEO & MD, Larsen & Toubro, Mr. D.K. Sen, Whole Time Director & Senior Executive Vice President (Infrastructure), Mr. M.V. Satish, Whole Time Director & Senior Executive

Vice President (Buildings, Minerals & Metals), Mr. S. Rajavel, Senior Vice President & Head – Water, Smart World & Communication, Mr. T. Madhava Das, Executive Vice President & Head – Power Transmission & Distribution IC, Mr. S.V. Desai, Executive Vice President & Head – Heavy Civil Infrastructure IC, Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure, extending a warm welcome and addressing the young engineers in their own inimitable styles.

DKS was the first to share his insights and urged the young GETs to "Keep on learning" and stressed "the importance of implementing learning across work fronts. If you do hard work, sky is the limit and more responsibilities will come as one grows in the organization. Develop and build your network and nurture friendships across industry segments which will surely benefit you in the long run," he exhorted the GETs.

MVS reinforced the fundamentals of gaining acumen and highlighted, "You are at the right place at the right time and with a positive mind set there is lot to learn and evolve." He emphasized the need to be innovative and make best use of this initial phase in one's career. "L&T is a great place to work," he assured the GETs.

SRV elucidated the importance of developing financial understanding apart from technical competencies which he acknowledged would help in the long run when evolving into competent project managers. TMD assured the GETs that they have taken the right step in their career by joining L&T, "We have huge opportunities and if you spend the initial phase of your career at project sites you can develop the domain knowledge and lead projects."

SVD was particular that the GETs quickly bridge the gap from campus to corporate

and advised, "Unlearn what was taught in the campuses while coming across practical applications at site and learn from your peers to enhance your skills."

SK asked the GETs to evolve an individual vision, "Each one should have a strategy of what is it that you want to achieve at each stage of your career, introspect during your journey and plan as to how you are going to enhance skills by learning, reading and acquiring knowledge through different means." He underlined the importance of safe practices and cautioned on never compromising on safety.

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 especially during the initial years and recommended, "You will never get this time later and what you learn during the first 4 to 5 years will be relevant all along your career as they form the fundamentals." He urged the GETs to, "Spend more time on processes, principles, procedures, get into details and gain from the immense knowledge sharing across the organization through training programmes." Apart from work, SNS highlighted the need to work on networking and advised, "Meet the relevant person of your age from the client/contractor's side and build relationships across the industry."

Speaking about digitalization, SNS asserted, "Data is the new power and by getting into the digital initiatives you will become an important person at site." He concluded by sharing the mantra for success, "Performance, Performance and Performance," and asked the GETs to evaluate on a daily basis, "Everything you do should be objective and facilitate decision making."

Ms. Poonam Chandok, Head – HR, Transportation Infrastructure IC, proposed the vote of thanks and acknowledged the support extended by the IC HRs, Administration and Corporate Communications for successfully



conducting the event which was compered by Ms. Suchithra Sundaram of TI IC HR with the active support of the DC HR Team.

In the two days orientation programme, a number of sessions gave the new aspirants a glimpse of all the operations across L&T Construction, its culture, ethics and values including Code of Conduct, Strategic Perspectives & IT initiatives and other Corporate Governance Policies.

The transition from campus to corporate is a tough one and the GETs were impressed with the importance given to soft skills and tips on etiquette in the corporate world.

A session on 'Embracing Digital Technology in L&T Construction' was conducted too.

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

The last session in the orientation programme was a Panel Discussion in which senior executives and HR Heads from across ICs participated. GETs were again given an opportunity to directly ask questions and seek clarifications.



EDRC plays host to 'JAL VAYU AGNI' – A National Level Workshop



EDRC CB&A, played host to a National Level Workshop 'JAL VAYU AGNI 2017' over 12 & 13th of October 2017 in association with the Fire & Security Association of India (FSAI) which was also supported by the Indian Society of Heating, Refrigerating and Air Conditioning Engineers (ISHRAE), Indian Plumbing Association (IPA) & Electrical Consultants Association (ECA). This seminar was conducted on the 86th Birth Anniversary week of Dr. APJ Abdul Kalam and dedicated to our late President.

'Jal' i.e., Water represents plumbing systems, 'Vayu' i.e., Air relates to HVAC systems and 'Agni' i.e., Energy denotes constructive elements i.e., Electrical Systems and mitigating fire mishaps through different techniques of Life Safety & Fire Protection Systems.



The event was graced by Mr. K. Kannan, Executive Vice President & Head, Commercial Buildings & Airports, B&F IC - L&T who was also the Chief Guest along with senior executives which included: Mr. K. Veerappan, VP & Head, Residential Buildings & Factories Design, Mr. Sthaladipti Saha, VP & Head, Commercial Building & Airports Design, Mr. C. Y. Shivaji, VP & Head, Residential Design, Mr. K. P. Cion, Vice President & Head – MEP : CB&A, Mr. R. Balasubramanian, General Manager & Head, Factories Design, Mr. R. Balakrishnan, General Manager & Head - MEP Design, CB&A, Mr. K. Surya Prakash, General Manager, Head, IT, OS & Airports Design. External dignitaries present during the occasion included: Ar. C. N. Raghavendran, Managing Director, M/s. C. R. Narayana Rao Consultants, Chennai, Mr. Pankaj Dharkar, National President of FSAI, Mr. C. Venkatesu, President, FSAI Chennai Chapter, Mr. Abbas Shabbir Lehry, IPA Chairman – Chennai Chapter, Mr. T. R. Seshadri, President ISHRAE, Chennai Chapter, Mr. N. Mohan Kumar, President ECA, Tamil Nadu, Mrs. Geetha Samuel, CMDA – Deputy Planner and other members from NBC, FSAI, ISHRAE, IPA & ECA.

The workshop was inaugurated with the traditional lighting of the lamp by the dignitaries Mr. K. Kannan,

Mr. K.P. Cion, Mr. C. N. Raghavendran, Mr. Pankaj Dharkar, Mr. Abbas Shabbir Lehry, Mr. T. R. Seshadri, Mr. N. Mohan Kumar, Mr. C. Venkatesu and Ms. Geeta Samuel followed by the key note addresses.

At this special confluence, L&T along with the organizing team honored Mrs. Meenakshi Vijayakumar, Deputy Director, Tamil Nadu Fire & Rescue services, HQ, Chennai for bagging a bronze medal in the badminton tournament held at the World Police and Fire Games 2017 at Los Angeles.

Mr. R. Balakrishnan, GM & Head – MEP Design, CB&A, welcomed the participants and thanked the Architectural & Structural community for recognizing the importance of MEP and making it a part of the integrated design approach. He acknowledged that this was a great knowledge sharing platform and requested all participants to enhance their domain expertise by interfacing with eminent professionals and NBC committee members through the workshop.

Acknowledging the efforts of the committee members to bring in the new codes in NBC 2016, Mr. K. Kannan insisted the need to share relevant updates across the technical fraternity for better understanding and implementation of the new codes.





1,800+ RUN TO KEEP ALIVE THE MEMORY OF HOLCK-LARSEN

Neither the overnight downpour nor the looming dark clouds as September 17th dawned; neither the wet roads nor the slight drizzle deterred the L&T-ites who turned out in large numbers to participate in the fun, frolic and enthusiasm of the 4th edition of the Larsen Memorial Run 2017. With invitations open to even other Chennai-based divisions of L&T, over 1,800 employees with their families took to the roads of Manapakkam to partake in the 10 km, 5 km and 1.5 km runs.

An innovation introduced this year was the electronic RFID chips attached on every bib that clocked the timing and even sent out SMS messages and emails to finishers as soon as they crossed the finishing points. The Larsen Memorial Run had truly gone digital!

Action started as early as 4 am as volunteers tirelessly ran about putting final touches to this huge event even as the early birds all dressed in bright orange T-shirts started their warm-ups to the throbbing beat of a Zumba dance led by an energetic instructor.





Soon the runners lined up behind the starting line and the 10 km run was flagged off by Mr. T. Madhava Das, EVP & Head – PT&D IC. Even as these runners completed their laps within the campus, preparations were on to prepare runners for the 5 km run which was flagged off by Mr. Vinod Jacob Chacko, GM & Head – Corporate Communications. Then it was the chance for the children to warm up and prepare for their 1.5 km run which K. Meena Priya, GM & Head – HR, L&T IEL flagged off.



Finishing time



As is the case with all professional runs, the runners were supported along the route with hydration points and medical stations manned by dedicated volunteers who ensured a smooth and safe run along the streets of Manapakkam where traffic was stalled with the support from the Police and the local administration. "Oh it was great and exhilarating to win," enthused Keerthan, the winner of the 10 km run in a time of only 45.55 mins! He was also thankful for the conducive climate that helped the runners. The women's podium finisher, Ms. Varsha Vedasagar completed her 10 km run in 1 hr 13 min 33 sec, and said that she thoroughly enjoyed the run and it was a moment of pride for her.

A surprise participant for the 1.5 km run was Mr. S. N. Subrahmanyam, CEO & MD, accompanied by Mrs. Meena Subrahmanyam, who along with TMD and other senior colleagues who joined in the fun of running that was followed by a scintillating warm down Zumba session.

SNS and Mrs. SNS gave away the trophies to the podium finishers and addressed the gathering urging them to remain healthy with such fitness regimens. The youngest participant, Master A.S. Atiq at 1.9 years, son of Ms. Shakila Banu, HQ - Internal Control Audit Cell, completed the 1.5 km run and was riotously cheered when called upon stage to be decorated with the winner's medal while Mr. Suresh, ran away with the prize for the Veteran Finisher.

The growing importance of health and fitness in our stress-free lives is reflected by the growing number of participants for the Larsen Memorial Run that began with just a few hundred runner enthusiasts participating. Several first time participants said that they could only make it to the finish line thanks to the high energy levels in the air and promised to be back for the next edition besides make running a habit. Here's to a healthy, wealthy and successful organization!





Rising Stars win B&F MBCL CBA Cluster Tournament

Amongst eight teams across 10 projects sites that participated in B&F IC's CBA MBCL cricket tournament, Rising Stars led by Mr. T Venu, emerged as champions defeating BIP Royals in a one-sided final. Mr. J. Gopalakrishna Pillai (Head Operations- West) presented the trophies to the winning team and runners-up. Mr. Madan Kumar L (Godrej 2) was adjudged the 'The Man of the Tournament' while the 'Best Batsman' tag was bagged by Mr. Dhananjay (IKEA) and Mr. R Rajesh (Wipro Pune) was declared the 'Best Bowler'.



Team B&F - ABRO T-20 Champs

Team B&F emerged winners in the T-20 ABRO Inter IC Cricket Tournament by defeating WET IC in a high scoring final which saw them surpass a stiff target of 154 runs in just 14.2 overs with the loss of only 2 wickets led by a splendid bowling performance from the captain, Mr. Ashutosh Tripathi - CPM B&F IC (4-30-3) and a match winning knock by Mr. Tribhuwan Singh 101* (38 balls). Mr. Mandeep Chopra - Regional Head ABRO along with chief guest Mr. Ashok Pandey - Joint Commissioner Customs jointly presented the awards.



RGGVY-II, Janupur teams vie for Rolling Trophy

PT&D IC's RGGVY-II Jaunpur site organized a Rolling Trophy tournament involving four teams christened as 'Yellow', 'Red', 'Blue' and 'White' across a two match league format where Team Yellow led by Mr. Mithilesh Verma, Planning Manager, prevailed over Team Blue, by 3 runs. Mr. Sushil Kumar (COH- Varanasi cluster) presented the trophy to the winning team in the presence of Mr. R.C. Yadav, Project Manager and Mr. Neeraj Srivastava, Project Coordinator.



A sporting day out at UPD - WESCO, Sambalpur



PT&D IC's UPD WESCO team initiated a sporting venture for project sites - ODSSP Phase-2 Pkg, ODSSP Phase-3 Pkg 4, DDUGJY – IPDS WESCO on 3rd December, 2017, which was spearheaded by Mr. P. Syam – Cluster Operations Head & Mr. Tapas Sen – Admin Manager. For the contestants it was a day of hectic scoring and some fast running between the wickets. Most of the matches were closely contested and DDIP (DDUGJY and IPDS WESCO) emerged the winner in a nail biting match with Bolangir Battlers (ODSSP Ph-3). The event was graced by Mr. Manoranjan Gochhayat, Mr. S. Palanisamy and Mr. G. Kartik, the Project Managers of the respective projects, who commended and recognized the efforts of the Accounts & Admin teams led by Mr. Selvakumar, Mr. Premaranjan Nanda and Mr. Abhijit Sarkar for organizing the tournament.



Spike power propels Nihar Vihar team to victory



WET IC's Nihar Vihar project team spiked its way to victory defeating Mohan Garden team in a volley ball tournament organized by DLRO TFL which saw three site teams vie for honours in a league format. Mr. N. Ashok (DGM-Delhi TFL Jobs) presented the trophies to the winners and runners-up.



L&T Qatar scores high in inter-corporate TT Championship

Employees of L&T Qatar delivered a power-packed performance that enabled them bag the team championship in the inter-corporate Indian table tennis tournament in which more than 150 people participated on 25th August 2017. This mega event was organized by the Indian Sports Centre (Embassy of India) in association with the Qatar Table Tennis Association. Star performers for L&T included: Adarsh Jaiswal, Shiladitya Kishore, Rushikesh, Antony Ravi, Ram Prasath and Ajay Jain. Mr. P Kumaran, Indian Ambassador along with Mr. Thani AL Zarraa, President of QTTA Sports, presented the trophies to the winners and runners-up.



L&T-ite makes the largest paper-quilled UAE flag Enters Guinness Book of World Records

Surya Bala, a civil engineer with PT&D IC at Sharjah has entered the Guinness Book of World Records by making the largest handmade paper-quilled UAE flag that was on display at the Indian Association of Sharjah as a part of the National Day Celebrations on December 4th 2017.

The 345-square-foot (32-square-metre) handmade flag was made up of 5mm thick 100,000 coloured strips of paper with 4kg of glue and weighs more than 50kg. Surya spent over 2,000 hours on this project, over a period of 12 months, "I have been making this piece since November 2016 working on around five hours of paper quilling a day and had to plan it precisely as the flag is made up of 48 smaller sheets of different dimensions. The Guinness World Records approved the idea and issued certain guidelines for the display for record purposes."

When Surya moved to the UAE from India in 2016, she felt warmly welcomed in to the community, and decided to show her appreciation, "I dedicate this handmade quilled flag to the people of this nation because I feel extremely lucky and fortunate to be in a country like the UAE which cares for the peace, welfare and happiness of its residents."

Taking up paper quilling around six years ago, Surya often made smaller projects and was pleasantly surprised to receive positive feedback from family and friends. While considered a primitive art craft, Surya pointed out that paper quilling is a skill that depends on "consistency, hard work, and the right thought process".

Kudos to Surya for this feat!

Wishing her many more laurels in the years to come.



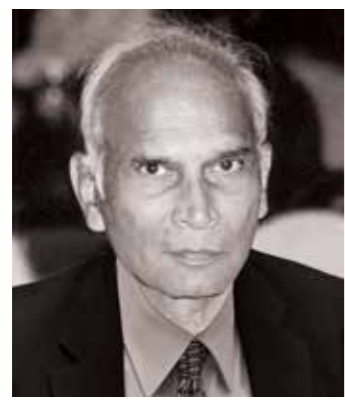
In Memoriam



In recent times, we lost a few of our veteran stalwarts who had been responsible for putting the building blocks of ECC in place. We take this opportunity to remember their wonderful contribution, to express our sadness that they are no longer with us and hope and pray that their family members will have the strength and courage to face their loss.



A.C. Datar, Former General Manager, (Strategic Planning & Technology Development), passed away on 19th February, 2018, at his residence in Pune. He is survived by his wife, two daughters and a son. He had served the Construction Division for over 32 years in various capacities, both at projects and offices. His attention to quality construction was impeccable and hence was referred to by seniors of ECC as "QAQC Datar". He was extremely jovial in nature and some of the positions he held included: Regional Manager (Iraq Operations), Regional Manager (Mumbai), Joint General Manager (Civil), and General Manager-Civil, (Transportation and Heavy Civil Projects). He retired from service in 1997.



L.E. D'Cruz, Former General Manager (Electrical), passed away on 25th March, 2018, at his residence in Mumbai. He is survived by his wife and two daughters. Having joined L&T in September 1966, Mr. L.E. D'Cruz, served the Construction Division for over 27 years and contributed significantly to the electrical construction business across Railway Electrification and Transmission line projects, TLT factory in Puducherry, and held key portfolios as Regional Manager-Bombay, and General Manager & In-charge of the Electrical Division. He also made substantial contribution to ECC's international operations as Manager (Overseas Contracts), spearheading tender preparations, estimation of costs, etc. for various overseas projects. During the latter part of his career, he steered the EPC business orientation with Group - II and ensured strong cooperation and coordination of activities for power plant projects. He retired in 1994.



M. Subramaniam, Former General Manager (Overseas Operations) passed away on 19th January, 2018, at his residence in Chennai. Prior to joining ECC, he served as a lieutenant in the Indian Army and had fought in the Kargil war. As a true patriot, Mr. M. Subramaniam also named his house 'Kargil'. He is survived by his wife, a son and a daughter. Joining ECC in February 1965, he served the organization with loyalty and dedication for almost three decades in various capacities across sites and offices before calling it day in 1994. He spearheaded significant projects which included a fertilizer plant in Sri Lanka, turned around the productivity of L&T's Awarpur Cement Plant as General Manager – Works and steered the construction of a large petrochemical plant for Reliance at Hazira. Though a stickler at work, Mr. M. Subramaniam was widely known for his wonderful nature that earned him the sobriquet of 'People's Leader'.



E.S. Mohan Sunder, Former Joint General Manager, HCP, Special Projects, passed away on 14th November 2017. A bachelor, late Mr. Mohan Sunder was living with his brother's family in Bengaluru. Joining L&T's Engineering Project's Division (EPD) in 1961 as a junior Engineer, he had an illustrious four decade long association with L&T, predominately in ECC, and was widely acknowledged for his prowess in heavy lift erection. Some of the benchmark projects spearheaded by him included: the Iron ore beneficiation plant for Rourkela Steel Plant, fabrication and erection of the roof for Air India's Jumbo 747 hangar, erection of the 600-tonne isotropic exchange tower for the BARC, heavy water plant in Baroda, coke oven by product plant for TISCO at Jamshedpur and setting up the heavy lift for a heavy water project in Talcher. He retired in May 2001.



S. Neelagovindan, Former Zonal Projects Manager (IP&U), passed away on 7th, February 2018, at his residence in Chennai. He is survived by his wife and two sons and had retired from service in 2005. He had enjoyed a long association with ECC of close to four decades in various capacities, both at projects and offices. Commencing his career as an erection engineer at the Tuticorin Thermal Power Project, Mr. Neelagovindan, handled critical heavy lift assignments across Awarpur Cements Phase I works, NFCL Kakinada, 7X210 MW NLC Boiler jobs and was the project manager for the 500 MW super thermal power project at Talcher. The management sought his services for the initial erection of the Jawaharlal Nehru stadium job in Chennai. He was also the project manager for the benchmark 350 CCP PPN Power Project and then moved on to the erstwhile Madras Region as Regional Projects Manager. Subsequently, he handled significant overseas assignments which included the Jordan Bridge, Raysut Cement Plant, MG3 projects in Malaysia and critical hydro carbon packages in Barmer for HCP.



S. Raghavan, Deputy General Manager (Civil), passed away on 12th February 2018, at his residence in Srirangam. He is survived by his wife, a son and a daughter. He had joined the Construction Division in September 1988 at a PWD project in HCP as a pipeline specialist which was followed by execution of benchmark projects which included Vizag-Vijayawada pipeline, Jamnagar-Loni pipeline, CD-VDU Unit for Reliance. Later, with PT&D, he was involved in railway electrification jobs and key overseas assignments in UAE, Saudi Arabia and Suriname (South America). He was instrumental in developing the civil operations team in PT&D IC for Substations and UPD BU. At the time of his retirement in 2013, he was with PT&D (Domestic) in Substation & UPD BU at HQ.

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. Govindharaj N, (Manager P&M)



Mr. Sanal Pv, (Asst. Manager P&M)



Mr. Selva Kumar M, Engineer (Mech.) Water Supply to Adilabad District - TDWSP Site, Hyderabad, WET IC



Mr. Krishna P, Sr. Engineer (Mech.) Water Supply to Adilabad District - TDWSP Site, Hyderabad, WET IC



Mr. Jayasankar R, Asst. Construction Manager (Mech.) Water Supply to Khammam - TDWSP Site, Hyderabad, WET IC



Mr. Giridharan S, Asst. Construction Manager (Civil) Water Supply to Khammam - TDWSP Site, Hyderabad, WET IC



Mr. Sunil Kumar, Asst. Construction Manager (Mech.) WS&D to GHMC Site, Hyderabad, WET IC



Mr. Radhakrishnan V, Sr. Supervisor (Civil) from Water Supply to Karimnagar & Other Municipalities Site, Hyderabad, WET IC

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. Asok Kumar K, EVP & Head-WET, (Water & Effluent Treatment IC) receives his award from Mr. S. N. Subrahmanyam, Chief Executive Officer & Managing Director, L&T



Mr. Jagannathan S, Head-Wastewater BU, (Water & Effluent Treatment IC) receives his award from Mr. S. N. Subrahmanyam



Mr. K. Jagannathan, Advisor-Legal Services, Chennai Head Qrs. receives his award from Mr. S.N. Subrahmanyam



Mr. B Murugesan, Technology Centres (B&F IC), receives his award from Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals & Metals)



Mr. J. Bhaskaran, Advisor-SSC Vendor, Chennai Head Qrs. receives his award from Mr. K. Nagarajan, Vice President & Head - Finance & Accounts, L&T Construction



Mr. Pradeep Joshi, Head - Special Initiatives (North), Delhi receives his award from Mr. Rajan Malhotra, Regional Manager, Delhi Region



Mr. Masilamani K, Head-Industrial Water Systems BU, (Water & Effluent Treatment IC) receives his award from Mr. S. N. Subrahmanyam



Mr. K. Nagarajan, VP & Head-Finance & Accounts, Chennai Head Qrs. receives his award from Mr. S.N. Subrahmanyam



Mr. Sivasankaran K, Sr. Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. G Jagatheesan, DGM (Civil), receives his award from Mr. G R Ranganath, Chief Executive - L&T (Oman) LLC



Mr. Ram Naresh Chowdhri, General Foreman (Carpentry), receives his award from Mr. M Shyam Sundar



Mr. N. Srinivasan, VP & Head-Plant & Machinery, Chennai Head Qrs. receives his award from Mr. S.N. Subrahmanyam



Mr. B Balachander, Head - Resources (B&F IC) receives his award from Mr. M.V.Satish



Mr. Sudheesh Kumar K P, Head-Supply Chain & Sub-Cont. Mgmt, (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel, Senior Vice President & Head (Water, Smart World & Communication)



Mr. S Vijayasathy, General Foreman (Carpentry), receives his award from Mr. M Shyam Sundar



Mr. Anand Ballabh Jivanand Joshi, General Foreman (Mech), receives his award from Mr. M Shyam Sundar



Mr. Cherian Mathew, General Foreman (Civil), receives his award from Mr. M Shyam Sundar



Mr. Ns Prabu Ramachandran, Project Manager, receives his award from Mr. M Shyam Sundar, Head - Qatar, Oman & Kuwait



Mr. Baskaran S, Head Contracts, receives His Award From Mr. S. Kanappan, Head & Chief Executive, L&T Geostructure



Mr. R. Ravi, DGM-HR Systems Admin., Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. Pereira Malcolm Dominic, General Foreman (Carpentry), receives his award from Mr. M Shyam Sundar



Mr. Mohammed Asif, General Foreman (P&M), receives his award from Mr. M Shyam Sundar



Mr. Shanmugaiah P, Manager-Stores (PT&D IC), receives his award from Mr. A. Ravindran, Executive Vice President & Head PT&D - Middle-East



Mr. V Sukumar Hebbar, Vice President & BU Head - Health, receives his award from Mr. M.V. Satish



Mr. N Suresh, Project Manager, receives his award from Mr. M.V. Satish



Mr. Loganathan N, Project Manager (PT&D IC) receives his award from Mr. T. Amareswara Rao, Head - PT&D (KSA)



Mr. V. Sreenivasulu, Head - QEHS (UAE & KUWAIT) (PTD), receives his award from Mr. A. Ravindran



Mr. A.Selvam, Head-TL Factory & TL Testing Station (PT&D), receives his award from Mr. C. Suresh Babu Reddy, Head Engineering (TL) (PT&D IC)



Mr. Karthick C, DGM (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. K. Asok Kumar



Mr. Mohanakumar K G, General Foreman (Carp.), (Water & Effluent Treatment IC) receives his award from Mr. G. R. Ranganath



Mr. P. Srinivasan, Sr. DGM - Human Resources, Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. Kondle Rajesh Bhagwanrao, Head - Residential Buildings & Factories, receives his award from Mr. M.V. Satish



Mr. C Prasad, Head - Formwork Competency Cell receives his award from Mr. M.V. Satish



Mr. N. Muralidharan, DGM (Administration), Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. S. Natanasabapathy, Manager (Accounts), Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. N. Logeswaran, Asst. Manager, Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. N Ganesan, Project Manager, receives his award from Mr. M.V. Satish



Mr. Sukumar T, VP & Head-(Finance, Accounts & Admn.), (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. Hari Krishna P R, Cluster Head (WS&D BU), Hyderabad, (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. V. Pandian, General Assistant, Chennai Head Qrs. receives his award from Mr. K. Nagarajan



Mr. B. Pichaimurthy, Sr. Manager - Purchase, Chennai Head Qrs. receives his award from Mr. G. Pichai, Head - Supply Chain Management



Mr. N. Anbazhagan, Chargehand (Elec), Kancheepuram receives his award from Mr. N. Srinivasan



Mr. Jagannathan P, DGM (SCM), (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



Mr. Kumar R, DGM (Accounts), (Water & Effluent Treatment IC) receives his award from Mr. S. Rajavel



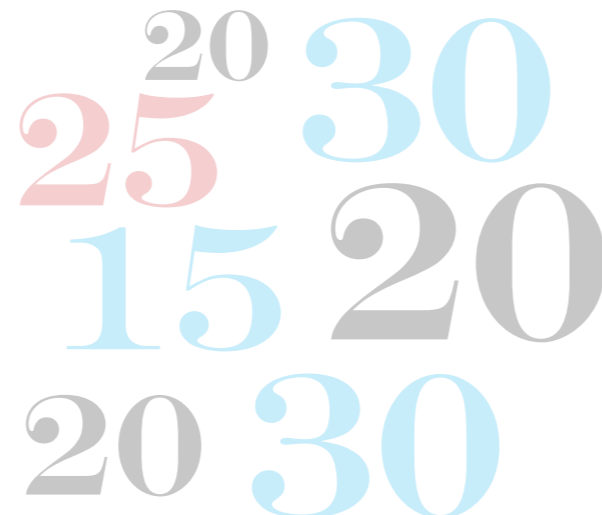
Mr. Jayanta Chakraborty, DGM (MECH.), receives his award from Mr. G R Ranganath



Mr. G. Narayana Moorthy, Mechanic, Kancheepuram receives his award from Mr. N. Srinivasan



Mr. V. Harish Chandran, Manager (Systems), Chennai Head Qrs. receives his award from Mr. Sanjay Mishra, Head - Information Systems, Divisional Corporate



Mr. K Ramkumar, Sr. Construction Manager (Civil), receives his award from Mr. G R Ranganath



Mr. T Ganesamoorthy, Sr. Construction Manager (MECH.), receives his award from Mr. G R Ranganath



Mr. Sheikh Rabbani, Supervisor (Stores), receives his award from Mr. G R Ranganath



Mr. Shinde Madhukar Bhau, Foreman (Civil), receives his award from **Mr. G R Ranganath**



Mr. Hari Shankar Prasad Shukla, Project Director, receives his award from **Mr. Viju Varkey, Vice President & Head - Operation (South), Commercial Building & Factories SBG, B&F IC**



Mr. Marabattina Jagadish, Project Manager, receives his award from **Mr. Viju Varkey**



Mr. K. Thirugnanasambandam, DGM (P&M), Kancheepuram receives his award from **Mr. N. Srinivasan**



Mr. G. Vijayam Bethanasamy, DGM (Mech), Chennai Head Qrs. receives his award from **Mr. N. Srinivasan**



Mr. S. Velu, Asst. Manager (Mech), Chennai Head Qrs. receives his award from **Mr. N. Srinivasan**



Mr. Tulluru Krishna, Sr. Draughts Person (Elec.), receives his award from **Mr. Viju Varkey**



Mr. Wesley James, DGM (Elec.), (Water & Effluent Treatment IC) receives his award from **Mr. N. Ramasethu, VP & Head-Water Int. (Middle East), (Water & Effluent Treatment IC)**



Mr. Srinivasan A, DGM (Systems), (Water & Effluent Treatment IC) receives his award from **Mr. K. Asok Kumar**



Mr. P. Vijayaragavan, Asst. Manager, Chennai Head Qrs. receives his award from **Mr. N. Srinivasan**



Mr. R. Ramalingam, Deputy General Manager (Systems), Chennai Head Qrs. receives his award from **Mr. Sanjay Mishra**



Mr. Alok Kumar, Deputy General Manager (Systems), Chennai Head Qrs. receives his award from **Mr. Sanjay Mishra**



Mr. Arumainayagam B, Senior D'Man (Civil), (Water & Effluent Treatment IC) receives his award from **Mr. K. Asok Kumar**



Mr. Mathew Antony V, Sr. Supervisor (Survey), (Water & Effluent Treatment IC) receives his award from **Mr. V. S. Sridhar, Cluster Head (WS&D BU), Bangalore (Water & Effluent Treatment IC)**



Mr. Ramamoorthy G, Foreman Civil, receives his award from **Mr. S. Kanappan**



Mr. S. Ganesan, Manager (Systems), Chennai Head Qrs. receives his award from **Mr. Sanjay Mishra**



Mr. S. Senthil Kumar, Manager (Systems), Chennai Head Qrs. receives his award from **Mr. Sanjay Mishra**



Mr. B. Suresh Chandra, General Assistant, Bangalore receives his award from **Mr. C.A. Venkatesh, Regional Manager, Bangalore Region**



Mr. C. Sunilkumar, Manager (Corp. Finance), Chennai Head Qrs. receives his award from **Mr. K. Nagarajan**



Ms. R. Vijayalakshmi, Manager, Chennai Head Qrs. receives her award from **Mr. K. Nagarajan**



Mr. M. Srikanth, Asst. Manager (Administration), Chennai Head Qrs. receives his award from **Mr. K. Nagarajan**



Mr. Agaria Anilkumar Karsan, General Assistant, Mumbai receives his award from **Mr. B.N. Sheth, Regional Manager, Mumbai Region.**



Mr. Gaddam Jayachandra, General Assistant, Mumbai receives his award from **Mr. B.N. Sheth.**

15
15 20



Mr. S Varadaraju, Sr. Construction Manager (Civil) receives his award from **Mr. M Shyam Sundar**



Mr. M Karthikeyan, General Foreman (Carpentry), receives his award from **Mr. M Shyam Sundar**



Mr. B Muralidharan, Sr. Construction Manager (Civil) receives his award from **Mr. Lochan K Joseph, Head - UAE & KSA**



Mr. Anjan Mohapatro, Sr. DGM (Civil) receives his award from **Mr. M Shyam Sundar**



Mr. V Rangan, Sr. Construction Manager (Civil) receives his award from **Mr. M Shyam Sundar**



Mr. Surajeet Lahiri, DGM (Mech.), receives his award from **Mr. Lochan K Joseph, Head - UAE & KSA**



Mr. Paresh Prakash, Segment Head - Special Projects-KSA (PT&D IC), receives his award from **Mr. T. Madhava Das, Sr. Vice President & Head - PT&D IC**



Mr. Debasis Ghosh, Construction Manager-ELEC (PT&D IC), receives his award from **Mr. A. Ravindran, Executive Vice President & Head PT&D - Middle East**



Mr. Nikhilkumar Bhattacharya, Construction Manager (Civil) receives his award from **Mr. M Shyam Sundar, Head - Qatar, Oman & Kuwait**



Mr. Rajasuresh P, Manager (Civil), (Water & Effluent Treatment IC) receives his award from **Mr. S. Rajavel, Senior Vice President & Head (Water, Smart World & Communication)**



Mr. P. Muruges, Driver, Chennai Head Qrs. receives his award from **K. Nagarajan**



Mr. G. Chandrasekhar, Sr. Manager (Accounts), Chennai Head Qrs. receives his award from **Mr. N. Srinivasan, VP & Head - Plant & Machinery**



Mr. M. Kalai Muthukumar, Manager (Systems), Chennai Head Qrs. receives his award from **Mr. Sanjay Mishra, Head - Information Systems, Divisional Corporate**

Buildings and Factories IC



Participants of the HR SWAGAT Program held at Kolkata Cluster on 17th July, 2017



Participants of the Global 8D Problem Solving Techniques Program held at Mumbai on 19th Dec 2017

October

Workshop on Global 8D - Problem Solving at Mumbai on Oct 5,2017; Participants 27; Faculty (Int) Dr. Sunil Jajit

STraining on New EIP module at Lucknow on Oct 06-07, 2017; Participants: 12, Faculty (Int.): Mr. N.C. Srinivasa

Behavioural Attributes (OD Intervention) at CNCL during 6th & 7th October,2017: Participants: 22; Faculty Coordinator (Int.): Mr. TK Premkumar

Finishing Training (FIT) for Structures Execution Staff - Module 3 at Mumbai during Oct 9-10, 2017; Participants 21; Faculty (Int) Ms. Jyotsna Shrikant Joshi

OD Intervention For RBF - EDRC - Batch 4 at Chennai on 11th & 12th Oct 2017: participants : 19 Faculty (Int.): T K Prem Kumar

Mentoring & Augmenting planning Skills - Batch 8 - Module 2 - at HQ, Chennai during October 10-13, 2018; Participants: 19; Faculty (Int./Ext.): Mr. Arun, Mr. K Ananthanarayanan, Mr. Sakthivel, Mr. Hariharan, Mr. Swaminathan V, Mr. Senthil Kumar, Mr. S Lakshmi Narayanan & IIT Madras faculty

English Language Proficiency Enhancement Program (by VETA) -

Batch 1 (Module 3) at Kolkata Cluster from Oct 12th to 13th 2017; Participants: 11; Faculty (Ext.): Ms. NanditaLahiri

Risk Assessment Workshop at HMRP on Oct 14, 2017; Participants: 20; Faculty (Int.): Mr. Appireddy Srinivasareddy.

English Language Proficiency Enhancement Program (by VETA) - Batch 2 (Module 3) at Kolkata Cluster from Oct 16th to 17th 2017; Participants: 12; Faculty (Ext.): Mr. Kaushik Dutta Gupta

DESI Program at CNCL on 20th October,2017: Participants: 14; Faculty Coordinator (Int.): Mr. TK Premkumar

Development Program for P&M In-charges at HQ, Chennai during October 23-24, 2018; Participants: 11; Faculty (Int.): Mr. T K Prem Kumar

Advanced Certificate Course on Planning Skills - Batch 2 - Module 3 at NICMAR, Pune during October 23-26, 2018; Participants: 15; Faculty (Int./Ext.): Mr. Omkar Joshi, Mr. Ranjeet Kumar, Ms. Vidhya R, Mr. Malhari Naik& NICMAR faculty

Project Management for Execution Excellence - Batch 9 - Module 3 at HQ, Chennai during October 23-27, 2018; Participants:30;

Faculty (Ext.): L&T IPM Faculty

Workshop on Effective Communication Skills at Mumbai on Oct 24,2017; Participants 24; Faculty (Ext) Dr. Aruna Tijare

Batch 2- Module -2- VETA English Language Proficiency enhancement Programme at Mumbai during Oct 25-26, 2017; Participants - 12; Faculty (Ext) Ms. Latika Rathod from M/S VETA Corporation

Code of Conduct - at BLCL on 26 Oct 2017; Participants: 30; Faculty (Int.): Mr. Arun Pradeep

Code of Conduct - at BLCL on 27 Oct 2017; Participants: 44; Faculty (Int.): Mr Arun Pradeep

Batch 2-EHS - Hands on Training / Experiential Learning at SIS Hazira during Oct 25-27,2017; Participants 17; Faculty (Int) Mr.Radhakrishnan

November

English Language Enhancement program - Module-1 at BLCL during 02 Nov - 03 Nov 2017; Participants: 19; Faculty (Ext.): M/s. VETA Ms. Anitha N

SWAGAT - at BLCL during 03 Nov - 04 Nov ; Participants: 11; Faculty (Int.): Mr. V Anand, Mr George Abraham, Mr Syed Nafeesuddin, Mr KG Nagaraja, Mr P Ravichandran, Dr. Sanjai Srivastava, Ms. C Velvizhi, Ms. Sujsha Narayanan

Capacity Design concepts and revisions in IS 13920: 2016 at Chennai on 7th Nov 2017 : Participants : 53 Faculty (Int) : Dr. Govindaraj

Importance of Quality for Project Heads- at BLCL on 08 Nov; Participants: 15; Faculty (Int.): Mr. M Balasubramanian

Safety -Overview of ISO 14001:2015 and DIS 45001:2017at Mumbai during Nov 8-9,2017; Participants 14; Faculty (Int) Mr.Hemant Tukaram Kadu and Mr. Umesh Chandra Swain

HR Swagat at Faridabad Office during Nov 10 -11, 2017; Participants:11, Faculty (Int.): Md. Moizuddin, Mr. RammohanHariharakrishnan, Ms. Bhawna, Mr. Vikrant Dagar, Mr. G Gaurav, Mr. Tara Chand Saini, Mr. M. Pandian

Training Session on Cost Vs Revenue Ledger Reconciliation at Mumbai on Nov 11,2017 ;Participants 28; Faculty (Int) Mr.G.C.Monterio

Overview of EHS for GET - 2017 Batch at Kolkata Cluster on Nov 13th 2017; Participants: 20; Faculty (Int.): Mr. Sujit Saha

Admixture & Waterproofing Systems-for critical basement & landscape water proofing solution at BLCL on 14 Nov; Participants: 17; Faculty (Ext.): M/s. FOSROC ; Mr. G Shiva Kumar, Mr. Vijay Chandra Kumar

Finishing Training (FIT) for Structures Execution Staff - Module 4 at Mumbai during Nov 14-15,2017; Participants 18; Faculty (Int) Ms. Jyotsna Shrikant Joshi

Effective Preventive Maintenance at Ahmedabad on Nov 15, 2017; Participants; 6; Faculty (Int): Mr. KAILASH CHANDRA KALAPAHAD

Latest Technologies/ Recent trends in concrete at BLCL on 16 Nov; Participants: 14; Faculty (Ext.): M/s. BASF; Mr. Abhik Dutta Gupta

Waterproofing Systems at BLCL on 20 Nov; Participants: 10; Faculty (Ext.): M/s. Pidilite; Mr. M Sudish, Mr. Tollson D Clement

English Language Proficiency Training at Delhi during November 20 -21, 2017, Participants:20 , Faculty (Ext): VETA

Leakages in water retaining structures/ Retaining wall at BLCL on 22 Nov; Participants: 13; Faculty (Int.): Mr. Syed Nafeesuddin

Batch 3 - EHS - Hands on Training / Experiential Learning at SIS Hazira during Nov 22-24,2017; Participants 16; Faculty (Int) Mr.Radhakrishnan

Quality Management System in Construction sites at BLCL on 27 Nov; Participants: 10; Faculty (Int.): Mr. Syed Nafeesuddin

December

Cummins Engine Maintenance-Genset Application at Ahmedabad on Dec 4, 2017; Participants:9; Faculty (Ext.);Mr. Aashit-Sudhir gen sets.

English Language Proficiency Enhancement Programme at Ahmedabad on Dec 6,2017;Participants; 12; Faculty (Ext.); Mr. Kshitij Saxena from VETA Corporation.

Quality Management System and Risk Management at Mumbai on Dec 6 2017; Participants: 18; Faculty (Int) Mr. M Balasubramanian

In House programme on ACE, JCR, Costing & EIP New Planning Module at Kolkata Cluster office from Dec 11th to 13th 2017; Participants: 19; Faculty (Int.): Mr. V. Swaminathan & Mr. Deepak J Jayapal

SWAGAT Induction Programme at Statue of Unity (Conference Hall) at Ahmedabad on Dec.13, 2017; Participants: 1; Faculty (Int.): Mr. Tanmay.

SYNCHRO PHASE 1 at Ahmedabad on Dec 13, 2017; Participants: 10; Faculty (Ext.); Mr. Pawel Walery Krecz from Synchro Software.

Mentoring & Augmenting planning Skills - Batch 8 - Module 3 - at HQ, Chennai during December 12-15, 2018; Participants: 14; Faculty (Int./Ext.): Mr. Kishore Kumar Dasam, Ms. Vidhya, Mr. Swaminathan, Mr. Rajkumar, Mr. Ganapathy Subramanian, Ms. Anamika & IIT Madras faculty

Workshop for Formwork Engineer at Swiss hotel, Kolkata from Dec 18th to 19th 2017; Participants: 06; Faculty (Int.): Mr. Naga Venkata Sitarama Rao & Mr. Kushal Das

Global 8D - Problem solving Technique at Chennai on 19th Dec 2017 ; Participants : 21 Faculty (Int) : Dr. Sunil Jajit

Workshop on Global 8D Program solving Technique at CNCL during 20th December,2017: Participants: 15; Faculty Coordinator (Int.): Dr. Sunil Jajit

PRIMAVERA Training Programme at Mumbai during Dec 20-22,2017; Participants: 08; Faculty (Ext) Mr. Prashant from M/S AUTODESK

Project Management for Execution Excellence - Batch 9 - Module 4 at HQ, Chennai during December 18-22, 2018; Participants:20; Faculty (Ext.): L&T IPM Faculty

Training on Voltas 20T crane Troubleshooting at HMRP on Dec 23, 2017; Participants: 12; Faculty (Int.): Mr. Mohan Lal Pandita

DET DHARUN at Mumbai during Dec 4-23 2017; Participants: 25; Faculty (Int): Priyambada Priyadarshini

EHS Workshop on SLG works at HMRP on Dec 27, 2017; Participants: 10; Faculty (Int.): Mr. Appireddy Srinivasareddy.

12; Faculty: External

Technical Competency Building programme (Railways) during October 23-November 24, 2017 at Kanchipuram; Participants: 21; Faculty: Mr. Robert Rajasekaran, Mr. Benedict Sagayaraj Mr. Ganapathy

GCT Orientation during October 25-26, 2017 at Mumbai; Participants: 9; Faculty: Various

Ind-AS on October 27, 2017 at Mumbai; Participants: 10; Faculty: External

Team Building Skills on October 28, 2017 at Unnao Lucknow

Transportation Infrastructure IC



October

Bridge Construction during October 9-13, 2017 at LDA Lonavala; Participants: 24; Faculty: Ms. Vandana Kaushik, Mr. Satander Kumar, Mr. Suhas Patil, Mr. Vivek Abhyankar, Mr. Sudhir Mathur, Mr. Jitendra Rathore, Mr. Avijit Chaubey

Advanced Excel on October 14, 2017 at Jaipur; Participants: 18; Faculty: External

Advanced Excel on October 6, 2017 at Mumbai; Participants: 18; Faculty: External

First Aid & Wellness on October 09, 2017 at Ahmedabad; Participants:



Participants of the Bridge Construction Program held at LDA Lonavala on October 9-13, 2017



Participants of the Internal Controls in Accounts & Admin Program held at LDA Lonavala on November 27-28, 2017



Participants of the Technical Competency Building Program for GETs held at C-TEA, Madh on November 13-24, 2017

Expressway Project; Participants: 22; Faculty: External

Team Building Skills on October 24, 2017 at Manwath Beed Road Project; Participants: 11; Faculty: External

Behaviour Based Safety October 25, 2017 at Villukuri Kanyakumari Road Project; Participants: 13; Faculty: R P Senthilkumar

Behaviour Based Safety October 11, 2017 at Mukkola - KL/TN Border Road Project; Participants: 12; Faculty: R P Senthilkumar

Awareness on ISO 9001:2015 on October 05, 2017 at Faridabad, Participants: 15; Faculty: External

LRQA workshop on ISO 9001:2015 Internal Auditor during October 09-10, 2017 at Faridabad; Participants: 18; Faculty: External

Communication Skills during October 27-28, 2017 at Jaipur; Participants: 8; Faculty: External

EHS Orientate during October 24-27, 2017 at Ghoshpukur

Salsalabari Road Project; Participants: 12; Faculty: External

Communication Skills during October 27-28, 2017 at Dholera; Participants: 14; Faculty: External

Formwork Operations during October 30-November 1, 2017 at Ahmedabad; Participants: 19; Faculty: Various

Behaviour Based Safety on October 31, 2017 at Raipur Bilaspur Road Project; Participants: 20; Faculty: Viresh Nawale

Communication Skills on October 19, 2017 at Oman; Participants: 5; Faculty: Prince Jeevanand

November

Campus to Corporate during November 06-09, 2017 at Mumbai; Participants: 20; Faculty: External

Behaviour Based Safety on November 02, 2017 at Bar Bilara Jodhpur Road Project; Participants: 16; Faculty: Various

Rigid Pavement Construction Techniques on November 10, 2017 at Bar Bilara Jodhpur Road Project; Participants: 19; Faculty: External

IMS Internal Auditor (ISO 14001:2015 & OHSAS 18001:2007) during November 22 - 24, 2017 at Panvel; Participants: 26; Faculty: External

Technical Competency Building programme (RREC) during November 13-24, 2017 at Mumbai; Participants: 64; Faculty: various

P&M based Technical programme during November 15-17, 2017 at Mumbai; Participants: 6; Faculty: External

Operating system of Schwing Stetter Plants on November 21, 2017 at Delhi Agra Road Project; Participants: 12; Faculty: External

Internal Controls in Accounts & Admin during November 27-28, 2017 at Lonavala; Participants: 22; Faculty: various

PQC Pavers by Wirtgen during November 13-25, 2017 at Pune; Participants: 12; Faculty: External

Technical Competency Building programme (Railways) during November 27-December 30, 2017 at Kanchipuram; Participants: 24; Faculty: Mr. Robert Rajasekaran, Mr. Benedict Sagayaraj Mr. Ganapathy

Lab Training LSC during November 13-30, 2017 at Ahmedabad; Participants: 16; Faculty: Various

Advanced Excel on November 24, 2017 at Faridabad; Participants: 17; Faculty: External

Behaviour Based Safety on November 28, 2017 at Dholera SIR Project; Participants: 18; Faculty: SCC Pattnaik

Lifestyle Modification & Stress Management on November 2, 2017 at Oman; Participants: 5; Faculty: Satish Bhanushali

Problem Solving & Decision Making on November 16, 2017 at Oman; Participants: 9; Faculty: Arvind Chandak

Contract Management on November 22, 2017 at Oman; Participants: 6; Faculty: Joseph Michael

December

Rigid Pavement Construction Techniques on December 20, 2017 at Rewa Katni Jabalpur Lakhnadon Road Project; Participants: 24; Faculty: External

Pile Foundation on December 22, 2017 at Villukuri Kanyakumari Road Project; Participants: 15; Faculty: Mr. Suhas Patil

Competency Building programme (RREC) during December 11-22, 2017 at Mumbai; Participants: 60; Faculty: various

Behaviour Based Safety on December 29, 2017 at Baharagora Singhara Road Project Project; Participants: 14; Faculty: Balakrishna Biju

Lab Training LSC during December 1-23, 2017 at Ahmedabad; Participants: 16; Faculty: Various

Formwork Operations during December 27-29, 2017 at CTP-14; Participants: 18; Faculty: Various

Power Transmission & Distribution IC



October

"Programme on ERM workshop for Solar BU- HQ", Chennai on October 11, 2017; Participants: 22; Faculty (Int.): Mr. V. Ramanathan

"Primtech Software training for design engineers" at HQ, Chennai during October 6-11, 2017; Participants: 10; Faculty (Ext.): Mr. Mario Kokorus of Entegra, Primtech -Germany

"Orientation Program for Safety in OFC projects" October, 31, 2017; Participants : 17;

Faculty (Int.) : Mr. Johnson David, Mr. Anurag Mishra , Mr. A A Mogal , Ms. Sanjula Magarde , Mr.N Ramachandran

"New EIP Planning Module" conducted on 24th October,2017 at Nagpur Cluster Office; Total participants: 24; Faculty member (Internal) Mr. K. Chandrasekhar, Mr. Joy Prakash Das

November

"Programme on Advanced Excel" at HQ, Chennai on November 14 & 15, 2017; Participants : 18; Faculty (Ext.) : Mr. Prabhas Kumar Panda

"Latest Trends in Field of testing & commissioning" at HQ, Chennai on November 2&3, 2017; Participants: 15; Faculty(Int.) : Mr. Selvaraj.V



"Programme on ERM workshop for Solar BU" HQ, Chennai on October 11, 2017



"Latest Trends in Field of testing & commissioning" at HQ, Chennai on November 2&3, 2017



Orientation Program for DETs & GCTs at Delhi Cluster during November 16-18, 2017



"Safety in Construction - Transmission Line project" at Kolkata during December 21-22

"Train the Trainer" at HQ,Chennai on November 2-4,2017; Participants:16; Faculty(Int.) : Mr. T.K.Premkumar

"Construction Safety in EHV SS Projects" at Chennai Cluster during November 21-22, 2017; Participants: 10; Faculty (Int.) : Mr. K K Jembu Kailas, Ms. S Veerammal, Mr. S M Ravi, Mr. G Ganesh, Mr. K Anbu, Mr. Naidu Challa & Mr. R Rajasekar

"Introduction to EIP" at Chennai Cluster on November 24, 2017; Participants : 22; Faculty (Int.) : Mr. K Srinathan, Mr. K Chandra Sekhar, Mr. R Rajkumar & Ms. Athashipoorna Chakraborty

"Safety in Construction of Solar Projects" at Bangalore on November 24, 2017; Participants: 20; Faculty (Int.) : Mr. J Johnson David & Mr. Kukkadapu Raju

"Internal Auditor Training Programme - ISO 9001" at Kolkata during November 21-22, 2017; Participants : 21; Faculty (Int.) : Mr. Shripad Hegde

"Supervisory Development Programme" at XIM Bhubaneswar on November 20-25, 2017; Participants: 24; Faculty (Int. & Ext.) : Mr. Suvendu K Senapati, Mr. Anand MR, Prof. Suchitra Pal, Prof. B.P.

Mishra, Fr. A.C. Jesurajan, Mr. Alope Chatterjee, Mr. Biplab Ray, Mr. Vinod James, Mr. Tapas Sen, Mr. Dipak Lahiri, Fr. Donald D'Silva, Prof. Manimay Ghosh, Prof. W.S. William & Prof. S.K. Bishwal

"Program on Safety in Construction - Transmission Line project" at Patna during November 27-28, 2017; Participants: 16; Faculty (Int.) : Mr. Selvam N, Mr. Chandrasekaran J, Mr. Alok Kumar, Mr. Sukhen Nandy, Mr. Amaan A Siddqui & Mr. Sabyasachi Pradhan

"Programme On Foundation, Tower Erection & Stringing Methodology" at Patna during November 29-30, 2017; Participants: 18; Faculty (Int.) : Mr. Chandrasekaran J & Mr. Ranganathan C

"Orientation Program for DETs & GCTs" at Delhi during November 16-18; Participants : 22; Faculty (Int.) : Mr. Jabraj Singh, Mr. Avesh Verma, Mr. Pijush Kanti Ghosh, Mr. Mohit Madan, Mr. Anirban Sen, Mr. Kumar Malay, Mr. Mukesh Gadhavi, Mr. Saurabh Rana, Mr. Manikanta Seshadri, Mr. Venkatraman, Mr. Abhishek Singh, Mr. Rajkumar Singh Kushwaha & Mr. Parwez Ahamad

"New Planning Module (EIP)" at Delhi during November 27; Participants : 23; Faculty (Int.) : Mr. Pradeep Paul

December

“Stores Management” conducted on 11th & 12th December, 2017 at Nagpur Cluster Office; Total Participants: 11; Faculty member (Internal). Mr. Dipak Lahiri

“Train the Trainer” at HQ, Chennai on December 11&12, 2017; Participants: 17; Faculty(Ext.) : Mr. Elangovan.R.N

“Train the Trainer” at HQ, Chennai on December 6&7, 2017; Participants: 16; Faculty(Int.) : Mr. T.K.Premkumar

“Indirect Taxes and Compliance” at Chennai Cluster on December 1, 2017; Participants: 37; Faculty (Int.) : Mr. R Anand, Mr. M V Ravishankar & Mr. K Pattabiraman

“Challenges in Micro grid projects & Way Forward” at Patna during December 13-14, 2017; Participants: 21; Faculty (Int.) : Mr. V. Ramanathan, Ms. Harshitha S Kumar, Mr. K. Vellaichamy, Mr. Milan Kumar, Mr. K. Sunil, Mr. Balaji, Mr. Rajeev Aggarwal, Mr. V. Ravichandran, Mr. R. Anand & Mr. P. Ashok Varadhan

“Program on Contractual and Financial Risk Management in EPC Projects” at Patna on December 14, 2017; Participants: 23; Faculty (Int.) : Mr. V. Ramanathan, Mr. V. Ravichandran, Mr. R. Anand, Mr. P. Ashok Varadhan & Mr. R. Balasubramanian

“Program on Safety in Construction - Transmission Line project” at Kolkata during December 21-22, 2017; Participants: 17; Faculty (Int.) : Mr. Selvam N, Mr. Ranganathan C, Mr. Alok Kumar & Mr. Rajiv Ranjan

“GET Mid Term Review (TL BU)” at Kolkata on December 26, 2017; Participants: 9; Reviewer (Int.) : Mr. Santhosh AK

“Safety in UPD Projects” at Delhi during December 5-6; Participants : 21; Faculty (Int.) : Mr. Jabraj Singh, Mr. Dileep Kumar Verma, Mr. L N Mohanty, Mr. Rajkumar Singh Kushwaha, Mr. Brijlal Saroj & Mr. Manas Kumar

“Safety in Construction - EHV SS & IE Projects” at Delhi during December 14-15; Participants : 20; Faculty (Int.) : Mr. Rajkumar Singh Kushwaha, Mr. Anirban Jyoti Mahapatro, Mr. Subit Kumar Das & Mr. Kumar Malay

“Quality in Construction - SS BU & UPD BU” at Delhi during December 19; Participants : 27; Faculty (Int.) : Mr. Muthuramalingam A Ayyanar & Mr. Manickavasagam

“Induction Program for Laterals” at Delhi during December 18-20; Participants : 28; Faculty (Int.) : Mr. Jabraj Singh, Mr. Subrata Dutta Gupta, Mr. Pijush Kanti Ghosh, Mr. Mangal Prasad Sahu, Mr. Mohit Madan, Mr. Anirban Sen, Mr. Manickavasagam, Mr. Mukesh Gadhavi, Mr. Saurabh Rana, Mr. Manikanta Seshadri, Mr. Venkatraman, Mr. Rajkumar Singh Kushwaha & Mr. Parwez Ahamad

PT&D International

October

Saudi GETs Orientation Programme held at Lonavla from 3rd – 7th October, 2017; Participants:13; Faculty (External): Symbiosis Institute of Business Management (Dr. Deepika Pandita, Prof.Shaji Joseph, Col. Sunil Brijkrishan)

Saudi GETs Orientation Programme held at Mysore from 9th – 14th October, 2017; Participants:12; Faculty (Internal on 9th): V. Babu; Faculty (Ext. on 10th-14th) : H.M. Panchal

Induction Program for New Joiners held on 21st October at UAE; Total Participants: 15; Faculty member (Internal)

Workshop on “Implementation of EDMS” held at Dammam on October 11th, 2017; Participants: 12; Faculty (Internal): Mr. Lawrence Boamah Larbi

Training programme on “Interpersonal Relationship & Conflict Management” held at Qatar on October 9th, 2017; Participants: 12; Faculty (Internal): Mr. Arvind Chandak

November

Training programme on “Leadership Skills” held at UAE on November 20th, 2017; Participants:18; Faculty (Internal): Mr. V. Babu

Training programme on “Attitude, Change Management & Empowering” held at Qatar on 15th November, 2017; Participants:13; Faculty (Internal): Mr. V. Babu

December

Workshop on “Implementation of EDMS” held at Dammam on December 02nd, 2017; Participants: 34; Faculty (Internal): Mr. Lawrence Boamah Larbi

Training programme on “Attitude, Change Management & Empowering” held at Dammam on December 6th, 2017; Participants:18; Faculty (Internal): Mr. V. Babu

Training programme on “Synchro Training Courses” held at Qatar on 18th – 20th December, 2017; Participants:12; Faculty (External): Mr. Mazen Faloughi



Saudi GETs Orientation Program held at Lonavla from 3rd – 7th October, 2017



Induction Program for New Joiners held on 21st October at UAE



Training program on Attitude, Change Management & Empowering held at Qatar on 15th November, 2017



Training program on Attitude, Change Management & Empowering held at Dammam on December 6th, 2017

Water & Effluent Treatment IC



Participants of “Project Managers’ Development Programme (Contact Class – 1)” held at HQ - Chennai during October 4-7, 2017 seen with Ms. K. Asok Kumar, E. P. Sajit, S. Giridharan and S. Chandraaswaran



Participants of “Quality Management Systems Programme” held at Hyderabad on November 14, 2017 seen with Mr. K. Parasuraman and faculty



Participants of “Formwork Management Programme” held at Bhubaneswar during November 23-24, 2017 seen with Mr. K. Parasuraman and faculty



Participants of “Communication Skills Programme” held at Delhi during December 21-22, 2017 seen with faculty

October

Project Managers' Development Programme (Contact Class 1) - 360 Degree Feedback Survey Workshop at Chennai: October 4, 2017. Participants: 28; Faculty (Ext.): Ms. Nadhini Chawla

Programme on Effective Communication Skills at Hyderabad: October 4-5, 2017. Participants: 28; Faculty (Ext.): Ms. C. Jayalakshmi

Programme on Life Style Modification & Stress Management at Ahmedabad: October 4-5, 2017. Participants: 26; Faculty (Ext.): Mr. Arvind Chandhoke, Mr. Suresh, Ms. Meena Parmar

Project Managers' Development Programme (Contact Class 1) - Project Mgmt. Trg Module 1 at Chennai: October 5-7, 2017. Participants: 27; Faculty (Int.): Mr. Chakradhar, Mr. K.P. Reghunath

Programme on Safe Execution Engineer (Level 3) at Vijayawada: October 6-7, 2017. Participants: 20; Faculty (Int.): Mr. P. Balachander, Mr. K. P. Prasanth, Mr. R. Balachander

Programme on Design Tips on Site Execution at Bangalore: October 9, 2017. Participants: 21; Faculty (Int.): Mr. Simeshwaran Pillai, Mr. Pradeep Valluvan

Programme on First Aid at Nashik: October 11-12, 2017. Participants: 16; Faculty (Ext.): Dr. Pratibha Aundhkar

Programme on Effective Communication Skills at New Delhi: October 12-13, 2017. Participants: 24; Faculty (Ext.): Ms. Neena Nair

Programme on Life Style Modification & Stress Mgmt. at Hyderabad: October 16-17, 2017. Participants: 23; Faculty (Ext.): Ms. C. Jayalakshmi

Programme on Safe Execution Engineer (Level 3) at Bangalore: October 20-21, 2017. Participants: 17; Faculty (Int.): Mr. B. Anadhan, Mr. S. Kartheepan, Mr. Prasanna, Mr. Shaik Hamidulla

Programme on Formwork at Jaipur: October 24-25, 2017. Participants: 32; Faculty (Int.): Mr. C. Subramanian

Programme on Transition Course on ISO 14001:2015 for Internal Auditors at Chennai: October 27, 2017. Participants: 20; Faculty (Ext.): Mr. Murli Venkatakrishnan

Programme on Safe Execution Engineer (Level 3) at Ahmedabad: October 30-31, 2017. Participants: 37; Faculty (Int.): Mr. Dewashish Sinha, Mr. Bhanu Prasash Rao, Mr. Amit S. Ukunde

November

Programme on Problem Solving & Decision Making at Chennai: November 1, 2017. Participants: 18; Faculty (Ext.): Mr. Arvind Chandoke

Programme on Safe Execution Engineer (Level 3) at Jaipur: November 8-9, 2017. Participants: 20; Faculty (Int.): Mr. Mathivanan Palaniappan, Umesh Kumar Upadhyay, Ajay Kashive

Programme on Paint Coating Inspection & Quantity at Powai: November 9-11, 2017. Participants: 26; Faculty (Ext.): Prof. A.S. Khanna, Dr. Karan Veer Singh, Mr. Santhosh Kumar

Programme on Quality Management System at Hyderabad: November 14, 2017. Participants: 27; Faculty (Int.): Mr. K. Anand

Programme on Effective Presentation Skills at Indore: November 14-15, 2017. Participants: 22; Faculty (Ext.): Dr. Abhishek Tiwari

Programme on Time Management at Chennai: November 15, 2017. Participants: 20; Faculty (Ext.): Mr. N. Ravi

Programme on First Aid at Hyderabad: November 15, 2017. Participants: 22; Faculty (Ext.): Ms. Usha Rani

Programme on Revit at Chennai: November 20-24, 2017. Participants: 23; Faculty (Int.): Mr. J. Venkatesh, Mr. Raghunathan

Programme on Enterprises Planning Module at Ahmedabad: November 21, 2017. Participants: 23; Faculty (Int.): Mr. Ananda Srinivasan, Ms. Prathyusha

Programme on Safe Execution Engineer (Level 3) at Bhuvneshwar: November 21-22, 2017. Participants: 35; Faculty (Int.): Mr. Manoj Kumar Mohapatra, Mr. Narayan Sarkar, Mr. Tanmay Siddhartha

Programme on GST in EIP at Ahmedabad: November 22, 2017. Participants: 47; Faculty (Int.): Mr. Ananda Srinivasan, Ms. Prathyusha

Programme on Crane Inspection at Chennai: November 23, 2017. Participants: 32; Faculty (Ext.): Mr. Pankaj Mishra

Programme on Formwork Mgmt. at Bhuvneshwar: November 23-24, 2017. Participants: 36; Faculty (Int.): Mr. C. Subbramaniyan, Mr. N. Subramanian

Programme on Water Treatment Equipments at Chennai: November 24, 2017. Participants: 35; Faculty (Ext.): Mr. Nagaraj, Mr. R. Suresh Kumar

Programme on Safe Execution Engineer (Level 3) at Hyderabad: November 27-28, 2017. Participants: 24; Faculty (Int.): Mr. P. Balachander

Project Managers' Development Programme (Contact Class 2) - Business Communication (Module 1) at Chennai: November 30-31, 2017. Participants: 27; Faculty (Ext.): Ms. Sharmila

December

Project Managers' Development Programme (Contact Class 2) - Supply Chain Management for Construction Projects at Chennai: December 1, 2017. Participants: 28; Faculty (Ext.): Mr. N. S. Sivaraman

Programme on Workshop Coaching Skills at Chennai: December 1, 2017. Participants: 19; Faculty (Int.): Mr. Vinod

Programme on Improvement in Quality of Concrete at Bhubaneswar: December 1-2, 2017. Participants: 31; Faculty (Int.): Mr. V. Devarajan, Mr. T. Manish Thanekar

Programme on Business Etiquette at Chennai: December 2, 2017. Participants: 26; Faculty (Ext.): Dr. Purnima Rao

Programme on Stores Management at Sambalpur: December 6-7, 2017. Participants: 23; Faculty (Int.): Mr. T. Nagarajan, Mr. G. Siva Kamini Kumar, Mr. Chakradhara Nayak, Mr. S. P. Sathish Kannan, Mr. Manab Basak

Programme on Improvement in Concrete Finish at Vijayawada: December 7-8, 2017. Participants: 19; Faculty (Int.): Mr. D.S. Rao, Mr. Y. Narasimha Ramesh

Programme on First Aid at Bangalore: December 7-8, 2017. Participants: 17; Faculty (Ext.): Mr. Jeyaprakash

Programme on Concrete Finishing at Pune: December 12, 2017. Participants: 25; Faculty (Int.): Mr. Ashwin Moghe, Mr. Sachin Kate, Mr. V. M. Ravi Kumar, Mr. K. Anand

Programme on Formwork at Hyderabad: December 12-13, 2017. Participants: 28; Faculty (Int.): Mr. N. Subramanian

Programme on QMS and Risk Management at Pune: December 13, 2017. Participants: 21; Faculty (Int.): Mr. K. Anand, Mr. V.M. Ravi Kumar

Programme on Orientation Programme for Accounts Personnel at Chennai: December 13-14, 2017. Participants: 16; Faculty (Int.): Mr. P. Suresh, Mr. T. Nagarajan, Mr. A. Srinivasan, Mr. R. Kumar, Mr. S. P. Sathish Kannan, Ms. S. Priya, Ms. M. Shravani, Mr. S. Kumar, Mr. V. Nagarajan

Programme on Safe Execution Engineer (Level 3) at Bikaner: December 13-14, 2017. Participants: 16; Faculty (Int.): Mr. Umesh Kumar Upadhyaya, Mr. Ajay Kashive, Mr. Tirth Raj Gupta, Mr. Dharmendra Singh

Programme on Safe Execution Engineer (Level 3) at Gujarat: December 14-15, 2017. Participants: 21; Faculty (Int.): Mr. N. Pramod Ghaywat, Mr. K.V. Muhammed Rushaid, Mr. J. Vishal Shah

Programme on Safe Execution Engineer (Level 3) at Cuttack: December 15-16, 2017. Participants: 40; Faculty (Int.): Mr. Venkata Krishnan, Mr. Anupam Kundu, Mr. Tanmay Siddhartha

Programme: Orientation Programme for Store Keepers at Chennai: December 15-16, 2017. Participants: 17; Faculty (Int.): Mr. P. Suresh, Mr. T. Nagarajan, Mr. A. Srinivasan, Mr. N. K. Kolappan, Mr. C. V. Suresh, Mr. S. P. Sathish Kannan, Mr. S. Kumar, Mr. N. Ravi

Programme on Effective Communication Skills at Chennai: December 18-19, 2017. Participants: 26; Faculty (Ext.): Ms. Sharmila, Ms. Jayanthi

Programme on Safe Execution Engineers (Level 3) at Gujarat: December 18-19, 2017. Participants: 25; Faculty (Int.): Mr. Devashish Sinha, Mr. Amit S Ukunde

Programme: Tendering & Contract Management at Jaipur: December 18-19, 2017. Participants :25 ; Faculty (Int.): Dr. Hariharan Subramanian

Programme on ProDok (Module – 1) at Chennai: December 18-20, 2017. Participants : 9; Faculty(Ext.): Mr. S. Hariharasudhan

Project Managers' Development Programme (Contact Class 3) –

Project Management Training (Module 2): December 18-21, 2017. Participants: 27; Faculty (Int.): Mr. Karthik Ramamurthy, Mr. Hiren Maniar, Mr. K. P. Reghunath

Programme on Safe Execution Engineer (Level 3) at Bangalore: December 20-21, 2017. Participants: 23, Faculty (Int.): Mr. B. Anandan, Mr. Praveen Sindhagi, Mr. Anantha Prasanna , Mr. Shaik Hamidhulla

Programme on Lifestyle Modification & Stress Management at Chennai: December 20-21, 2017. Participants: 22; Faculty(Ext.): Dr. Indira, Mr. Santha Kumar

Metallurgical & Material Handling



Environment Awareness in present day scenario; Location: Kansbahal; Faculty: Santosh Kumar Swain - P. R. Panigrahi; Date: October 23, 2017; Participant: 12



Internal Auditors Programme (ISO 9001:2015); Location: Kolkata; Faculty: Sudipta Debnath; Date: November 8 - 10, 2017; Participant: 16



Personal Effectiveness; Location: Kansbahal; Faculty: Suman Bagchi; Date: December 22, 2017; Participant: 22



Risk Management; Location: Kansbahal; Faculty: G Srinivas; Date: December 21, 2017; Participant: 13

October

Raw material handling: Vibration, Monitoring & Sampling techniques; Location: Kansbahal; Faculty: Liyakath Ali - Rakesh Mahobia; Date: October 13, 2017; Participant: 10

Materials Management; Location: Kansbahal; Faculty: Bibhuti Bhusan Sahoo; Date: October 14, 2017; Participant: 10

Preventing Business Interruption through Elimination of EHS violation; Location: Bokaro; Faculty: Indranil Chakraborty; Date: October 16, 2017; Participant: 11

Environment Awareness in present day scenario; Location: Kansbahal; Faculty: Santosh Kumar Swain - P. R. Panigrahi; Date: October 23, 2017; Participant: 12

Concrete Mix Design (CHRYSO); Location: Kolkata; Faculty: Sanjay Garai (Ext.); Date: October 24 & 25, 2017; Participant: 6

Building Planning Engineering Capabilities; Location: Kolkata; Facilitator: Bandana Khanna; Date: October 23 - 26, 2017; Participant: 12

Seminar on Upgradation of the Technology in Autodesk; Location: Kolkata; Faculty: Through WebEx (EDRC); Date: October 27, 2017; Participant: 8

Awareness on Welding (Theoretical & Practical); Location: Kalyani; Faculty: Biswajit Biswas (Ext.); Date: October 26 & 27, 2017; Participant: 5

November

Internal Auditors Programme (ISO 9001:2015); Location: Kolkata; Faculty: Sudipta Debnath; Date: November 8 - 10, 2017; Participant: 16

Security Intelligence Feedback Mechanism, Effective Behavior & Administration; Location: Kansbahal; Faculty: Jivan Mohanty; Date: November 10, 2017; Participant: 32

Managing Stress; Location: Rourkela; Faculty: Chandan Majumdar (Ext.); Date: November 12, 2017; Participant: 21

4D Modelling - Procedure & Software (Phase II); Location: Kolkata; Faculty: Pawel Krecz (Ext.); Date: November 20 & 21, 2017; Participant: 11

Internet of Things (KSS); Location: Kansbahal; Faculty: Tushar Kanta Mohapatra; Date: November 25, 2017; Participant: 25

Speciality Conveyors; Location: Kolkata; Faculty: Manohar Reddy M; Date: November 29, 2017; Participant: 25

Coke Oven Plant; Location: Kolkata; Faculty: Dhruva Chakraborty - Siladitya Mukherjee; Date: November 30, 2017; Participant: 17

Interactive Session with Shuttering Foreman; Location: Khargone; Faculty: P K Dhiman - Indraneel Mukherjee; Date: November 8, 2017; Participant: 11

Team Building Skills; Location: Dariba; Faculty: Bandana Khanna; Date: November 9, 2017; Participant: 16

December

Training on EIP; Location: Rourkela; Faculty: Sujoy Panda; Date: December 7, 2017; Participant: 18

A Seminar on Industrial System Product Lines; Location: Kolkata; Faculty: EDRC; Date: December 15, 2017; Participant: 17

Risk Management; Location: Kansbahal; Faculty: G Srinivas; Date: December 21, 2017; Participant: 13

SIMENS Technical Knowledge Sharing; Location: Kolkata; Faculty: EDRC; Date: December 21, 2017; Participant: 23

Personal Effectiveness; Location: Kansbahal; Faculty: Suman Bagchi; Date: December 22, 2017; Participant: 22

Front-Line Mentoring Programme; Location: Kolkata; Facilitator: Bandana Khanna; Date: December 4 & 5, 2017; Participant: 9

L&T GeoStructure



Programme on Quality of Work



Programme on EHS Internal Auditor

October

Programme on EHS Internal Auditor at Head Qrts, on 26th & 27th October 2017; Participants: 10; Faculty Member (Internal): Mr. K.P Ravinath – Head EHS, L&T GeoStructure.

November

Programme on Construction Methodology at Paradip Site, on 4th November 2017; Participants: 13; Faculty Members (Internal): Mr. Samir Sarkar, Mr. Pratik, Mr. Krishna Kumar B, Mr. KCG Prasad, Mr. KP. Ravinath & Mr. Sunil Kumar Dabre L&T GeoStructure.

Divisional Corporate



Business Analytics For Managers programme from 23rd to 25th October, 2017 at Chennai



Execution Excellence Through People Management from 17th - 18th November, 2017 at Lonavla



Execution Excellence Through People Management from 17th - 18th November, 2017 at Lonavla



Geospatial Technologies on 11th - 12th December, 2017 at, Kanchipuram

Programme on Quality of Work life at Head Qrts, on 20th November, 2017; Participants: 20; Faculty Members (External): Mr. Anto Vincent.

Programme on Digitalization Initiatives in L&T GeoStructure at Head Qrts, on 24th November, 2017; Faculty Members (Internal): Mr. Krishna Karteek – Digital Officer, L&T GeoStructure.

December

Orientation programme on EIP Systems at Farakka Site, during 19th & 20th December 2017; Participants: 17; Faculty Members (Internal): Mr. J. Ramesh & Mr. I Ramakrishna L&T GeoStructure.

October

Business Etiquettes on 7th October, 2017 at Bangalore. Participants:30. Faculty - Collection Skills.

Role Of Advanced Analytics In HR on 11th October, 2017 at Chennai. Participants : 42. Faculty - McKinsey & Company.

Experiential Learning on EHS from 5th to 7th October, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 7. Faculty - Mr. D. Radhakrishnan.

Experiential Learning on EHS from 12th to 14th October, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 27. Faculty - Mr. D. Radhakrishnan.

Executive Development Programme from 23rd Oct to 2nd November, 2017 at Chennai. Participants : 37. Faculty - IFMR and Internal faculty.

Business Analytics For Managers Programme from 23rd to 25th October, 2017 at Chennai. Participants : 30. Faculty - IFMR and Internal faculty.

November

Experiential Learning on EHS from 2nd to 4th November, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 8. Faculty - Mr. D. Radhakrishnan.

Executive Development Programme from 6th to 16th November, 2017 at Delhi. Participants: 24. Faculty - SCMS and Internal faculty. Experiential Learning on ES from 8th to 10th November, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 13. Faculty - Mr. D. Radhakrishnan.

Executive Development Programme from 13th to 23rd November, 2017 at Lonavla. Participants: 34. Faculty - SIBM and Internal faculty.

Experiential Learning on EHS from 13th to 15th November, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 15. Faculty - Mr. D. Radhakrishnan..

Execution Excellence Through People Management from 17th - 18th November, 2017 at Lonavla. Participants: 27. Faculty - NICMAR.

Experiential Learning on EHS from 27th to 29th November, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 24. Faculty - Mr. D. Radhakrishnan.

Communicate With Confidence Programme across November and Decemeber, 2017 at Chennai. Participants : 44. Faculty - The British Council.

2 Day - Technology Of Participation from 20th - 21st November, 2017 at Chennai. Participants : 32. Faculty - Saltlabs.

December

Experiential Learning on EHS from 4th to 6th December, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 5. Faculty - Mr. D. Radhakrishnan.

Executive Development Programme from 4th to 14th December, 2017 at New Delhi. Participants : 26. Faculty - SCMS and Internal faculty.

Experiential Learning on EHS from 7th to 9th December, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 14. Faculty - Mr. D. Radhakrishnan.

Executive Development Programme from 11th to 21st December, 2017 at Chennai. Participants : 28. Faculty - IFMR and Internal faculty.

Geospatial Technologies on 11th - 12th December, 2017 at, Kanchipuram. Participants: 18. Faculty - Internal.

Building Positive Relationships on 15th- 16th December, 2017 at Chennai. Participants : 27. Faculty - Exodus.

Experiential Learning on EHS from 18th to 20th December, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 12. Faculty - Mr. D. Radhakrishnan.

Strategic Thinking & Decision Making Under Uncertainty programme on 19th - 20th December, 2017 at Chennai. Participants : 20. Faculty - Prof. Anil Sood.

P&M Systems & Procedures from 27th to 29th December, 2017 at Panvel. Participants: 42. Faculty - Internal.

Experiential Learning on EHS from 27th to 29th December, 2017 at L&T's Safety Innovation School, Kanchipuram. Participants: 9. Faculty - Mr. D. Radhakrishnan.

EIP, Digital & Other Initiatives programme on various days in the month of December, 2017 at major project locations. Participants : 191. Faculty - Internal.

Buildings and Factories IC

New Joiners

Mr. Kabilan Jayathungan, General Manager – HR, Chennai Head Qrts

Mr. Pawan Gupta, Sr. Construction Manager (Civil), Delhi

Dr. Shiv Shanker R, Sr. Engineering Manager, EDRC (B&F)-HQ, Chennai

Mr. Chalapathi Raju NV, Manager (Accounts), Lucknow

Mr. Sathuluri BVDN Kumar, Asst. Manager (QA/QC), AP Housing.

New Responsibilities

Mr. Veerappan K, Head – EDRC (B&F IC), EDRC (B&F)-HQ, Chennai

Mr. Sthaladipti Saha, BU Head – Public Space, Chennai Head Qrts

Mr. Anilkumar CH, Cluster Project Manager (Odisha, Jharkhand & Bihar)

Mr. Sudipta Kumar Basu, Cluster Project Manager (West Bengal)

Mr. Raveendran J, Head – P&M (CB&A), Chennai Head Qrts

Mr. Subhasis Panja, Cluster Project Manager (RB&F), Lucknow

Mr. Abraham Varkey, Cluster Quality Manager, Mumbai

Mr. Janaki Raman S, Cluster Plant Manager, Mumbai

Absorbtion

Absorbed from DET

Mr. Abhishek Singh, Lucknow

Mr. Krishnan S, Chennai

Mr. Esakkimuthu M, Ap Housing

Mr. Ganeshkumar R, Bangalore

Mr. Sankaranarayanan K, Bangalore

Mr. Ramesh T, Kolkata

Mr. Prakash, Mumbai

Mr. Prasanna R, Chennai

Mr. Pradivi Raj S, Mumbai

Mr. Madhavan V, Mumbai

Mr. Abhinaya Majoka, Mumbai

Mr. Shimpi Rushikesh Devidas, Mumbai

Mr. Sujit Paul, Kolkata

Absorbed from GCT

Mr. Tirumala Peddinti Vijaya Vihari, Chennai

Mr. Nagarapu Chandrasekhar Varma, Bangalore

Mr. Sudeep Khandelwal, Lucknow

Mr. Vijay Kumar R, Ap Housing

Mr. Mohammad Sahil, Mumbai

Mr. Priyadharshini R, Chennai Head Qrts.

Mr. Madhavadas Cr, Kolkata

Mr. Avinash K, Hyderabad Metro Rail

Absorbed from GET

Mr. Arka Dey, Mumbai

Mr. Sounav Sikdar, Delhi

Mr. Harsh Sinhal, Bhubaneswar

Mr. Soudip Karmakar, Chennai

Mr. Ashim Debnath, Lucknow

Mr. Sarath Chandra Mangipudi, Chennai

Mr. Soumya Chatterjee, Chennai

Absorbed from PGET

Mr. Vidyakar M, Chennai

Mr. Harsh Wardhan Singh Tomar, Lucknow

Mr. Ashish Mishra, Lucknow

Mr. Aashray Margam, Chennai

Ms. Dipthi Prakash R, Chennai Head Qrs.

Mr. Varunkumar P, Edrc(B&F)-Hq,Chennai

Mr. Dhruv Gill, Ahmedabad

Ms. Monika Singh, Mumbai

Mr. Kudalkar Akhil Ganesh, Edrc(B&F)-Hq,Chennai

Retirements

Mr. Kumar S, General Foreman-Qc, Chennai

Mr. Dhanapal S, Technical Assistant, Chennai

Mr. Patil Krishna Yeshawant, Executive (Accounts), Mumbai

Mr. Thotta Venkata Suresh, General Foreman (Elec), Chennai Head Qrts.

Mr. Thomas G, Dgm (Mech), Mumbai

Mr. Sukhen Bandyopadhyay, Foreman (Civil), Kolkata

Mr. Nudurupati Mallikarjuna Rao, Foreman (Civil), Chennai

Mr. Ratnakar Pandurang Bhosle, General Foreman (Civil), Oman

Mr. Mathews Thomas, General Foreman (Civil), Vadodara Statue Of Unity

Mr. Palani M, Asst.foreman (Plumbing), Chennai Head Qrts.

Mr. Annamalai V, Assistant Foreman - Carpentry, Hyderabad Metro Rail

Mr. Anil Kumara Mishra, General Foreman (Survey), Kolkata

Mr. Suresh Kumar Gill, Project Manager, Delhi

Mr. Ved Prakash Sharma, Head (Wmc) - Northern Region, Delhi

Mr. Sivanesan Sp, Deputy General Manager-Qa/Qc, Ahmedabad

Mr. Jagat Jiban Maity, Manager (Stores), Kolkata

Power Transmission & Distribution IC

New Joiners

Randolf A Nuevas Asst. Manager (Civil) - Qa/Qc Uae

Manivannan Muthukumarasamy Asst. Manager (Civil) - Qa/Qc Uae

S.vaithilingam Project Manager (Elec) Uae

K Mukesh Kannan Construction Manager (Elec) Uae

Shafeeq Ahmed Construction Manager (Elec) Uae

Chandrashekhar Chandrakant Khambekar Engineering Manager (Elec) Uae

Ravi Prannath Ahuja Manager (Procurement) Uae

Pg Venugopalan Manager - Ehs Kuwait

Gaurav Gaur Project Manager (Elec) Qatar

Nagarajan Krishnan Kutty Construction Manager (Elec) Qatar

Vasanthan Chalippatt Vasudevan Sr.engineer (Cable) Qatar

Ashish Kumar Singh Asst.construction Manager (Civil) Qatar

Mehul Harishkumar Panchal Asst.manager - Planning Qatar

Sureshkumar Viswanathan Asst.manager - Planning Qatar

Mr. Rahul Dey, Asst.Surveyor, Kolkata.

Mr. Sandip Patra, Asst. Officer (EHS), Patna.

Mr. Satish Pawar, Engineer (Elec), Chennai.

Mr. Vadla Saimani Prasad Chari, Asst. Chargehand (Elec), Chennai.

Mr. Ranjan Kumar Mishra, Manager (ROW), Kolkata.

Mr. Tondapu Manish Kumar Reddy, Sr.Engineer (Civil)-QA & QC, Kolkata.

Mr. Ravindra Pratap Vishwarkarma, Construction Manager (Elec), Kolkata.

Mr. Iyyappan S, Engineer (Civil)-Piling, Chennai.

Mr. Kamalakar Reddy T, Asst. Manager (Stores), Bangalore.

Mr. Kushal A, Asst. Construction Manager (Civil), Chennai.

Mr. Parangusam M, Sr.Engineer (Elec), Chennai.

Mr. Subramanian M, Engineer (Civil), Chennai.

Mr. Sk Habib Ali, Assistant Survey Officer, Ranchi.

Mr. Vashkar Dey, Asst. Construction Manager (Elec.), Delhi.

Ms. Sathya S A, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Kaushal Kumar, Asst.Officer (Stores), Ranchi.

Mr. Chandan Basu, Executive (Stores), Mumbai.

Mr. Rajesh Gupta, Head-Business Development (PT&D-Domestic), Delhi.

Mr. Chandra Bose B M, Asst.Manager (Elec), Chennai Head Qrs.

Mr. Neelamaniraja R, Asst. Manager (Elec) - T&C, Delhi.

Mr. Pisari Aslam Basha, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Ashish Saxena, Asst. Construction Manager (Elec), Kolkata.

Mr. Ranjaya Keshori Sahu, Asst.Manager (Stores), Kolkata.

Mr. Vignesh Nagarajan, CNC-Operator, Kancheepuram-EWL.

Mr. Mohd. Shahid Siddique, Asst. Officer - IR & Admin., Ranchi.

Mr. Ramesh Raja R, Asst.Manager - Data Analytics, Chennai Head Qrs.

Mr. Selvam N, Manager-Technical Training, Chennai Head Qrs.

Mr. Vaibhav Sharad Niyogi, Manager (Mech), Nagpur.

Mr. Abhay Pandey, Engineer (Civil) - QA/QC, Delhi.

Mr. Dhananjay Pratap Singh, Engineer (Mech)-P&M, Lucknow.

Mr. Mrinal Mahato, Asst. Construction Manager (Elec.), Delhi.

Mr. Pragyan Dubey, Asst. Construction Manager (Elec), Delhi.

Mr. Owk Madhu Pradeep, Chartered Accountant, Varanasi.

Mr. Vinay Shankar Pandey, Executive (Accounts), Ranchi.

Mr. Ashish Pandey, Executive (Stores), Kolkata.

Mr. Ravi Shankar Asthana, Construction Manager (Elec), Nagpur.

Mr. Abhishek Adak, Engineer (Mech)-P&M, Kolkata.

Mr. Rinku Das, Asst. Officer - IR & Admin, Kolkata.

Mr. Karthick Selvan M, Asst. Construction Manager (Civil), Bhubaneswar.

Mr. Partha Basu, Sr.Engineer (Elec) - QA & QC, Kolkata.

Mr. Karthikeyan Lengaram, Asst. Manager (Elec) - QA/QC, Chennai.

Mr. Moshick, Sr.Design Engineer (Mech), Chennai Head Qrs.

Mr. Rajendran Periyasamy, Asst. Engineering Manager (Structural), Chennai Head Qrs.

Mr. Ramprasath S, Asst. Manager (Accounts), Chennai.

Mr. Kuppa Ayyappa Vamsi Krishna, Asst. Manager (Civil) - QA/QC, Kolkata.

Mr. B Maheswaran, Asst. Manager (Elec) - QA/QC, Bangalore.

Mr. Pravin Mahadu Hire, Engineer (Mech) EHS, Bangalore.

Mr. Raja Santosh Kumar Pulijala, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Manish Bansiwala, Manager (Civil), Delhi.

Mr. Shylesh Hariharan, Sr.Engineer (Civil) - QA/QC, Delhi.

Ms. Doppalapudi Sravanthi, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Bishnu Prasad Tripathy, Asst.Manager (Mech)-EHS, Delhi.

Mr. Tom P M, Asst. Engineering Manager (Civil), Chennai Head Qrs.

Mr. Bishwajit Barik, Supervisor (Survey), Kolkata.

Mr. Subrayan, CNC-Operator, Kancheepuram-Ewl

Mr. Shashi Bhushan Mishra, Asst. Construction Manager (Elec.), Bhubaneswar

Mr. Pabbiseti V S Sai Vijay Kumar, Cost Management Accountant, Tlt Pondy

Mr. R Krishnan, Engineer (Mech), Chennai

Mr. Satish M, Manager - Talent Acquisition, Chennai Head Qrs.

Mr. Mohideen Abdul Kadeer S, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Ravi Kumar N, Executive (Admin), Chennai Head Qrs.

New Responsibilities

Mr. Senthilnathan S, Manager (Accounts), Bangalore.

Mr. Ravichandran P, Cluster Accounts & Admin Manager, Chennai.

Mr. Muthukrishnan M, Cluster Accounts & Admin Manager, Patna.

Mr. Vagicharla Maruthi Lokanath, Asst. Manager (Accounts), TLT Pondy.

Mr. Tapas Sen, Cluster Accounts & Admin Manager, Bhubaneswar.

Mr. Ankit Chourishiya, Manager Accounts-PT&D UAE, UAE.

Mr. Surendran C, Manager Accounts-PT&D OMAN, OMAN.

Mr. Chockalingam S, Head-Plant & Machinery, Mechanization & Stores Mgmt., Chennai Head Qrs.

Mr. Karthick S, Asst.Engineering Manager, Chennai Head Qrs.

Ms. Saswati Basu, Manager-Technical Training, Chennai Head Qrs.

Mr. Barvin K, Asst. Engineering Manager (Elec), Chennai Head Qrs.

Mr. Pritam Das Bhowmick, Asst.Manager (Elec), Chennai Head Qrs.

Mr. Ravi Kumar N, Executive (Admin), Chennai Head Qrs.

Mr. Sanjay Mansingh, Principal, Kolkata.

Mr. Debasish Mohanty, Assistant Manager (Training & Planning), Kolkata.

Mr. Shashi Prakash, Store Assistant, Kolkata.

Mr. Kishor Kumar Behera, Demonstrator (Bar Bending), Kolkata.

Mr. Yuvaraj GS, Asst.Engineering Manager - Civil, Chennai Head Qrs.

Ms. Priyanka Dharamshi, Asst. Manager (Elec), Chennai.

Mr. Rajeev B Agarwal, Project Director, Delhi.

Mr. Ravi S M, Head-EHS (Sub Station BU), Chennai Head Qrs.

Mr. Soundarraj GR, Head-EHS (TL BU - South), Chennai.

Mr. Kaliappan PV, Head-EHS (TL BU - North, West & East), Chennai Head Qrs.

Mr. Amiya Kumar Nandi, Cluster EHS Manager (Kolkata & Jharkhand Cluster), Kolkata.

Mr. Jaya Krishnan JR, Cluster EHS Engineer (Bhubaneswar Cluster), Bhubaneswar.

Mr. Brij Lal Saroj, Cluster EHS Manager (Lucknow Cluster), Lucknow.

Mr. Karuppiyah S, Cluster EHS Manager (Chennai & Bangalore Cluster), Chennai.

Mr. Naidu Challa, Cluster EHS Manager (Mumbai Cluster), Mumbai.

Mr. Sumanta Adhikary, Cluster EHS Engineer (Kolkata Cluster), Kolkata.

Mr. Alok Kumar, Cluster EHS Manager (Ranchi Cluster), Ranchi.

Mr. Sukhen Nandy, Cluster EHS Manager (ERSS TFL), Kolkata.

Absorption

Absorbed from DET

Mr. Siva R G, Engineer (Elec), Bangalore.

Mr. Polarathi Deepak Kumar, Engineer (Civil), Bangalore.

Mr. Ajith Kumar J, Engineer - Civil (EHS), Chennai.

Mr. Laveti Sai Krishna, Engineer (Elec), Nagpur.

Mr. Parmar Bhavik Dhirajlal, Engineer (Elec), Delhi.

Mr. Apu Dey, Engineer (Civil), Patna.

Mr. Shivraj Samanta, Engineer (Elec), Kolkata.

Mr. Tambare Ganesh Pralhad, Engineer (Elec), Bhubaneswar.

Mr. Vikas Kumar Dwivedi, Engineer (Elec), Bhubaneswar.

Mr. Sourav Sarkar, Engineer (Elec), Bhubaneswar.

Mr. Sumit Kumar, Engineer (Elec), Kolkata.

Mr. Avinash Saniel, Engineer (Elec), Delhi.

Mr. Mukesh Singh, Engineer (Civil), Delhi.

Mr. Neeraj Kumar, Mumbai

Mr. Abhishek Kankan, Mumbai

Mr. Aher Vijaykumar Shivram, Pune

Mr. Sanjeev Kumar Dubey, Chennai Head Qrs.

Mr. Rajasekar S, Bhubaneswar

Mr. Mediboyina Naga Raju, Ahmedabad

Mr. Malay Das, Hyderabad

Mr. Garad Shivmurti Ramchandra, Mumbai

Mr. Pandaribabu Marimuthu, Kolkata

Mr. Samrat Keshari Pradhan, Mumbai

Mr. Deepak Kumar, Chennai Head Qrs.

Mr. Sunil Purohit, Edrc-Wet IC, Chennai-Hq

Mr. Venkata Krishnan J, Bhubaneswar

Mr. Karuppiyah Saravanan, Srilanka

Absorbed from GET

Mr. Mandalemula Venkata Bhagyaraja, Sr.Engineer (Civil), Delhi.

Mr. Preetham V C, Sr.Engineer (Civil), Chennai Head Qrs.

Mr. Abhishek Shukla, Sr.Engineer (Elec), Lucknow.

Absorbed from PGET

Mr. Gilwin George V, Sr.Design Engineer (Civil), Chennai Head Qrs.

Mr. Santhosh Murugan P, Sr.Design Engineer (Civil), Chennai Head Qrs.

Retirements

Mr. Sridhar K, Assistant Foreman (Elec), Hyderabad Metro Rail.

Mr. Akili Prabhakara Rao, Senior Foreman (Elec), Hyderabad Metro Rail.

Mr. Irudaya Raj D, General Foreman (Elec), UAE.

Mr. Durairaj S, Senior Foreman (Elec), Bangalore.

Mr. Viswanathan Nair R, Supervisor (Stores), Nagpur.

Mr. Ramesh Singh Chauhan, Construction Manager (Elec), Mumbai.

Mr. Ramesh L, Cluster Accounts & Admin Manager, Chennai.

Mr. Nimmagadda Sudhakar, Head-Spl. Business Initiatives-Hyd Clter, Hyderabad.

Mr. Sridhar K, Assistant Foreman (Elec), Hyderabad Metro Rail.

GCT

Mr. Shah Arij Alam

Mr. Mayur Sharma

Graduate Engineer Trainees

Mr. Rajana Venu Konda Dheeraj

Mr. Athul Shankar C J

Mr. B Ranjithkumara

Ms. Abilasha Ganapathy

PGET- NICMAR

Mr. Rajasekaran K

Ms. Meenu Unnikrishnan

DET

Mr. Niraj Jaiswal

Mr. Subham Das

Mr. Dineshkumar D

Mr. Sathishkumar J

Mr. Balaji R	Mr. Chiranjit Ghosh
Mr. Arvind Kumar	Mr. Akshay Kumar
Mr. Ajeet Singh	Mr. Mulla Imthiyaz Basha
Mr. Vasantha Nathan C	Mr. Rupesh Yashwant Gharte
Mr. Prakash Chowdhury	Mr. Suman Kumar Das
Mr. Atanu Jana	Mr. Partha Mondal
Mr. Sandip Kumar Sah	Mr. Matturthi Purushottam
Mr. Sk. Maruf Rahaman	Mr. Nithin Krishna K U
Mr. Vikas Kumar Patel	Mr. Suman Dey
Mr. Onkar Kashinath Bawankar	Mr. Bala Murugan S
Mr. Mahadik Mauli Vishnu	Mr. Provakar Paul
Mr. Multani Maaruf Salimbhai	Mr. Pranab Das
Mr. Dakhale Pranav Premshankar	Mr. Anthony Ropson Peterson
Mr. Kodamanchili Ravi Kiran	Mr. Md Momenur Rahaman
Mr. Saurabh Kumar	Mr. Apurba Mondal
Mr. Vineet Kumar	Mr. Subhajit Mondal
Mr. Patil Rohit Subhash	Mr. Pravin Devaji Bisane
Mr. Gavare Santosh Shrikant	Mr. Aneshkumar I R
Mr. Thombre Jitendra Prakash	Mr. Pagoti Sreeramulu
Mr. Shelar Aditya Dattaram	Mr. Kola Ramana Murthy
Mr. Prajapati Mitul Bharatkumar	Mr. Sanket Prashuram Kapdnis
Mr. Chandra Shekhar Dubey	Mr. Ravindra Ashok Gaikwad
Mr. Nithanth P V	Mr. Robin Jeyapaul
Mr. Abdul Samad	Mr. Mrityunjai Jha
Mr. Kumar Shubham	Mr. Sudip Khamaru
Mr. Prashant Padesur	Mr. Senapathi Laxminarayana
Mr. Nikhil Sandip Panchal	Mr. Krishnadhan Das
Mr. Moh Bilal	Mr. Pulak Karmakar
Mr. Mohammad Abbas Haider	Mr. Bubai Musib
Mr. Raman	Mr. Shiwnath Kumar

Mr. Surya Mukherjee
Mr. V Vignesh

Absorbed from PGET
Mr. Dhawale Pankaj Babanrao
Mr. Vikram Gupta

Absorbed from PGT
Mr. Padma Lochan Jethi

Absorbed from GET
Mr. Pintu Kumar Chaudhary
Mr. Josephet Jebasingh Y A
Mr. Vishal Balaji D

Absorbed from DET
Mr. Ankit Kumar
Mr. Patan Mustafa
Mr. Tamilselvan D
Mr. Sivashunmugam K
Mr. Sivabalan M

Mr. Balaji N
Mr. Ramkumar B
Mr. Vairamuthu G
Mr. Ranjith A
Mr. Ashly P Ninan
Mr. Azhaguraja M
Mr. Prabhat Kumar

Absorbed from GT
Mr. Anuj Awasthi
Mr. Ahiyah M
Mr. Yeligotla Ravi Teja

Smart World & Communication

New Joiners
Mr. Dharmapal Sahadeo Wankhede, Head - O&M, Chennai Head Qrs.
Mr. H.M. Kiran Kumar, Senior Solution Architect, Chennai Head Qrs.
Mr. Krishna Kishore Kambhampati, Senior Manager, Hyderabad
Mr. Sudhir Singh, Senior Manager, Mumbai
Mr. Srihari Narayanan, Manager - Digital Analytics, Chennai Head Qrs.
Mr. Nikhil Kaushik, Manager - Solution Architect, Delhi
Mr. Ashish Kumar, Assistant Manager (Quality), Ahmedabad
Mr. Chaple Tushar Suresh Rao, Sr.Engineer, Nagpur
Mr. Hemant Kothari, Sr. Manager (Comm.), Ahmedabad
Mr. Gandhi Manoj Navin, Deputy Project Manager, Nagpur
Mr. Somnath Das, Assistant Manager (Network), Chennai Head Qrs.
Mr. Sakthivel Chandrasekaran, Assistant Manager - Server & Storage, Chennai Head Qrs.
Mr. D. Ramu, Executive (HR Systems),

Chennai Head Qrs.
Mr. M.R. Ravindra, Trainer, Hyderabad
Mr. Aurabinda Biswas, Manager (Projects), Raipur
Mr. Anurag Mishra, Senior Manager, Ahmedabad
Mr. Milind Dinanath Yande, Deputy General Manager, Chennai Head Qrs.
Mr. Harsh Kumar, Sr.Engineer, Hyderabad
Mr. M. Marimuthu, BMS Specialist, Chennai
Mr. Sathish Mani, Server Storage - Specialist, Chennai
Mr. Jagdish Kumar, Manager - Installation, Nagpur
Mr. R. Rajasekar, DBA Specialist, Chennai
Mr. Bala Murugan Kaliappan, Project Manager, Chennai
Mr. Mohammad Kuwawala, Executive, Delhi
Ms. G. Anagha, Executive, Chennai Head Qrs.
Ms. Amritha Bekal Remesh, Executive, Chennai Head Qrs.
Mr. Ansari Maksud Alam, Assistant Manager - Design, Ahmedabad

Mr. Mayank Sharma, Senior Field Engineer, Delhi
Mr. Nitesh Babanrao Sukte, Asst.Manager - Env. Health & Safety (EHS), Ahmedabad

New Responsibilities
Mr. R. Shankaran, Head - Pre-Sales (Integrated Security Solutions), Chennai Head Qrs.
Mr. C. Joy Rajan, Head - Sales (Communication & Telecom Infra), Chennai Head Qrs.
Mr. James Michael Caton, Head - Pre-Sales (Smart Cities Infrastructures), Chennai Head Qrs.
Mr. Venkatraman Girish, Head-Human Resources, Chennai Head Qrs.
Mr. JVS Ramakrishna, JGM & Head - Sales (Smart Cities Infrastructure), Hyderabad
Mr. Rajan Bir Singh Anand, Head - Digital Connectivity Projects, Mumbai
Mr. Sachin Singh, Head - Sales (Special Initiatives), Delhi
Mr. C. Chockalingam, Head - Sales (Security Solutions), Nagpur

Metallurgical & Material Handling

New Joiners
Abhilash Chakraborty Sr.engineer (Mech)
Dcpl, Dolvi
Ainsley Jonathan Lake Graduate
Commercial Trainee Mmh Hq, Kolkata
Aurodip Laha Graduate Commercial Trainee
Mcl Bhubaneswari

Niladri Sekhar Jana Asst Construction Manager (E&I) Mmh Hq, Kolkata
Saurav Mallick Graduate Commercial Trainee Kansbahal
Sachin Kumar Cost Management
Accountant Dcpl, Dolvi
Syed Rashid Anjum Cost Management

Accountant Tata Steel, Jamshedpur
Saurav Saraf Executive (Accounts) Mmh Hq, Kolkata
Mayank Bagri Executive (Accounts) Mmh Hq, Kolkata
Soumit Sen Asst. Manager (Ehs) Rsp-Hsm, Rourkela

Kunal Srivastava Asst. Manager (Mech)-Qa & Qc Dcpl, Dolvi

Rajdeep Maity Asst Construction Manager (E&I) Rsp-Hsm, Rourkela

Absorptions

Giriwaru Mukund Rao Asst.officer (Ir) Finance,Accounts & Admn. Kolkata (M&M Bu)

Retirements

Sivasuriyan G General Foreman (Mech) Ewl, Kancheepuram

Narayana Rao N Crane Operator Plant & Machinery Chp,Tanda

Sivaprasad V General Foreman (P&M)Plant & Machinery Chp, Khargone

Sanjib Kumar Mishra Sr.manager - Manufacturing Kansbahal

Parhi Rb Dgm (Finance & Accounts) Finance,Accounts & Admn. Kansbahal

Uma Patitundi Asst.manager (Administration) Edrc, Kolkata

Amritakumar Das Project Manager (Mech) Rsp-Hsm, Rourkela

Majhi G Supervisor Kansbahal

New Responsibilities

Ajoy Bhattacharyya Vp & Head - Bmh Bu Mmh Hq, Kolkata

Bhanu Pratap Singh Project Director Dcpl, Dolvi

Suresh J Project Director Copper Smelter Plant, Tuticorin

Brajesh Kumar Singh Project Manager Vedanta, Lanjigarh

Saravana Kumar Pr Head - Site Administration , Mmh Mmh Hq, Kolkata

(Civil), Chennai Head Qtrs.

Krishnaswamy S, Sr.Manager (Accounts), Chennai Head Qtrs.

Santhana Krishnan A, Sr. Manager (Corp. Finance), Chennai Head Qtrs.

Bhasker Menon V, Construction Manager (Elec), Mumbai

Poonam Nahar L, Manager (Accounts), Chennai Head Qtrs.

Harish Chandran V, Manager (Systems), Chennai Head Qtrs.

Raja Guru G, Manager (Mech), Chennai Head Qtrs.

Ganesan S, Manager (Systems), Chennai Head Qtrs.

Tara MS, Manager (Civil), Chennai Head Qtrs.

Selvam R, Manager-QA & QC, Chennai Head Qtrs.

Jeyanthi J, Manager (Systems), Chennai Head Qtrs.

Palavesam P, Manager (Systems), Chennai Head Qtrs.

Ramkrishna, Manager (Mech), Chennai Head Qtrs.

Agnes Sugirtha V, Manager (Systems), Chennai Head Qtrs.

Eswararao Mondem, Manager (Stores), Kolkata

Lokkeshwaran T, Manager(Finance & Accts), Chennai Head Qtrs.

Somenath Mukherjee, Manager (Industrial Relations), Kolkata

Poongothai A, Manager (Civil), Chennai Head Qtrs.

Sankar K, Asst.Manager (Accounts), Chennai Head Qtrs.

Shantheswari S, Assistant Manager (Systems), Chennai Head Qtrs.

Divya N, Asst.Manager (Accounts), Chennai Head Qtrs.

Sathishkumar S, Asst.Manager (Civil), Chennai Head Qtrs.

Imran Khan B, Assistant Manager (Systems), Chennai Head Qtrs.

Karthik D S, Assistant Manager (Systems), Chennai Head Qtrs.

Manikandan S, Assistant Manager (Systems), Chennai Head Qtrs.

Sohail Iqbal Patel, Asst.Manager (Finance & Accounts), Mumbai

Niraja M, Asst. Manager (Accounts), Chennai Head Qtrs.

Retirements

Pradeep Joshi, Head - Special Initiatives (North), Delhi

Subramaniyan PR, JGM (Corporate Indirect Taxes), Chennai Head Qtrs.

Karthikeyan A, Asst.Stores Officer, Chennai Head Qtrs.

L&T GeoStructure

New Joiners

Mr. MD Imtiaz Zaman; Manager (Mech)-QA/QC; Multi Modal IWT Terminal at Sahibganj

Mr. Sundaresan M;Engineering Manager

(Mech); CN - Head Qrts

Mr. Kumar P; Engineering Manager (Civil); CN - Head Qrts

Mr. Naik Sachin Arun; DGM (Business Development); Mumbai Office

Absorptions

Mr. Sasi Prasanth RB; Sr. Engineer - Resources; CN - Head Qrts

Divisional Corporate

New Joiners

G.R.Balachandar, Sr.DGM-Finance & Accounts, Chennai Head Qtrs.

Promotions

Jayaprakash P, GM, Head (Finance, Accounts & Admn.)-Middle East ,UAE

Kasiraja V, General Manager, Chennai Head Qtrs.

Satyanarayana V, JGM, Chennai Head Qtrs. Jayaraman V, Sr.DGM (Materials), Chennai Head Qtrs.

Ravishankar MV, DGM-Accounts, Chennai Head Qtrs.

Thirugnanasambandam K, DGM (P&M), Kancheepuram

Narayanan VS, DGM-Accounts, Chennai Head Qtrs.

Thiruvengadam TS, DGM (P&M), Chennai Head Qtrs.

Balaji D, Deputy General Manager (Systems), Chennai Head Qtrs.

G Nandhini, Sr.Manager-Insurance, Chennai Head Qtrs.

Subramanyam Srinivas Kodukula, Sr.Manager (Indirect Taxes), Hyderabad

Raghavendran S, Sr.Manager-Human Resources, Chennai Head Qtrs.

Nishad AR, Sr.Manager (Materials), Chennai Head Qtrs.

Ram Prasath C, Sr. Engineering Manager

Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Avijit Goswami, Assistant Manager (O&M), Kupli, S24P Site, Kolkata passed away on 04.01.2018



Mr. Brijesh Kishor Project Manager (Elec), Lucknow, passed away on 08-12-2017.



Mr. Meerhyder M Manager (accounts), Chennai Head Qtrs, passed away on 01-11-2017



Mr. Joyjit Sen Asst. Construction Manager (Civil), Bhubaneswar, passed away on 04-10-2017.

Construction World recognizes L&T as 'the Largest Construction Company'



Larsen & Toubro was acknowledged as the 'Largest Construction Company' by Construction World magazine at its 15th Annual Awards celebrated in Mumbai on October 7th, 2017. "Selection of a project is key to sustainable revenue growth," said M V Satish, Whole Time Director & Senior Executive Vice President – Buildings, Minerals & Metals, when receiving the award on behalf of L&T along with Sushant Shah Deo, Head-Special Initiatives (West)-Commercial Buildings & Airports, B&F IC. He added that with many companies climbing the growth ladder it was important for L&T to strategize better and maintain its top position.

The award was presented by Rajesh Dahiya, Group Head, Apollo Tyres and Pravin Darade, Additional Metropolitan Commissioner, Mumbai Metropolitan Region Development Authority and Secretary to Chief Minister, Government of Maharashtra in the presence of Sumit Banerjee, Chairman, ASAPP Info Global Group and Pratap Padode, Managing Director, ASAPP Info Global Group.