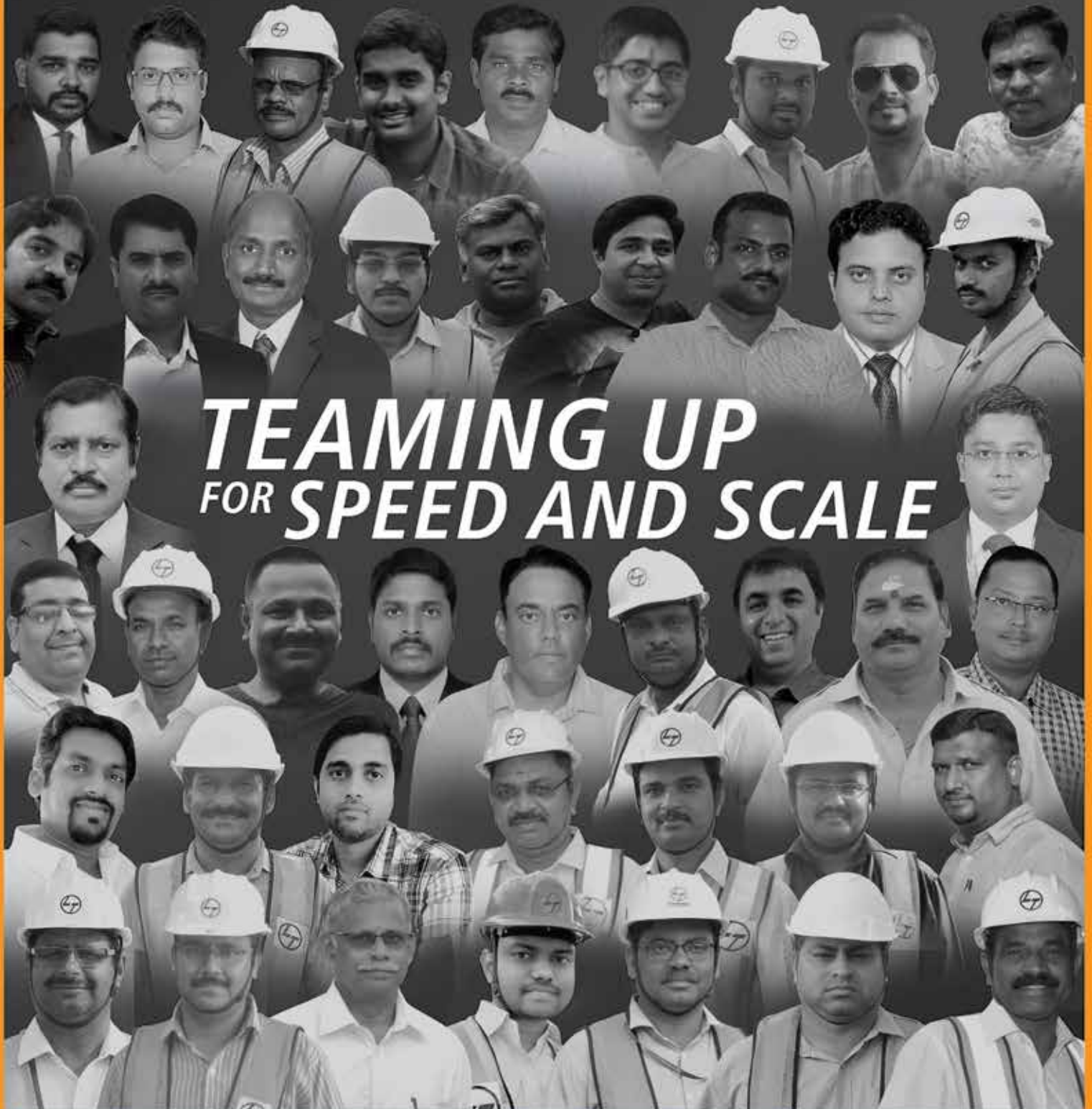


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# ECC NEWS

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**TEAMING UP  
FOR SPEED AND SCALE**



Dear Colleagues,

Over the past few years, we have witnessed a paradigm shift in our business. Progressively, projects have become bigger, more complex with customers demanding speedier execution that in turn has increased the pressure on us to deliver to time, safety and quality. This requires a complete reorientation of the way we do our business. Suddenly, our tried and tested methods of working that have held us in great stead over the years are no more relevant. Today, the need of the hour is to adapt ourselves to the evolving times and be prepared to manage size with speed that requires a total rethink about and recast of our internal systems and processes.

**Leadership:** Large and complex projects need strong and action-oriented leaders, who understand and appreciate the 'big picture,' are willing to take calculated risks, be sensitive to customer needs and lead their teams from the front. Every large project that we are executing and

## REDEFINING SPEED AND SCALE!

those which we will hopefully win going forward, requires this kind of aggressive and enlightened leadership. A few people at the top cannot make this happen; we need more and more of you from the ranks to rise up to take up the challenges, daunting though they may be, and push the boundaries. That is the only way we can grow into the organization that we aspire to be. That is the only way we can keep feeding our leadership pipeline. People become leaders in the dust and grime of tough project sites, not in the comfort of offices which is why 'Back to Site' for me is a clarion call and critical for our continued success.

Strategically, we have decided to spread our expertise across the entire spectrum of infrastructure construction and therefore require people with the domain knowledge, expertise and experience to lead in every vertical we are present. We are an organization that has always been rich in talent and is so, even today; all we

need are people with the courage to face big odds and the attitude to go for it and succeed.

**Cost consciousness:** I often hear people at sites saying, "We'll do it at whatever cost!" That is dangerous because cost is critical. A responsible leader and his team have to be ever conscious of what price they are paying to achieve objectives. It is only by controlling and, wherever the opportunity exists, reducing costs that we can safeguard our profitability.

When large projects are being built to speed, there is always the threat of costs spiralling out of control especially when the asking rate rises due to some uncontrollable external or internal problems. It is very easy in such situations to lose sight of the costs in our effort to make up lost ground. We must be aware at all times that we stand to lose more ground if we resort to such recklessness. Cost control is non-negotiable.



**WE ARE AN ORGANIZATION THAT HAS ALWAYS BEEN RICH IN TALENT AND IS SO, EVEN TODAY; ALL WE NEED ARE PEOPLE WITH THE COURAGE TO FACE BIG ODDS AND THE ATTITUDE TO GO FOR IT AND SUCCEED.**



**EVERY LARGE PROJECT THAT WE ARE EXECUTING AND THOSE WHICH WE WILL HOPEFULLY WIN GOING FORWARD, REQUIRES THIS KIND OF AGGRESSIVE AND ENLIGHTENED LEADERSHIP. A FEW PEOPLE AT THE TOP CANNOT MAKE THIS HAPPEN; WE NEED MORE AND MORE OF YOU FROM THE RANKS TO RISE UP TO TAKE UP THE CHALLENGES, DAUNTING THOUGH THEY MAY BE, AND PUSH THE BOUNDARIES.**

**Digitalization:** It is increasingly becoming obvious that the best way towards operational excellence is by going digital. I am glad that digitalization as a way of doing business has been espoused by several sites and the positive results are already becoming evident, more so in mega sites.

Not only are we seeing more control on activities but many of you are beginning to realize the enormous advantages of our various digital initiatives and the analytics that are helping us take far more informed and quicker decisions.

We are, however, at an early stage of the adoption curve with a long way to go and I seek greater commitment from across the board to take this movement to more sites, drive it deeper into our systems and processes to derive better benefits.

At the same time, it is important to start thinking digital. Digitalization is not something to be force-fitted into

the general scheme of things like an afterthought but is as critical to a project as any other function. This is a decisive edge that we enjoy at present; we have to make the most of it NOW before others wake up to it and catch up.

**Maintaining customer relations:** With offerings in engineering and construction becoming less differentiated and competition increasing alarmingly, maintaining and delighting our customers are ways to stay ahead in the race. In fact, I think that is the way to grow.

Understanding customers, recognizing their specific requirements, honouring their need for quality and speedy execution are what will make the vital difference.

Some of my best client relationships are with those who have climbed up the corporate ladder with me in their respective organizations. Hence, it is important to connect with clients at all

levels and, trust me, those are bonds that are forged for life that you can call upon to see you through a tough situation or help you realize an opportunity. Build as many as these as you can; you will only be richer by them!

As an organization that has entered its eighth decade, we have a reputation to protect, promises to deliver and commitments to keep and I seek the 'active' contribution of each and every one of you to fulfil and even exceed them.

All the best!

**S.N. Subrahmanyam**  
CEO & MD  
Larsen & Toubro

## Prestige Lakeside Habitat Project

With aesthetics seamlessly married to size and scale, a team from B&F IC is putting finishing touches to the largest housing project in India residing in a single complex spread over 102 beautifully sculpted acres with a total built-up area of 9.2 million sq. feet. Designed by Disney, it involves the construction of 24 towers ranging from 18 to 29 floors, 269 villas of six different types and 4 clubhouses in a single-phase execution. Read about how the team has pushed the accelerator to achieve a cycle time of just 10 days for the shell to deliver a huge project in time and to quality.



# THE MASTER PLANNER

## T Chandrasekar

There is a calm, assured, unhurried air about T Chandrasekar (TCS) and therefore I half guessed his answer to my question as to whether he had faced any crisis at the Prestige Lakeside Habitat site or any other site that he has worked on. His answer was a cryptic, emphatic "No!" with a deadpan face and then after a pause of a few moments, he elaborates, "If planning is right then there should not be any crisis!"

Since joining L&T in 1982 as a DET, TCS has had the opportunity to try his hand at almost everything in construction. "I have an all-round experience both in terms of disciplines and kinds of projects having been Site Engineer, Planning Engineer, Site in-charge, Project Manager and now, Project Director." He began with factory projects and two big ones he was involved with were Tidel Park and Ford Mahindra, both in Chennai.

In 2000, he joined L&T Oman in Muscat and played a long 14-year innings overseas. "I got the opportunity to do a number of different and challenging projects like an airport hanger, a residential township, car show rooms, an Asian beach games project, Salalah International Airport, a youth complex at Salalah and worked the length and breadth of Oman." The project closest to his heart is the prestigious Salalah International Airport during which he had the privilege to interact closely with the top management of L&T and shoulder several new challenges in terms of Delivery, Safety and Quality. "When executing overseas projects, I also had lots of opportunities to work with multi-national cost consultants, architects, Project Management consultants and gain knowledge on various aspects of construction that has given me the confidence to handle a mega project like Prestige Lakeside." Thanks to his excellent customer focus, L&T Oman was able to bag repeated orders from clients like M/s Saud Bhawan Automotive, M/s OMRAN & the Royal Court of Affairs.

"I have enjoyed the freedom to perform. My seniors trust me and then it is up to me to perform. Even mistakes are seen as learning and that gives us a huge boost to go that extra mile to deliver."



**"I have an all-round experience both in terms of disciplines and kinds of projects having been Site Engineer, Planning Engineer, Site in-charge, Project Manager and now, Project Director."**

Prestige Lakeside Habitat is taking a lot of his time but TCS still finds time to travel with his family. "My wife, Sakundala, a homemaker, and I go on tours at least once in 6 months and are planning to visit Europe in June," to visit one of his twin sons, Arjun, who is in Ireland. The other son, Arun is in Singapore. The heat is decreasing at the Prestige project but TCS is eagerly looking for new horizons and new challenges.



## "I AM L&T-POWERED!"

**"I always tell my team that the moment we start to think that we are building a home for ourselves our attention will increase, our work will improve. As long as we think that we are building for someone else, our finishes will not be the best."**

## A Subramanian

"The best thing about being in L&T is that you are empowered!" offers A Subramanian (ASN), Project Manager – Finishes (Towers). "In fact, I would say that I am 'L&T-powered'!"

Initially, in a company that handled turnkey projects, ASN learnt the ropes handling end-to-end responsibilities. At L&T, he has spent 12 years in Dubai followed by another 11 years in India handling some significant assignments like ISB Hyderabad, Bengaluru International Airport, Vaishnavi projects, a number of projects in Dubai ending with the Shaikh Khalifa interchange.

"It was a huge task at Prestige Lakeside Habitat when I entered in 2016 because we had almost 2400 units and 6 lakh sq. meters of floor finishing to complete in one and a half years. Finishing requires attention, precision and concentration which were very difficult especially since skilled workmen kept coming and going." Although he had had the experience of handling large-scale residential projects in the Middle East like Mughal Gardens in Dubai, Jumeriah Lake Towers and Water front Towers, ASN had his hands full managing at times close to 300 masons, 500 tiling, marble and granite workers and more all at the same time.

"Continuous follow-up and strict monitoring were the key," he stresses!

He is convinced that a change in mindset towards finishing especially in those working on residential projects will improve things in India and bring it on par with other countries. "I always tell my team that the moment we start to think that we are building a home for ourselves our attention will increase, our work will improve. As long as we think that we are building for someone else, our finishes will not be the best."

On the home front, ASN's is a dispersed family, he laughs. "My wife, Vimala is in Chennai, my son Sai Prasath has completed his engineering ECE and is working in AIESEC as Vice President, a young generation NGO in Mumbai, while I am here in Bengaluru. My wife is very active and coordinates with all the other spouses ... yes she is the life of any group," he quips. "We have to build the team and to coordinate not only with people within the company and also with external parties. I am blessed with the ability to easily interact with people and that has helped me immensely in my work," he smiles signing off.



## “IF STRUCTURE IS DONE RIGHT, OUR FINISHING WILL IMPROVE!”



### Mani Rajendran

He is another true blood finishes man. “L&T is known for the massive structures we build and if we do the structure well, then our finishes will not only improve but it will prove to be more cost-effective. We will also save time in the process,” says Mani Rajendran, Project Manager – Finishes (Villas). A relative newcomer, having joined L&T in 2014, Mani, as Project Manager, was initially part of projects involving precast structures, then moved to Prestige Lakeside Habitat in 2016, and took on the mantle of ensuring quality finishing of the 269 Villas. “When I came, about 20% of the structure work was over and the finishing was just beginning. While our work is very good, the only issue was coordinating with external agencies for the doors, windows, MEP works and getting them to match our work.”

Mani believes that regular training is the only way to achieve the levels of finishing that customers are now demanding. “I have been constantly training my staff and sub-ordinates to improve their orientation towards finishes. The Front Line Supervisors coming in is a good thing and they are performing and delivering better

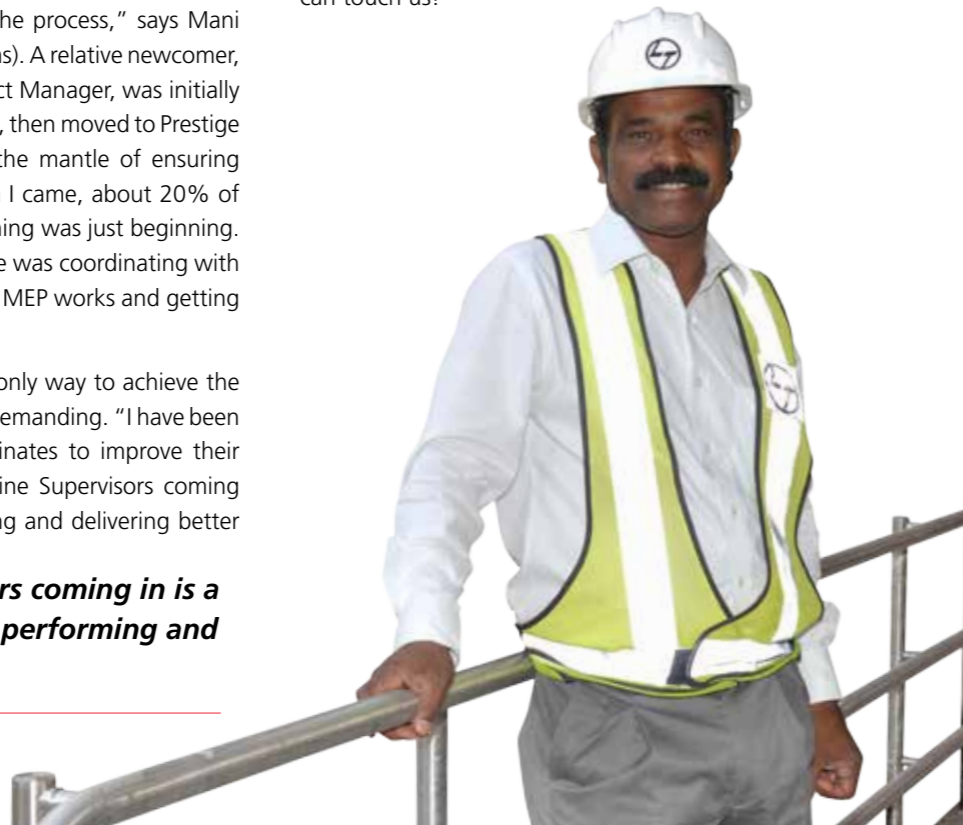
**The Front Line Supervisors coming in is a good thing and they are performing and delivering better results.**

results.” The proof of Mani’s and his team’s effort will be ready for the eating as 64 fully-finished villas have to be handed over in May 2018 and another 150 villas in a couple of months thereafter. “Oh yes, the finishing is good,” he smiles, “there are no cracks which reveals the good material we have used and good workmanship.”

On the home front, wife R Sujatha is a homemaker presently in Chennai managing family and daughter R Kavudamalya, is doing her 9<sup>th</sup>. “It’s tough being away from home and feel bad that I am unable to support my daughter in her studies, but I try and make it home every other weekend depending on workload,” sounding a trifle sad.

Mani has a grouse that customers take the credit of L&T’s brand value. “Our customers are

benefitting from the full value of our brand and we don’t get anything,” he complains. “From the outside, L&T is seen as a great place to learn but from the inside I find that we are known for the massive structures we build for which we have no competition. If our finishing matches with the quality of our structures, no one can touch us!”



## “KEEPING THE PRESSURE RIGHT FROM THE START PAYS IN THE END!”

### G Suresh

G Suresh, Project Manager – Structures, was once an unpopular man at the project because his colleagues felt he was needlessly exerting pressure too early. “I believe in delivering to time and quality always and we had a huge task ahead of us. I was convinced that if I did not put pressure from the beginning we would have big issues at the end so as soon as I entered the project in December 2014, I started to drive delivery.” Work on the superstructures commenced in January 2015 and “we completed 5.8 million sq. feet of built-up area in 34 months flat by October 2017! That translates into about 100 flats per month without any major issues,” he declares triumphantly.

“I joined on 1/1/98 and some of my earlier assignments included residential projects like the one in Jamnagar, Garden City and Eden Park, hospital projects like JIPMER and MIOT and then CTS, Chennai.” Apart from keeping the foot on the pedal from word ‘go’, Suresh is a man of discipline. “Right through those 34



**We completed 5.8 million sq. feet of built-up area in 34 months flat. That translates into about 100 flats per month without any major issues!**

months, we had early morning meetings at 8.15 to discuss safety, quality, progress and constraints and then decide on corrective actions. It created a sense of collective responsibility.”

“I was initially afraid of venturing out of Chennai,” he shares with a sheepish smile, “but after I moved to Ahmedabad that fear vanished and now I am confident to take on anything!” He refers to the use of tunnel formwork in the Eden Park project as one of his achievements. “Imported from France, we were using it for the first time and our boss ALS (A L Sekar, now Senior Vice President – Special Projects) set us a target of 2-day cycle time. It was tough as we slowly improved from 15 days to 2 days and ultimately we achieved a record of 36 hours! That gave us all huge satisfaction,” he grins.

“I love my job and its pressures,” he nods, “but there are sacrifices and I think my wife, Kameshwari, a homemaker, is sacrificing!” They are blessed with two daughters, S Sakashrah, who has just completed her Plus 2 “with 90.3% marks” declares Suresh proudly. “My second daughter, S Shakthi is into her 8<sup>th</sup> standard.” With his task at Prestige Lakeside Habitat nearing completion, he is looking forward to new assignments to put pressure and succeed!

## BEING A GOOD SWIMMER HELPS ...

### A Vijay Babu

One of Planning Manager, A Vijay Babu's passions is swimming and the qualities of a swimmer are helping him go a long way in his profession. A good swimmer has to be clear of his goal, should be able to break down large targets into smaller, easily achievable ones and intermittently check progress towards the target. This is exactly how he has been approaching his projects in his dozen years with L&T. "Knowing your scope is most important," he emphasizes, "knowing what to do and what not to do."

Hailing from the southern town of Trichy, Vijay Babu has already been part of some important projects - Serene County in Hyderabad, Garden City in Ahmedabad

and now Prestige Lakeside Habitat. "Design and build projects give you the opportunity for value engineering," he says, adding that a planning manager's hands are full with several responsibilities: following payment schedules to maintain cash flows, managing men and material, monitoring the performance ("or, non-performance," he adds with a chuckle) of sub-contractors, managing equipment utilization and much more.

"Now in demobilization mode, my tasks include construction reconciliation, completing the tendering process, quantifications and ascertaining whether we have delivered to our contractual

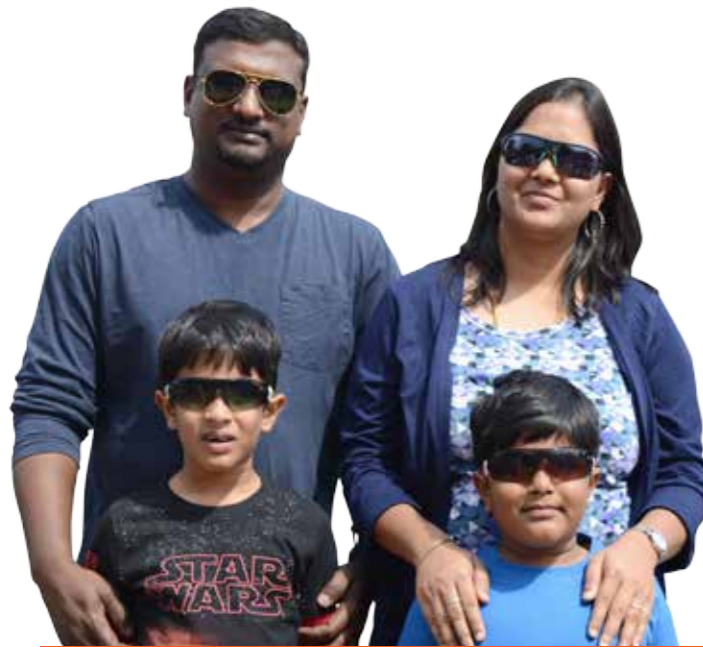


**"Design and build projects give you the opportunity for value engineering"**

commitments." Referring to a high point in his young career, he flags off an IT park project. "We were able to complete the project on time and to quality. We received a lot of appreciation from the client, Deloitte! But what was more satisfying was that my boss gave me a double promotion and that's when my career really took off," he shares with huge satisfaction.

"My work is tough and takes a lot of my time and attention so I have to create time for my family," Vijay Babu says quite matter-of-factly. "My wife Divya is a homemaker who is the backbone of my career and family while my two sons Tarun and Kevin (Williams) are 7 and 5 respectively." He loves to challenge them to do things that they hesitate to do ("break the barrier to bring them out of their comfort zone") which according to Vijay Babu is his way to "prepare them to face today's competitive world." Apart from swimming, Vijay Babu finds time to play badminton and keep his faith alive by regularly attending church.

"Scheduling, cost/sales performance, resource planning and monitoring are key to my job as a Planning Manager but after having spent a decade in this role, I am seeking to increase my portfolio by seeking opportunities in project management," he says looking ahead and here is wishing him all the best for the future!



## A TROUBLE-SHOOTER

### A B Ramakrishna

"I've been here at Prestige Lakeside Habitat for only about a year," says A B Ramakrishna, F&A In-charge for the project, whose distinguishing features are a sunny disposition and a ready, hearty laugh. Talking about short tenures at projects, he reveals that he was sent to the Shell project in Bengaluru at its fag end to clear pending issues. Before that, in Chennai he was involved at the business end of three projects – Bella Vista, Godrej Palm Grove and Olympia (in the initial stages) and successfully closed them. I suggested that he was some kind of a trouble-shooter going from project to project, resolving issues and closing them, to which his response was, you guessed it, a hearty laugh!

**I treasure the freedom that you are given in L&T to do your job and the excellent support that you receive from the senior management right from the IC Head downwards.**



Some of his fondest memories collected over the 35 years he has spent at L&T is around his 2-year assignment in Barbados, West Indies from 2005-07. About that country which is actually a group of several islands, ABR says, "It is a tourist destination and for all of us it was a great experience but theirs is such a different culture that all of us found it very difficult to blend. The good thing, however, is that it brought the team together. Under PRS's (P R Surendrababu, Vice President & Head – Digital Engineering) leadership, we became a close-knit team and combined well" to deliver the refurbished Kensington Oval in time for the Cricket World Cup. "We keep in touch even today on our own Whatsapp group!" he exclaims! The only two lamentable aspects about the project for ABR was an aborted visit of Group Chairman, A M Naik for which he had meticulously planned and prepared for long and, of course, India's dismal showing in the ensuing World Cup. Another overseas stint was in Nepal as part of an irrigation project but he is quick to point out that it was a far easier assignment because "the Nepali culture is very close to ours!"

"I treasure the freedom that you are given in L&T to do your job and the excellent support that you receive from the senior management right from the IC Head downwards. That's why I don't mind being sent to projects to solve problems," he adds with another of his laughs. "Mobilization is always tough at projects especially labour because it is becoming increasingly more difficult to retain workmen. Every day you find 30-40 people being on-boarded and almost a similar number getting ready to leave. It is becoming a serious problem!"

His laugh returns when I steer our conversation to his home front. "My wife, R Bharathi is a homemaker and is with me in Bengaluru while both our children are abroad." ABR's daughter, R Priyadarshini is married and settled down in Sydney, Australia while his son, A R Vigneshwaran, is pursuing further studies in Hamilton, New Zealand, and is into quantity survey.



### S. Lakshminarayanan

A straight, uncomplicated individual with an unwavering focus on his task, S Lakshminarayan (SLN), EHS Manager is keeping the safety flag flying high at the Prestige Lakeside Habitat project site. With zero fatalities at site and 15 million safe man hours clocked, one could say that he is successful in what he is doing. "My primary concern is that the workman who leaves his labour camp at 8.30 in the morning should return safe and sound to his camp that night at 8.30. All our efforts, systems and processes are towards this one simple end."

The far more exacting market of Dubai sharpened SLN's focus on safety where he worked for a dozen years before returning home and promptly joined L&T. "I have been with L&T for 7 years now largely working on residential projects like Prestige Bella Vista and now here where I came in 2015." In a construction site, danger lurks around every corner and at Prestige Lakeside Habitat there were 24 towers, some rising to 100 meters and nearly 100 acres that SL and his team had to monitor. "I had a small team and a big mandate but then TCS (my Project Director) couldn't give me any more," he says with a shrug and a smile. "I always say, a safety manager is the coach while the site engineer and the workmen are the performers. The coach can only guide, they have to perform!"

"All my commitments are met by my seniors and they have helped in making my task here much easier that it really is," shares SLN. "I appreciate the fact that even poor EHS performance of people

are not immediately punished but they are counselled to improve. Thereby we are able to create and spread this awareness of safety to all at site."

Do you also carry these safety rules home? He chuckles preferring not to respond either way. "My wife, Durgapriya is a homemaker and I have two sons, Ruben Raj who is in his 8<sup>th</sup> and Vehant who is in LKG."

A man of few words, SLN keeps a low profile but his actions speak loudly. He sums up gratefully, "Since I've come to site we have had no fatalities and I hope and pray that remains so!"



## Digital initiatives in formwork operations launched

Formwork operations across B&F IC has now gone digital with the advent of a range of on-line applications which were launched by Mr. M. V. Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals and Metals) on 17th February 2018 at HQ in the presence of Mr. K. Sreekumar, Head-Corporate Centre, B&F, Mr. B. Murugesan, Head-Technology Centres, B&F, Mr. P. Surendhra Babu, Head-Digital Engineering, Corporate Centre and Mr. R. Shankar Narayanan, Head-Strategy & Planning, B&F. Formwork representatives from across ICs were present while the Mumbai, Kolkata offices were connected by VC. This digital platform facilitates online formwork performance report, modelling of 196 components using BIM 3D Modelling, resource management,

online competency evaluation and design pressure calculation & monitoring. MVS urged the initiators to implement this digital tool at sites to simplify operations to enhance productivity.



## MVS inaugurates P&M Central Monitoring Cell (CMC) for RB&F SBG

Mr. M.V.Satish, Whole Time Director & Sr. Executive Vice President (Building, Minerals & Metals) inaugurated the P&M Central Monitoring Cell (CMC) for Residential Building & Factories SBG at Powai office on 18th April 2018.

Mr. B.N.Sheth, Head - Procurement & Cost Control (RB&F SBG), Mr. T.Sriraman, Deputy Head - Residential Buildings, Mr. Kaustuv Ghosh, Head - Technical Services (RB&F SBG), Mr. Sarvesh M Soman, General Manager - Elite Housing, Mr G.V.Srinivas, Head - Contracts (Residential), Mr Pankaj Suraj Lalla, Head - Planning & Cost Control (RB&F SBG) and Mr. Prabhat Kumar, Head - HR (Mumbai, EDRC, Spl. Initiatives -RB&F SBG) were present at the event.

Mr. Vishal Verma, Head - P&M (RB&F SBG), briefed on CMC which is conceived to provide real time feedback to projects on equipment health, productivity and utilization. The data will be monitored by a dedicated team of P&M engineers using IoTs installed in the equipment.

MVS appreciated the concept and suggested to merge equipment data with Procube to provide a snapshot to Projects and Management for improving execution efficiency and urged to develop applications to include all such monitoring activities across functions in this cell.



## Alchemy launched! Introducing a new digital platform for analytics



Alchemy, a new and versatile digital platform to transform data into insights was launched by Mr. D K Sen, Whole Time Director & Senior Executive Vice President (Infrastructure) and Mr. M V Satish, Whole Time Director & Senior Executive Vice President (Buildings, Minerals & Metals), in the presence of Mr. S N Subrahmanyam, Chief Executive Officer & Managing Director, L&T on 14th May, 2018. Also present at the launch were Mr. S Rajavel, Senior Vice President & Head-Water, Smart World & Communication, Mr. T Madhava Das, Senior 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, Mr. Anupam Kumar, Vice President & Head – MMH SBG, Mr. R Srinivasan, Executive Vice President &

Head – Smart World & Communication, Mr. Anantha Sayana, Vice President & Head – Digital, Mr. R Ganesan, Head – Corporate Centre, Divisional Corporate, other members of senior management and the entire digital team.

Alchemy is a medieval era science that attempted to convert base metals into gold. In the digital era, the need is to convert big data into insights and act on them to realize value and that is what Alchemy aims to deliver.



“This is a fantastic initiative and should quickly be taken across the organization,” said SNS, at the launch. “It is a significant development and has the potential to take our digital efforts to a whole new level. It has to quickly cover more P&M, more materials, and more workmen to enable informed and quicker decision-making and start making an impact on our profitability.”

Why Alchemy? Over the last two years of implementation of our Digital Solutions, we have a huge amount data from 5500+ equipment, 12000+ users of Mobile Apps, 3000+ RFID tags, streaming in about equipment, project activity and progress, safety, materials, workmen and so on. This data is a goldmine of information and as the cliché goes, Data is the new Oil. We now have plenty of it brought into the enterprise from the field which when processed, will enable us to see patterns, gain valuable insights and inferences.

We also need a technology platform to convert data into insights. That is why we have developed Alchemy and it is ready to be deployed and put into use. The Alchemy platform delivers complex Analytics in a user-friendly format to

business users for insights and resultant actions.

At the launch, the Digital team explained the working of the platform, demonstrated its usage and elaborated on how business users can use this platform



## Assessing Concrete Quality with RCPT equipment

Reviewing concrete quality across L&T GeoStructure projects has become more effective with Rapid Chloride Permeability Test (RCPT) equipment, an innovation developed by R&D Centre, which was launched by Mr. S.Kanappan (SK), Head & Chief Executive – L&T GeoStructure on 30th April 2018.

Chloride ingress is one of the major parameters responsible for physical or chemical deterioration of concrete structures causing rapid corrosion of steel and reduction in strength of the structure. The voids in concrete due to improper concrete mix and compaction causes rapid deterioration. The concrete mixes with just OPC cement has no mineral additives like fly ash or GGBS are less durable and are pervious in nature.

Dr. B. Sivarama Sarma, Head-R&D Centre, briefed about the application of RCPT apparatus, which is designed and manufactured as per ASTM C 1202 to assess the resistance of the concrete to

the penetration of Chloride ions, an indicator of its permeability. The total charge passed in coulombs is calculated, based on which the resistance to penetration of chloride ions is determined and hence the durability of the concrete is assessed.

SK appreciated the team for developing new technologies and urged the young engineers of R&D Centre to focus on application related initiatives and insisted that all new patented equipment should be commercialized.







## Unnao-Lucknow Expressway Project

L&T's Transportation Infrastructure business was awarded the project to construct the Unnao to Lucknow Expressway in 36 months. In addition, they had to build a 3.2 km airstrip runway for the IAF for emergencies. The team's first and biggest challenge was the client's insistence to complete the main carriageway in just 22 months! The entire strategy had to be recalibrated to this new deadline and here is a detailed account of how the team took the challenge head on and built an expressway in time and strong enough for fighter jets and transport planes to land on!

# ALWAYS WORKING TO A PLAN

## Ramesh Chand

"Every day we decided that this much work should be completed and only then would we, as a team, go back home and we achieved this day after day for many days!" This statement exemplifies the dedication and commitment of Ramesh Chand, Project Head, and his project team at the Unnao-Lucknow Expressway project. This is also the attitude that has stood Ramesh in great stead during his 3-decade long career in infrastructure construction that has spanned roads, bridges, buildings and hydroelectric projects.

A lateral entrant, Ramesh who joined L&T on January 1<sup>st</sup>, 2012 has been involved in a number of prestigious projects. The Mumbai – Pune Expressway section, bridges and canal works for the Sardar Sarovar project, the 260 M central span across river Yamuna for NHAI at Naini Allahabad, 6-laning of the Agra-Lucknow expressway and Teesta Stage VI HEP 500 MW in Sikkim, to name just a few.

At his present project, the going has been hectic because "the original contractual period of 36 months was reduced to 22 and on top of that we had so many challenges along the way," he says numbering them. Motivating the team to work faster and more, design complexities, problems with the soil, sourcing the right kind of earth required, huge amount of earthwork. "In fact, we did 50,000 cum of earthwork per day which is one of our milestones!" For the construction of the sub-grade in the Lucknow section, their problem with the specific kind of earth they required for construction. "Such earth is not available in the



**"Every day we decided that this much work should be completed and only then would we, as a team, go back home and we achieved this day after day for many days!"**

urban areas and we had to source it from far away which was tough since we had the pressure of a very tight deadline on us," he says rolling his eyes.

To beat the deadline, Ramesh says, "We divided the entire alignment into sections of 3 km each for better monitoring and execution."

Ramesh hails from Bhabhuaon, Bihar and he is married to Kanti Devi. "I have two children: my son, Abhishek Kumar, is a B.Tech (Civil) and presently doing NICMAR from Pune while my daughter, Harshita has completed her MBA from Uttarakhand University and is married." He likes to read magazines and watch news on TV during the little spare time he finds and treasures the safety award he won for the Sikkim project.



## Mayank Varshney

Time is always in short supply at projects and therefore it helps to have people like Mayank Varshney, Construction Manager – Planning who love to keep pressing forward always. "I avoid delays in taking decisions. In fact, taking timely and appropriate decisions help mould an individual's skills in handling a project," he says about prompt decision-making which is surely one of his core strengths. "I believe in teamwork, I am open to new ideas and suggestions which are very important for the successful completion of a project."

To start with, however, it is imperative to understand the demands of the job on hand. "Strategy is actually very simple if one first tries to understand the requirements of a project and the expectations of the client and management, based on which, strategies are implemented. Of course, to get the right team for the right work to work together is another key consideration," he states, "and the result can be seen in the Unnao Lucknow Expressway Project where the main carriageway was successfully inaugurated 14 months before contractual duration!"

For tackling challenges, he pauses and continues "Fleet movement was a huge challenge because we had tons and tons of material and earth to be moved and there were no proper approach roads for transportation. The asking rate was really very high," Mayank says, mopping his brow. "We were expected to complete 50,000 cum of earthwork daily. We had to receive almost 20,000 MT of aggregates at site and then there was the issue of receiving the WMM production at site for execution. When you look at all this, our task was huge but with proper planning and teamwork we were able to achieve all of them," he says, with relief written large on his face.

# A MAN OF ACTION

**"I avoid delays in taking decisions. In fact, taking timely and appropriate decisions help mould an individual's skills in handling a project"**

He softens up when the conversation moves to his family. "It is always important to strike the right balance between the two (life at work and at site) and my family has always been very supportive and understanding, towards my commitment to my work by sharing the family responsibility among themselves. I am happily married to Ketaki Varshney who is currently a homemaker and the caring mother of our lovely daughter, Palak Varshney who is studying in 3<sup>rd</sup> standard." About his other interests, Mayank shares that he likes to play table tennis and cricket and listen to soft music "but the love and harmony at home are the most valuable assets for my family members!"

A product of the 'Build India Scholarship' programme, Mayank is convinced that "L&T will have the best future in comparison to all other construction companies. Here, we enjoy freedom of expression and are empowered to implement new ideas to complete our work and ensure profitability and that is a great advantage!"



## COMMUNICATION IS ALWAYS TWO-WAY

### Ravi Sharma

"Being a good communicator helps especially with the staff," says Ravi Sharma, Construction Manager, Unnao-Lucknow Expressway Project, "But I always take a brief from them to see if they have understood my requirements properly." Currently, his responsibility is to complete and hand over 30 km of the 3x3 expressway and things are looking tough with the impending monsoon after which "there will be an enormous challenge to meet the project delivery date and work will need to be progressed on a war footing!"

Every new project marks a new beginning for Ravi. "New challenges, different client priorities, new location, new culture, establishing new relationships with client and internally, start-up requirements often with inadequate resources as mobilization would not have been fully implemented, understanding new specifications." What helps him along are his qualities of readily accepting responsibilities, ("Initially, I was not involved in asphaltting here but I was assigned this task because of my previous experience and inadequate capabilities at site," he interjects) being organized, supportive of his staff, forward-looking and, of course, being a good communicator. "I always involve the junior staff so they can quickly learn the requirements," he adds. "The advantage of establishing good communication with staff makes me approachable for them so that they do not hide issues from me but raise them to me as soon as they occur whatever the issue or implication."

The movement of GSB materials from crusher to plant and thence to the site was time-consuming and time is not something that Ravi and his team had. "After studying the logistics, I suggested to move the materials directly to site from the crusher which saved us lots of time and money," he shares.

On the home front, Ravi faces much the same challenges that his colleagues face: sudden relocation, changing of schools and friends, finding new housing, shifting family and again getting used to a new location, but he takes them in his stride. "My son Rudresh is our prized possession," he grins. "I love photography and one of my photos clicked of the aircraft landing on our ULEP runway was printed in the L&T Construction calendar," he declares proudly.



**"The advantage of establishing good communication with staff makes me approachable for them so that they do not hide issues from me but raise them to me as soon as they occur whatever the issue or implication."**

"We are implementing Trimble 3D Geospatial Controlled Grading for the first time in India," he informs about digitalization at site, "which enables us to directly load our grading surface into the grader that just drives around the site adjusting the grader blades automatically. We are planning to expand the system to our dozers too. These processes are helping to greatly reduce execution time and hugely increase daily production rates. These new initiatives are going to help our company become even greater," he says with conviction.

## "IT IS POSITIVITY WITH PATIENCE THAT MAKES ALL THE DIFFERENCE!"

### Sagar Majillya

"I joined L&T as a DET in 1998 and thus far I have been associated with 10 projects," shares Sagar Majillya, Manager – P&M In-charge. "I have always believed that solutions for all issues, irrespective of their severity, depend upon your approach and it is only positivity with patience that can make the difference to make things easier to get out of any problem. I am habituated to shoulder big responsibilities and carry them out in a disciplined way and, of course, I believe that it is the strength of team building that helps you sail through tough situations."

According to Sagar, three main areas ensure successful execution. "The first is man management: you must have a good team and then encourage and strengthen them to perform. The next is spares management. Some people will laugh at this but very often one small missing spare can paralyse the entire operation. The third is vendor development."

At the Unnao-Lucknow project, Sagar's main thrust has been timely delivery because of the very stringent deadline. Training, he

**"I am habituated to shoulder big responsibilities and carry them out in a disciplined way and, of course, I believe that it is the strength of team building that helps you sail through tough situations."**

feels, imparted by internal and external faculties on a regular basis on various subjects is an absolute must. "TTBT (Technical Tool Box Talk) on a daily basis is crucial so is creating a suitable blend of senior professionals and juniors."

He refers to the issue that the project faced with the DBM that required out-of-the-box thinking as precious time was being lost. Finally, by fixing a cement spreader and attaching a sprinkler system they were able to lick the problem that saved time, cost and labour. About shouldering extra responsibilities, he shares, "normally, we would have off loaded the electrical work of the toll plaza to some external agencies. Suddenly, however, it was felt that the street lighting work had to be completed immediately and commissioned to start toll collection as early as possible. At a call from my CPO, along with a small team, we carried out the work within the time frame and to the satisfaction of the client!"

Sagar is full of praise for the continuous support from his family that has enabled him to lead a healthy and successful professional life. "All credit to my hardworking wife, Mahua Majillya who has completely taken over the household activities. Both of us we are from the same village Kurhmun, Burdwan and both our fathers were farmers," he shares. "I have been blessed with a daughter, Adrika who is studying in class IX and son Astik is studying in class IV in Lucknow," who is very interested in cricket and is being professionally coached.



## IT PAYS TO BE A GOOD LISTENER

### Verddhman Verma

"One of my strengths is my ability to listen carefully to a client, understand his requirements and plan to achieve them with the available resources," says Verddhman Verma, leading the QA/QC department at the Unnao-Lucknow Expressway Project (ULEP). "Material planning is my core task and I go about it by putting in target-oriented work on an hourly basis with constant monitoring. Of course, proper training and motivation are also important to get the best results."

"We had to deal with an innovative design of crust thickness with the latest revised IRC of 12% bitumen and 3% air voids to reduce the total thickness," he shares about some of the challenges he has been facing at ULEP. "There was the issue of cement stabilization as the CBR result was low (in the borrow area and OGL) to improve the base to finally reduce the crust thickness. Then, there was the use of fly ash in concrete as a RE fill material. All of which were properly addressed."



The modern popular means of communication like Whatsapp have become an integral part of life at projects, "because," as Verddhman shares, "we are connected and thus involved in all activities." It helps to reach out to people easily as once when the team was struggling with execution due to lack of production materials of concrete and asphalt mix. "We were able to quickly approach the concerned persons like planning for bulk material; the P&M team for operation of plants, etc. to resolve the issues. My aim now is the full handover of the project to the client, UPEIDA, for operation and maintenance."

Yes, digitalization has had a big role to play in our success, he acknowledges. "Apart from a CCTV camera surveillance system, we have GPS fitted on the trucks for tracking, biometrics, online payments of royalty, the weigh bridge system was on line, S/C on line billing with SSC & HQ to minimize the time duration and everything was soft; no hard print outs," he smiles.

His personal world is Poonam Verma, his wife and his "little queen baby, Gautami. He loves music although he does have regrets that he has missed out on many a family function and festival at his hometown due to his work commitments.

"L&T provides a very good platform for people to learn, grow and become leaders," he feels and "that is great because we will be able to deliver better and better projects for our clients," he adds forcefully.

**"Material planning is my core task and I go about it by putting in target-oriented work on an hourly basis with constant monitoring. Of course, proper training and motivation are also important to get the best results."**

## BRIDGING PEOPLE AND PLACES

### Vikrant Abrol

Perhaps it was because Vikrant Abrol's Logistics and Production Manager, Unnao-Lucknow Expressway Project (ULEP), very first job was involving a balanced cantilevered bridge in Himachal Pradesh in 2004 that Vikrant has perfected the art of balancing various aspects to be successful in what he does. After working on various B&F IC projects in the Chandigarh and Delhi regions, Vikrant was transferred to Lafarge in October 2008 as part of a business transfer and returned to L&T Construction in May, 2016 to be part of ULEP that was facing the crunch of a shortened timeline.

"The major challenge here was the client's high expectations having reduced the project duration to 22 months," he says. "It was tough but we were able to achieve it with proper strategic planning and team work. Actually, we executed almost 35 Lakhs tonnes of GSB, WMM and Asphalt in 22 months and approximately 2.5 Lakh cum of concrete!" He attributes their success to daily analysis of fleet records, plant production, fleet movement, "all of which helped us to get valuable data, have the right kind of people at the right place and thereby increase our productivity."

Another challenge he faced was fleet movement. "We had 350 trucks carrying 12500 mt of aggregates of a total value of Rs. 440 Crores that had to be moved daily either from the crusher or from the market. Each and every trip was monitored and fleet time was reduced tremendously," he says with a flourish.

Vikrant feels that his core strengths are data analysis, flexibility to do work and accept challenges. "I joined as a logistics and production manager, but after some time, the management directed me to take over as Section In-charge and I was game for it! I am able to communicate very well with the client, understand their problems and solve them at the earliest and I have also gained rich knowledge in concrete and resource management."

**"I have enjoyed myself here and I have also had the opportunity to develop my subordinates, and the right vendors and sub-contractors which will all help us in future!"**

Hailing from Karnal in Haryana, Vikrant is married to Ashima Abrol who is a postgraduate in Law "but she loves teaching," he smiles. His father is a retired civil engineer while his brother is an electronics engineer.

ULEP is obviously what is driving Vikrant these days because he returns to it and mentions the airstrip that they have created for the IAF. "It was a wonderful feeling to see our fighter jets land on our road," he shares proudly. "The project itself is a big success because we have executed it in time and have maintained proper cash flow. I have enjoyed myself here and I have also had the opportunity to develop my subordinates, and the right vendors and sub-contractors which will all help us in future!"





## Project Medigadda Barrage

On 21st April, 2018, a team from Heavy Civil IC set an Indian and, perhaps a world record, of pouring 7,212 cum of concrete in a single day! They also poured 20,291 cum in 72 hours and 1.52 lakh cum in a month that also must be records. We get up close and personal with a young team led by a mercurial leader at the Medigadda Barrage project site that is fighting nature and other odds to build an infrastructure that will bring water to millions and irrigate thousands of hectares of land in an otherwise dry state of Telangana.

## THE LEADER WITH A HUMAN TOUCH

### M V Ramakrishna Raju

Perhaps, the most endearing of Project Manager, Medigadda Barrage Project, M V Ramakrishna Raju's traits, is his natural instinct to put an arm around a person's shoulder when speaking. He instantly connects because "I deal with everyone equally at their level; exactly same way to a workman as to my department heads," and that is standing him in very good stead as he battles to deliver a very tough and demanding project that is also his first.

"I have been born into L&T 18 years ago," shares Raju and has since played a variety of roles starting with his first assignment as a trainee at the Bhadrachalam project. "It was a baptism by fire," he recalls grimly, "but I found a great teacher and mentor in my Immediate Superior and thereafter I was able to go from strength to strength." After a stint at various projects of which he mentions the Ford car factory and a Tamil Nadu water supply project as key ones, he returned to office for the Hydel BU operations. Then opportunity knocked in the form of the Medigadda Barrage project. "I was presenting to SNS and I think he was glad when he saw that I had put my own name as the Project Manager. Since then, I have not looked back," he laughs.

He proudly shares that his budget presentation found favour with none other than the Group Chairman himself. "Mr. A M Naik mentioned that mine was the best presentation and once upon a time I didn't even know how to move a mouse or operate a PC!" He welcomes change: "I always tell my people to do something different; that is the only way one can move forward in life. We cannot be handling such a complex project if we did not constantly seek to do things differently."

At such a remote location, balancing personal and project life is tough as Raju gets to meet his family, stationed at Warangal some 120 km away, only on Sundays, "but those days are entirely for them. I play with my 9-year-old son, Vamsi until he says "enough," he grins delightedly. "I accompany my wife Kumari to do the 'marketing', I am with her when she cooks and most evenings we go out to catch a film. This really recharges me for I am able to return to my problems and start afresh on Monday morning." Kumari is an M Sc (Statistics) who has chosen to follow Raju's movements at L&T.

"I am keen to create a team of performers here," he states with great conviction. "I always try and instil a sense of ownership in my team. The moment they start thinking that it is my money being used or misused, my project, my machine, my people ... they will start respecting and their approach will be totally different." We seek more champions of change at L&T!

**The moment they start thinking that it is my money being used or misused, my project, my machine, my people ... they will start respecting and their approach will be totally different**



## "IT HAS BEEN TOUGH FOR HER!"

### Rajnish Chauhan

Although almost everyone mentioned it in some way or the other, Rajnish Chauhan, Planning Manager, says it forcefully. "It has been a tough 18 years of service for me being stationed at some really remote sites and since my family has accompanied me throughout all projects, I think it has been tougher for my wife than for me. We came to Warangal when our younger daughter, Aarya, was only 3 months old." Fair and well-built, there is preciseness in his responses that are clipped and to the point, not a word or action wasted.

Having joined L&T at the turn of the century as a DET, Rajnish was at the Tarapur project for close to a decade, 4 years posted at Hydel BU tendering Department, then two and half years in J&K at Ratle Hydro Electric Power Project as Planning Manager before moving to Medigadda. "I was one of the first visitors to this site. We came here even before we tendered for the project so I knew what I was in for!" He gives a tight grin.

Rajnish's task is to deal with contractors and ensure a steady supply of men and machinery. "We are dealing with 85-90 contractors some of them new to our systems but it has been going well so far." He mentions that the contractors are very impressed with L&T's safety standards and the facilities we provide them at camp.

He acknowledges that it is a tough site and difficult to woo workmen but quickly adds, "The facilities that we offer workmen are some of the best because it is only when they are comfortable will they work well. When they return to their native places, they will spread the message amongst their friends and relatives to come here. The labour camp is so close to site, they all return 'home' for lunch and enjoy their siesta before returning for work. We also provide them with chilled RO drinking water that makes a big difference. The locals are supportive because they realize the benefits of this project for them."

Rajnish's wife, Sneha, is in Warangal and they have two daughters, Tanvi who is 7 and little Arya who is now 2 years old.



**It has been a tough 18 years of service for me being stationed at some really remote sites and since my family has accompanied me throughout all projects, I think it has been tougher for my wife than for me.**

## "I AM DOING MY DREAM PROJECT"

### Rupesh Mishra

"I am really happy to be a part of this project because in many ways this is a dream project especially for a civil engineer," declares Rupesh Mishra, Civil In-charge – Left Bank. Standing atop an outcrop, we look down at feverish activity as the coffer dams are being constructed to try and contain the water flow. "I have tried my hand at everything – planning, tendering, and execution – and I have an opportunity to use all those in this one project."

Hailing from Lucknow, Rupesh has been with L&T for 22 years largely involved with a variety of nuclear & hydel projects. "Though I joined as a DET in 1995, I completed my graduation from BITS, Pilani," he shares with some pride.

"This Medigadda site is a site of action," he grins, "because we regularly pour 5,000 cum of concrete per day and have achieved 7,000 cum which keeps us on our toes all the time. There is no time to breathe because we have a tough deadline to achieve."



He points to the river that is nothing but a sandy expanse. "Once the rains come, the flow will start. We will be on our own cut off from the right bank. Hopefully, the flow will be a reasonable one and we will be able to continue working through the monsoon months."

We are standing in the state of Maharashtra with thick forests stretching away into the extremist zone in the Gadchiroli district. Rupesh looks calm and ready to face anything. "Yes there are huge odds that we are fighting with but we will succeed!"

Earlier he had been posted at Joshimath, a very remote place in Uttarakhand which is why Rupesh's wife, Pooja, a homemaker is in Meerut. Why not Lucknow? "Well, for better education," he says and adds, "Meerut also has better medical facilities of my children." His two daughters are studying there: elder Ashee has completed her 12<sup>th</sup> and seeking admission in B. Arch while young Kushi is doing her 7<sup>th</sup>.

"I also enjoy working here because I have complete freedom to do what is best for the project and that wide scope is something that only L&T offers," he signs off in style.

**"I also enjoy working here because I have complete freedom to do what is best for the project and that wide scope is something that only L&T offers,"**



## A HARDY SOLDIER



### Siva Prakasam

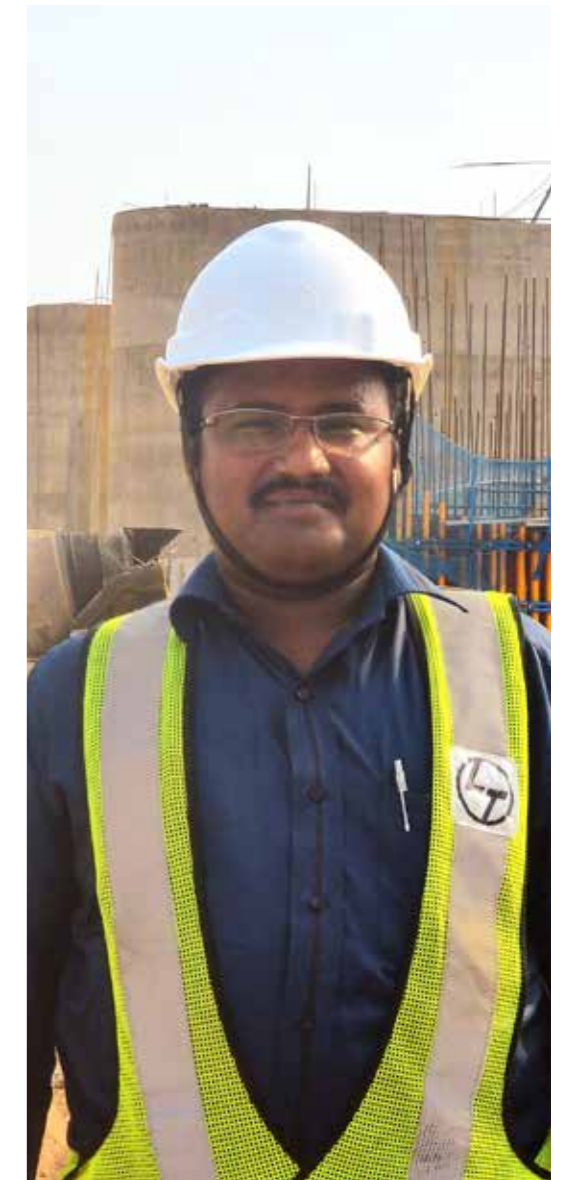
The Civil In-charge, Right Bank, Sivaprakasam's perfect smile could be because his wife, Abirami, is a dentist but, be that as it may, his smile is infectious and tells a lot about his 'Never say die' character. Having joined in 2005 as a GET, Siva, as he is known at site, has had a fulfilling stint at L&T. "I also did my BIS in 2009," he chips in with his trademark smile and then talks about his 7 and a half year stint in Bhutan at the Punatsangchu hydro-electric project. "It was a great assignment with lots of learning opportunities. It was a very tough project too. The place and the culture was also new for us but we adjusted very well. I had to return to India when work had to be slowed down because of geological issues," he adds a trifle wistfully.

He was initially in planning at the TAPOVAN VISHNUGAD project with which he was involved for 10 months before which he was with the SALPG Cavern project in Vizag. He moved from Bhutan to the Medigadda project in August 2016 and the first thing that hit him was the climate change. "The winters here are cool at about 25-30°C but the summers burn at 35°C plus and even goes up to 50°C," he says shaking his head.

Hailing from Coimbatore, Siva and his wife, armed with a MDS degree, are blessed with two sons: Harsith, who is in his 3<sup>rd</sup> and little Daksith is only 4 months old along with his 55 year old mother who are all in their hometown. "I get to go and see them once in every 2-3 months depending on the workload," he grins.

**"But once we have stepped forward to do it, we will achieve it; then there is no stepping back and, it is only if we have done a good job can we sleep well at night!"**

"It is a wonderful feeling to contribute to nation building." He waves to all the hectic activity around him. "We are all self-motivated and that is why we are able to perform. Yes, it is a very tough and difficult project. We have to complete 3 blocks including the gates before September '18," he says pointing to the massive barrage structures where work is going on continuously. "But once we have stepped forward to do it, we will achieve it; then there is no stepping back and," and adds, smiling again, "it is only if we have done a good job can we sleep well at night!"





## THE SELF-DRIVEN SAFETY MAN

### N Ramesh Kumar

N Ramesh Kumar (NRK) is a happy man for his Medigadda Barrage site has already clocked 5 million safe man hours and, he shares happily, "I am eagerly waiting to receive the safety appreciation certificate from my IC Head!" That sums up the man, ever focused on his mandate of driving safety, quietly and persistently. "I am completely self-driven," he announces and that actually puts more pressure on my team and me to maintain the safety of this huge site.

His association with L&T is 9 years old, a majority of which has been spent in Bhutan at the Punatsangchu project where the safety requirements were greater and more exacting. Some of his other assignments were TAPOVAN VISHNUGAD, Srinagar and Singoli Bhatwari. "My basic approach has not changed for I believe that the need for safety is in all of us – it is what is called the survival instinct. So all that we have to do is to make people understand the importance of staying healthy and safe and they will follow. Yes, leading by example is very important. You do it, they watch you and then follow what you do. But if you do not, then they will not take you seriously."

People-management is an important aspect of behavioural safety, which NRK follows religiously. "Everyone realizes and respects

**Yes, leading by example is very important. You do it, they watch you and then follow what you do. But if you do not, then they will not take you seriously.**

that," he says, "I do not allow work to start until I am satisfied with the safety measures. It saves us a lot of time and, of course, lives," he adds seriously.

His family is at Warangal and he meets his wife, Durgadevi, a homemaker, and two sons once a week over the weekend. "It is a pleasure to return to your family even if it is only for a day," he smiles. "My elder son, Nitish Kumar is in 9<sup>th</sup> and my second son, Praveen Kumar is in 4<sup>th</sup> standard," and we are certain that NRK is a wonderful example for his growing sons.

"Being focused with an activity plan is a great way to start the day and then with my strict monitoring, you will see that all your tasks for the day are completed quite easily," he sums up very precisely.

## ACHIEVING QUALITY IS FOR HIM A BALANCING ACT

### Gurram Srinivasulu

Amidst the hectic activity of constantly working batching plants, numerous criss-crossing concrete mixers and people feverishly working under yellow helmets, Gurram Srinivasulu, Quality In-charge, is a quiet and sedate centre. However, a closer look and a small chat with him quickly convinces you that he is the quiet leader who is making it all happen in his realm. "My most important task is to control the production of mass concrete and ensure that we maintain consistent quality," he begins, with a self-effacing smile. "We have to maintain the temperature of the chilled concrete at 15-20°C and then keep feeding the hungry batching plants with the right mix of sand, aggregates and cement. Our logistics planning also has to be perfect because a slight error in our calculations can stop the whole process," he mentions matter-of-factly.

The other major challenge he faces is to get the aggregates in the right quantity and specs. "I need 3 types of aggregates in varying thicknesses of 40 mm, 20 mm and 10 mm and in a precise ratio of 25:50:25."

He is not a typical old-timer having joining L&T only in 2015 after a long stint with HCC. His first posting was at DFCC after which he came to Medigadda. Thankfully, his wife Sudha and daughter, Navya, are close to him at a place called Mahadevpur, just a twenty km drive down a heavily pot-holed road passing through several sleepy villages. He is eagerly looking forward to his daughter's marriage who has just completed her B Tech. "Since they are here only, I get home every night."

Another 'miller' (concrete mixer) drives away kicking up truckloads of dust that Srinivasulu watches unblinkingly and remarks, "We have attached these trucks with GPS to track them. These trucks are like ants because when they meet, the drivers tend to stop and

**"We have attached these trucks with GPS to track them. These trucks are like ants because when they meet, the drivers tend to stop and chat with the result precious time is lost. They now know that we are tracking them so they remain honest to their job."**



chat with the result precious time is lost. They now know that we are tracking them so they remain honest to their job."

Srinivasulu is also honest to his job, working systematically to maintain his steady supply to, in turn, maintain production of cement to the desired quality. "It is all about being systematic," he sums up as we leave him to continue his seemingly unending work.





# "I AM ALWAYS PLANNING FOR DAY AFTER!"

## Ashish Goel

"Normally it takes about 23 days to install and commence operations of a batching plant. We got ours installed and pouring concrete in just 14 days," says Ashish Goel, P&M In-charge, standing in front of his workshop that is a beehive of activity. A large, heavy component is being loaded onto a truck as Ashish continues, "We even installed our tower cranes that were up and running in 7 days."

About his core competence, Ashish says, "We have about Rs. 86 Crores worth of in house assets that includes eight batching plants, ice plants, water chilling plants and two tower cranes. My focus is only on planning. My team will do the work and keep things moving; it is my responsibility to plan for what is required the day after. That's the deadline we keep for ourselves."

Mobilization is his key deliverable. "Getting all the equipment installed and operating was a huge challenge. Firstly, we had to plan the logistics and movement very carefully as the deliveries are separate for both the banks. The left bank has its own set of suppliers, machines ... everything is separate. Next, of course, everything was super urgent," he laughs. "As you know, we could not start the project for a long time and when we got the green signal we had to move very fast. The other huge problem is about getting skilled manpower."

Ashish was initially with Jaiprakash Industries and then moved to Delhi Metro from 2003 and thence to L&T in 2005. He began his stint at L&T with Delhi Metro then the Veligonda dam project, the Srinagar hydro project, TAPOVAN until finally he has landed at Medigadda.

"My family are in Warangal," he shares. "Wife Babita is a housewife who has her hands full looking after our three children Stuti who is in the 10<sup>th</sup>, Anwasha who is in 5<sup>th</sup> and the youngest,



*"There is a record for everything and a clear measurement of productivity which I really admire."*

Swarnim is doing his 3<sup>rd</sup>. Yes," he nods to my question, "I get to be with them once every two weeks or so depending on the work load."

About his experience, Ashish remarks that he is most impressed by the ethical and controlled way of working at L&T. "There is a record for everything and a clear measurement of productivity which I really admire."



## A MULTI-TALENTED PERSONALITY

### Subrata Chatterjee

He is essentially a numbers man, which is why he heads the F&A department at the Medigadda Barrage site. "We were doing two ultra-secret assignments in New Delhi and since only very few people could be involved, I ended up managing the project and coordinating with a whole lot of foreign suppliers and partners. There were Germans, Japanese, Koreans, British ... but I was able to manage them very well," he laughs which I soon realize is his standout characteristic. "Of course, there was also a lot of money transactions and I had to deal with multiple currencies. Two very challenging projects but I can't talk about them," he says with a

*"We touched Rs. 200 Crore billing two months ago which was really a high point"*

smile, "but I received lots of praise for successfully completing the projects. I still have KVR's letter of appreciation," which he promptly accesses on his mobile and shares. He shows me another picture and explains, "This is the trophy that I received from SNS!"

Having joined L&T in 2000, he has been involved in several Metro projects with Delhi Metro being his last assignment after which he came to the wilderness called Medigadda. "After Delhi, this was a geographical shock," he laughs. "There was nothing here when I first arrived and then as people and equipment started to arrive, we were worried about the safety because of the Extremist Zone. Those were tough days," he says with a nod, "but slowly things settled down and now we are doing very well. In fact, the work is so hectic, we don't get time to worry about anything," he laughs again.

Obviously, Delhi still holds its attraction for Subrata, because his family is still stationed there. "My wife, Soma, is a housewife and daughter Sirsha is doing her 12<sup>th</sup> which is why I did not want to move them here."

Subrata is more than happy with his assignment now because there are very few sites that can boast of doing Rs. 100 Crore+ of monthly billing. "We touched Rs. 200 Crore billing two months ago which was really a high point", he shares proudly.



## THE MAN FROM THE LEFT BANK

### | Suryakant Agashe

What startles you most about Suryakant Agashe, Manager – Industrial Relations, Medigadda Project, are his light eyes and his stern, steady look. Perhaps, one would say that these are essential traits in his area of his calling, which is dealing with labour, day in and day out. Hailing from Raipur in Chhattisgarh, Suryakant joined L&T in the Delhi Region, after “completing my Post Graduation in commerce, Post Graduate Diploma in Personnel Management & Industrial Relations and Degree in Law from Raipur University,” reeling these off with that same look.


“I joined L&T on October 6<sup>th</sup>, 1998 and my first project was the Yamunanagar project in Harayana as IR Head,” he shares, tracing his career path with L&T. Thereafter he was involved in a number of projects: in Shimla, Himachal Pradesh, Delhi Metro Rail, PTA Panipat Refinery, Parbati Hydro Project in Kullu, Himachal Pradesh, Lata Tapovan HEP, Joshimath, Uttrakhand and “now I am here at Medigadda,” he says with a small smile.

Although a project driven by the Telangana government, Suryakant spends most of his time across the Godavari river in Maharashtra,

in charge of labour relations on the left bank. His set up is smaller than the one on the right bank but his challenges are stiffer. He nods to my query. “Yes, it is tough because behind our camp there are the thick forests of Gadchiroli that is an Extremists zone. Getting labour is very difficult although we do have CRPF protection at site.” Lack of habitation in the vicinity and lack of connectivity often cuts him and his team off from the rest of the project team but he takes these challenges stoically in his stride. “I deal with about 70 sub-contractors to source labour and of course, I also use my network to get people. So far, so good,” he adds with a gesture with his hand.

Married to Sunita, who is a homemaker, Suryakant’s daughter, Sonal, is obviously the apple of his eye. “She has completed her plus 2 from Dehradun and is now pursuing her commerce degree from Pune,” he shares, with warmth in his voice and a slightly wider smile.

A strong and silent man performing a task meant for strong and silent men and Suryakant is enjoying it!

 ***A strong and silent man performing a task meant for strong and silent men and Suryakant is enjoying it!***



## HE IS THE 'JOSH' OF THE SITE

### | Ram Dutt Joshi

Ram Dutt Joshi, Formwork In-charge, radiates boundless energy and vigour. Little wonder, that he is the ‘Josh’ of the site. Extremely proud of his yard, with almost childlike enthusiasm he takes us around his yard, which is a veritable forest of components and equipment. “Formwork is the lifeline of this project. Even the smallest component is very important because even if one small Wing Nut is not in stock, it can throw our entire plan haywire!” He walks us past several bins, each neatly tagged as ‘Wing Nut – 5 mm’, ‘Water Barrier’, ‘Universal Clip’, ‘Anchor Plate’ and so on. “We have 236 components here and keep a record of all of them. The stock is checked every day so that we never run short of anything. If we do, we have to go to Hyderabad to get it,” which is almost a day’s drive away.

Of a 22-year career, ‘Josh’ has been with L&T for a dozen of them “working in several good projects like Jamnagar refinery, Srinagar Hydro Electric, Singoli Bhatwari HEP and now Medigadda.” True to his character, he has also been made responsible for mobilizing the work force for the project, which undoubtedly, is one of the most difficult tasks. “Yes, it is difficult to get people to come and work at this faraway site but firstly, we deal fairly with our sub-contractors. We always call our workmen by name and that way we are able to connect with them and in turn, they perform!”


We quickly click some photos against a glorious sunset after which he almost forces us into his cabin that, quite unsurprisingly,



is extremely well ordered, his desk clean and paperless and his register full of meticulous entries. “By keeping daily stock counts, we know exactly how many components we have in stock, what need to be ordered when and how at the click of a button.”

Wife Kusum is a homemaker staying at Kotdwara (Pauri Garhwal) in Uttrakhand with his two children. Elder son Prateek is studying in class X and in ready to appear for his ICSC Board exam; while daughter Ishita is in 8<sup>th</sup>. “She holds 1<sup>st</sup> rank in the district in the Science Olympiad and subsequently secured 4<sup>th</sup> rank in the state of Uttrakhand,” shares the proud father.



 ***We always call our workmen by name and that way we are able to connect with them and in turn, they perform!***

## SHOULDERING GREATER RESPONSIBILITY

### Deepak Routray

He joined L&T in 2013 and was part of the Hyderabad Metro team as second in command for the viaduct section. "I was given a target," shares Deepak Routray, Procurement & Logistics In-charge, Medigadda Barrage site, "and it was very satisfying that I was able to complete my target in time and to quality." He recalls the challenges of that project but it obviously gave him the firm foundation to take on a bigger role at Medigadda.

"I know that I am heading the most crucial department of this project. Firstly, we are far away from any town or city and, secondly, our pace of construction is so fast that we have to maintain a steady flow of material and equipment. Even the slightest slip up will throw our entire schedule out of gear."

Deepak has to plan for two projects because the operations on the right and left banks are completely separate. "So my work is multiplied by two," he says with a smile. "We work on a lead time of 24 – 36 hours and everything has to come in as per plan. We cannot afford any gap."

To a comment, he laughs and agrees, "Yes I am like a traffic controller!" Vendor development and maintenance is key to Deepak's success and he deals with about 200 vendors. "We have developed about 25 new vendors and they are performing because we treat them well and ensure that their payments are



released on time. They now trust us which is working very well for all."

Deepak's family is still in Hyderabad where his wife, Damayanti is a homemaker and his son Ronak is studying in UKG.

**"Yes I am like a traffic controller!"**



## A PART-TIME PROFESSOR; A FULL-TIME CONSTRUCTION PROFESSIONAL



### Ananda Sundaram

After passing out from NIT Trichy, the best way to give back to the institute was to become a part-time faculty and Ananda Sundaram, Hydro Mechanical Works' In-charge, is enjoying the extra load despite a job that is already very heavy. His responsibility is the construction of the 85 gates with their hoist systems. "We handle about 16,500 tons of material of which almost 9,000 tons are outsourced and cumulatively we deal with about 26,000 tons."

As he walks us into his yard, he continues, "Our primary objective is to reduce cycle-time because any time saving translates into quicker delivery at site level. New machinery and new methods are helping us in this regard like, for example, with PTW (Pull-Through Welding) we have reduced the time for producing the 25 MT of girders from 120 man days to just 20 man days! We have introduced Robotic MIG Welding which requires only one third of manpower compared to conventional welding." He points to the huge gates that are lying around awaiting erection. "These require 33 numbers of stiffeners and that is only achievable with specialized machines."

Anand joined L&T in 2005 and has since worked at various hydel projects including a decent stint at the Kattupalli shipyard where he was involved in the EMI relocation job. "Here at Medigadda, we are partnered with PES who are experts in penstocks, gates

and other hydro-mechanical works. Of course, we have sufficient in house capabilities but we were contracted to tie up with them. They are very professional and have been more than able partners for us."

His academic slant runs in the family because wife, Krupa, is a M.Sc in Bio Chemistry although she is a homemaker looking after their two sons – Shrivatsav who is in his 5<sup>th</sup> and younger Harish who is doing his 4<sup>th</sup>. "They are in Chennai because educational institutions are better there and I wanted to make no compromises with my sons' education," shares Anand.

Back at site, he is concentrated on achieving his targets. "We started fabrication works in October 2017 and are planning to complete by August/September '18. We should be able to," he says, running his eyes over his establishment.

**"We handle about 16,500 tons of material of which almost 9,000 tons are outsourced and cumulatively we deal with about 26,000 tons."**

## BIM Leadership Forum 2018

L&T's BIM Academy, which is six months into its operations, organized a 'BIM Leadership Forum' over 21st & 22nd June 2018 coinciding with the auspicious occasion of L&T stepping into its 80th year. The theme of the forum was 'Fire' reflecting the attributes of Boldness, Assertiveness, Risk Taking, Daring, Result-Oriented, Visionary, Direct, Confident, Initiating, Competitive, and Confronting.

Mr. P.R. Surendhrababu (PRS), Vice President & Head, Digital Engineering, Corporate Centre, welcomed the participants and briefly shared the overall vision for BIM digital. Once oriented, it was time for some key insights as Mr. G.D. Sharma, External Faculty took the participants through a very relevant session on 'Leading and Managing Technological Change' made lively with interactive sessions and group discussions through which the participants learnt various change management techniques on how to introduce BIM in their respective ICs.

Mr. Rahul Shah (RHS), Head BIM Strategy, steered an engaging session with an overview of BIM Management with respect to UK BIM Level 2 framework and elucidated on the 7 fundamental principles of UK BIM Level 2.



Subsequent to the learning, it was time for some hands-on action as the users were grouped and asked to prepare presentations based on the assimilations. Later, Mr. Kaushik Dutta, Head CMPC shared an overview of the pre-bid/tendering stage. Based on the inferences, the participants were tasked to combine their learning of BIM Management with the tendering process and arrive at the BIM Management process during the tendering stage.

The second day of the forum focused on design and design management process with Ms. Geetha Hariharan, Head BIM – PT&D IC and Ms. Arunakalam, Principal Architect, EDRC B&F giving an overview of the design process at L&T along with the challenges and strategies required for efficient BIM Management during the design phase of a project. PRS and RHS consolidated the insights with a session on 'BIM Management during Construction and Handing over Stage.'



Mr. R. Ganesan, Head – Corporate Centre – LNTECC DC presented a holistic perspective at the closing session highlighting the importance of BIM, our overall digital vision including EIP integration while congratulating the BIM team for initiating a packed yet valuable forum.

He also acknowledged the participants for their lively participation across the various sessions and even braving the fire walk while handing over the certificates.





## 400 kV Ibri-Izki Transmission Line Project

We have been frontrunners in powering the economies of the Middle East and ably realizing Oman Electricity Transmission Company's objective of building a more 'Powerful' Oman by executing significant projects over the last two decades. The latest is the execution of a composite 400 kV Over Head Line (OHL) across Ibri and Izki spanning 265 km along with 400 kV reactors within a schedule of just 28 months by a hardy team from PT&D IC! Learn of how the team went about constructing 645 tower foundations, 24418 MT of tower erection, stringing of 400 kV DC quad conductor and two OPGW for 265 km in the sands of Oman.

## IT'S ALL ABOUT GETTING INVOLVED

### | S. Ayyappan

Getting involved in the thick of action is something that S. Ayyappan (SA) has been doing consistently since his student days, a wonderful trait that he vouches has got stronger over the years. "I have been passionate about various facets of project management and knowing them well gives me the edge during the preparation of key strategies as understanding quality, EHS and baseline schedule make execution all the more streamlined."

Across 25 plus years in L&T, SA has evolved into an expert in transmission line projects largely adhering to the fundamentals, which according to him are the key enablers, "For doing the big numbers it is important to ensure that the routine work is done seamlessly," affirms SA. "Things like getting the right people for the right job, planning delegation of work, sharing technical expertise, communicating with internal and external stake holders and taking ownership all make a big difference."

Projects are always unique with their own risks as was the case with his 400 kV Izki-Ibri OHL across a span of 265 km predominately running through the desert. What tilted the scales in the team's



**"For doing the big numbers it is important to ensure that the routine work is done seamlessly"**



favor was some smart thinking based on learnings from earlier projects with innovations implemented at ground level. "We came up with a time tested L&T formula of having two fronts headed by respective construction managers," and backed it up, "by setting up a testing lab, sourcing a reliable vendor for concreting, having separate agencies for excavation, back filling testing while engaging a local manufacturer along with our own factory in India to supply tower material."

With more and more projects following the speed and scale format, digitalization is becoming a boon, says a delighted SA, "By using state-of-the-art digital tools most of the survey work is quickly finalized while project monitoring is now 24x7 which otherwise would have been a constraint especially in a harsh terrain." SA credits his team for nurturing new talent and is hopeful, "Though project management is not an easy job, things will be better in future."

Like most L&T-ites, SA rues not giving much time to his family but is grateful for the support of his wife - Jeylakshmi who performs the role of a homemaker to perfection nurturing his three talented children - daughters Akshaya and Sivaharin and son - Lokesh.

## SCALING UP POTENTIAL

### | Durga Prasad Satpathy

It is the ability to learn from past experiences, apply inferences and consistently raise the bar while mitigating challenges that have shaped Durga Prasad Satpathy's (DPS), over a 15 year period in power transmission & distribution projects. "We could call ourselves as the marathon men of L&T ever ready to scale up our potential, he acknowledges with a grin

At the Izki-ibri transmission line project, we had the onus of delivering a 265 km long project involving more than 600 towers in just 28 months, shares DPS, "A tall task that was approached with a timely action plan indicating where to accelerate and when

to tread with care that ensured we always remained the right track. Further, at the initial stage itself, each tower was marked and inspected and the risky locations across the Wadi and watercourses were avoided." However, in such a long span project this was just half the battle won, cautions DPS, "Innovation at every level was the only way to keep pace with the project milestones, "It began right from the design stage with the tower foundations conceived as per actual soil parameters against the norm of fixed parameters thereby considerably reducing the foundation volumes. There were also a few critical EHS and underground cross overs with one of the lines across a high density corridor which called for the deployment of a complex bifurcation plan to facilitate work."

Striving together towards a large cause has certainly brought about team bonding, reflects DPS, "Speed and Scale is now the new mantra that is driving us forward with the younger members confident of taking up larger responsibilities." About what makes this job unique, he adds, "The prudent safety and quality measures implemented for carrying out tower erection and stringing works across a terrain that was largely exposed to sandstorms enabled the team achieve 2 million safe man-hours."

Though away from his hometown, DPS is a happy man as he has his family that includes his wife, a 7-year-old daughter and a toddler son with him in Oman. "It's always a huge motivation that keeps me going hard at site," acknowledges DPS.



**"Speed and Scale is now the new mantra that is driving us forward with the younger members confident of taking up larger responsibilities... the prudent safety and quality measures implemented for carrying out tower erection and stringing works across a terrain that was largely exposed to sandstorms enabled the team achieve 2 million safe man-hours."**



## GETTING ONTO THE BIG STAGE OF PROJECT MANAGEMENT

### G. Saravanakumar

G. Saravanakumar (GS), Construction Manager for the Ibril section of the 400 kV OHL, has played a pivotal role in steering one end of the project which operated as an independent site. "It was a project within a project with its own timelines as the ploy was to effectively breakdown the overall 265 km span for achieving the deliverables within just 28 months!"

Getting into the granular details, GS mentions, "A lot of macro and micro planning was involved which was a learning for many of the new team members. At any point, every activity was mapped with the overall schedule aligning the execution team with the planning perspective." Giving an insight on the work process, GS lists out, "timeline implication of various tasks such as survey, tower foundation, erection and stringing were all perfectly worked out."

From a personal point of view, GS attributes that the 'Ownership Tag' as a segment head worked wonders for him. "As a construction manager, I had a 360 degree role getting into the heart of the project covering civil, mechanical and electrical works." While project milestones are always moments to be cherished, doubly

**"Each of us have outgrown our potential, gained insights and become smarter professionals."**

special were the qualitative gains, "Each of us have outgrown our potential, gained insights and become smarter professionals."

For the new generation of project managers, the task might be a little easier, mentions GS with a grin, "As most of the survey and status monitoring is now being brought online which going forward, it is going to get better. However, the role of project manager will always be crucial and as a construction organization it is important for us to develop more and more such talent to take up larger projects."

Though family get-togethers are not very frequent, GS cherishes the yearly moments during big festivities along with his wife Anitha and sons - Nithilan and Raghulan who are in Class III and UKG respectively.



## IN THE SPHERE OF MANY THINGS

**"I always want to be exceptional and seek multiple responsibilities thereby adding value to my prowess and boosting my confidence."**

### N. Anandakrishnan

For N. Anandakrishnan (NA), Planning Manager, the urge to do something more than the given set of responsibilities is what sets him apart from others. "I always want to be exceptional and seek multiple responsibilities thereby adding value to my prowess and boosting my confidence." Izki-Ibril OHL, was an opportune site for him, "As it brought out the leader in me across various phases of execution,"

"Everything about this project was huge and aligning the scope with the span was perhaps the biggest challenge. How to match this defying combination with optimum resources churned in my mind all the time," recalls NA. A lot of precision work was involved especially with regard to resource and material estimation. "In line with the construction schedule, the entire scope of material was planned for lot wise, month wise and section wise delivery. Further, close coordination with the client and consultant enabled expediting the design and material approvals thereby speeding up work across fronts."

Internally what held us together was the precise communication model that was followed at site making each team member aware of the daily objectives, tasks and overall status of the project, indicates NA, "Roles and responsibilities were clearly defined along with client requirements with awareness sessions on approved project baseline schedule and milestones." Improvisation was the need of the hour especially on field. "A well planned logistics arrangement was made across the 265 km span with additional resources deployed wherever required, changes in working hours made depending on the climatic conditions as the alignment passed through a predominantly desert region."

When spouses of project team bond together it certainly gives a homely feeling which is what NA and his wife feel at the moment,

"With many of our team members staying with family it does fill in the gap of being away from home and also gives tremendous support for us to achieve milestones at site."





## THE ADVANTAGE OF SPEAKING THE SAME LANGUAGE

### K.P. Santhosh

As an accounts and administration professional, K.P. Santhosh (KPS) has been quick to establish rapport with the locals largely due to his proficiency in Arabic, "When you speak the local language there is an earnest respect as the locals acknowledge the efforts put in and this has worked wonders for me at site," shares KPS elatedly. Unassumingly, he mentions, "I'm the 'go to man' whenever there is a need to deal with local workmen, PRO or other government officials. The results are very visible and now there are more aspirants from our side learning the foreign language."

Apart from the accounting formalities, a lot hinges on how administration is managed at site, discloses KPS, "In most cases, the turnaround time is minimum and the outcome largely depends on how good our networking is with the external stakeholders." Going by the records, KPS has managed a fair deal of good work that is getting due acknowledgement. "Municipalities have been made aware of the benefits from this project as a result of which the rentals for temporary site establishments have been reduced." Another area where KPS's networking skills scored is the sourcing of good local drivers to transport the workmen across the 265 km alignment.

**"Training, motivation and support to the execution teams especially during crisis are essential for enhancing individual performance."**

Getting a feel of what is going around at site is routine for KPS, "It enables rallying around execution teams chipping with the requisite administration support for timely completion of activities. And, most importantly, strengthens networking especially in a long span project such as this one." A firm believer of value addition, KPS insists on, "Training, motivation and support to the execution teams especially during crisis for enhancing individual performance."

An ardent fan of good food, KPS praises his wife Rajasree's culinary skills that has kept him in the pink of health. "She is the planning manager at home, always busy helping my children excel in their academic pursuits."

## QA/QC aspects & trends for self-compacting concrete construction



Recognizing the relevance of self-compacting concrete especially across WET and PT&D projects, Mr. T. Madhavadas (TMD), Sr. Vice President & Head - PT&D IC, urged L&T Construction's Research and Testing Centre (LTCRTC) to take up an insightful session to enhance the acumen of Quality, Design and Execution engineers in the respective ICs on the concept of adopting best practices for using self-compacting concrete across their projects.

Subsequently, a two day knowledge session was organized in February, 2018, which was inaugurated by Mr. E P Sajit, Head-Water Supply & Distribution BU, Mr. P. Balakumar, Head – RC (WET SBG), Mr. G.A.Senthil Murugan, Head-Civil & Mechanical System (Operations), PT&D and Dr.B.Sivarama Sarma, Head, LTCRTC.

The program was aimed at orienting the needs of the engineers from these ICs in quality and mix design aspects of self-compacting concrete covering essentials which included: fundamentals on basic raw materials, design of conventional mixes up to ternary composition of concrete mixtures, quality in testing and reporting as per ISO NABL standards, quality controls in batching plants, hands-on training on self-compacting concrete mix development and a visit to

an established NABL laboratory which can perform 150 accredited test parameters on varieties of construction materials and DSIR approved unique R&D centre in construction.

Some of the need based subjects like Non-Destructive Testing of concrete structures, cracks control and repair methods and water proofing systems were covered during the program. Apart from a lively interaction, the participants took inputs on QA QC aspects for implementation and improvements at sites.

At the valedictory function, Mr. S.L. Mahajan, Head Substation emphasized the importance of quality, safety and timely completion of projects while TMD who was the Chief Guest, insisted that the L&T brand value should always be maintained which relates to timely completion and offering the customer the best quality product.

He encouraged LTCRTC to take up such similar programs in the future and impart relevant domain updates to QA/QC engineers across sites.







## Nagaur-Bikaner Water Supply Scheme

The Nagaur and Bikaner water supply project, initiated by the Public Health Engineering Department of Rajasthan is a part of a grand programme that aims to bring drinking water to 9 towns and 1,097 villages bordering the Thar Desert and succour to people who struggle with ground water that is extremely saline and highly fluoride toxic. A few 'Desert Warriors' from WET IC took it upon themselves to construct a 5310 ML capacity reservoir, a 250 MLD water treatment plant, 11 intermediate clear water reservoirs and pump houses across an alignment of close to 256 km. Read about how they made it all possible and bring water to parts of India's driest state.



**PURSUIING EXCELLENCE.  
SHARING EXPERTISE.**

### **Daujee Mudgal**

Daujee Mudgal (DM), Senior Construction Manager, Nagaur TM 02 and Deedwana CDS 03 Package, brings to the table versatile project management skills, thanks to his rich experience at L&T Construction, "There is never a set situation," he says, raising his eyebrows. "Especially in projects, where everything has to be analyzed and defined." At times, calling for readjustments when there is a need becomes a necessity based on ground conditions shares DM and, "At Nagaur, a lot depended on the long span across terrains."

With a huge amount of pipe production lined up across a 256 km alignment, it was important to call the shots early and precisely, declares DM, "Wisely, we went in for a vendor who put a plant to produce 1,20,000 t of MS pipes that gave us the edge in

costing and delivery." While improving productivity was vital for execution, planning for effective resource deployment was all the more critical, highlights DM, "With the alignment running through public domains, the team had to be wary when laying the conduits, constructing the raw water reservoir, water treatment plant, pump house and other associated structures."

Sharing his expertise is another facet that DM has been pursuing consistently with younger colleagues, "While doing such marathon projects it is all about how good the team is," similar to a relay race, he indicates, "The strength has to be evenly distributed and this is possible only by nurturing new members through relevant assignments, sharing of goals and measurable performance." He proudly shares that the critical railway and crude oil pipeline crossings were achieved in a window period largely involving youngsters thanks to orientation initiatives undertaken at site.

With a range of digital tools, the site can be monitored 24x7 at site and project managers now have the advantage of seeing things in a closer perspective, says DM, "Synergizing and optimizing efforts will be the way forward for greater achievements" and he emphasizes, "the human acumen will always be the plus factor in steering the course."

DM's most cherished moment was when he received the award from the IC Head for timely completion of the Nagaur WSS, a commendation that made his wife Uma feel proud and his children, daughter Palak who is in Class IX and son Shreyansh who is in Class IV look up to their dad as a nation builder.



**A PENCHANT  
FOR THE BIG TASKS**

### **Vishal Sharma**

Being a key person for critical works thrills Vishal Sharma (VS), Senior Construction Manager at Nagaur WSS. "There is always the forethought that a large part of the project delivery rests with me," and, "my wife Yogita takes pride in my deliverables assuring me to get on with the project milestones as she seamlessly goes about taking care of my children, daughter - Ayushma who is in Class V and son - Arnav who has stepped into kinder garden."

VS had the onus of executing the bulk of the civil works that included construction of a 250 MLD water treatment plant, raw water reservoir in addition to laying a link canal and pump house. Certainly a tall order, he lists, "Since, if the sequence of construction was delayed it would directly delay the commissioning of the plant." Known for accepting tough challenges, VS chartered the way ahead with a young team, many of whom were involved for the first time in such a job. The advantage here, recalls VS, was their youthful attitude, "What was lacking in experience was compensated by an exuberance towards learning and that made a lot of difference in overcoming the various on field issues. As the opportunity and scope was vast, so too was the molding and sharpening of skills which are the biggest gains in a long span project such as this."

Normally, it is tough to accumulate a lead while doing civil works as there is a set pattern for the structures to get established, however, VS was successful in one significant area, "It was a dream come true as we made good lead time through double shifts in the production and laying of PCC tile blocks over the water face of the embankment." A deft calculation enabled this, "Aligning

the production to the laying ration ensured that this battle of work fronts was won." For deep structures, a safe work plan was meticulously followed involving all the stake holders, shares VS, "A strategy that made the civil team contribute significantly to the overall 8 million safe man-hours."

For VS, the big numbers of turning around a mega project in 30 months doesn't matter much, as he looks forward to raising the bar, doing what he is best at, "Thriving under larger responsibilities makes me stronger!"

**“Thriving under larger responsibilities makes me stronger!”**



# TEAMING UP FOR MISSION RAJ-JAL-STHAN

## A. Elango

For A. Elango's (AE), teaming up for a larger cause has been his primary objective across the project sites where he has worked thus far. "When it comes to delivering the big numbers it is always about how effective the team is in achieving the tasks," he mentions. Presently holding fort as Senior Construction Manager, Civil, at Water Supply to Greater Brahampur site in Odisha, AE recounts his recent accomplishments in Rajasthan.

"WET IC is making a name for itself by executing some phenomenal water infrastructure projects across the arid regions of India's driest state where people look up to us as messiahs often referring to the team as 'Desert Warriors'." In fact there is a popular adage developed exclusively for L&T by the locals, he chuckles, "Making of Raj-Jal-Sthan."

Getting into the dynamics of project management, AE reveals the keys for success, "Taking ownership to every level is the only way to achieve milestones especially when speed and scale are the thrust factors." At times, he admits, when there is an issue at one of the fronts, "Even a supervisor can solve the issue by stepping out of his shoes and donning a bigger role." This just adds oodles of confidence acknowledges AE, "And it is one of ways in which responsibility is thrust and leaders are developed."

At Nagaur WSS, AE has put his skill of empowering people to good use by engaging local front line supervisors to clear the RoW, a plot that he admits worked wonderfully, "As it helped in timely clearance of the fronts facilitating execution." Later, the same team was given an added scope of operating the eight pump houses which turned out to be a win-win situation, "We achieved our schedules while the supervisors felt empowered," he acknowledges

Every year, AE looks forward to a trip with his family that comprises his wife Subbu Lakshmi, a former lab technician, who shifted her career to be a homemaker after marriage to take care of his son - Sakthi Adithya who is in Class VIII.

**"Taking ownership to every level is the only way to achieve milestones especially when speed and scale are the thrust factors."**



**ADDING MIGHT TO THE EPC PROCESS**

## Dinesh Kumar

Dinesh Kumar (DK), Project Manager, Nagaur TM-01 Package, has just added a lot of might to his EPC prowess by executing one of the toughest water infrastructure projects in recent times. "In just 30 months we connected 9 towns and 1097 villages bordering the Thar Desert," he shares elatedly, "A unique feat and for the young members this was a one-of-its kind learning that will go a long way in shaping their careers."

In such projects, engineering skills alone are not enough, cautions DK, "With the alignment running across public domains, the team had to negotiate with multiple stake holders ranging from villagers, bureaucrats, politicians who saw the project from their own perspective," for which DK says that an effective communication plan was put in place. "The team created a friendly atmosphere by first being keen listeners to the demands of the stake holders and then after due consideration proposed possible options." He proudly shares that the goodwill worked wonders and today for the 4 lakh plus people across the camel hump landscapes of Nagaur and Bikaner, a distant dream is now a daily reality with the scheme on stream after the successful inauguration by the Hon'ble Chief Minister in May 2018.

Going forward, DK sees a sea change in project management, "Most of the tasks will be automated enabling long span projects becoming the order of day and for project managers the challenge will be to scale up digital initiatives to reap the benefits." Of course, he assures, "Enhancing knowledge through training and simplifying composite processes are key for making speed and scale as project goals."

**"Most of the tasks will be automated enabling long span projects becoming the order of day and for project managers the challenge will be to scale up the digital initiatives to reap the benefits."**

For DK 'Quality' is always a priority, "Mostly it pertains to projects but whenever I'm at home I ensure that I spend quality time with my wife Shrincha who is a homemaker along with the daughters - Ayushi and Deepti who are in Class XII and V respectively and my son Divyansh who has just joined play school."



## Adilabad Water Supply Scheme

For close to 8.3 lakh people in 1819 habitations of 21 mandals across the districts of Komarambheem, Mancherla and Adilabad in Telangana, a team from WET IC are nothing short of messiahs for they now enjoy the 'luxury' of drinking water thanks to the team's sterling efforts to construct an efficient water supply system. A part of Mission Bhagiratha, a dream project of the CM, here is an account of how the team had to contend with channelizing the network through predominantly forest areas, then through densely populated towns and several other hurdles all to ensure that some people have ready access to potable water.



## IT PAYS TO BE **PROCESS ORIENTED**

### | Bala Murugan I

Construction Manager, Bala Murugan I, is blessed with interesting initials – IBM! And, perhaps like the famous organization that his name mirrors, he is also process driven and spells out his core strengths as “preparing daily task to-do lists, conducting daily reviews, doing continuous follow ups and making quick decisions. Everything has to be planned and the time plan has to be perfect to provide all the requirements on time to the main office.”

About ground realities, IBM says that, “It is important to have daily discussions of routine work with our targeted milestone activities, have brain storming sessions with the team to come up with innovative ideas, prepare method statements to achieve the task within time and safely. Face to face discussions help solve a lot of issues, increases productivity, and motivates the team members,” he says.

Although the Adilabad water supply project is in commissioning mode, IBM’s focus is on completing the commission before the onset of the monsoon but the project has been a tough one as he enumerates the many hurdles the team had to cross and the various steps they took to mitigate them. “Firstly, we pre-assembled the valves at a centralized yard for better quality and quicker installation. To ensure that we were able to work without interruption, we planned proper traffic movement along a narrow single road. All road cutting was at night after properly intimating the local administration and all concerned authorities.” Another

**Everything has to be planned and the time plan has to be perfect to provide all the requirements on time to the main office.**

challenge they faced was laying the pipeline in forestland. “We had to conduct a pre survey with the Forest department and the Client to avoid cutting of trees and even help in planting some. In the town and villages, before starting work, we had to inform all the government agencies like the police, the municipality, etc. to get a clear survey line.”

Water infrastructure jobs are tricky because, as IBM cautions, one has to deal with several external agencies and even face the threat of wild animals and extremists.

On the home front, IBM is a happy man because he has been able to strike a wonderful balance between his personal and work lives. “My wife, Sutha, who has completed her M Sc., B Ed., is a home maker and enjoys taking care of my children and parents, leaving me to concentrate on my work. My two children are Jiteesh and Kavinesh,” he shares with joy.



## THE JOY OF BEING A TRUE WATER PROFESSIONAL!

### | K. Karthikeyan

Having joining L&T in June 1995 at the Puttaparthi Sathya Sai Water Supply project, Senior Construction Manager, K Karthikeyan (KK) has matured into a sound ‘water’ professional, an aspect that comes through loud and clear as he shares his experiences at the Adilabad water supply project. “For the last two years, I have been working as a section head in this project responsible for the left side scheme - pipe line and civil structures which were completed on time and currently I am engaged in the commissioning activities of the left side that aims to bring water to 929 habitations.”

KK and team had to work in an area entirely covered by forest with a tribal population but as he smiles, “it was really different and interesting compared to other projects. The good thing is that since the tribals were struggling for proper access to drinking

water, they supported us throughout the entire duration of our project. Now,” he says, sitting back, “that the public have started consuming the water supplied by us, we feel a real sense of achievement and job satisfaction.” This project was coupled with another executed by L&T several years ago to commission the new pipelines, which saved both cost of water and transportation charges.

60-70% of the alignment involved hard rock that rendered pipe laying extremely arduous and being in such remote locations, communications and internet connectivity was almost non-existent. “We tackled most of our problems by conducting daily meetings, once early in the morning and once in the evening that enabled us to get a clear focus on what we had to achieve on a day-to-day basis. We monitored daily progress on Whatsapp, which was also updated daily in PRAGATHI – a project monitoring tool developed in the WSD BU. What’s more, because of the huge scope of work involved, we delegated tasks to all our junior engineers who were raw with very little experience, some of them fresh graduates, and so it was important to guide them to hone their technical and people management skills to carry the works forward.”

KK’s wife, K Vennila is an M A in Literature and a homemaker looking after their sons K Ranjith who is doing his 2<sup>nd</sup> year B. Tech while second son, K Akaash has just passed his 10<sup>th</sup> standard and is planning further studies.” Akaash plays chess and is a state level kho-kho player,” adds a proud KK.

**The good thing is that since the tribals were struggling for proper access to drinking water, they supported us throughout the entire duration of our project.**

## "DIGITALIZATION AND MECHANIZATION ARE THE FUTURE!"



**■ Digitalization will help both in cost control and time saving while mechanization will surely solve the issue of labor dependency and define the speed of project completion.**

### ■ P Praveen Kumar

Construction Manager - Civil and Planning In-charge, P Praveen Kumar (PPK) is very clear where the construction industry is headed. "Digitalization and mechanization are going to be the future of the industry and construction projects. Digitalization will help both in cost control and time saving while mechanization will surely solve the issue of labor dependency and define the speed of project completion." Having joined the WET BU as a GET in 2011, PPK was trained in the MIS department at HQ where he quickly learnt the ropes about financials and business operations. "I was exposed to project operations and management expectations that helped me hone my skills in business management," he shares. "After working there for 4 years, I demanded a change of role and moved to the project site. Here, I got great exposure for doing practical things. There is never a dull moment at site as we are always busy running behind resources, schedules and work completion."

The Adilabad water supply projects is PPK's first site experience and a rewarding one too. "Every project is unique and handling work in hilly terrains amidst tribal habitations was a huge learning experience. We are now on the verge of commissioning and the success of our project is reflected in the faces of the poor tribal

population who will be the end-users of the potable water we supply," he says with pride and satisfaction.

For PPK, the success of a project lies in micro planning at the initial stage and, "the trick of timely completion is in identifying the man power requirement for the various activities of the project. Availability of skilled labour is the biggest challenge which should be, as I said, addressed through digitalization and mechanization." On innovative thinking, PPK shares the challenge that the team faced with regard to the construction of the Overhead Balancing Reservoirs. "We were faced with the enormous task of constructing 55 of these but by revamping the hydraulic design of pipelines, we brought this figure down to just 23! It saved us at least 12 months of execution time and changed the critical path of the job from civil works to pipeline installation which was mitigated by increasing the number of working crews."

On the personal front, PPK shares that his family is his mother and sister. "My sister is married," he says. "It has however become very tough to spend much time with my family members because of my work commitment but we do get to meet at least once in two months and rejoice in the togetherness," he smiles.

## TWO IS ALWAYS BETTER THAN ONE

### ■ S Velan

S Velan, Construction Manager – Civil has a simple philosophy: two minds working on a problem is always better than one. "So I always discuss with my team members and subordinates to draw from their experience and perspectives to solve any problem. I am adaptive to various situations and take quick decisions to resolve site issues."

He believes in having the right man for the right task. "It is important to know the strengths and drawbacks of your team that makes it easier to assign tasks as per their abilities. Continuous monitoring of their progress is equally critical. Then, we need to motivate them to achieve the target and, at the same time, train the juniors and new staff to think from a manager's perspective (overall view in terms of cost, invoice and productivity) so that they can take ownership of their work and handle more responsibilities."

As situations differ from site to site, it is imperative to understand ground realities first, advocates Velan. "Understand the area, weather conditions, resources available, expectations from management, stakeholders involved and having a backup plan for any kind of scenario. Having effectively communicated these to the subordinates so that they understand what is required of them, we should then help them improve their technical and analytical skills to achieve the targets set by the management."

About some challenges at the Adilabad project, he shares about the 150 m river crossing. The MS pipe with 1.0 M diameter had to be welded at below GL 2.50 m for which the flow of water had to be diverted using dewatering pumps as was the erection of the 5 Break Pressure Tanks with a staging height of 30 m that had to be put up in hillocks. "Transportation of material and manpower was a tough job but we successfully completed these structures in quick time by using slipform technology."

"Maintaining work life balance has been a tough task too especially after the birth of my third son," laments Velan but gives his wife, Aruna, due praise. "My wife has been the bedrock of this family; without her support, none of this

would have been possible. I always make it a point to plan some outings with my family on Sundays, as I am very preoccupied with work throughout the week." His eldest son, Enbasekaren is studying in 1<sup>st</sup> standard, second son, Kirthick vasan is in UKG while little Goutham Rishyanth is just one year old. "My three sons are my life's gifts and they are my wealth. My family is my life."

**■ "My wife has been the bedrock of this family; without her support, none of this would have been possible. I always make it a point to plan some outings with my family on Sundays, as I am very preoccupied with work throughout the week."**



## GOD IS IN THE DETAIL!

### | B Vinoth Kumar


One standout quality of Assistant Construction Manager, B Vinoth Kumar (BVK), In-charge for Bellampally Zone is his concentration on the small things. "These are usually neglected but they play a crucial role at the commissioning stage. To begin with, I do a complete survey of the site and plan for execution, I always closely monitor cost vs client invoicing, concentrate on the critical tasks and work towards creating a feeling of responsibility and ownership among my subordinates." He quickly reels off other critical tasks like maintaining proper records, making frequent reconciliation statements, mobilizing man power and adds, "executing the pipe laying works in critical areas like hill rocks, dense forests and river crossings were very challenging."

The Adilabad water project has certainly tested his one core strength of adaptability to any site situation and condition. "Some of my other core strengths are a thirst for knowledge, the skill

to easily develop acquaintanceship with new people that has helped me to grow into a better person in this organization," he smiles. "It is also important to know the strengths and drawbacks of your subordinates so that you are able to assign tasks as per their abilities. Continuous monitoring of their progress status and giving positive feedback on their performances are ways to help them grow too."

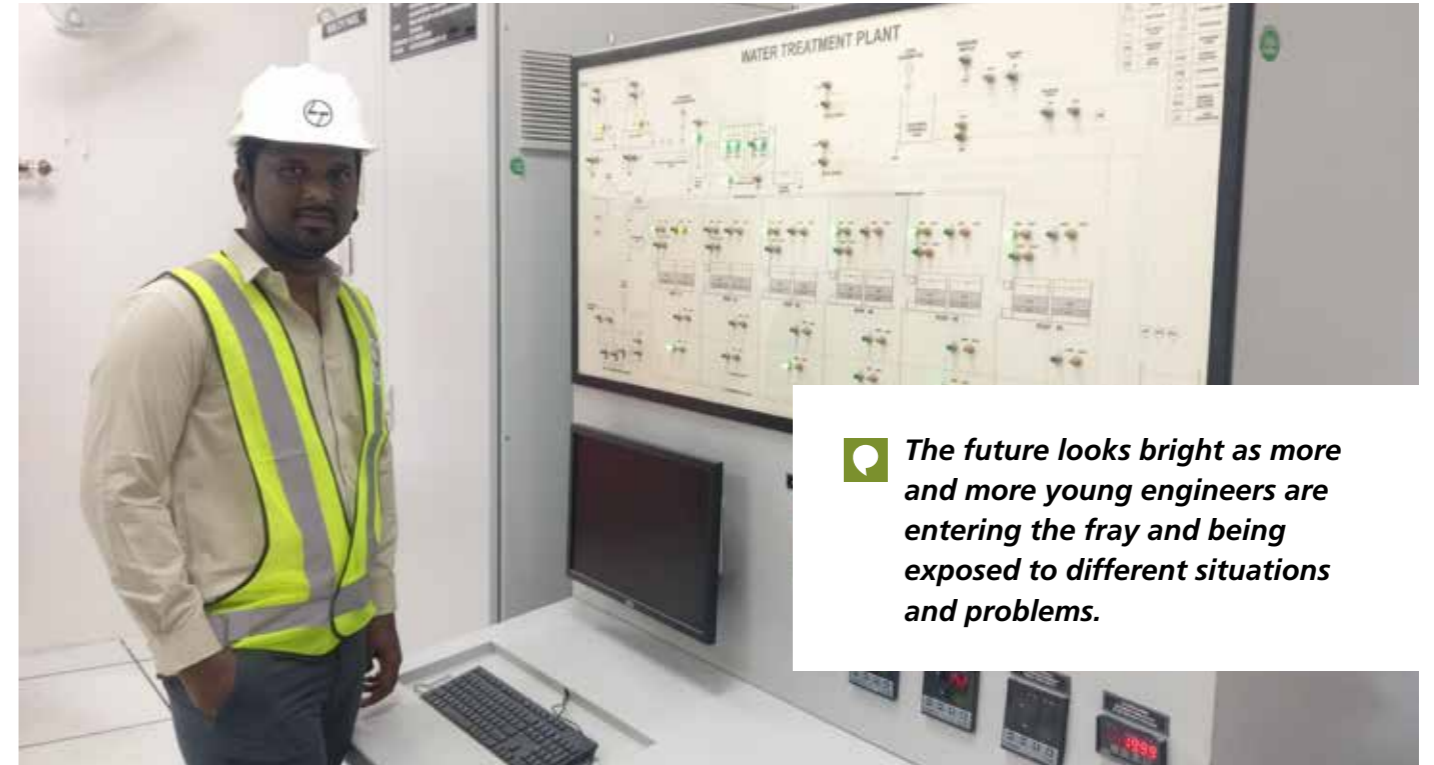
Returning to his project, BVK shares that, "Executing the pipe laying activity in town areas like Bellampally, Tandur and Rebbena was very critical as there were a number of underground cables and existing waterlines to contend with along a 4 km stretch but we were able to complete the work without damaging any of the utilities."


BVK shares about a crisis at home when his daughter fell down the stairs and sustained a serious head injury. "I was assigned for a critical activity of town crossing of 1.6 km with a stiff deadline to complete the task within a week so could not leave my station. It was a tough call but I explained the situation to my family members and arranged for all the help. I continuously monitored the situation through phone calls. Thank God, the danger passed," he says, with relief writ large on his face. His understanding wife is Ambika, son Abhishek is in 7<sup>th</sup> and practicing martial arts while daughter Aathira is in the 2<sup>nd</sup> standard and good at classical dancing. "She is our most prized possession," says BVK, his face aglow, "and whenever I hear the sound of her anklets, I feel as if Goddess Lakshmi is in my house!"

 ***"Some of my other core strengths are a thirst for knowledge, the skill to easily develop acquaintanceship with new people that has helped me to grow into a better person in this organization."***



## TEAM MEMBERS ARE THE BACKBONE OF A TEAM HEAD



 ***The future looks bright as more and more young engineers are entering the fray and being exposed to different situations and problems.***

### | R Karthick

Assistant Construction Manager, R Karthick puts a premium on the strength and advantages of teamwork. "Team Members are the backbone of a team head," he declares, "so it's very important to gauge their capacity, ability and areas of interest, depending on which, I motivate them to achieve the planned targets." His success is also thanks to his strengths of being highly observant, good at delegating responsibility "that has helped me immensely in getting critical activities completed. I have become patient and hence able to understand site problems from a holistic point," he shares, which comes in handy as he is Section In-charge for 84 km of primary pipeline, 636 km of secondary pipeline and commissioning of 784 habitations in grid and CPWS and 55 habitations of intra-village works.

When starting work on a project, it is good to start from ground zero, he says. "It is important to have a basic knowledge of our work; we should learn new activities, be open to new challenges and, most critically, monitor day to day operations." In the Adilabad water supply project, resource mobilization in rural locations was one of the major challenges, "which I see at every new project as contractors find it difficult to adjust to these locations due to the lack of basic amenities."

Elaborating on the project, Karthick says that some quick thinking saved the company lots of execution time and costs. "Since our project had primary and secondary pipelines, we started the primary line from point zero, mobilized all the crews and completed the entire line within a short period of time. By interconnecting with an existing pipeline, we were able to start commissioning the primary line. Simultaneously, we started laying the secondary pipeline to provide water to the rural habitations. We are now planning to follow this method in upcoming projects to complete them within time period," he states.

Work life balance for Karthick is not a problem at all, at least not yet, since he is still a bachelor. "So, no problem," he grins but "yes, I do miss my hometown sometimes." His father is a businessman, his mother a homemaker, his sister a professor while his brother has followed his father's footsteps into business. "My father is an expert in chess and carom," he adds with a smile.

Looking ahead, Karthick says, "the future looks bright as more and more young engineers are entering the fray and being exposed to different situations and problems. This will help in developing strong character and managing people better in the long run," he signs off positively.



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## Mumbai City Surveillance Project

L&T's Smart World & Communication (SW&C) BU bagged a breakthrough order to construct India's largest CCTV based surveillance system for Mumbai city within a stringent period of 22 months. The scope involved design, development, implementation and maintenance of 6000 CCTV cameras over 1510 locations including setting up 3 state-of-the-art Command & Control Centres, 2 Data Centres, a Vehicle Tracking System, Collaborative Monitoring and Mobile Surveillance Systems. Despite the challenges of having to work within the limited confines of an over-crowded city, the team lent their might and sinew to complete a huge project that is already being hailed as a 'game-changer' in improving governance, controlling crime and improving law and order.



## AN ANALYST WITH A FLAIR FOR THE MANY COLOURS OF LIFE

### Lakshdev Gupta

The spring in Lakshdev Gupta's step, reflects a man in a hurry as we finally get to meet after a month's follow up in HQ. "I have to take a flight in another two hours," says the youthful planning manager of the Mumbai CCTV project. Assuring that it will only be a quick tete-a-tete, Laksh, as he is fondly addressed by this team, unwinds his transformation from a GET to an accomplished professional in just a few years.



It all began in 2011, recalls Laksh with a chuckle, "After a grand orientation, some seven of us, were directed to a solar project that was along the Rajasthan-Gujarat border." Getting into project mode took a while for Laksh and his teammates but once they hit the ground it was hectic. "At times, we continuously worked for more than two days to accomplish the milestones especially during the commissioning phase." Shifting gears from execution to planning was the turning point of my career, mentions Laksh, "Hailing from a family of Chartered Accountants, there was something natural in me to always see things from a commercial point of view," a trait, noticed by his seniors at site, "Which led to more strategizing roles." Suddenly, when you have to sign on a big number work order, "It's a whole new responsibility which triggers the passion to strive towards larger responsibilities."

Making a mark for evolving on-site strategies led Laksh to further bigger roles, "I was part of the ideology team for Smart Business when it was being established; I also participated in the LAKSHYA initiatives." The good thing about being in a new business is that, "We gained versatility across functions especially soft skills such as networking and diplomatic handling of issues." Probably the HQ stint prepared me holistically for the forthcoming project shares, Laksh, "Being emotionally attached to Mumbai as my home city made things much easier but all said and done it was a one-of-its-kind project." Sheer youth power saw us through this intricate maze, "With so much of networking and running around, the need for young minds and strong legs was always high."

There were several moments of high for Laksh and team but he gets emotional on a few things, "There was this instance when an old

**Sheer youth power saw us through this intricate maze, with so much of networking and running around, the need for young minds and strong legs was always high.**

lady came up and thanked us for the camera installation making her area secure." In another occasion, while at a police station for statutory approvals, "I was given the onus to go through the viewing center to locate a lost child who was successfully found. Both these incidents touched me personally, It's the value addition to the society that brings the best in us and at L&T, so many of our projects are for a larger cause."

In line with his professional flair, Laksh brings in variety to his personal front, "I do street plays, attempt stand-up comedies, dramas and have been part of theatre groups." He admits that project focus has slightly deflected his pursuits but at the moment, he has the joy of his life along having been engaged to his beloved recently.

## "KNOW THE PEOPLE YOU WORK WITH"

### Sachin Patil

"I believe keeping each and every person working in my team engaged, motivated and make them feel that everyone is an important member of the team to finish the given task on time," declares Sachin Patil, Project Manager – Implementation, Mumbai Surveillance project. "My secret success in one sentence is to 'know the people you work with' which will help you match their skill sets with the technological needs of a project. Everyone in the team knows how to do their job very well with the knowledge of all the set procedures in place, thus each individual acts as a unit, perfectly in sync with each other towards project completion."

Sachin's core strength lies in construction site management, following the highest standards of quality that he says has won him great success in his role. "I have managed large teams of more than hundred people at a time in various big projects as a construction manager and have not only got the best out of them but also won praise from my clients for delivering quality works within the time schedule."

However, Sachin opines that every new project is different from the previous one in terms of technological advancement. "The expectations from every new project is to deliver the latest solutions so what we implement in one project may not necessarily be used in another project so the team has to keep up pace with new technologies and focus on upgrading their skills for success in this field."

At the Mumbai project, Sachin had to manage five different regions. "It was challenging," he says, "coordinating between different teams, assigning them daily tasks, monitoring site progress, resolving issues, managing work approvals from different government authorities and agencies and facing Mumbai's climatic conditions to complete the massive amount of works in a short span of time. But we managed!" He sounds exultant.

On his personal side, Sachin says, "My wife Shilpa is a home maker, a super strong woman who is the secret behind our success and our strong mental and physical fitness. She is the decision maker at home. On many occasions, I have had to skip family gatherings and events due to work priorities like during peak installation activities but my family has always supported me and have never complained except my 7-year-old son, Yug, who wants me to

**Everyone in the team knows how to do their job very well with the knowledge of all the set procedures in place, thus each individual acts as a unit, perfectly in sync with each other towards project completion.**

play with him all the time. We cherish our successes as a family and not material possessions," he says philosophically.

"After successfully completing my current assignment, I expect bigger responsibilities in future," he signs off confidently.



# "KNOWING WHAT HAS TO BE DONE AND WHEN IT HAS TO BE DONE, IS HALF THE JOB DONE!"

## Sumit Kumar Sen

Sumit Kumar Sen is a happy man because as EHS Engineer, he has successfully handed over the Mumbai City Surveillance (MCS) project and has already moved to the Vishakhapatnam smart city project. "After joining L&T in 2015, MCS was my first project and although I had performed EHS assignments in oil refineries and power plants, this was my toughest! My experience of handling large number of workmen at my previous job came in handy but the real challenge was to closely monitor around 1500 locations across the length and breadth of Mumbai, and at the same time, ensure that no member of the public was harmed."

Oh there were so many challenges, sighs Sumit. "The first was to on board large number of workmen from different contractors, train them, make them aware of company EHS policies and procedures. At one point, we had more than 50 subcontractors working across the Mumbai simultaneously." All locations had to be monitored, close any non-conformity at the earliest and work was usually confined to densely populated locations and busy Mumbai roads. "We had to work without hampering the flow of the traffic for which we evolved a robust road safety system and since we had to install CCTV Cameras at a height of around 6 meter on busy roads, we specially deployed man-lifts, knowing very well that scaffolds or ladders would be not practical."

They had a very stringent deadline to hand over the project on October 2<sup>nd</sup>, 2016 but by March, 2016 they realized they were well below the asking rate. "That was the point when we took a bold decision to continue trenching in the face of the oncoming

**"Situations are getting tougher every day with timelines shrinking and scope of projects expanding continuously, but I feel we have learned a lot from the MCS project which will be very useful at other SW&C projects."**

monsoon and, we, at the EHS department, took it as a challenge. To ensure that nothing untoward happened, a special monsoon plan was made and I am happy to say that during that crunch moment not a single incident was reported at the site," sums up Sumit triumphantly.

Unmarried, Sumit chuckles that, "During my first year, I took leave only once, and my colleagues were my family," while his real family is his father Jaymangal Sen, a retired teacher, his mother a homemaker and brother Sujit, an Assistant Manager with the Aditya Birla Group.

"Situations are getting tougher every day with timelines shrinking and scope of projects expanding continuously," he says looking forward, "but I feel we have learned a lot from the MCS project which will be very useful at other SW&C projects."



**"PERSISTENCE HAS HELPED ME TO BE SUCCESSFUL SO FAR!"**

## Vishal Saxena

"My approach to work has always been to go in-depth to solve a problem and my persistent nature has been the main reason for my success so far," says Project Manager, Vishal Saxena. Persistence certainly stood him in good stead to execute the Mumbai Surveillance project. Although he has worked 11+ years in IT/Telecom domains across multiple projects (Process Industries, Oil & Gas, Metro, Airport, Smart & Safe cities, etc.) yet, "every project is different," he declares. "Unique in terms of cost, time, environment & statutory challenges. To start a project from ground zero, it is necessary to assess its uniqueness and the history and key strengths of each team member. I prefer visiting the site, interacting with the team to get a real feel of the situation to visualize the work methodology to be adopted before starting a job."

**"I constantly remind the team members of the project objective at every platform and ensure that all my team members are regularly trained and given small-small internal targets to boost their confidence."**

Obviously, teamwork is very important for as he says, "I constantly remind the team members of the project objective at every platform and ensure that all my team members are regularly trained and given small-small internal targets to boost their confidence. I create multiple groups with skilled team leads and each person is accountable to do what is expected of them. Regular follow-up and filing skill gaps make for a cohesive and moving team," he says, spelling out his success mantra.

At the Mumbai project, Vishal had to with MTNL, the telecom service provider, who were part of the consortium. "Rollout time was a challenge, the budget was limited but the task was huge. We realized that we could not leave it to others and so with my team and MTNL's CAD engineers, we completed the entire planning for the 1000+ km fibre laying, termination as laid down in the GIS map within the target time of just one month whereby we could start on ground work."

Vishal's most prized possessions are the relationships he has forged with different teams at multiple projects and the fond memories of key tasks completed. "While working on the Mumbai project, we had to interact and have regular meetings with government high officials like the Jt. CP, Additional CP, Secretary and top IAS officials at Mantralaya that made me proud." Still a bachelor, Vishal tries to give quality time to his family which is his mother and elder brothers "that actually strengthens me to face the professional challenges," he says with conviction.

"Standards of project management are improving by the day which is a business requirement to sustain in the competitive market," he opines about the future.

# QUALITY IS HIS ONE POINT AGENDA

## Shaileshkumar Chaudheri

With his undivided focus on quality, Assistant Manager – QA/QC, Shaileshkumar Chaudheri finds himself in the right job at the right time driving quality at the Mumbai Surveillance project. Execution phase is over but as he says, "We are now into the Operation & Maintenance phase and this is where our quality will be tested but so far, we have completed three quarters successfully," he smiles with a thumbs up sign. "As the lead Quality Manager, I have the unique credentials to coordinate with the work site team and convince both the execution team and the vendors to improve process quality for better results."



standard and the time I spend with them are the most cherished moments of my life," he shares emotionally.

A state-level Kabaddi player during his school days, Shailesh sees a bright future for L&T but his focus at present is to maintain SLA during the monsoon as keep his O&M record intact.

**“As the lead Quality Manager, I have the unique credentials to coordinate with the work site team and convince both the execution team and the vendors to improve process quality for better results.”**

One critical task in the project was the erection of poles, which was not such a straightforward exercise as Shailesh, and his team found out. "We had hexagonal shaped precast foundations and square bases for the cameras with four holes for fixing. The precast ITDC Box had to be erected facing a specific direction that the contractor's team was finding difficult to execute. Hence, we changed the holes in the base plate to slots that made it easy to adjust the direction of the poles as per the direction of the ITDC Box!" They also realized that the poles erected on the edge of the road was in danger of being hit and broken by vehicles so "we decided to do back-filling of the roadside pole pit with PCC for better stability of the pole."

Shailesh was responsible for the preparation of PQP, SOPs, ITPs and checklists to facilitate execution as per quality standard ISO 9001:2015, vendor evaluation, material inspection and adds, "I took the initiative to set up a test lab in our project office premises to check and test each and every device before use and of course, training was very important. We conducted daily training programmes for the site activities and ISMS awareness training for better implementation and control of the system."

Shailesh's father, Singabhai is a farmer, his mother, Ashiben, a homemaker, while Nitiksha, his wife works in a private company. "Oh yes, it is very difficult managing family life with project site but I somehow manage," he grins, "which is why I took the decision to shift my family to Mumbai. My son, Aarav is studying in the 2<sup>nd</sup>

# LMNoP launched - Site engineers and surveyors have a new trust-worthy friend!



LMNoP (Locate, Measure, Navigate on Phone), a mobile app developed primarily for field reconnaissance surveys by the Digital-Geospatial team, was officially launched on 13th January, 2018 in the presence of Mr. S. N. Subrahmanyan, CEO & MD L&T, Mr. B. Ramakrishnan, Advisor to CEO & MD, Mr. S Anantha Sayana, VP & Head - Digital, Mr. R. Ganesan, Head – Corporate Centre, Digital Officers and the rest of the Digital team.

### Why LMNoP?

Engineers and surveyors face difficulties pertaining to geographical locations especially when visiting remotely located sites for the first time. Identifying and correlating features and structures shown in design drawings to the real world is challenging and tedious. LMNOP is configured to address all these issues.



### Salient features of LMNoP :

- Can add reference data as tile packages when there is no network connectivity
- Can measure distances and areas in desired units
- Can convert geographic coordinates like latitudes and longitudes into UTM
- Can capture and store Images with respect to location that can then be viewed on the map using a Geotagging tool
- Can track a user's location with the stake out option
- New features like points, lines and polygons can be created and field details about the created feature saved
- Option to view live traffic maps
- Base maps like topo, street and satellite are available which can also be used for locational reference



## SW&C BU launches 'SMART QI' - Quality Inspection App

A fully digitized quality inspection App 'SMART QI' was launched by Mr. S. Rajavel, Senior Vice President & Head-Water, Smart World & Communication (SW&C), on 29th May 2018 in the presence of Mr. R Srinivasan, EVP & Head, SWC BU, Mr K Rajaram, EVP & Head Operations SW&C BU, Mr. S Sundaram, Head – QMS, WET IC & SWC BU and other senior delegates. This App was developed by SWC digital team in coordination with the quality team.

SWC is the first BU to digitize the quality inspection processes end to end for complete project activities in L&T Construction. With this Quality App, the site engineer can raise the inspection call with the help of a drop down quality check-list and upload the activity completion picture, with the junctions/ location details. The Request (RFI) will then go to the quality engineer flow for review, enabling him to check the photographs, based on his preliminary assessment, visit the concerned location for inspection and

if needed, convey the variation via this App with photos and instructions on the rectification to be carried out by respective site engineer.

The complete Quality Clearance is done with the help of this App. This application ensures every activity undergoes quality approval before moving on to next activity

and brings transparency to the project team on real time basis.

The dashboard provides the live status of quality inspection progress at every project location at activity level. The SmartQI App has been implemented in Hyderabad CSITMS and Raipur Smart City Project.



## Virtual Reality Setup & 4D BIM for MMH-SBG inaugurated

Virtual Reality Setup for MMH-SBG at Kolkata office was inaugurated by Mr. M.V. Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals & Metals) in presence of Mr. Anupam Kumar, SBG Head - MMH, Mr. T. Kumaresan, Head - M&M BU, Mr. Y.S. Srikanth, BUOH - M&M BU, Mr. Barundev Lahiri, Head - EDRC, Mr. Kausik Dutta, BIM & CMPC Head, MMH-SBG and others.

Implementation of 4D planning with Synchro Pro software for live projects was demonstrated during the inauguration highlighting the advantage of processing data during the project life cycle thereby enabling reduction of reworks, risks, and improve coordination. Benefits from virtual reality include walkthrough inside

3D model for detailed information gathering, real time visualization to fine-tuning the process and planning, optimization of construction schemes, project progress review. site coordination and interface checking.



## MVS graces the inauguration of the 4th batch of APQS

M. V. Satish (MVS), Whole-Time Director and Senior Executive Vice President (Buildings, Minerals and Metals) inaugurated the 4th Batch of APQS (Adaptation Program in Quantity Surveying) on 14th May 2018 in Chennai.

The dearth of quantity surveyors and the ever-growing demand for them were highlighted by MVS, who went on to stress the importance of documenting contractual issues and timely notifications to clients for realizing claims as some of the key roles were played by a quantity surveyor. He advocated the adoption of current global practices in quantity surveying like Building Information Modeling (BIM) and urged the participants to leverage the latest developments and best practices in quantity surveying. He underscored the importance of applying the knowledge, skills and competencies gained during the course in their respective scenarios and ensured that there was sufficient potential for career growth in quantity surveying in L&T's emerging business requirements.

Exclusively designed for project personnel working in different business units of L&T executing mega construction projects, the Adaptation Program in Quantity Surveying



is delivered by L&T Institute of Project Management in collaboration with RICS INDIA. Spread over 12 months, the course outlines the practices and core principles of Quantity Surveying in 4 quarterly modules of 6 days each and prepares for the certification MRICS. The 4th Batch of APQS comprised 32 participants representing all major construction businesses of L&T, viz. Buildings & Factories, Heavy Civil Infra, Water & Effluent Treatment, Hydrocarbon, Power, Transportation, Power Transmission

& Distribution, Minerals & Material Handling, Geo and Realty.

Reiterating the growing need for quantity surveyors, Dr. C. Jayakumar, General Manager & Head, Human Resources – Divisional Corporate, who also graced the occasion advised the participants to work hard, stay focused and derive maximum benefits during the course. He shared David Kolb's experimental learning theory with examples and advised the participants to make use of it.



## DKS shares insights on 'Connectivity within and beyond Asia'

Mr. D K Sen – Whole Time Director & Senior Executive Vice President (Infrastructure) was a panelist for a 'Connectivity within and beyond Asia' session, along with experts from Finance Ministries, Undersecretaries & other countries at the third Annual Meeting of Asian Infrastructure Investment Bank's held over 25th to 26th June 2018, hosted by Government of India.

The only Indian Panelist (Non AIIB), DKS shared his insights about L&T's contribution to the development of India's Infrastructure growth, India & its strategic location, India's infrastructure connectivity plans in Road, Rail & Waterways. He also spoke about Asia being the current growth engine of the World, Cross Continental Economic Corridors,

Multimodal Transport Systems, contractor concerns and technological challenges in Cross Continental Transportation Connectivity.

This event brought together over two thousand delegates from all over the world, including Finance Ministers from various member countries, participants from partner institutions, civil society organizations and leading experts from a range of fields. The overall theme of this year's Annual Meeting was 'Mobilizing Finance for Infrastructure: Innovation and Collaboration'.



## NRS participates in India Sanitation Conclave

Mr. N. Ramasethu (NRS), Vice President & Head Water International BU, participated in a panel discussion on 'Evolving Role of Corporates in Sanitation' at the 2nd Indian Sanitation Conclave held over 26th to 27th March 2017 in New Delhi. The discussion centered on corporate roles in providing sanitation, especially in addressing the sustainability, in terms of Build – Use – Maintain – Treat (BUMT) model. In his address, NRS highlighted L&T's sustainable initiatives towards the growth and development of communities surrounding its establishments and project sites.



## Orienting students on recent trends in 'Smart Infrastructure Development'

Ms. Raji VS, Chief Engineering Manager and Head – EDRC, Wastewater BU, WET IC delivered a keynote address on 'Smart Infrastructure Development' to post graduate students as well as academia members of the Centre of Environmental Studies, Anna University as a part of the lecture series organized A.L. Mudaliar Endowment on 15th March, 2018. Ms. Raji, presented a gist of the various prospects of smart infrastructure solutions as well as their offerings to the public viz. Smart Water and Wastewater Management, Smart Energy and Mobility Management and many more. During her address, she highlighted the importance of digital solutions like automation and IoT and related to how L&T Construction was providing a range of smart solutions to build smart cities across the country.



## BKN delivers key insights on talent acquisition and skill development

Mr. Bikram Keshori Nayak (BKN), Head Talent Acquisition, was invited to deliver a lecture during the session 'Building a robust economy & strategic employment framework through National Skill Development' at the first chapter of Indo-Asian HR Round Table (IAHRT) conclave held in Chennai on 12 April 2018. He highlighted the pace of growth of the skills ecosystem and the challenges in skills training for a millennial workforce of nearly 11 crores by 2022. He emphasized how L&T was contributing significantly in the skill development mission by training, deploying and retaining workforce through its Construction Skills Training Institutes.

During the round table session, BKN shared the dais with Mr. Baburaj Nair, CHRO, The Hindu Group, Ms. Bhavana Sharma, Sr. Vice President HR, Exela Technologies and Mr. Anand S, Vice President HR, Casagrand. The seminar was attended by some of the nation's leading workforce decision makers from both private and public sector enterprises, academicians, senior corporate executives and students of Human Resources.

At another confluence on 'Leveraging Employee Engagement for Driving Growth', organized by Neyveli Lignite Corporation India Limited in association with National Institute of Personnel Management, Neyveli Chapter over 23rd and 24th March 2018, BKN delivered an address on 'Critical role of Talent Acquisition for Promoting Employee Engagement' where he elucidated on the contemporary models of employee

engagement and the importance of relationship building through trust and transparency. He emphasized the importance of sharing the right job description with candidates. A number of stalwarts from the HR industry, eminent speakers, delegates from Government, Central Public Sector Enterprises, renowned corporates and students from management institutes participated in this national level seminar.



## CIDC Lifetime Achievement Award for late Mr. M. Subramaniam



In line with the tradition of honoring construction industry legends, who have made significant contribution to the construction domain, the late Mr. M. Subramaniam, Former General Manager (Overseas Operations) was posthumously awarded the Sir Mirza Muhammad Ismail Trophy for Life Time Achievement by the Construction Industry Development Council (CIDC) at its 10th Vishwakarma Awards function held on 7th March 2018 in New Delhi. Mr. M. Subramaniam, who joined ECC in February 1965, served the organization with loyalty and dedication for almost three decades in various capacities across sites and offices before calling it a 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 sticker at work, Mr. M. Subramaniam, was widely known for his wonderful nature that earned him the sobriquet of 'People's Leader'.



## A delightful jamboree marks *Club Day 2018*

It was an electrifying Saturday for the close to 7000 spectators on 17th February 2018 as they got together to celebrate the Annual Club Day amidst a grand setting in L&T Construction's HQ Campus. An array of dazzling lights laced around the buildings and colorful flags along the pathway welcomed the guests to the open air auditorium. Stalls that displayed a range of materials from clothes, accessories to utility items and eatables kept the crowd enlivened on course to the main show while smaller children indulged themselves in the special play area, thumping to the beats of the musical evening.

The glittering event began with the customary invocation followed by Mr. T. Madhava Das, Vice President, ECC Recreation Club, taking the stage to welcome the gathering. Dr. Mehr Prasad, son of Late Dr. A. Ramakrishna, and Mr. K.V. Rangaswami, Former Member of the Board & President, L&T Construction, presented the AR



and KVR scholarship awards to the academic achievers. Ms. Meena Priya, Secretary - ECC Recreation Club summed up the employee engagement activities of the club in her report through an interesting video, featuring the events conducted in the past year.

Mr. S.N. Subrahmanyam delivered the presidential address and announced the new office bearers of the Club (Mr. S.V. Desai – Vice President, Mr. Srikant Srinivasan – Secretary and Mr. S G Shivshankar - Treasurer ). He congratulated the present team and wished the new team to take forward the good work to greater heights. This was followed by a key note address by the Chief Guest for the evening, Mr. M. Damodaran, Independent Director, L&T.

# Club Day 2018



Post the formalities, the evening pulsated with the entry of very versatile singing sensation Mr. Karthik and the upcoming talent Ms. Yamini Ghantasala on stage. The duo treated the audience to a super duper performance of chart-toppers from different regions making it a thoroughly enjoyable musical fiesta. Our very own in-house talent made the evening doubly special with some power packed performances that included group dances, mime and an elegant fashion show.

Mr. D. Vijayakumar, Outgoing Treasurer, ECC Recreation Club, proposed the vote of thanks. The evening was emceed by Ms. Namitha Jayanarayanan and Mr. Sandeep. A buffet dinner with a perfect combination of Northern and Southern aromas gave the star-studded evening a perfect closure.



# 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. Vijay Kumar Choudhary**, Assistant Foreman (Civil) from Mr. CH Anil Kumar, Cluster Project Manager - Odisha, Buildings & Factories IC



**Mr. Santosh Kumar Shukla**, Sr. Construction Manager - QAIQC from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Mr. Nitin Kumar Srivastava**, Manager - P&M from Mr. V. Ramesh (Project Director - DLRO, B&F IC)



**Mr. Amol Swami**, Asst. Manager - EHS from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Ms. Tanvi Kapoor**, Asst. Manager - EHS from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Mr. Tushar Saraswat**, Asst. Manager - P&M from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Sanjib Dutta**, Assistant Manager - Administration from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Baskar G**, Engineer - Civil (EHS) from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Chhotu Ram**, Engineer - P&M from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Mr. Hriday Nath Mukhuty**, Engineer - Civil from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Mr. Kuldeep**, Engineer - Mech from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Md. Mohsin**, Engineer - P&M from Mr. V. Ramesh, Project Director, India International Convention & Expo Centre, Delhi



**Mr. Abhishek Kumar**, Engineer - P&M from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Saurabh Gupta**, Engineer - P&M from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Vibhash Kumar**, Asst Manager - Mechanical from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Bholenath Yadav**, Document Controller from Mr. Rajib Chakraborty, Cluster Project Manager - Delhi, B&F IC



**Mr. Rajkumar R**, Assistant Manager (Electrical) - P&M from Baharagora Singhara Road Project, Kolkata RREC, TI IC



**Mr. Ranjit Nandi**, Engineer (EHS) and **Mr. Pradeep Mohan**, Bijapur Gulbarga Homnabad Road Project, Chennai RREC, TI IC



**Mr. Punish Bansal**, Assistant Construction Manager (Civil) from Dholera SIR Site, Ahmedabad, WET IC



**Ms. Somali Mondal Sarkar**, Engineering Manager (Instr) EDRC, Kolkata, MMH





**Mr. Rajib Kumar Bhowmik**, Engineering Manager (Mech) Edrc, Kolkata, MMH



**Mr. Dhiman Purkait**, Technician Edrc, Kolkata, MMH



**Mr. Samiruddin Mallick**, Asst. Engineering Manager (Civil) Edrc, Kolkata MMH



**Mr. Bourothu Atchuta Ramarao**, Engineer (Civil) RSP-HSM, Rourkela MMH



**Mr. Bodaballa Janardhan**, Engineer (Mech) SAIL, EWS Bhilai MMH



**Mr. Tuna Bishoyi**, Engineer (Civil) Vedanta, Lanjigarh MMH



**Mr. Parthasarathi Bhattacharya**, Sr. Design Engineer (Mech) EDRC, Kolkata MMH



**Mr. Binu MS**, Engineering manager (Mech) Edrc, Kolkata MMH



**Mr. Suvajit Ghosh**, Asst. Engineering manager (Elec) EDRC, Kolkata MMH



**Mr. Sandip Samanta**, Assistant Foreman (Survey) Copper Smelter Plant, Tuticorin MMH



**Mr. Kanani Himen Kantilal**, Asst. Engineering manager (Mech) EDRC, Kolkata MMH



**Mr. Sagar Verma**, Asst. Engineering manager (Elec) EDRC, Kolkata MMH



**Mr. Chandan Dinda**, Technician EDRC, Kolkata MMH



**Mr. Nilanjan Chakraborty**, Asst. accounts Officer Sail, Ews Bhilai MMH



**Mr. Bavireddi Gopal Krishna**, Asst. Construction Manager (Elec) Sail, Ews Bhilai MMH



**Mr. Madarapu Santhosh Kumar**, Asst. Construction Manager (Civil) Dcpl, Dolvi MMH

## 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. Matin Mohamad S K**, General Foreman (P&M), RTA - Extension of Tripoli Road & Improvements of Algeria Road Project receives his award from Mr. D. K. Sen



**Mr. Boopathi R**, Senior Foreman (Carp.), (Water & Effluent Treatment IC) receives his award from Mr. K. S. Suresh, Head-Waste Water BU (Water & Effluent Treatment)



**Ms. Sharmila Chatterjee**, Asst. Manager (Administration), EDRC-Kolkata, MMH receives her award from Mr. Barudev Lahiri, Head - EDRC, MMH SBG



**Mr. C. Sankaralingam**, VP & Head-Special Projects from Construction projects P1, receives his award from Mr. S.N. Subrahmanyam, Chief Executive Officer & Managing Director, L&T



**Mr. V. Sivaprasad**, General Foreman (P&M), CHP-Khargone, MMH receives his award from Mr. Ajoy Bhattacharyya, VP & Head - BMH BU, MMH SBG



**Mr. V.K. Mani**, Head - Construction Training of L&T GeoStructure receives his award from Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure



**Mr. Subrata Dutta**, Project Director receives his award from Mr. S. N. Subrahmanyam



**Mr. Perumal E**, Chief Project Manager receives his award from Mr. S. N. Subrahmanyam



**Mr. Debabrata Chakraborty**, Project Manager receives his award from Mr. S. N. Subrahmanyam



**Mr. Prakash R**, DGM (P&M), receives his award from Mr. S. N. Subrahmanyam



**Mr. T. Kumaresan**, VP & Head - M&M BU, HQ-Kolkata, MMH receives his award from Mr. S.N. Subrahmanyam



**Mr. Kannan A**, Project Manager receives his award from Mr. M. V. Satish, Whole Time Director & Sr. Executive Vice President (Buildings, Minerals & Metals)



**Mr. Rajeev Kumar R**, Sr. Dgm (Bio-Medical), receives his award from Mr. K Kannan, EVP & Head - Commercial Buildings & Airports SBG, Buildings & Factories IC



**Mr. S. Venkatesh**, VP & Head - Sub Contracts Management from Riyadh Metro Project receives his award from Mr. D. K. Sen, Whole Time Director & Sr. Executive Vice President (Infrastructure)



**Mr. S. Pandari**, JGM (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. Mrinmay Chakraborty**, DGM (Electrical), Western DFCC - EMP4 receives his award from Mr. D.K. Sen



**Mr. Madavan M**, Sr. Manager (Contracts), receives his award from Mr. K Kannan



**Mr. Satheesh Balamurgan**, DGM (Materials) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. S. Gnanapalam**, Deputy General Manager (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. Ambunath Biswas**, Foreman (P&M) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. A. Sundar**, Deputy General Manager (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. Tushar Mohan Urankar**, Project Manager from WDFCC Package 15B Project receives his award from Mr. S. V. Desai, EVP & Head-Heavy Civil Infrastructure IC



**Mr. Sathyanarayana Y**, DGM (Administration), Hospet Chitradurga Road Project, Chennai RREC, receives his award from Mr. D.K. Sen



**Mr. Subhasis Pal**, DGM (QA/QC), Delhi Agra Road Project, Delhi RREC, receives his award from Mr. D. K. Sen



**Mr. Rosario Arokiaraj D**, DGM - Construction (Electrical), Sambalpur Titlagarh, Kolkata RL, receives his award from Mr. D. K. Sen



**Mr. Gara Bhaskara Rao**, Deputy General Manager (Civil) from Mandovi River Cable Stay Bridge at Panaji-Goa Project receives his award from Mr. S.V. Desai



**Mr. Rajkumar Sharma**, Manager (Stores) from MB Metro - MMRC UGC01 Project receives his award from Mr. S. V. Desai



**Mr. Arvind Ramakrishna Nerurkar**, Project Manager from Mandovi River Cable Stay Bridge at Panaji-Goa Project receives his award from Mr. S. V. Desai



**Mr. Veni Shankar Tiwari**, DGM (Construction - Civil), Jabalpur Lakhnadon Road Project, receives his award from Mr. D. K. Sen



**Mr. Amit Maity**, Cluster Accounts & Administration Manager, Kolkata RL, receives his award from Mr. D. K. Sen



**Mr. Meesala Prathap Raju**, Commercial Officer, TI IC Mumbai, receives his award from Mr. D. K. Sen



**Mr. Prabakaran R**, Chief Project Manager, Hospet Chitradurga Road Project, Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Sakthivel A**, DGM (P&M), Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Jagadeesan N**, Project Manager, Mukkola - KLJTN Border Road Project, Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Gangadaran N**, Operator-Asphalt Plant, Airside Works at Kannur International Airport, Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. G.Hariharaputhiran**, Head - SCM (Cluster-1) (PTD) receives his award from Mr. A. Ravindran, EVP & HEAD PT&D, ME



**Mr. S.V.Raju**, Senior Foreman - Electrical (PTD) receives his award from Mr. G.R.Ranganath, Chief Executive - L&T (Oman) LLC



**Mr. Jeeva David J**, Project Manager, Rewa Katni Jabalpur Road Project, receives his award from Mr. D. K. Sen



**Mr. Sunil Kumar Srivastava**, DGM (Electrical), EDFC - Package 204, Delhi DFCC, receives his award from Mr. D. K. Sen



**Mr. Sudhansu Kumar Muduli**, DGM (Mines), DFCC - CTP-3R, receives his award from Mr. D. K. Sen



**Mr. Gurunathan A**, Project Manager, (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni, Head - Business Development (Water & Effluent Treatment)



**Mr. Patel V M**, General Foreman (Civil), (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni



**Mr. Tarun Ghosh**, Project Manager, DCPL-Dolvi, MMH receives his award from Mr. Amit Swarnkar, Head - MENA BU, MMH SBG



**Mr. Kausik Dutta, Dutta, Head - Construction Method Planning Centre, HQ-Kolkata, MMH** receives his award from **Mr. Anupam Kumar, VP & Head - MMH SBG**



**Mr. Ashis Chatterjee, DGM (Mech.), HQ-Kolkata, MMH, MMH** receives his award from **Mr. Ajoy Bhattacharyya**



**Mr. Arup Chatterjee, Chief Engineering Manager (Elec), EDRC-Kolkata, MMH** receives his award from **Mr. Barudev Lahiri**



**Mr. Sathyanarayanan K G, Head - Initiatives, Railway Station Re-Development Projects,** receives his award from **Mr. K Kannan**



**Mr. Balaji V, Sr. DGM (Contracts)** receives his award from **Mr. K Kannan**



**Mr. Murali R, DGM (CIVIL)** receives his award from **Mr. K Kannan**



**Mr. Basanta Kumar Kuila, Chief Engineering Manager (Mech.), EDRC-Kolkata, MMH** receives his award from **Mr. Barudev Lahiri**



**Mr. Satheesh KV, Sr. D'man-Civil, HQ-Kolkata, MMH** receives his award from **Mr. Kausik Dutta, Head - Construction Method Planning Centre, MMH SBG**



**Mr. Ajay Kumar Pal, Supervisor, Delhi** receives his award from **Mr. Rajan Malhotra, Regional Manager, Delhi Region**



**Mr. Manoharan S, Head - Finance, Accounts & Admn. (CBA)** receives his award from **Mr. K Kannan**



**Mr. Sankar PK, Sr. manager (Elec)** receives his award from **Mr. K Kannan**



**Mr. Manikandan S, Construction Manager (Mech)** receives his award from **Mr. Sudipta Kumar Basu, Cluster Project Manager - Kolkata, Buildings & Factories IC**



**Mr. Makwana Harishkumar Chhotalal, Project Manager,** receives his award from **Mr. S. N. Subrahmanyam**



**Mr. Ramesh V, Project Director** receives his award from **Mr. M. V. Satish**



**Mr. S. Rajagopal, Manager (Systems) from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. N. Venkatesan, Manager (Accounts) from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. S. Vasudeva Rao, Deputy General Manager (Mech) from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. Dinesh Kumar, Project Manager** receives his award from **Mr. M. V. Satish**



**Mr. Dhagum Raghu Nandan, DGM (CIVIL),** receives his award from **Mr. D. K. Sen**



**Mr. Partha Das, Project Manager** receives his award from **Mr. Niranjana Simha, EVP & Head - Residential Buildings & Factories SBG, Buildings & Factories IC**



**Mr. C. Siva Kumar, Deputy General Manager (Mech) from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. Sumitra Nandan Das, Deputy General Manager (P&M) from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. Ranjan Sengupta, JGM-Accounts from Riyadh Metro Project** receives his award from **Mr. D. K. Sen**



**Mr. Anil Kumar**, Manager (Systems) from Riyadh Metro Project receives his award from Mr. A.L. Sekar, Sr. Vice President - Special Projects



**Mr. Dunga Tata Rao**, DGM (Civil) from Construction projects P1 receives his award from Mr. C. Sankaralingam, VP & Head-Special Projects and Mr. KSRK Verma, Construction Director of Construction projects P1



**Mr. S. Sathyanarayana**, DGM (EHS) from Construction projects P1 receives his award from Mr. C. Sankaralingam and Mr. KSRK Verma



**Mr. Nirvaya Kumar Palai**, Head - Quarry, TI IC, receives his award from Mr. D. K. Sen



**Mr. Balakrishna P.**, Cluster Quality Manager, Mumbai RREC, receives his award from Mr. D. K. Sen



**Mr. Madhamanchi P Saradhi**, Project Manager, Sambalpur Titlagarh, Kolkata RL, receives his award from Mr. D. K. Sen



**Mr. Mishra Vaibhav Ramakrishna**, DGM (P&M) from Construction projects P1 receives his award from Mr. C. Sankaralingam and Mr. KSRK Verma



**Mr. Rajeev Kumar Srivastava**, Manager (P&M) from Construction projects P1 receives his award from Mr. C. Sankaralingam and Mr. KSRK Verma



**Mr. Palwinder Singh**, Project Manager from MB Metro - MMRC UGC01 Project receives his award from Mr. S. V. Desai



**Mr. Manoj Kumar Pradhan**, DGM (P&M), WDFCC CTP-1 & 2, receives his award from Mr. D. K. Sen



**Mr. Laxmee Narayana**, DGM (Mines), Amravati Capital City Development, receives his award from Mr. D. K. Sen



**Ms. Nisha KC**, DGM (EDRC), Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Shaikh Abdul Majid**, Foreman (QA&QC) from MB Metro - MMRC UGC01 Project receives his award from Mr. S. V. Desai



**Mr. Rambir Singh**, Asst. Foreman (P&M) from Lucknow Metro receives his award from Mr. R. Anbalagan, VP & Head - Special Projects (Hydel, Ports, Tunnels & Mega Projects)



**Mr. Vishva Mohan Srivastava**, Construction Manager (Mech) from Delhi Cluster, receives his award from Mr. R. Anbalagan



**Mr. Anjan Das**, Sr. Manager (Accounts), Baharagora Singhara Road Project, Kolkata RREC, receives his award from Mr. D. K. Sen



**Mr. Hemant Kumar**, Construction Manager (Civil) - CORE-DEE-JP- MADAR Electrification Project, receives his award from Mr. D. K. Sen



**Mr. Pramod Kumar Behera**, Sr. Manager (EHS), Amravati Capital City Development, receives his award from Mr. D. K. Sen



**Mr. Ashok Kumar**, General Foreman (P&M) from Lucknow Metro receives his award from Mr. R. Anbalagan



**Mr. Lal Chandra Tripathi**, Manager (Industrial Relations) from DMRC CC27 Project receives his award from Mr. R. Anbalagan



**Mr. Vikash Bhatnagar**, Manager (Accounts), WDFCC CTP-1 & 2, receives his award from Mr. D. K. Sen,



**Mr. Arun Kumar Naik**, Manager (QA/QC), Bar Bilara Jodhpur Road Project, Ahmedabad RREC, receives his award from Mr. D. K. Sen



**Mr. Jayaramachandran P, Foreman (P&M), Airside Construction of Abu Dhabi Airport Project receives his award from Mr. D. K. Sen**



**Mr. Dinesh Kumar Singh, Assistant Manager (Stores), (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni**



**Mr. Mathivanan P, Head-EHS (Task Force, Amaravati), (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni**



**Mr. Sohan Lal Sharma, Asst. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. T. Chandrasekeran**



**Mr. Sanjay Kumar Singh, Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni**



**Mr. Vinay Kumar Shukla, Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. Anmol Ratan Soni**



**Mr. Tapan Kumar Giri, Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. K. S. Suresh**



**Mr. Rabindranath Chakraborty, Sr. Manager (Survey), (Water & Effluent Treatment IC) receives his award from Mr. K. S. Suresh**



**Mr. Manoj Rout, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. K. S. Suresh**



**Mr. Ashok Singhania, Head - Corporate Centre, HQ-Kolkata, MMH receives his award from Mr. Anupam Kumar**



**Mr. Pranava Kumar Vatsa, Project Manager, RIL-MHS, Jamnagar, MMH receives his award from Mr. Ajoy Bhattacharyya**



**Mr. Ravi Shankar Kumar, Project Manager, NTPC-CHP Barh, MMH receives his award from Mr. Ajoy Bhattacharyya**



**Mr. Rajkumar M, Project Manager, (Water & Effluent Treatment IC) receives his award from Mr. K. S. Suresh**



**Mr. Sunilkumar T C, Sr. Construction Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. S. C. Satish, Segment Head (West), Waste Water BU (Water & Effluent Treatment)**



**Mr. Srinivasan B, Sr. Manager Administration, (Water & Effluent Treatment IC) receives his award from Mr. C. H. Chandrasekhar, Segment Head (South), Waste Water BU (Water & Effluent Treatment)**



**Mr. Mallikharjunarao Mada, Project Manager (Mech.), GMR-CHP, Chattisgarh, MMH receives his award from Mr. Ajoy Bhattacharyya.**



**Mr. Bhaskar Das, DGM (Civil), HQ-Kolkata, MMH receives his award from Mr. Ajoy Bhattacharyya**



**Mr. Narendra Prasad G, Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. P. R. Hari Krishna, Cluster Head (Water Supply & Distribution BU), Hyderabad (Water & Effluent Treatment)**



**Mr. Karthikeyan K, Sr. Construction Manager (Mech.), (Water & Effluent Treatment IC) receives his award from Mr. P. R. Hari Krishna**



**Mr. Purani Purankumar Shivshanker, Sr. Manager (Civil), (Water & Effluent Treatment IC) receives his award from Mr. T. Chandrasekeran**



**Mr. Arindam Roy, Manager (Systems), HQ-Kolkata, MMH receives his award from Mr. Ajoy Bhattacharyya**

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**Mr. Ashim Dey**, Sr. Manager (Indirect Taxes), HQ-Kolkata, MMH receives his award from Mr. Pinak Lahiri, Head - (Finance, Accounts, & Admin.) MMH SBG



**Mr. Nagendra Kumar Dhal**, Sr. Manager (EHS), HMEL-CHP, Bhatinda, MMH receives his award from Mr. Ajoy Bhattacharyya



**Mr. C. Shanmugam**, Sr. Construction Manager (Mech.), Vedanta-Lanjigarh, MMH receives his award from Mr. Ajoy Bhattacharyya



**Mr. Hare Ram**, Head - Operations (MENA BU), LSAW, Pipe Mill, MMH receives his award from Amit Swarnkar, Head - MENA BU



**Mr. Ganni Krishna**, General Foreman (Mech.), EGA-SMP 3, Abu Dhabi, MMH receives his award from Amit Swarnkar



**Mr. Ganesh R**, JGM & Head - Basement & Intake Structures (L&T GeoStructure) receives his award from Mr. S. Kanappan



**Mr. Sohail Ahmed Khan**, Manager (Accounts), CHP-Khandwa, MMH receives his award from Mr. Ajoy Bhattacharyya



**Mr. Banamali Samanta**, General Foreman (Survey), Vedanta, Lanjigarh, MMH receives his award from Mr. M. Arunagiri



**Mr. Susanta Nandi**, Sr. Construction Manager (Mech.), SAIL-EWS Bhilai, MMH receives his award from Mr. Prasanta Tikadar, Project Manager, SAIL, EWS Bhilai, MMH SBG



**Mr. Damodharan S**, Chief Engineering Manager (Civil) receives his award from Mr. D. K. Sen



**Mr. Saktivel G**, Sr.manager (Civil) receives his award from Mr. K Kannan



**Mr. Swayambhu Sarkar**, Construction Manager (Mech.), SAIL-EWS Bhilai, MMH receives his award from Mr. Prasanta Tikadar



**Mr. Jai Prakash Singh**, General Foreman (Civil), Bokaro Slab Caster, MMH receives his award from Mr. Paramhans Singh, Project Manager, Bokaro Slab Caster, MMH SBG



**Ms. Dillibai G**, Sr.principal Architect receives his award from Mr. K Kannan



**Mr. Prathapsankar M**, Manager (Mech) receives his award from Mr. K Kannan



**Mr. Satyendra Mandal**, Sr. Construction Manager (Civil), CHP-Tanda, MMH receives his award from Mr. M. Satyanarayan, Project Manager, CHP-Tanda, MMH SBG



**Mr. D. Sukumaran**, JGM (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen





**Mr. R. Sathish**, Construction Manager (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. G. Senthil Kumar**, Chief Engineering Manager (Civil) from Riyadh Metro Project receives his award from Mr. D. K. Sen



**Mr. M. Ramesh**, DRIVER from Riyadh Metro Project receives his award from Mr. A. L. Sekar



**Mr. Janakiraman B.**, Sr. Supervisor (Blasting), WDFCC CTP-1 & 2, receives his award from Mr. D. K. Sen



**Mr. Arvindkumar Jha**, Deputy General Manager (QMCC) Airside Construction of Abu Dhabi Airport Project receives his award from Mr. D. K. Sen



**Mr. Prem Prakash Singh**, Assistant Manager - Administration, RTA - Extension of Tripoli Road & Improvements of Algeria Road Project receives his award from Mr. D. K. Sen



**Mr. P. Radhakrishnan**, Asst. Manager (Industrial Relations) from MB Metro - MMRC UGC01 Project receives his award from Mr. S. V. Desai



**Mr. Navneet Jain**, Construction Manager (Civil) from DL- CMC 1DMRC receives his award from Mr. R. Anbalagan



**Mr. Sanjeev Kumar Tyagi**, Construction Manager (Civil) from DL- Singoli Bhatwari HEP receives his award from Mr. R. Anbalagan



**Mr. Subaschandra Patel**, Foreman - Civil, Airside Construction of Abu Dhabi Airport Project receives his award from Mr. D. K. Sen



**Mr. Uday Shankar Tiwari**, Senior Supervisor - Civil, Airside Construction of Abu Dhabi Airport Project receives his award from Mr. D. K. Sen



**Mr. Prasanta Kumar Pradhan**, Sr. Construction Manager (Mech.), HMEL-CHP, Bhatinda, MMH receives his award from Mr. Ajoy Bhattacharyya



**Mr. S. Prakash Anand**, Construction Manager (Civil) from MB Metro - MMRC UGC01 Project receives his award from Mr. Afzal Hossain Khan, Project Director - Mumbai Metro Project (Package 1&7)



**Mr. Radhakrishna Pillai J.**, General Foreman - Crushing from CN-Kudamkulam - HTS Package - Ports & Harbours BU receives his award from Mr. S. Jayachandran, Project Director for CN-Kudamkulam - HTS Package - Ports & Harbours BU - Heavy Civil Infrastructure IC



**Mr. Binaya Bhusan Mishra**, Head - Supply Chain Management, receives his award from Mr. D. K. Sen



**Mr. Brij Mohan Tiwary**, Manager (EHS), CHP-Khandwa, MMH receives his award from Mr. Ajoy Bhattacharyya



**Mr. Pradeep Balagopal**, DGM (LEGAL), DELHI receives his award from Mr. Rajan Malhotra



**Mr. Azad Ali M.**, DGM (Civil), RREC receives his award from Mr. D. K. Sen



**Mr. Mohanavel P.**, Construction Manager (Civil), Villukuri Kanyakumari Road Project, Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Gunasekaran S.**, Time Office Supervisor, Villukuri Kanyakumari Road Project, Chennai RREC, receives his award from Mr. D. K. Sen



**Mr. Gandhi Manish Jitendrakumar**, Asst. manager (Administration), SAUDI receives his award from Mr. Padmanabha Rao, Country Head-Saudi Arabia





## Buildings and Factories IC



Participants of the EHS Leadership programme held at Lucknow on 19<sup>th</sup> April, 2018



Participants of the Scaffold competence building program held at B&F IC Kolkata Cluster on 26<sup>th</sup> February - 01<sup>st</sup> March 2018

### January

English Language Proficiency - 3 at Ahmedabad on Jan 5th – 6th, 2018; Participants:18 ; Faculty(Ext.): Mr. Kshitij Saxsena

Traffic Safety Management programme at HMRP on January 8, 2018; Participants: 12; Faculty (Int.): Mr. Appireddy Srinivasareddy.

Batch 2- Module 3-VETA English Language Proficiency Enhancement Programme at Mumbai on Jan 8th -9th, 2018; Participants: 06 ; Faculty(Ext.): Ms. Latika Rathod

Global 8D - Problem Solving Techniques at Faridabad Office on Jan 9th, 2018; Participants:25, Faculty (Int.) : Dr. Sunil Jajit

Process Automation & New Enhancements in EIP Plan at Faridabad Office on Jan 10, 2018; Participants: 21, Faculty (Int.):Mr. Satyanarayan

Global 8D - Problem Solving Techniques at Faridabad Office on Jan 10th, 2018; Participants:24, Faculty (Int.) : Dr. Sunil Jajit

EHS Legal Requirements at Statue of Unity on 11th Jan,2018; Participants:16 ; Faculty(Int.): Mr. Shailesh Patel

Delay Analysis at Chennai on 11-Jan-2018. Participants – 19 Faculty (Int )- Mr. Lakshmi Narayanan / Ms. Gayathri

Workshop on Negotiation Skills at Mumbai on Jan 11th – 12th, 2018; Participants: 14 ; Faculty(Ext.): Mr. Luqman

Workshop on House Keeping & 5S Implementation at HMRP on January 12, 2018; Participants: 14; Faculty (Int.): Mr. Subrata Chakraborty.

EHS Legal Requirements at Statue of Unity on 12th Jan,2018; Participants:28 ; Faculty(Int.): Mr. Shailesh Patel

Electrical P&M Safety programme at HMRP on January 13, 2018; Participants: 13; Faculty (Int.): Mr. Mohan Lal Pandita.

EIP, Digital & Other Initiatives at Ahmedabad on 16th Jan,2018; Participants:32 ; Faculty(Int.): Mr. Raghvendra

Interpersonal skills using FIRO -B at Faridabad Office during Jan 17 -18, 2018; Participants: 15, Faculty (Int.) : Mr. T.K. Premkumar

Behavioral Intervention for Site Accountants-Day 1 at Bangalore on Jan 19, 2018; Participants: 17; Faculty (Int.): Dr. Sunil Jajit

Behavioural Intervention for Site Accountants- Day 1 at Bangalore on Jan 19, 2018; Participants: 17; Faculty (Int.): Dr. Sunil Jajit

Programme on Digitalisation at Mumbai on Jan 19th, 2018; Participants: 13 ; Faculty(Int.): Mr. R Ganeshan

Know your Pay slip at Mortenson Hall , HQ - Chennai on Jan 19, 2018; Participants: 62; Faculty(Int.): Mr. Sankar V

EHS Legal Requirements at Ahmedabad on 20th Jan,2018; Participants:32 ; Faculty(Int.): Mr. Shailesh Patel

Workshop on Safety in Steel Structural Works at HMRP on January 22, 2018; Participants: 14; Faculty (Int.): Mr. Singiri Konda Sudhakar.

Push Over Analysis Of Concrete Buildings at Toubro Hall, HQ - Chennai on Jan 25, 2018; Participants : 57; Faculty (Int.): Mr. K Veerappan

ACCOPS at Faridabad Office during 29th Jan, 2018 to 01st Feb, 2018; Participants:15, Faculty (Int.):Mr. Abhishek Nath,Mr. Pankaj Gupta,Mr. Ran Singh,Mr. Mrityunjoy Kumar Jha, Faculty (Ext): From RICS

Precast Concrete at Ahmedabad on 30th Jan; Participants: 16; Faculty(Ext.): Precast Agency

3D BIM Technology Awareness - Trimble Tekla Steel + Concrete + Precast at BIM Academy, HQ - Chennai on Jan 30 ,2018, Participants:13,Faculty(Lnt): Mr.Kishore Kumar Dasam

### February

Development Program for P&M In-charges at HQ Chennai during February 2-3, 2018; Participants:12, Faculty (Int.): Mr. T K Prem Kumar

Wellness Program- Stress Management followed by YOGA at Wipro IT SEZ Bangalore, on Feb 03, 2018; Participants: 14; Faculty(Int.): Dr. Sunil Jajit; Faculty(Ext.): Ms Paporri Sharma

Wellness Program- Stress Management followed by YOGA at Wipro IT SEZ Bangalore, on Feb 03, 2018; Participants: 14; Faculty(Int.): Dr. Sunil Jajit; Faculty(Ext.): Ms Paporri Sharma

HR Swagat - Induction Program at Kolkata Cluster office on February 06th to 07th 2018; Participants: 12; Faculty Coordinator: Ms. Moumika Roy

Cross Function Collaboration – CFC Workshop on Feb 10, 2018 at Raintree Boulevard, Bangalore; Participants: 22; Faculty(Ext.): Ms Gauthami Ramesh

Cross Function Collaboration – CFC Workshop on Feb 10, 2018 at Raintree Boulevard, Bangalore; Participants: 22; Faculty(Ext.): Ms Gauthami Ramesh

ASNT Level II Certification at CSTI Kanchipuram during February 12-14, 2018; Participants:20; Faculty (Int.) Mr. MV Venkatesan

Session on Receiving & Giving Feedback on Feb 16, 2018 at Bangalore; Participants: 15; Faculty (Int.): Dr. Sunil Jajit

Session on Receiving & Giving Feedback on Feb 16, 2018 at Bangalore; Participants: 15; Faculty (Int.): Dr. Sunil Jajit

One day Awareness Workshop on ISO 14001:2015 at Mumbai on Feb 16th, 2018; Participants: 19 ; Faculty(Int.): Mr. M Kamarajan

One day Awareness Workshop on ISO 14001:2015 at Mumbai on Feb 20th, 2018; Participants: 13 ; Faculty(Int.): Mr. M Kamarajan

Awareness Program on ISO 14001:2015 & ISO 45001:2018, Hazard Identification & Risk Assessment at Ahmedabad on 23rd February; Participants:8; Faculty(Int.): Mr. Shailesh Patel

Workshop on Global 8D - Problem Solving at Ahmedabad on 23rd Feb; Participants: 16; Faculty(Int.): Dr. Sunil Jajit

Competency Building Workshop for EHS Professionals at Faridabad Office on Feb 26, 2018; Participants: 15; Faculty(Int.): Md. Moizuddin

Scaffold Competence Building Program at Kolkata Cluster from February 26th to March 01st 2018; Participants: 21; Faculties (Int.): Mr. Rajalingam B, Mr. Karunakaran P & Mr. Sujit Saha

Awareness Workshop on ISO 14001:2015 at Kolkata Cluster office on February 28th 2018; Participants: 15; Faculties (Int.): Mr. M Kamarajan

### March

Behavioural Intervention for Site Accountants- Day 2 at Bangalore on Mar 01, 2018; Participants: 16 ; Faculty (Int.): Dr. Sunil Jajit

Problem Solving Techniques (Root Cause Analysis) at Prestige Song Of The South, Bangalore on Mar 03, 2018; Participants: 11 ; Faculty (Int.): Ms. Narmadha Devi

Problem Solving Techniques (Root Cause Analysis) at Prestige Song Of The South, Bangalore on Mar 03, 2018; Participants: 11 ; Faculty (Int.): Ms. Narmadha Devi

Awareness Workshop on ISO 14001: 2015 at Bangalore on Mar 05, 2018; Participants: 14 ; Faculty (Int.): Mr. M Kamarajan

Awareness Workshop on ISO 14001: 2015 at Bangalore on Mar 05, 2018; Participants: 14 ; Faculty (Int.): Mr. M Kamarajan

Training Program on Formwork design & Construction Methods at Bangalore on Mar 08, 2018; Participants: 11 ; Faculty (Int.): Mr Sumath Kashyap & Mr NV Surya Teja

Training Program on Formwork design & Construction Methods at Bangalore on Mar 08, 2018; Participants: 11 ; Faculty (Int.): Mr Sumanth Kashyap & Mr NV Surya Teja

Wellness - a general approach to a healthy lifestyle at Mumbai on Mar 10th, 2018; Participants: 41 ; Faculty(Ext.): Ms. Seema Poddar

Fundamental Interpersonal Skill Programme at Kolkata Cluster office on March 13th 2018; Participants: 10; Faculty (Int.): Mr. T K Premkumar

SWAGAT - Induction programme at Mumbai on Mar 13th, 2018; Participants: 09 ; Faculty(Int.): Ms. Manda

Behavior Based Safety at Wipro IT SEZ, Bangalore on Mar 14, 2018; Participants: 24 ; Faculty (Ext.): Mr Anantha Prasad S

Giving and Receiving Feedback (Batch 1) at Kolkata Cluster office on March 14th 2018; Participants: 14; Faculty (Int.): Mr. T K Premkumar

Giving and Receiving Feedback (Batch 2) at Kolkata Cluster office on March 14th 2018; Participants: 08; Faculty (Int.): Mr. T K Premkumar

Behavior Based Safety at Wipro IT SEZ, Bangalore on Mar 14, 2018; Participants: 24 ; Faculty (Ext.): Mr Anantha Prasad S

One day Awareness Workshop on ISO 14001:2015 at Mumbai on Mar 15th, 2018; Participants: 18 ; Faculty(Int.): Mr. M Kamrajan

DESI - Fundamental Interpersonal Skills Program at WBMC - Diamond Harbour project site on March 16th 2018; Participants: 21; Faculty (Int.): Mr. T K Premkumar

Programme on Global 8D - Problem Solving Techniques at HMRP on March 17, 2018; Participants: 32; Faculty (Int.): Dr. Sunil Jajit.

Awareness Session on ISO 14001-2015 (EMS) at HMRP on March 20, 2018; Participants: 17; Faculty (Int.): Mr. M Kamarajan.

EHS Leadership Training at HMRP on March 21, 2018; Participants: 20; Faculty (Int.): Mr. M Kamarajan.

Awareness Program on ISO: 14001:2005 at Chennai on 22-Mar-18 . Participants – 11 Faculty (Int )- Mr. Kamarajan

Essential skills to be a successful Intrapreneur at Faridabad on March 23,2018; Participants:38, Faculty (Ext): Col Harpreet Singh Walia

Essential skills to be a successful Intrapreneur at Faridabad on March 24,2018; Participants:39, Faculty (Ext): Col Harpreet Singh Walia

Wellness - a general approach to a healthy lifestyle at Mumbai on Mar 24th, 2018; Participants:33 ; Faculty(Ext.): Ms. Seema Poddar

BBS Behaviour Based Safety at Statue of Unity on 28th March,2018; Participants:10 ; Faculty(Int.): Mr. Santhosh Bhaskar

BBS Behaviour Based Safety at Statue of Unity on 29th March,2018; Participants:12 ; Faculty(Int.): Mr. Santhosh Bhaskar

BBS Behaviour Based Safety at Statue of Unity on 31st March,2018; Participants:13 ; Faculty(Int.): Mr. Santhosh Bhaskar

## April

SITE BASED BEHAVIOURAL PROG on Interpersonal skills at CAPFIMS Project on 2nd Apr; Participants: 14; Faculty(Int.): Mr. T.K. Premkumar

How to Give and receive feedback at Faridabad on April 3-4,2018; Participants:22, Faculty (Int) Mr. T.K. Prem Kumar

HR Swagat at Faridabad Office during April 3-4,2018; Participants:10, Faculty (Int.): Md. Moizuddin, Mr. Obaidur Rahman, Ms. Bhawna, Mr. Vikrant Dagar, Mr. Pankaj Gupta, Mr. Tara Chand Saini, Mr. M. Pandian

Giving & Receiving Feedback at Chennai on 07-April-2018. Participants – 17 Faculty (Int )- Mr. TK Prem Kumar

DESI at APCRDA NGO on 9th April 2018 participants -22 Faculty (Int )- Mr. TK Prem Kumar

Giving & Receiving Feedback at Vijayawada on 10-April-2018. Participants – 9 Faculty (Int )- Mr. TK Prem Kumar

Workshop on 'Giving & receiving Feedback' at HMRP on April 12, 2018; Participants: 20; Faculty (Int.): Mr. T K Prem Kumar.

EHS Leadership Programme at Statue Of unity on 12th April; Participants:19; Faculty(Int.): Mr. M.Kamarajan

Supervisory Development Programme at Faridabad during April 16-21,2018; Participants:41, Faculty (Int.):-Md. Moizuddin, Mr. Mrityunjay Kumar Jha, Mr. Obaidur Rahman, Ms. Yami, Mr. Vikrant Dagar, Mr. Pankaj Gupta, Mr. Tara Chand Saini, Mr. M. Pandian, Mr. G Gaurav, Mr. Anshul Solanki, Mr. Mohit Gupta, Mr. Vivek Gupta

DESI - Fundamental Interpersonal Skills Program at NEIGRIHMS Shillong project site on April 17th, 2018; Participants: 12; Faculty (Int.): Mr. T K Premkumar

Effective Communication Skills at site Gomti Enclave site on April 17th,2018; Participants: 29, Faculty (Int.) : Ms. Yami Kulshrestha

DESI - Site Based Behavioural Program at NEIGRIHMS Shillong project site on April 18th, 2018; Participants: 12; Faculty (Int.):Mr. T K Premkumar

EHS - Competency Based workshop at Faridabad on April18,2018, Participants:15, Faculty(Int):- Mr. M. Kamarajan & Md. Moizuddin

IOSH- Managing Safely at Chennai on 18th April 2018, Participants – 14 Faculty (Int ) - Mr. Shailesh patil

EHS Leadership programme at Lucknow on April 19th,2018; Participants: 25, Faculty (Int.) : Mr. M Kamarajan

Global 8D - Problem Solving Technique at Kolkata Cluster on Apr 19th; Participants: 22; Faculty (Int.): Dr. Sunil Jajit

DESI - Site Based Behavioural Program at NEIGRIHMS Shillong project site on April 20th, 2018; Participants: 12; Faculty (Int.): Mr. T K Premkumar

EHS - Competency Based workshop at Faridabad on April 20,2018, Participants:11, Faculty(Int):- Mr. M. Kamarajan & Md. Moizuddin

Code of Conduct Training for LKCL Staffs at Police Bhawan Site on April 26th, 2018; Participants: 27, Faculty (Int.): Mr. N Ramasubramanian

Code of Conduct Training for LKCL Staffs at Police Bhawan Site on April 27th, 2018; Participants: 39, Faculty (Int.):Mr. Sujit Mishra

## May

Awareness workshop on ISO 45001:2015 & ISO 45001:2018at Ahmedabad on 3rd May; Participants:51; Faculty(Int.): Mr. M.Kamrajan

DESI Intervention at Godrej Two on 04-05-2018; Participants: No 27; Faculty (Int.): Mr. T.K.Premkumar

IOSH Managing Safety Certificate Program at Mumbai on May 7th, 2018; Participants: 17 ; Faculty(Int.): Mr. Shailesh Patel

Competency Building workshops for EHS staffs at HMRP on May 12, 2018; Participants: 7; Faculty (Int.): Appireddy Srinivasareddy.

ACCOPS at Faridabad Office during May 14- 17, 2018; Participants:18, Faculty (Int.):Mr. Abhishek Nath,Mr. Pankaj Gupta,Mr. Amit Chawla, Faculty (Ext): From RICS

Advance Excel program at HQ Chennai during May 15-16, 2018; Participants: 25, Faculty (Ext.): Mr. Yousuf

Power Quality, Harmonics & Electrical solutions at Kolkata Cluster office on May 17th 2018; Participants: 12; Faculty (Ext.): Mr. Lohithanshan Potti (Product Head) from Consul Neowatt Power Solutions Pvt. Ltd.

Workshop on Building a Sustainable Growth Business for CBA-EDRC at Kolkata Cluster office on May 22nd 2018; Participants: 8; Faculty (Int.): Mr. Prateek Dutta Roy

Finishing Workshop at Kolkata Cluster from May 24th to 25th 2018; Participants: 44; Faculties (Int.): Mr. C.J.A.Davidraj Mr. Balasubramanian M; Mr. A Muthu, Mr. Debashish Ganguly & Mr. Manoj Kumar

EIP, Digital & Other Initiatives at PT&D Cluster office - Patna on May 25th 2018; Participants: 18; Faculties (Int.): Mr. Arunkumar Vignesh K

Global 8D - Problem Solving Techniques at Police Bhawan Site on May 30th, 2018; Participants:16, Faculty (Int.) : Dr. Sunil Jajit

Global 8D - Problem Solving Techniques at Faridabad Office on May 31st,2018; Participants:26, Faculty (Int.) : Dr. Sunil Jajit

## June

Awareness Program on ISO 45001:2018, Hazard Identification & Risk Assessment (10329) - Batch 1 at Kolkata Cluster office on June 06th 2018; Participants: 12; Faculty (Int.): Mr. M Kamarajan

Awareness Program on ISO 45001:2018, Hazard Identification & Risk Assessment (10329) - Batch 2 at Kolkata Cluster office on June 07th 2018; Participants: 16; Faculty (Int.): Mr. M Kamarajan

IOSH - Managing Safely Certification program (Batch: 8) at Kolkata Cluster from June 12th to 15th 2018; Participants: 20; Faculty (Int.): Mr. Shailesh Patel

Site based training on Pilling works at Avidipta Phase 2, Kolkata Cluster on June 13th 2018; Participants: 13; Faculty (Int.): Mr. N.V Rajithkumar

Programme on ACE, JCR & EIP NEW INITIATIVES at Faridabad Office on June 14-16 ,2018; Participants:20, Faculty (Int.) : Mr. V.Swaminathan

Contracts Management Program at HQ Chennai during June 15-16, 2018; Participants: 23, Faculty (Int.): Mr. Bhoothalingam, Mr. Vivek (Ext.): Mr. Nagesh

Finishes Integration Training (FIT)- Module I, Bangalore during 21-22 Jun , 2018; Participants: 18 ; Faculty (Int.): Ms. Jyotsna Shrikant Joshi, Ms. Seena George, Mr. Visal R

DESI Intervention at Nextra Data Center Pune on 27-06-2018; Participants: No 16; Faculty (Int.): Mr. T.K.Premkumar

HR Swagat at Faridabad Office during June 29-30,2018; Participants:11, Faculty (Int.): Md. Moizuddin, Mr. Obaidur Rahman, Ms. Bhawna, Mr. Vikrant Dagar, Mr. Pankaj Gupta, Mr. Tara Chand Saini, Mr. M. Pandian

# Heavy Civil Infrastructure IC



Participants of the Bridge Engineering – Module 10 Program held HQ - Chennai at on 20<sup>th</sup> - 22<sup>nd</sup> Jan, 2018



Participants of the EHS Lead Auditor Program held HQ - Chennai at on 12<sup>th</sup>-16<sup>th</sup> Mar, 2018



Participants of the Planning for Excellence B6M1 Program held HQ - Chennai at on 24<sup>th</sup> - 27<sup>th</sup> April, 2018



Participants of the Crucial Conversation Program held HQ - Chennai at on 07<sup>th</sup>-08<sup>th</sup> June, 2018

## January

1-Day In-house Program on High Temperature Gas cooled Reactor during Jan 08, 2018 at Chennai. Participants: 50.

1-Day In-house Program on Hazard Identification & Risk Assessment during Jan 12, 2018 at Ahmedabad. Participants: 11, Faculty: Ajaya Kumar Das (External)

1-Day In-house Program on Stress Management during Jan 12, 2018 at KKNPP. Participants: 18, Faculty: Akhouri Baibhav Prasad (Internal)

3-Day In-house Program on Recent Advances In Concrete Technology & Durability Of Concrete Structures during Jan 17-19, 2018 at Chennai. Participants: 2.

2-Day In-house Program on Bridge Engineering - M10 during Jan 20-22, 2018 at Chennai. Participants: 21, Faculties: Muthukumar M P (External), Venkata Satya Narayan (Internal) & Vinayagamoorthi M (Internal)

4-Day In-house Program on IOSH - Managing Safety during Jan 22-25, 2018 at Delhi. Participants: 16.

2-Day In-house Program on 15th Annual Conference On Ports In India during Jan 23-24, 2018 at Dubai. Participants: 1.

4-Day In-house Program on Scaffold Competence Training during Jan 29-Feb 01, 2018 at Hyderabad. Participants: 16, Faculties: Rajalingam (External) & Karunakaran (External)

1-Day In-house Program on Launching Techniques during Jan 31, 2018 at Riyadh. Participants: 17, Faculty: Maddula V Srinivasa Rao (Internal)

## February

26-Day In-house Program on FLS - B17M1 during Feb 02-Mar 02, 2018 at Hyderabad. Participants: 34, Faculties: Mariappan P (Internal), Ganesan S (Internal), Gutteppa Barki (Internal), Natarajan M S (Internal), Deepak Kumar Sharma (Internal) & Pasigunta Manohar (Internal)

2-Day In-house Program on Communicate to Express during Feb 05-06, 2018 at Riyadh. Participants: 8, Faculty: Benny Theodore (Internal)

2-Day In-house Program on 2-Dimensional And 3- Dimensional Slope Stability Analysis during Feb 05-06, 2018 at Mumbai. Participants: 2.

3-Day In-house Program on NATM & TBM Tunnelling during Feb 06-08, 2018 at Delhi. Participants: 2.

2-Day In-house Program on Communicate to Express during Feb 07-08, 2018 at Riyadh. Participants: 6, Faculty: Benny Theodore (Internal)

2-Day In-house Program on Communicate to Express during Feb 10-11, 2018 at Riyadh. Participants: 6, Faculty: Benny Theodore (Internal)

26-Day In-house Program on FLS - B16M3 during Feb 12-Mar 12, 2018 at Kolkata. Participants: 39, Faculties: Sudip Kumar Ghose (External), Ankur Chaudhary (External), R K Barik (External), Sri Kant Das (External), Kunal Biswas (Internal), Peter Rajiv Kumar R (Internal), Anand Kumar R (Internal), Nilanjan Mitra (Internal), Dr Girija Shankar (External), Rishu Raj Kapoor (Internal), Partha Deb Chakrabarti (Internal), Benny Theodore (Internal), Amitava Mitra (Internal), Ajit Kumar Palit (External) & Chaitanyam K B (Internal)

1-Day In-house Program on Project Management Strategy for Procurement during Feb 22, 2018 at Riyadh. Participants: 10, Faculty: Raghunath S (Internal)

1-Day In-house Program on ISO 9001-2015 Awareness during Feb 23, 2018 at Chennai. Participants: 38, Faculty: Bharathan (External)

1-Day In-house Program on ISO 9001-2015 Awareness during Feb 23, 2018 at Chennai. Participants: 41, Faculty: Bharathan (External)

1-Day In-house Program on Team and Organization Building Programme during Feb 26, 2018 at Vizag. Participants: 28, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team and Organization Building Programme during Feb 27, 2018 at Vizag. Participants: 28, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team and Organization Building Programme during Feb 28, 2018 at Vizag. Participants: 24, Faculty: Akhouri Baibhav Prasad (Internal)

## March

1-Day In-house Program on Team and Organization Building Programme during Mar 01, 2018 at Vizag. Participants: 23, Faculty: Akhouri Baibhav Prasad (Internal)

26-Day In-house Program on FLS - B17M2 during Mar 03-Apr 03, 2018 at Hyderabad. Participants: 34, Faculties: Ramalingam P (Internal), Sudharsan R (Internal), Prajeesh Kumar A G (Internal), Gopi C (Internal), Abhijit Majumder (Internal), D Vijaya Bhaskar (Internal), Abdurraheem Ramzan Yellapurkar (Internal), Kajal Kumari Prusty (Internal), N P Varadarajan (Internal), Susil Kumar Mohanty (Internal), Gandham Srinivasa Rao (Internal), Anjan Kumar Naik (Internal), Alokekumar Bandyopadhyay (Internal), Prashanth R (Internal), Akhouri Baibhav Prasad (Internal) & Udayakumar K (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 06, 2018 at Vizag. Participants: 28, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 07, 2018 at Vizag. Participants: 19, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 08, 2018 at Vizag. Participants: 26, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 09, 2018 at Vizag. Participants: 19, Faculty: Akhouri Baibhav Prasad (Internal)

5-Day In-house Program on EHS Lead Auditor during Mar 12-16, 2018 at Chennai. Participants: 19, Faculties: Ramesh Ramachandra (External) & Suresh Ramachandra (External)

5-Day In-house Program on Candy Software during Mar 13-17, 2018 at Chennai. Participants: 9.

1-Day In-house Program on ISO Awareness during Mar 15, 2018 at Faridabad. Participants: 19.

1-Day In-house Program on Team Building during Mar 15, 2018 at Chennai. Participants: 18, Faculty: Jayapriya (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 15, 2018 at Vizag. Participants: 17, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on ISO Awareness during Mar 16, 2018 at Mumbai. Participants: 22.

1-Day In-house Program on Team and Organization Building Programme during Mar 16, 2018 at Vizag. Participants: 27, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team Building during Mar 16, 2018 at Chennai. Participants: 18, Faculty: Jayapriya (Internal)

1-Day In-house Program on Team and Organization Building Programme during Mar 17, 2018 at Vizag. Participants: 21, Faculty: Akhouri Baibhav Prasad (Internal)

1-Day In-house Program on Team Building during Mar 20, 2018 at Chennai. Participants: 20, Faculty: Jayapriya (Internal)

1-Day In-house Program on Team Building during Mar 21, 2018 at Chennai. Participants: 18, Faculty: Jayapriya (Internal)

1-Day In-house Program on Contracts Administration during Mar 22, 2018 at Riyadh. Participants: 12, Faculty: Venkatesh S (Internal)

## April

9-Day In-house Program on Accelerated PGET - B1 during 2-10 April, 2018 at Mysuru. Participants: 28, Faculties: Tony Jacob (External), Taresh Varshney (External), Akhouri Baibhav Prasad (Internal), Benny Theodore (Internal), Sweta (External) & Prashant Sree K (Internal)

2-Day In-house Program on Communication for Team Effectiveness during 10-11 April, 2018 at Chennai. Participants: 20, Faculty: Benny Theodore (Internal)

26-Day In-house Program on FLS - B18M1 during 10 April-10 May, 2018 at Jadcherla. Participants: 41, Faculties: Mariappan P (Internal), Deepak Kumar Sharma (Internal), Ganesan S (Internal), Sudharsan R (Internal), Benny Theodore (Internal), Gutteppa Barki (Internal) & Pasigunta Manohar (Internal)

2-Day In-house Program on Internal Quality Auditor - ISO 9001:2015 during 12-13 April, 2018 at Kudamkulam. Participants: 23, Faculty: Shivaramakrishnan A V (External)

9-Day In-house Program on Accelerated PGET - B2 during 16-24 April, 2018 at Mysuru. Participants: 31, Faculties: Tony Jacob (External), Benny Theodore (Internal), Venkat Anil Kumar K (Internal), Prashant Sree K (Internal), Taresh Varshney (External) & Akhouri Baibhav Prasad (Internal)

4-Day In-house Program on The Winning Edge-B3M3 during 16-19 April, 2018 at Chennai. Participants: 22, Faculty: Srinivasan N (External)

4-Day In-house Program on Primavera during 17-20 April, 2018 at Kudamkulam. Participants: 14, Faculty: Srinivasan N (External)

4-Day In-house Program on IOSH - Managing Safety during 24-27 April, 2018 at Vizag. Participants: 19.

4-Day In-house Program on Planning for Excellence - B6M1 during 24-27 April, 2018 at Chennai. Participants: 28, Faculties: Koneru Bhavani (Internal), P V Rao (External), Sadanand (Internal), Tony Jacob (External), Sivaram Athmakuri (External) & Akhouri Baibhav Prasad (Internal)

## May

2-Day In-house Program on Familiarization Programme during 4-5 May, 2018 at Faridabad. Participants: 25, Faculties: Suman Meel (Internal), Ashok Kumar Prasad (Internal), Mukesh Chandra Mishra (Internal), Rajni Bhardwaj (Internal), Arpan Ghosh (Internal), Lal Chandra Tripathi (Internal) & Himanshu Nagar (Internal)

4-Day In-house Program on Primavera during 8-11 May, 2018 at Mumbai. Participants: 14, Faculty: Gopala Krishnan (External)

26-Day In-house Program on FLS - B18M2 during 10 May-9 June, 2018 at Jadcherla. Participants: 41, Faculties: Gutteppa Barki (Internal), Abhijit Majumder (Internal), Ramalingam P (Internal), Gopi C (Internal), Ganesan S (Internal), Sudharsan R (Internal), Akhouri Baibhav Prasad (Internal), Kajal Kumari Prusty (Internal), D Vijaya Bhaskar Rao (External), Prashanth R (Internal), Velraj N (Internal), Susil Kumar Mohanty (Internal), Lokhande Vinod Laxman (Internal), Sanjai Kumar Gupta (Internal), Deepak Kumar Sharma (Internal), Ravindra Hegde (Internal), Alokekumar Bandyopadhyay (Internal), Rakesh Kadarkarai J (Internal) & Benny Theodore (Internal)

2-Day In-house Program on Communicate to Express during 13-14 May, 2018 at Riyadh. Participants: 11, Faculty: Benny Theodore (Internal)

2-Day In-house Program on Communicate to Express during 15-16 May, 2018 at Riyadh. Participants: 8, Faculty: Benny Theodore (Internal)

2-Day In-house Program on Communicate to Express during 19-20 May, 2018 at Riyadh. Participants: 16, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Knowledge Sharing Program on Quality in Construction during 24 May, 2018 at Riyadh. Participants: 14, Faculty: Rammohan H (External)

4-Day In-house Program on Scaffold Competence Training during 29 May-1 June, 2018 at Ahmedabad. Participants: 34, Faculties: Rajalingam (External) & Karunakaran (External)

3-Day In-house Program on Basics Project Management for GET's - B1 during 30 May-1 June, 2018 at Chennai. Participants: 33, Faculty: Gopala Krishnan (External)

3-Day In-house Program on Basics Project Management for GET's - B2 during 30 May-1 June, 2018 at Vizag. Participants: 22, Faculty: Tony Jacob (External)

## June

5-Day In-house Program on EHS Lead Auditor during 4-8 June, 2018 at Chennai. Participants: 20, Faculty: Suresh Ramachandra (External)

3-Day In-house Program on Basics Project Management for GET's - B3 during 5-7 June, 2018 at Vadodara. Participants: 21, Faculty: Tony Jacob (External)

3-Day In-house Program on Basics Project Management for GET's - B4 during 5-7 June, 2018 at Vadodara. Participants: 23, Faculty: Gopala Krishnan (External)

2-Day In-house Program on Crucial Conversation during 7-8 June, 2018 at Chennai. Participants: 16, Faculty: Sushma Bernard Ribeiro (External)

1-Day In-house Program on Knowledge Sharing Program on Lifts & Escalators during 7 June, 2018 at Riyadh. Participants: 14, Faculty: Sampath Kumar (External)

6-Day In-house Program on Supervisor Development Programme during 11-16 June, 2018 at Faridabad. Participants: 18, Faculties: Sandeep Singh (Internal), Himanshu Nagar (Internal), Shubhendu Bose (Internal), Mahak Vaish (External), Amit Nag (Internal), Ashok Kumar Prasad (Internal), Arpan Ghosh (Internal), Akhouri Baibhav Prasad (Internal) & Mohanbabu S (Internal)

2-Day In-house Program on ISO 9001:2015 Internal Quality Auditor during 12-13 June, 2018 at Chennai. Participants: 22, Faculty: Nithya Prakash (External)

1-Day In-house Program on Rock Bolting & Shotcreting during 18 June, 2018 at Vizag. Participants: 31, Faculties: Sudhanshu Nigam (External) & Naresh Sharma (External)

2-Day In-house Program on Drive for Result during 18-19 June, 2018 at Faridabad. Participants: 16, Faculty: Akhouri Baibhav Prasad (Internal)

2-Day In-house Program on Communicate to Express during 18-19 June, 2018 at Kolkata. Participants: 22, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Shotcreting during 19 June, 2018 at Vizag. Participants: 21, Faculty: Naresh Sharma (External)

1-Day In-house Program on Communicate to Express during 25 June, 2018 at Vizag. Participants: 22, Faculty: Benny Theodore (Internal)

6-Day In-house Program on Supervisor Development Programme during 25-30 June, 2018 at Vadodara. Participants: 20, Faculties: Arvind Ramakrishna Nerurkar (Internal), Narasimhan R (Internal), Jayapriya C (Internal), Bhargava Pandya (External), Madhukumara S C (Internal), Rajarethinam P (Internal), Akhouri Baibhav Prasad (Internal) & Gautam Solanki (Internal)

3-Day In-house Program on TBM Basics during 26-28 June, 2018 at Ahmedabad. Participants: 19, Faculties: Eckhard Kieine (External), Sandeep Sharma (External) & Mohit Kaushal (External)

1-Day In-house Program on Communicate to Express during 26 June, 2018 at Vizag. Participants: 19, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Knowledge Sharing Program on Airports during 27 June, 2018 at Riyadh. Participants: 8, Faculty: Elangovan A (External)

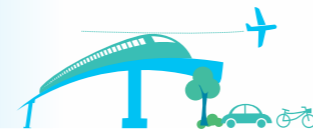
1-Day In-house Program on Communicate to Express during 27 June, 2018 at Vizag. Participants: 24, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Communicate to Express during 28 June, 2018 at Vizag. Participants: 25, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Communicate to Express during 29 June, 2018 at Vizag. Participants: 20, Faculty: Benny Theodore (Internal)

1-Day In-house Program on Communicate to Express during 30 June, 2018 at Vizag. Participants: 19, Faculty: Benny Theodore (Internal)

# Transportation Infrastructure IC



Participants of the Technical Competency Building program (Railways GETs) held at CDC Kanchipuram on 15<sup>th</sup> January - 17<sup>th</sup> February, 2018



Participants of the Rigid Pavement Construction Techniques program held at Helwak Karad Road Project on 17<sup>th</sup> February, 2018



Participants of the SWAGATAM - An Orientation Program held at Chennai office on 3<sup>rd</sup> March, 2018



Participants of the Essentials of Concrete Construction program held at LDA Lonavala on 2<sup>nd</sup> - 6<sup>th</sup> April, 2018



Participants of the Quality - Path to Excellence program held at L&T Powai on 24<sup>th</sup>-25<sup>th</sup> May, 2018

## January

EIP Modules on January 15, 2018 at Wadpale Bhogaon Road Project; Participants: 20; Faculty: Mr. Yobu Paul, Mr. Bibhuti Mishra

Technical Competency Building programme (Railways) during January 15 - February 17, 2018 at CDC Kanchipuram; Participants: 25; Faculty: various

A breakthrough in Effectiveness (Team Building) on January 9 & 10, 2018 at Sambalpur Titlagarh Railway Construction Project; Participants: 24; Faculty: External

Quantity Surveying using Calquan during January 16 - 20, 2018 at Wadpale Bhogaon Road Project; Participants: 11; Faculty: External

Rigid Pavement Construction Techniques on January 27, 2018 at Raipur Bilaspur Road Project; Participants: 19; Faculty: External

Lab Training LSC during January 25 - 31, 2018 at Ahmedabad; Participants: 16; Faculty: Various

Safety Management skill in Construction Project on January 25, 2018 at CTP-14 Project; Participants: 17; Faculty: External

## February

Quantity Surveying using Calquan during February 15 - 20, 2018 at Faridabad; Participants: 10; Faculty: External

Rigid Pavement Construction Techniques on February 17, 2018 at Helwak Karad Road Project; Participants: 16; Faculty: External

Technical Competency Building programme (Railways) during February 26 - March 31, 2018 at CDC Kanchipuram; Participants: 14; Faculty: various

Lab Training LSC during February 1 - 24, 2018 at Ahmedabad; Participants: 16; Faculty: Various

Introduction to Project Management & Highway Construction during February 26 - March 3, 2018 at Lonavala; Participants: 16; Faculty: Various

## March

SWAGATAM on March 3, 2018 at Chennai; Participants: 24; Faculty: Various

## April

Essentials of Concrete Construction during April 2 - 6, 2018 at Lonavala; Participants: 24; Faculty: Various

Prevention Of Sexual Harassment on April 13, 2018 at Lonavala; Participants: 19; Faculty: Various

RE Wall & Slope Protection Techniques on April 14, 2018 at Raipur Bilaspur Road Project; Participants: 19; Faculty: External

Rigid Pavement Construction Techniques on April 7, 2018 at Bar Bilara Jodhpur Road Project; Participants: 17; Faculty: External

Rigid Pavement Construction Techniques on April 14, 2018 at Wadpale Bhogaon Road Project; Participants: 17; Faculty: External

Prestressing Techniques & Expansion Joints & Bearings for Bridges on April 7, 2018 at Ghoshpukur Salsalabari Road Project; Participants: 20; Faculty: External

Hazard Identification & Risk Assessment on April 14, 2018 at CTP-3R; Participants: 10; Faculty: Ajaya Kumar Das

Team Building Skills on April 13, 2018 at Ahmedabad; Participants: 8; Faculty: External

Behaviour Based Safety on April 21, 2018 at Pragati Maidan; Participants: 15; Faculty: Viresh Nawale

SWAGATAM during April 20-21, 2018 at Mumbai; Participants: 29; Faculty: Various

SWAGATAM during April 6-7, 2018 at Faridabad; Participants: 51; Faculty: Various

Flexible Pavement Construction Operations on April 14, 2018 at Bidkin; Participants: 17; Faculty: External

Concrete Production, Placement & Related Issues on April 14, 2018 at Pragati Maidan; Participants: 16; Faculty: External

Pile Foundation on April 13, 2018 at Chandigarh Kharar Road Project; Participants: 13; Faculty: External

Advanced Excel on April 11, 2018 at Kolkata; Participants: 15; Faculty: External

Assertiveness on April 21, 2018 at Chandigarh Kharar Road Project; Participants: 12; Faculty: External

Communication Skills on April 24, 2018 at Bar Bilara Jodhpur Road Project; Participants: 17; Faculty: External

Komatsu Motorgrader GD535 during April 24 - 25, 2018 at Kanchipuram; Participants: 19; Faculty: External

Primavera during April 23 - 26, 2018 at Mumbai; Participants: 17; Faculty: External

Concrete Production, Placement & Related Issues on April 21, 2018 at Addahole Bantwal Road Project; Participants: 18; Faculty: External

Planning module in EIP on April 21, 2018 at Helwak Karad Road Project; Participants: 9; Faculty: Arvind Sardeshpande

Radiation Safety Aspects of Nucelonic Gauges during April 16 - 24, 2018 at Mumbai; Participants: 5; Faculty: External

## May

GET Motivation Programme during May 16 - 19, 2018 at Lonavala; Participants: 14; Faculty: External

Supervisory Development Programme during May 14 - 19, 2018 at Lonavala; Participants: 17; Faculty: Various

Rigid Pavement Construction Techniques on May 21, 2018 at Yadgiri Warangal Road Project; Participants: 26; Faculty: External

Behaviour Based Safety on May 12, 2018 at Wadpale Bhogaon Road Project; Participants: 18; Faculty: External

A Course in Highway Construction during May 7 - 11, 2018 at Lonavala; Participants: 23; Faculty: External

EHS Oriantate during May 16 - 19, 2018 at Delhi Road Project; Participants: 17; Faculty: Internal

Prestressing Techniques & Expansion Joints & Bearings for Bridges on May 5, 2018 at Chandigarh Kharar Elevated Corridor Project; Participants: 12; Faculty: External

Quality - Path to Excellence during May 24 - 25, 2018 at Mumbai; Participants: 21; Faculty: External

Flexible Pavement Construction Operations on May 26, 2018 at Manwath Beed Road Project; Participants: 12; Faculty: External

Quantity Surveying using Calquan during May 21 - 24, 2018 at Mumbai; Participants: 15; Faculty: External

Pile Foundation on May 26, 2018 at Addahole Bantwal Road Project; Participants: 10; Faculty: External

Flexible Pavement Construction Operations on May 19, 2018 at Baharagora Singhara Road Project; Participants: 20; Faculty: External

Concrete Production, Placement & Related Issues on May 5, 2018 at Delhi Agra Road Project; Participants: 9; Faculty: External

Concrete Production, Placement & Related Issues on May 26, 2018 at Ghoshpukur Salsalabari Road Project; Participants: 14; Faculty: External  
Concrete Production, Placement & Related Issues on May 12, 2018 at Helwak Karad Road Project; Participants: 20; Faculty: External

GET Motivation Programme during May 16 - 19, 2018 at Jaipur; Participants: 29; Faculty: External

GET Motivation Programme during May 16 - 19, 2018 at Chennai; Participants: 29; Faculty: External

Team Building Skills on May 29, 2018 at Helwak Karad Road Project; Participants: 15; Faculty: External

Achieve Your Potential on May 29, 2018 at Mumbai; Participants: 15; Faculty: External

Best Maintenance Practices in LV Switchgear during May 7 - 11, 2018 at Pune; Participants: 9; Faculty: External

Managing Safely - IOSH during May 29 - June 1, 2018 at Lonavala; Participants: 12; Faculty: Subhamoy Maitra

Advanced Excel on May 11, 2018 at Chennai; Participants: 15; Faculty: External

Breaker Maintenance Workshop - C-Power ACB during May 7 - 9, 2018 at Kolkata; Participants: 5; Faculty: External

GET Motivation Programme during May 16 - 19, 2018 at Jabalpur; Participants: 17; Faculty: External

Rigid Pavement Construction Techniques on May 5, 2018 at Villukuri Kanyakumari Road Project; Participants: 29; Faculty: External

Slipform Paver (Wirtgen) on May 14, 2018 at Bar Bilara Jodhpur Road Project; Participants: 19; Faculty: External

GET Motivation Programme during May 16 - 19, 2018 at Faridabad; Participants: 26; Faculty: External

Assertiveness on May 11, 2018 at Faridabad; Participants: 14; Faculty: External

Communication Skills on May 26, 2018 at Pragati Maidan; Participants: 15; Faculty: External

EIP Awareness on May 21, 2018 at Dholera SIR Project; Participants: 14; Faculty: External

## Power Transmission & Distribution IC



Participants of the "New EIP Planning Module" held at Bhubaneswar on 22nd January 2018



Participants of the DET / GCT Orientation Program held at Chennai Cluster on 30th - 31st, 2018



Participants of the Quality in Construction - TL BU Program held at Kolkata on 31st January 2018



Participants of the Quality in Construction - TL BU Program held at Kolkata on 31st January 2018



Participants of the Advance Excel and Power Point T HQ Program held at Chennai on 4th & 5th April 2018



Participants of the Advance Excel and Power Point T HQ Program held at Chennai on 4th & 5th April 2018

### January

GET Rotational Training at Delhi on Jan 06, 2018; Participants: 17 : Faculty(internal) : Mr.D K Singh/Mr. Jabraj Singh/Mr. A K Chaubey

Program on Stores Management at Kolkata on 10-11 January 2018; Participants : 15; Faculty (Int.) : Mr. Dipak Lahiri

Program on New EIP Planning Module (Scope Register, Cost Estimation, Sub Contactor Plan, Material Procurement Plan, P&M Plan & Data Analysis) at Bhubaneswar on 22nd January 2018; Participants : 17; Faculty (Int.) : Mr. V Satyanarayana & N Sai Prasad

Supervisory Development Program at Delhi during Jan-Feb 29-03; Participants: 30; Faculty (Int. & Ext.) : Mr. Girish Bhatia/ Mr. Charan Kumar Karra/ Dr. Nidhi Phutela/ Mr. Mohit Dhawan/ Mr. N Ramesh/ Mr. Pijush Kanti Ghosh

First Aid Training Program at Delhi during Jan 30-31, 2018; Participants : 26; Faculty(Ext) : Dr. Tanveer Singh

DET / GCT Orientation Program at Chennai Cluster on Jan 30-31, 2018; Participants: 19; Faculty (Int.): Mr. V Ramanathan, Mr. L Ramesh, Mr. M Thangapandian, Ms. E. Manjula Devi, Mr. S Baiju, Mr. S Kavin, Ms. Athashipoorna Chakraborty & Mr. Raj Kumar

Program on Quality in Construction - TL BU at Kolkata on 31st January 2018; Participants : 23; Faculty (Int.) : Mr. Shripad Hegde & Mr. Jeevanandam V

### February

Supervisory Development Programme at VGSOM IIT Kharagpur during February 5-10, 2018; Participants: 30; Faculty (Int. & Ext.) : Mr. Joydeep Bhattacharjee/ Prof Tuheena Mukherjee/ Mr. Jerome Johnson/ Prof Sangeeta Sahney/ Prof Damodar Suar/ Prof Kunal Ghosh/ Prof Chandra Sekhar Mishra/ Mr. Biplab Roy/ Mr. Vinod James/ Ms. Jayanthi Sivaraman/ Mr. Dipak Lahiri/ Prof Priyadarshi Patnaik/ Prof Aradhna Malik/ Prof Arun Kumar Misra/ Mr. Kaushik Mukherjee/ Prof Susmita Mukhopadhyay

Road Safety & Defensive Driving Training Program at Delhi during Feb 06 ; Participants:14; Faculty(Ext) : Mr. Gadnayak

Safety In UPD Project at Delhi during Feb 08-09; Participants : 21; Faculty(Internal) : MrDileep Kumar Verma/ Mr. Laxmi Narayan Mohanty/Mr. Rajkumar Singh Kushwaha/ Mr. brilal Saroj/Mr. Subash Chandra Jyani

Store Management Training Program at Delhi Feb during 19-20 ; Participants: 32 ; Faculty(Int. & Ext.) : Mr. Dipak Lahiri/ Mr. Pijush Kanti Ghosh/ Mr. Lenin Kumar

Program on Safety in UPD Projects at Kolkata on February 26-27, 2018; Participants : 15; Faculty (Int.) : Mr. Alope Chatterjee/ Mr. Amiya Kumar Nandi/ Mr. Jayakrishnan J R/ Mr. Biplab Ray

Quality In Construction in TL BU at Delhi during Feb 28; Participants:19; Faculty(Int.) : Mr . Jeevanandam

## March

Safety in Construction of solar projects at Patna during March 06 ; Participants:18; Faculty : Mr.J .JohnsonDavid/ Mr. Shyamdev Chaudhary/Mr. Sahid Akhtar

Program on Safety in Construction - Transmission Line project at Deoghar on March 20-21, 2018; Participants : 22; Faculty (Int.) : Mr. J Chadrasekaran/ Mr. N Selvam/ Mr. Alok Kumar/ Mr. Ranganathan C/ Mr. Prasun Banerjee

## April

Programme on Advance Excel and Power Point T HQ, Chennai on 4th & 5th April 2018; Participant : 19; Faculty (Extl: Mr. Prabhas Kumar Panda -Excelrocker Training & Consulting)

Train the Trainer at Delhi during April 12-13, 2018; Participants:18; Faculty(Ext.): Dr. R K Singhal/Ms. Rina Nigam

Safety in Construction of EHV SS Projects at Chennai Cluster on April 26-27, 2018;

Participants: 21; Faculty (Int.) : Mr. S M Ravi, Mr. P Mohanraj, Mr. Karupiah S, Mr. V Selvaraj, Mr. G Ganesh & Mr. R Rajasekar

## May

Safety in Construction TI BU at Delhi during May 16-17; Participants: 16; Faculty(Int): Mr. P V Kalliyappan/Mr.N selvam/ Mr. Sushant Kumar Pathak/ Mr. Parwez Ahmad/ Mr. Sashi Bhushan Nayak

## June

Supervisory Development Program at Delhi during June 12-16; Participants: 30; Faculty (Int. & Ext.) : Mr. Girish Bhatia/ Mr. Charan Kumar Karra/ Dr. Nidhi Phutela/ Mr. N Ramesh/Mr. Pijush Kanti Ghosh/Ms. Rina Nigam/Dr. Rishi Manrai

Program on Treasury and legal aspects at Mumbai on June 15th 2018; Participants : 20; Faculty (Int.) : Mrs. Madhumita Binani

Quality orientation Program for UPD project at Delhi during June 18-19; Participants:9; Faculty (Int.) ; Mr. Shripad Hegde & Mr. Manickavasagam

Quality aspects of concrete works, Masonry and finishing work at Delhi during June 18; Participants:16;Faculty(Int.): Mr. Muthuramalingam A

MS Excel at Delhi during June 21-22,2018 ; Participants: 22; Faculty (Ext): Mr. Prabhas Kumar Panda

## PT&D International

### January

Workshop on "REVIT & Autodesk Cloud" held at Al-Khobar on 31st January, 2018; Participants: 2; Faculty (External) : Ms. Preethi Rao

### February

Training Programme on "Causes of Disruptions and Measures to Pursue Successful Disruption Claims at Construction Projects", held at UAE on 1st Feb 2018; Participants: 12; Faculty Member (Internal): Mr. Lawrence Lari

Training Programme on "Causes of Disruptions and Measures to Pursue Successful Disruption Claims at Construction Projects" held at UAE on 3rd Feb 2018; Participants: 18; Faculty Member (Internal): Mr. Lawrence Lari

Training Programme on "EIP, Digital & Other Initiatives" held at Al-Khobar on February 5th, 2018; Participants:8; Faculty (Internal) : Mr. Sai Prasad

Workshop on "Disruption-The Main Causes" held at Al-Khobar on Februray 07th, 2018; Participants: 14; Faculty (Internal) Mr. Lawrence Boamah Larbi

### March

Training programme on "Safety Culture - Rising the Bar" held at Riyadh on March 03rd, 2018;Participants: 11; Faculty (Internal) : Mr. Dante Lavarez Calapatia

Workshop on Learn Powerpoint Like Never Before held at Al-Khobar on 09th March, 2018; Participants: 31; Faculty (External) : Mr. Chandra Bhushan

Programme on Supply Chain Management held at Al-Khobar from 14th-15th March,2018; Participants:13; Faculty (External) : Mr. Srinivasa Rao

Follow up session on "Conflict Management Program" held at Qatar on 15th March 2018; Participants:9; Faculty (Internal) : Mr. Arvind Chandak

Workshop on "Disruption Management" held at Qatar on 3rd March 2018; Participants: 14; Faculty (Internal) : Mr. Lawrence Boamah Larbi

Training Programme on "Finance for Non Finance Executives" held at Qatar on 17th March 2018; Participants: 14; Faculty (Internal) : Mr. PC Raja Shekar

Training Programme on "Interpersonal Relations Effectiveness & Conflict Management" held at Qatar on 8th March 2018; Participants: 14; Faculty (Internal) : Mr. Arvind Chandak

Programme on "VAT Implication, ETC working & Cost Statement", held at UAE on 19th Mar 2018; Participants: 11; Faculty Members (Internal): M r. Phani Kumar Ganapavarapu & Mr. Ankit Chourishiya

## Water & Effluent Treatment IC



Participants of the "Programme on Electromechanical Works" held at Jaipur on 10<sup>th</sup> January, 2018



Participants of the "NICMAR - ORIENTATION PROGRAMME" held at HQ - Chennai on 4<sup>th</sup> - 5<sup>th</sup> May, 2018



Participants of the "QUALITY MANAGEMENT SYSTEM & RISK MANAGEMENT PROGRAMME" held at Hyderabad on 16<sup>th</sup> - 17<sup>th</sup> May, 2018



Participants of the "EHS Leadership Programme Level - 5" held at Bhubaneswar on 23<sup>rd</sup> May, 2018

### January

Programme on Life Style Modification & Stress Management at Kolkata: Jan 2- 3, 2018. Participants: 21; Faculty (Ext.): Mr. Vinod.

Safe Execution Engineer Level -3 at Erode: Jan 5 - 6, 2018. Participants: 21; Faculty (Int.): M/s. B. Anandan, N. Dinesh, Praveen Sudhakara Sindhgi, Guruprasath, M. Saravanan

Safe Execution Engineer Level -3 at Bhubaneswar: Jan 5 - 6, 2018. Participants: 18; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Abhishek Sathura

Programme on Electromechanical Works at Jaipur: Jan 8 - 10, 2018. Participants: 26; Faculty (Int.):Mr. R. Aravindan

Safe Execution Engineer Level -3 at Pune: Jan 9 - 10, 2018. Participants: 23; Faculty (Int.): M/s. Pramod N. Ghaywat, Paul Debashish, Poornima Zalte, Abhinav Kotiya.

GET Orientation Programme at CSTI - Pilkhua: Jan 8 - 13, 2018. Participants: 29; Faculty (Int.): Faculties from CSTI - Pilkhua.

Safe Execution Engineer Level -3 at Hyderabad: Jan 11 - 12, 2018. Participants:28; Faculty (Int.): M/s. S. Venugopal, Puttapalli Hazarath Harish Babu

Safe Execution Engineer Level -3 at Lucknow: Jan 11 - 12, 2018. Participants: 18; Faculty (Int.): M/s. P. Mathivanan, Arpit Khanna, K. P. Zala.

Safe Execution Engineer Level -3 at Kolkata: Jan 15 - 16, 2018. Participants: 10; Faculty (Int.): M/s. Sunil Kumar Maharana, Souvik Raha, Amrut Shipekar, Bapi Barik.

PRAVIN Programme for DETs at CSTI Pilkhuwa: Jan 16, 2018 - Feb 3, 2018. Participants: 72; Faculty (Int.): M/s. T. K. Sharma, Manjot Singh Dhillon, Deepak Agarwal, Abhiroop Bose, Abhijeet Potdar, Kuldeep Singh, Ananda Srinivasan, Vijaya Kumar, S. Balasubramani, G. Balachander, Ashok Kumar, Anwar, Arpit Khanna ; Faculty (Ext.): M/s. Renuka Verma, Somesh Sharma, Nagendra Kumar Prajapati, Shiva Shankar Singh.

Programme on Formwork Management at Jaipur: Jan 17 - 18, 2018. Participants: 19; Faculty (Ext.): Mr. Ashish Johri.

Programme on Formwork Management at Pune: Jan 17 - 18, 2018. Participants: 19; Faculty (Int.): Mr. Narasimhan Ravi.

Programme on Effective Presentation Skills at Jaipur: Jan 17 - 18, 2018. Participants: 19; Faculty (Ext.): Mr. Ashish Johri.

EHS Leadership Programme Level - 4 at Bangalore: Jan 18, 2018. Participants: 21; Faculty (Int.): Mr. K. S. Sudheesh Kumar.

Programme on Business Etiquette at HQ - Chennai: Jan 18, 2018. Participants: 20; Faculty (Ext.): Dr. Gerard Assey

Programme on Project Management at Lucknow: Jan 18 - 19, 2018. Participants: 14; Faculty (Ext.): Mr. K. P. Reghunath

Programme on Formwork Management at CSTI Ahmedabad: Jan 19 - 20, 2018. Participants: 18; Faculty (Int.): Mr. Narasimhan Ravi.

Safe Execution Engineer Level -3 at New Delhi: Jan 19 - 20, 2018. Participants: 16; Faculty (Int.): M/s. P. Mathivanan, Zeeshan Hasan, Mukesh Batham.

Programme on Financial Managemnt at Bangalore: Jan 20, 2018. Participants: 23; Faculty (Int.): Mr. P. Rajagopal.

Programme on WMS in EIP Module at Hyderabad: Jan 22, 2018. Participants: 19; Faculty (Int.): M/s. Ananda Srinivasan, V. Ravichandran

Programme on Interpersonal Effectiveness at Bhavnagar: Jan 22 - 23, 2018. Participants: 30; Faculty (Ext.): Mr. Arvind Chandoke.

Programme on Life Style Modification & Stress Management at Mohali: Jan 22 - 23, 2018. Participants: 14; Faculty (Ext.): Mr. Vinod.

Awareness Programme on ISO 9001: 2015 at HQ - Chennai: Jan 23, 2018. Participants: 16; Faculty (Int): Mr. R. Thilagaraj.

Programme on Project Management at Hyderabad: Jan 23 - 24, 2018. Participants: 24; Faculty (Int.): M/s. K. S. Rajesh, S. Kumar, K. Anand, P. Hari Prasad, S. Venu Gopal.

Programme on Project Management at Bangalore: Jan 29- 30, 2018. Participants: 17; Faculty (Int.): M/s. M.M. Vinaya, Priya Shanmugam, Narashima Ramesh, V. Dakshinamurthy, B. Anandan.

Safe Execution Engineer Level -3 at Thane: Jan 30 - 31, 2018. Participants: 13; Faculty (Int.): M/s. Pramod N. Ghaywat, Nitin Prabhakarao, Nimbalkar Priya, Poornima Zalte.

## February

Programme on formwork, Bar Bending, & Masonry for GETs, PGETs, ETs at CSTI- Cuttack: Jan 30, 2018 - Feb 5, 2018. Participants: 16; Faculty (Int.): Faculty from CSTI - Cuttack.

Safe Execution Engineer Level -3 at Jaipur: Feb 7 - 8, 2018. Participants: 18; Faculty (Int.): M/s. Ajay Kashive, Jaison Samuel

Programme on Effective Presentation Skills at Lucknow: Feb 8 - 9, 2018. Participants: 12; Faculty (Ext.): Dr. Archana Sharma.

Train the Trainers Programme at HQ - Chennai: Feb 8 - 9, 2018. Participants:17; Faculty (Ext.): Mr. Anand Thangaraj.

Programme on Impactful Communication at HQ - Chennai: Feb 8, 2018 - Apr 26, 2018. Participants: 16; Faculty (Ext.): Faculty from British Council.

Programme on Concrete Practices at Delhi: Feb 12, 2018. Participants: 21; Faculty (Int.): M/s. Satish R. Vachhani, T. K. Sharma, Manjot Singh Dhillon.

Safe Execution Engineer Level -3 at Kolkata: Feb 12 - 13, 2018. Participants: 12; Faculty (Int.): M/s. Sunil Kumar Maharana, Mukesh Kumar, Bapi Barik

PRAVIN Programme for DETs at CSTI - Jadcherla : Feb 12, 2018 - Mar 3, 2018. Participants: 26; Faculty (Int.): M/s. D. Vijay Bhaskar Rao, P. Mariappan, D. Sandeep Reddy, G.L. Barki, Lakshmiprathyusha Varanasi, K. Rajesh, P. Ramalingam, K. Kamaraj, Jayanthi, S. Venugopal, P. Hari Prasad, N. Abhijeet, Bala Subramaniam

Programme on Contract Management at HQ - Chennai: Feb 13 - 14, 2018. Participants: 15; Faculty (Ext.): Faculty from L&T IPM.

Safe Execution Engineer Level -3 Programme at Sambalpur: Feb 14 - 15, 2018. Participants: 38; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Choudhary Nirmal Prasad.

Programme on Life Style Modification & Stress Management at Bangalore: Feb 15 - 16, 2018. Participants: 18; Faculty (Ext.): Mr. Vinod.

Programme on Water, Waste Water & Sewage Treatment - Principles & Practices atNew Delhi: Feb 15 - 16, 2018. Participants: 18; Faculty (Int): M/s. V. Arun, Sudhir Kumar Mishra

EHS Leadership Programme Level - 4 at Kolkata: Feb 19, 2018. Participants: 10; Faculty (Int.): Mr. K. Sudheesh Kumar

Safe Execution Engineer Level -3 Programme at Thane: Feb 20 - 21, 2018. Participants: 29; Faculty (Int.): M/s. Pramod N. Ghaywat, Garad Shivmurti Ramchandra, Prince Yadav, Nalini Krishna.

Safe Execution Engineer Level -3 Programme at New Delhi: Feb 20 - 21, 2018. Participants: 14; Faculty (Int.): M/s. P. Mathivanan, Zeeshan Hasan, Mukesh Batham

Programme on STP & Network Design at New Delhi: Feb 22 - 23, 2018. Participants: 18; Faculty (Ext.): Mr. D. P. Singh.

EHS Leadership Programme Level - 4 at Ahmedabad: Feb 21, 2018. Participants: 19; Faculty (Int.): Mr. K. S. Sudheesh Kumar.

Safe Execution Engineer Level -3 Programme at Sambalpur: Feb 22 - 23, 2018. Participants: 39; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Choudhary Nirmal Prasad, Sujit Kumar Das

Safe Execution Engineer Level -3 Programme at Sambalpur: Feb 22 - 23, 2018. Participants: 39; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Choudhary Nirmal Prasad, Sujit Kumar Das

Safe Execution Engineer Level -3 Programme at Bangalore: Feb 27 - 28, 2018. Participants: 17; Faculty (Int.): M/s. B. Anandan, S. Kartheepan, S. M. Prasanna, Praveen Sudhakara Sindhagi

## March

Safe Execution Engineer Level -3 Programme at Sambalpur: Mar 6 - 7, 2018. Participants: 30; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Choudhary Nirmal Prasad, Sujit Kumar Das, Jyoti Sahoo.

Safe Execution Engineer Level -3 Programme at Cuttack: Mar 13 - 14, 2018. Participants: 24; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Naidana Rama Krishna, Chinmaya Kumar Sahoo, Tanmay Siddhartha.

Programme on Primavera at HQ - Chennai: Mar 13 - 15, 2018. Participants: 13; Faculty (Ext.): Faculty from L&T IPM.

Safe Execution Engineer Level -3 Programme at Kolkata: Mar 22 - 23, 2018. Participants: 14; Faculty (Int.): M/s. Sunil Kumar Maharana, Ameer Faisal, Bapi Barik

## April

Programme on Operation & Maintenance at Hyderabad: Apr 10 - 11, 2018. Participants: 23; Faculty (Int.): Mr. K. Rajamohan, Karunakaran Vijayakumar, D. Balamurgan, S. Venugopal, V. Nagarajan, K. T. Siva Keerthy, Murugan Babu, M. Ravindra

Safe Execution Engineer Level -3 Programme at Khandwa: Apr 12 - 13, 2018. Participants: 21; Faculty (Int.): M/s. P. Rajaguru, Ritesh Soni

Programme on Effective Communication Skills at Ahmedabad: Apr 23 - 24, 2018. Participant: 25; Faculty (Ext.): Mr. Vivek Randeria

Awareness Programme on ISO 9001: 2015 at HQ - Chennai: Apr 24, 2018. Participants: 19; Faculty (Int): Mr. R. Thilagaraj.

## May

Programme on Understanding Field Productivity at Jaipur: May 2 - 3, 2018. Participants: 26 ; Faculty (Int.): Mr. Sunil Kumar.

NICMAR - PGET Orientation Programme at HQ - Chennai: May 4 - 5, 2018. Participants: 35; Faculty (Int.): M/s. R. S. Giri, G. Balasubramanian, J. Venkatesh, N. Ramasethu, K. Balakrishnan, V. Kandasamy, P.P. Saravanan, K. Krishna Kumar, Rahul Jhawar.

Programme on First Aid at Ahmedabad: May 9 - 10, 2018. Participants: 23; Faculty (Ext.): Dr. Rudresh Sharma

Business Communication Programme at HQ - Chennai: May 18 - 19, 2018. Participants: 20; Faculty (Ext.): Ms. Sharmila.

Project Management Training Programme (Module - 1) - PMDP at HQ- Chennai: May 14 - 17, 2018. Participants: 22; Faculty (Int.): M/s. M.R. Arvindan, Sunil Kumar.

Programme on Business Etiquette at Hyderabad: May 21 - 22, 2018. Participants:28 ; Faculty (Ext.): Ms. Jayanthi.

Safe Execution Engineer Level -4 Programme at Indore: May 22 - 23, 2018. Participants: 28; Faculty (Int.): M/s. P. Rajaguru, Pramod N.Ghaywat, Prince Yadav, Bishnu Agarwal, Abhinav Kotiya.

EHS Leadership Programme Level - 4 at Bhubaneswar: May 23, 2018. Participants: 33; Faculty (Int.): Mr. K. S. Sudheesh Kumar.

Safe Execution Engineer Level -4 Programme at Pune: May 24 - 25, 2018. Participants: 32; Faculty (Int.): M/s. Pramod N. Ghaywat, Paul Debashish, Aditya Shelar, Satish Kumar Jha, Poornima Zalte, Priya Nimbalkar, Sai Krishna Indulkar, Muhammed Rushaid

Safe Execution Engineer Level -4 Programme at Alwar: May 29 - 30, 2018. Participants: 17; Faculty (Int.): M/s. Mukesh Batham, Dharmendra Kumar, Suraj Verma.

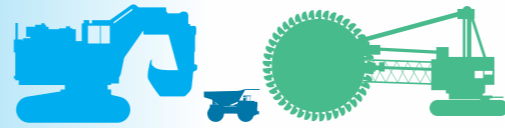
Safe Execution Engineer Level -4 Programme at Vijaywada: May 29 - 30, 2018. Participants: 30; Faculty (Int.): M/s. P. Mathivanan, Chandra Mouli Gatta, P. K. Behera.

Safe Execution Engineer Level -4 Programme at Bangalore: May 29 - 30, 2018. Participants: 27; Faculty (Int.): M/s. P. Balachander, B. Anandan, Madhukrishna Kintali, R. S. Devaraj, Y. Narasimharamesh.

Programme on Emergency Response Procedure at HQ - Chennai: May 31, 2018. Participants:13 ; Faculty (Int.): Mr. S. Dinesh.



## Metallurgical & Material Handling



Participants of the Executive Development Program, held at Kolkata on 29<sup>th</sup> January - 8<sup>th</sup> February 2018



Participants of the Goods and Services Tax program held at Dolvi on 24<sup>th</sup> February, 2018



Participants of the Communication and Trends in LV and MV System program held at Kolkata on 26<sup>th</sup> February, 2018



Participants of the Communication, Trust and Team Building program held at Lanjigarh on 21<sup>st</sup> March, 2018

## January

First Aid Training; Location: Kolkata; Faculty: J P Mitra, Sanat Sardar; Date: 9th -10th January 2018; Participant: 11

EIP, Digital & Other Initiatives; Location: Kolkata; Faculty: K. Srinathan, Arvind P Sardeshpande; Date: 9th January 2018; Participant: 5

Erection & System Commissioning - BMH; Location: Khandwa; Faculty: S.Nath, Rajagopalan Nair; Date: 9th -10th January 2018; Participant: 11

Lightning Protection System - An Overview; Location: Kolkata; Faculty: Ayan Bhattacharya, Somesh Ghosh; Date: 11th January 2018; Participant: 11

Fabrication & Welding; Location: Kansbahal; Faculty: Prabir Kumar Bhattacharjee; Date: 10th - 12th January 2018; Participant: 14

Safety in Construction; Location: Dolvi; Faculty Coordinator: K N Sen; Date: 18th- 19th January 2018; Participant: 20

Communicative Chinese Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 22nd January 2018; Participant: 22

Communicative Chinese Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 29th January 2018; Participant: 14

## February

Executive Development Programme; Location: Kolkata; Faculty Co-ordinator : Bandana Khanna; Date: 29th January - 8th February 2018; Participant: 25

Goods and Services Tax; Location: Dolvi; Faculty: More Prakash Dnyanadeo (External); Date: 24th February, 2018 ; Participant: 18

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 3rd February, 2018 ; Participant: 10

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 5th February, 2018 ; Participant: 10

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 12th February, 2018 ; Participant: 12

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 17th February, 2018 ; Participant: 11

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 19th February, 2018 ; Participant: 14

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 26th February, 2018 ; Participant: 11

Communication and Trends in LV and MV System; Location: Kolkata; Faculty: Mr. Subhabrata Gupta (External); Date: 26th February, 2018 ; Participant: 2

## March

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 3rd March, 2018; Participant: 12

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 5th March, 2018; Participant: 9

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 12th March, 2018; Participant: 14

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 17th March, 2018; Participant: 13

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 19th March, 2018; Participant: 11

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 26th March, 2018; Participant: 14

Communicative Classes - Mandarin; Location: Kolkata; Faculty: Saurabh Sanyal (External); Date: 31st March, 2018; Participant: 12

Tekla Training (Steel); Location: Kolkata; Faculty: Kamal Purkait; Date: 8th - 9th March, 2018; Participant: 12

Tekla Training (Steel); Location: Kolkata; Faculty: Shambu Mallick; Date: 19th - 20th March, 2018; Participant: 10

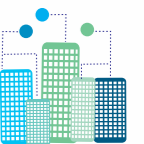
Communication, Trust and Team Building; Location: Lanjigarh; Faculty: Ajoy Ghosh (External); Date: 20th March, 2018; Participant: 17

Communication, Trust and Team Building; Location: Lanjigarh; Faculty: Ajoy Ghosh (External); Date: 21st March, 2018; Participant: 19

Tekla Training (Steel); Location: Kolkata; Faculty: Kamal Purkait; Date: 22nd March, 2018; Participant: 7

Tekla Training (Steel); Location: Kolkata; Faculty: Shambu Mallick; Date: 23rd March, 2018; Participant: 11

## Smart World & Communication



Participants of the Safe Execution Engineer Level 2, held at Delhi on 12<sup>th</sup>-13<sup>th</sup> April 2018



Participants of the Certification Course - IOT Training Excellence (Basic + Advance) program held at Chennai HQ on 26<sup>th</sup>-27<sup>th</sup> April and 7<sup>th</sup>-9<sup>th</sup> May, 2018



Participants of the SAFE EXECUTION ENGINEER-Level 2 program held at Nagpur Metro project on 14<sup>th</sup> & 15<sup>th</sup> May 2018



Participants of the Safe Execution Engineer-Level 2 program held at Raipur Smart City on 25<sup>th</sup> & 26<sup>th</sup> May 2018



Participants of the Site Quality Meet and QMS Training Program on 15<sup>th</sup> & 16<sup>th</sup> June, 2018 at Chennai HQ

## April

SAFE EXECUTION ENGINEER - Level 2 on 12th & 13th April 2018 at Delhi, Participants: 15 Faculty - Mr. Sujan Kumar Dey

Certification - IOT Training Excellence (Basic ) on 26th & 27th April and May 6th to 9th, 2018 at Chennai HQ, Participants - 8 Faculty - TACT IOT Collebra

## May

Certification -IOT Training Excellence (Advance ) on May 6th to 9th , 2018 at Chennai HQ, Participants - 8 Faculty - TACT IOT Collebra

SAFE EXECUTION ENGINEER-Level 2 on 11th & 12th May 2018 at AP - EWDS Project Site Participants: 16 Faculty Mr. Sujan Kumar Dey and Mr. Gopakumar

SAFE EXECUTION ENGINEER-Level 2 on 14th & 15th May 2018 at Nagpur Metro project Participants: 14 Faculty Mr. Raj Kumar Niraj and Mr. Chetan Dambhare

SAFE EXECUTION ENGINEER-Level 2 on 25th & 26th May 2018 at Raipur Project Site Participants: 20 Faculty Mr. Minhaj Ahmed Ansari and Mr. Chetan Dambhare

## June

Site Quality Meet and QMS Training Program on 15th & 16th June 2018 at Chennai HQ Participants: 12 Faculty - In House

## L&T GeoStructure



Participants of the Orientation Program on EIP held at Paradip Site on 23<sup>rd</sup> & 24<sup>th</sup> January 2018

## January

Programme on EIP Modules at Paradip Site, on 23rd & 24th January 2018; Participants: 14; Faculty Member: Mr. J. Ramesh & Mr. I. Ramakrishna, L&T GeoStructure.

## Divisional Corporate



Participants of the Management Trainee Orientation on 7<sup>th</sup> May, 2018



Participants of the Awareness on ISO 17025 and Internal auditor Training Program held at Chennai on 14<sup>th</sup> & 15<sup>th</sup> May, 2018



Participants of the Geospatial Technologies program held at CSTI, Kanchipuram on 12<sup>th</sup> & 13<sup>th</sup> April, 2018



Participants of the Executive Development Program held at Chennai from 7<sup>th</sup> - 17<sup>th</sup> May, 2018

## January

10 Day - Executive Development Programme from 29th January to 8th February, 2018 at Lonavla. Participants:26. Faculty - SIBM.

## February

10 Day - Executive Development Programme from 5th to 15th February, 2018 at Chennai. Participants:29. Faculty - IFMR.

## April

2 Day - Geospatial Technologies programme on 12th & 13th Apr, 2018 at CSTI, Kanchipuram. Participants:19. Faculty - Internal.

2 Day - Personal Effectiveness & Interpersonal Skills programme on 20th & 21st April, 2018 at Chennai. Participants:29. Faculty - Exodus Research & Development.

## May

1 Day - Management Trainee Orientation on 7th May, 2018- Participants: 42. Faculty - Internal.

2 Day - Awareness on ISO 17025 and Internal auditor Training Programme on 14th & 15th May, 2018 at Chennai. Participants:35. Faculty - External.

2 Day - Developing Breakthrough Communication programme on 18th & 19th May, 2018 at Chennai. Participants:21. Faculty - Realyze Consulting.

2 Day - Execution Excellence through People Management programme on 23rd & 24th May, 2018 at Lonavla. Participants:13. Faculty - External.

2 Day - Effective Communications Skills programme on 24th & 25th May, 2018 at Chennai. Participants:27. Faculty - LearnerCorp.

10 Day - Executive Development Programme from 7th to 17th May, 2018 at Chennai. Participants:32. Faculty - IFMR.

10 Day - Executive Development Programme from 21st to 31st May, 2018 at Lonavla. Participants:31. Faculty - SIBM.

## June

2 Day - Strategic Analysis & Investment Decisions programme on 25th & 26th June, 2018 at Chennai. Participants:14. Faculty - IFMR.

0.5 Day - EIP, Digital & Other Initiatives Programme - No. of programmes - 35. Participants: 985. Faculty - Internal.

3 Day - Experiential Learning on EHS Programme - No. of programmes - 12. Participants: 126. Faculty - Internal.

# Buildings and Factories IC

## New Joiners

Mr. Gudipati Brahmanaidu, Sr.manager (Planning), Delhi

Mr. Rathindra Nath Chakraborty, Deputy General Manager - Ehs, Delhi

Mr. Vivek Jain, Sr.manager-Finance & Accounts, Delhi

Mr. Arun Ganapati Giriyan, Sr.manager (QA/QC), Mumbai

Mr. Manoj Kumar Mishra, Dgm (Civil), Vijayawada

Mr. Harpal Singh, Dgm (Civil), Delhi

Mr. Chandra Shekhar Verma, Sr.manager (QA/QC), Delhi

Mr. Vilas Arvind Pillai, Sr.manager (O&M), Vadodara Statue Of Unity

## New Responsibilities

Mr. Madhav P Deshpande, Project Director - Chhatrapati Shivaji Maharaj Memorial, Mumbai

Mr. Ashok Kumar Hadimani, Cluster Project Manager - Vijayawada (Rb&F - I)

Mr. Kalyan Kumar Dey, General Manager - Affordable & Mass Housing, Mumbai

Mr. Soman Sarvesh Mohan, General Manager - Elite Housing, Mumbai

Mr. Ashutosh Tripathi, Joint General Manager - Factories, Ahmedabad

Mr. Sriraman T, Deputy Head - Residential Buildings, Mumbai

Mr. Jitender Aggarwal, Head - Operations (North), Delhi

Mr. Ramesh V, Project Director - India Intl. Convention And Expo Centre, Delhi

Mr. Rajib Chakraborty, Cluster Project Manager - Vijayawada (Rb&F-li)

Mr. Padmanabha Rao M, Country Head - Saudi Arabia

Mr. Rajgopal Bankupalli, Cluster Hr Manager - Vijayawada

Mr. Bhaskara Reddy C, Head - Aptidco Housing Projects (Krishna District), Vijayawada

Mr. Divakaran Ov, Cpm - Mumbai (Residential I), Mumbai

Mr. George Abraham, Cluster Project Manager - Bengaluru (Rb&F), Bangalore

Mr. Vasantha Kumar Ge, Project Director - Aptidco Housing Projects (West Godavari), Vijayawada

## Promotions

Mr. Eswaran R, Head - Design (Public Space), Edrc(B&F)-Hq,Chennai

Mr. Subramanian S, Cluster Project Manager, Chennai

Mr. Venkata Srinivas Gullapalli, Head - Contracts (Residential), Mumbai

Mr. Mahalingam Ganesh, Jgm - Mep, Chennai Head Qrs.

Mr. Ganesan R, Chief Project Manager, Delhi

Mr. Raju B S, Project Director, Vijayawada

Mr. Srinivasan V, Chief Project Manager, Oman

Mr. Sangameswarappa Gc, Project Director, Bangalore

Mr. Arun Kumar Tripathi, Cpm - Delhi (Factories), Delhi

Mr. Rakesh Kumar Garg, Head - Rbu Edrc (Mumbai), Mumbai

Mr. Kannan Ls, Head - Concrete Management (B&F Ic), Chennai Head Qrs.

Mr. Padmanabha K, Jgm-Civil, Bangalore

Mr. Ajit John Beck, Head - Hr (Workmen), Chennai Head Qrs.

Mr. Pranab Nandy, Cluster Head - Mep (East), Kolkata

Mr. Hari Shankar Prasad Shukla, Project Director, Hyderabad Metro Rail

Mr. Perumal E, Chief Project Manager, Vadodara Statue Of Unity

Mr. Sreekantharao H, Head - Procurement (Rb&F Sbg), Mumbai

Mr. Prasad C, Head - Formwork Competency Cell, Chennai Head Qrs.

Mr. Adhir Kumar, Chief Project Manager, Gurgaon

Mr. Senou K, Head Initiatives - Precast, Mumbai

Mr. Ravi Kadam, Chief Project Manager, Qatar

Mr. Divakaran Ov, Cpm - Mumbai (Residential I), Mumbai

Mr. Arunkumar S, Project Manager, Mumbai

Mr. Raveendran J, Head - P&M (Cb&A), Chennai Head Qrs.

Mr. Arul E, Project Manager, Srilanka

Mr. Rajeev Kumar R, Sr. Dgm (Bio-Medical), Chennai Head Qrs.

Mr. Amit Kumar Jain, Project Manager, Lucknow

Mr. George Abraham, Cluster Project Manager, Bangalore

Mr. Jaydeep Sen Gupta, Project Manager, Kolkata

Mr. Venugopala Kurup P, Project Manager, Chennai

Mr. Pankaj Gupta, Sr.dgm-Mep, Delhi

Mr. Dr. Justin S, Chief Engineering Manager (Civil), Edrc(B&F)-Hq,Chennai

Mr. Brajesh Kumar Singh, Project Manager, Ap Housing

Mr. Subrata Chakraborty, Project Manager, Kolkata

Mr. Sankaranarayanan S, Sr.dgm & Project Coordinator - Sou, Chennai Head Qrs.

Mr. Jagarapu Surya Sudhakar, Project Manager, Ap Housing

Mr. Anuj Chouhan, Sr.dgm (Mech), Delhi C17 Phase-Ii

Mr. Vadde Venkatreddy, Sr. Dgm (Civil), Hyderabad Metro Rail

Mr. Prateek Dutta Roy, Chief Engineering Manager (Mech), Kolkata

Mr. Kannan A, Project Manager, Delhi

Mr. Subramanian A, Project Manager, Bangalore

Mr. Suresh G, Project Manager, Bangalore  
Mr. Rajesh S, Project Manager, Mumbai  
Mr. Balaji V, Sr. Dgm (Contracts), Chennai Head Qrs.  
Mr. Manish Chawla, Project Manager (Civil), Delhi  
Mr. Himansu Bhusan Baral, Dgm (Hvac), Chennai  
Mr. Madhusudan R, Dgm Finishing, Bangalore  
Mr. Anirban Basak, Chief Architect, Hyderabad Metro Rail  
Mr. Yogesh Singh, Dgm (Mech), Oman  
Mr. Debabrata Chakraborty, Project Manager, Ahmedabad  
Mr. Meyyappan N, Dgm (Mech), Chennai  
Mr. Saju Cu, Dgm (Mech), Chennai  
Mr. Karambele Santosh Rupaji, Cluster Accounts & Administration Manager, Ahmedabad  
Mr. Prasad Rao D, Dgm (Civil), Ap Housing  
Mr. Lakshmanan Cs, Dgm (Accounts & Admn), Srilanka  
Mr. Sukanta Majumdar, Project Manager, Mumbai  
Mr. Sadeesh Niranjana T, Dgm (Accounts), Chennai Head Qrs.  
Mr. Joseph Peter V, Dgm (Civil), Ahmedabad  
Mr. Akhil Jain, Dgm (Civil), Delhi C17 Phase-II  
Mr. Tadigotla Sasidhar, Chief Engineering Manager (Civil), Edrc(B&F)-Hq, Chennai  
Mr. Hari Mohan Jha, Chief Engineering Manager (Civil), Mumbai  
Mr. Ranjan K, Dgm (Qc/Ct), Chennai  
Mr. Ranjeet Kumar, Project Manager, Mumbai  
Mr. Manoharan S, Head-Finance, Accounts & Admn. (Cba), Chennai Head Qrs.  
Mr. Ashok Kumar, Project Manager, Bhubaneswar  
Mr. Partha Das, Project Manager, Kolkata  
Mr. Lakshmanan S, Dgm (Stores), Qatar  
Mr. Janaki Raman S, Dgm (P&M), Mumbai

Mr. Manish Kumar, Project Manager, Kolkata  
Mr. Nagalingam R, Chief Architect, Edrc(B&F)-Hq, Chennai  
Mr. Rawale Anil Kisan, Dgm (Mech), Delhi C17 Phase-II  
Mr. Sridhar N, Cluster Accounts & Administration Manager, Bangalore  
Mr. Venkatesh M, Dgm (Civil), Qatar  
Mr. Sivanthilingam M, Dgm (Civil), Bangalore  
Mr. Umesh Krishnan R, Dgm (Hvac), Saudi  
Mr. Ganesh R, Dgm (Civil), Ap Housing  
Mr. Gandeeban K, Dgm (Civil), Chennai  
Mr. Subrato Hazra, Dgm (Mech), Delhi  
Mr. Nitin Shenoy M, Dgm (Civil), Qatar  
Mr. Durairaj C, Dgm (Contracts), Chennai Head Qrs.  
Mr. Mohsin Mohd Khan, Dgm Finishing, Delhi C17 Phase-II  
Mr. Ramu R, Head - Contracts (Factories), Chennai Head Qrs.  
Ms. Seena George, Chief Architect, Chennai Head Qrs.  
Mr. Dharanipathy S, Chief Engineering Manager (Civil), Edrc(B&F)-Hq, Chennai  
Mr. Amit Chawla, Dgm (Civil), Delhi  
Mr. Jayapragash V, Chief Engineering Manager (Geotechnical), Edrc(B&F)-Hq, Chennai  
Mr. Karthikeyan K, Chief Engineering Manager (Elec), Edrc(B&F)-Hq, Chennai  
Mr. Dr. Rajkumar S, Incharge Of Cefd, Edrc(B&F)-Hq, Chennai  
Ms. Mushunuri Varalakshmi, Chief Architect, Mumbai  
Mr. Partha Bijoy Das, Dgm (Civil), Ap Housing  
Mr. Alagappan Pl, Dgm (Civil), Qatar  
Mr. Abhyankar Shailesh Waman, Sr.construction Manager (Mech), Mumbai  
Mr. Ramesh M, Sr.construction Manager (Civil), Vijayawada  
Mr. Krishnan V, Sr.construction Manager (Civil), Chennai Head Qrs.  
Mr. Vikash Ranjan Jha, Cluster Accounts & Admin Manager, Kolkata

Ms. Dillibai G, Sr.principal Architect, Chennai Head Qrs.  
Mr. Omprakash Singh, Sr.manager (Civil), Oman  
Mr. Mukesh Kumar Shukla, Sr. Manager (P&M), Delhi  
Mr. Abhijeet Jain, Sr.construction Manager (Civil), Noida  
Ms. Indumathi T, Sr.principal Architect, Edrc(B&F)-Hq, Chennai  
Mr. Rajeev Luthra, Sr.construction Manager (Civil), Delhi  
Mr. Subhasish Dutta, Sr.construction Manager (Civil), Bhubaneswar  
Mr. Devraj Venkappa Anchan, Cluster Hr Manager, Mumbai  
Mr. Sumit, Sr.manager (Planning), Mumbai  
Mr. Gade Ramakrishna, Cluster Accounts & Administration Manager, Vijayawada  
Mr. Pedapalli Prasadnaidu, Sr. Manager (QA/QC), Bhubaneswar  
Mr. Bhagchandani Gordhandas Tulsidas, Sr. Manager (Business Development), Ahmedabad  
Mr. Trailokyanat Dhal, Sr.construction Manager (Civil), Delhi  
Mr. Perumal C, Sr. Manager (Mech), Chennai Head Qrs.  
Mr. Sumit Gupta, Head Initiatives-Cb&A (North), Lucknow  
Mr. Dilip Kumar Bera, Sr.construction Manager (Civil), Kolkata  
Mr. Senthilkumar S, Sr.manager (Civil), Chennai Head Qrs.  
Mr. Suneet Kumar, Cluster Hr Manager, Mumbai  
Mr. Balaganchi R Karthikeyan, Sr.manager (Contracts), Chennai Head Qrs.  
Mr. Palanisamy M, Sr.manager (Civil), Chennai Head Qrs.  
Mr. Arul Anandhan K, Sr.construction Manager (Civil), Bangalore  
Mr. Krishnakumar B, Sr.construction Manager (Civil), Ap Housing  
Mr. Vikas Kumar Sharma, Sr.construction Manager (Civil), Delhi

Mr. Ramanakumar R, Sr. Manager (Accounts), Chennai  
Mr. Navinkumar S, Sr. Engineering Manager (Mech), Edrc(B&F)-Hq, Chennai  
Mr. Rawool Ramchandra Pandurang, Sr.construction Manager (Civil), Mumbai  
Mr. Arun Thomas Alphonse Babu, Cluster Accounts & Administration Manager, Qatar  
Mr. Manivannan G, Sr.construction Manager (Civil), Ap Housing  
Mr. Saravanakumar G, Cluster Quality Manager, Delhi  
Mr. Mukesh Kumar, Sr.construction Manager (Civil), Delhi  
Mr. Abhishek Mitra, Sr.construction Manager (Civil), Kolkata  
Mr. Balaji K, Sr.manager (Civil), Mumbai  
Mr. Suresh N, Sr.construction Manager (Civil), Chennai  
Mr. Sureshbabu Kd, Sr.construction Manager (Civil), Mumbai  
Mr. Saravanan H, Sr.construction Manager (Elec), Chennai  
Mr. Ziaur Rehman, Sr.construction Manager (Civil), Lucknow  
Mr. Vijay U P, Sr. Engineering Manager (Civil), Edrc(B&F)-Hq, Chennai  
Mr. Kannan V, Sr.manager (Civil), Chennai Head Qrs.  
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Mr. Biprajit Saha, Asst. Construction Manager (Civil), Kolkata

Mr. Nagesh Hr, Asst. Construction Manager (Civil), Mumbai

Mr. Sunil Kumar K, Asst. Construction Manager (Civil), Bangalore

Mr. Manas Saha, Asst. Construction Manager (Civil), Kolkata

Mr. Santosh Subramanian G, Asst. Construction Manager (Civil), Delhi

Ms. Ira Ahuja, Sr.architect, Delhi

Mr. Nishanth C, Asst. Manager (Civil), Srilanka

Mr. Sasikumar S, Asst. Manager (Ehs), Ap Housing

Mr. Mure Jayadeep Reddy, Asst. Manager (Civil), Mumbai

Mr. Souvik Saha, Asst. Construction Manager (Mech), Hyderabad Metro Rail

Mr. Suresh Kumar Katta, Asst. Construction Manager (Civil), Bangalore

Mr. Subhash Kumar, Asst. Construction Manager (Elec), Gurgaon

Mr. Naveen Kumar Venkata Tatipudi, Asst. Construction Manager (Mech), Hyderabad Metro Rail

Mr. Gaikwad Navnath Mahadev, Asst. Construction Manager (Civil), Mumbai

Mr. Rakesh Sharma, Sr.architect, Mumbai

Mr. Girija Sankar Nayak, Asst. Construction Manager (Civil), Mumbai

Mr. Biswadeep Mitra, Asst. Construction Manager (Elec), Mumbai

Mr. Ashutosh Dubey, Asst.manager (Civil), Kolkata

Mr. Aravinda K, Asst. Construction Manager (Civil), Ap Housing

Mr. Chitiprolu Hanumanthrao, Assistant Manager-QA/QC, Delhi

Mr. Singh Saurabh Shobhanath, Asst. Construction Manager (Mech), Chennai

Mr. Karthikeyan Ns, Asst. Construction Manager (Mech), Chennai

Mr. Jaiswal Sachin Shyamalji, Asst. construction Manager (Civil), Mumbai

Mr. Saravanan V, Asst. Construction Manager (Civil), Mumbai

Mr. Habeebur Rahman Ah, Asst. Construction Manager (Civil), Bangalore

Mr. Prabakaran R, Assistant Manager-QA/QC, Delhi

Mr. Puran Singh, Asst.manager (Administration), Delhi

Mr. Prasanna Ms, Asst. Construction Manager (Civil), Bangalore

Mr. Tapan Kumar Biswal, Asst. Manager (Accounts), Bhubaneswar

Mr. Sivarajan K, Asst. Construction Manager (Civil), Mumbai

Mr. Dudhal Nilesh Appasaheb, Asst. Construction Manager (Civil), Ahmedabad

Ms. Tania Halder, Sr.architect, Kolkata

Mr. Suresh Kk, Asst. Construction Manager (Mech), Qatar

Mr. Mahendran R, Asst. Construction Manager (Civil), Bangalore

## Heavy Civil Infrastructure IC

### New Joiners

Harendra Kumar Singh, Deputy General Manager (Civil), Cn-Kknpp-3/4 Plant Civil Works

Jayaprakash Mahendran, Engineer (QA/QC), Cn-Kknpp Phase 2 - Hts Package

Satyabrata Nayak, Sr.engineer (Ehs), Hy-Vih-Project

Muthukaruppasamy K, Asst. Supervisor (Pilling), Hy-Vih-Project

Mr. Crosby P, Asst. Engineering Manager (Elec), Edrc(B&F)-Hq,Chennai

Mr. Tonmoy Banerjee, Asst. Manager (Hr), Ahmedabad

Mr. Chakali Rama Govindu, Asst. Engineering Manager (Civil), Edrc (B&F)-Hq,Chennai

Mr. Wasif Khan Mohammed, Asst. Construction Manager (Mech), Saudi

Mr. Santosh Bagi, Asst. Construction Manager (Mech), Bangalore

Mr. Jitender S, Asst. Construction Manager (Civil), Chennai

Mr. Srinivasachaitanya K, Asst.manager (Systems), Vijayawada

Mr. Devanathan P, Asst.manager (Industrial Relations), L&T Formwork-Pondy

Ms. Chandana N, Asst. Construction Manager (Civil), Vijayawada

Mr. Kule Rahul Prakash, Asst. Manager (Ehs), Mumbai

Ms. Anitha N, Asst. Construction Manager (Civil), Bangalore

### Absorbition

#### Absorbed From DET

Mr. Jithin P Alias, Bangalore

#### Absorbed from GCT

Mr. Mayank Jain, Lucknow

Mr. Aashutosh, Delhi

Mr. Kshitij Rajpal, Delhi

#### Absorbed From PGET

Mr. Ashok Kumar C U, Chennai

Mr. Mududhudla Prem Sai, Kolkata

Mr. Etha Chandradeep, Kolkata

Mr. Rishi Pandey, Kolkata

### Retirements

Mr. Sanjeev Kulshreshtha, Foreman, Noida

Mr. Krishnamoorthy V, General Foreman-Carp, Ap Housing

Mr. Somasundara Kaimal Kr, General Foreman (P&M), Ap Housing

Mr. Shanmugam K, Foreman (Elec), Ap Housing

Mr. Raju Varghese P, Tower Crane Operator, Mumbai

Mr. Ram Adhar, Asst. Manager (Industrial Relations), Noida

Mr. Pradip Kumar Som, Sr.dgm (Civil), Bhubaneswar

Mr. Nagendra K N, Head - Contracts Admn. (Cb&A), Chennai Head Qrs.

Mr. Satish R Vachhani, Head - Concrete Technology Centre, Delhi

Mr. Ramani Janakiraman, Assistant Manager (Procurement), Bangalore

Mr. Shah Ps, Dgm (Accounts), Mumbai

Mr. Voolla Gouri Prasad Rao, Manager (Accounts), Mumbai

Sandya V, Asst. Engineering Manager - Design, Mb- Mthl Package 1

Chetan Deepak Hatagale, Sr.engineer (Design), Mb- Mthl Package 1

Kale Kailas Deeliprao, Manager (Procurement), Mb- Mthl Package 1

Rakesh Kumar, Asst. Manager (Ehs), Mb - Mega Pkg2

Chavda Pratapsinh Ratansangbhai, Asst. officer (Stores), Mb- Mthl Package 1

Vimal Kumar Subramanian, Asst. Manager - P&M, Ab-Dfccc Ctp 3R Structure

Deepanraj, Engineer (QA/QC), Hy-Vih-Project

Prabhukumar Palanisamy, Sr. Engineer (Ehs), Cn-Kknpp-3/4 Plant Civil Works

Saurabh Pramod Kulkarni, Assistant Manager (Procurement), Mb-Cluster, Heavy Civil Infra

Shreeresh Ravindran, Manager (Contracts), Mb - Mega Pkg2

Sonpal Singh, Engineer (QA/QC), Mb-Wdfcc Package 15B	Anand Kumar Upadhayay, Manager (Ehs), Mb- Mthl Package 1	Siddhartha Sankar Mukherjee, Asst.officer (Ir), Mb- Mthl Package 1	Amarjeet Kumar, Fls Trainee, Hy - Csti, Jadcherla	Senthilkumar Maniyam, Senior Engineer - QA/QC, DI-Wdfcc Package 15C	Razi Ahmed Farooqi, Dy.general Manager (Ehs), DI-Lucknow Metro
Arul Murugan Thangarasu, Manager - Tendering & Contracts, Cn-Ports And Harbours Bu	Mohan Kumar Kamath, Asst.manager (Stores), Mb- Mthl Package 1	Ravindra Popat Jagadale, Asst.engineering Manager (Geotech), Mb- Mthl Package 1	Tushar Baban Ghode, Fls Trainee, Hy - Csti, Jadcherla	Bikash Singh, Fls Trainee, Hy - Csti, Jadcherla	Sundar Vensilaus Baskaran, Engineer (QA/QC), Ab-Iter-Cws
Danish Azam, Asst. Manager (Ehs), Mb-Seabird Mwc-01	Balamurugan, Supervisor (Stores), Hy-Def-Project	Imran Farid A H, Asst. Manager (Geology), Mb- Mthl Package 1	Chinmay Barman, Fls Trainee, Hy - Csti, Jadcherla	Mohammad Amanullah, Fls Trainee, Hy - Csti, Jadcherla	Anil Kumar Sahu, Asst. Manager (Ehs), Hy-Vih-Project
Sayantana Mondal, Sr. Technician, Kk-Khulna Mongla Bridge Proj	K V Seshan, Deputy General Manager, Cn-Edrc,Head Qrts.	Jaydev Juyal, Asst.manager-Tunnel, Mb - Mega Pkg2	Sajith C P, Fls Trainee, Hy - Csti, Jadcherla	Sivanesan Rajasekaran, Assistant Manager-QA/QC, Ab-Iter-Cws	Navin Chandra, Manager-Electrical, Mb-Mthl Package 1
Ziaul Hoque, Asst.officer (Stores), Kk-Khulna Mongla Bridge Proj	Chang Hee Song, Chief Engineering Manager, Cn-Edrc,Head Qrts.	Shibu E V, Sr.engineer (Isd), Mb - Mega Pkg2	Chinmaya Swain, Fls Trainee, Hy - Csti, Jadcherla	Arnab Kundu, Fls Trainee, Hy - Csti, Jadcherla	Ashwani Kumar Joshi, Executive (Stores), Mb- Mthl Package 3
Mohan Srinivasan, Senior Engineer (Cad), Cn-Edrc,Head Qrts.	Utpal Maji, Assistant Supervisor (Survey), Cn-Kalpakkam	Sudhir Kumar, Engineer (Formwork), Hy-Constn.of Medigadda Barrage	Santosh Kumar, Fls Trainee, Hy - Csti, Jadcherla	Mohd. Sahal, Sr.engineer (Civil), Mb-Mumbai Metro Ugc01	Balabhadra Chhatoi, Asst.officer (Stores), Ab-Iter-Cws
Dileep Kumar, Executive (Ehs), Mb-Seabird Mwc-01	Busana Boyina Venkateswara Rao, Manager - Ir & Admin, Hy-Vih-Project	Swaminathan Subramanian, Sr.engineer (Civil), Hy-Vih-Project	Rintoo Prasad, Fls Trainee, Hy - Csti, Jadcherla	Deepak Kumar Jha, Engineer (QA/QC), Ab-Dfcc Ctp 3R Structure	Bharat Chandra Das, Chargehand (Formworks), Mb-Wdfcc Package 15A
Pranjal Shrivastava, Executive (Accounts), Mb-Mumbai Metro Ug07	Kamal Saini, Cost Management Accountant, Mb- Mthl Package 1	Sri Narayan Purwar, Manager (Accounts), Cn-Head Qrs.	Udbodhan Kundu, Fls Trainee, Hy - Csti, Jadcherla	Pravesh Gautam, Engineer (QA/QC), Hy-Constn.of Medigadda Barrage	Krunal Rajesh Salvi, Senior Engineer - Design, Mb-Mumbai Metro Ugc01
Suraj Naithani, Cost Management Accountant, DI-Dfcc Ctp 14	Deepon Kumar Gupta, Sr.engineer (Isd), O-Punatsangchchu, Bhutan	Shubham Malik, Sr.engineer (Formworks), DI-Dfcc Ctp 14	Rajob Molla, Fls Trainee, Hy - Csti, Jadcherla	Mohammad Imran, Supervisor (Stores), Mb- Mthl Package 1	Aniket Arun Anekar, Senior Engineer-Civil, Mb- Mthl Package 1
Guptesh Kumar Jha, Senior Engineer - QA/QC, Hy-Constn.of Medigadda Barrage	Paramananda Panda, Manager (Ehs), Mb-Mthl Package 1	C Shanmugam, Dgm-Quarry, Mb-Seabird Mwc-01	Gokul Macchindra Gavande, Fls Trainee, Hy - Csti, Jadcherla	Amitabha Sen, Manager - QA/QC, Mb-Mthl Package 1	Jerin Jerald L, Asst.construction Manager (Mech), Mb- Mthl Package 1
Narayanan S, Manager (Hr), Cn-Head Qrs.	Suraj Kumar, Executive (Stores), Ab-Dfcc Ctp 3R Structure	Jai Prakash, Manager (Ehs), Mb-Mumbai Metro Ugc01	Yogesh Kumar, Fls Trainee, Hy - Csti, Jadcherla	Krishnakant Naik, Asst. Manager (Ehs), Mb-Seabird Mwc-01	Gopal Basak, Chargehand (Formworks), Hy-Constn.of Medigadda Barrage
Abhishek Ray, Asst.manager (Formworks), DI-Dfcc Ctp 14	Yaramati Diwakar Babu, Asst. Manager (Ehs), Hy-Vih-Project	Subodh Kumar Singh, Fls Trainee, Hy - Csti, Jadcherla	Alok Kumar, Fls Trainee, Hy - Csti, Jadcherla	Dharmendra Kumar Shah, Asst.manager-Ir, Mb - Mega Pkg2	Maneesh Sharma, Engineer (QA/QC), Hy-Vih-Project
Dharmpal Ambadas Hiwale, Engineer (Cad), Mb- Mthl Package 1	Rakesh Singh, Chargehand-Survey, Hy-Vih-Project	Pijush Mandal, Fls Trainee, Hy - Csti, Jadcherla	Joydev Chakraborty, Fls Trainee, Hy - Csti, Jadcherla	Suryanshu, Engineer (QA/QC), Mb- Mthl Package 1	Ravi Talawar, Asst. Manager (Stores), Kk-Kachchidargah
Suthan V, Manager-Qa & Qc, Cn-Kknpp Phase 2 - Hts Package	Rajadurai K, Principal Architect, Cn-Edrc,Head Qrts.	Dakshin Dhibar, Fls Trainee, Hy - Csti, Jadcherla	Subhamoy Debnath, Fls Trainee, Hy - Csti, Jadcherla	Vishal Kumar Yadav, Engineer (Qa/Qc), Mb-Mthl Package 3	Umesh Jagdish Tiwari, Executive (Ir), Mb-Mthl Package 1
Amit Kumar Dalal, Executive (Accounts), Hy-Vih-Project	Gopinath Methanchery, Manager (Ehs), Mb-Mandovi River Bridge, Goa	Sayan Hazra, Fls Trainee, Hy - Csti, Jadcherla	Parveen, Fls Trainee, Hy - Csti, Jadcherla	D Manoj, Sr.engineer - Qa & Qc, Ab-Dfcc Ctp 3R Structure	Yungmook Na, Project Director, Mb- Mthl Package 1
Varanasi Arun Kumar, Manager (Accounts), Kk-Khulna Mongla Bridge Proj	Nirbhay Kumar, Asst.officer (Stores), Mb-Mthl Package 1	Prajith M K, Fls Trainee, Hy - Csti, Jadcherla	Md Warish, Fls Trainee, Hy - Csti, Jadcherla	Sunil Kumar Sharma, Deputy General Manager - QA/QC, Mb - Mega Pkg2	Suresh K, Asst.manager (Accounts), Hy-Vih-Project
Pratiksha Prakash Ekhe, Asst. Engineering Manager - Design, Mb-Cluster, Heavy Civil Infra	Bikash Pradhan, Sr.engineer (QA/QC), Mb-Wdfcc Package 15B	Rabi Kumar Vishwakarma, Fls Trainee, Hy - Csti, Jadcherla	Suman Kumar Dey, Fls Trainee, Hy - Csti, Jadcherla	Jyoti Pundeer, Asst. Manager (Admin.), DI-Cluster,Heavy Civil Infra Ic	Elumalai G, Assistant Manager-QA/QC, Cn-Kknpp Phase 2 - Hts Package
Dhiraj Ishwarlal Rupchandani, Cost Management Accountant, Mb-Cluster, Heavy Civil Infra	Ramanathan P L, Manager (Civil) - Tendering, Cn-Ports And Harbours Bu	Biswajit Das, Fls Trainee, Hy - Csti, Jadcherla	Sagar Dnyaneshwar Gokule, Engineering Manager, Mb- Mthl Package 1	Rajesh Kumar Dobriyal, Draughtsperson, DI-Extradosed Bridge,Barapulla	Kalaivanan Selvaraj, Sr.engineer (Cad), Mb-Mthl Package 1
Shweta Khandelwal, Cost Management Accountant, DI-Cluster,Heavy Civil Infra Ic	Taddi Syamasundara Rao, Cost Management Accountant, Cn-Head Qrs.	Suraj Chaudhary, Fls Trainee, Hy - Csti, Jadcherla	Sanjeeb Kumar Dash, Executive (Ir), Mb - Mega Pkg2	Md. Rafik, Chargehand (Formworks), Hy-Const Cable Bridge Durgam	Ashok Phoolchandra Shukla, Asst.officer (Stores), Mb- Mthl Package 1
Ashok Kumar Patra, Manager (P&M), Kk-Khulna Mongla Bridge Proj	Diwakar Meenakshi Sundaram, Sr.engineer (Elec)-P&M, Kk-Khulna Mongla Bridge Proj	Ravi Kumar, Fls Trainee, Hy - Csti, Jadcherla	Gopi C, Asst.supervisor (Formworks), Cn-Head Qrs.	Sateesh Yandrapu, Manager-Planning, Hy-Vih-Project	Kalinga Kumar Nayak, Manager (P&M), Mb-Mumbai Metro Ugc01
Kartikey Kulshrestha, Cost Management Accountant, DI-Extradosed Bridge,Barapulla	Baswa Meena Sai Lakshmi, Sr.engineer (Design), Cn-Edrc,Head Qrts.	Sumit Kumar Rajbhar, Fls Trainee, Hy - Csti, Jadcherla	Prateek Tyagi, Asst.manager (Planning), Hy-Vih-Project	Bharat Dutta, Asst.manager (Elec), DI-Underground Rcc Structure	Veeranna Giramallappa Kittad, Manager (P&M), Mb- Mthl Package 1
Harshit Badaya, Cost Management Accountant, Mb-Cluster, Heavy Civil Infra	Dilli Babu, Sr.engineer (Cad), Cn-Edrc,Head Qrts.	Suhaib A S, Fls Trainee, Hy - Csti, Jadcherla	Ravichandran P, Senior Supervisor (P&M), Hy-Vih-Project	Sudalaimani Paramasivam, Chargehand (Formworks), Hy-Constn.of Medigadda Barrage	Uttam Kumar, Engineer (QA/QC), Mb - Mega Pkg2
	Badiganti Sankar Rao, Asst.manager-IR & Administration, Hy-Def-Project	Anshad K H, Fls Trainee, Hy - Csti, Jadcherla	Harsh Deewan, Asst.construction Manager (Civil), Mb-Mumbai Metro Ugc01	Rajeshwar Singh, Asst.construction Manager (Civil), Mb-Mumbai Metro Ugc01	Shashank Semwal, Asst.manager-Tunnel, Mb - Mega Pkg2
		Shuvojit Sardar, Fls Trainee, Hy - Csti, Jadcherla	Yogesh Prakash Sahasrabudhe, Manager - Plant & Machinery, Mb- Mthl Package 1		
		Suklal Pramanik, Fls Trainee, Hy - Csti, Jadcherla	Saravanakumar R, Supervisor (Stores), Hy-Vih-Project		



Manmohan Singh Khatri, Surveyor, Hy-Def-Project

Muthukumar Lingaraja, Manager (P&M), Cn-Kknpp Phase 2 - Hts Package

Amit Bagla, Asst.manager-Tunnel, Mb-Mumbai Metro Ugc01

Soumadeep Baksi, Asst. Manager (Ehs), Hy-Vih-Project

Swapnil Arun Shete, Asst. Engineering Manager - Design, Mb-Cluster, Heavy Civil Infra

Chandan Kumar Ray, Engineer (Formwork), Mb-Wdfcc Package 15A

Prabakaramoorthy R, Sr.engineer - QA/QC, DI-Wdfcc Package 15C

Vinoth Vijayakumar, Engineer (Cad), Cn-Edrc,Head Qrts.

Saurabh Mishra, Deputy General Manager (Civil), Kk-Khulna Mongla Bridge Proj

K Ramesh, Supervisor-Formwork, Hy-Const Cable Bridge Durgam

Pradeep T Gouda, Manager (Planning), Mb-Karwar Seabird Mwc01

Vincent Raja Velankanni, Chargehand (Formworks), Hy-Constn.of Medigadda Barrage

Nivedita Ghosh, Sr.engineer (Ehs), Mb-Cluster, Heavy Civil Infra

Abhay Shrivastava, Asst.manager-Qa & Qc, DI-Wdfcc Package 15C

Shajahan Juber Pathan, Asst.chargehand (Formworks), Mb- Mthl Package 1

Manikandan R S, Senior Engineer - QA/QC, Hy-Constn.of Medigadda Barrage

Tushar Panchal, Engineer (QA/QC), Hy-Constn.of Medigadda Barrage

Anburaj Vijayan, Senior Engineer - QA/QC, Cn-Kknpp-3/4 Plant Civil Works

Pradip Suresh Patil, Asst. Manager (Ehs), Mb-Cluster, Heavy Civil Infra

Madhavan P, Assistant Manager (Planning), Hy-Vih-Project

Avinash Shamrao Tupe, D'man (Cad), Mb-Mthl Package 1

P Mariappan Suresh, Assistant Construction Manager - Civil, Hy-Vih-Project

Pallab Kuila, Manager (QA/QC), Mb- Mthl Package 3

Mahesh Prasad Gupta, Asst.manager-Ir, Mb-Cluster, Heavy Civil Infra

Megavath Vinay Kumar, Asst.engineering Manager - Geotechnical, Mb- Mthl Package 3

Kirubanand Lourthuswamy, Assistant Manager-QA/QC, Cn-Kknpp-3/4 Plant Civil Works

Chandra Sekhar Ghosh, Asst. Officer (Accounts), Mb- Mthl Package 3

Senthil Kumar M K, Engineer (Ehs), Cn-Cmrl Ug 02

Zafrul Huda Beg, Senior Engineer-Civil, Mb-Mumbai Metro Ugc01

B. Jaishankar, Sr Design Engineer, Ab-West Dfcc Rewarai-Iqbal Str

Vempati Sailaja, Asst. Engineering Manager - Design, Cn-Edrc,Head Qrts.

Aldrin Antony, Hydrographic Surveyor, Hy-Vih-Project

N Prasanna, Engineer (Cad), Cn-Edrc,Head Qrts.

T Suresh, Sr. Chargehand (Civil), Hy-Vih-Project

Anbu Dhakshnamoorthy, Asst. Supervisor (P&M), Mb-Karwar Seabird Mwc01

Biswanath Tarun Kumar Biswas, Sr. Chargehand (Formworks), Cn-Kknpp-3/4 Plant Civil Works

Bhatt Luv Shashikant, Senior Engineer - QA/QC, Ab-Iter-Cws

Sujith, Engineer - Execution, Mb- Mthl Package 1

Balram Pathak, Sr.engineer (Design), Mb-Cluster, Heavy Civil Infra

Suhas Shridhar Deshpande, Deputy General Manager (Civil), Mb-Cluster, Heavy Civil Infra

Manoj Kumar Biswal, Assistant Manager (Fabrication), Mb- Mthl Package 1

Ashif Sekh, Engineer (Mech)-P&M, Ab-Dfcc Ctp 3R Structure

Veeraselvam Ganesan, Engineer (Survey), Ab-Dfcc Ctp 3R Structure

Bikash Kumar Patel, Sr.engineer (Civil), Mb-Mthl Package 1

A. I. Karthikeyan, Sr.engineer - Execution, Cn-Kknpp-3/4 Plant Civil Works

### New Responsibilities

Srinatha Subba Rao Vankayala, Manager (Accounts), Cn-Head Qrs.

Srinivas Chandaka, Manager (Finance & Accounts), Hy-Def-Project

Punit Kumar Jha, Construction Manager (Civil), Cn-Head Qrs.

Durva Ashutosh Damle, Principal Architect, Mb-Mumbai Metro Ug07

Saravanan Pm, Jgm-Civil, Cn-Kknpp-3/4 Plant Civil Works

Chandran Krr, Head-Contracts Administration & Risk Management, Cn-Head Qrs.

Varanasi Arun Kumar, Manager (Stores), Kk-Khulna Mongla Bridge Proj

Kunwar Raj Singh, Jgm-Civil, Cn-Head Qrs.

Waghralkar Govind Anantrao, Dgm (Procurement), Mb- Mthl Package 1

Ashish Gupta, Construction Manager (Civil), Ab-West Dfcc Rewarai-Iqbal Str

Muralidhar R, Dgm - QA/QC, Mb- Mthl Package 1

Ashish Gupta, Construction Manager (Civil), Ab-West Dfcc Rewarai-Iqbal Str

Shrikanth Naidu L, Manager (Hr), Hy-Def-Project

### Absorbition

### Absorbed from DET

Vishnu Prasad K K

## Power Transmission & Distribution IC

### New Joiners

Manikumar Pandian Asst.manager (Civil) KSA

Balachandran Chellappa Asst.manager (Elec) KSA

Sasikumar Subramani Asst.manager - Electrical (Design) KSA

Vijaya Kumar Kamala Manager-Electrical Qatar

Nishan Siraj Kunju Asst. Manager - Mechanical (Mep) Qatar

Dnyanesh Nathuram Padaval Project Manager (Elec) UAE

Sankarammal Mahalingam Chandrasekar Construction Manager (Elec) UAE

Narasimhan Mahesh Kumar Manager-Electrical UAE

Puneet Sharma Engineering Manager (Elec) UAE

Rana Sen Construction Manager (Civil) UAE

Atif Aleem Segment Head - Cabling UAE

Rangan Krishna Murthi Construction Manager (Civil) UAE

Waseem Shahid Asst. Manager (Civil) - QA/QC UAE

Stalin Raj Ramaian Construction Manager (Elec) UAE

### Absorption

### Absorption from GET

Mohammed Ali Hussain Hazazi Senior Engineer-Civil KSA

Abdul Karim Abdullah Ahmed Alghamdi Senior Engineer-Civil KSA

Khalid Faisal Mohammed Ali Al Thaqafi Senior Engineer-Civil KSA

Nawaf Ahmed Abdullah Al Khuraisi Alzahrani Senior Engineer-Civil KSA

Ahmed Khalid Alasfour Senior Engineer-Civil KSA

Hussain Ali Al Makinah Senior Engineer - Electrical KSA

Mohammed Ali Alnasser Senior Engineer - Electrical KSA

Majed Mohammed Al Qahtani Senior Engineer - Electrical KSA

### Promotions

Paresh Prakash M3-B Segment Head - Special Projects KSA

Subuktagin Taj M2-B Project Manager KSA

Debasis Ghosh M2-B Construction Manager (Elec) KSA

Muralidharan P M2-B Construction Manager (Mech) KSA

Nilotpal Chatterjee M2-A Business Development Manager Ksa

Jai Narayan M2-A Construction Manager (Civil) KSA

Chandrasekaran K M2-A Manager (Systems) KSA

Karthikeyan N M1-C Manager (Elec) KSA

Santhosh Kp M1-C Manager (Accounts) KSA

Aloph Vezhappilly Shamsu M1-C Manager (Procurement) KSA

Durgapada Kuity M1-C Cluster Accounts & Admn. Manager KSA

Raji Krishnamurthy M1-B Manager (Elec) KSA

Sharafudheen Kaitha Mannil M1-B Manager - Elec (QA/QC) KSA

Shaik Abdul Shukoor M1-A Asst. Construction Manager (Elec) KSA

Naz A Manaf M1-A Asst.manager (Mech) KSA

Pawan Pirta M1-A Asst.engineering Manager - Civil KSA

Ravikumar Sriramulu M1-A Asst. engineering Manager (Elec) KSA

Akhlaque Ahmad M1-A Asst. Manager (Elec) - QA/QC KSA

Siva Sivaraman A M1-A Asst. Manager (Design)-Civil KSA

Jahabar Sathik M M1-A Asst.manager (Elec) KSA

Arun Vijayakumar Shylaja M1-A Asst. manager (Ehs) KSA

Arnold Mariano Aquino M1-A Asst. manager (Civil)-Qa&Qc KSA

Manish Kumar O-2 Asst.manager (Elec) KSA

Abdul Qadeer O-2 Asst.manager (Administration) KSA

Syed Faizan O-2 Asst. Manager (Civil) - QA/QC KSA

Senthilkumar Subburaj O-2 Asst.manager (Elec) KSA

Dhiraj Kumar O-2 Asst.manager (Elec) KSA

Petla Yarrayya Naidu O-2 Asst. Construction Manager (Elec) KSA

Rahul Rao K O-2 Asst. Construction Manager (Elec) KSA

Gyanendra Pratap Sen O-2 Asst. Manager (Accounts) KSA

Hamza Lafir Abul Hasan O-2 Asst.manager (Elec) KSA

Amit Kumar Shukla O-1 Executive (Accounts) KSA

Srinivasareddy Tonangi O-1 Executive (Stores) KSA

Sakthi Nepolean O-1 Officer (Stores) KSA

Asmatullah Din Muhammad O-1 Senior Supervisor (Elec) KSA

Asif Khan O-1 Sr.engineer (Civil) KSA

Prakash Patil O-1 Executive (Admin) KSA

Qaiser Kamran S-2 Supervisor (Civil) KSA

Bibin Bhaskaran S-2 Assistant Officer (EHS) KSA

# Metallurgical & Material Handling

## New Joiners

Mr. Ijaz Ahmed Khan executive (Industrial relations) Finance, Accounts & Admn.

Mr. Monish Mohan Asst.construction manager (Mech) Hzl-Sk Mines, Dariba

Mr. Kamaraj Ramanathan Asst.construction manager (Civil) Copper smelter plant, Tuticorin

Mr. Bhimasen Pradhan Asst.officer (Industrial Relations) Copper smelter plant, Tuticorin

Mr. Akshat Shukla Vineet Kumar Sr.engineer (Mech) MMH HQ, Kolkata

Mr. Arpan Adhikary Asst.officer (Ehs) Environment, Health & Safety

Mr. Srikanta Sahoo Sr.engineer (Civil) MMH-Core

Mr. Kamal Samanta Engineer (Civil) MMH HQ, Kolkata

Mr. Santanu Ghosh Executive (Accounts) Mmh Hq, Kolkata

Mr. Reegan Selvaraj Asst. Officer Procurement Copper Smelter Plant, Tuticorin

Mr. Sunil Kumar Upadhyay Asst. construction Manager (Mech) Dcpl, Dolvi

Mr. Abdus Sakib Mollah Asst.construction Manager (Mech) Copper Smelter Plant, Tuticorin

Mr. Vivek Das Asst.construction Manager (Mech) Copper Smelter Plant, Tuticorin

Mr. Arun Pratap Singh Kurmi Asst. construction Manager (Mech) Dcpl, Dolvi

Mr. Angshuman Mitra Construction Manager (Mech) Hzl-Sk Mines, Dariba

Mr. Jagannath Jyoti Prakash Sethi Asst. Manager (Ehs) Rsp-Hsm, Rourkela

Mr. Abhishek Mishra Asst.construction Manager (Civil) Dcpl, Dolvi

Mr. Birendra Singh Crane Operator Dcpl, Dolvi

Mr. V. Muthuraj Construction Manager (Civil) Copper smelter plant, Tuticorin

Mr. Bibhuti Prasad Dash Asst Manager (HR & IR) Kansbahal

Mr. Nikhil Ramji Gupta Post Graduate Engineer Trainee DCPL, Dolvi

Mr. Mudunuri Sai Sriram Post Graduate Engineer trainee Jsw, Bellary

Mr. Muthineni Bala Rama Krishna Post Graduate Engineer Trainee copper smelter plant, Tuticorin

Mr. Gottemukkala Gopala Krishnam Raju Head - Supply Chain Management MMH HQ, Kolkata

Mr. Mukilan Veerasamy Executive (Procurement) Kansbahal

Mr. Sougata Rudra Construction manager (E&I) CHP, Nigahi

## Promotions

Mr. Vignesh K Engineer (ELEC) DCPL, Dolvi

Mr. Pranay Rajgaria Asst.officer (Accounts) DCPL, Dolvi

Mr. Suraj Kumar Sarangi Asst. Officer (Industrial Relations) Rsp-Hsm, Rourkela

Mr. Thakasi Sairam Engineer (Civil) DCPL, Dolvi

Mr. Bidhan Roy Engineer (Civil) Mcl Bhubaneswari

Mr. Surathu Durga Prasad Engineer (Civil) Tata Steel, Jamshedpur

Mr. Sardar Singh Asst. Officer (Accounts) Mmh, Chennai

Mr. Animesh Maity Engineer (Mech)-QA & QC CHP, Khargone

Mr. Arka Ghosh Engineer (Stores) Rrvunl, Kota

Mr. Avijit Adhikari Engineer (Civil) Lsaw, Pipe Mill

Mr. Koushik Mondal Engineer (Mech) Chp, Chhabra

Mr. Hasanuddin Sk Design Engineer (Civil) Edrc, Kolkata

Mr. Satyajit Kaity Engineer (Rigging) Tata Steel, Jamshedpur

Mr. John Nv Engineer (Mech) Ewl, Kancheepuram

Mr. Sasanam Paluguna Rao Engineer (Mech) DCPL, Dolvi

Mr. Priyabrata Behera Engineer (Mech) RSP-HSM, Rourkela

Mr. Ranjeet Baral Asst.accounts Officer MMH HQ, Kolkata

Mr. Rushav Kumar Sahoo Asst.officer (Accounts) MMH HQ, Kolkata

Mr. Arnab Das Engineer (Mech)-QA & QC JSW, Paradip

Mr. Arindam Chandra Engineer (P&M) DCPL, Dolvi

Mr. Rajesh Khutdar Engineer (Maintenance) Kansbahal

Mr. Nilanjan Chakraborty Asst.accounts Officer Tata Steel, Jamshedpur

Mr. Karthick P Engineer (Elec) Sail, Gua-Mhs

Mr. Wahith G Engineer (Elec) Sail, Gua-Mhs

Mr. Selvamuthukumaran M Engineer (Civil) Chp, Khargone

Mr. Surojit Basak Engineer (Civil) Tata Steel, Jamshedpur

Mr. Prabhat Ghosal Engineer (Civil) - QA/QC CHP, Tanda

Mr. Saumitra Samanta Engineer (Civil) - QA/QC SAIL, EWS Bhilai

## Absorption

Mr. Md Delwar Hussain Asst Construction Manager (E&I) CHP, Khandwa

Mr. Shailendra Singh Supervisor (Stores) DCPL, Dolvi

## Retirements

Mr. Vaidya Sb Sr.dgm (Mech) MMH HQ, Kolkata

Mr. Parthapratim Nath Engineering Manager (Mech) Edrc, Kolkata

Mr. Amaresh Sinha Sr. Manager (Estimation) Kansbahal

Mr. Rakesh Shukla Dgm (Mech) Mmh Hq, Kolkata

Mr. Gopal Singh General Foreman (Mech) Bokaro Slab Caster

## New Responsibilities

Mr. Saravana Kumar PR Head - Site Administration, MMH HQ Kolkata

Mr. Hare Ram Head - Operation (MENA BU) LSAW, PIPE Mill

Mr. Sandeep Kaul Project Manger JSW Bellary

Mr Sutanu Ganguly Project Manager IOCL, Haldia

Mr. Abishek Gupta Project Manger CHP, Khadia

Mr Anjan Guha Project Manger CHP, CHHABRA

Mr. Suresh Kumar R Project Manger MMH HQ, Kolkata

# Smart World & Communication

## New Joiners

Mr. Ravi Gulati, Head Sales - Smart World & Communications, Delhi

Mr. Arun Kumar, Head-Supply Chain Management, Chennai Head Qrs.

Mr. Venkatasubramanian Ramakrishnan, Head - Cyber Security, Chennai Head Qrs.

Mr. Shashikant Agarwal, DGM - Projects (EESL), Delhi

Mr. R. Jayashankar, Deputy General Manager - Contracts, Chennai Head Qrs.

Mr. Mohd Moyeen, DGM - Application Engineering (Technology & Solutions), Delhi

Mr. Girish Asaram Suradkar, DGM (Operations), Mumbai

Mr. Karthikeyan Pitchiah, Senior Manager - Head End System, Delhi

Mr. Santosh Kumar Sahoo, Senior Manager - Solution Engineering (IOT), Chennai Head Qrs.

Mr. Govindarajulu Gururaj, Senior Manager - GIS (Technology & Solutions), Chennai Head Qrs.

Mr. Saravanan Palanisamy, Sr.Manager - Solution Architect, Chennai Head Qrs.

Mr. Ramanathan Mohan, Sr. Manager - Network & System Integration, Chennai Head Qrs.

Mr. Jitendra Kumar Trivedi, Sr.Manager (O&M), Chennai

Mr. Rajiv Ranjan, Senior Manager - O&M, Kolkata

Mr. Titash Bhattacharya, Project Manager - Digital Infrastructure, Raipur

Mr. Vikalp Sharma, Manager (Digital Infrastructure), Ranchi

Mr. Anuj Mishra, Associate Project Manager, Delhi

Mr. Azar Sha Basheer, Manager - ICT System Integration, Chennai Head Qrs.

Mr. Ankush Kumar, Manager - Bids, Chennai Head Qrs.

Mr. G Sivasubramanian, Manager - Operations, Chennai Head Qrs.

Mr. G Shashidhar, Manager - Operations (Bharatnet), Chennai Head Qrs.

Mr. Pratik Sharma, Manager - Technology & Solutions, Ahmedabad

Mr. Vijay Kumar Tiwari, Manager - Installation, Ahmedabad

Mr. Hanish Chand, Manager (Interface), Ahmedabad

Mr. Kapil Mamtani, Manager-Planning, Delhi

Mr. Kurre Venkata Vijaya Kumar, Manager - Process & Compliance, Chennai Head Qrs.

Mr. Ponnusamy A, Manager - Operations, Chennai

Mr. Sivakumar S, Manager - GIS, Hyderabad

Mr. Sachin Kumar, Manager - Solution Architect (Technology & Solutions), Ahmedabad

Mr. Kapildev B. Sharma, Manager (Projects), Delhi

Mr. Matam Umamaheswara, Manager - Operations (Bharatnet), Chennai Head Qrs.

Mr. Logesh Rajendran, Manager - Solution Architect, Chennai Head Qrs.

Mr. Mukesh Janu Shinde, Assistant Manager - Design (Technology & Solutions), Nagpur

Mr. Pabbu Naveen Kumar, Asst. Manager - Infrastructure, Hyderabad

Mr. Satish Kumar Juturi, Asst.Manager - Planning, Hyderabad

Mr. Bhagya Shah, Asst.Manager (Accounts), Ahmedabad

Mr. Sandeep Rana, Assistant Manager - Operations (Bharatnet), Chennai Head Qrs.

Mr. Vikram Kumar, Assistant Manager (Area) - Bharatnet, Jaipur

Mr. Manimozhi R, Asst. Manager, Chennai Head Qrs.

Mr. Pratik Santaji Naik, Asst. Manager, Delhi

Mr. Farhan Md Yunus Inamdar, Asst. Manager, Mumbai

Ms. Duggina Cherishma, Asst. Manager, Chennai Head Qrs.

Mr. Sayan Raychaudhuri, Asst. Manager, Chennai Head Qrs.

Mr. Shailinder Mishra, Assistant Manager - Operations (Bharatnet), Chennai Head Qrs.

Mr. Pratik Nayan Merchant, Asst. Manager, Chennai Head Qrs.

Mr. Himanshu, Asst.Manager - Cloud, Delhi

Mr. Uday Kumar Jaiswal, Asst.Manager (Accounts), Jaipur

Ms. Asma Wasifa Zaveria M H, Assistant Manager - Talent Acquisition, Chennai Head Qrs.

Ms. Vironi Dhondiram Khandagale, Assistant Manager - O&M Performance, Chennai Head Qrs.

Mr. Beesam Venkat Reddy, Asst. Manager (Telecom), Hyderabad

Mr. Rangarajan S, Asst. Manager - O&M Analyst, Chennai Head Qrs.

Mr. Vijay Kumar Madhukar, Assistant Manager - GIS, Hyderabad

Mr. Adapala Naga Venkata Ramana, Asst. Manager, Hyderabad

Mr. Bishwajit Kumar Singh, Asst. Manager - Engineering, Jaipur

Mr. Ayon Giri, Assistant Manager (Network), Ranchi

Mr. Madasamy, Assistant Manager (Network), Chennai Head Qrs.

Mr. Harish Chandra Upadhyay, Asst. Manager (Accounts), Delhi

Mr. Gaurav Sawhney, Executive-Cost Management, Delhi

Ms. Anurita Srivastava, Executive-Cost Management, Chennai Head Qrs.

Mr. Vignesh Loganathan, Senior Engineer - Communication, Bhubaneswar

Ms. Prasanthi Rajendran, Sr.Engineer (Supply Chain Management), Chennai Head Qrs.

Mr. Suhas Prabhakar Naik, Sr.Engineer, Mumbai

Mr. Almosan Thobias, Sr.Engineer, Mumbai

Mr. Navin Saxena, Executive (Accounts), Mumbai

Mr. Joy Banerjee, Executive (Accounts), Ranchi

Mr. Rishav, Executive Planning, Bhubaneswar

Mr. Rajesh Kumar, Executive (Stores), Ranchi

Mr. Manoj Kumar Lakhera, Executive (Stores), Delhi

Mr. Rakesh Kumar Rai, Executive (Stores), Delhi

Mr. Naman Upadhyay, Sr.Engineer, Lucknow

### Promotions

Mr. Rajaram K, EVP & Head - Operations, Chennai Head Qrs.

Mr. Shankaran R, Head - Pre-Sales (Integrated Security Solutions), Chennai Head Qrs.

Mr. Shanmuganathan M, JGM, Hyderabad

Mr. Rajan Bir Singh Anand, Head - Digital Connectivity Projects, Mumbai

Mr. Kumar PR, Cluster Head, Mumbai

Mr. Chandrashekar Reddy G, Chief Engg. Manager (Instru. & Comm.), Chennai Head Qrs.

Mr. Suresh R, Sr.Manager - Admin, Chennai Head Qrs.

Ms. Pavithra V, Manager (Elec), Chennai Head Qrs.

Mr. Modh Jigar Prakashkumar, Project Manager, Nagpur

Mr. Pillai Ganesh Karunanidhi, Manager (Airport Systems), Hyderabad

Mr. Balasubramani P, Manager (Elec), Chennai Head Qrs.

Mr. Manish Kumar Dewangan, Construction Manager (Elec), Chennai Head Qrs.

Mr. Debajyoti Bhattacharyya, Manager (Planning), Nagpur

Mr. Gupta Lakshdev Subhash, Manager - Business Planning, Mumbai

Mr. Kumar Vaibhav, Manager - Business Planning, Chennai Head Qrs.

Mr. Sujan Kumar Dey, Manager (Ehs), Delhi

Mr. Shashivendra Pratap Singh, Manager - QA/QC, Nagpur

Ms. Sajal Luthra, Manager (Business Development), Delhi

Mr. Bhagat Ashish Prakash, Asst.Manager (Elec), Nagpur

Mr. Tank Rajesh Purushottam, Asst. Manager (Stores), Ahmedabad

### Absorption

#### Absorbed from PGET

Ms. Aparna Sivaprakash, Sr. Engineer, Chennai Head Qrs.

Ms. Toshiba Chamoli, Sr. Engineer, Delhi

## Divisional Corporate

### New Joiners

Mr. Srinath Jangam, Head-Advanced Analytics And CoE, Chennai Head Qrts.

Mr. Amit Biswas, Sr.DGM (Corporate Communications), Chennai Head Qrts.

Mr. Sathishkumar Chakrapani, Sr.DGM-Digital, Chennai Head Qrts.

Mr. G. Sathappan, Sr.Medical Officer, Chennai Head Qrts.

Mr. M. Vijayabaskaran, Application Support Manager, Chennai Head Qrts.

Mr. A. Vijay, Sr.Manager-Data Analytics, Chennai Head Qrts.

Mr. J. Ravikumar, Transformation Manager, Chennai Head Qrts.

Mr. M. Sivasankar, Data Architect, Chennai Head Qrts.

Mr. Aditya Gupta, Manager (Corporate Centre), Chennai Head Qrts.

Mr. Pinaki Dalal, Manager (Corporate Centre), Chennai Head Qrts.

Mr. Dhanasekaran Palaniappan, Manager-Data Analytics, Chennai Head Qrts.

Mr. K.R. Manikandan, Manager-Digital, Chennai Head Qrts.

Mr. Arun Lakshmanan, Data Scientist, Chennai Head Qrts.

Mr. Shashi Shekhar, Asst. Manager - Digital, Chennai Head Qrts.

Mr. Jose Abraham, Asst. Manager - Digital, Chennai Head Qrts.

Mr. Deepak Kushwaha, Asst. Manager - Corporate Centre, Chennai Head Qrts.

Mr. Kumar Raunak, Asst. Manager - Corporate Centre, Chennai Head Qrts.

Mr. Kumar Manu, Asst. Manager - Corporate Centre, Chennai Head Qrts.

Mr. Prasad Kulkarni, Asst. Manager - Digital, Mumbai

Mr. Jatin Khurana, Asst. Manager - Corporate Centre, Chennai Head Qrts.

Ms. Surbhi Jain, Asst. Manager-Human Resources,

Mr. Mayank Dhingra, Asst. Manager-Human Resources,

Ms. Priyanka Bhandopadhyay, Asst. Manager - Corporate Centre, Chennai Head Qrts.

### Promotions

Mr. K. Nagarajan - Executive Vice President

### Absorption

#### Absorbed from GT

Mr. Y.S. Aravindh Siva

### Retirements

Mr. P.R. Subramanian, JGM (Corporate Indirect Taxes), Chennai Head Qrts.

Mr. P.A. Vadivelu, Manager (Corp. Finance), Chennai Head Qrts.

## L&T GeoStructure

### New Joiners

Mr. Praveen Kumar, DGM (Civil), Construction of New Navigational Lock at Farakka

Mr. Kamalakkannan V, DGM - P&M, CN - Head Qrs

Mr. Vasanthan G, Asst. Manager - Civil, JSW II - Paradip

Mr. Joydeep Munshi, Asst. Manager - Mech (QA/QC), Construction of New Navigational Lock at Farakka

Mr. Partha Kumar De, Surveyor, JSW - Paradip - Construction Of Iron Ore Berth

Mr. Kishore Kumar, Engineer Trainee, Construction of New Navigational Lock at Farakka

Mr. Mohan M, Driver, CN - Head Qrs

### Absorption

Mr. Kuldeep Kumar, Technician - Special Equipment, Services Rendered to UJV for Polavaram Works

Mr. Haridas Biswas, Technician - Special Equipment, Services Rendered to UJV for Polavaram Works

## Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Taposh Mukherjee, Assistant Foreman - Piping, Tata Steel, Jamshedpur has passed away on Feb, 21<sup>st</sup> 2018



Mr. Ravi Jain, Sr. Engineer (Civil), Chandigarh Kharar Elevated Corridor), Delhi RREC has passed away on May, 12<sup>th</sup> 2018



Arun Kumar Jha, Planning Assistant, Bokaro Slab Caster has passed away on Jun, 15<sup>th</sup> 2018

## L&T wins prestigious HR Awards



L&T Construction won two prestigious Talent Acquisition Awards at the People Matters TA league Annual Conference 2018 in Mumbai for 'Best in Candidate Experience' and 'Best in Employer Branding'. The Jury and CEO of People Matters commended L&T's Talent Acquisition team for their focus, strategic thinking and tremendous impact on the business.

Dr. C. Jayakumar, GM & Head Human Resources, Divisional Corporate and Mr. Bikram K Nayak, Head Talent Acquisition Divisional Corporate received the awards from Mr. Rajesh Padmanabhan, Director, Group CHRO Welspun Group, Ms. Madhavi Lall, Managing Director, Head HR, India Deutsche Bank and Mr. Kamlesh Dangi Group President, Human Resources, UTI Mutual Funds.

People Matters Talent Acquisition League Annual Conference is an event that has curated heuristic and empirical themes across the agenda bringing recruiting strategies that work, and best practices on sourcing, assessment, engaging, hiring and onboarding. The forum provides HR teams with more insights, avant garde technologies and radical talent acquisition practices on one platform.

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