

ECC NEWS

Employee Communication Journal of L&T Construction



CELEBRATING CHAMPIONS DRIVING OPERATION EFFICIENCY





Dear Colleagues,

Every crisis throws up a plethora of opportunities and this challenge we are facing right now isn't any different. The time is ripe to unearth opportunities as an organization to prove our mettle in the face of some stiff odds, to show what we are made of, to reveal the depth and strength of our character, our ability to dig deep into our reserves to hold strong and remain committed in our resolve to come through with flying colours.

As an organization, we have always encouraged fearlessness to venture into uncharted waters, boldness to question status quo, to make mistakes by trying the untried and still be unafraid to keep trying till you succeed. These times are tailor-made for such a mindset for the enterprise to confidently play off the front foot and take challenges head on to emerge stronger as we move towards achieving our strategic 'Lakshya' goals.

This issue of ECC News features a set of 'Efficiency Champions' from across

businesses who have sought, found and availed off such opportunities to make a difference; who with their innovative thinking, tireless efforts, never-say-die attitude and with the unstinted support of their seniors and colleagues, have improved productivity at their projects or functions. The best part is that they have found these opportunities in every aspect of project management, planning, finance, procurement, asset management, administration, talent acquisition and retention, etc. Their efforts have translated into myriad ways of reducing costs, cutting overheads, minimizing wastage, avoiding rework, improving productivity and thereby enhancing efficiencies.

Every project, function and department of L&T Construction can contribute towards this organization wide programme. It is the time for every employee irrespective of position, cadre or seniority to put up their hand and be counted. We just need to remain calm, focused and, at the same time, keep our minds ticking to think of

ways we can work and function more efficiently when normalcy returns.

I seek each of you to be an Efficiency Champion in your own right. Only then will the cumulative impact of all our ideas make a significant difference to our top and bottom lines.

As the foremost priority, it is important to protect ourselves and our customers to communicate with complete transparency and place emphasis on safety measures, adherence to global health guidelines and support communities by leveraging resources. The need of the hour is to stabilize our operations to the 'New Normal', build contingency operational plans and iterate the same as the crisis unfolds. As the market scenario shapes itself towards a revenue decline, we need to build on mitigation actions with extreme downside scenarios, analyse and prioritise to gear up with our operational flow charts for efficiency enhancement. We need to take a customer centric view of this situation, on how we will build

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trust, loyalty and market share through and beyond. It is the time to plan to leapfrog expectations and define ways to outperform competitors, even beyond this crisis to meet customer expectations and achieve customer delight.

Our focus and investments in technology have already started to make a vital difference across various projects and functions. The fact that we are still connected to carry out our work as before despite being scattered across various geographies, is testimony to our technological advancements. Our various digital initiatives and their energetic implementation at ground level have been yielding encouraging results. As the impact of our digital solutions has spread, so also have the levels of acceptance increased and we have been taking purposeful strides towards developing a data-driven mindset. Our digital officers are championing the merits of digitalization across the board but we

TO REFINE GOLD, IT IS PUT THROUGH A REFINING FURNACE. CONSIDER THESE TOUGH TIMES AS A FIRE OF REFINEMENT AND WE CAN ONLY BE BETTER AFTER IT.

AS THE FOREMOST PRIORITY, IT IS IMPORTANT TO PROTECT OURSELVES AND OUR CUSTOMERS TO COMMUNICATE WITH COMPLETE TRANSPARENCY AND PLACE EMPHASIS ON SAFETY MEASURES, ADHERENCE TO GLOBAL HEALTH GUIDELINES AND SUPPORT COMMUNITIES BY LEVERAGING RESOURCES.

need more digital champions to make it count.

Our technological versatility has gone a long way to boost our relationships with our clients and consultants. With clearer benchmarking, sharper forecasting, more astute planning, decisive decision-making and better overall control of project management and execution, our project directors and managers are better equipped to commit and, more importantly, deliver as promised. Not only are we consolidating our relationships, we are also paving the way for new and bigger mandates.

At the end of day, we remain a people's organization. Our culture to safeguard our values is reflected in our efforts to keep all of you and your loved ones safe and in our commitment to look after our huge contracted workforce. We need agile minds and willing hands to convert frontier technologies into on-ground solutions and that's why each one of you will always remain our prime movers.

If we have built a reputation of being 'builders of nations' with the capability to make things that make India proud, it is all thanks to your collective thinking, intent and effort, and therefore I have no doubt that we will emerge even stronger, with greater resolve and focus to succeed. To refine gold, it is put through a refining furnace. Consider these tough times as a fire of refinement and we can only be better after it.

Stay safe. Stay focused. Stay committed. Stay alive to possibilities. The future is for us to make together.

All the best!

S.N. Subrahmanyam
CEO & MD
Larsen & Toubro

L&T CELEBRATES SNS'S THREE AND HALF DECADES OF EXCELLENCE

On 24th November 2019, Mr. S N Subrahmanyam, CEO & Managing Director, L&T, completed 35 years of excellence at L&T having commenced his journey in 1984.



As part of the celebrations, a picturesque wall traced his illustrious career, adorned with good wishes from several colleagues while a backdrop captured the sterling qualities that have helped him rise to the top.

While a packed workspace in Mumbai's Landmark office greeted SNS's milestone that included the senior leadership of L&T, a similar function was organized in Chennai for L&T Construction to congratulate their favourite son. In an emotional address, SNS fondly reminisced about some of his most difficult projects and the risks he had taken to win and execute tough assignments like Delhi International Airport, Riyadh Metro, Doha Metro among others declaring, "It is only our risk-taking ability that will take this company to the next level." He emphasized, "judicious risk-taking was something L&T was known for in the past" and called for increased safety consciousness at sites which he said was an extremely serious cause for concern.



"It has been a wonderful journey," responded Mrs. Meena Subrahmanyam, who graced the occasion, when requested to share a few thoughts. "We are genuinely humbled and being a part of this great company has been a great honour," she said, thanking everyone for their unstinted support and cooperation.

Several senior leaders shared their emotions about their association with SNS down the years with Mr. A L Sekar, Senior Vice President – Special Projects, reciting a poem composed by him for the occasion after which a cake was cut and shared and the function was rounded off with an artist creating an on-the-spot 'glitter' image of SNS.

We all join to wish SNS all the very best for having walked the talk for 35 years!



To build roads, it is imperative to synchronize all project activities stretched across miles so that neither quality nor time are compromised and several people at RREC are engaged to implement a culture of quality across hierarchies. Some have been given the responsibility to control operational costs, to some the task of introducing mechanization intelligently and to some to drive digitalization. Operational efficiency, at the end of the day, is the result of good coordination across levels, functions and departments to work towards a common goal and here a few individuals who are making a big difference ...



DRIVING ON THE HIGH ROAD TO SUCCESS

“ Having worked in the construction field, there are several instances at site when we have to take on-the-spot calls or instant decisions and people should have the flexibility to do so at project level.”

Shashikanta Tripathy, Head - Planning & Project Control, Mumbai-Vadodara Expressway project, TI IC

A seasoned veteran of 22 years, Shashikanta Tripathy, or SKT for short, has been merrily building roads in a rich and successful 17-year tenure with L&T. “I began my journey with L&T in 2003 as Section In-charge at the Jharkhand Road project from where I moved to the Rajkot Jamnagar Vadinar Road Project as Planning in-charge for one of the packages of 56 km and then to the Amaravati-Jalgaon-MH Boarder road project as Project Control. I was then Planning in-charge of the Sambalpur Rourkela Road Project in Odisha.” His latest milestone has been the 8-lane, greenfield Mumbai-Vadodara Expressway where he heads Planning and Project Control.

“Oh yes,” he nods, “we have had a few challenges to face like the availability of labour to handle the huge quantum of structural concrete we use at this project. Utility shifting in road projects is always a headache and another big issue was the procurement of mining approvals in Gujarat for borrow soil which forms a large component in our construction in terms of volumes.”

SKT’s solutions to overcome these challenges are extremely practical. “We have maintained round the clock operation at site. We invite and act on suggestions from the execution team to improve execution, we conduct various types of training at site for even small activities before execution and continuously follow-up with site, production and P&M teams.” A major challenge faced at site was to shift approximately 1,800 MT of cut-bent reinforcement steel every month since this was a greenfield project with limited access to the site for which two teams were dedicated round the clock. “We have reduced DG power consumption by

placing solar panels on the boom placer cabin and other locations. By monitoring unloading time of concrete we have increased the productivity of transit mixers and by casting the concrete girders close to site, we have overcome the issue of transporting them.”

While Procube monitors daily progress, Asset Insight monitors asset utilization. “Fuel sensors have been fitted on 40 major machines to monitor fuel level differences,” adds SKT, “also equipment working is tracked in real time.”

“Having worked in the construction field, there are several instances at site when we have to take on-the-spot calls or instant decisions and people should have the flexibility to do so at project level,” advises the veteran.



Hailing from Bhadrak, Odisha, SKT loves to watch the news on TV and listen to music. “My wife, Soudamini, is a homemaker with a keen interest in cooking and teaching,” he shares, which is good news for their two children, daughter, Sneha and son, Saijeet.

BETTER THE COORDINATION, BETTER THE EFFICIENCY

Rajesh Kumar Upadhyay,
Senior Manager QA/QC, RREC

“Operational efficiency is the result of good coordination at different management levels and among the various departments at ground level,” shares Senior Manager Rajesh Kumar Upadhyay, who is cutting his teeth at his first project, the 4-laning of 303 km of the Rewa-Katni-Jabalpur-Lakhnadon section of the NH-7 in Madhya Pradesh. “River sand mining was banned in MP for a period of one and half years and considering the importance of sand in road building we have been facing a huge problem,” he says. “To overcome this issue, we are using 60% manufactured sand in the PQC mixes and since it is working well, we have overcome a big issue and are confident of completing our project in time,” he smiles a winning smile.

Rajesh has been involved in several initiatives at site to enhance operational efficiency that have saved the site time, cost and resources. “Like our use of geo-composite as a filter media in RE wall construction,” mentions Rajesh, ticking off the initiatives. “Secondly, our use of a geo-cell with PCC in quarter conning of culverts/PUP/VUP, partial RE wall and structures slope protection in place of stone pitching.” Some of the project team’s other initiatives include the introduction of mechanization to remove oversize material from borrowed soil and to screen river sand to separate the pebbles and clay lumps, adding 20-25% crusher waste to the RE fill material that has improved the quality of soil and, at the same time, reduced lead and cost. “We have developed special vendors for our PRW works that has worked very well apart from regular training for supervisors, engineers and workmen,” Rajesh adds.



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Digitalization has started to play a key role in improving productivity for Rajesh. “DPR collection and monitoring is entirely through ‘Procube,’ our project monitoring tool, the movement of all our vehicles is now continuously tracked through GPS and we monitor plant production with IoT (Internet of Things).”

Rajesh would like to see more leaders and less bosses at L&T Construction and “training to manage egos is very important at different levels so that a conducive environment is created in which juniors can present their ideas to the seniors without fear,” he shares seriously.

“The most memorable day of my life was when we won the RKJL project,” laughs Rajesh who hails from Mirzapur, Uttar Pradesh. His better half, Snehlata is a homemaker and their son, Rishabh make up his small family. “I like reading literary and spiritual books that I get time for before going to bed every night despite my busy schedule.”



QUALITY IS A TEAM GAME

Debasis Chand,
Senior Manager QA/QC, RREC

“I would like to create a team of individuals with each one fitting in as per his or her unique capabilities to contribute towards a common goal to increase productivity manifold and deliver the best in terms of product quality,” is Senior Manager QA/QC, Debasis Chand’s wish.

After his successful stints as Quality In-charge at the Kannur International Airport and Yadgiri-Warangal road projects, he is now hoping to realize his wish at the Bengaluru International Airport NSPR project where Debasis is involved in developing value-added mix designs, utilising cost-effective materials in concrete, asphalt, pavement mixes and creating various work method statements to defect errors. “After all,” he says, “our goal is to enhance work efficiency.”

“What is a construction job without challenges?” he grins, mentioning some of them. “It is my responsibility to synchronize all activities so that neither quality nor time are compromised and to implement a culture of quality across hierarchies.” His list of initiatives to improve operational efficiency are many. “One is of course the use of GGBS and crusher dust in the cement concrete mix and to take adequate precautions in the cement concrete pavement to prevent incidental cracks due to adverse weather conditions. Then, the use of laterite and hard rock in GSB to create a cost-effective product and deploying 3D graders and excavators at site to reduce errors.”

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In terms of new initiatives, Debasis talks about the prefabricated user-friendly wind barricades deployed to lay PQC to prevent cracks and the solar systems to maintain curing tank temperature. “At BIAL, we are using an alumina-based curing compound to prevent shrinkage cracks in PQC especially in adverse climatic conditions

where temperatures and wind velocities change frequently and due to the non-conformity in brush texturing, we have adopted tinning.”

Married to Umarani, the couple have been blessed with a son, Jaydish, who’s birth was a memorable moment in Debasis’s life. “My hobby is cooking, and I try and find time to try my hand at it,” he smiles.



“Digitalization is certainly the way to keep improving our operational efficiency,” declares Debasis, enumerating some of the several digital initiatives adopted at his site. “We use mobile applications to raise Work Inspection Requests, laser light beam technology for precise airport pavement line marking, GNSS Rovers in place of total station for coordination, checking and marking and an online portal, ACONEX for IR, NCR and approvals including source approvals, mix designs, drawings and method statements.”



Durgaraj Gautam,
Manager P&M, RREC

There is a wealth of information, experience and solutions implemented by each employee and although business may flourish or subside, this accumulated intellectual property will always give us an edge and we need to find a way to tap this information and deploy it wherever possible.

“I LOVE THIS CULTURE TO TRY, MAKE MISTAKES AND SUCCEED!”

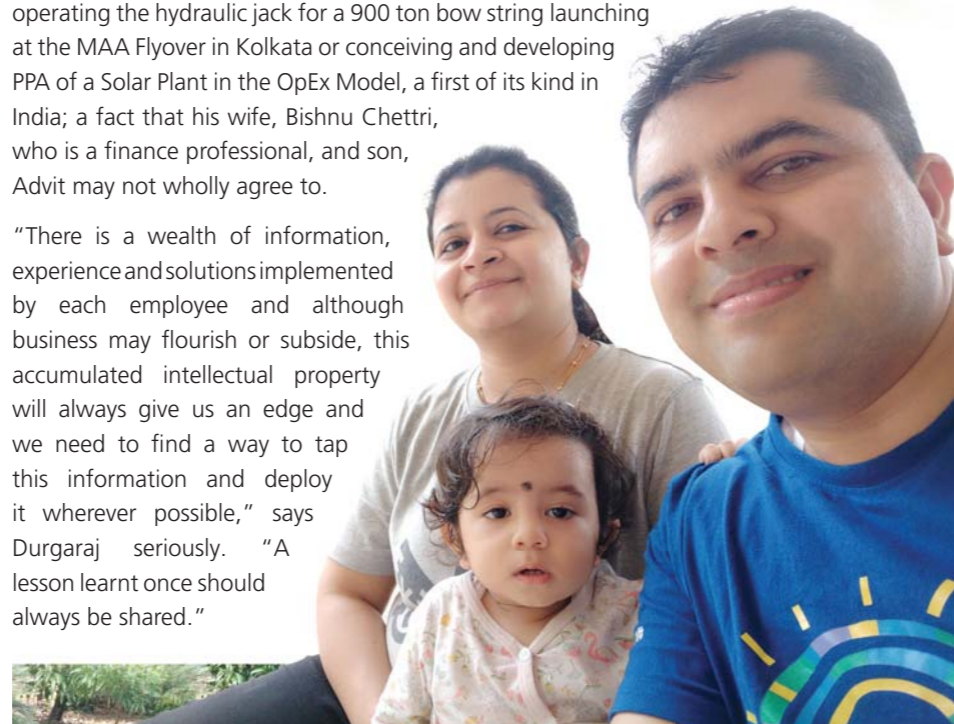
Championing a Profit Centre initiative in RREC, Manager P&M, Durgaraj Gautam describes it as “a live example of efficiency improvement through team effort, clear vision and perseverance in a culture that I love where one can try, make mistakes that gives us the confidence to perform better the next time and succeed.” Having joined L&T in 2007, he has worked as P&M Engineer at DIAL, AVMRP, BPPRP and P&M In-charge at the KMDA Flyover project.

A man of many words, Durgaraj settles to explain the critical task that he is involved in. “Value creation is conceptualized by setting a stretched budget target for equipment operation aiming to optimize hire charges by blending owned and hired equipment guided by benchmarked productivity. We strive to maximize energy efficiency by optimizing the usage of fuel and exploring or deploying alternate energy sources like solar power and we aim to achieve this through a multi-dimensional approach of improving internal efficiency through collaborations, benchmarking, digitalization and advanced analytics.”

“I now sense a cultural shift with the buzz shifting towards the quantity of output produced vis a vis the cost incurred,” he elaborates, “with projects seeking solutions to optimize energy. The engagement level of owned equipment has visibly increased as the average deployment of rental equipment has decreased. We are committed to exploit this momentum and continue innovating for operational excellence by delivering cost-effective, time-bound, quality solutions powered by digitalization,” which, he agrees, has been the chief contributor to this success. “Digitalization has thrown up data from across the country through Asset Insight while custom made algorithms and advanced analytics on this IoT data have improved efficiency. Linking plants, earth moving equipment, powering equipment, weighbridges and analyzing their run patterns, start-stop-idling time, cycle time and turnaround analysis have been the major differentiators,” he emphasizes.

Almost all his memorable moments are work-related like commissioning the HMP 200 TPH at AVMRP when only two years fresh out of college, operating the hydraulic jack for a 900 ton bow string launching at the MAA Flyover in Kolkata or conceiving and developing PPA of a Solar Plant in the OpEx Model, a first of its kind in India; a fact that his wife, Bishnu Chettri, who is a finance professional, and son, Advit may not wholly agree to.

“There is a wealth of information, experience and solutions implemented by each employee and although business may flourish or subside, this accumulated intellectual property will always give us an edge and we need to find a way to tap this information and deploy it wherever possible,” says Durgaraj seriously. “A lesson learnt once should always be shared.”



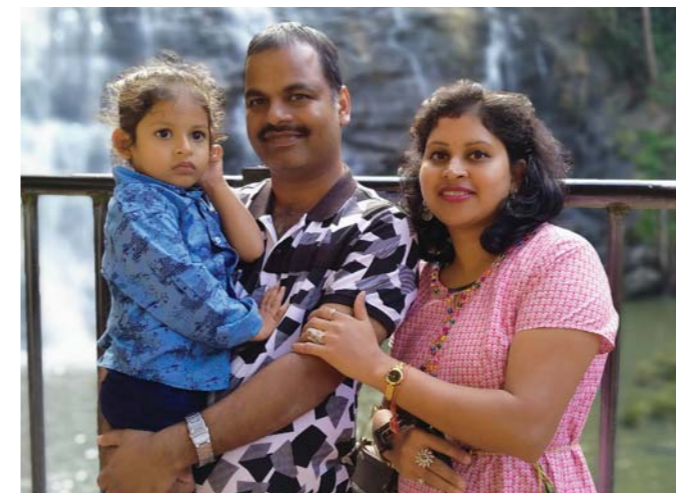
FOR A FAST-TRACK ROAD PROJECT, ITS ALL ABOUT GENERATING ‘FRONTS’!

Abhinav Agrawal, Construction Manager - Civil, TI IC

Like a true efficiency champion, Abhinav Agrawal, right at the outset, describes the two OPEX initiatives he is involved with at the Nagpur-Mumbai Expressway project (MNEP). “The first one is ‘Clear the ROW’ and the second, ‘Smart Invoicing Technique’ and with these two initiatives we were able to invoice just after one month of NTP and achieve our first milestone a full one and half months ahead.” His other major focus has been to ‘generate fronts’ that is vital for a fast track project. “To achieve this before NTP, we cleared and grubbed the entire site that helped identify areas where land had not been acquired well before hand and a clear picture of the areas to be taken up for smooth work progress.”

Since his entry into L&T in 2008, Abhinav has been literally on the road starting with his first project, the Vadodara-Bharuch road project, where he was MIS Engineer. “Thereafter, I moved to the Ahmedabad-Viramgam-Mallya Road project, where I was responsible for all planning activities for a particular package, post which I was part of the Tendering team and subsequently a part of the Project Control Team, both at Mumbai Headquarters. Presently I am in the Mumbai Nagpur Project as Planning Head.”

A major challenge that the MNEP project team face is the availability of earth and water. “A major portion of the project runs through a drought-hit zone and water for construction is a major concern for us,” Abhinav explains. “We have therefore tied up with the local Sewage Treatment Plants for water.” The project requires earth to the tune of some 1.5 crore cum. “To meet this huge requirement, we have extensively surveyed government lands to extract the maximum quantity from those areas and also tied up with the local irrigation departments to deepen the existing dams and canals in the vicinity of the project.”



Given the opportunity, I would like to create a data base of construction workers at cluster level to ease mobilization of skilled workmen at site.

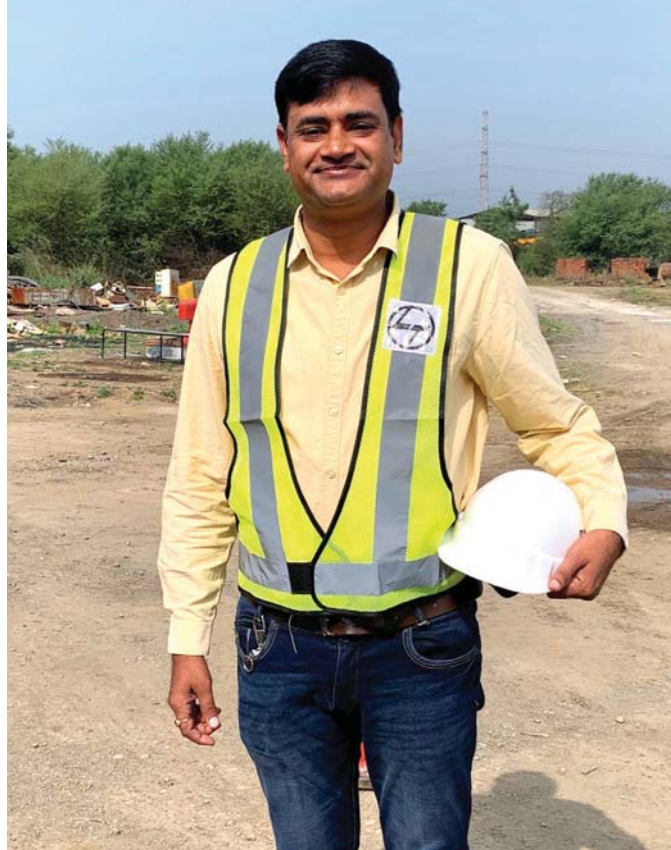


Another initiative to enhance efficiency has been to deploy sub-contractors for small stretches of 3 km. “By deploying approximately 20 earthwork contractors along the stretch, we were able to complete the formation works, which in turn ensured fronts for top layers like GSB, DLC and PQC where productivity of owned assets like batching plants and pavers were involved.”

Abhinav’s native place is Jabalpur, Madhya Pradesh and he loves to play chess and watch cricket. His wife, Poonam, was a lecturer in an engineering college though now a homemaker looking after their son, Poornav. He mentions his marriage and joining L&T as special moments to cherish.

“Optimum operational efficiency is maintained by the way systems are driven at L&T,” he says with conviction, “but given the opportunity, I would like to create a data base of construction workers at cluster level to ease mobilization of skilled workmen at site.”

THE 'POWER' UNDER HIS WINGS



Sarwan Singh Shekhawat,
Manager (P&M), RREC

Sarwan Singh Shekhawat (SSS) proudly says that he is working on one of India's largest road projects, four-laning 287.34 km of the Rewa Katni Jabalpur Lakhnadon section of NH-7 in Madhya Pradesh. He is also proud of crossing some wonderful milestones during his 12-year journey with L&T having successfully completed four prestigious road projects: Vadodara-Bharuch, Ahmedabad Viramgam Maliya, Beawar Pali Pindwara and Kandla Mundra. "The idea of controlling operational costs was a big challenge but I am proud and feel lucky to have been chosen by the management for this huge exercise," he shares in which by taking electrical connections at 11 camps that are equipped with 33 kV EB supply and more than 27 LT connections capacity with more than 4.8 MVA, "we have saved approximately INR 41 Crores in terms of diesel and other O&M expenditures."

Electrical energy, he says, has been universally recognized as a critical input for economic growth that is dependent on the availability of cost-effective and environmentally benign energy sources. "India is the world's 5th largest energy consumer, accounting for 4% of global energy consumption and therefore there is a huge opportunity to be more efficient in our energy consumption." SSS has been involved in various initiatives to

increase operational efficiency at site. "With temporary electrical connections at various locations we have done away with DG sets and power generators; by assessing the exact supply voltage for uninterrupted power based on the site operation and function, we have reduced contract demand time that depends on the load condition and by shifting poles, transformers and overhead lines we have provided a front for execution." Dealing with local government bodies and complying with their statutory requirements have been challenging for SSS hence he is delighted about his good relations with the MPEB officials, external electricity experts, electrical Inspectors and 'A' class contractors to procure various approvals and sanctions more easily.

“The idea of controlling operational costs was a big challenge but I am proud and feel lucky to have been chosen by the management for this huge exercise.”

Hailing from Bikaner, Rajasthan, SSS says, "left to me, I would like to reduce the long working hours that reduces one's efficiency but give them more the time to rejuvenate, refresh, release tensions, and spend quality time with their family to be more productive and efficient." His wife, Suman, is a homemaker taking care of the education of his daughter, Kratikka and son, Bhuvnesh and during his free time, SSS loves to listen to old melodies of Kishore, Lata and Rafi. Being a topper in a success story writing contest for his entry on 'Effective utilization of electrical power' is something he remembers fondly.



"For a competitive edge, we have to build task forces for every project which will help us enhance our operational efficiency," he stresses.

"I DON'T THINK I CAN CHANGE ANYTHING AT L&T!"



Prabhu Mudaliyar,
Assistant Manager (P&M)

There is a disarming honesty to Assistant Manager, Prabhu Mudaliyar, when he shrugs his shoulders and declares that everything at L&T is so perfect that he couldn't find anything to change or be changed. Being posted at the Bengaluru International Airport was a blessing in disguise for Prabhu for not only did he get an opportunity to work on a challenging airport project but more so because he was able to return home to his native Bengaluru after being posted in other parts of India for 13 years.

"The high point for me at BIAL has been the hydro-seeding (mulching) machine that we have developed in house," he shares enthusiastically. It is obviously a subject close to his heart for he takes pains to explain the process. "Hydro-seeding or turfing is the last activity often involving huge areas to be covered quickly, so time is always a constraint. The traditional method is time-consuming and at BIAL with 12 lakh sq. m of area to be hydro seeded in just 60 days, we realized that we could only achieve it with mechanization. Moreover, there was only one vendor with this machine in the market that was imported costing INR 10 lakhs. That's how we decided to fabricate a new hydro-seeding machine. We did it for just 4 lakhs and with it our productivity has zoomed!" He says mimicking an airplane taking off. "It is simple in fabrication, effective in operation with a motor coupled with a reduction gearbox that drives the auger in the compartment where the mulch material is mixed homogeneously.

Speed is maintained to avoid spillage and damage to the seeds." The auger blade is designed to carry the mulch materials and mixed proportionately with water. The discharge pump with motor is a

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specialized one of a non-clogging type that can discharge high viscosity of materials. "We have the option for either an engine driven or motor driven machine but have opted for the motor driven one; it is also maintenance free."

While returning to his native place in Bengaluru was his most memorable moment, he is equally delighted to spend more time with his wife, Kavithasri, who is a homemaker, and find the opportunity to follow his many hobbies like cricket, playing chess and reading. "While traveling to site, I manage to catch up on the news by reading newspapers, articles or watching web-based serials."



"A place where you are free to learn anything and everything," is how he describes the work culture at L&T Construction. "The support from the seniors is always there and such kind of support gives you the freedom to think laterally and the confidence to take up new ideas to implement," he says, sounding very sure of himself and the company he keeps.

THE FUTURE IS BRIGHT. THE FUTURE IS DIGITAL.

Gopal Kumar,

Assistant Construction Manager (Mechanical), RREC

He is a good example of the strong wave of digitalization that is sweeping across L&T Construction. He is Gopal Kumar, in charge of driving digital initiatives, their implementation and monitoring at the Delhi International Airport site. His airport connection continues because, "earlier I was at the Bengaluru International Airport site taking care of all the digital initiatives," he informs.

The challenges he faces at his present site are like those he had faced at the BIAL site too. "Of course, there are challenges," he nods, "like lack of interest of people in new technologies because they are unaware of their (technologies) benefits. Then there are issues of site coordination, continuous monitoring to ensure that the system is functioning smoothly and forming a strong system to put the system in place and run it efficiently."

To the query as to how he has contributed to improve efficiency at site, his answer quite predictably is about the slew of digital solutions that have been introduced. "One new technology that we used at site is 3D machine control that has doubled productivity and made the process less human dependent. We have taken digital solutions like GPS to continuously monitor resources which has greatly improved our work productivity. We had introduced 3D machine control and GPS rover first at BIAL with extremely good results." He further mentions the importance of proper training for site engineers to understand and utilize the technology to extract its maximum benefits and the importance of proper coordination with site team to plan targets, discuss and evolve methods to achieve them. "We are using 3D machine control in motor graders, excavators, pavers, GPS rover, GPS tracking for all vehicles and all these systems are improving our productivity greatly."

On the personal front, Gopal hails from Bairgania, Bihar and his most memorable moment was getting married to the girl he loved, Priyanshi Gupta, who is making Gopal's lovely home. He obviously likes to spend his free time with her and when he finds time tries his hand at cooking at home.

"If I ever wanted to change something at L&T Construction, I will definitely focus on how we can improve our processes through digitalization," he asserts. "Over the past couple of years, I can feel a change that is because of this digital transformation and therefore I believe our future is certainly in going digital." Well said by a digital convert.



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DC HR launches - Employee Engagement Portal – Hi5

An employee engagement platform - Hi5, to recognise and build an culture of appreciation was launched by Mr. S. Kanappan, Head & Chief Executive, L&T GeoStructure on 04th September 2019, at HQ-Chennai, in the presence of Dr C. Jayakumar, Vice President & Head - HR, DC.

It is the focus of senior management to introduce high engagement levels, said Dr. CJK, in his opening remarks and to create a culture of appreciation, it was important to build trust which was the origin for this initiative. He thanked SK for supporting the HR fraternity and welcomed everyone to the launch of Hi5.

Congratulating HR, SK said that this initiative was the need of the hour to create a culture of appreciation both at the organisational and personal levels especially at this juncture when the economy was facing challenges. He felt that appreciation should be genuine and that whole- hearted appreciation and rewards went a long way to improve gratitude, self-esteem and confidence of the employee as well as energize employer-employee relationship resulting in commitment, dedication and enhanced productivity levels. SK urged the IC HR Heads and teams to make effective use of Hi5.

Other IC HR Heads present at the launch included Mr. Kabilan J, Head - HR, B&FIC, Mr. Padmanabhan, Head - HR, PT&D IC (Domestic), Mr. Venkatraman Girish, Head - HR, SWC IC, Mr. Barttanu Kumar Das, Head - HR, HC IC, Mr. Bino Mathew Jose, Head - HR, L&T GeoStructure, Talent Managers of ICs and other senior members from the HR fraternity. Ms. Poonam Chandok, Head - HR, TI IC and Mr. Vivek Razaida, Head - HR, MMH IC joined over VC along with their teams from Mumbai, Faridabad and Kolkata respectively.

Hi5 is an online rewards & recognition platform with four different programmes such as

- **Peer-to-Peer**, a social program which enables employees to recognize colleagues across departments, bands, locations & functions;
- **Manager discretionary**- a program for managers to appreciate any achievement, competency and values exhibited by their team members through appreciation messages, ecards & badges;



- **PRAISE** - online recognition for any milestone achievements at site or on the operational front along with redeemable rewards points &
- **Long Service Awards (LSA)** - to recognize longevity and commitment of employees with a provision to send ecards, share any photos and videos, and greet on their social wall. EZthanks, a mobile app version, is also available to recognize teams on the go at the site

This initiative was rolled-out across L&T Construction. Special thanks to the Corporate Communications team especially Ms. Namitha Jayanarayanan for their active involvement in the customisation of the portal online within our brand guidelines. Ms. V. Sheeja, Assistant Manager – DC HR presented the features, functionality and benefits of the solution before the launch of the platform.





3D printing a single story, 240 sq. ft. building for the first time in India has been a trail-blazing innovation that is set to multiply productivity. Driving P&M life cycle management by creating P&M experts across the business, developing BI dashboards, or even indigenously developing and implementing an innovative climbing system to optimize resource management and improve cycle time have all given B&F a winning edge. Presenting some of the minds that have made this, and many such initiatives drive operational efficiency.



INNOVATION IS THE KEY

We indigenously developed and implemented the Gallow ACS system, for the first time in the history of Indian construction at the ICC Towers project to optimise resource requirement and achieved a continuous cycle time of just 6 days.

C Prasad,
Head - Formwork Competence Cell, B&F IC

“At the start of any project, it is imperative for the key project team to sit with the Formwork and Construction Method Planning Cell (CMPC) teams to discuss, decide and agree upon the construction strategy that will eliminate a lot of the issues and delays that we are facing across projects,” advises C Prasad, Head - Formwork Competency Cell, stationed at the Chennai HQ. One can understand his concern as he has the advantage of having seen the situation from another angle having headed CMPC till 2009. Thereafter, he headed the Formwork Research Centre till 2015 before taking up his current responsibility.

“We have to deal with the complexity of elements, floating workmen and the many design changes that customers make but the trick is to still succeed,” he laughs. The several initiatives to improve efficiency that Prasad and his team have put in play shows that they have mastered the trick. “We indigenously developed and implemented the Gallow ACS system, for the first time in the history of Indian construction at the ICC Towers project to optimise resource requirement and achieved a continuous cycle time of just 6 days. We have successfully worked at heights of up to 280 m with the Safety Screen system we introduced to protect perimeters with an automatic climbing system that improved both labour productivity as workmen felt safe even at great heights. Our unique Travelling Formwork system using existing material for service galleries, retaining walls and tunnels has been a hit.”



Prasad’s grasp of his subject is obvious as he holds forth on two more formwork initiatives they have deployed. “The Large Area Table formwork system is used the world over for the flat slab format whereas in India we use the slab & beam combination in structural design, so we successfully modified the LAT system to suit our specific requirements,” he smiles. “We also designed the Column Hung system to create large tables without vertical supports like the slab shoring formwork system that was perfect for multi-use horizontal plate areas or high-rise buildings with regular floor plans and bay sizes with large spans between columns. It avoided the need to re-prop too.” Prasad shares that BIM “has transformed our construction methodologies and formwork schemes for special ‘I’ structures while the Constzon platform has vastly improved formwork material management.”

Prasad’s connection with infrastructure continues at home too as his wife, A Savathri Devi is a DGM with NHAI. Prasad loves to play chess and watch TV and of course, spend quality time with his wife and children, son, Vignesh and daughter, Varsha.

He seeks greater management support for R&D “to create more innovative solutions, more resources and exposure to new technologies and learning and a process and systems driven environment.”



“ENHANCE SENSE OF OWNERSHIP”

J Raveendran,
Head – P&M, (CB&A), B&F IC

A key to the continued success of any organization, according to J Raveendran (JR), Head - P&M, is to enhance the sense of ownership at all levels “to drive results as a team. Secondly, it is important to set goals with the required authority and accountability.” Presently driving P&M Life Cycle management and digitalization, JR has tasted success by setting up the P&M Central Monitoring Cell to, as he shares, “ensure 100% digital implementation, continuously track data derived from IoT and analyse it to improve overall P&M performance. All the involved stakeholders connect every week to crunch the data to optimise performance and this initiative has already yielded us cost savings to the tune of INR 10 Crores by improving P&M productivity at sites, demobilizing hired equipment, reducing fuel and energy consumption.” JR is understandably exultant but realizes that these are only the first steps in a long journey.

“**P&M erection and dismantling is a high-risk job requiring in-depth equipment knowledge and considering its safety and criticality, we have established Technical Service Centres at major clusters with hand-picked, P&M experts who undergo regular training on safety and methodology, to ensure ZERO deviations.”**

Beginning his own journey with L&T as a Senior Engineer P&M, JR has since crossed several personal milestones across various projects, holding various positions. Returning to his favourite subject, he says, “P&M erection and dismantling is a high-risk job requiring in-depth equipment knowledge and considering its safety and criticality, we have established Technical Service Centres at major clusters with hand-picked, P&M experts who undergo regular training on safety and methodology, to ensure ZERO deviations.” He adds that during the current FY, the team

has safely and successfully executed 1400+ critical activities. One of his issues has been the lack of competency in front line supervisors for which a structured ‘Competency Development Programme’ has been rolled out “with measurable metrics to evaluate improvement,” informs JR, “and it is helping FLPs to deliver better.”

His digital drive has earned him a slew of awards including the Innovative Digital Solution Award (from across L&T Construction) for the SMART Meter solution, the Process Improvement (PI) Award (from across L&T Group) and the Innovative Digital Solution Award (within B&F) both for P&M CMC.

JR mentions that 100% migration to LED floods lights in place of halogen and sodium vapour lights have brought in almost 66% savings on electrical costs and improvement in carbon footprint and concrete sharing zones set up at Mumbai, Delhi, Kolkata and Lucknow have optimized the deployment of batching plants and transit mixers with huge savings. “Our QMS complying to ISO 9001:2015 standard continuously improve our processes and operational efficiency and our preventive and reliability centred P&M maintenance is bearing fruit.”



From Salem, Tamil Nadu, JR’s better half, R Vijayalakshmi, is a homemaker and their daughter, R Rakshika is studying M Sc (Research). The Statue of Unity project was a memorable one for many as also for JR who recalls the push and pressure of the final days to delivery.



A TENURE WITH 360* EXPOSURE

V Swaminathan,
DGM - Strategy & Planning, B&F IC

I have completed almost 24 years in this esteemed organisation and have enjoyed my job rotation across business functions, the various roles I have played and responsibilities I have shouldered over all these years.

“I have completed almost 24 years in this esteemed organisation and have enjoyed my job rotation across business functions, the various roles I have played and responsibilities I have shouldered over all these years,” beams a proud V Swaminathan (VSy) who in his present role with B&F’s Corporate Centre is seeking ways to reduce bulk material wastage of aggregates, concrete and reinforcement steel.

“I enjoy knowledge sharing, being a faculty support for various training & development initiatives on planning skills to groom planning and project engineers and play a key role to develop Business Intelligence (BI) dash boards on inventory management, conduct monthly CSR unit rate analysis and on site JCR & risk reviews,” he shares. “I developed an e-learning module on ‘Accepted Cost Estimate’ for Planning Engineers and within a short span of time, 350 of them have successfully completed the course.”



ECC News, July - December 2019



VSy fondly recalls his first assignment as Planning Engineer at the RCL project site where he was instrumental in timely completion with high profit margin. At the DHDS – HPCL project, he received a merit certificate from KV (ex MD, L&T) for timely completion and thereafter his tenure has been a kaleidoscope of many projects and demanding roles. At the PPN power plant, he received the ‘Best Project Award’ from (Ex DMD, L&T). “My journey continued at CPCL, TPL and Indoor Stadia at Doha, Qatar.” Later VSy headed the ‘Mauritius Cell’ at HQ for the Swami Vivekananda Exhibition Centre in Mauritius, funded by the Indian Govt - EXIM Bank and monitored by an Apex Committee. “A highly challenging contract, it was signed with the inauguration date fixed for opening and 100% mobilisation of resources from India. It was a great opportunity to be empowered to take decisions with direct interaction with the top management MVS & VBG Sir. My efforts were well appreciated internally and by the Client for timely completion with high margin.”

Later, as a QA/QC Manager – B&F, he played a lead role to secure the ISO 9001 certification. “Subsequently, I helped identify 46 best practices across projects from ECCD, for L&T’s first corporate sustainability report. I cherish my role as a Contracts Manager at CBA too where we secured several prestigious projects including Gift City, CTS - Bantala, Apollo OMR, etc.” As Lead – Technical in Internal Controls Audit department, he implemented various control measures in cost and time management that have enhanced profit margins.

VSy emphasizes that “we need a robust mechanism for cost monitoring and control to groom engineers on digital and operational efficiency initiatives for effective project management with motivation and encouragement from the top management to implement innovative ideas.”

“My native place is Sirkazhi,” he shares, “my wife, Meenakshi, is a computer professional but presently a homemaker and we are blessed with a son and daughter, Srinivasan and Shiranchini. My hobbies are playing cricket and playing and chanting veda parayanam.”



“WE ARE PIONEERS IN EMBRACING NEW TECHNOLOGIES!”

I would like to create a dedicated centre for technology incubation, where youngsters can pursue their innovations/new ideas related to construction, prototype them under the guidance of mentors and suitably scale them up.

S Lakshmi Narayanan, Senior Manager – P&M, B&F IC

A highpoint in S Lakshmi Narayanan (SLN)'s career was being part of the team that recently 3D printed a single story, 240 sq. ft building for the first time in India in 40 hours at the Kanchipuram depot. “We have developed innovative ideas to 3D print concrete with rebar with plans to deploy this technology at projects to multiply productivity,” he says excitedly. “We are pioneers in embracing new technology and the huge quantum of data streaming in through our digital initiatives are helping us take faster and more effective decisions.”

Starting off as a P&M trainee at the Khandala-Lonavala Bypass project, SLN has had the opportunity to work on the Aurangabad Partur OFC project, Satara-Kohlapur road project, the APDRP Rural Electrification project in Indore, Madhya Pradesh and the Infotech Project, at Mahape Mumbai. After stints at the Mumbai RO as Cluster P&M Co-ordinator and in M V Satish's office as Executive Assistant, SLN now handles P&M and Automation. “One of my goals is P&M digitalization,” and promptly seizes the chance to share some of his ‘digital’ triumphs. “At B&F, we have digitized 1,800+ assets that are constantly streaming us valuable data to enhance productivity and reduce idle time.” Smart energy metres are tracking energy consumption and power that “has helped us optimise electrical energy cost by timely surrendering the EB contract demand. Our savings are in the region of INR 2 Crores in this financial year.”

He reels off several other digital solutions deployed including ‘Asset Insight,’ IoT Alchemy, Power BI dashboards to track P&M performance, EDMS, iB4U and WISA. “I am currently heading the P&M Central Monitoring Cell (CMC) that is closely tracking DG sets utilisation to reduce the deployment of DG sets at sites to the

extent of 7,000 KVA. This has not only saved us fuel costs to the tune of INR 2.5 Crores but has also hugely reduced the carbon footprint - a big plus to sustain our environment,” he quips.

Apart from the pride of having worked in MVS's office, SLN has other moments to cherish like receiving the Silver Medal (for Management Education Program through IIM - Ahmedabad) from KV, erstwhile CEO & MD, L&T and an award from Anantha Sayana, Chief Digital Officer, for digitalising 10,000+ Assets across L&T Construction. “Of course, the birth of my son, Shravan Narayan, was a great moment on my personal front,” he adds with a smile. His wife, Nivetha Sridhar is a software programmer with WIPRO Technologies.



SLN wishes, “I would like to create a dedicated centre for technology incubation, where youngsters can pursue their innovations/new ideas related to construction, prototype them under the guidance of mentors and suitably scale them up.”



IT PAYS TO BE SYSTEMATIC

“Our organization has excellent systems and my efforts are to keep them intact. If we succeed in that, it will automatically take care of our efficiency.”

documentation and more user-friendly interfaces and although I understand that for such a big organization likes ours there will be certain protocols for approval, I still hope the time taken for these system protocols were leaner and faster!”

Ankit Mahajan, Manager - Planning, B&F IC

The orderliness of Ankit Mahajan, Planning In-charge at the NATRAX project at Pithampur, Indore, Madya Pradesh, is so handy as he and his project team build a high speed track that will be Asia's largest proving ground spread over some 3,000 acres. “Our organization has excellent systems and my efforts are to keep them intact. If we succeed in that, it will automatically take care of our efficiency,” he says, with a positive air around him. He then reels off his list of time-bound activities: timely submission of the client's bill by the last week of the month; complete all reconciliations by the 10th of every month; JCR preparation by the 25th of every month; preparation of construction schedules on a month basis that are to be reviewed daily against asking rates.

“One thing I have observed over time is that since there are so many levels of hierarchy at site, there are instances when client requirements and management instructions do not effectively reach down to the last person and vice versa,” observes Ankit, “so my efforts are to communicate regularly at all levels with transparency on risks involved, financial implications, timeliness as per the client's requirement, minutes discussed at meetings, specific technical requirement for any particular activity and so on.” He is full of praise for his 3-member team of Shweta, Vishalendra and Mandeep. “I have clearly earmarked their individual roles because I believe people are more productive when their roles are well defined.” A big fan of L&T's EIP systems, Ankit yet seeks “less

A native of Jalandhar, Punjab, Ankit loves to cook with his better half, Kartika who according to him is a “wonderful home maker who supports me in every way to attain my professional and personal requirements.” The joy of his life is his daughter, Anishka; “I love to see my daughter grow and I just find her so adorable,” he shares with obvious thrill.



“These days there is a lot of emphasis on mechanising activities and it's amazing the extent of efforts we are putting in for them,” he shares, “and although not all our efforts are fruitful, the positive attitude of our management to any new proposal is praise worthy!”



Whether it involves the mating of some 35 million parts in confined spaces for vessel construction or building a huge metro in the middle of a congested city, the agile minds at Heavy Civil IC have found innovative answers to not only achieve their milestones but enhance efficiency in the process by significantly improving their FTRC (First Time Right Clearance). While a 3-tier risk management system is ensuring that LTIs are kept at the minimum, the benefits of lean construction have ushered in better forecasting and better root causes analyses, preventing reoccurrence of problems. We present a few individuals who are championing this cause of enhanced efficiencies



A MASTER OF MANY VERTICALS

Aloke Kumar Dey,
Project Director,
UGC-01 Underground Metro
Project of MMRC, Heavy Civil IC

“One of my most memorable moments was to stand and watch the magnificent Niagara Falls in freezing temperatures of -35 degree centigrade with a wind chill of -40 degree centigrade,” shares Project Director, Mumbai Metro UGC-01, Package MMRC, Aloke Kumar Dey with a chuckle though he is quick to admit that his 15-year journey with L&T has been both cold and hot out of a total work experience of 35 years. “Although my broad expertise is in heavy infra works, particularly underground metro construction, I have also handled power projects and bulk material handling systems.”



“ We have freedom to work towards enhancing OPEX, there’s huge scope of innovation, creativity, learning, opportunity to interact with senior management frequently, freedom to express your views and the digital drive is powering us ahead!”

Aloke mentions their many ‘firsts,’ like “our robust mobile app-based digital segment tracking system, the automatic fire alarm system in tunnels, automated mechanism for precast OTE duct installation on a digital platform to minimise risks, the spider boom to place concrete in difficult areas, the specially designed conveyor system to efficiently remove muck from confined station areas, the hydraulic pile auger cleaning system and the overhead formwork for slab casting during tunnelling operations.”

His track record is cleanly divided into segments: first four years in power plant construction, next ten in bulk material plant industries, four years in L&T Power, five years at Delhi Metro, then back to power plant construction for 3 years. He then returned to handle underground sections of the Chennai and Delhi metro projects. During his nearly three-year stint at the Doha Metro, he completed 23 km of tunnelling using six EPB machines in a record time of 14 months and “I was actively involved in facilitating the client to enter the Guinness Book of World Records for operating the maximum number of TBMs in a city at a time.”

“Our focus areas are risk identification and mitigation and our 3-tier EHS Risk Management organisation involves front line engineers, managers and workmen.” The Mumbai Metro project has some unique challenges, “due to the tough sub soil conditions and heavy above ground structures including 100-150 years old heritage buildings within 1.0 m from the edge of deep excavation. In fact, our NATM tunnelling through controlled blasting is right below UNESCO-certified Cat-I heritage structures. Sequencing jobs as per design and managing high risks are huge challenges other than lack of skilled manpower, conflicts, skill retention and environmental issues.”



Hailing from Kolkata, Aloke’s better half, Mimi Dey, is a home maker and they are blessed with a daughter. Ankita. A nature lover, Aloke enjoyed watching the ‘Valley of Fire,’ in the US, loves gardening, walking, watching football matches and reading.

Aloke shares that there is a lot going for L&T Construction. “We have freedom to work towards enhancing OPEX, there’s huge scope of innovation, creativity, learning, opportunity to interact with senior management frequently, freedom to express your views and the digital drive is powering us ahead!”

COLLABORATE TO WIN



After having interacted with many companies, I feel that a person can contribute better to his organization if he can excel in the field of his expertise and deliver a quality project that will be more beneficial to the company. L&T has so many verticals that it would be great for the company if experts from various ICs were to meet and share their experiences and learnings with all.

S Suresh Kumar, Project Control Manager, Heavy Civil IC

"My initial challenge at the Riyadh Metro project was to contain and collaborate with a consortium on 10 partners to quote for the project," begins S Suresh Kumar. "After we won the competitive bid, the task was to convert our plan into reality which was a Herculean task owing to the volume and complexities of various works happening parallelly. Add to that coordinating, interfacing and finding approaches to achieve a common goal in a multi-cultural environment." Quite clearly a tough task but SSK, as he is more popularly known, has learnt to take these in his stride during his long career of three and a half decades having begun his association with L&T in 1985 as a Contracts Engineer in the Tendering department.

He loves travelling to new places and his job has taken him to many beyond Indian shores like Uzbekistan, Russia, the Ukraine and the Middle East. Presently he is Project Control Manager of the Civil Works Joint Venture at Riyadh Metro. "Being present since the inception of the project has helped to evolve the right strategies and establish proper channels of communication between the various stakeholders and align them towards a common goal," he points out. "We have adopted a structured way to monitor progress, record discussions and constantly follow-up with different departments, monitor and control the performance of the various subcontractors and ensure timely mitigation of issues."

Apart from using Primavera and Tilos as scheduling tools, SSK mentions that digitalization is playing a key at site. "Our concrete pour is digitally monitored, the daily progress reporting between

the contractor and the Engineer is online as are Inspection Requests and Progress Verification Records to enable smoother invoicing."

"I felt great when I landed back on my homeland in July 2009 after working abroad for 21 years and I also like listening to music," he says, adding with a long face, "but time is a big constraint for hobbies." His better half, Hema, is a homemaker looking after their children, son, Atul and daughter, Aarthi. "Another occasion that I happily recall is when my team and I were recognized for Excellence in Quality by the Employer's Engineer in Dec 2017."

Acknowledging L&T's efficient and robust systems in tendering and operations, the freedom of performance and transparency, SSK concludes that "After having interacted with many companies, I feel that a person can contribute better to his organization if he can excel in the field of his expertise and deliver a quality project that will be more beneficial to the company. L&T has so many verticals that it would be great for the company if experts from various ICs were to meet and share their experiences and learnings with all."



FIGURING OUT A MOST EFFICIENT FINANCIAL SYSTEM

Ranjan Sengupta,
Head – Finance & Accounts, Riyadh Metro,
Heavy Civil IC

Given a chance, I would like L&T to acquire full capability to go beyond 'shell and core' competency to become a truly international construction giant.

As head of finance and accounts for the US \$ 6 billion Riyadh Metro project, Ranjan Sengupta who is directly involved in a mega project for the first time, is faced with new challenges. "Firstly, the project being executed under an Integrated Consortium structure, the scopes of partners executing Civil Work are not separable. The Leader's ERP system and IT server, part of their global operation and tailor made for flexibility to site management, are without several checks and balances essential for an effective internal control system. The local partners' interest is to maximise return on their own investments in property, plant and equipment and work sub-contracted to them. Given the country's strict 'Form over Substance' approach and new legislations like VAT introduced for the first time in GCC, you can appreciate our position."

To make the best of this situation, Ranjan and his team have taken various initiatives to enhance efficiency. "We have improved the Leader's SAP Procurement system to establish checks and balances, like a system to ensure the locking of Purchase Orders after authorization triggering an amendment process for any subsequent modification. We have introduced modifications that disable reversal of any previously authorised activity in the entire process right from purchase request to material receipt, auto triggers in the PO approval process once aggregate value exceeds the threshold limit and several other modifications to the system." He flags off a standalone system developed to overcome shortcomings in the existing ERP system to customize VAT invoicing as per the Saudi format in Arabic. "The system has been integrated to the customer's master and invoicing data in SAP leaves no scope for editing or data distortion once created and exported into the main ERP system. An audit trail has helped us win credibility with the Auditors and the Saudi Tax Department".

"Digital solutions are driving efficiency and we use them for concrete monitoring, time attendance, equipment hiring, VAT invoicing and to archive incoming invoices," he adds with a satisfied smile. "We need the right mindset to use digital solutions to enhance our operational efficiency and I'm proud to be part of an organisation that is adapting to a data driven mindset by investing in technologies like AI, IoT, VR/AR to improve productivity and efficiency."

A native of Kolkata, West Bengal, it is no surprise that he loves to listen to music and "hit the pool in summer when time permits." His wife, Shampa, is a homemaker and they are blessed with a son, Subhadeep who is pursuing his 2nd year B Tech in Electronics and Communication in one of the leading NITs.

"Given a chance, I would like L&T to acquire full capability to go beyond 'shell and core' competency to become a truly international construction giant," he concludes emphatically.



LEAN CONSTRUCTION FOR HEFTY GAINS

H Jayarama,
Project Director, MMRC, Heavy Civil IC

“At the Mumbai Metro project, lean construction has markedly improved operational efficiency,” states Project Director H Jayarama (HJ). “We introduced collaborative planning, last planner systems, waste elimination, JLT for material delivery but most critically we adopted a lean way of thinking and built a culture to ensure it worked.” Employees and workmen initially resisted to what they felt was extra work but once they realized its advantages, the concept was accepted. “The benefits (of lean construction) were many: better forecasting, running root cause analysis of unachieved tasks prevented the recurrence of obstacles, JLT delivery meant zero inventory costs, no delays due to non-availability of material that together reduced cycle time, increased productivity and significantly saved costs.” This initiative won the first prize for a lean implementation exercise conducted by IIT Mumbai & Chennai in collaboration with the Institute for Lean Construction Excellence for the period between November 2018 to August 2019.

Possessing a rich and varied experience of nearly three decades of having worked across a wide spectrum of infrastructure projects, HJ has spent the last four and a half with L&T on the Mumbai Metro project. He mentions an efficient shutter design, an efficient permanent and temporary design approach, proactiveness to solve socio-political issues and a customer friendly approach in problem solving as steps to enhance efficiency. “The ConEase application was a huge help,” he remarks, “to drastically reduce time for

material request approvals and receipt. What’s more, we were able to track the entire process. In ConEase, we have the latest site release drawings for reference at any point of time. We also use face reading machines for attendance that has eased registering of workmen whose fingerprints were unreadable.”

The project has thrown up a unique set of challenges for HJ and his team. “Traffic decking is a huge issue as we are operating in congested areas of a congested city. We discovered that normal breakers couldn’t break the grade 1 trachyte rock we encountered and hence resorted to the time-consuming diamond wire saw cutting method right below buildings. The tree cutting issue was another vexing one,” HJ shakes his head. “We could proceed only after a High Court order. At the Marol Naka junction, the track comes outside the station box and to interconnect them, we have had to create cross passages and expand the tunnel with the NATM technology that is extremely complicated because of the varying geological conditions especially under the existing metro line.”

HJ would love speedier approval processes with subcontractors and vendors, more delegation of authority down the line, improved work environment and a more flexible approach to problem solving which will allow the engagement of the younger generation.

His better half, Anitha, is a home maker and they are blessed with two sons, Abhilash and Aarush and when he gets time away from his project, he reads.

“**The benefits (of lean construction) were many: better forecasting, running root cause analysis of unachieved tasks prevented the recurrence of obstacles, JLT delivery meant zero inventory costs, no delays due to non-availability of material that together reduced cycle time, increased productivity and significantly saved costs.**”



“I AM PROUD OF HAVING SUCCESSFULLY COMMISSIONED EVERY PROJECT I HAVE EXECUTED!”

H Hemanth,
Head - Procurement - Riyadh Metro Project, Heavy Civil IC

There are not many people working at L&T who can proudly state that “Every project I have executed has been successfully commissioned,” and to have maintained that track record over 25 plus years is one of H Hemanth’s great achievements. During his long innings, starting off as Assistant Engineer, he has been involved in 7 other projects with his last assignment at Chennai HQ handling procurement before flying to Riyadh.

“As Head - Procurement at this huge and complex project, I had to virtually hit the board running,” he says. “My first and most important task was to understand the scope of work after winning the contract. Then, I had to work out subcontracting strategies capturing the requirements of specialized contractors/packages to pave the way for planned execution. Next, I prepared a programme for the long lead items and pushed for possible pre-bid tie-ups to reduce lead time and plan long term cost fencing with plant and equipment hirers.”

“**L&T is like a family and I love the care, personal touch and freedom at work that I enjoy, that is such a comfort when working far away from family. Decision making is quick, we have operational authority and I have been blessed with encouraging bosses.**”

The way, however, was not a smooth one for Hemanth with several roadblocks in the form of, “shortage of experienced contractors and skilled workmen, frequent changes in the client’s priorities during execution, delays in certification of additional works and claims and non-acceptance of our terms and conditions by vendors.” A long list of impediments but Hemanth was ready with his strategy to overcome these roadblocks and improve operational efficiency in the process. “For starters, we did a capability benchmarking exercise with international market players. We improved our

domain expertise for specialized items in MEP, finishes and evolved a regular internal cross-functional training mechanism to develop subordinates. We adopted new technologies and methodologies through value engineering, tracked and mapped critical clients and went the extra mile to maintain good relations with specialised subcontractors, OEMs, consultants and JV partners.”

On the digital front, Hemanth has the advantage of a slew of solutions to improve productivity like ACONEX for document management, SAP for purchase orders, Promethia for procurement tracking, I-Faber, an e-bidding software and CONSTZON for benchmark rates.

“L&T is like a family and I love the care, personal touch and freedom at work that I enjoy,” he shares effusively, “that is such a comfort when working far away from family. What’s more, decision making is quick, we have operational authority and I have been blessed with encouraging bosses!” He hopes for a common database across L&T to share resources and leverage strengths and “to position L&T as a one-stop solution.”

A native of Karnataka, Hemanth’s wife, Leelavati, is a homemaker and they are blessed with a daughter, Mousumi. “I ensure to take out one hour in a day for my hobbies,” he smiles, “that are listening to music, reading novels and watching films.”



BUILDING BRIDGES OF TRUST IN THE MIDDLE EAST

Dr S Sathiyamurthy,

Head – Cost Control, Riyadh Metro, Heavy Civil IC

To save cost and control cost overruns seem rather tame and straightforward responsibilities for the Head - Cost Control for the mega Riyadh Metro project but Dr S Sathiyamurthy (or, Sathiyaa as he is more fondly called) has far more responsibilities to shoulder. He enumerates them, “developing confidence with vendors to make them feel like our partners, maintaining lines of communication between various nationalities within my team, maintaining harmony within a cross-cultural team having as many as nine nationalities and building trust among several partners, again drawn from various nationalities.” In addition, he keeps a constant vigil to identify and mitigate risks, finalize vendors with first principle analysis, minimise damage to the environment and “maintain perfect synergy within the team to help us execute such a big and complex project,” he adds.

Sathiyaa started his association with L&T as a Diploma Engineer Trainee at the NLC Neyveli site in Tamil Nadu, constructing a Natural Draught Cooling Tower. “Thereafter, I was Planning Engineer at two sites - the Hosiery Industry Complex for Tirupur Export Association, Tamil Nadu and the housing project at Zernograd, Russia. Returning home, I became Contracts Manager at Chennai Regional Office and then headed Contracts for the Nuclear Business Unit, HQ, HCl IC before going across to the sands of Saudi Arabia.”



controls. On the digital front, Sathiyaa mentions a few solutions including a cost monitoring system with a standard template, a system to manage and approve hired assets, digitally track variation orders and another to maintain and digitally track BOQs of sub-contractors.

“After 27 years in L&T, it feels like my home with close relatives,” he gushes about the company he keeps. His wife, Sumitra, is a homemaker and their daughter, Shivani, obviously the apple of his eye, is perusing her 4th year architecture.



“Going forward, I would like to keep positioning L&T’s brand image in the Middle East and secure mega EPC projects as an individual bidder leveraging L&T’s strengths,” he says and believes that there’s a lot going for the organization. “Concept to completion is our obvious strength; we have freedom to work, there is ample delegation of authority by the superiors, and with this continued support, we are ready to take up any challenge!” he rounds off confidently.

“Going forward, I would like to keep positioning L&T’s brand image in the Middle East and secure mega EPC projects as an individual bidder leveraging L&T’s strengths. Concept to completion is our obvious strength; we have freedom to work, there is ample delegation of authority by the superiors, and with this continued support, we are ready to take up any challenge!”

“The online concrete monitoring system we have introduced has helped us significantly minimize wastage,” shares Sathiyaa about concrete measures taken at site to improve efficiencies. “Long lease agreement to hire Plant & Machinery has gone a long way to control costs as also our effective utilisation and management of the labour colony locally that has both reduced travel time and, at the same, improved productivity.” He further mentions that open orders for many non-important items are carried out with strict monitoring

PUTTING SCIENCE INTO THE ART OF PROCUREMENT

Prasanta Gupta,

Head – SCM, Heavy Civil IC

In his new role as Head - SCM, Prasanta Gupta (PG) has been mandated to achieve operational excellence by reducing cycle time to improve savings for the IC. “My first task was to roll out a ‘Standard Operating Procedure (SOP)’ that acts like a Bible that encompasses all the digital and data initiatives like document management through EDMS, scrap declaration, E Auction, base line costing, surplus diversion with a defined price policy, etc. This SOP automatically streamlined the process and enhanced efficiencies,” he says simply. “Based on 3-year data, we have introduced 63 top spend categories and mapped them with skill based category specialists in the SCM team.”

Compliance is an imperative for the success of processes and PG has set some strict conditions to ensure it. “The site must generate EMR in the specified e-format developed in SOP for the intended category and routed through the BU for need validation, which is the only data that SCM will work on. The annual procurement plan must be uploaded in EDMS as per the budget format to help us consolidate annual requirements. Sites must declare scrap accumulation by the 15th of every month in EDMS for scrap consolidation and better value realisation. New vendor registration and material transfer price policy to transfer excess materials across the IC should follow set procedures too.”

“We have introduced several digital initiatives starting with our annual procurement plan, need validation, e-sourcing, e-auction, surplus and scrap declaration, auto monitoring of activities in progress and monthly productivity aspects through Post Order management.”



“The opportunity to work with many nationals from around the world and travel across 36 countries was a wonderful experience. I strongly feel that change management should be in the areas of collaborative environment, mutual trust, paperless and transparent transactions - both internal and external.”

He nods when quizzed about challenges. “For one, our data is still people-dependent, there is widespread non-compliance to standard procedures, lack of procurement plans that results in a high percentage of emergency procurements, fragmented purchases, absence of ‘need validation,’ lack of status updates and the Big Basket picture is missing,” he remarks.

In his previous avatar as Head – Capital Procurement, PG flags off his defining work on the High Speed Diesel (HSD) initiative under RACE. “We consolidated the entire L&T Diesel requirement - 200,000 KL/Annam, carried out strategic negotiations with oil marketing companies and the rate we worked out was an industry benchmark.”

“I am from the city of joy, Kolkata,” he proclaims with typical Bengali pride and it comes as no surprise that his wife, Subhra, is an MA in Tagore’s literature and interested in performing arts besides being a homemaker. “Our son, Adway, has just completed his masters from IIT, Bombay and is pursuing PhD in Arizona State University,” PG shares with unconcealed father’s pride.

“The opportunity to work with many nationals from around the world and travel across 36 countries was a wonderful experience,” he is effusive and adds, “I strongly feel that change management should be in the areas of collaborative environment, mutual trust, paperless and transparent transactions – both internal and external.”

INNOVATE OR ELSE ...

T Vijaya Kumar,
Head – CMPC, Heavy Civil IC

“As technologies change rapidly, for me heading construction methods, it’s vital to innovate or be left behind,” warns T Vijayakumar (TVK). “It is necessary to migrate to new technologies, embrace automation and digitalization but remain focused on improving operational efficiency and productivity.” Technologies and machines, mostly custom-made, are available off the shelves but they come at a huge cost. TVK’s mandate is to develop and customise them in house to the extent possible to shore



up profitability. “Instead of purchasing high-priced, inflexible mechanized launching girders for special bridges, we developed standardized LGs suitable for our requirements that we successfully deployed at the 3rd Mandovi Bridge project. Bridge builders, form travellers have also been freshly developed in house.” For sustainable construction, “we implemented “ETAP”, a digital application, to identify and track reusability of major enabling structural steel, bridge equipment, etc.”

TVK’s story with L&T began in 1995 as a Site Engineer and later as Senior Design Engineer, he executed challenging tasks both in India and overseas. As Engineering Manager, “amongst others, I had the privilege to work on the SALPG project, the world’s largest underground storage cavern.” Kakrapar Atomic Power Plant and the 1200 MW Punatsangchu, India’s largest hydel project in Bhutan, were two key projects he was involved with as Chief Engineering Manager after which he moved from design to site execution on his elevation to JGM. “I am also Lead Designer (approved by client) for enabling structures for the Mumbai and Ahmedabad metro projects,” he adds.

“ I would love to integrate automation with construction methods to build a strong man-machine interface to reduce the dependency on labour. And encourage my colleagues to make impossible challenges possible!

The best of methods and designs need good people to execute them and therefore team building is always high on TVK’s priority list. “My strong CMPC teams at the Chennai and Mumbai clusters and project sites handle day-to-day CMPC designs

for speedy customer-friendly delivery to clients with accurate and workable solutions while a specialized 3D animation team simulates construction methods and designs to make visualization easy for customers.” All CMPC design and drafting are moving on to a 3D platform. “I am particularly proud of the process of conceptualization to erect a thin modular ring liner at Kakrapar Atomic Plant 3&4 that set a trend in nuclear construction.” An automated hydraulically operated movable formwork developed to precast post tensioned I-girders has given huge benefits. “40% less labour, 28% reduction of cycle time, 29% reduction in structural steel quantity,” smiles TVK, “it was first of its kind in India and perhaps the world too!”



A lover of yoga, physical training, philosophy and music, TVK’s better half, Manjula, is a homemaker and they are blessed with two children, daughter, Lokeshwari and son, Nandakishore. TVK’s CMPC is much awarded having been recognized as the Best Engineering, Best Innovation and Best CAD CMPC for 2020.

“I would love to integrate automation with construction methods to build a strong man-machine interface to reduce the dependency on labour,” says TVK, “and encourage my colleagues to make impossible challenges possible!”

CELEBRATING A REWARDING TREK

L&T’s initiatives to train human resources along with implementation of systems and processes of construction / project management can be considered amongst the best rewards for young construction engineers who will lead the industry in the coming years.



Roy George,
Head – Formwork, Heavy Civil IC

He loves long drives in the western ghats and trekking in the mountains with his family and certainly for Roy George, Head – Formwork, Heavy Civil IC, his three-and-a-half-decade long career has been a wonderful and rewarding trek in the highly competitive Indian and Middle East markets, “building high profile infrastructure projects with a thorough knowledge of engineering principles, construction methods and formwork engineering,” he says. Currently, Roy heads the formwork department, leading a team of 200+ supervisors and engineers with the mandate to strengthen the core team of the work force and supervisory staff to improve productivity, skill levels of the work force and cycle time of formwork to reduce cost. Our focus,” he emphasizes, “is to achieve increased volume with semi-skilled manpower to attain more repetitions with available inhouse resources.”

The system formwork at L&T Construction has been adapted and designed to provide extra-large area formwork and Roy flags off the pier work at the Medigadda Barrage site and pumphouse walls at the HTS project as successes. “While we handled 10 m high wall formwork for piers at the Medigadda project, at HTS, we designed 16 m high wall formwork to cast the main walls of the pumphouse that reduced cycle time from the expected 80 days to just 30 days! In the process, we significantly reduced the number of activities, indirect costs and other resources,” he sounds exultant.

Warming to his pet subject, Roy shares, “the most important cost component is frequency of identical construction and repetitiveness. Mechanisation of system formwork is the solution to handle large volumes of work with moving formwork, table form and the automatic climbing system. The moving formwork

with the L&T System for slab and wall can be seen operating in the discharge tunnel at the HTS project while the flying system with table form for pier head is in action at the Kachhi Darga project.”

Roy is all praise for the opportunities, challenges and support services offered by L&T. “They are enormous and cannot be expected from any other construction company. L&T’s initiatives to train human resources along with implementation of systems and processes of construction / project management can be considered amongst the best rewards for young construction engineers who will lead the industry in the coming years,” he concludes positively.

Hailing from Kerala, Roy is married to Solly and are blessed with two boys, Atlin, a mechanical engineer and Reuben, a computer engineering student.



HE HAS MADE AN ART OF BALANCING



All our employees have great entrepreneurship that is working well for L&T Construction. People own their job, take accountability and responsibility, our organization works on systems and, of course, we refine our system continuously based on the feedback and results and that should continue.

V Nagendran, Project Manager, Vizag Vessels, Heavy Civil IC

His son is a state level chess champion and therefore Project Manager, V Nagendran's mental agility is hardly surprising. "I head the Heavy Civil execution team at the Vizag Vessels project comprising 150 employees, 300 engineering supervisors and about 2,500 workmen and am also responsible to coordinate between the various stakeholders: our internal team, the team from Defence Engineering, the client, their planning department, customer service teams, security teams, the list is endless." After joining L&T in 1997, Nagendran has had several quarrying related stints across projects. "To take up a larger role with more responsibilities, I chose to move into project execution and in January 2016, I got the opportunity to work on this project and from August 2018, I have taken over as Project Manager."

"The uniqueness of the Vizag project is its complexity with about 35 million parts to be installed and, at any point of time, some 600 – 800 people working in extremely confined spaces which is why safety is of utmost importance." The project has consistently been platinum rated for safety and clocked 11.5 million safe man hours till date. "Quality is another focus area: a pipe spool installation in any other project would have about 8 stages of inspections; here there are only 38!" He grins at our surprise. "We ensure that every stringent quality requirement is met for every installation because we realize the sensitivity and importance of this national project. Finally, we cannot compromise on progress. With so many components to be installed in confined spaces, sequencing is key."

"We maintain 97% FTRC (First Time Right Clearance)," he states proudly, mentioning that it has been achieved following a strenuous

process. "The Quick Release Couplings we developed for hydro pressure and leak tests are paying rich dividends." Initially at the project, Nagendran was leading a SCMG team of 235 workmen and supervisors. "Today, we operate with only 120 people and do much more and that is the power of digitalization," he says, mentioning a host of digital solutions adopted including Workman Management System (WMS), Daily Labour Report (DLR), OSCAR, 100% biometric attendance marking of workmen and supervisors and RFID tracking.

"All our employees have great entrepreneurship that is working well for L&T Construction," he shares. "People own their job, take accountability and responsibility, our organization works on systems and, of course, we refine our system continuously based on the feedback and results and that should continue."

Nagendran's wife, Ashtalakshmi is a homemaker. "She takes care of the home front and has to travel extensively to facilitate my son, Vignesh, to play his chess tournaments." His daughter, Nivetha is studying computer engineering. "I don't have any hobbies," grins Nagendran, "but love the time I get to spend with my family."



A NO-NONSENSE CONSTRUCTION PROFESSIONAL

Anup Kumar Anupam, DGM - Formworks, Heavy Civil IC

An expert in slip form technique of formwork, Anup Kumar Anupam's role as DGM - Formworks is fast assuming critical importance in construction. Anup is presently playing his second innings at L&T, as it were, after an initial stint from 2004 - 08 as Assistant Construction Manager & as Slip Form In charge when he was involved in the Saint Gobain and Asahi glass factory projects and the expansion of the 10,000 TPD capacity cement plant for Ultratech Cement, Phase 2, at APCW-Tadipatri in Andhra Pradesh. After his return from Essar Projects India Ltd., Anup is presently at the Kudankulam KKNP-HTS Phase 2 project where "I am involved in a key OPEX initiative to construct a 16 m high Large Area Wall Formwork in a single pour," he explains.

Non-availability of skilled manpower is one of Anup's biggest challenges. "Especially when constructing such a sensitive asset like a nuclear power plant and the only solution is to train our available manpower at site and skill them sufficiently to carry out their responsibilities well. We provide on-site training related to formworks as well and for scaffolding through mock-ups and presentations."

“ Given a chance, I would certainly implement mechanised construction in the field of formwork to execute projects that will both minimise the deployment of manpower and improve efficiency while adopting new technologies. ”

Implementing the travelling system for tunnel wall formwork with a scope of 920 RM with combination of 10 tunnels has been one of his unique steps to enhance operational efficiency. "I am

really impressed with the way digitalization has been driven by our senior management that has far greater acceptance now at project level as people have started to understand and appreciate its huge benefits. We have deployed a digital pressure gauge to monitor real time the concrete pressure in wall formwork and as well as on the tie system," he shares. "We have also deployed RFID to track manpower movement and to assess productivity by tracking actual working hours. Both," he motions with his hands, "are fetching us good results and improved efficiency."

As a thoroughbred formwork man, Anup says, "Given a chance, I would certainly implement mechanised construction in the field of formwork to execute projects that will both minimise the deployment of manpower and improve efficiency while adopting new technologies, especially digitalization, to, for example, track shutter panels with RFID tagging, will go a long way to enhance our efficiencies."



A native of Patna, Bihar, Anup loves watching sports on TV during his free time and spending time with his wife, Poonam Kumari who is a homemaker and their two children, son, Akash Tushar and daughter, Aanchal A. "My most memorable moment was when Aanchal secured her MBBS seat," he shares delightedly.

B&F develops 'Q' snagging mobile application

B&F IC's Al Rayyan Stadium Project (Al Balagh-L&T JV) developed an online Q Snagging Mobile application 'Conquer' with the support of B&F HQ Quality & DC Digital team to capture snagging and completing de-snagging works. The online project customized mobile app was launched by Mr. M.V. Satish (MVS), Whole Time Director & Sr. Executive Vice President (Buildings, Minerals & Metals), on 25th September 2019, at Al Rayyan Stadium Project site, Qatar, in the presence of Mr. L.K. Joseph, Vice President & Head – Special Projects, B&F IC, Mr. V.K. Mehta, Deputy Project Director, ABLT JV Mr. N.R. Vijay Venkatesh, Head (QA/QC), ABLT JV, Mr. K.K. Prasanna, Head - Design, ABLT JV, Mr. V. Anand, Head - Project Controls, ABLT JV & Project team.

Mr. N.R. Vijay Venkatesh briefed on the functionality and benefits of the solution that included the generation of instant

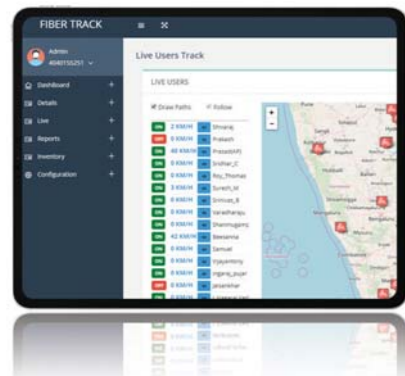
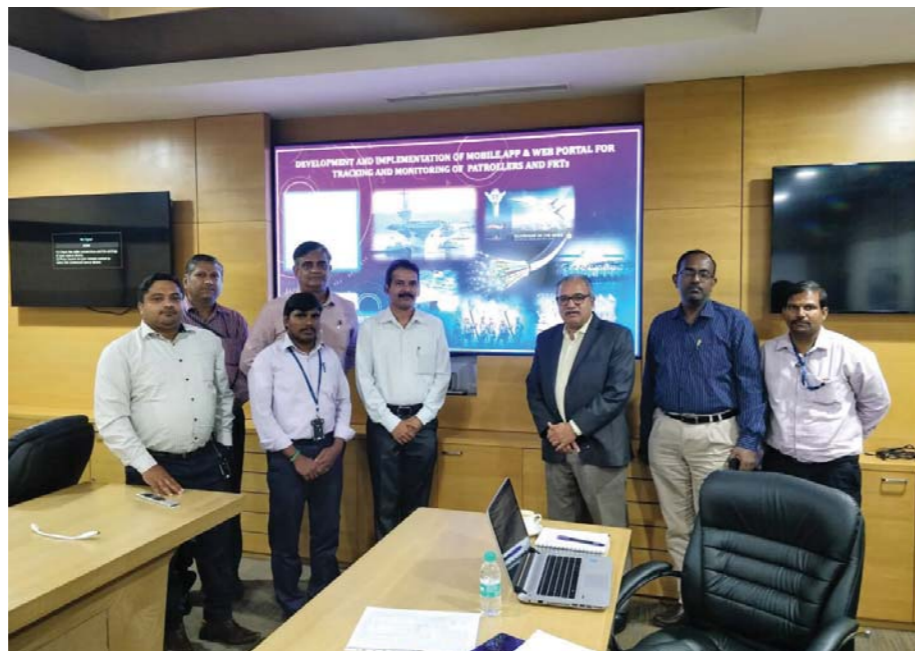
digital reports accessible for project site execution and to quality and client representatives. MVS congratulated the Quality & Project teams and urged them to complete the project by maintaining the highest standards of safety and quality and staying abreast of the latest technologies.



Tracking of O&M resources is now 'live' at PT&D

A mobile App and Web module to track and monitor patrollers and fibre rectification teams, meant to be used in cross-country OFC projects to maintain the health of the network, was launched by Mr. T. Madhava Das, Sr. Vice President & Head of PT&D IC on 17th July 2019. Developed by the BSNL-OFC-Package E team, the app tracks project resources (including all their O&M patrollers and FRT Members) real-time, to digitalize all

their O&M activities and create reports easily. With the involvement of the project team and ably supported by the IC's digital team and the division's Geo Spatial team, the final version of the app and web module have been customized for live tracking and is available for daily use.



WET IC launches two key digital solutions

WET IC in its endeavor to address key problem areas with digital interventions developed two digital solutions - Pipe Fabrication App and WISA, aimed to improve tracking and automation of various manual activities that were launched by Mr. S. Rajavel, Senior Vice President & Head, WSWC in the presence of Mr. Anantha Sayana, Chief Digital Officer, L&T, Mr. K. Asok Kumar, Executive Vice President & Head - Water & Effluent Treatment, Mr. N. Ramasethu, Vice President & Head - Water International BU, Mr. K. Masilamani, Vice President & Head - Industrial and Large Water BU, Mr. S.C. Satish, General Manager & Head, Smart Water

Infrastructure BU, Mr. G. Balasubramanian, Head - Corporate Centre WET IC along with other dignitaries from the L&T Nxt Team, WET IC Digital Team and WET IC HR Workmen team.

Pipe Fabrication App: is customized to track the status of pipes right from manufacturing to installation through an industrial grade QR code. At any given point of time, the exact status of the pipe (Manufacturing, Hydro Testing, Painting, Guniting, Quality Inspection, etc.) can be ascertained in real time through intuitive dashboards. The application automates all the quality compliance records and reports thereby eliminating various manual processes.



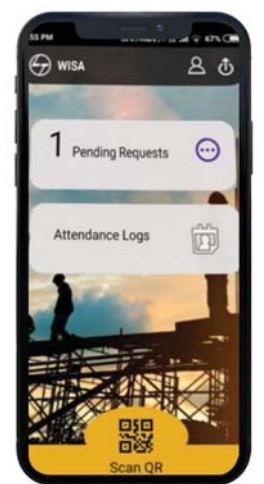
Launch of Pipe Fabrication App



WISA – Workforce Induction and Skill Application: digitizes the complete process of on-boarding workforce at project sites. It covers workforce enrolment, health screening, skill assessment, safety induction, generation of unique workmen ID Cards, attendance capture and viewing workforce information through facial recognition/QR code and recording appreciations & raising observations. It also facilitates analytics on workforce data to gain insights on workmen migration pattern, behaviour, churn, subcontractor performance, etc.



Launch of WISA App



The WET IC senior leadership team appreciated the efforts of the L&T Nxt Team and WET IC's Digital Team, gave valuable suggestions to further enhance the utility of the applications and urged for the rollout of the two applications across all project sites to reap their benefits.



The champions of WET IC revel in the freedom they enjoy to take risks, think out-of-the-box, present new ideas in a culture that encourages boldness. Be it a new design concept to optimise a sea water Reverse Osmosis plant that significantly reduced overall project cost, OPEX and CAPEX or suggesting an entirely new mode of transporting pipes in a foreign land, or coming up with a unique pipelaying method in hilly terrains, innovation is in overdrive. As the business takes giant strides as the country's foremost builder of vital water infrastructure, here are a few champions who are helping the business have a more attractive bottom line!



FROM AN INTUITION-BASED TO A DATA-DRIVEN MINDSET

P Jaganathan,
Senior DGM – Mechanical, SCM, WET IC



Supply Chain Management (SCM) plays as important a role as any other function in the world of project management and P Jaganathan's primary objective is, as he states, "to improve the efficiency of the supply chain to support our water business." An import from MMH SBG where he was part of 'Operation Excel', Jaganathan feels that one of his main tasks is to convert his mates at SCM to move from "an intuition-based mindset to one that is data-driven. This is important," he stresses, "because everything depends on one's mindset to accept the new."

In a competitive scenario, Jaganathan's mandate was to maintain the double-digit margins of the business and, to begin with, he had

to overcome some major roadblocks. "There were several delays in ordering, supplies and there was huge pressure on costs." The usual challenges for a SCM professional, one might say.

Wasting no time, Jaganathan rolled up his sleeves and got to work with a series of steps to address these issues. "Firstly, by adopting a systematic approach to procurement, we were able to reduce the ordering time," he shares, warming up to a subject that is obviously close to his heart. By identifying the issues they were facing in their functioning, Jaganathan and his team provided inputs to the digital team to develop a comprehensive digital solution in the form of a material supply tracker. "My team developed statistical tools to support negotiations and thereby reduce costs. These tools are now being used by our buyers in their day-to-day negotiations," he says, with a sense of achievement.

My team developed statistical tools to support negotiations and thereby reduce costs. These tools are now being used by our buyers in their day-to-day negotiations.

"We have developed a standalone file management system, loaded on EIP Vidhya, that helps balance workloads among buyers. There is an in-built cut off time for files based on age to trigger immediate attention," he briefs further mentioning that "there are category specific estimation templates too based on statistical data."

For a person who's entire work depends on systems and procedures, he advocates that these should be simplified at L&T, "without losing the intended controls," he is quick to add and believes that operational efficiency is being driven by the bright, young minds at L&T Construction.

On his personal front, Jaganathan's native place is Chennai. "My wife, J Sumithra, is a homemaker and we have one daughter, J Varshini," he shares with an obvious softening of his features. "I love visiting temples during my free time, and I recall with a lot of love the time I spent with my father," he says about his most memorable moments.

STAYING A STEP AHEAD IN THE GAME

V. Dakshinamurthy,
In-charge, Operations Support, WET IC

Engineering innovative methods and processes to drive timely delivery across projects keeps V. Dakshinamurthy, In-charge, Operations Support for Wastewater BU, a step ahead in the game. "Strategizing is always a fulfilling exercise as it is all about enhancing quality, safety and fast-tracking project execution," mentions Dakshinamurthy. "At WET IC, we have engineered some amazing breakthroughs that have redefined project management. Take for instance, the Dusk to Dawn construction method, more popularly known as D2D, the brainchild of WW BUH, that has bridged a 3 to 28-day activity to merely a 12-hour job."



Achieving operational efficiency is a two-pronged approach for Dakshinamurthy, "While it is always inspiring to engineer the big breaks, one has to also bear in mind that most of the key determinants are repetitive tasks and by bringing about a change, the bar is raised for a whole set of activities which is the actual gain." D2D is a step in this direction, he affirms, "Initially we started with a 100 m stretch at Jhunjhunu in Rajasthan with various digital and process improvement techniques amalgamated including a remotely operated time lapse camera for real time monitoring and laser level monitoring with a Geo-tag enabled GIS App." Recounting the milestone in a feverish tone, he says, "For all of us, October 3, 2019, is a special day as we rolled out this initiative which had its own natural flavour with a 90 minute rain delay," but he assures, "We finished well in time before 8 am the next morning and it was a proud moment for the entire project team with overwhelming appreciation from the locals as they were surprised to see their roads in as was is condition."

“ While it is always inspiring to engineer the big breaks, one has to also bear in mind that most of the key determinants are repetitive tasks and by bringing about a change, the bar is raised for a whole set of activities which is the actual gain.

Through digitalization we have enhanced operational efficiency several notches as site progress monitoring has become real-time with impactful intervention, shares Dakshinamurthy, "Initiatives such as the development of pneumatic tubular formwork for cast-in-situ construction of top cover slabs of RCC drains at the Vijayawada Storm Water Drainage project, standardization of precast elements for chambers, development of centralized issue register dashboards have all radically transformed the way we work at projects." Going ahead, he affirms, "I would like to establish a swifter AI enabled approval system integrating machine learning with artificial neural network for faster clearance of work and purchase orders by evaluating details from our vast information bank."

The last 17 years at L&T have been extremely satisfying for Dakshinamurthy and looking back he recounts, "I still vividly remember telling the interview panel in 2003 that L&T is my dream company and I'm here to make a mark. When I successfully completed 15 years in 2018 and received the long service award from our IC Head that was my moment of pride."

Dakshinamurthy's hometown is Thirunallar in Puducherry where his heart is too. But he along with his wife Jayanthi and daughters Priyadarshini and Sharunethra have made Chennai their second home.



SCALING NEW HEIGHTS OF SUCCESS!



After studying the situation and looking at several alternative methods, we came up with a new and simplified system of pipe laying with a winch and MS trolley arrangement. It was an initiative that proved to be an instant success

Gopal Krishna Roy,
Senior Manager – Mechanical (P&M), WET IC

At the Alirajpur site, Gopal Krishna Roy, or GKR for short, was facing an uphill problem. "We were tasked to lay 6 m long pipes of 2.8 m diameter from Pump House-1 to Pump House-2 in a difficult hilly terrain," he scopes his problem. "We were facing three dimensional slopes where our conventional method of pipe laying was not possible. After studying the situation and looking at several alternative methods, we came up with a new and simplified system of pipe laying with a winch and MS trolley arrangement. It was an initiative that proved to be an instant success," a winning smile writ large on his face.

"We were able to speed up the work and complete a long pending, unfinished task. The best thing," he adds, "is that with its successful implementation at our site, other sites in our IC have the confidence to adopt our method to lay pipes efficiently especially in hilly terrains." He points out that the method had another advantage of increasing safety of the workmen because they did not have to use heavy cranes. "In fact, by not having to use heavy cranes we significantly saved costs for the project too."

Presently working at HQ as BU-Plant Manager for IWS BU, GKR has seen a lot of action at various projects during his tenure with L&T Construction including the Vizag Vijaywada Pipe Line, HPCL DHDS-Vizag, Cyber Gateway Hyderabad, Vijaywada fly over Project, Sri Satya Sai Telugu Ganga Project, Jindal Dam Raigarh, Velegonda dam, NTPC Simhadri, BF-8 and SP3 Bhilai and the Hot Strip Mill at Rourkela. Looking back at his long association with L&T, he says, "the major challenges that we have often faced at sites are to mobilize the required assets in the required time especially in remote locations with the right kind of skilled manpower."

Apart from the elation of having discovered a new pipe-laying method for hilly terrains, GKR takes pleasure from other personal 'highs' at work. "At the HPCL DHDS site, the erection of the 300 T DHDS reactor with a 315 T capacity crane with ringer was a great success," he shares radiantly, "as also was our erection of a 110 T BF raiser pipe top piece with a 600 T crawler crane with luffing at the BF8 project in Bhilai."



Hailing from Kolkata, West Bengal, GKR's better half, Irin Roy, is a homemaker and the couple are blessed with two children, 13-year-old Anushka, who is in her 7th standard and son, Rajdeep who is in his 3rd. A lover of reading and chess, GKR believes that "digitalization is enhancing our operational efficiency at L&T Construction."

DESIGNING STRUCTURES WITH EXPERTISE!

J Sakthi Chitra,
Senior Engineering Manager - EDRC,
WET IC

“Leading the structural design team, I have to join hands with multiple disciplines for a range of actions starting from location finalisation, fixing the FGL, evolving contingencies plans for crisis management and many more.”



Ever since J Sakthi Chitra began her association with L&T in 2005, armed with a post-graduation in structural engineering, as a Design Engineer in the Bulk Material Handling Unit, she has enjoyed rich, varied exposure across business segments helping her to hone her designing skills. “From 2005 till 2015, I grew to the level of Engineering Manager handling end-to end responsibility of tenders and operating jobs, basic to detail structural engineering of projects.” With this strong foundation in designing industrial projects, she took up designing material handling structures first for the TANCEM Cement plant and then a few other cement plant tenders and even contributed to a few residential projects during her tenure at B&F IC. “Since 2017, I have been a Section Head, WET ILWS BU EDRC- Civil, associated with several lift irrigation projects across different geographical areas.”

Joining the Irrigation team was both a major milestone for her and a challenge. “I was new to the field but with fruitful inputs from functional experts, department seniors and the support of my team members, I was able to perform well.”

There are several challenges in constructing an intake pump house, Sakthi explains. “Deep underground excavations, proximity to a reservoir / river, or a forest leads to issues of access, safety and land acquisition. Leading the structural design team, I have to join hands with multiple disciplines for a range of actions starting from location finalisation, fixing the FGL, evolving contingencies plans for crisis management and many more.” Driven by her passion for basic structural design DNA, Sakthi’s focuses on several OPEX initiatives: BIM implementation, standardisation & customization of design & detailing components for first time release & quick revision and complete transformation in design of deep Intake pump house with

a novel alternative to the conventional U/G framed substructure by stable simple long overhang wall/deep beam.

“Detailing of all pump houses in Revit takes care of future interface issues,” says Sakthi. “We have explored RCDC for the first time in WET IC for superior design and detailing of structural elements as part of automation to increase the productivity.” Her team’s optimization effort to design the Ground Bunker Shed for the NCL Block-B project received the NMR-2014 award in the AA category. “I thank the Operations team, Project Director and the management for their fullest support, motivation and for empowering me and my team to implement our new ideas,” says a visibly moved Sakthi.



Currently pursuing a doctorate in structural engineering from IIT, Madras, Sakthi also runs her family. Her husband, K Senthilvelu - Nanotechnologist, works for an Automobile OEM and the couple are blessed with two children, son, Kavinesh and daughter, Mohitakalai. She has a long list of moments that are memorable, top of pops among them being the birth of her son & daughter and her team winning the Best Innovation Award in WET EDRC - 2020.



N Subramanian,
Senior Construction Manager - Civil,
Industrial & Large Water Systems BU, WET IC

“I am responsible and accountable, as an owner, for the formwork operations of the Industrial & Large Water Systems BU, WET IC,” declares N Subramanian, very seriously adding that during a 3-year stint with MMH SBG, “I was a Core Team Leader of ‘Project BETA - an Operational Excellence Program’ along with consulting partner Accenture, aimed to improve operations through standardization, streamlining and innovation to deliver an enhanced bottom-line.” His ambit of responsibilities included implementing and institutionalizing OPEXCEL initiatives across projects to ensure targeted outcomes & benefits and design new initiatives to reduce costs, optimize execution timelines and improve quality of execution.

With this rich background, Subramanian is now lending his expertise to his BU and proudly shares, “I implemented the L&T System Formwork with detailed scheme drawings across some 45 Industrial & Mega Lift Irrigation projects that reduced execution time by increasing conventional concrete pour heights thereby reducing the number of lifts.” He shares his knowledge through theoretical and practical sessions on the L&T System Formwork to his colleagues across WET IC, with an average effectiveness rating of >95%. “I have introduced operational efficiency in formwork by ensuring identification, usage, safe erection & dismantling of System Formwork components especially among our frontline employees.”

Subramanian has more triumphs to share about his OPEX initiatives. “I introduced in the WET IC a higher concrete pour / lift height of 3.6 m for RCC walls & 5.4 m for columns that enabled speedy execution, ensuring safety and quality standards. I also initiated the execution of reinforced cement concrete delivery chambers, break pressure tanks and raw water sump structures using the Slipform technique, again for the first time in WET IC, that saved us execution time of such water retaining structures without construction joints and without compromising on safety.” Almost predictably, he mentions initiating the preparation of Formwork Schemes in 3D Model (BIM)

A FORMWORK EXPERT IN FINE FORM!

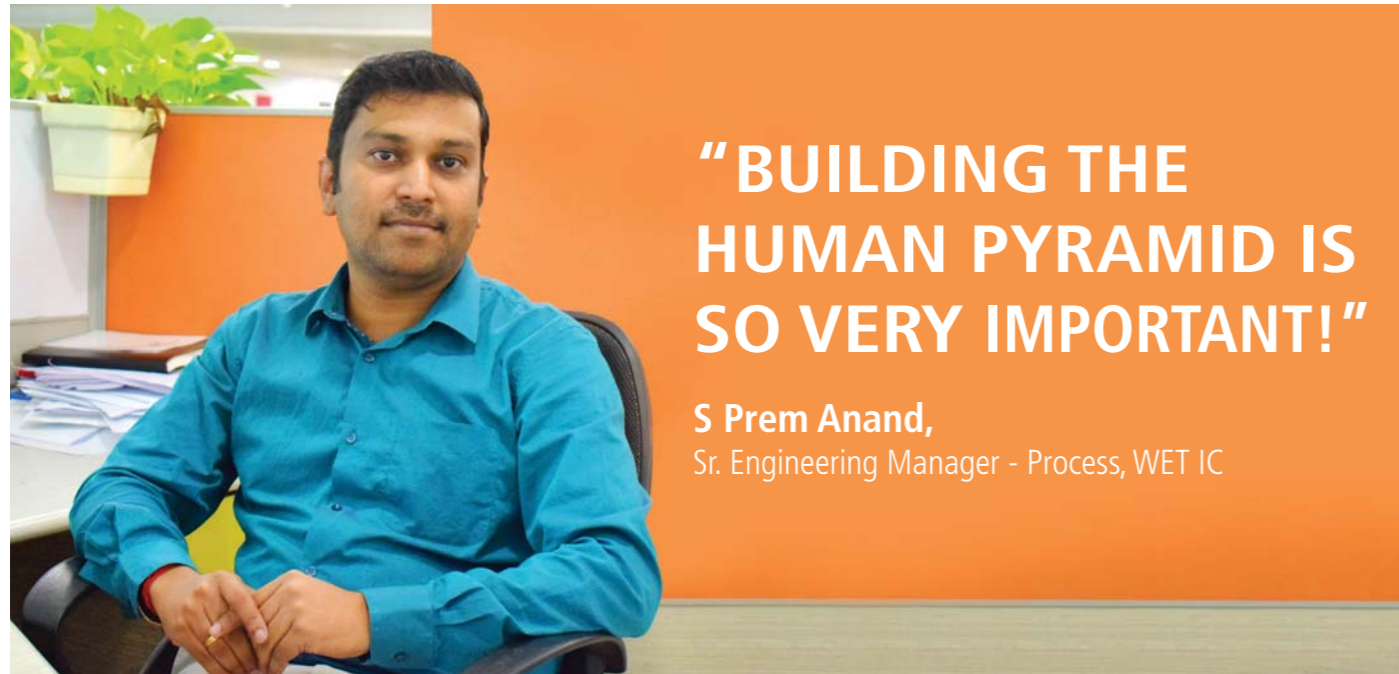
“I implemented the L&T System Formwork with detailed scheme drawings across some 45 Industrial & Mega Lift Irrigation projects that reduced execution time by increasing conventional concrete pour heights thereby reducing the number of lifts.”

for quick and correct understanding of schemes, accurate detailing and multi-dimensional views to understand execution steps.

Being selected to the OPEXCEL team was one of the highpoints in Subramanian’s career as was the appreciation he received from personnel at KPMG for developing an ATL Course on L&T Formwork and for initiatives undertaken to transform WET IC’s formwork operations, “but nothing can describe my feeling when I held my new-born daughter for the first time.” He calls his daughter, Shashini as his “princess” and son, Shaarav as his “prince.” His better half is Sivagami, whom Subramanian describes as, “a home maker and an entrepreneur!”



“The freedom we have to express our views, execute and take decisions to achieve our business goals, the continuous training and development and our data-driven culture is what is working well for L&T Construction,” he sums up with total conviction.



“BUILDING THE HUMAN PYRAMID IS SO VERY IMPORTANT!”

S Prem Anand,
Sr. Engineering Manager - Process, WET IC

Given the changing environment that is increasingly getting more challenging, S Prem Anand believes that L&T is at the top, “thanks largely to our well-established systems, the decision making of the management, the organizational set up, financial stability and brand value that is enhancing our operational efficiency.” However, he advocates a fairer rating system as in construction individuals cannot achieve much by themselves, it is always teamwork that triumphs. “A human pyramid is very important for success but when creating it to achieve our target everyone should have the same goal or else the pyramid will collapse.”

“L&T is at the top, thanks largely to our well-established systems, the decision making of the management, the organizational set up, financial stability and brand value that is enhancing our operational efficiency.”

After a stint with a L&T Hydrocarbon offshore project for design and engineering work, Prem has been involved with a slew of WET projects across India including the 150 MLD Plant Water System for 2x800 MW Yermarus Thermal Power Station, Raichur, Karnataka, the 40 MLD CETP project at Ludhiana, the 216 MLD Makeup & Drinking water system for NMDC Limited, two CETP projects in Ahmedabad and Dholera (Effluent Recycle Plant) and the 20 MLD low salinity water package for ONGC. Presently, Prem is working on the 100 MLD Sea Water Reverse Osmosis desalination plant project in Dahej, Gujarat. “As most industrial process plants are

unique in nature and since clients always require us to use new technologies, it was very challenging in the beginning when I joined L&T to introduce new technologies without benchmarks but with benchmarks and references it is much easier now,” he smiles. “At my present project, we optimized the sea water reverse osmosis system that helped to reduce the brackishness in the water, improved its pre-treatment and reduce overall operation cost.”

“Based on the site execution plan, receiving approvals for our drawings with 90% accuracy with our data base and 3D models minimizing rework at site based on the vendor’s input,” Prem flags off as standout achievements.” On the digital front, he mentions, “for designing the membrane system design we use WAVE, Hydranautics IMS Design, CADIX, TORAY, INGE Design and the 3D modelling software for ROs, ERDs, pumps and other equipment.”

Anand’s better half, Sheebha S P, is a homemaker, looking after their home and two children, daughter, Anshika and son, Anshiv. “I spend my free time watching movies, reading books and of course, with my children,” he shares, recalling a trip to Denmark as a memorable one.



CELEBRATING THE FEELING OF A JOB WELL DONE!

“My most cherished moment was when the Director General of Dubai Municipality, our client, visited the site to inaugurate the project and announced, in the presence of the media, that the project was completed ahead of time!”



Sabapathy Raja,
Senior Construction Manager – Mechanical, WET IC

As the Process Engineering Manager of the Jebel Ali Sewage Treatment Plant (STP) (Phase 2) project, Sabapathy Raja is an extremely happy man having delivered a difficult project in a foreign land to the complete satisfaction of the client. “My most cherished moment was when the Director General of Dubai Municipality, our client, visited the site to inaugurate the project and announced, in the presence of the media, that the project was completed ahead of time!” Though his sense of achievement is obvious he is quick to admit that it wasn’t easy. “Working in a 50:50 JV environment was new for us, so we had to understand our partners’ working procedures. Civil work started from Day-1 and it was challenging to meet the engineering demand right from identifying the resources, understanding needs of the civil team and handling the engineering and procurement with 14 engineers.”

Fresh from his previous assignments as Lead Process Engineer at the two Doha STP projects (including expansion), Sabapathy completed the automation logic testing of the entire Jebel Ali plant single-handedly and adds, “even during the operation phase, the treated effluent guaranteed parameters were met to avoid penalty, that were really tough during wet weather conditions.”

To improve operational efficiencies at site, Sabapathy mentions the adoption of the Site Document Management System as a single window for all document flow and the Kanban Card to control supply chain management. “In addition, we placed the Last Planner System, a lean construction tool, at critical zones to monitor execution of work inline with the baseline schedule.”

“As a process engineer, I conducted process design verifications through simulation model techniques that proved that the effluent parameters defined in the contract could only be guaranteed under certain treatment regimes thus displaying the pitfalls in the design assumptions in the contract. A major risk was mitigated, and improved the plant’s process efficiency.” Skill based resource

planning during the engineering phase enabled the team “to manage and complete the entire plant engineering (MEICA) and procurement activities efficiently with lean organisation in line with the baseline schedule.” About digital solutions adopted at site, Sabapathy flags off a model-based (GPSx and BioWin) simulation technique to control, optimize and manage waste water treatment plants, LiDAR to map all water-retaining structures, a bar-coding system to track material, an integrated Project Management Office and “an Oracle-based computerized Maintenance Management System to conduct plant maintenance activities, plan, record, monitor and control maintenance activities.”



Sabapathy loves gardening during his free time, “whenever time permits,” he says with a laugh. Hailing from Karaikal, Puducherry, his wife, Brindha, is a homemaker and they are blessed with a daughter, Kamalini.

In parting, Sabapathy’s advice is for, “more emphasis on timely completion and employees should realize the value of time.”

“SITE EXPOSURE IS VERY IMPORTANT FOR EVERY EMPLOYEE!”

V Murali Anand

Manager – Mechanical, QA/QC, WET IC

After handling suppliers’ plant inspection & evaluation and material inspection at the Kolkata Cluster Office, V Murali Anand is having his first taste of project life at L&T’s first in Tanzania and his experience has been so impactful that he sincerely advocates that “all employees should definitely serve at a project site for a better understanding of our business and to give better and more efficient output for the organization.” Murali’s project is aiming to provide a water lifeline to the central region of Tanzania called ‘Tabora’ by constructing water lines, distribution lines and a host of other vital water infrastructure.

In an alien land, it took time for Murali and team to first understand its unique challenges and find innovative ways to overcome them. “Initially, we followed our conventional pipe laying method but soon found the going tough,” he says. “Due to a low water table, water kept accumulating in our trenches and the need to repeatedly de-water was both time-consuming and delaying progress. There was also the danger of soil collapses.” The team was forced to additionally excavate up to 100 m for fit-up and pipe welding and moreover, the conventional method called for skilled fitters and welders too who were, not surprisingly, in short supply.

“We had to think out of the box, and came up with the S-laying method that is normally used in offshore projects using pipes with diameters ranging from 150 mm to 300 mm,” shares Murali. “To start with, we explained the method to our site engineers, supervisors and fitters after which we procured materials for the same such as chain pulleys, lifting belts, supporting bars & fabricated A-block structures. Then, we arranged a mock-up of

the pipe laying operation for the consultant and client and it was only after its success that we started to implement this method.” The benefits of the S-laying method were many. “It reduced the additional excavation for weld pits, we could make do by only engaging lifting equipment for pipe stringing, workmen time was utilized to the maximum cutting out idling and there was no space constraint to work. All in all, we reduced pipe laying time by 50%!”

Having tasted such success with this method, the other initiatives seem rather incidental for Murali as he mentions the use of the ‘MAPinr’ app to find and fix pipe alignment, installed on the mobiles of all site engineers.



“I am basically from Madurai, Tamil Nadu,” shares Murali about his personal front. “My wife, N Soundhara Devi, is a homemaker, and our son is M Kritik Anand.” Cooking and listening to music are his hobbies and “reaching the hilltop reservoir after crossing a stretch of 103 km without any leakage in the pipeline in this project has been my most memorable moment,” he says with a contented smile.

“All employees should definitely serve at a project site for a better understanding of our business and to give better and more efficient output for the organization.”

- V Murali Anand



ENGINEERING A 9-PIPE TRANSPORTATION METHOD

It was crucial to convince the Tanzania Road Authorities as we were proposing something to be implemented for the first time in this country, to increase from 6 pipes per truck to 9 within the permissible truck load of 28 T.



Jayakumar Swaminathan Manager, Electrical - SCM, WET IC

Evolving strategies to achieve excellence has been Jayakumar Swaminathan’s mainstay right from the time he stepped into L&T Construction and today, it is this quest for excellence that has driven him to come up with a key value addition at the Tabora Water Pipeline project in Tanzania where he steers Supply Chain & Logistic Management. “From an estimated 1430 trips to transport pipes, we brought down the number to 953 and the gains are not only specific to this project but across water supply and distribution jobs,” he shares elatedly.

Being his first overseas project, Jayakumar had his task cut out from the very beginning as pipes had to be transported over nearly 1000 km across 5 key check points involving statutory approvals from different nodal officers. “It was crucial to convince the Tanzania Road Authorities as we were proposing something to be implemented for the first time in this country, to increase from 6 pipes per truck to 9 within the permissible truck load of 28 T.” Safety was a top priority, insists Jayakumar, “While aligning to the mandatory precautions, we took note of the additional challenges of improper approach roads and the mountainous terrain en route.”

A sound strategy has to be supported by a lot of groundwork, mentions Jayakumar, “Saddles were specially fabricated in line with the weight of each pipe; the load dynamics and strength of the material were designed to absorb the shocks during transit backed by a 10 line safety belt for each truck.” The hard work of Jayakumar and team paid off as their 9-pipe method was approved, “We now had permission to transport pipes of up to 180 mm oversize width on either side of the truck. The

entire process is a trail blazer in the logistic handling of conduits, especially in a foreign country, with stringent operational norms and is now acknowledged as a standard operating procedure.”

Transferring the momentum is key to all OPEX initiatives, affirms Jayakumar, “The entire conduit supply chain process benefitted as we further improvised the deliverables by installing GPS on all trucks to receive real time information on fleet movement for hassle free unloading operations.” With all the pipes moved to site locations, without any incident, Jayakumar and team have stamped L&T’s signature of excellence in Tanzania and assured WET IC a head start in Africa.



On the family front, Jayakumar owes it to his wife, Purnima, for raising their two daughters Vaibhavi and Thanishka who are 7 and 2 years old respectively. Time with family for Jayakumar, means a visit to his hometown, Bengaluru that is laced with fond memories with his dad.

EMPOWERED TO WIN INNOVATION AWARDS!



Kanika Bansal,
Asst. Engineering Manager (Chemical) - WET IC

Kanika Bansal is an extremely proud and happy young woman for winning the Best Innovation Award in 2019 for her new design concept. "It is entirely new for the Indian market," she shares excitedly, "Though the design had already been proven in some successful installations around the world so we took learnings from those installations and made innovative modifications to the GIDC project design to suit our client's requirements." The design concept was to optimise the Sea Water Reverse Osmosis plant that was having a cascading effect on all downstream and upstream equipment sizing. "This concept has not only reduced our overall project cost, OPEX and CAPEX but also helped our I&LWS department (WET IC) win the project bid. The design from the software provides cost effective solutions by minimizing the size of the pre-treatment and second pass RO, that creates substantial savings on capital investments as well as in operating costs of the plant," she elaborates. Winning that award, obviously, has been her most cherished moment. "I am most thankful to L&T Construction for having recognized my talent and given me a platform to innovate and execute," she shares with feeling.

"The most important thing, which I would like to highlight, that is working well for L&T Construction is the empowerment and freedom to innovate." She means every word. "There are ample opportunities available for one to innovate and introduce emerging concepts in new projects. New initiatives are very well encouraged here, and this freedom helps enhance the operational efficiency of employees."

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Presently associated with the 100 MLD Desalination project, where she introduced her award-winning concept, Kanika is involved with a couple of other projects too: detailed process engineering for the 20 MLD Low Salinity Project based on Sea Water Reverse Osmosis System for ONGC at an off-shore platform and for the Water Block (156 MLD- RWTP, 32 MLD - RO-DM, 6 MLD- CPU & Associated Facilities) at HPCL Rajasthan refinery. "I am using several design software like WAVES, IMS design, INGE design provided by the manufacturers to improve efficiency of the overall process of any treatment plant," she shares.

If possible, Kanika would love to have her Saturdays for herself and her family. "I believe that work-life balance helps increase the motivation of employees and they feel more dedicated towards their work. My husband, Shashwat Saxena, is a business head at TVS Credit, Chennai and my daughter's name is Shreya," she shares with a sparkle in her eyes. Hailing from Meerut, Uttar Pradesh, Kanika's hobbies are dancing and watching movies and, "yes, I do create time to follow them," she adds with a laugh.



"WORKING EVERY MOMENT AT L&T IS MEMORABLE!"

D Ramsundar,
Asst. Manager - Civil, WET IC

Being chosen as an efficiency champion has certainly been a highpoint in D Ramsundar's career at L&T, every moment of which he describes as "memorable and a passion" filled with a long list of moments to cherish. "In the Gadag water supply project, when the site was flooded in the monsoon and the jack well was sinking into the slush, we engaged a long boom excavator to remove some 3,000 cum of slush in 30 days' time to bring the jack well back and complete the job in time," he shares proudly. In the same project, their decision to construct and commission the electrical buildings and switch yards in the stipulated time and erect prefabricated shutter panels for roof slabs again reduced execution time.

After stints at the Dhanbad and Gadag projects, Ramsundar is on his third, the Naupada water supply project. "We do have challenges like availability of skilled labour, the pressure to construct a number of ESRs in a short time, operate in remote locations with no network and to reach them we spend more time travelling than working," he grins, "but my Project Manager gives me the freedom to take on-the-spot decisions and as a Section In-charge and team leader we have been working well as a team to deliver."

As efforts to improve efficiencies at site, Ramsundar mentions the introduction of Eurex props for all beam bottoms in ESRs instead of H-beams, wallers and universal Jacks that have improved manpower productivity and reduced formwork cost. "We erected HDT systems from tie beams to tie beams in ESRs instead of laying scaffolding from ground level to slab whereby we were able to repeat the formwork system more often and by pouring ESR wall concrete in 2 lifts of 2.4 m height instead of in 4 lifts of 1.2 m helped reduce both time and number of construction joints."

Cognisant App, View EHS, QIR and ePragati are some of the digital solutions he reels off that are making a huge difference for Ramsundar and his team at site. "WhatsApp helps us bridge the



My Project Manager gives me the freedom to take on-the-spot decisions and as a Section In-charge and team leader we have been working well as a team to deliver.

communication gap and Google maps have helped us enormously to identify the pipeline routes since a lot of our work is happening in areas out of network. Continuous follow up with all sub-contractors and all our internal departments for manpower & material mobilisation, training local sub-contractors and workmen in civil & pipeline works and making them adapt to our L&T Systems are making the difference," he says.



A native of Mayiladuthurai, in the Nagapatinam district of Tamil Nadu, Ramsundar's better half, K Suba, was an Assistant Professor though now a homemaker and they are blessed with a son, R Peshwa Saai. "It's difficult to find time to spend time with my family but when I do, I like shopping and playing with my son."

HAPPY, SINGLE AND LOVES TO INNOVATE!



M Vinod,
Asst. Engineering Manager – Civil, EDRC - Industrial Water Systems, WET IC

Thinking laterally, M Vinod feels that the success of an organization should not only be in terms of revenue, “but also in terms of GOH – Gross Organizational Happiness,” he opines, “which will boost an individual’s efficiency and in turn that of the organization as a whole.” A four-year-old at L&T, Vinod has already worked across a wide spectrum of projects and been involved in a range of OPEX initiatives but the one dearest to him is his novel design for the deep intake pump house that faced several execution and design challenges, he points out. “Dependence on seasonal variations in water levels adjacent to a river or lake, uncertainty in founding and berm levels to be excavated, the huge requirement of plum concrete for a level base, time consuming removal of shuttering in case of tie beams and a host of others that increased our time for resubmissions and validation of designs. To address all these uncertainties, we proposed an overhang deep beam from sump wall to rest the gantry column. A simple, out-of-the-box solution,” he grins, “but hugely successful as it has saved considerable time and cost. It also won us the award for the Best Innovative Design – 2019 in WET IC,” he shares proudly.

About some of his other OPEX initiatives, he mentions the design of switchyards for the NVDA Parvathi project, the use of RCDC and

building planners in the design of beams, columns and slabs for the Athikdavu Avinashi project “to get exact drawings in reference to the detailing as exact inputs for draftsman to work effectively and efficiently and the first time use of the Ansys workbench to analyse stresses in the mass foundation of canal pumping stations with volute pumps at the SSNNL SBC PS4 & PS5 project. Complete BIM implementation for the first time in LWS BU started with the Harpanahalli Pump house which I have been a part of,” he shares with eyes alight. “I have also developed excel sheets to arrive at Sag Tension loads based on thermal and elastic elongation effects on cables for gantry tower structures, that is applicable for transmission line towers too and help to optimize the engineering design of foundations when dealing with probabilistic loads.”

Hailing from Bidar, Karnataka, Vinod is still only married to his job and his present love is his dog, Casper, “whom I have personally trained,” he smiles. “I like listening to Punjabi songs, do bhangra, collect gadgets, assemble PCs and take long rides.”

Vinod believes that being an engineering and construction giant, “L&T needs to educate the working level people (at EDRC) about project management aspects but I am happy that engineers have freedom and responsibility to take up huge tasks that creates an atmosphere to come up with innovative ideas and solutions for problems,” he signs off confidently.



“ The success of an organization should not only be in terms of revenue, but also in terms of GOH - Gross Organizational Happiness, which will boost an individual’s efficiency and in turn that of the organization as a whole.

- M Vinod

‘Future of Power in Tamil Nadu’ conference held at HQ Chennai

PT&D played host to a daylong conference on ‘Future of Power in Tamil Nadu: Challenges, Innovation & Emerging Technologies in Power Sector’ organized by the Madras Chamber of Commerce & Industry and India Energy Forum on 6th September 2019 at our Convention Centre in Manapakkam campus. Thiru P. Thangamani, Honourable Minister for Electricity, Govt. of Tamil Nadu inaugurated the event and mentioned that TN will have 9000MW installed capacity of solar energy by 2023 and highlighted some of the industry friendly and consumer centric initiatives by the Govt. of Tamil Nadu.

In his key note address Mr. T. Madhava Das (TMD), Sr. VP & Head – PT&D IC highlighted how the EPC industry overall and L&T in

particular had helped Tamil Nadu tackle the shortage situation of a few years ago to reach a level of sufficiency presently in terms of power supply, by building several key substations and transmission lines. He assured that L&T was geared to propel the future of TN electricity in its digitalization, distributed generation, decarbonization journey.

Several policy makers, industry players and professionals came together and deliberated on topics such as E-mobility, Digital Transformation, Renewable Energy, Emerging Technologies and Sustainable Practices.



2nd Batch of Saudi GET Engineers, PT&D-KSA, inducted

Saudi Vision 2030 and Saudi Aramco’s In-Kingdom Total Value Add Program (IKTVA) initiative are targeted to increase levels of domestic value creation to, in turn, create quality jobs for Saudis. As part of which the 2nd batch of 13 Saudi engineers were inducted into Larsen & Toubro Saudi Arabia (PT&D IC) at an event held on 15th July 2019 in Al-Khobar that was graced by senior dignitaries of Saudi Aramco, Saudi Electricity Company and National Grid who handed over the training completion certificates and employment letters to the new employees.

The gathering was welcomed by Mr. Srikant Srinivasan, Vice President & Head



HR (PT&D IC), Mr. T. Amareswara Rao, Head PT&D Middle East, Mr. V. Babu, Head-HR (PT&D International) and Mr. Paresh Prakash-Head, PT&D (KSA) with words of encouragement and guidance for the on-boarding GETs, who gave an impromptu presentation of their training experience and the surprises they encountered in India during their tenure at various LTSA sites. The dignitaries were all praise for the presentations after which the GETs thanked L&T for being one of the pioneers to design such tailor- made programmes for Saudi nationals.





Cost optimization is a sure shot way to improve efficiency and several efforts are afoot across power projects to evolve innovative methods to achieve this objective. Automation has brought with it loads of advantages making work easier, improving the quality of design calculations, minimizing human errors, reducing manhours and liberating precious time for high-strung engineers. For a business that functions across geographies and in challenging terrains, all these are driving operational efficiency at PT&D and here are a few who are making it happen.



BRINGING IN AN INTERNATIONAL FLAVOUR

Ashwani Kumar Tyagi,
Cluster Head, AADC Projects, PT&D

Having worked across UAE, Kuwait, Germany, France and Mexico apart from India, Cluster Head, Ashwani Kumar Tyagi (AKT) does bring in an international flavour. "Presently, I am handling four 33/11 kV BBPRY GIS substation projects comprising twelve substations, 300 km + MV cabling, 10 km OHL and nine package substations as Cluster Manager involving multiple customer and consultants."



“ **To achieve our aggressive targets, the Management should allow us to execute more projects albeit of smaller value as there is immense market potential in many countries.** ”

A small efficiency improvement can exponentially impact the bottom line of large value projects and by adopting a 'look back and learn' approach, AKT and team are driving productivity. "Right man for the right job is so important," remarks AKT, "because an independent assessment revealed that a number of our workmen were engaged in activities outside their skill set. While we have addressed that anomaly, at the same time, we have focused on motivating them, upskilling both our civil and electrical workmen that have reaped us rich rewards."

Cost optimization is a sure shot way to improve efficiency and AKT has initiated several steps to prop up project financials. "We have made savings to the tune of 10-20% by encashing the benefit of repeat orders in multiple projects by negotiating on overall quantity rather than individual projects. By obtaining client staff approvals across multiple projects especially for MEP, QAQC, T&C engineers who are not required for the entire duration of the project we have saved a lot, also by upskilling our electrical and civil workmen for cable jointing, termination, staging and scaffolding works instead of paying a premium to sub-contractors, optimizing P&M hiring, reducing DG usage, reducing MV/LV cable scrap by upwards of 0.5%, reusing and fabricating scrap materials into useful items." Approval of local vendors has brought in savings of more than 75%.

Customers and consultants seeking frequent and last-minute changes is short circuiting the construction process, laments AKT, a common practice in the ADWEA region. "Their demand for deputation of all the staff for the entire tenure of the project when there's no need is affecting us adversely, then the ambiguity in scope of work and specs, shortage of skilled manpower and competency holders to simultaneously execute 10-15 cable routes, the enormous paperwork, procurement of NOCs and permits for cables, non-availability of local vendors, space constraints are all huge circuit breakers."

A regular pain point at site level is the long and stretched out process for HPC approvals which AKT feels can be digitized and "to achieve our aggressive targets, the Management should allow us to execute more projects albeit of smaller value as there is immense market potential in many countries."

Hailing from Haridwar, Uttarakhand, AKT's wife, Shalini, has completed double masters in MBA & M Phil and is presently perusing a PhD in Philosophy and they are blessed with a daughter, Aditri. In his free time, he loves to read and travel, "mostly in the Himalayan ranges."



“PEOPLE ARE OUR PRIME MOVERS AT PROJECTS!”

Narayana Panigrahy,
Project Manager - DDUGJY,
North 24 Parganas project, PT&D

“I have developed many supervisors, trainees, junior staffs to supervise the work effectively so that we can complete the works safely, maintaining high standards of quality, fulfilling customer requirements and remaining within the contractual timeframe.”

There is no doubt in Project Manager, Narayana Panigrahy's mind that people are the prime movers at projects. “I have developed many supervisors, trainees, junior staffs to supervise the work effectively,” he shares, “so that we can complete the works safely, maintaining high standards of quality, fulfilling customer requirements and remaining within the contractual timeframe. At the same time, I have been constantly building rapport with customers so our approvals and certification of bills for payment are easy and hassle-free.”

Having started his career with L&T in 2007 as a site engineer at a project in West Midnapore to electrify remote and virgin villages, NP is presently Project Manager of the DDUGJY project in West Bengal. “The intent of the Deen Dayal Upadhyaya Gram Jyoti Yojana, implemented by Ministry of Power, Govt of India, through the West Bengal Distribution Company Limited, is to reduce AT&C losses, improve voltage regulation and set up dedicated feeder management for agricultural consumers.” The scope of the project is huge with several challenges as NP ticks them off, “Continuous RoW problems, acute shortage of skilled manpower, and apart from being a risky and scattered job, we only have small spans of working time as we are working through agricultural land but



I have induced a sense ownership for the project amongst my subordinates,” he shares passionately. Meticulous and realistic planning involving all concerned, being proactive and positive in thinking, identifying the right man for the right job and leading from the front have been NP's ingredients for success.

“It's important to commence the works early immediately after a contract is awarded by arranging 15-20% of the material and minimise time for mobilization,” observes NP, referring to a few things that he would like to change. “We should start engaging with fewer but bigger labour sub-contractors who can mobilise more workmen and increase mechanisation, performance must be the only yardstick to measure efficiency and inter-IC transfers should be allowed to ensure proper utilization of skills, technical knowhow and managerial capability.”

NP is quick to add that there is a lot going for L&T starting with “our culture and importance we give to human values,” he says sincerely. “Our EHS and quality standards and quick adoption of new technologies put us way ahead of competition. We have a free hand to operate, there is quick decision making that propels the job forward in the right direction, assuming additional responsibility is always welcome and there is no limit to growth.”

Hailing from Ganjam, Odisha, NP's wife, Sonalika Dash is a homemaker and their daughter, Nitanshi is the apple of NP's eyes: “my most treasured moment was when my princess was born.” When free, he listens to music.

SHAPING EXCELLENCE



T.R. Priyadharsini,
Project Engineering Manager, PT&D EDRC

T.R. Priyadharsini, Project Engineering Manager, PT&D EDRC, has been doing what she likes best right from her student days, shaping excellence, “It began early when I received the best outgoing student award in college,” shares Priya, as she is fondly referred to by her colleagues. “L&T was a much larger ground, where I began my career in 2009 and as the years rolled by, opportunities came aplenty and with that my experience and expertise grew. Today, we are working to achieve excellence across diverse projects and the kind of value addition in the areas of civil and structural across PT&D projects is commendable!”

Initially, Priya learnt her ropes with the engineering of civil and structural works for various projects under the Substation BU from 33 kV to 1200 kV AIS Substations for major clients including Power Grid, NTPC, RRVNPL, UPPTCL, TANTRANSCO and other SEBs. Later, as a team member, she was part of some landmark projects like India's first 1200 kV AIS test station at Bina, followed by another ‘first,’ the 765 kV AIS at Unnao. After her elevation to Lead Engineer, Priya has had her hands full handling the civil engineering activities of L&T's first hybrid GIS at Jodhpur, a couple of 765 kV AISs and “L&T's first project in the ASEAN region, the 275 kV Samalaju substation for Sarawak Energy in Malaysia.”

In her relentless pursuit of excellence, Priya believes that enhancing processes and standardising tasks are fundamental when executing large projects within stringent timelines. After taking over as Project Engineering Manager Civil for the Power Distribution BU she has quickly standardized a series of drawings for common works such as outdoor support structures, foundations, line structures to avoid multiple engineering for repetitive works. She remarks, “At the same time, we have put ideas into action to

“L&T was a much larger ground, where I began my career in 2009 and as the years rolled by, opportunities came aplenty and with that my experience and expertise grew. Today, we are working to achieve excellence across diverse projects and the kind of value addition in the areas of civil and structural across PT&D projects is commendable!”

resolve bottlenecks with initiatives like precast trench sections that is now a benchmark for underground cabling works.” The advent and increased adoption of digitalization is certainly transforming Priya's life for the better. “Automation has come with loads of advantages,” she says brightly. “It is making work easier, improving the quality of design calculations, minimizing human errors, reducing manhours, giving engineers the flexibility to focus more on optimization and less on routine works and documentation, bringing in more transparency and increasing the accuracy of BOQs.” She pauses and adds with emphasis, “these are also key first steps towards enhancing the quality of work-life.”

Looking ahead, Priya feels, “it is important to adopt a systematic approach without any deviations and no compromise on the quality of output.”

At the end of day, for Priya, it is the same question, “Where did I improve today?” that keeps her motivated both at work and at home. “With my husband, Saravanakumar also into project management, we have a collective responsibility to nurture a sense of excellence and positivity in our son, Parvesh.”



BUILDING A 'POWERFUL' MALAYSIAN CONNECTION

B Vijayraj,
Construction Manager – Civil, PT&D

After five years at L&T during which time he was involved in six projects, on 13th March 2016 B Vijayraj got the opportunity to fly to a new destination and has ever since been busy building a powerful connection for the organization in Malaysia.

After the successful execution of two projects, Vijayraj is presently working on his third Malaysian project - Lawas Town 275/33 kV Substation, Lawas, Sarawak and his challenges are typical of building foundations of trust and credibility in a new geography. "I am working with contractors who don't have any experience in substation civil works and therefore not only do I have to handhold them in the construction process but need to, at the same time, gain their confidence because after all we are on foreign ground," he smiles. "Another challenge I face is to manage and improve the interface between the various stakeholders – the design team, the JV team, the client, the consultant and ensure that the client's requirements are implemented at site. Finally, there is the cultural barrier, at least in the initial stages, especially when working with local site workmen."

To face and overcome these many challenges, Vijayraj sticks to the basics of good time-tested and proven construction practices to win the day. "I motivate our contractors to perform better in a new area for them – substation civil works and I also drive safety and quality with them and with the workmen to meet L&T standards." He then reels off a list that all project engineers follow religiously at site – prioritization of activities, planning & analysis, organizing, monitoring, controlling and driving improvements.

"In fact," he quickly adds, "drone photos and videos are helping greatly to improve our efficiency in terms of planning and site monitoring."

"Of course, digitalization has gone beyond Indian shores," he grins, "and we have adopted several digital solutions like closely monitoring the project's critical path through Primavera (P6 Schedule), work closely with the client to gain his confidence with our reports, dashboards and daily monitoring of the 4Ms - manpower, machineries, materials and, of course money."

He is convinced that the 'human asset' is an organization's biggest asset and "to improve efficiency it is important to have more motivational programmes like awards and recognition at all levels and programmes to develop competencies. With people as our core strength, the digital drive and motivation from the management we should go places."



From Salem, Tamil Nadu, Vijayraj's wife, D Nadhiya, is a homemaker and they have two daughters, V Sriya and V Vaishali. "My annual holidays with my family are great and when I find the time, I don't mind a game of badminton," he smiles.



“Another challenge I face is to manage and improve the interface between the various stakeholders – the design team, the JV team, the client, the consultant and ensure that the client's requirements are implemented at site. Finally, there is the cultural barrier, at least in the initial stages, especially when working with local site workmen.



A GOAL DRIVEN ATTITUDE MAKES ALL THE DIFFERENCE

Jerome Johnson,
Manager, Central Planning, PT&D IC

Jerome Johnson, Manager, Central Planning, PT&D IC, has the satisfaction of pursuing many goals and achieving many of them since he began his innings at L&T as a GET in 2011. "What keeps me charged is the fact that whatever be the situation, working towards the goal is the key." Sharing an interesting anecdote from his recent vacation with his wife Florina, he says, "During one of our long and challenging treks in Bali, there was a point of time when we wanted to give up but the dedication to see the waterfalls pushed us and the moment we reached the Senkumpul falls, we were in awe of its beauty. It reminded us that however much we fall in life, if we have a goal, the result is going to be blissful."

Getting specific about his current role that has many such delights, Jerome shares, "We worked on a stringent timeline of one year to develop and implement a first-of-its-kind digital tool in the construction industry for Planning, Reviewing and Assisting Projects to Improve called 'PRAPTI' to integrate a real time decision support system." Today, this application is a game changer, he avers. "By involving all the disciplines (Engineering, Procurement & Construction) in a single schedule with the help of analytics models we are able to indicate the department or discipline that is causing delay in a dynamic project environment."

a stint at a sewage water treatment plant." Jerome graduated to the big league of project management when he became planning engineer for 17 substations under the Phase 11 Project and 5 substations under the Phase 11 Addendum project. "I acquired the skills to improve efficiencies by listing down all the activities for the substation project and understanding among which were critical activities that drive project completion. We accelerated those critical activities alone instead of the non-critical ones and achieved our end goal."

When developing larger digital platforms, we have included many such initiatives that are reaping rich benefits, shares Jerome proudly. "Users can now see the critical path along with its activities and accelerate for faster completion of the project with minimal resources. And for process enhancers like me it is all about standardisation of information that is key to driving goals home." With PT&D prepping up for a quantum leap through its digital initiatives, Jerome has his hands full, a challenge that is inspiring and enriching for him.

With his wife, Florina, a data scientist, there is plenty to discuss for this engineer-couple but for now, they eagerly await the joy of their life, their first child!



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Looking back from where it all started, Jerome traces his growth path, "I started off as a site engineer for a 220 kV Substation at Qatar, then moved to contracts where PT&D bagged the then single largest order from Kahramaa for Phase 11 works and then

BUILDING ASSETS



Abhishek Singh, Construction Manager (Electrical), PT&D

Construction Manager, Abhishek Singh's father, Sanjiva Kumar Singh, is a banker by profession who would have positively influenced him to perfect the art of building assets and with the successful execution of the Lucknow Metro project, Abhishek has delivered handsomely. "As Project Coordinator, it was my responsibility to oversee all critical aspects like monitoring project performance, its financial health, mobilization and demobilization of resources, control costs, approve suppliers, drawings, GTPs, manufacturing quality plans, ensure timely deliveries, manage all stakeholders, especially the end customer and consultant with whom I regularly interacted to resolve and mitigate risks." A tall order for a ten-year-old in the industry but Abhishek enjoyed the challenge calling it a "unique opportunity."

A GET of the 2010 batch, he started as Project In-charge, then was Planning In-charge for the Tata Jamshedpur Projects, thereafter MIS & Project Coordinator for the Tata Projects in Jamshedpur and Kalinga Nagar, was EA to a senior EVP before getting on board the Lucknow Metro project. "We had several challenges: tight timelines, stringent specs, RoW issues, preventing damage to existing utilities during underground EHV cable laying, vendor approvals, manufacturing clearances of critical materials, installation and erection works in public areas, shortage of skilled resources." He rubs his hands almost as if readying for battle. "We faced all these issues head-on and won," he laughs.

"Precast boundary walls, drains and cable trenches speeded up construction," Abhishek shares about steps to improve efficiencies. "We analysed and mapped the demand for critical material like cement and steel to reduce inventory costs, developed key stakeholders to quicken the approval process, identified and developed key sub-contractors in time, adopted JIT (Just In

Time) for delivery of materials, planned better to solve RoW issues, maintained a positive cash flow and realized our retention payments phase wise."

"We monitored the project real time through online cameras – OpticVyu," mentioning the rewards of digitalization. "Quality and Safety Apps detected abnormalities to instantly attend issues. We managed the online store with cameras and workmen attendance was marked with biometric and their bank accounts linked with their Aadhaar cards."

The best way to learn is from our own mistakes and those committed by others, he shares. "We face so many critical issues and that knowledge and learning should not be lost but documented for future reference. I am also keenly involved in retaining fresh talent and have successfully persuaded several GETs to stay put and grow with the organization."



Pursuing his post-graduation in an Executive Management Program, he has little time for hobbies but still loves to read, listen to podcasts and to the music of Bob Dylan, Bob Marley, Pink Floyd, Indian Ocean and take long drives.

“ We face so many critical issues and that knowledge and learning should not be lost but documented for future reference. I am also keenly involved in retaining fresh talent and have successfully persuaded several GETs to stay put and grow with the organization. ”

RIDING HIGH ON THE DIGITAL WAVE



Pooja Javali, Assistant Manager – Civil, PT&D

"If I had my way, I would like to mandate and encourage the adoption of new and emerging digital solutions," states Assistant Manager – Civil, PT&D IC, Pooja Javali, literally living her new role as Digital Officer (DO) from September 2019 for the Transmission Line (TL) business unit. "I am the coordinator for SPEED-2 and BODHI initiatives of the IC and responsible for the development of all Digital solutions and OPEX initiatives." Pooja started off as a Contracts Engineer in the TL BU Contracts team, then was MIS coordinator and Executive Assistant to the BU Head and thereafter, Project coordinator and MIS for a Task Force project valued INR 1400 Crores – ERSS XVIII before becoming a DO.

"Since our projects are all of a cross-country nature, most of our issues pertain to terrain and accessibility of locations," shares Pooja. "Then there are the matters of Right of Way, sub-contractor management and safety." One thing that helps Pooja in her role as DO is that digitalization is so aggressively top-driven that Pooja can go with the flow, though as she says, it has not been easy to implement the slew of digital solutions that have already started making a difference to the business. "We use ALIGN, Geospatial technologies, VR safety training for workmen and supervisors, Quality Incident Reporting (QIR) app to monitor and report quality incidents, an EHS app to monitor and report safety incidents and violations, T-trax that tracks tower material from factories to sites using RFID, WISA that stands for Workmen Induction & Skills Application, personal tracking of safety stewards through GPS, installation of IoT in factories - to improve OEE (Overall Equipment Effectiveness) and remote monitoring of

“ I love the fact that new ideas are always encouraged by senior management, we are rewarded for our innovative ideas, there is thrust on mechanization at various stages of construction and, most importantly digitalization is recognized and given due importance as a tool to enhance operational efficiency. ”

stringing machines through IoT." She stops to catch her breath. "We have also initiated development of VR modules to train our factory workmen on safety aspects."

Her wish list is long for she would like to improvise and modify the sub-contractor billing system, encourage paperless offices and bring in a system to test the skills of employees and workmen on a regular basis. "I love the fact that new ideas are always encouraged by senior management, we are rewarded for our innovative ideas, there is thrust on mechanization at various stages of construction and, most importantly," she smiles, "digitalization is recognized and given due importance as a tool to enhance operational efficiency."

Pooja's is an L&T family as husband, Sushil Chand Gupta, is Assistant Manager-SCM at L&T Construction. "I like reading and travelling," and giggles that her most memorable time were her school days.



DC HR kick-starts BIS Induction Programme and Project Awards

DC-HR kick-started the Build India Scholarship Batch XXII Induction programme and Project Awards on 13th September 2019.

Dr. C. Jayakumar, Vice President & Head HR, Divisional Corporate set the context by mentioning that BIS Programme had been envisioned by the late Dr A Ramakrishna, former DMD L&T. Started in 1998 and currently in its 22nd year, the initiative is perhaps the longest running user-oriented programme in the country. He mentioned that the core objective of organizing the BIS Induction programme was to give BIS students an overview of the ICs and experience IC-level interaction right at the onset. He highlighted various process improvement initiatives undertaken in the recent past to make BIS more robust and aligned to industry, market and L&T requirements.

Sharing the journey of the BIS Programme from its inception, Mr. A. L. Sekar, Sr. Vice President - Special Projects HCI IC and one of the flagbearers of the programme, stressed the necessity of a Project Manager to be a 'Jack of all trades', highlighting the need to club technical knowledge with project management skills and encouraged the BIS students to be versatile.

Mr. P. Niranjana, Head - Technology & Corporate Services HC IC and a regular visitor at BIS Institutes, advised the students to be abreast with the latest technologies, be ever prepared to add value to the organization and to envision themselves as future leaders of L&T.

Congratulating the new batch on their selection for the L&T BIS Programme 2019-21, Dr Kumar Neeraj Jha, Professor, IIT Delhi, sharing tips on how to make most of their time in the 2 years of M. Tech at IITs/ NITs.



Mr. Tijo C Mathew, BIS Alum (2001-03) and Ms. Harshitha S. Kumar, BIS Alum (2002-04) shared their journeys as BIS scholars to becoming leaders at L&T and guided the students to approach the BIS programme and a career at L&T with sincerity and an open mind. The inauguration session was followed by an IC - wise induction programme during which the students met the IC Technical Champions, HR Heads and BIS HR Champions.

The vibrant batch of students were further motivated by the BIS Project Awards honouring the best projects submitted as part of the curriculum. 11 participants from Batch 20 with the best final year projects from BIS institutes competed in the Project Awards, making presentations before a jury of renowned members that included Dr V.T. Chandra Sekhar Rao, Dean L&T Institute of Project Management and professors from BIS Partner Institutes.



With the institutionalization of TILOS, a linear project management software, the business now has a single view of the 'when and where' of the mega, linear Railway projects that has immeasurably improved and sharpened project planning and monitoring. To design and lay new track systems without the benefit of precedents, dealing with new track laying machines and coordinating across several kilometres require specialized skills and several seasoned campaigners are delivering efficiencies for the Railways SBG. Here are some of these champions ...



RICH EXPERIENCE IN DESIGNING TRACKS OF THE FUTURE

“L&T is a unique grooming ground, every employee is proficient to positively contribute to their respective domains and thereby to the business.”



Shyam Baboo Saraswat,
Head - Design & Operations, Civil & Track Projects,
Railways SBG

Having joined L&T in 2013 for the design of tracks and associated works at EDRC, Shyam Saraswat, an ex-Railway IRSE Officer, is in effect playing the second innings of his career having spent his first 30 working years in various capacities with the Indian Railways. In fact, he shares, “One of my most memorable moments was to receive the MR (Ministry of Railways) Award - the highest honorary award for maintaining the best track in the whole of the Indian Railways!” Certainly, his rich experience is helping push the design and operation of the entire set projects presently being executed by the Railways SBG.

“We were entering new territories with this project,” says Saraswat. “The design for many of the track components was new (no RDSO/Indian Standards available) as the 25 T axle load was not in use in the Indian Railways with the result approvals for the new designs was both a challenge and time consuming.

Being the first railway track heavy haul project to be executed, we neither had enough skilled staff nor a decent vendor pool as several new track components had to be sourced. It was almost like setting up of a new organization to handle this vast and linear project,” he sums up. “We schemed out the complete process of track laying, broke it down to individual processes and then each team was specially trained, and demonstrations given for them to meet our overall objective.” After he pause, he adds, “all the hurdles we encountered were thus streamlined.”

Saraswat shares about some of the other initiatives he and his team have taken to improve operational efficiency. “The decision to opt for the NTC over pre laid turnouts was a big one for it was being attempted for the first time in the history of the Indian Railways but we were confident because we took the decision only after extensive trials conducted at site. We avoided the excessive use of BRM by devising a scheme of unloading through Hoppers and to increase track speed capacity we did first tamping using bed ballast that quickens post track linking activities.”

“L&T is a unique grooming ground,” he says with awe. “Every employee is proficient to positively contribute to their respective domains and thereby to the business. We have, however, found it difficult to train employees in the emerging railway domain which is an area we need to look into seriously to control attrition.”



A native of the city of the Taj Mahal, Saraswat's better half, Veena, is a homemaker looking after their three children, daughter, Shelja and sons, Abhishek and Vivek. When he is not designing tracks, Saraswat reads and walks.

AN EXPERT IN LAYING TRACKS FOR GROWTH

Kailash Chand Yadav,

Head – Track Construction, CTP 1 & 2, Railways SBG

He is an expert Railway man. An Ex-IRSE 2001 batch officer, Kailash Yadav has spent 27 years with the Indian Railways executing several projects prior to which he was involved in constructing Asia's biggest ever canal project - the Indira Gandhi Canal Project. Presently, he oversees track construction of a linear project that stretches 650 route km and covers three states - Haryana, Rajasthan and Gujarat. "My project that is now almost over is divided into two major parts, CTP - 1 & 2, with control depots for track construction at Bhagega and Marwar with full establishment of P&M, sleeper plants, gantries etc. and with the backend support of a comprehensive track design team at Faridabad."

Challenges in a project of this magnitude and complexity is a given and Kailash agrees that he has had more than his fair share of them. "Of course, there was a huge safety issue as we were working close to 'live' and busy railway lines. We had to overcome many technical challenges as we had introduced and implemented several technologies and machineries in track construction and then there was the whole complicated approval process," he shakes his head. "We had to procure approvals for fittings, track components, designs, drawings of rail/sleepers, FB weld plants from RDSO; IR;DFC; RITES, and routing all the technical correspondence through the contracts team to the client was another uphill battle." Temperature variations and weather conditions had a significant bearing on track construction for which the team used a continuous rail temperature recording device, installed at all depots, to monitor rail temperature data.

"Distributing our staff in groups of about 50-100 across various linear locations and with effective administration and safety units, we were able to maintain up to 1000-1500 track work labour daily at site," shares Kailash who feels that the arrangement to



“ Safely piloting the first ever goods train up to Kishangarh Balawas after travelling 306 km on the newly constructed Western DFC track traversing the states of Rajasthan & Haryana was a wonderful experience.”

fuel the huge P&M rail bound vehicles from two central petrol pumps one at each depot proved extremely beneficial. "With In-charges for every big activity directly reporting to the Head - Track Works and monitoring the project through 'Tilos' significantly boosted progress with better role clarity and effective project management," Kailash adds with satisfaction.

Indigenizing the NTCs to suit Indian conditions, introducing Amberg trollies for track geometry surveys, monitoring hopper turn rounds for efficient ballasting, introducing 'Y' connections to change the direction or orientation of the NTC were some more efficiency boosting steps taken at site.

"Safely piloting the first ever goods train up to Kishangarh Balawas after travelling 306 km on the newly constructed Western DFC track traversing the states of Rajasthan & Haryana was a wonderful experience," shares Kailash, who hails from Rajasthan. His wife, Kamlesh is, as he says, "making my house a home," and they have two children, daughter, Ankita and son, Apurv.

THE FINE ART OF PLANNING AND MONITORING MEGA PROJECTS

Rajnish Kumar,

Head – Project Planning & Monitoring (Sr. DGM), Railway SBG

Rajnish Kumar's wife, Smita, teaches fine arts to children. She also seems to have taught Rajnish the fine art of planning and closely monitoring the progress of the mega DFC project plus that of the Dhaka Metro, Konkan Railway and various other CORE electrification projects. "I joined L&T in 2018 and this is my first assignment," shares Rajnish. "A section of about 300 km in the DFC western corridor has already been completed by us along with the electrification works, which has attracted the appreciation from DFCCIL & other concerned authorities." His satisfaction is evident. A civil engineer from IIT-Kharagpur, Rajnish joined SAIL as management trainee in 1994 before jumping on board the Indian Railways as part of the IRSE Batch of 1995 till he shifted tracks to join L&T.

"Almost all the Railway SBG projects have centralised planning under TILOS, a linear project management software," informs Rajnish. "TILOS enables us to present the whole project in a single view of time and distance through which all the stakeholders can have a better view of "when and where" of the project. Identification of bottlenecks has become easier which has led to better control and adoption of corrective actions to avert potential crisis. We are also driving to increase the productivity of track machines vis-a-vis benchmarks set among all the concerned teams through planning, regular monitoring and effective control. Again, TILOS is being used extensively for this purpose." Rajnish mentions their integrated asset planning for different track machines for the whole of Railway SBG that, as he elaborates, "strikes a balance between timely completion of projects and minimizing capex."

Apart from setting up a centralized Planning & Monitoring Cell at Faridabad for holistic planning of projects, Rajnish talks about their focus on making their assets sweat more, providing timely inputs for buying or hiring new machines for future projects to avoid unnecessary capex and planning for the deployment of machines within and across various projects.



“ I would like to develop a better understanding of the challenges involved in these (railway) projects, align our construction methodologies and resource deployment with better coordination to develop a sustainable competitive advantage with the help of our management.”

Widening his perspective, Rajnish feels that railway projects are different because apart from being linear, they are complex and involve multiple functions and business units. "I would like to develop a better understanding of the challenges involved in these (railway) projects, align our construction methodologies and resource deployment with better coordination to develop a sustainable competitive advantage with the help of our management."

Rajnish and Smita, who is also a homemaker and freelance artist, are blessed with a daughter, Suhani. "I like a game of tennis when I can find the time and am a voracious reader of diverse fields, fiction to mythology, management to finance." He fondly remembers taking his grandmother on a pilgrimage of Haridwar, Mathura and Vrindavan and her look of happiness when she took a holy dip.

A PROBLEM SHARED IS HALF SOLVED



I involve both our client and the consultant in problem solving since it is easier to thrash out solutions when everyone is on the same platform.

Brij Mohan Sharma, Project Director, Mumbai Metro Line 3, TI IC

Leading a complex project with a load of unique challenges, it is no surprise that Project Director, Brij Mohan Sharma believes that a problem shared is half solved. "I involve both our client and the consultant in problem solving since it is easier to thrash out solutions when everyone is on the same platform," he shares sagely. "By getting the client on our side also helps us to convince them to release our payments promptly after the work is completed," he quips. With a track record of having been involved in the Mumbai Monorail project as Head - Electrical Systems and the Lucknow Metro project as Chief Project Manager, Brij Mohan is handling three mini projects within the large Mumbai Metro Line 3 project. "I am involved with one power supply project (11 B) and two track projects (10A & 10B)."

Apart from collaborative problem solving, which, as he describes, is all about creating a common goal and alignment amongst the various stakeholders, Brij Mohan believes in empowering his colleagues and sub-ordinates to get the best out of them. "Firstly, I have developed a belief in all my teams to successfully complete the project. Then, I have imbibed in every execution engineer financial awareness and our provisions of ACE for that activity to make them aware that an early or delayed finish can fetch us gains or losses respectively for the project. I make them understand that every action of theirs has a direct bearing on the financials of the project. I created guardians of GETs to manage groups of workmen that has given us wonderful results. At the same time, multi-skilling is also helping us reduce our resources," he states, understandably proud of his people management skills. "Apart from efficient utilization of resources, it is important to keep a

close eye on safety and quality and to get things right the first time," he reminds.

WhatsApp, he says, keeps everyone abreast of developments and helps to address problems at the right stage while digital solutions like Procube, TILOS and mtrack are giving the team a decisive edge.

"I would like to give more authority to Project Managers in terms of financial power," he opines, looking ahead, "and introduce physical training at regular intervals to improve the physical health of employees in addition to mental health for presently there is more stress on improving soft and technical skills."



He would love a game of basketball if he found the time for it, laughs Brij Mohan. His better half, Madhu, is a homemaker and his two sons, Praveen and Adarsh, make up his lovely family. "My most memorable moment," he recalls with feeling, "was the successful trial of the Lucknow Metro within very stringent timelines on 01 Dec 2016 which has been my toughest project so far."



"ARE RULES MADE FOR WORK OR WORK MADE FOR RULES?"

Venigalla Venkata Ramana, Project Manager, TI IC

There are times when Venigalla Ramana is confused whether rules have been framed for work or vice versa which is a confusion that he would like to clear but for the time being, his days are full as Project Manager handling the mega ballastless track works for Ahmedabad Metro. In his second project, after having been Project Manager at the Rewari - Mahneru Railway doubling project, Venigalla must deliver 80 tkm of BLT track with 45 ballastless turnouts and 20 tkm of ballasted track with 79 ballasted turnouts.

With these measures, we were able to meet our targets and it was my most memorable moment when the EW corridor was completed in December 2018 and commissioned in March 2019 to meet the PM's schedule.

"Laying the ballastless track and plinth with provision for vertical fixing of the third rail bracket is the biggest challenge," he explains, "that needs high precision execution within the stipulated time to cast the track plinths. In fact, at one point, the asking rate of daily progress was almost beyond our limit: our working rate was 1.5 tkm per month while the asking rate was 2.6 tkm to achieve the target set by the PMO to open the metro for commercial services."

Venigalla and team moved into high gear to meet the asking rate by increasing workmen strength by 20%, thanks to which average casting of track plinths improved from 60 to 100 tkm and adopting a special shuttering arrangement with dowel provision further pushed up speed and precision of construction. "With these measures, we were able to meet our targets and it was my

most memorable moment when the EW corridor was completed in December 2018 and commissioned in March 2019 to meet the PM's schedule."

Identifying the right man for the right job and delegating required powers for people to perform are, what he believes, work best at L&T Construction. "The shuttering mechanism was designed and adopted for precise casting of track plinths as per the requirement of the third rail fixing arrangements and we were able to implement it after I won the confidence of my BU Head on my assurance that it would succeed," he smiles victoriously. "I cannot think of anything special we have done to achieve our goal other than being keenly vigilant and planning and improving our resources dynamically." He mentions that engineers keep uploading progress photographs on WhatsApp to monitor daily progress and "we ensure that failures, if any, are attended to immediately to avoid any loss of time to achieve our daily targets," he adds.

"I believe in self-growth," he declares, "and make time of at least two hours every day to improve my knowledge and keep abreast of new developments." A native of Donepudi, in the Guntur district of Andhra Pradesh, Venigalla's better half, Satyasree, is a homemaker and they are blessed with two children: daughter, Dhana Lakshmi and son, Eswar.



“LEARNING IS A LIFE-LONG PROCESS!”

S Balamurugan,
Lead - Track Works, Mauritius
Metro, Railways SBG

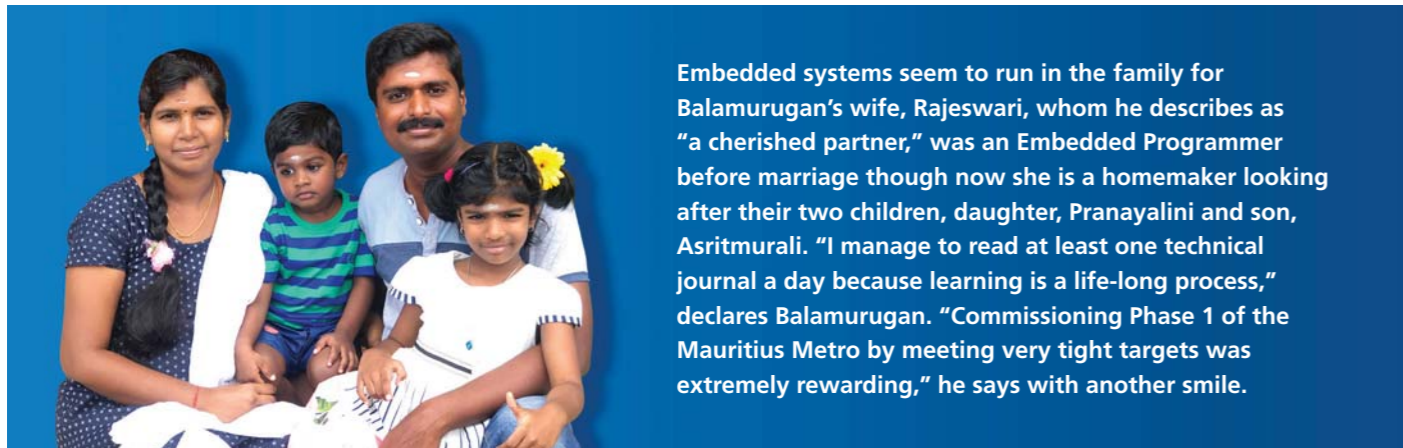
“Although we are pioneers in both ballasted and plinth tracks, this has been our first project with an Embedded Track system which is not seen in India and hence two of us had to attend onsite training in Finland. Now, we train our front-line engineers and workmen making improvisations to best suit our project requirements.”



For S Balamurugan, the Mauritius Metro Express project has certainly been a steep learning curve. “This is our first overseas composite project where we are dealing with five different types of LRT tracks - Ballasted, Embedded, Plinth, Column and Slab Track - so envisaging the technical requirements from an EPC perspective was a challenge,” he shares. “Although we are pioneers in both ballasted and plinth tracks, this has been our first project with an Embedded Track system which is not seen in India and hence two of us had to attend onsite training in Finland. Now, we train our front-line engineers and workmen making improvisations to best suit our project requirements.” A key determinant of success at this project is precise planning as most things have to be imported including skilled labour and components and “since the dates of commissioning were fixed, we have to crash our deadlines and have multiple teams to work on several work fronts,” says Balamurugan.

He enumerates four ways the team has adopted to drive operational efficiency. “By pre-fabricating steel beams separately

and placing them bound with distribution rods only when the site is ready has reduced the time for rebar works by 40% that has in turn resulted in better turnaround for the ballastless track works and better utilization of workmen as a gang. This initiative was highly appreciated by management and recommended for the DELTA award. The As-built levels of the deck slab are taken at intervals of 500 mm and the BBS for plinth/slab track are prepared for each plinth (typically of 4.3m in length) with a unique plinth identification number has eliminated rebar wastage completely.” An innovative use of scrap to convert old scaffolding staircase footboards into shutters to precast cable troughs with minor modifications has won them another recommendation for the DELTA Award. They have also reduced fuel consumption for the flash butt welding works. “We deployed a separate portable 3kVA PG to supply power to the grinding works eliminating the use of large in-built DGs that resulted in savings of 3900 Litres of HSD (High Speed Diesel) and further savings of approximately 4000 Litres of HSD is expected in the Phase-II project cycle. We won the DELTA Award (2019) for this initiative,” he smiles.



Embedded systems seem to run in the family for Balamurugan’s wife, Rajeswari, whom he describes as “a cherished partner,” was an Embedded Programmer before marriage though now she is a homemaker looking after their two children, daughter, Pranayalini and son, Asritmurali. “I manage to read at least one technical journal a day because learning is a life-long process,” declares Balamurugan. “Commissioning Phase 1 of the Mauritius Metro by meeting very tight targets was extremely rewarding,” he says with another smile.

ON A FAST-TRACK PROJECT, MICRO PLANNING AND CONSTANT IMPROVISATION ARE KEY



Archit Agarwal,
Lead – Traction and PS, Railway SBG

For most people, Mauritius conjures up images of sylvan beaches, golden sunshine and deep blue seas but for Archit Agarwal and the project team constructing the Light Rail Transit (LRT) system there, Mauritius is about meeting a tough timeline in an alien land where hard work and perseverance matter the most. “Planning is critical as being in an isolated place, everything from skilled labour, P&M, material, consumables have long lead times. We are doing DC traction system for the first time, so I had to learn, teach and get work done adopting the best practices, and being one of the fastest executed LRT projects across the globe, the pressures are huge.”

“The best way to avoid delays and cost overruns is to devote enough time at the initial stage of the project to figure out the right skill set of people, processes, equipment, machinery, and materials that are required before starting work and then break them down to micro levels to take decisions but continue to improvise constantly.”

Archit’s baptism, after joining L&T as a GET in 2010, was at the Cast Wheel Plant project in Chhapra during which he was elevated to Team Lead. Next, was a 5-year stint at DMRC, starting as Planning Manager, later as Chief Project Manager post which he is now leading the Traction & Power Systems at Mauritius. “I manage three different systems – 750V DC Traction Sub-stations, Overhead Catenary System and Non-Traction Power Systems (Lifts, Escalators,

EOT Cranes, External Lighting and Cable Containment),” explains Archit, “and a crucial aspect to improve operational efficiency is proper planning of the construction activities. The best way to avoid delays and cost overruns is to devote enough time at the initial stage of the project to figure out the right skill set of people, processes, equipment, machinery, and materials that are required before starting work and then break them down to micro levels to take decisions but continue to improvise constantly.”

“As we are doing a fully integrated railway project for the first time, DC systems, NTPS are new to us. There was also shortage of experienced manpower within RBG. Hence, we organized various onsite training not only for engineers but for supervisors and workmen as well. Training is critical,” he stresses.

Detailed planning, careful sequencing and carrying out linear activities parallelly have reduced cycle time and improved productivity, he points out, “and I have spent a fair amount of quality time with EDRC and SCM to work out best possible results. Of course, digital solutions are helping us hugely like Procube, Tilos and mtrack.” Apart from these, balanced engagement of departmental and sub-contractor teams based on expertise requirement, activity duration, site access have helped improve efficiency.



His better half, Sharmistha Goel, is a dentist by profession but presently on a break to look after their new-born daughter, Akshara. “Holding my daughter in my arms for the first time is a feeling that just cannot be expressed in words,” shares an emotional Archit.

“Stress levels are increasing, and it would help to make the work environment less stressful for it is a happy workforce that is more productive,” he says meaningfully.

National Level Seminar on Role of Architects and Design Engineers in Safe Buildings

EDRC CB&A of B&F IC in association with the Fire & Security Association of India (FSAI) jointly organized a National Level Seminar on 'Role of Architects and Design Engineers in Safe Buildings' on 21st October 2019 along with Indian Society of Heating, Refrigerating and Air Conditioning Engineers (ISHRAE), Indian Plumbing Association (IPA) & Institute of Fire Engineers (IFE).

The event was graced by Mr. K. Veerappan, VP & Head, EDRC, B&F IC, Mr. R. Balakrishnan, General Manager & Head, MEP Design, CB&A, B&F IC, Mr. S. Padmanathan, Chief Engg. Manager, CB&A, B&F IC, Mr. S Ramani, IPS DGP & Director (RTD) TNFRS, President – IFE (UK), SIB, Mr. Pankaj Dharkar, International President of FSAI, Mr. K P Dominic, National President of FSAI, Ar. Venkatesh, Architect & Director, C R Narayana Rao Architects, Mr. Abasaheb Kale, Vice President, Marsh Risk Consulting – Business Development, Mr. Kandeepan, one of the founder member of ISHRAE & MEP Consultant - M/s S R Associates, Mr. Abhash Lehy, President, IPA, Mr. M Namasivayam, Former D F O, TNFRS, Mr. R. C. Sharma, Former Director, Delhi Fire Service, Mr. Sekhar Raghavan, the Rain Man & other esteemed dignitaries from similar fields.

Setting the context for the seminar, Mr S. Padmanathan emphasized the "Importance of integration of Architects and Design Engineers" following which Mr. R. Balakrishnan delivered the welcome address stressing on the recent observations of major fire accidents across the country. As the space is getting constrained, buildings are getting taller leading to various kinds of uninvited risks, he said.

Delivering the keynote address, Mr. K. Veerappan highlighted the stack effect in taller buildings leading to fires spreading during the summer and winter seasons.



The presentation session highlighted the key role of 'PANCHBOOTHA' in high rise buildings and importance of fire services to mitigate accidents to make high rise buildings safe.

This entire event formed a framework to link multiple disciplines like Architecture (Space), HVAC (Air), Plumbing (Water), Fire and Electrical Engineers (Fire), and Structural Engineers (Earth) to one platform, such as PANCHABOOTHA, to enable seamless operation of all systems for building safety. Insights on related topics like 'Role of Property Loss Prevention Engineers in creating Safe Buildings,' 'Current Challenges faced in Fire Fighting Operations,' 'Passive Fire Protection,' and 'Rainwater Harvesting' were emphasized during the presentations. Professional bodies like FSAI, ISHRAE and IPA briefed about the 'National Codes' on 'Fire Protection and Life safety' and a few sponsor presentations shared technological prospects of achieving building safety. The panel discussions were



on architecture considerations of Life Safety, Performance Based Design, Design of Smoke Ventilation System, Green Building Rating, Safe Building Rating and implementation of fire safety norms across country.

The successful and well-attended seminar drew participants from L&T as well as external professionals with active interaction and knowledge sharing sessions throughout the event. The seminar was conducted in memory of 88th birth anniversary of our beloved former President of India - Dr A. P. J. Abdul Kalam.



BKN conferred the TA Pai Young HR Leader Award

Bikram Keshori Nayak (BKN), Head HR, L&TNxT, was conferred the prestigious T A Pai Young HR Leader Award 2019 at a national platform. He received the award from Mr. Jaspal Bindra, Chairman Centrum Group on 5th November 2019 at a glittering function in Mumbai presented by People Business, powered by Economic Times and TA Pai Management Institute (TAPMI).

The award was conferred after a gruelling interview and selection process by a jury comprising Raj Raghavan (Sr. VP and Head HR, Indigo), Manmohan Kalsy (CHRO, United Breweries), Rajkamal Vempati (Head HR, Axis Bank), Madhu Srivastava (Group CHRO, Vedanta Resources), Prince Augustin (EVP, Human Capital, Mahindra & Mahindra), & Director TAPMI, from

450 nominations received from all over the country. The event was also attended by renowned CEOs and CHROs along with the best managers of corporate India.





In the specialized area of underground construction, there is always hesitancy to attempt new technologies and construction methods because often architects, designers and engineers are diving into uncharted waters but L&T GeoStructure has a band of enterprising soldiers who don't mind trying the new. Be it attempting to build a diaphragm wall that had never been attempted in the country earlier or bridging the sea with India's longest sea bridge or even formulating mitigation strategies to succeed in the eye of a cyclone, these people are ready for everything. Presenting a few of this tribe ...



BUILDING A CAREER ON THE COUNTRY'S LONGEST SEA BRIDGE

V Kamalak Kannan,
Project Manager, L&T GeoStructure

The 22 km long Mumbai Trans Harbour Link will be the country's longest sea bridge and V Kamalak Kannan (KK), Project Manager for Marine, Inter-tidal & Land Piling Works is enjoying the rigours of his first project with L&T. "I am absolutely overwhelmed," he gushes, "to have been given the responsibility of complete piling operations after having been a P&M man for 25 years. Working on an iconic project, using state-of-the-art RCDs and given the onus to build and lead a team is almost too good to be true."



It is obvious that he is completely consumed by his project and building a structure on mudflats is a challenging proposition that requires careful planning and needs to be executed considering the shifting tides. "We needed experts for the RCD piling rig operations, maintenance, assembly and commissioning and hence trained 20 people. Another team was prepared for main liner extension welding that has reduced the time taken for the activity to exactly half. Time," he says, "is crucial because a lot of our work has to be completed during low tide; material logistics on barges and tugs has to be planned during high tide and shifting of heavy equipment from one finger to the other cannot disrupt other activities."

“ **Opportunities of higher education must be created for aspiring employees for career development and job rotation for more rounded development. Thrust must be given for training and upskilling is an absolute must.** ”

KK and his team have had several opportunities to enhance operational efficiency. "A careful study of the working and idle time prompted us to increase shifts in the marine section from 2 to 3 to avoid the idling of machineries for 2 – 3 hours in the morning and evening by which we increased working time from 18 to 24 hours per day. A huge saving," he exults. "We implemented a parking liner system for BHA temporary storage to reduce the time

taken to re-build the drill string and in the process saved around 10 hours per pile." He shares about the design improvements in the PGF (Pile Guide Frame), IPG (Internal Pile Guide), modifications to the discharge connection by using bends to protect the RCD gooseneck and building working and concreting platforms to reduce the reliance on man baskets and thereby reduce cycle time. "The QIR and Safety apps have hugely improved the quality and safety of our execution," he shares, giving a thumbs up to digitalization.

He strongly advocates, "opportunities of higher education must be created for aspiring employees for career development and job rotation for more rounded development. Thrust must be given for training and upskilling is an absolute must," he asserts.

KK's wife, K Kalaiyarasi, is a homemaker and they are blessed with two sons, K Rupesh and K Parameshwara. Hailing from Kattu Mannar Koil, in Cuddalore district, the methodical KK "cycles in the morning, swims on Sundays and reads before going to sleep!"



A LOVE FOR FISHES IS HOLDING HIM IN GOOD STEAD!

My most memorable moment was when I was given the role as Project Manager to carry out piling activities. I would like supply chain management to be digitized and dedication of our people at L&T is what is enhancing our operational efficiency.



Nowshath Hussain A, Project Manager, L&T GeoStructure

Project Manager, Nowshath Hussain has a special love for fishes and his hobby is looking after his aquarium tanks at home with his wife. An apt hobby, one might say, for someone who executes projects in marine environments. "Presently, I am Project Manager at the IOCL Refinery project at Paradip Odisha, in charge of DCIS piling and stone column works activities," he shares energetically, adding, "we have casted 550 mm dia piles to a depth of 26 m and with this pile length we are achieving 20 piles per rig per day."



Having wet his feet at other projects involving DCIS piling like the APTIDCO projects at Palakolu and Ongole, Nowshath feels that his biggest challenge at site is to extract greater productivity from his machines. "Piling works are process oriented so our rig machines have to generate an average productivity of at least 20 piles per day. So, we analysed the client's drawings to draw up a detailed rig movement plan to create the work front for a whole week to avoid idling of resources. This detailed rig movement plan has saved the project unwanted piling rig movement and saved us a lot of costs and time," he smiles triumphantly. "I am also driving effective implementation of our quality and EHS systems and my project was awarded a 'Certificate of Special Mention.'" Another smile!

To improve operational efficiency, Nowshath conducts regular meetings with the site team and clients, regular maintenance of rigs and mobilisation of resources required for the project based on requirements. On the digital front, he says, "the IDs of individual piles have been uploaded in Procube along with the pile coordinates so that once the piles are completed, the concerned site engineer updates his login which is approved by the planning engineer that is displayed on a dashboard to show overall progress for the day."

Nowshath's native place is Salem, Tamil Nadu, and apart from his aquarium-loving wife, Farheen A, the couple are blessed with two sons, Muhib Hussain N and Shoab Hussain N. "My most memorable moment was when I was given the role as Project Manager to carry out piling activities," he laughs.

"I would like supply chain management to be digitized," he offers as a change he would like to make and adds "The dedication of our people at L&T is what is enhancing our operational efficiency."

A VETERAN OF 9 BUT ONE PROJECT STANDS OUT!

Completing the (Polavaram Dam) project was just a milestone but for me it was more than a story. In 414 days, we constructed the second deepest diaphragm wall in the world. It was a roller coaster ride, but we did it and to summarize it in one line: for me and each one of us in the team it will remain in the history of the construction industry as a great team effort!



Vinod Bapurao Thakare, Senior Manager – Execution, L&T GeoStructure

"My most memorable moment was when we were appreciated by the then CM of Andhra Pradesh, Mr. Chandrababu Naidu, for successfully completing the diaphragm wall at the Polavaram Dam project in 2018," shares Vinod Thakare with all the excitement of a child having passed a tough examination with flying colours. "Completing the (Polavaram Dam) project was just a milestone but for me it was more than a story," he shares with feeling. "In 414 days, we constructed the second deepest diaphragm wall in the world. The kind of challenges we faced only we will know and there were many times we thought we would have to give up but as a team we stood firm as a rock. It was a roller coaster ride, but we did it and to summarize it in one line: for me and each one of us in the team it will remain in the history of the construction industry as a great team effort!"

The impact of the Polavaram project is so great on Vinod that most of his innovations are from it! "During the compaction of river sand, our vibroflots couldn't penetrate more than 15 m though we had to reach a depth of 20 m. It took us 45 minutes plus for a single operation. After soil investigation and studying penetration data, I suggested a modification to the vibroflot assembly with additional fittings. Not only were we able to penetrate more than 20 m depth but penetration time reduced to 10 minutes from 45 and we were able to complete a column in 27 minutes as against 73 minutes earlier." Again, during the trenching for the cut-off wall, the trench cutter had to be removed after trenching at depths of 90 – 93 m for cleaning and general maintenance that was prolonging the cycle time to 270 minutes. "Based on the trench cutter operator's B-Tronic data sheet and after observations, I suggested deploying additional jetting pumps and manpower for the entire process and cycle time reduced to just 150 minutes."

Vinod mentions that he and his team have targeted specific areas like equipment downtime, idling of resources, cash flow and competence levels to improve operational efficiencies. "We also ensure maximum utilization of machinery, day-to-day monitoring of operational activities, close monitoring of movement of machinery to avoid idling and mandatory weekly reviews with all departmental heads."



"I always try to learn new skills during my free time," he says, "reading job-related books, journals and online articles." Hailing from Amravati, Maharashtra, Vinod's wife, Lakshmi, is a homemaker they have a son and daughter, Teja and Geetika.

"Given a chance, I would place more emphasis and focus on leadership development, training and opportunities for non-managers and executive assistants," he concludes.

DARE TO SUCCEED

G Boobathy Vishwanath,
Senior Manager – Execution,
L&T GeoStructure

“In the specialized area of underground construction, people are always scared to attempt new technologies and constructions methods to improve efficiency, but I have found that by being brave and daring to try new techniques, I have had great successes at my projects.”

“In the specialized area of underground construction, people are always scared to attempt new technologies and constructions methods to improve efficiency, but I have found that by being brave and daring to try new techniques, I have had great successes at my projects,” says G Boobathy Vishwanath (GBV) with conviction. “For example, at the Purushothapatnam lift irrigation project, we attempted to construct a diaphragm wall using a trench cutter with polymer. It had never been attempted before in India, but I took up the challenge and we not only succeeded but we achieved the wall with quality and safety, to the complete satisfaction of our client, and we actually completed the project ahead of time,” he smiles triumphantly. “Closely linked to attempting new techniques is the quality of our people and it is team building that has really helped me improve overall efficiency at my project sites,” he says with utter honesty. “I believe in my team, I listen to them, buy their ideas even during construction that increases their participation, their confidence and the overall process improves.”



A DET of batch 2003, GBV has had a long run at L&T. “I was the foundation coordinator at the Foundation Engineering Competence Cell from 2005 to 2011,” he points out after which he was planning in charge for the CMRL underground stations for a couple of years. Thereafter, he has been involved with station diaphragm wall works at UG-02 & 03, large diameter barrette piles for CMRL stations, ‘D’ wall for entry/exit works at UG-02 & 3, balance works of the ‘D’ wall at UG-02 and the Purushothapatnam Lift Irrigation project. “Presently, I function as a coordinator for special foundation jobs responsible to ensure the timely completion of projects by providing every possible support from HQ. Being a special foundation contractor and since our works are below ground level, our main challenge is to deal with the soil strata. Also, since our works are primarily driven by equipment and special crews, extracting productivity consistently from the team is a huge challenge.”

He strongly advocates greater empowerment at sites, “it will quicken decision making and fetch us the desired results,” he points out. “Always valuing customer needs and meeting their expectations along with our robust systems, processes and strong culture are what I believe will bring us continued success going forward.”

GBV hails from Madurai, Tamil Nadu and his better half, Shobitha is an IT professional with Cognizant Technologies and the love of their lives is their two-and-a-half-year-old daughter, Aradhana. “I was most thrilled when I saw my offer letter from L&T after my campus interview,” he laughs.



SUCCESSING IN THE EYE OF THE STORM!

Amit Mishra,
Assistant Manager - Planning, L&T GeoStructure

As Project Manager of the Coal Terminal Project of L&T GeoStructure in Paradip, Odisha, some of the most serious challenges that Amit Mishra faced were to weather three storms during a single year! “Of the three (storms), Cyclone Fani intensified into an extremely severe cyclone but on all three occasions, we took all the necessary precautionary measures at site that resulted in no property loss to any of our assets and site establishments.” Even though a number of their activities are below ground like piling, constructing diaphragm walls, excavating for the coal berth, creating connecting retaining structures and the like, Amit says, “we executed a lot of our work during the monsoons to deliver the project in time.”

“Of the three (storms), Cyclone Fani intensified into an extremely severe cyclone but on all three occasions, we took all the necessary precautionary measures at site that resulted in no property loss to any of our assets and site establishments.”

The Paradip assignment is Amit’s third after having been involved in the construction of CW & MUW Systems at the NPGC Power Plant in Nabinagar, Bihar and the construction of a diaphragm wall for a cut & cover portion of the Korukkupet Metro Station, for Chennai Metro Rail Limited in Chennai although Paradip remains his favourite thus far. “We planned a critical activity of executing 600 micro piles with a tie beam arrangement to protect the shallow foundations of the conveyor line that had been on hold for more than 4 months.” He mentions engaging the appropriate quantum of trained work force split between building the coal berth and the retaining structure and the right selection of sub-

contractors for critical activities like capping beams, tie rod fixing, precast slabs, in-situ beams and the like as vital contributors to improve the efficiency at his project.

Hailing from Bareilly in Uttar Pradesh, Amit’s better half, Vandana is a home maker and the couple are blessed with a baby girl, Avni, who is understandably the love of Amit’s life. “Her birth is one of my life’s most memorable moments,” he gushes with eyes alight and adds, “Receiving the award for the Best Planning Manager in 2019 from our CEO and the Safety Trophy for the Coal Terminal project were lovely moments too as also was the time when I got selected as a GET in L&T in 2012.” Amit loves to solve problems of logical reasoning and watch and play cricket, whenever he gets the chance.



While systematic procedures and digitalization are what he flags off as efficiency drivers at L&T Construction, he feels that “although we have very good HR and training departments, we can still identify more execution engineers for suitable training depending on their competence.”

First Level Leadership Programme – Wave 5, Batch 8 inaugurated

Towards strengthening the leadership pipeline, the 8th batch of the First Level Leadership Programme (FLLP-2019) commenced on 12th November 2019 at L&T HQ, Chennai. Mr M.V. Satish, Whole Time Director & Sr. Executive Vice President - Buildings, Minerals & Metals, Mr. S.V. Desai, Sr. Vice President & Head - HCI IC and Mr. S. Kanappan, Executive Vice President & Head and Chief Executive of L&T GeoStructure inaugurated the programme and addressed the gathering in the presence of Dr C. Jayakumar, VP & Head HR - Divisional Corporate, IC HR Heads - Mr. S. Ramkishore, Head HR - WET IC, Mr. J. Kabilan, Head HR - B&F IC, Mr. Bino Mathew Jose, Head HR – L&T GeoStructure, Mr. Girish V, Head HR - SW&C and Ms. K. Meena Priya, Head-HR LTIEL.

To set the context, Dr. C. Jayakumar emphasized the Management's strong support for FLLP in terms of time, experience sharing of their journeys to becoming strong leaders. He articulated the content, methodology, faculty, selection of participants and the learning principles of the scientifically designed programme and threw light on the evaluation process involving simulation exercises, action-oriented projects, gamification, ATL and quizzes.

Mr. M.V Satish started his address on a high mentioning L&T's 15% growth in Q2. Sharing his early experiences of working in Iraq, Russia, Oman, etc, he exhorted the young managers to create their own space while focussing on safety, quality and productivity. He stressed the need to assess workmen to ensure that they have the right skillset for the work assigned to them and to embrace the latest construction methods and technologies like toilet PODs and 3D elements in construction. He stressed the need to focus on customer satisfaction, networking and financial knowledge to be effective leaders.



Mr. S.V. Desai in his address highlighted that as ambassadors of the organization, it was important for the FLLPs to lead by example and manage their time effectively. He spoke about self-empowerment, shouldering responsibilities, being accountable and continuous self-assessment of performance.

Emphasising the need to continuously introspect, learn, and unlearn to become effective leaders, Mr. S. Kanappan nudged them to identify gaps, leverage strengths and face challenges by using both heart and head. He reiterated that communication, financial competency and relationship building would take them to greater heights.

FLLP was developed on the theme of 'Leaders of Tomorrow' and conceptualized

to take forward the vision of strengthening the leadership pipeline by grooming talented employees in Tier-1 cadre handpicked across ICs. The course curriculum follows a blended approach of learning spread over 25 days of classroom contact classes that are supplemented with online e-learning ATL (Any Time Learning), online quizzes through RAPL, simulation exercises and a group project to internalize learnings. The sessions are handled by senior faculty from IIM, XLRI and International Universities.



WET IC launches 'ASCEND' program for fostering Women Leadership

WET IC has taken the lead across L&T Construction to develop a focused development initiative for Women Managers christened 'ASCEND' which was launched on August 30, 2019, by Mr. S. Rajavel, Sr. Vice President & Head - Water, Smart World & Communication in the presence of Mr. K. Asok Kumar, Executive Vice President & Head - Water & Effluent Treatment, Mr. N. Ramasethu, Vice President & Head - Water International, Mr. K. Masilamani, Vice President & Head - Industrial & Large Water Systems BU, Mr. E. P. Sajit, Vice President & Head - Water Supply & Distribution BU, Mr. K. Rajeevan, Head - EDRC (WET IC) and Mr. S. Ramkishore, Head - HR (WET IC).

The program is conceived as a 3-stage intervention process:

- Stage 1- self-exploratory process
- Stage 2 - capability building interventions
- Stage 3 - comprises peer group learning/ coaching interactions which include cross functional work group assignments on current/future organizational challenges with mentors drawn from top management

After the 6-month long programme, the progress of the participants will be reviewed on a half-yearly basis. An All-Women Resource Pool, which includes internal/external leaders, subject matter experts in respective areas will facilitate the program. Wave 1 of ASCEND Program was launched with 37 Tier 1 and Tier 2 Women Managers of WET IC participating.



L&T makes its presence felt at the Water & Development Summit, Sri Lanka

WET IC participated in the Asian Water and Development Congress cum Expo organized by the International Water Association (IWA) in association with the National Water Supply and Drainage Board (NWSDB), Government of Sri Lanka. The event, a first-of-its-kind, was held at the Bandaranaike Memorial International Conference Hall in Colombo, Sri Lanka over 1st to 5th Dec 2019.

The Congress was inaugurated by the Hon'ble Minister for Urban Development, Housing & Water Affairs Mr. Vasudeva Nanayakkara and saw active participation of senior bureaucrats from NWSDB.

Water & Effluent Treatment IC, being a Corporate Member of IWA, was one of the key sponsors of this event. Mr. Mohamed Ahmed Salah M.E.Sc., P.Eng - Water Technologist, WET IC and Mr. J Venkatesh

- Head Water Management, WET IC were selected as Chairs at this prestigious forum for key topics that included: major challenges to achieve SDG Goal 6 of the United Nations, Smart Systems for Wastewater Treatment Processes (Monitoring & Digital Transformation).

A delegation from Chennai and Colombo led by Mr. S Jagannathan, Chief Technology Officer, WET IC participated in various technical forums and delivered key insights on Drinking Water Supply & Treatment, Faecal Sludge & Wastewater Treatment for Resource Recovery, City Water & Faecal Sludge Utility Management Services, Integrated Water Resource Management, efforts towards SDG 6 of UN. A stall put up by WET IC showcased their EPC capabilities through highlights of landmark projects.



L&T GeoStructure Wins Prestigious Award in the Gold Category for the Best Skill Development initiative

L&T GeoStructure won an Award in the Gold Category for the Best Skill Development initiative for our Planning Engineers Capability Development Programme (PEP-3G3). The award initiated by India's top management institute TISS (Tata Institute of Social Science) & LeapVault was presented at the CLO (Chief Learning Officers) Summit 2019 India held in Mumbai on 8th August, 2019. The Award was received by Mr. Bino Mathew Jose (Head-Human Resources) & Ms. Ratna Mishra (Senior Manager- Human Resources), L&T GeoStructure.

PEP-3G3 Programme is a flagship capability programme initiated by L&T GeoStructure in 2018 in association with L&T IPM (Institute of Project Management) Baroda as the knowledge partner with the objective to develop a strong team of planning professionals with specific requirements as per the business strategic

plan of 3G3 i.e. to achieve 3 times growth in 3 years. The flagship programme is spread over a period of 8 months. L&T GeoStructure has added another feather to its cap by winning the TISS & LeapVault CLO award for the 2nd consecutive year, a proud moment for all of us at L&T!



DKS chairs technical sessions at infrastructure summits

Mr. D K Sen (DKS), Whole time Director & Senior Executive Vice President (Infrastructure) chaired a session on Creating World Class Roads & Highways in India: Evolving Technology Landscape at the Infranet 2019 organized by CII on 4th September 2019 in New Delhi. The conference covered three technical sessions: Emerging Business Opportunities from the Roads & Highways Value Chain, Creating World Class Roads & Highways in India: Evolving Technology Landscape and Arbitration & Dispute Resolution in Roads & Highways Sector. DKS shared insights on the world-class infrastructure built by L&T in the GCC countries and how digital solutions implemented across sites were redefining project management and meeting customer expectations. At the construction and infrastructure summit organized by the Royal Institute of Chartered Surveyors on 6th November in Mumbai, DKS delivered a special address on 'The Changing face of Indian Construction & Infrastructure Markets.'



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. Yeddula Ashok Kumar, Executive (Industrial Relations) Prestige Song of the South Project (B&F IC)



Mr. Dhivyes S, Asst. Manager Stores, Entry Portal Works Prestige Smart City Project (B&F IC)



Mr. Raajavarmen GN, Executive (Administration) Prestige Leela Residences Project (B&F IC)



Mr. Koduru Hari Venkata Kameswara Rao, Project Manager from ISP - Kalisindh Ph I MLIS, WET IC



Mr. Vinay Kumar Tripathi, Asst. Manager (Accounts) from Kanpur Water Carrier System, WET IC



Mr. Arjit Singh, Asst. Construction Manager (Mech) from Surya WSS, WET IC



Mr. Vivekanand Rai, Sr. Construction Manager (Mech) from Surya WSS, WET IC



Mr. Darshan Lal, Construction Manager (Civil) from Integrated WS And WW Works Jhunjhunu Project, WET IC



Mr. Velkumar, Asst. Construction Manager (Civil) from Kushalgarh Pkg -2 Project Site, WET IC



Mr. Mahesh, Sr. Engineer (Civil) from Jawai Cluster - IV WSS Project, WET IC



Mr. Smit Shah, Project Manager from ONM Of Bisalpur Jaipur Water Supply Project, WET IC



Mr. Kolla Tejeswara Rao, Supervisor (Accounts) from ONM BTUWSP Project, WET IC

DELTA

In order to nurture a culture of innovation and improvement for operational efficiency, TI IC's HR Team designed and implemented the DELTA Awards - **D**igital Breakthrough, **E**nergy Optimization, **L**arge scale reuse of Scrap/ Waste, **T**ime reduction (Reduction in Cycle Time), **A**dvances (Innovation). The awards were presented to the significant contributors by the senior management of TI IC.



Mr. Aditya Raghuvanshi, Mr. Bidya Kundu, Mr. Prashant Andhare, ROHA - VERNA KONKAN



Mr. Akshay Wahal, Mr. Rahul Chauhan, Mr. Pritish Mohapatra, EDRC FBD



Mr. Anurag Kapil, Manager (ELEC), CORE-MADAR Project



Mr. Deepak B, Mr. Sachin Bansal, Mr. Shivam Tandon, Mr. Ravi Mehrotra, EDRC - TMPC FBD



Mr. Tiyasjit Ghosh, Engineer (ELEC), Delhi Agra Road Project



Mr. Shanbhag Sandeep Udaykumar, Asst. Engineering Manager - CIVIL, EDRC Mumbai



Mr. Radhakishan Pawar, Asst. Manager - P&M, Mumbai Nagpur Expressway MNEP



Mr. Amrendra Kumar Amar, DGM (P&M), Ghoshpukur Salsalabari Road Project



Mr. Sibajyoti Paul, Asst. Manager (ELEC), Ghoshpukur Salsalabari Road Project



Mr. Narayan Gupta, Manager (Industrial Relations), Ghoshpukur Salsalabari Road Project



Mr. Joshi Hitendrakumar Kodarlal, Diesel Mechanic, Mumbai Vadodara Expressway



Mr. Jagdish Ratanlal Katle, Manager (P&M), Mumbai Vadodara Expressway



Mr. Sachin Yashawant Rangari, Sr. Design Engineer (CIVIL), EDRC Mumbai



Mr. Debasis Chand, Mr. Santhosh Cheriyan, Mr. Sandip Kumar Mondal Location - BIAL Runway



Mr. Purak Nandi, Post Graduate Engineer Trainee, EDRC Mumbai



Mr. Pawar Prakash Raghunath, Sr. Construction Manager (MECH), Mumbai Vadodara Expressway



Mr. Chandra Nath Chatterjee, Master Operator (P&M), Veer (Wadpale) to Bhogaon Khurd section



Mr. Mathi Sekaran D, Manager (P&M), Veer (Wadpale) to Bhogaon Khurd section



Mr. Tatavarthi Hemanth Kumar, Asst. engineering Manager (CIVIL), EDRC Mumbai



Mrs. Prajakta Pramod Tanpure, Sr.design Engineer (CIVIL), EDRC Mumbai



Mr. Balamurali Krishna M, Construction Manager (CIVIL), Pragati Maidan



Mr. Manoj Kumar Mishra, Engineer (ELEC), Veer (Wadpale) to Bhogaon Khurd section



Mr. Ramkrishna Koner, Engineer (CIVIL), Pragati Maidan



Mr. Venkatesh V, Manager (P&M), BIAL Runway



Mr. Harpreet Singh, Asst. Manager (CIVIL), Pragati Maidan



Mr. Raj Kumar, Engineer (CIVIL), Pragati Maidan



Mr. Yogesh Bhardwaj, Construction Manager (CIVIL), LRT Mauritius



Mr. Prabhu Mudaliyar, Asst. Manager (P&M), BIAL Runway



Mr. Chandrashekhara B J, Asst. Manager (P&M), BIAL Runway



Srinivasan S, DGM - EDRC, EDRC Mumbai



Mr. Biswanath Barik, Asst. Manager (CIVIL), Chandigarh Kharar Elevated Corridor



Mr. Deepak Singh, Asst. Construction Manager (CIVIL), Chandigarh Kharar Elevated Corridor



Mr. Vaibhav Verma, Accounts Supervisor, FAA Mumbai



Mr. Ilayaraja A, Asst. Manager (CIVIL), Delhi Agra Road Project



Mr. Koppula Narendra Swamy, Engineering Manager (CIVIL), EDRC Mumbai



Mr. Bhushan Raj S, Asst. Engineering Manager (CIVIL), EDRC Mumbai



Mr. Satya Kumar Sunkavalli, Sr. Engineering Manager (CIVIL), EDRC Mumbai



K Manimaran, Asstt. Construction Manager (Elect.), ROHA VERNA KONKAN PROJECT



Mr. Krishna Kumar, Sr. Engineer (CIVIL), DFCC - EMP16



Mr. Gachake Anand Sharadrao, Executive (Stores), Mumbai Nagpur Expressway MNEP



Mr. M. Sakthivel, Sr. Manager (P&M), Helwak-Patan-Karad Road



Mr. Vemaram Sai Ram, Asst. Manager (ELEC), Mumbai Nagpur Expressway MNEP



Mr. Purushottam Khadye, Mr. Shubham Sahu, Mr. Akhilesh Choudhary, DFCC - EMP16



Mr. Sandeep Kumar Vishwakarma, Mr. Manapragada Sai Krishna Sandeep, DFCC - EMP4



Mr. Selvakumar R, Mr. Kunwar Singh Bisht, Mr. Govind Raj, DFCC - EMP4



Mr. Santo Ghosh, Asst. Manager (Systems), BIAL Runway, CTP-3R (RREC BU-SUB JOB), Ahmedabad CTP-3R



Mr. Karunakaran A, Asst. Foreman (P&M), BIAL Runway



Mr. Eugene Lourdes P, Manager (P&M), BIAL Runway



Mr. Shashitheja H R, Mr. Dhayanithi R, Mr. Sourav Biswas, Mr. Alamanda Demullu, Mega Project



Mr. Venkatesh M N, ROHA VERNA KONKAN PROJECT



Mr. Shubhabrata S, Mr. Satish Kumar, Mr. Ramoji Potnuru, Mr. Manoj Gupta, Mr. Shyam Baboo Saraswat - EDRC FBD



Mr. Budhmal Jain, DGM (EDRC), EDRC Mumbai



Ms. Mariya Dayana P J, Asst. Engineering Manager (CIVIL), EDRC Mumbai



Mr. Mohit, Asst. Engineering Manager (CIVIL), EDRC Mumbai



Mr. Vinay Pratap Singh, Engineering Manager - SCADA, EDRC - ELEC. FBD



Mr. Vipin Saneja, Mr. Sushovon Dey, Mr. Rahul Raj, Maithon Railway Works

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Celebrating Long Service

L&T Construction has had a rich tradition of employee longevity. The Company has been built on the strength of long associations that have been regularly recognized and rewarded. This year too, the Long Service Awards were presented at functions held in several locations. The Awards reflect the deep bond that employees share with the Company and presents wonderful examples of the triumph of dedication, commitment and character.



Mr. Davidraj CJA, Head - Finishing (CB&A) - B&F IC, receives his award from, **Mr. S. N. Subrahmanyam**, Chief Executive Officer & Managing Director, L&T



Mr. Veerappan K, Head - EDRC - B&F IC, receives his award from **Mr. S. N. Subrahmanyam**



Mr. Gopalakrishna Pillai J, Vice President & Head - Airport Operations - B&F IC, receives his award from **Mr. S. N. Subrahmanyam**



Mr. Viju Varkey, Head - Health & Leisure BU- B&F IC, receives his award from **Mr. S. N. Subrahmanyam**



Mr. Srinivas V, Project Director, Dept for Oman, B&F Projects receives his award from **Mr. M. V. Satish**, Whole time Director & Senior Executive Vice President (Buildings, Minerals & Metals)



Mr. Srinivasan V, Chief Project Manager- Oman Office, B&F IC, receives his award from **Mr. M.V. Satish**



Mr. S. N. Subrahmanyam, Chief Executive Officer & Managing Director, L&T, receives his award from **Mr. A. M. Naik**, Group Chairman, L&T



Mr. G. R. Ranganath, Chief Executive - L&T (OMAN) LLC, Divisional Corporate, receives his award from **Mr. S. N. Subrahmanyam**



Mr. M. S. Seshadri, Head - Internal Controls, Divisional Corporate, receives his award from **Mr. M.V. Satish**



Mr. R. Srinivasan, Sr. Manager (Materials), Divisional Corporate, receives his award from **Mr. Binaya Bhusan Mishra**, Head - Supply Chain Management



Mr. Senthilnathan K, Head-EDRC & CMPC (HCI IC), receives his award from **Mr. Sudhindra V Desai**, **Mr. Sekar AL**, Sr. VP - Special Projects, **Mr. Anbalagan R**



Mr. Divakar H K, Sr. DGM (P&M), receives his award from, **Mr. Sudhindra V Desai**, Sr. VP & Head - HCI, **Mr. Anbalagan R**, EVP & Head - Hydel, Tunnels, Nuclear and Special Bridges along with **Mr. Afzal Hossain Khan**, TFL Head - Mumbai Metro



Mr. Amit Kumar Ghosh, Regional Manager, receives his award from, **Mr. Anupam Kumar**, VP & Head - MMH SBG

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Mr. Sivaprakas V V, Head - ISD (HCI IC), receives his award from **Mr. Sudhindra V Desai**, **Mr. Anbalagan R**, **Mr. Niranjana P**, Head - Technology & Corporate Services, **Mr. Roy Kurien**, Head - Resources



Mr. Kalyanaraman V, DGM (Mech), receives his award from **Mr. Sudhindra V Desai**, **Mr. Anbalagan R**, **Mr. Chandran I**, Head - Mumbai Cluster & Nuclear Segment



Mr. Vinod Kumar Sharma, Sr. DGM-Accounts & Admin, receives his award from **Mr. Sudhindra V Desai**, **Mr. Anbalagan R**, **Mr. Jayaprakash P**, Head-Finance, Accounts & Admin. (HCI)



Mr. Sunder S, Sr. Crane Operator, receives his award from **Mr. Ananthakumar T S, Head - Ports & Harbours, Mr. Chandran I**



Mr. Tapan Kumar Bose, Porcelain Operator, receives his award from **Mr. Sudhindra V Desai, Mr. Afzal Hossain Khan, TFL Head - Mumbai Metro.**



Mr. Sudhir Kumar Shrivastava, Sr. DGM (Civil), receives his award from **Mr. Sudhindra V Desai, Mr. Anbalagan R, Mr. Afzal Hossain Khan**



Mr. Sasanka Sekhar Bose, General Foreman (Mech), JSW Dolvi, receives his award from **Mr. T. Kumaresan, VP & Head M&M BU**



Mr. Mohammad Shammim, General Foreman (Mech), RSP-HSM, Rourkela, receives his award from **Mr. R. Suresh Kumar, Head-Operations (M&M BU)**



Mr. Dhiman P K, General Foreman (Carp), JSW Dolvi, receives his award from **Mr. T. Kumaresan**



Mr. Afzal Hossain Khan, TFL Head - Mumbai Metro, receives his award from **Mr. Sudhindra V Desai, Mr. Sekar A L, Mr. Anbalagan R**



Mr. Vijayanand Dubey, Sr. Manager (QA/QC), receives his award from **Mr. Sudhindra V Desai, Mr. Anbalagan R, Mr. Eswara Rao K, Head - Quality (HCI)**



Mr. Anil Kumar, DGM (Civil), receives his award from **Mr. Sudhindra V Desai, Mr. Sekar A L, Mr. Anbalagan R**



Mr. Padmanabhan V, Head - Operations (South), India (PT&D IC), receives his award from **Mr. Madhava Das T, Sr. Vice President & Head (PT&D IC)**



Ms. Ranjani Ganesan, Sr. Manager (Materials) (PT&D IC), receives her award from **Mr. Madhava Das T**



Mr. Rathinasabapathy R, Sr. Foreman (Elec) (PT&D IC), receives his award from **Mr. Balasubramanian R, Head-UPD BU (PT&D IC)**



Mr. Neerajkumar Singh, Project Director, receives his award from **Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R**



Mr. Prabir Kumar Pal, Project Director, BMH BU, HQ Kolkata, receives his award from **Mr. Anupam Kumar**



Mr. Chakraborti B, Chief Engineering Manager (Mech), EDRC, HQ Kolkata, receives his award from **Mr. Barundev Lahiri, Head- EDRC, MMH SBG**



Mr. Prithviraj R, Foreman (Instrumentation) (PT&D IC), receives his award from **Mr. Amit R Guha, Segment Head-Optical Fibre Cabling Projects (PT&D IC)**



Mr. S. Subramanian, Sr. Construction Manager (Civil), ISP - PARWATI Phase I and II MLIS Project, Indore Cluster (WET IC), receives his award from **Mr. K. Masilamani, VP & Head-Industrial Water Systems BU (WET IC)**



Mr. Induchuden Nair, General Foreman - Survey (PT&D), Kuwait receives his award from **Mr. Srikant Srinivasan, Vice President & Head - HR (PT&D IC)**



Mr. Sankar Dutta, Chief Engineering Manager (Mech), EDRC, HQ Kolkata, receives his award from **Mr. Barundev Lahiri**



Mr. Jaydeep Goswami, DGM (Mech), Product BU, HQ Kolkata, receives his award from **Mr. Raju Rai, VP & Head Product BU (KBL & EWL)**



Ms. Manisha Das, Manager - Human Resources, MMH HQ Kolkata, receives her award from **Mr. Vivek Raizada, Head - Human Resources, MMH SBG**



Mr. K. Chandrasekaran, Sr. Manager-Systems (PT&D), KSA receives his award from **Mr. T Madhava Das, & Mr. Amareswara Rao T, Head - PT&D Middle East BU (Designate)**





Mr. Niranjan Simha, EVP & HEAD - CB&A SBG - B&F IC, receives his award from Mr. S. N. Subrahmanyam



Mr. Tungaturthi Krishna, VP & Head - Special Initiatives – HCI IC, receives his award from Mr. S. N. Subrahmanyam



Mr. L. Venkataraman, DGM (Accounts), Divisional Corporate, receives his award from Mr. R. BALAJI, GM-Shared Services Centre (SSC), L&T



Mr. S. Sathison, Sr. Manager (P&M), Divisional Corporate, receives his award from Mr. B. N. Sheth, Head - Procurement & Cost Control, L&T



Mr. Ranjit Singh, General Foreman (MECH), Divisional Corporate, receives his award from Mr. B. N. Sheth



Mr. Subbiah S, Head - MEP Procurement (CB&A) – B&F IC, receives his award from Mr. S. N. Subrahmanyam



Mr. Ashutosh Tripathi, Head - Factories - B&F IC, receives his award from Mr. S. N. Subrahmanyam



Mr. T. S. Thiruvenghadam, Sr. DGM (P&M), Divisional Corporate, receives his award from Mr. N. Srinivasan, VP & Head-Plant & Machinery



Mr. Chandran I, Head - Mumbai Cluster & Nuclear Segment, receives his award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mr. Ramu G, DGM (Civil), receives his award from Mr. Anbalagan R, Mr. Ranganathan R, Head - Operations (Special Bridges)



Mr. Gurusamy K, Project Manager, receives his award from Mr. Sudhindra V Desai, Mr. Anbalagan R, Mr. Niranjana P, Head - Technology & Corporate Services, Mrs. Koneru Bhavani, Segment Head-Metros



Mr. Debish Mukherjee, Sr. DGM (MECH) - B&F IC, receives his award from Mr. M.V. Satish



Mr. K. Srinathan, GM - System & Process Improvement, Divisional Corporate, receives his award from Mr. M.V. Satish



Mr. V. Kasiraja, General Manager, Divisional Corporate, receives his award from Mr. M.V. Satish



Mr. Mahesh Chand K, General Foreman (P&M), receives his award from Mr. Anbalagan R, Mr. Niranjana



Mr. Maddula V Srinivasa Rao, Project Director - Amaravati Iconic Bridge, receives his award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mr. Patit Paban Panda, General Foreman (Tunnel), receives his award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mr. Gopi S, Sr. Manager (Procurement), receives his award from Mr. Anbalagan R, Mr. Prasanta Kumar Gupta, Head-Procurement (HCI)



Mr. Verma KSRKJ, Construction Director, receives his award from Mr. Sudhindra V Desai, Mr. Anbalagan R



Mr. Lal Babu Khan, Sr. Master Operator (Crane), receives his award from Mr. Niranjana P, Mr. Ananthakumar TS, Head - Ports & Harbours, Mr. Roy Kurien, Head - Resources



Mr. Chandran KRR, Head - Special Bridges Segment, receives his award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mrs. Koneru Bhavani, Segment Head-Metros, receives her award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mr. Koti Reddy BV, Project Manager, receives his award from Mr. Sudhindra V Desai, Mr. Ananthakumar TS



Mr. Jothiramalingam N, DGM (Elec), RSP-HSM Rourkela, receives his award from Mr. Ranjan Roy, Senior Project Director, Mr. R Suresh Kumar



Mr. P R Saravana Kumar, Head - Site Administration (MMH), HQ Kolkata, receives his award from Mr. Pinak Lahiri, Head - (Finance, Accounts, & Admin.) MMH SBG



Mr. Pinak Lahiri, Sr. Manager (Systems), RSP-HSM Rourkela, receives his award from Mr. R Suresh Kumar



Mr. Avdesh Kumar Mishra, DGM - P&M, receives her from Mr. Sudhindra V Desai, Mr. Anbalagan R, Mr. Afzal Hossain Khan



Mr. Krishna Rao K, Sr. Construction Manager (Civil), receives his award from Mr. Sudhindra V Desai, Mr. Ananthakumar TS



Mr. Ravichandran S, Foreman (P&M), receives his award from Mr. Sudhindra V Desai, Mr. Roy Kurien, Mr. Sadanand, Head-Plant & Machinery



Mr. Saibal Biswas, Manager (Materials), HQ Kolkata, receives his award from Mr. Pinak Lahiri



Mr. Nilmoni Ghosh G, Manager (Admin), Bhilai Steel Plant, receives his award from Mr. Pinak Lahiri



Mr. Udaibhan Singh, Manager (Industrial Relations), RD Mines Dariba, receives his award from Mr. Rajesh Samal, Sr. Construction Manager (Mech)



Mr. Mohanadasan G, Sr. Manager (Accounts), receives his award from Mr. Sudhindra V Desai, Mr. Jayaprakash P, Head-Finance, Accounts & Admin. (HCI), Mrs. Koneru Bhavani



Mr. Karunakaran P, General Foreman (Civil), receives his award from Mr. Sudhindra V Desai, Mrs. Koneru Bhavani



Mr. Anthoni Muthu R, Driver, receives his award from Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R



Mr. Venugopal C, Stores Supervisor, NLC, Neyveli, receives his award from Mr. Pinak Lahiri



Mr. Krishna G, Asst. Foreman (P&M), UAIL-Rayagada, receives his award from Naciappan S, Head - Plant & Machinery (MMH), Mr. Srinivas G, Head - Resource Management Group (RMG).



Mr. Krishnan L, Head - Materials & Logistics Management (PT&D IC), receives his award from Mr. Madhava Das T



Mr. Ranjit Ghosh, Head - Equipment Design Group, EDRC, HQ Kolkata, receives his award from Mr. Anupam Kumar



Mr. Naciappan S, Head - Plant & Machinery (MMH), HQ Kolkata, receives his award from Mr. T Kumaresan, Mr. Anupam Kumar



Mr. Jeyaprakash R, DGM (Mech), EWL Kancheepuram, receives his award from Mr. Dinesh Kumar P, Head - LTEW Kancheepuram Works



Mr. Kameshwaran S, Head - Engineering (PT&D - Middle East) (PT&D IC), receives his award from Mr. Madhava Das T



Mr. Tamil Selvan P, DGM - Operations & Contracts (PT&D IC), receives his award from Mr. Madhava Das T



Mr. Sankaravel S, Chief Engineering Manager (Elec) (PT&D IC), receives his award from Mr. Madhava Das T



Mr. Ramesh N, DGM (Elec) (PT&D IC), receives his award from **Mr. Madhava Das T**



Mr. Shamshudeen Batcha R, Project Manager (ELEC) (PT&D IC), receives his award from **Mr. Rahul Sikka, Head-Africa (PT&D IC)**



Mr. A Rajaram, DGM (Elec) (PT&D IC), receives his award from **Mr. Amit R Guha**



Mr. Sthaladipti Saha, BU Head - Public Space - B&F IC, receives his award from **Mr. S. N. Subrahmanyam**



Mr. Udit Kumar Shrivastava, JGM (Insurance), Divisional Corporate, receives his award from **Mr. M.V. Satish**



Mr. Manivannan R, Sr. Engineering Manager (Mep) (PT&D IC), receives his award from **Mr. Madhava Das T**



Mr. Alphonse A, Sr. Construction Manager (Elec) (PT&D IC), receives his award from **Mr. Balasubramanian R**



Mr. Vaithyanathan G, Asst. Manager (Stores) (PT&D IC), receives his award from **Mr. Madhava Das T**



Mr. M. Dhamodaran, Supervisor (P&M), Divisional Corporate, receives his award from **Mr. N. Srinivasan**



Mr. Hari Narayan K, Sr. Manager (Admin), receives his award from **Mr. Afzal Hossain Khan**



Mr. Jayachandran S, Head-Corporate Centre, receives his award from **Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R, Mr. Niranjana P**



Mr. Anbu K, Sr. Foreman (Carp.) (PT&D IC), receives his award from **Mr. Balasubramanian R**



Mr. R. Thayumanaswamy, Sr. Construction Manager (Mech), Indore-UWSS, Bhopal Cluster, (WET IC), receives his award from **Mr. K. Masilamani**



Mr. NithyananthaGunasekar B, Sr. Construction Manager (Elec)(PT&D), Qatar receives his award from **Mr. Amareswara Rao T & Mr. A.Dhanapal, Head-PT&D (Qatar)**



Mr. Eleswarapu Srinivas, Business Development Manager, receives his award from **Mr. Sudhindra V Desai, Mr. Anbalagan R**



Mr. Udayabhaskar Kanuparth, DGM-Finance, receives his award from **Mr. Sudhindra V Desai, Mr. Jayaprakash P**



Mr. Narayanan S, Sr. Manager (Systems), receives his award from **Mr. Sudhindra V Desai, Mr. Sekar AL, Mr. Anbalagan R**



Mr. Santosh Sadashiv Tarare, General Foreman (Civil), receives his award from **Mr. Pradeep Khare, Project Manager**



Mr. Sanjai Kumar Gupta, Manager (P&M), receives his award from **Mr. Rama Krishna Raju MV, Project Director**



Mr. Tridib Roy, Asst. Sr. Construction Manager (Civil), receives his award from **Mr. Sandip De, Project Manager**



Mr. Dinabandhu Mondal, Supervisor (P&M), receives his award from **Mr. Afzal Hossain Khan**, **Mr. Chandran I**



Mr. Sandeep Singh, Project Manager, receives his award from **Mr. Afzal Hossain Khan**, **Mr. Chandran I**



Mr. Jadhav Ajit Balasaheb, Asst. Foreman (Mech), receives his award from **Mr. Yungmook Na**, Project Director, **Mr. Patil Sanjay Digambar**, Deputy Project Director, **Mr. Chandran I**



Mr. Prabir Kumar Bhowal, Sr. Construction Manager (Civil), IOCL, Haldia, receives his award from **Mr. Y. S. Srikanth**, Head - BMH BU



Mr. Sanjay Saha, Sr. Construction Manager (Mech), JSW Dolvi, receives his award from **Mr. T Kumaresan**



Mr. Srinivasa Narasimhan GP, Sr. Manager (Mech), EWL Kancheepuram, receives his award from **Mr. Dinesh Kumar P**



Mr. Jadhav Anirudha Manohar, Supervisor (P&M), receives his award from **Mr. Afzal Hossain Khan**



Mr. Mhatre Santosh Dharmaji, Supervisor (P&M), receives his award from **Mr. Afzal Hossain Khan**



Mr. Nirmalya Barman, JGM - Engineering, EDRC, HQ Kolkata, receives his award from **Mr. Ranjit Ghosh**, **Mr. Anupam Kumar**



Mr. Basant Kumar, Sr. Manager (P&M), CHP Tanda, receives his award from **Mr. Naciappan S**, **Mr. Y.S. Srikanth**



Mr. Sujit Kumar Barik, Sr. Construction Manager (Civil), UAIL Rayagada, receives his award from **Mr. R Suresh Kumar**



Mr. Suman Mukherjee, Sr. Construction Manager (Mech), RSP-HSM, Rourkela, receives his award from **Mr. R Suresh Kumar**



Mr. Soumadeep Das, Sr. Construction Manager (Civil), receives his award from **Mr. Sandip De**



Mr. Samir Bhattacharyya, Head - Mechanical & Utilities, EDRC, HQ Kolkata, receives his award from **Mr. Barundev Lahiri**, **Mr. Anupam Kumar**



Mr. Saroj Kumar Maity, Sr. Construction Manager (Mech), JSW Bellary, receives his award from **Mr. R Suresh Kumar**



Mr. Uttam Kumar Nandi, Manager (EHS), JSW Dolvi, receives his award from **Mr. T Kumaresan**



Mr. Soumendu Adhikary, Asst. Foreman (P&M), P&M Depo, Kansbahal, receives his award from **Mr. Naciappan S**, **Mr. Srinivas G**



Mr. Niladri Paul, Sr. Construction Manager (Civil), RSP-HSM, Rourkela, receives his award from **Mr. R Suresh Kumar**





Mr. Duraiswamy D, Assist. Foreman (P&M), P&M Depo, Kansbahal, receives his award from Mr. Naciappan S, Mr. Srinivas G



Mr. Amit Swarnkar, Head – MENA BU, receives his award from Mr. Anupam Kumar

PT&D IC



Mr. Devarajan S, Manager (Materials) (PT&D IC), receives his award from Mr. Madhava Das T



B&F IC



Mr. Sudhanshu Shekhar, Project Manager, Dept for Oman B&F Projects - B&F IC, receives his award from Mr. M.V Satish



Mr. Ponselvan N, Manager (Formworks), receives his award from Mr. Pradeep Khare

HCIC



Mr. Vipin Kumar, Project Manager, Udaipur Integrated Infrastructure Project, Jaipur Cluster (WET IC), receives his award from Mr. S. C. Satish, Head – Smart Infrastructure BU (WET IC)



Mr. Dinesh Kumar, Project Manager, Kushalgarh Water Supply Project, Jaipur Cluster (WET IC), receives his award from Mr. S. C. Satish



Mr. Rajesh Guha, Construction Manager (Mech), HPCL Vizag – ETP, Hyderabad Cluster (WET IC), receives his award from Mr. P. Muthupandian, DGM (MECH), VSP Reservoir, Hyderabad Cluster (WET IC)



Mr. Pradeep C S, Manager (Accounts), receives his award from Mr. Afzal Hossain Khan, Mr. Chandran I



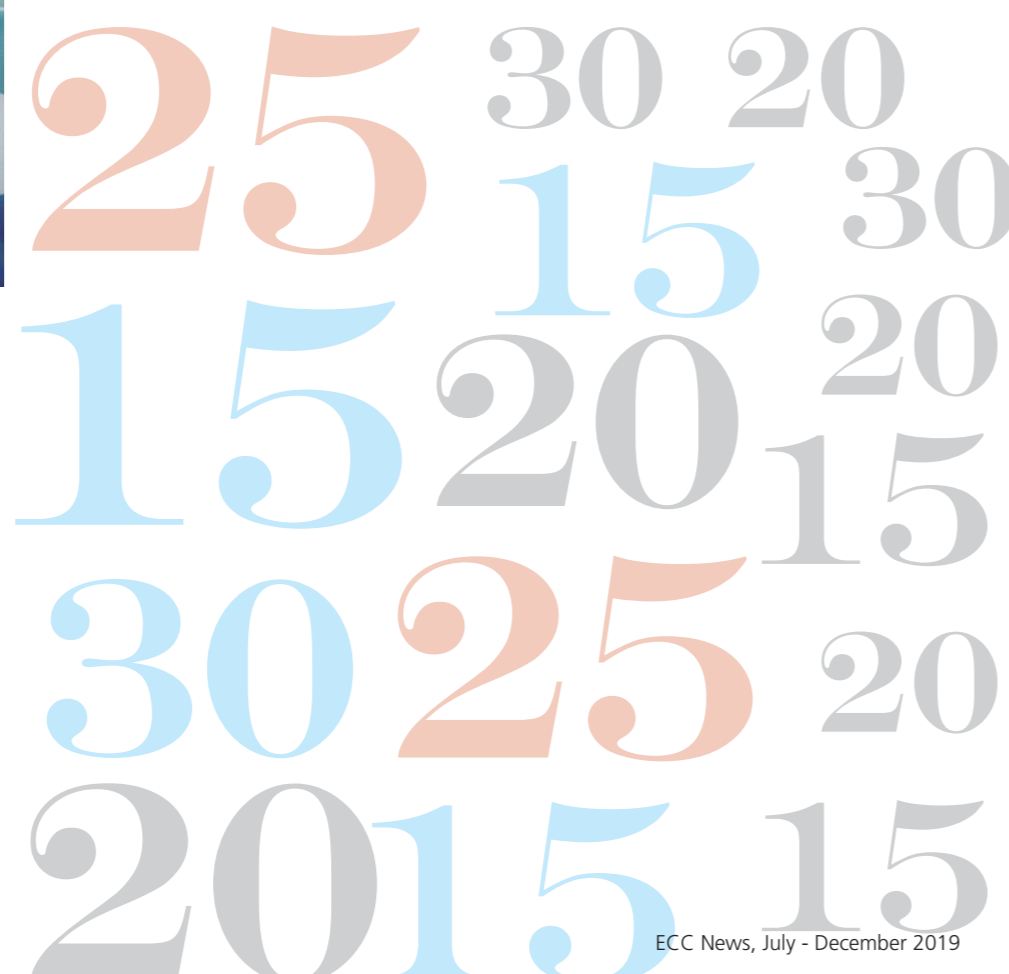
Mr. Vellaisamy P, Supervisor (Piling), receives his award from Mr. Afzal Hossain Khan, Mr. Chandran I



Mr. Raj Kumar K, DGM (Civil), receives his award from Mr. Afzal Hossain Khan, Mr. Chandran I



Mr. G. Chendhil Azhagan, Construction Manager (Mech), Project Manager, Narmada Kshipra Multipurpose Project, Indore Cluster (WET IC), receives his award from Mr. K. Masilamani



Mr. Reddy Vari Rajendrakumar K, Chief Engineering Manager (Elec), receives his award from Mr. Sudhindra V Desai, Mr. Senthilnathan K, Mr. Ananthakumar TS



Mr. Vogeti Sriramakrishna, Sr. DGM (Contracts), receives his award from Mr. Sudhindra V Desai, Mr. Ananthakumar TS



Mr. Debashis Khan, Manager (Survey), receives his award from Mr. Afzal Hossain Khan, Mr. Chandran I



Mr. Ravindra Kumar Choudhary, Construction Manager (Civil), receives his award from Mr. Srinath M, Project Director



Mr. Jeetendra Singh, Asst. Manager (Stores), receives his award from Mr. Afzal Hossain Khan, Mr. Chandran I



Mr. Gopikrishnan, Sr. Manager (Procurement), receives his award from Mr. Srinath M



Mr. MD Sabaul Haque, Asst. Manager (IR), receives his award from **Mr. Afzal Hossain Khan, Mr. Chandran I**



Mr. Kamal Singh, DGM (Civil), receives his award from **Mr. Srinath M**



Mr. Vijayakumar N, Manager (Accounts), receives his award from **Mr. Afzal Hossain Khan, Mr. Chandran I**



Mr. Koushik Chanda, Construction Manager (Elec), CHP Tanda, receives his award from **Mr. Prabir Kumar Pal**



Mr. Balaji J, Sr. Manager (Mech), EWL Kancheepuram, receives his award from **Mr. Dinesh Kumar P**



Mr. Sudipta Debnath, Manager (Mech)- QAI QC, MMH HQ, Kolkata, receives his award from **Mr. Arun Kumar Verma, Head - QAI** QC, MMH SBG



Mr. Ashok Bhiva Rajivale, Sr. Construction Manager (Civil), receives his award from **Mr. Yungmook Na, Mr. Patil Sanjay Digambar**



Mr. Sanjay Kumar Sinha, Construction Manager (Civil), receives his award from **Mr. Rama Krishna Raju MV**



Mr. Mani Sankar Chakraborty, Head - EDRC, M&M BU, Kolkata, receives his from **Mr. Anupam Kumar**



Mr. Ram Prawesh Singh, Manager (Industrial Relations), CHP Khandwa, receives his award from **Mr. Pinak Lahiri**



Mr. Saroj Kumar Midya, Construction Manager (Civil), JSW Dolvi, receives his award from **Mr. T Kumaresan**



Mr. Satyajit Gole, Foreman (Survey), CHP Tanda, receives his award from **Mr. Prabir Kumar Pal**



Mr. Bavanam Gangadhara Reddy, JGM - Designs (Mechanical), EDRC, HQ Kolkata, receives his award from **Barunde V Lahiri, Mr. Anupam Kumar**



Mr. Bimal Kanta Pradhan, Senior Construction Manager (Elec), MCL Bhubaneswari, receives his award from **Mr. Choudhury Nayanendu Prasad Padhi, Project Manager, MCL Bhubaneswari.**



Mr. Kannan B, DGM (Mech), EWL Kancheepuram, receives his award from **Mr. Dinesh Kumar P**



Mr. Rameshwar Shah, Driver, HQ, Kolkata, receives his award from **Mr. Pinak Lahiri**



Mr. Swapan Kumar Sahoo, Driver, HQ Kolkata, receives his award from **Mr. Pinak Lahiri**



Mr. Sanjib Roy, DGM - Crushing Technology, Product BU Kolkata, receives his award from **Mr. Raju Rai**



Mr. Sujit Kumar Singh, Sr. Construction Manager (Civil), HMEL Bhatinda, receives his award from **Mr. Prabir Kumar Pal**



Mr. Dhanabal S, Sr. Manager (Mech), EWL Kancheepuram, receives his award from **Mr. Dinesh Kumar P**



Mr. Jiten Dutta, Sr. Construction Manager (Mech), HMEL Bhatinda, receives his award from **Mr. Bhatta Giridhar, Manager Accounts, HMEL Bhatinda**



Mr. Md Ajmal Perwaiz, Project Manager (Mech), Abudhabi, receives his award from **Mr. Amit Swarnkar, Head - MENA BU**



Mr. Santosh Kumar AR, Construction Manager (Mech), JSW Dolvi, receives his award from **Mr. T Kumaresan**



Mr. Sriram B, DGM (Civil) (PT&D IC), receives his award from **Mr. Balasubramanian R**



Mr. Balajee NM, DGM (Elec) (PT&D IC), receives his award from **Mr. Mahajan SL, Head-Sub Station BU (PT&D IC)**



Mr. Sethu Raman B, Sr. Construction Manager (Elec) (PT&D IC), receives his award from **Mr. Rahul Sikka**



Mr. Aditya Sharma, Sr. Manager (HR) - South East Asia (PT&D IC), receives his award from **Mr. Jones Gabriel S Ponudorai, Head-Asean (PT&D IC).**



Mr. Ajaya Kumar Mahapatra, Manager (Accounts) (UAE) (PTD), receives his award from **Mr. T. Madhavadas, & Mr. A. Ravindran, EVP & Head Renewable Business.**



Mr. Debasis Choudhury, Sr. Construction Manager (Execution) (PT&D), KSA receives his award from **Mr. T. Madhava Das & Mr. Amareswara Rao T**



Mr. K Sridhar, Manager (HR), UAE, PTD, receives his award from **Mr. Srikant Srinivasan VP & Head - HR (PT&D IC)**



Mr. Prabhakar K, Manager (Elec) (PT&D IC), receives his award from **Mr. Amit R Guha, Segment Head-Optical Fibre Cabling Projects (PT&D IC)**



Mr. Mahmood Raza Khan, Asst. Manager (Stores) (PT&D IC), receives his award from **Mr. Sebastian Serafin MJ, Cluster Operations Head (Sub Station)-Mumbai Cluster (PT&D IC)**



Mr. Tendulkar Girish Babaji, Asst. Manager (Accounts), (PT&D IC), receives his award from **Mr. Aejez Anwar Mogal, Project Manager (OFC) - Package-D (PT&D IC)**



Mr. Bhadrachalam V Yugandhar, Sr. Construction Manager (Elec), Qatar,PTD receives his award from **Dr. Jens Huckfeldt, Head - Buildings & Infrastructure (GCC countries) and Mr. A Dhanapal, Head - PT&D (Qatar)**



Mr. Manoj Kumar, Manager (Accounts), UAE, PTD, receives his award from **Mr. T. Madhavadas & Mr. A. Ravindran**



Mr. P S N Murty, Manager (Accounts) (UAE) (PTD), receives his award from **Mr. T. Amareswara Rao**



Mr. Eluri Venkata Rambabu, Sr. Manager (Accounts), Bangalore Cluster (WET - IC), receives his award from **Mr. Chandrasekhar Ch, Segment Head (South & East), WASTE WATER BU (WET IC) & Mr. Sridhar VS, Cluster Head- BLCO, Water Supply & Distribution BU (WET IC)**



Mr. A. Elango, Sr. Construction Manager (Civil), Satna MVRWSS, Bhopal Cluster (WET IC), receives his award from **Mr. K. Masilamani**



Mr. Shyam Sundar Dutta, Manager (Accounts), Kundalia Irrigation Project-Left Bank, Indore Cluster (WET IC), receives his award from **Mr. K. Masilamani**



Mr. A. Venkatachalam, Project Manager (PT&D IC), KSA, receives his award from **Mr. Amareswara Rao T & Mr. Paresh Prakash Head PT&D KSA**



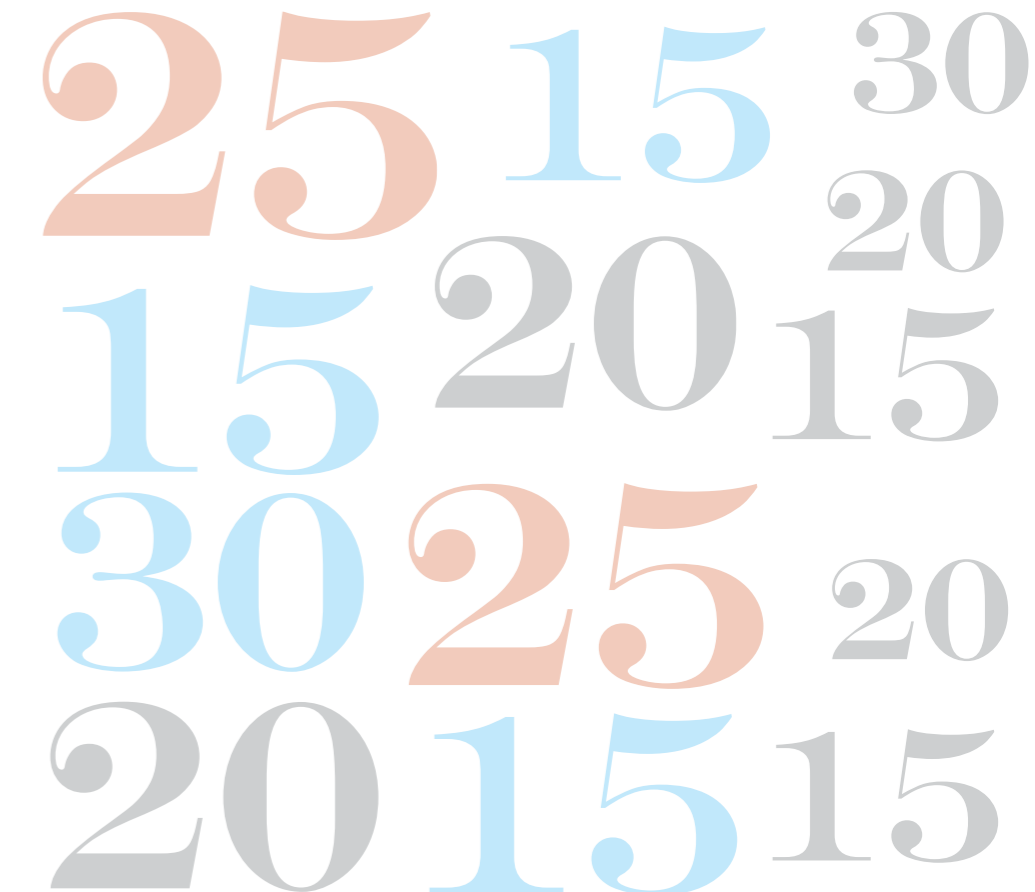
Mr. V. Muralikrishnan, Sr. Construction Manager (Mech), Kundalia Irrigation Project-Left Bank, Indore Cluster (WET IC), receives his award from **Mr. K. Masilamani**



Mr. Manas Karmakar, Construction Manager (Civil), Narmada Kshipra Multipurpose Project, Indore Cluster (WET IC), receives his award from **Mr. K. Masilamani**



Mr. Gopinath De, Sr. Construction Manager (Civil), ISP - PARWATI Phase I and II MLIS, Indore Cluster (WET IC), receives his award from **Mr. K. Masilamani**



Buildings & Factories IC



Participants of the Supervisor Development Programme held at Hotel Radisson Blu during 26th to 31st August 2019



Participants of the IOSH: Managing Safety Course held during 28th -31st August 2019

July

Hazard Identification and Risk Assessment (HIRA) for Site Staff at L&T Business Tower Project site on July 01, 2019, Participants: 15; Faculty (Int.): Mr. Umesh Chandra Swain & Mr U K Jagannathan

GET Orientation Program 2019 at HQ Chennai during Jul 3-6, 2019; Participants: 153; Faculty (Int.): Hema Chandrasekaran, N. Rama Subramanian, Kamarajan M, BALASUBRAMANIAN M, M.Venkatapoornanda Kumar, Madhu Anand, C.J.A.Davidraj, Dr. K. Sivakumar, Raveendran.J, Vishnuvardhan Gudluru, S.Lakshmi Narayanan, J.Anandan, Hariharan.J, K.P.Girish Kumar, V.Swaminathan, S.Subramanian, Rajkumar PS, Yamini S, Vijayaraghavan S, Mahalakshmi S, Jai Karthik R

Assertiveness Skills for Site Staffs at Oberoi Sky City Project site on July 06, 2019; Participants: 24; Faculty (Int.): Mr. Prabhat Kumar

Learning through Discussion: Designing Tasks for Critical Inquiry and Reflective Learning (MEP Workshop for Non-MEP) at Kolkata on July 08th, 2019; Participants: 16; Faculty (Int.): Mr. Pranab Nandy

GET DAKSHA for Newly joined GETs of CNCL, at CSTI-Kanchipuram during July 8- 20, 2019, Participants: 42, Faculty (INT): Mr. P.Sakthivel, Mr.Sakthi, Mr.Rajkumar, Mr. Jayadeep, Mr.S.Balaji, Mr.K.Muthukumar, Mr.Ravichandran, Mr.J.Raghu Raman, Ms. Umamaheswar, Mr.P.Karunakaran, Mr. N.Dharani, Mr.R.Murugan, Mr.Sasi kumar, Ms.Karkuzhali, Mr.Rajith kumar, Mr.Jhulan and Ms.Bala Saraswathi.

GET Daksha for GET staffs at Panvel on July 08-20, 2019; Participants: 47; Faculty (Int.): Mr. Pritam Patil, Mr. Nandkumar Pawar, Mr. P Balaji, Mr. Sharma Dipeshkumar Radheshyam, Mr.

Sunil Dalvi, Mr. Anupam Ghosh, Mr. Rajdeep Shukla, Mr. Rawool Ramchandra, Mr. B Alagarsamy, Mr. Dnyaneshwar Sawant, Mr. Vishal Kumar, Mr. Abraham Varkey, Mrs. Jyotsna Shrikant Joshi, Mr. Prabhune Jayant Prabhakar, Mr. U K Jagannathan, Mr. Sujoy Mitra, Mr. Ghanshyam Mhatre, Mr. Rahul Dutt, Mr. Shekhar Raut, Mr. Vinodh Kumar U

GET Daksha at CSTI Pilkhuwa on July 8-20,2019; Participants: 48, Faculty (Int.) - Mr. Pankaj Gupta, Ms. Ani Khare, Ms. Bhawna Verma, Mr. Vikrant Dagar, Md Talib, Mr. Sanjiv Sharma

Hazard Identification and Risk Assessment (HIRA) for Site Staff at L&T Business Tower Project site on July 09, 2019; Participants: 25; Faculty (Int.): Mr. Umesh Chandra Swain

Negotiation Skills Programme For Business Results at HIAL Project during July 10-11, 2019; Participants: 28; Faculty(Int.): Mr. T.K. Premkumar.

Training Program on Digitalization at L&T Tech Park on July 11, 2019; Participants: 22 ; Faculty (Int.): Ms. C Velvizhi

SWAGAT at Faridabad Office during July 11-12,2019; Participants:11, Faculty (Int.) - Dr. Sanjai Srivasatava, Mr. Obaidur Rehman, Mr. Pankaj Gupta, Ms. Ani Khare, Ms. Bhawna Verma, Mr. Vikrant Dagar, Md Talib, Mr. Sanjiv Sharma

Hazard Identification and Risk Assessment (HIRA) for Site Staff at IKEA Project site on July 12, 2019, Participants: 15; Faculty (Int.) : Mr. Umesh Chandra Swain & Mr U K Jagannathan

Corporate Etiquette/Social Sensitivities Work Shop for Tier 3 Staff at Hotel Ramada, Powai on July 13, 2019, Participants: 25; Faculty (Ext.): Ms. Shital Kakkar Mehra

EHS Risk Management Programme at HIAL Project on July 13, 2019; Participants: 20; Faculty(Int.): Mr. Appireddy Srinivasareddy.

Workshop on Permit Systems at BLCL on 16 July 2019; Participants: 12; Faculty (Int.): Mr Amitabha Chaudhuri

Hazard Identification and Risk Assessment (HIRA) for Site Staff at IKEA Project site on July 17, 2019, Participants: 10; Faculty (Int.) : Mr. Umesh Chandra Swain & Mr U K Jagannathan

Workshop on Lean Project Management at L&T Cubbon Road Office on 18 July 2019; Participants: 23; Faculty (Ext.): Mr Tony Jacob (Constask Management Solutions Pvt Ltd.)

Hazard Identification and Risk Assessment (HIRA) for Site Staff at L&T Business Tower Project site on July 20, 2019; Participants: 9; Faculty (Int.): Mr. Umesh Chandra Swain

EHS Risk Management Programme at HIAL Project on July 20, 2019; Participants: 10; Faculty(Int.): Mr. Appireddy Srinivasareddy

BIM Fundamentals Orientation Program at Chennai HQ on 22 – 24 July, 2019. Participants : 17 . Faculty : Mr. Hardik Patel

Supervisory Skills Enhancement Training programme (Foreman) Staff of CNCL, at Chennai HQ Campus during July 22 -23, 2019; Participants: 25, Faculty (INT): Mr. Rajithkumar, Mr. Kalimuthu, Ms. Vijayalakshmi, Mr. Muthukumar, Mr. Rajkumar R and Mr. Uma Maheswaran.

August

Leadership Development at AR Centre, Corner Stone on Aug 01, 2019; Participants: 24. Faculty(Int.): Mr. K Veerappan.

Programme on “EHS Risk Management” at HIAL Project on Aug 03, 2019; Participants: 14; Faculty(Int.): Mr. Appireddy Srinivasareddy

L&T Code of Conduct Programme at IICC Dwarka site on August 6,2019; Participants : 29, Faculty (Int.) - Mr. N. Ramasubramanian

DESI - Championing Camaraderie to Achieve Project Goal (Batch 1) at Ranchi on August 07, 2019; Participants: 25; Faculty (Int.): Mr. T.K. Prem Kumar

DESI - Championing Camaraderie to Achieve Project Goal (Batch 2) at Ranchi on August 08, 2019; Participants: 28; Faculty (Int.): Mr. T.K. Prem Kumar Assertiveness Skills for Site Staffs at Oberoi Maxima Project site on Aug 08, 2019;

Participants: 11; Faculty (Int.): Mr. Prabhat Kumar Overview on Digitalization at BIAL T2 on 09 Aug, 2019; Participants: 17; Faculty (Int.): Ms. Velvizhi C

Risk Management while working in Faridabad on Aug 9,2019 ; Participants : 28, Faculty (Int.) - Mr. M. Kamarajan

Programme on “EHS Risk Management” at HIAL Project on Aug 10, 2019; Participants: 10; Faculty(Int.): Mr. Appireddy Srinivasareddy

Hazard Identification and Risk Assessment (HIRA) for Site Staff at

Cost Management for Planning Engineers at Powai on July 24-25, 2019; Participants: 22; Faculty (Int.): (Int.): Mr. Swaminathan, Mr. Arun Kumar Vignesh

Global 8D Problem Solving Techniques at BLCL on 25 July 2019; Participants: 25; Faculty (Int.): Dr. Sunil Jajit

PGET/NICAMR/DET/GCT Orientation Program 2019 at HQ Chennai during Jul 25-26, 2019; Participants: 184; Faculty (Int.): Rahul M P, N.Rama Subramanian, Kamarajan M, Vivek Ranjan, K.P.Girish Kumar, Sreejith Unnikrishnan, Balaji.V, Madhu Anand, V.Swaminathan, Surya Prakash Karri, G.Sakthi Vel, BALASUBRAMANIAN M, T.Jagannath

EDRC Orientation - PGET 2019 at HQ Chennai on 29 – 31 July 2019. Participants: 58; Faculty(Int.): Mr K Veerappan, Ms. Mangala Gowri, Mr. V Gopinath, Mr. K Surya Prakash, Dr. S Rajkumar, Dr .S. Justin, Mr. Balakrishnan R, Mr. Goldwin Joseph, Mr. S Padmanthan, Mr. Manoj Gupta, Mr. Velugu Suresh, Ms. R Jeyashree, Mr. K M Karthikeyan, Mr. Hardik Patel.

‘DET DHARUN’ for newly joined DETs of CNCL, at CSTI-Kanchipuram during 29 July to 17 Aug, 2019, Participants: 46, Faculty (INT): Mr. A.S.Dhanush, Mr.Govindaraj, Mr.Rajith Kumar, Dr. SRM Sokkalingam, Mr. R. Chandrasekar, Ms. Mahalakshmi S, Mr. Rajkumar R, Mr. Sasikumar, Mr. Dilipkumar, Mr. Kalimuthu, Mr. Mahendran, Mr. V. Uma Maheswaran, Mr. Ravichandran, Mr. S.P. Muthaiyan and Mr. Gavaskar

Godrej Two Project site on

Aug 12, 2019, Participants: 12; Faculty (Int.) : Mr. Umesh Chandra Swain & Mr U K Jagannathan

Basics on Formwork Systems (Level 3)at BLCL on 14 Aug, 2019; Participants: 21; Faculty (Int.): Mr. Sumanth Kashyap

Technical Awareness in E&D Activity for Site Staff at Powai office on Aug 16, 2019, Participants: 14; Faculty (Int.) : Mr. Manikandan V & Mr. Praveen Kumar S

Assertiveness Skills for Site Staffs at Oberoi Eternia Project site on Aug 17, 2019; Participants: 27; Faculty (Int.): Mr. Prabhat Kumar

Behaviour based Safety (BBS) for Site Staffs at SOU Project site on Aug 17, 2019; Participants: 27; Faculty (Int.): Mr. M Kamarajan

IOT/Digitalization for Site Staff at Powai office on Aug 18, 2019, Participants: 18; Faculty (Int.) : Mr. Rahul Dutt & Mr. Krishna Kumar D

Digitalization – Workmen Screening Programme Site Staff at Crescent bay Project site on Aug 19, 2019, Participants: 25; Faculty (Int.) : Mr. Mr. Rahul Dutt

BIM Model Review using Autodesk Design Review at Chennai HQ on 20 Aug, 2019. Participants: 16. Faculty(Int.) – Mr. Hardik Patel

BIM Model Review using Autodesk Design Review at Chennai HQ on 21 Aug, 2019. Participants: 14. Faculty(Int.) – Mr. Hardik Patel

Hazard Identification and Risk Assessment (HIRA) for Site Staff at Nextra Data Ltd Project site on Aug 20, 2019, Participants: 11; Faculty (Int.) : Mr. Umesh Chandra Swain & Mr U K Jagannathan

Negotiation Skills for High Impact Business Results at BLCL during 20- 21 Aug, 2019; Participants: 28; Faculty (Int.): Mr. TK Premkumar, Mr Santanu Guha, Dr. Sunil Jajit

IOSH for Safety Professionals at Powai Office on 20-23 Aug, 2019, Participants: 19; Faculty (Int.) : Mr. Shailesh Patel

Negotiation Skills at HQ Chennai during Aug 21-22, 2019; Participants: 17; Faculty (Ext.) Mr. Arvind Chandhoke

Hazard Identification and Risk Assessment (HIRA) for Site Staff at Godrej Two Project site on Aug 22, 2019, Participants: 11; Faculty (Int.) : Mr. Umesh Chandra Swain

SWAGAT Induction Program at BLCL on Aug 26, 2019; Participants: 05; Faculty (Int.): Mr Amitabha Chaudhuri, Mr. Syed Nafeesuddin, Mr Gilbert Raj A, Ms. Velvizhi C, Mr. Sumath Kashyap, Ms. Sujisha Narayanan

Risk Management while working at Gomti Enclave site on Aug 26,2019; Participants : 14, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Supervisory Development Programme in Delhi during Aug 26-31,2019; Participants:29, Faculty (Int.): -Dr. Sanjai Srivasatava, Mr. Mrityunjay Kumar Jha, Mr. Obaidur Rahman, Ms. Bhawna Verma, Mr. Vikrant Dagar, Mr. Pankaj Gupta, Mr. Tara Chand Saini, Md. Talib, Mr. Anshul Solanki, Mr. Rahul Bhaskar, Mr. Madhukar Dhingra

Hazard Identification and Risk Assessment (HIRA) for Site Staff at Motera Cricket Stadium on Aug 27, 2019, Participants: 17; Faculty (Int.) : Mr. Umesh Chandra Swain

Risk Management while working at Gomti Enclave site on Aug 27,2019; Participants : 31, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Interpersonal Effectiveness for Site Staff at Powai office on Aug 27, 2019, Participants: 28; Faculty (Int.) : Ms. Mahalakshmi S

September

Mentoring & Augmenting Planning Skills Program – Module 1 at HQ – Chennai during Sep 3 – 6, 2019; Participants: 23; Faculty (Ext./ Int.): Dr. Ashwin Mahalingam, Dr. Siva Kumar, Mr. Swaminathan, Mr. Sakthivel, Mr. Hariharan J, Mr. K Anantha Narayanan , Mr. Madhu Anand, Mr. Hiremath MS, Ms. Dipthi

Behavioural Workshop ‘DESI’ for CNCL Site Staff at Toubro Hall, HQ Campus, Chennai, during Sep 4-5, 2019, Participants: 37, Faculty (INT): Mr.T.K Prem kumar.

Project Management for Execution Excellence – Module 1 at HQ – Chennai during Sep 4 – 7, 2019; Participants: 25; Faculty (Ext./Int.): Mr. Tony Jacob, Mr. Aravindan R, Mr. Reghunath KP

HR Swagat Program at Kolkata on August 27 - 28,2019; Participants: 15; Faculty Coordinator: Ms. Moumika Roy

NAVISWORK Basics Programme at Chennai HQ from 27 – 29 Aug, 2019. Participants: 22. Faculty(Int.) – Mr. Hardik Patel

Finance for Non- Finance at AR Center on 28 Aug, 2019. Participants: 44. Faculty(Int.) – Mr. K Veerappan

How to Declutter Your Mind for Office Staffs at Powai office on Aug 28, 2019, Participants: 19; Faculty (Int.) : Mr. T K Prem Kumar

Site Based Behavioural Programme for Site Staff at Piralal Aranya Project site on Aug 29, 2019, Participants: 17; Faculty (Int.) : Mr. T K Prem Kumar

Communication Skills for Site Staff at Powai office on Aug 29, 2019, Participants: 32; Faculty (Int.) : Ms. Mahalakshmi S

Cost Management & EIP Applications at Kolkata from August 29 – 30, 2019; Participants: 22, Faculty (Int.): V. Swaminathan & Arunkumar Vignesh K

Hazard Identification and Risk Assessment (HIRA) for Site Staff at Godrej Two Project site on Aug 30, 2019, Participants: 9; Faculty (Int.) : Mr. Umesh Chandra Swain

Testing & Commissioning Management Development Program – Module 1 at LDA, Lonavla during Aug 28 - 29, 2019; Participants: 25; Faculty (Int.): Mr. Robert Guzman

Programme on “IOSH: Managing Safely Certification Course” at HIAL Project during Aug 28-31, 2019; Participants: 19; Faculty(Int.): Mr. M. Kamarajan & Mr. Appireddy Srinivasareddy.

Effective Communication skill Program at MVML Pune on Aug 30,2019; Participants : 22, Faculty (Int.) - Ms. Mahalakshmi

Risk Management while working at IICC Dwarka site on Aug 31,2019; Participants : 50, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Risk Management while working at JCB Halol site on Aug 31,2019; Participants : 16, Faculty (Int.) - Mr. Shailesh Patel

Programme on “Interpersonal Skills” at HIAL Project during 6-7 Sept, 2019; Participants: 24; Faculty(Int.): Mr. T.K. Premkumar

Training programme on Finishes for CNCL staff at Hotel Red Fox, Madhapur, Hyderabad on September 7,2019 Participants: 25, Faculty (INT): Mr.CJA Davidraj and Mr. G.Sakthivel

Site Based Behavioral Training Program at Prestige Song Of The South during 11- 12 Sept , 2019; Participants: 40; Faculty (Int.): Mr. TK Premkumar

IOSH - Managing Safely Certification program (Batch:10) Module 1 to 4 at Kolkata from September 16 – 17 2019; Participants: 17, Faculty (Int.) : Mr. M. Kamarajan

Program on Time Management at BLCL on Sept 17, 2019; Participants: 24; Faculty (Int.): Dr. Sunil Jajit

Finance for Non-Finance at AR Center on 18 Sep, 2019. Participants: 33. Faculty(Int.) – Mr. K Veerappan

Program on EHS Legal Requirements & Compliance at BLCL on Sept 18, 2019; Participants: 13; Faculty (Int.): Mr. Rajkumar S

Stone Column at Guwahati on September 20, 2019; Participants: 31; Faculty (Int.): Mr. Velugu Suresh Kumar

GPTW Focused Group discussion in Faridabad on Sept 20,2019; Participants :37, Faculty (Int) - Dr. Sunil Jajit & Ms. Mahalakshmi

Waterproofing at BLCL on Sept 20, 2019; Participants: 25; Faculty (Int.): Mr. Syed Nafeesuddin

Training Program on Digitalization at Prestige Jindal City on Sept 21, 2019; Participants: 18; Faculty (Int.): Ms. C Velvizhi

Testing & Commissioning Management Development Program – Module 2 at HQ – Chennai during Sep 20 - 21 2019; Participants: 21; Faculty (Int.): Mr. Robert Guzman

Workshop on Improving Proactive EHS Performance at BLCL on Sept 20, 2019; Participants: 12; Faculty (Int.): Mr. S Lakshminarayanan & Mr M Rajesh Kumar

Quantification With NAVISWORK at Chennai on 23 – 24 Sep, 2019. Participants: 15. Faculty(Int.) – Mr. Hardik Patel

October

Waterproofing at BLCL on Oct 03, 2019; Participants: 30; Faculty (Int.): Mr. Syed Nafeesuddin

Behaviour Based Safety (BBS) for Site Staffs at Powai Office on Oct 3, 2019; Participants: 21; Faculty (Int.): Mr. T. K Prem Kumar

Behaviour Based Safety (BBS) for Site Staffs at Powai Office on Oct 4, 2019; Participants: 17; Faculty (Int.): Mr. T. K Prem Kumar

Risk Management while working at JCB Halol site on Oct 7,2019; Participants : 16, Faculty (Int.) - Mr. Shailesh Patel

Advance Interpersonal Skills Programme at HIAL Project during 10-11 Oct, 2019; Participants: 15; Faculty(Int.): Mr. T.K. Premkumar

Waterproofing at BLCL on Oct 10, 2019; Participants: 29; Faculty (Int.): Mr. Syed Nafeesuddin

Prevention of Sexual Harassment at workplace (POSH) for all staff at Minerva Project site on

12 Oct, 2019; Participants: 26; Faculty (Int.): Mr. Ghansham Mhatre
Leadership Development at AR Centre from 16 Oct, 2019. Participants : 38, Faculty (Int.) – Mr. K Veerappan.

IOSH - Managing Safely Certification program (Batch:10) Module 5 to 8 at Kolkata from October 16 - 17 2019; Participants: 16, Faculty (Int.) : Mr. M. Kamarajan

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Daksha – GATS & PGETs at AR Centre from 24 Sep – 8 Oct, 2019. Participants : 33, Faculty(Int)– Mr. Vivek Ranjan

SWAGAT for New Joinees at Powai Office on Sept 25-26, 2019, Participants: 25;

Faculty(Int.): Mr. Mr. Suneet Kumar, Mr. Patnaik Kottisa, Mr. Lokesh Chandra,

Mr. Shailesh Patel, Mr. Vinodh Kumar U, Mr. Abraham Varkey, Mr. Ghansham Mhatre

Sustaining EHS Culture & Behavior based Safety (BBS) Workshop for CNCL Project

Managers at Hotel Deccan Serai, Hyderabad on September 25, 2019, Participants: 21; Faculty (INT): Mr. M. Kamarajan

Risk Management at BLCL on Sept 25, 2019; Participants: 14; Faculty (Int.): Mr. R Rajkumar

Waterproofing at BLCL on Sept 26, 2019; Participants: 28; Faculty (Int.): Mr. Syed Nafeesuddin

Waterproofing Technique for site Staffs at LTR Powai Site on Sept 27, 2019, Participants: 13; Faculty (Int.) : Mr. Abraham Varkey

Quality Management system for Site Staff at LTR Powai Project site on Sept 27, 2019, Participants: 12; Faculty (Int.) : Mr. Abraham Varkey

Waterproofing at BLCL on Oct 17, 2019; Participants: 30; Faculty (Int.): Mr. Syed Nafeesuddin

FLS Refresher Program in Faridabad on Oct 17-18,2019; Participants :23, Faculty (Int & Ext)- Mr. Rajith Kumar, Mr. Umamaheswaran, Mr. Kesvan, Mr. Sanjiv Sharma, Mr. Ram Babu Kolli, Hilti Representative

Testing & Commissioning Management Development Program – Module 3 at HQ – Chennai during Oct 18 – 19, 2019; Participants: 17; Faculty (Int.): Mr. Robert Guzman

STEP UP (Structured Trainee’s Engagement Plan) in Faridabad on Oct 18,2019, Participant:57, Faculty (Ext) - Col H.S. Walia

Site Based Behavioral Training Program at Prestige Jindal City during 18- 19 Oct , 2019; Participants: 54; Faculty (Int.): Mr. TK Premkumar

Internal Auditor Training Programme for CNCL Staff at HQ, Chennai, during Oct 24 - 25, 2019; Participants: 20, Faculty (EXT): ARKA Advisory Services Pvt Ltd.

Technical & Behavioural Prog at TSC on 25 Oct,2019, Participant: 14, Faculty (Int) - Md. Talib Hussain

Waterproofing at BLCL on Oct 31, 2019; Participants: 15; Faculty (Int.): Mr. Syed Nafeesuddin

Risk Management at Prestige Song Of The South on Oct 31, 2019; Participants: 15; Faculty (Int.): Mr. S Rajkumar

November

Risk Management at Prestige Jindal City on Nov 02, 2019; Participants: 15; Faculty (Int.): Mr. R Vadivelu

Risk Management at LT Realty- Raintree Boulevard on Nov 02, 2019; Participants: 14; Faculty (Int.): Mr. Amitabha Chaudhuri

Mentoring & Augmenting Planning Skills Program – Module 2 at HQ – Chennai during Nov 4 – 7, 2019; Participants: 20; Faculty (Ext./ Int.): Dr. Ashwin Mahalingam, Dr. Siva Kumar, Mr. Arun Kumar, Mr. Koshy Varghese, Mr. Sakthivel, Mr. Hariharan J, Mr. K Anantha Narayanan, Mr. H Shreekantha Rao, Mr. Swaminathan, Mr. Arun Kumar V, Mr. Lakshmi Narayanan

Project Management for Execution Excellence – Module 2 at HQ – Chennai during Nov 4 – 7, 2019; Participants: 19; Faculty (Ext./ Int.): Mr. Tony Jacob, Mr. Reghunath KP, Ms. Madura Meenakshi, Mr. Raghavan D

FLS Refresher Program for CNCL staff during Nov 4 -5, 2019, Participants: 18, Faculty (INT): Mr.Balasubramanian(QA),Mr.L.S. Kannan, Mr.Jagaannath, Mr.Venkastasen Mr.Rajikumar(EHS).

Risk Management at Prestige Jindal City on Nov 05, 2019; Participants: 17; Faculty (Int.): Mr. R Vadivelu

Desi – Behavioural Programme for Site Staffs at Piramal Aranya Project site on Nov 05, 2019; Participants: 38; Faculty (Int.): Mr. T. K Prem Kumar

Know Your Payslip at AR Centre on 6 Nov, 2019. Participants : 35. Faculty(Int)– Mr. Vivek Ranjan

Risk Management at Prestige Finsbury Park on Nov 06, 2019; Participants: 12; Faculty (Int.): Mr. Amitabha Chaudhuri

Scaffold Competence Building for Formwork Staffs at Panvel on 05-08 Nov 19; Participants: 10; Faculty (Int.): Mr. Rajalingam B

Program on Waterproofing at Prestige Song Of The South on Nov 07, 2019; Participants: 17; Faculty (Int.): Mr. Syed Nafeesuddin

Risk Management for Site Staffs at Oberoi Sky City Project site on 07-Nov-19; Participants: 31; Faculty (Int.): Mr. Shailesh Patel

Digitilization for Office at Powai Office on 08-Nov-19; Participants: 09; Faculty (Int.): Mr. Sarvesh Kodollikar

Risk Management at Adora De Goa on Nov 09, 2019; Participants: 19; Faculty (Int.): Mr. S Lakshminarayanan & Mr M Rajesh Kumar

Competence Building Workshop (PMA) for CNCL Staff on 10 Nov, 2019, Participants: 10, Faculty (INT): Mr.Nagaraja Kumar-CTEA.

Risk Management while working at CAPFIMS site on Nov 12,2019 ; Participants : 24, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Risk Management while working at IGH Dwarka site on Nov 12,2019 ; Participants : 30, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

T3 at Kendriya Karyalaya site on Nov 12,2019 ; Participants : 16, Faculty (Int.) - Mr. Piyush Upreti

Risk Management while working at IICC Dwarka site on Nov 12,2019 ; Participants : 21, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

EIP - Planning Module - Exclusively for ACCF at Guwahati from November 12 - 13 2019; Participants: 11; Faculty (Int.): Mr. V. Swaminathan & Mr. Arvind P Sardeshpande

Program on Waterproofing at Wipro IT SEZ on Nov 12, 2019; Participants: 35; Faculty (Int.): Mr. Syed Nafeesuddin

Get Your Mojjo Back at IICC Dwarka site on Nov 13,2019; Participants : 44, Faculty (Ext) - Col H.S. Walia

L&T Code of Conduct Programme at IGH Dwarka site on November 13,2019; Participants : 28, Faculty (Int.) - Mr. Sujit Kumar Mishra

Risk Management at L&T Techpark on Nov 13, 2019; Participants: 19; Faculty (Int.): Mr. R Rajkumar

Bulk Material Wastage Reduction Initiative Implementation - Exclusively for ACCF Projects at Guwahati at on November 14 2019; Participants: 11; Faculty (Int.): Mr. Swaminathan V & Sardeshpande Arvind P

Risk Management for Site Staffs at Oberoi Sky City Project site on 14-Nov-19; Participants: 31; Faculty (Int.): Mr. Shailesh Patel

Risk Management while working at DLF Cyber Park site on Nov 14,2019 ; Participants : 21, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Program on New Technologies in SCC at Prestige Song Of The South on Nov 14, 2019; Participants: 10; Faculty (Int.): Mr. Syed Nafeesuddin

EIP Store Module - Exclusively for ACCF at Guwahati from November 15 2019; Participants: 11; Faculty (Int.): Mr. V. Swaminathan & Mr. Arvind P Sardeshpande

Risk Management while working at CAPFIMS site on Nov 15,2019 ; Participants : 36, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Risk Management while working at I G Bhawan site on Nov 15,2019 ; Participants : 12, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Program on Waterproofing at Prestige Jindal City on Nov 15, 2019; Participants: 43; Faculty (Int.): Mr. Syed Nafeesuddin

NAVISWORK Basics Programme at Chennai on 15 – 16 Nov, 2019. Participants: 14. Faculty(Int.) – Mr. Hardik Patel

HVAC Training - Module 1/6-Cooling Load Calculation at Chennai on 16 Nov, 2019. Participants : 11. Faculty(Int.) – Mr. Magesh Kumar J

HVAC Training - Module 2/6- Cooling Load Calculation at AR Centre, Corner Stone on 16 Nov, 2019. Participants : 12. Faculty(Int.) – Mr. Magesh Kumar J

Risk Management while working at CAPFIMS site on Nov 16,2019 ; Participants : 32, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

HOW SHE RISES (workshop for Female Staffs) in Faridabad on Nov 16,2019; Participants : 28, Faculty (Ext) - Ms. Tarveen

Risk Management at L&T Realty - Raintree Boulevard on Nov 16, 2019; Participants: 07; Faculty (Int.): Mr. Amitabha Chaudhuri

Program on Waterproofing at Prestige Song Of The South on Nov 16, 2019; Participants: 21; Faculty (Ext.): M/s. Fosroc

Risk Management at Prestige Jindal City on Nov 16, 2019; Participants: 11; Faculty (Int.): Mr. R Vadivelu

Safety program for CNCL Staff at Chennai HQ on 16 Nov, 2019, Participants: 36, Faculty (INT): Mr.M.Kamarajan.

SWAGAT for New Joinees at Powai Office on Nov 18-19, 2019, Participants: 14; Faculty (Int.) : Mr. Suneet Kumar, Mr. Patnaik Kottisa, Ms. Aishwarya Mishra, Mr. Umesh Chandra Swain, Mr. Kalaimani, Mr. Abraham Varkey

Corrosion Protection for RCC & Steel Structure for site Staffs at Powai Office on 18 Nov, 2019; Faculty (Int.): Mr. Shashank Bhat.

Desi – Behavioural Programme for Site Staffs at Oberoi Eternia Project site on Nov 19, 2019; Participants: 15; Faculty (Int.): Mr. T. K Prem Kumar

Desi – Behavioural Programme for Site Staffs at Oberoi Eternia Project site on Nov 20, 2019; Participants: 15; Faculty (Int.): Mr. T. K Prem Kumar

Desi – Behavioural Programme for Site Staffs at Piramal Aranya Project site on Nov 21, 2019; Participants: 15; Faculty (Int.): Mr. T. K Prem Kumar

High Rise Concrete Pumping & Concrete Technologies for Site Staffs at Powai Office on

Nov 20, 2019; Participants: 15; Faculty (Int.): Mr. Azhar Sheikh

Goal Setting workshop for Project Managers in Faridabad on Nov 20,2019; Participants :15, Faculty (Int) - Mr. J. Kabilan

Programme on “EHS Risk Management” at HIAL Project on Nov 20, 2019; Participants: 18; Faculty(Int.): Mr. Appireddy Srinivasareddy

High Rise Concrete Pumping & Concrete Technologies for Site Staffs at Powai Office on Nov 20, 2019; Participants: 15; Faculty (Int.): Mr. Azhar Sheikh

Desi – Behavioural Programme for Site Staffs at Piramal Aranya Project site on Nov 21, 2019; Participants: 15; Faculty (Int.): Mr. T. K Prem Kumar

EHS - Risk Management at Kolkata from November 22, 2019; Participants: 14; Faculty (Int.): Mr. Sujit Saha

Desi – Behavioural Programme for Site Staffs at Oberoi Eternia Project site on Nov 22, 2019; Participants: 19; Faculty (Int.): Mr. T. K Prem Kumar

Design Aspects in Highrise Buildings for Site Staffs at Crescent bay

Project site on Nov 22, 2019; Participants: 20; Faculty (Int.): Mr. Abhishek Saxena

ISO Audits for Site Staffs at Powai Office on Nov 22, 2019; Participants: 20; Faculty (Int.): Mr. Abraham Varkey

MEP Services – Behavioural Programme for Site Staffs at Crescent Bay Project site on Nov 23, 2019; Participants: 23; Faculty (Int.): Mr. Mr. Arbind Kumar Sah

Workshop on Lean Construction at HIAL Project on Nov 23, 2019; Participants: 24; Faculty(Int.): Dr. K. M. Nanthan

Risk Management while working at LDA Kabir Nagar , Para site on Nov 24,2019 ; Participants : 19, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Training programme on Concrete Pumps and Batching Plants for P&M Staff of CNCL Sites at s Chennai, during Nov 25- 26 Nov, 2019, Participants: 18, Faculty (EXT): Mr.Srinivasan M from Schwing Stetter India P Ltd.

Program on Waterproofing at L&T Tech Park on Nov 26, 2019; Participants: 21; Faculty (Ext.): M/s. Fosroc

Digitilization for Site Staffs at CIDCO Project site on Nov 26, 2019; Participants: 25; Faculty (Int.): Mr. Sarvesh Kodollikar

Welding for Site Staffs at Crescent Bay Project site on Nov 27, 2019; Participants: 22; Faculty (Int.): Mr. Sateesh Chand K N V

Program on Waterproofing at Prestige Finsbury Park on Nov 27, 2019; Participants: 11; Faculty (Int.): Mr. Syed Nafeesuddin

PoSH Workshop in Lucknow on Nov 27,2019; Participants: 63; Faculty (Ext) - Ms. Nivedita Puggal

CSWIP 3.0 Visual Welding Inspector Level – 1 program at HQ – Chennai during Nov 27 – 29, 2019; Participants: 32; Faculty (Ext.): Mr. Ravi, Mr. Santosh

ATL PHYGITAL -Delegation – The Clever Way at EDRC Chennai on 27 Nov, 2019. Participants: 18. Faculty(Int)– Mr. Vivek Ranjan

ATL PHYGITAL - Understanding Innovation at EDRC Chennai on 27 Nov, 2019. Participants: 21. Faculty(Int)– Mr. Vivek Ranjan

ATL PHYGITAL - Strategic Thinking at EDRC Chennai on 28 Nov, 2019. Participants: 17. Faculty(Int) – Mr. Vivek Ranjan

ATL PHYGITAL - CONTINUOUS LEARNING at EDRC Chennai on 28 Nov, 2019. Participants: 22. Faculty(Int)– Mr. Vivek Ranjan

Programme on “Team Building Workshop” at HIAL Project on Nov 28, 2019; Participants: 43; Faculty(Int.): Mr. T.K. Premkumar

Goal Setting workshop for Project Managers in Lucknow on Nov 28,2019; Participants :11, Faculty (Int) - Mr. Prabhat Kumar

HVAC Training - Module 3/6-Cooling Load Calculation at EDRC Chennai, on 29 Nov, 2019. Participants: 18. Faculty(Int) – Mr. Magesh Kumar J

ATL PHYGITAL -Decision Making at EDRC Chennai on 29 Nov, 2019. Participants: 17. Faculty(Int)- Mr. Vivek Ranjan

Testing & Commissioning Management Development Program – Module 4 at HQ – Chennai during Nov 29 – 30, 2019; Participants: 18; Faculty (Int.): Mr. Robert Guzman

New Updates and latest developments Program for Site Accountants at Chennai during Nov 27- 28 2019, Participants: 23, Faculty (INT): Mr.Upendran, Mr.Raj Kumar, Mr.Grish Babu B, Mr.Vikash Chitalangia, Mr.S.V.Venkataraman, Mr.Vignesh.M, Mr.Kavindran and Mr.K.Kannan.

EDGE (Employee Development for Growth & Excellence) in Faridabad on Nov 29-30,2019, Participants : 29, Faculty (Ext) - Col Suman Khare & Col Kataria

December

Environment, Health & Safety – Professional Development Program – Module 1 at HQ- Chennai during Dec 2 – 4, 2019; Participants: 20; Faculty (Ext./Int.): Mr. Kamarajan / Mr. Kumar

Training Program for Account staff in Faridabad on Dec 3-4,2019; Participants : 21, Faculty (Int)- Mr. K Ramakarishnan; Mr. Rajkumar, Mr. A.M. Balaji, Mr. Vikas Chitalangia,Mr. Deep Shekar Roy,Mr. Vignesh, Mr. Anshul Solanki,Mr. M.V.Ravishankar, Mr. Sujit Kumar Mishra,Mr. Kannan,Mr. S. Rajagopalan

Refresher and latest Technology Developments (FAA Function) CNCL Site IR Staff at Chennai during Dec 4-5 Dec, 2019, Participants: 22, Faculty (INT): Mr.Rama Subramanian N, Mr.Sudhakar Prabhu, Mr.Upendran and Mr.Rajikumar P.S.

Programme on “EHS Risk Management” at HIAL Project on Dec 05, 2019; Participants: 11; Faculty(Int.): Mr. Appireddy Srinivasareddy

Finishes Specialist Development Program – Module 1 at HQ – Chennai during Dec 5 – 7, 2019; Participants: 34; Faculty (Ext./Int.): Mr. CJA Davidraj, Mr. Thiyagarajan, Ms. Jyotsna Joshi,

Mr. Hardik Patel, Mr. RShankar Narayanan, Mr. Rajan Venkateswaran, Mr. Krishnan K Dilip, Mr. Vivek, Mr. Selvam Ramanathan, Mr.Ganesh, Mr. Prabhu

RACON 2019 (Refrigerating & Air Conditioning Conference) at Kolkata from December 07- 08 ; 2019; Participants: 03 Faculty (Ext.): ISHRAE, Kolkata Chapter

SWAGAT at Faridabad Office during Dec 11-12,2019; Participants:7, Faculty (Int.) - Dr. Sanjai Srivasatava, Mr. Obaidur Rehman , Mr. Pankaj Gupta, Ms. Ani Khare, Ms. Bhawna Verma, Mr. Vikrant Dagar, Md Talib, Mr. Sanjiv Sharma

Refresher and latest Technology Developments for IR staff in CNCL Chennai during Dec 12- 13 Dec, 2019, Participants: 20, Faculty (INT): Mr.Rama Subramanian N, Mr.B.Palanivel, Mr.Hairprasath, Mr.Upendran, Mr.Rajikumar P.S. and Mr.Bhim Roa S.

MEP Refresher Training in Faridabad on Nov 30,2019, Participants : 36, Faculty (Int) - Mr. Pankaj Gupta

Programme on “EHS Risk Management” at HIAL Project on Nov 30, 2019; Participants: 12; Faculty(Int.): Mr. Appireddy Srinivasareddy

Risk Management while working at IICC Dwarka site on Nov 30,2019 ; Participants : 16, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Facade for Site Staffs at Crescent Bay Project site on Nov 30, 2019; Participants: 19; Faculty (Int.): Mr. Sateesh Chand K N V

Program on Behavior Based Safety at BIAL T2 on Nov 30, 2019; Participants: 35; Faculty (Int.): Mr. M Kamarajan

Training Program for IR staff in Faridabad on Dec 12-13,2019; Participants : 11, Faculty (Int)- Dr. Sanjai Srivastava, Mr. M.L. Verma, B K Mishra, Rajkumar, Mr. Govindaraju

Conflict Management workshop for Raheja Site staffs on December 16, 2019, Participants: 15, Faculty (INT): Mr.T.K Prem kumar.

Conflict Management workshop for Raheja Site Staff on December 17, 2019, Participants: 20, Faculty (INT): Mr.T.K Prem kumar.

NAVIS WORK – BASICS FOR ENIGEERS & ARCHITECTS at EDRC Chennai on 18 Dec, 2019. Participants : 9. Faculty(Int) – Mr. Hardik Patel.

SWAGAT’ Orientation Programme for CNCL staff at Hyderabad Dec 18 -19 Dec, 2019, Participants: 11, Faculty (INT): Mr. Ravi R, Mr. Souvik Saha, Ms. Kowsalya TS, Mr. Mure Jayadeep, Mr. Ramanakumar, Mr. Aitha Sathish Kumar, Mr. Gaddam Madhava Kumar, Mr. Balaji P, Mr. Agasteyas Isaac

ATL PHYGITAL – Critical Thinking at EDRC Chennai on 19 Dec, 2019; Participants : 13; Faculty(Int)- Mr. Vivek Ranjan

ATL PHYGITAL – Result Orientation at EDRC Chennai on 20 Dec, 2019. Participants : 16; Faculty(Int)- Mr. Vivek Ranjan

ATL PHYGITAL – Problem Solving at EDRC Chennai on 20 Dec, 2019. Participants : 15; Faculty(Int)- Mr. Vivek Ranjan

EHS – Competency Building Work shop for EHS Professionals at Powai Office on Dec 20, 2019; Participants: 18; Faculty (Int.): Mr. M. Kamarajan

Testing & Commissioning Management Development Program – Module 5 at HQ – Chennai during Dec 20 – 21, 2019; Participants: 16; Faculty (Int.): Mr. Robert Guzman

EHS – Leadership Work shop for EHS Professionals at Powai Office on Dec 21, 2019; Participants: 12; Faculty (Int.): Mr. M. Kamarajan

EIP, ACE JCR Prog in Faridabad on Dec 21,2019; Participants -12, Faculty (Int) - Madhukar Dhingra

Programme on “EHS Risk Management” at HIAL Project on Dec 21, 2019; Participants: 17; Faculty(Int.): Mr. Appireddy Srinivasareddy

Programme on “Competence Building Workshop from EHS Professionals” at HIAL Project on Dec 26, 2019; Participants: 20; Faculty(Int.): Mr. M. Kamarajan

EIP Enhancement & Digitalization at BLCL on Dec 26, 2019; Participants: 17; Faculty (Int.): Ms. C. Velvizhi

‘SWAGAT’ Orientation Programme for New joinees Staff at CNCL at during Dec 26 - 27, 2019, Participants: 11, Faculty (INT): Dr.K.M.Nanthan, Mr.V. Swaminathan, Mr.P.Ravichandran,

Mr.Muthaiah, Mr.Rajkumar, Mr.Purushothaman and Mr. Agasteyas Isaac-HR.

Programme on “NEBOSH Introduction to Incident Investigation Management Certification Course” at HIAL Project on Dec 27, 2019; Participants: 20; Faculty(Int.): Mr. M. Kamarajan

Risk Management while working at AIIMS Gorakhpur site on Dec 30,2019 ; Participants : 58, Faculty (Int.) - Dr. Sanjai Kumar Srivastava

Heavy Civil Infrastructure IC



July

3-Day In-house Program on EAGLE during 2-4 Jul,2019 at Chennai. Participants: 26, Faculty: Jayapriya.

2-Day In-house Program on Integrated water management Training on 4 & 5 Jul, 2019 at Chennai. Participants: 2, Faculty: External Faculty.

Four Batches of Team Building Programme held in-house in Medigadda Barrage Project site on 09, 10,11,12 July 2019 with 77 participants. Faculty Benny Theodore.

2-Day In-house Program on Instrumentation and Monitoring Workshop on 9 & 10 Jul, 2019 at Chennai HQ. Participants: 21, Faculty: External Faculty.

Two batches of 1-Day In-house Program on Formwork Training on 10 & 11 July, 2019 at KKNPP Main Plant. Participants: 31, Faculty: U S Prabakaran

3-Day In-house Program on ISO Internal Auditor during 11-13 Jul,2019 at Chennai. Participants: 1, Faculty: External Faculty.

August

2-Day In-house Program on Unlimited Success on 05 & 06 Aug, 2019 at Chennai HQ. Participants: 27, Faculty Jayapriya.

8-Days In-house Program on Certification programme for TBM Professional (CTP) during 05-12 Aug, 2019 at TEA Kanchipuram. Participants: 14, Faculty: Russel Brown.

1-Day In-house Program on Rebar and Bar Bending Schedule Preparation on 07 Aug, 2019 at kachchidargah. Participants: 52, Faculty: Mr. Satheesh Kumar Martha.

3-Day In-house Program on Executive Presence Programme during 8-10 Aug, 2019 at Mumbai. Participants: 20, Faculty: Sunila Uday Sahasrabudhe.

2-Day In-house Program on Drive for Result on 17 & 18 July, 2019 at Chennai HQ. Participants: 16, Faculty: Baibhav Prasad.

2-Day In-house Program on Asset Management on 23 & 24 Jul, 2019 at Chennai HQ. Participants: 16, Faculty: External Faculty.

2-Day In-house Program on BBs Train the Trainer on 23 & 24 Jul, 2019 at Mumbai. Participants: 18, Faculty: David Richard Burton.

3-Day In-house Program on EAGLE during 24-26 Jul,2019 at Chennai. Participants: 27, Faculty: Jayapriya.

4-Day In-house Program on IOSH - Managing Safely Training Programme during 29 Jul-1 Aug,2019 at Chennai HQ. Participants: 41, Faculty: Sudharsan.

5-Day In-house Program on EDRC Training Programme during 29 Jul-2 Aug,2019 at Chennai. Participants: 15, Faculty: Internal Multiple faculty.

1-Day In-house Program on Techniques of Foundation on 13 Aug, 2019 at kachichidargah. Participants: 19, Faculty: MA Ashok.

2-Day In-house Program on Unlimited Success on 13 & 14 Aug, 2019 at Chennai HQ. Participants: 26, Faculty: Jayapriya.

2-Day In-house Program on Communication Skills on 13 & 14 Aug, 2019 at Chennai HQ. Participants: 18, Faculty: Benny Theodore.

4-Day In-house Program on Scaffold Competence Training during 15-18 Aug, 2019 at HTS Project Site. Participants: 23, Faculty: K Balamurugan & Senthil Kumar.

2-Day In-house Program on Presentation Skills on 16 & 17 Aug, 2019 at Chennai HQ. Participants: 8, Faculty: Benny Theodore.

4-Day In-house Program on Scaffold Competence & Inspection Training during 19-22 Aug, 2019 at CSTI Jadcherla. Participants: 21, Faculty: Prajeesh Kumar & Sudharsan.

4-Day In-house Program on Marine Fitter Orientation during 19-22 Aug, 2019 at Chennai HQ. Participants: 20, Faculty: Internal Multiple Faculty.

3-Day In-house Program on EAGLE during 20-22 Aug, 2019 at Chennai. Participants: 33, Faculty: Jayapriya.

September

3-Day In-house Program on TILOS Batch 1 during 02 to 04 Sep, 2019 at Delhi. Participants: 10, Faculty: External Faculty.

4-Day In-house Program on Unlimited Success during 02 to 05 Sep, 2019 at Chennai HQ. Participants: 22, Faculty: Jayapriya.

1-Day In-house Program on Executive Presence and Presentation skills on 04 Sep, 2019 at Chennai HQ. Participants: 8, Faculty: Benny Theodore.

2-Day In-house Program on ISO Internal Auditor 9001:2015 on 04 & 05 Sep, 2019 at Mumbai. Participants: 18, Faculty: External Faculty.

4-Day In-house Program on IIM - Kolkata Supply Chain Management Programme during 4-7 Sep, 2019 at IIM - Kolkata. Participants: 20, Faculty: External Faculty.

2-Day In-house Program on Piling -on 5 & 6 Sep, 2019 at Mumbai Coastal Pkg 01 Project, Participants: 24, Faculty: M.A Ashok.

2-Day In-house Program on TILOS Batch 1 on 10 & 11 Sep, 2019 at Mumbai. Participants: 12, Faculty: External Faculty.

4-Day In-house Program on IOSH Managing Safely during 10-13 Sep, 2019 at Mumbai. Participants: 19, Faculty: Sudharsan R.

1-Day In-house Program on ISO 30405: 2016 on 11 Sep, 2019 at Chennai. Participants: 16, Faculty: External Faculty.

2-Day In-house Program on TILOS Batch 3 on 12 & 13 Sep, 2019 at Mumbai. Participants: 15, Faculty: External Faculty.

6-Day In-house Program on Supervisor Development Program during 16-21 Sep, 2019 at Delhi. Participants: 15, Faculty: Internal Multiple Faculty.

October

3-Day In-house Program on ANSYS - CIVIL - during 03rd to 05th Oct, 2019 and second module on 09th to 11th Oct at Chennai HQ. Participants: 14, Faculty: Thirupathy(External)

3-Day In-house Program on Basics of Project Management during 03rd to 05th Oct, 2019 at Chennai HQ. Participants: 18, Faculty: Reghunath

2-Day In-house Program on Drive for Results on 21 & 22 Aug, 2019 at Chennai HQ. Participants: 16, Faculty: Baibhav Prasad & Benny Theodore.

1-Day In-house Program on Quality Control and Quality Assurance in all Execution Work on 26 Aug, 2019 at WDFC 15A, Damanganga Site. Participants: 16, Faculty: Mr. Shubhank V V.

2-Day In-house Program on Mentor Development Program on 28 & 29 Aug, 2019 at Chennai HQ. Participants: 17, Faculty: Dr.Pallab.

2-Day In-house Program on Unlimited Success on 28 & 29 Aug, 2019 at Chennai HQ. Participants: 28, Faculty: Jayapriya.

Two batches of 1-Day In-house Program on Rebar & BBS Training Program on 18 & 19 Sep, 2019 at CTP 3R,Ahmedabad Project. Participants: 43, Faculty: Martha Satheesh Kumar.

2-Day In-house Program on Finance for Non Finance on 18 & 19 Sep, 2019 at Mumbai. Participants: 22, Faculty: Dr Girish Jakhotia.

3-Day In-house Program on EAGLE during 18-20 Sep, 2019 at Ahmedabad. Participants: 21, Faculty: Jayapriya.

2-Day In-house Program on Executive Presence and Presentation Skills on 24 & 25 Sep, 2019 at Chennai HQ. Participants: 15, Faculty: Benny Theodore.

4-Day In-house Program on IOSH Managing Safely during 25-28 Sep, 2019 at KKNP 3/4 Main Plant Project. Participants: 20, Faculty: Ashok Kumar Prasad.

Two batches of One-Day In-house Program on Piling & sheet piling on 26 & 27 Sep, 2019 at Cochi Dry Dock Project site. Participants: 31, Faculty: M.A Ashok.

2-Day In-house Program on HR OBL on 26 & 27 Sep, 2019 at Chennai. Participants: 23, Faculty: External Faculty.

1-Day In-house Program on Formwork activities on 29 Sep, 2019 at CTP 3R, Ahmedabad project. Participants: 12, Faculty: Prabakaran

4-Day In-house Program on IOSH Managing Safely during 26-29 Sep, 2019 at Mumbai. Participants: 19, Faculty: Sudharsan R.

Three batches of One-Day In-house Program on Communication and Presentation Skills on 10,11 & 12th Oct, 2019 at Cochin. Participants: 40, Faculty: Benny Theodore.

2-Day In-house Program on Drive for Results on 10 & 11 Oct, 2019 at Chennai HQ. Participants: 19, Faculty: Baibhav Prasad.

3-Day In-house Program on Basics of Project Management during 10-12 Oct, 2019 at MTHL PKG 1. Participants: 17, Faculty: Tony Jacob.

1-Day In-house Program on Midas Training Program -Module 01 on 12 Oct, 2019 at Mumbai. Participants: 23, Faculty: Sri Rama Krishna.

3-Day In-house Program on Basics of Project Management during 14th -16th Oct, 2019 at Vizag. Participants: 21, Faculty: Tony Jacob.

6-Day In-house Program on Supervisor Development Program during 14-19 Oct, 2019 at Chennai HQ. Participants: 18, Faculty: Multiple Faculty.

6-Day In-house Program on Supervisor Development Program during 14-19 Oct, 2019 at Mumbai. Participants: 27, Faculty: Multiple Faculty.

2-Day In-house Program on Mentor Development Program on 15 & 16 Oct, 2019 at Mumbai. Participants: 21, Faculty: Dr. Pallab.

4-Day In-house Program on IOSH Managing Safely during 15-18 Oct, 2019 at VIH Project Site. Participants: 14, Faculty: Sudharsan.

4-Day In-house Program on Scaffold Competent Training during 15-18 Oct, 2019 at HTS Project Site. Participants: 23, Faculties: K Balamurugan & Senthil Kumar.

November

1-Day In-house Program on Midas Training Program Module 03 on 02nd Nov, 2019 at Mumbai. Participants: 24, Faculty: Sri Rama Krishna.

3-Day In-house Program on EAGLE during 04 to 06 Nov, 2019 at Chennai HQ. Participants: 31, Faculty: Jayapriya.

4-Day In-house Program on Tunnel Safety Train the Trainer during 04-07 Nov, 2019 at TEA Kanchipuram. Participants: 13, Faculty: External Faculty.

1-Day In-house Program on Basics of Construction Skills on 07 Nov, 2019 at WDFCC-15 B, Ankleshwar. Participants: 18, Faculty: Martha Satheesh Kumar.

2-Day In-house Program on STEP UP on 07 & 08 Nov, 2019 at Mumbai. Participants: 25, Faculty: External Faculty.

1-Day In-house Program on ISO 9001:2015 QMS on 09 Nov, 2019 at Vishakhapatnam. Participants: 18, Faculty: External Faculty.

2-Day In-house Program on Unlimited Success on 12 & 13 Nov, 2019 at Vishakapatnam. Participants: 21, Faculty: Jayapriya.

3-Day In-house Program on Basics of Project Management during 12-14 Nov, 2019 at Kudankulam. Participants: 14, Faculty: Tony

1-Day In-house Program on The Winning Edge on 17 Oct, 2019 at Chennai HQ. Participants: 25, Faculty: External Faculty.

3-Day In-house Program on ANSYS - Mech Module 01 during 17-19 Oct, 2019 and Second module on 24th & 25th Oct at Chennai HQ. Participants: 10, Faculty: Thirupathy (External)

1-Day In-house Program on Midas Training Program Module 02 on 19 Oct, 2019 at Mumbai. Participants: 23, Faculty: Sri Rama Krishna.

4-Day In-house Program on IOSH Managing Safely during 21-24 Oct, 2019 at Iswar Gupta Project, Kolkata. Participants: 21, Faculty: Sudharsan.

6-Day In-house Program on Certification programme for TBM Professional (CTP) during 21-26 Oct, 2019 at TEA Kanchipuram. Participants: 19, Faculty: Russel Robert Brown & External Faculty.

3-Day In-house Program on EAGLE during 22-24 Oct, 2019 at Faridabad. Participants: 23, Faculty: Jayapriya.

2-Day In-house Program on Finance for Non Finance on 24 & 25 Oct, 2019 at Chennai HQ. Participants: 22, Faculty: Dr Girish Jakhotiya.

2-Day In-house Program on Drive for Results on 29 & 30 Oct, 2019 at Chennai HQ. Participants: 21, Faculty: Baibhav Prasad.

2-Day In-house Program on Unlimited Success on 30 & 31 Oct, 2019 at Vizag. Participants: 26, Faculty: Jayapriya.

Jacob.

2-Day In-house Program on Drive for Results on 13 & 14 Nov, 2019 at Mumbai. Participants: 17, Faculty: Benny Theodore.

4-Day In-house Program on PRIMAVERA during 13-16 Nov, 2019 at Vizag. Participants: 12, Faculty: Srinivasan.

Two batches of One-Day In-house Program on Basics of Construction skills on 15 & 16 Nov, 2019 at FRFCF Kalpakkam. Participants: 33, Faculty: Martha Satheesh Kumar.

1-Day In-house Program on Awareness Program on ISO 9001: 2015 QMS on 16 Nov, 2019 at Vizag. Participants: 16, Faculty: External Faculty.

13-Day In-house Program on NEBOSH during 18-30 Nov, 2019 at LDA Lonavla. Participants: 12, Faculty: Multiple Faculty.

Three batches of one Day In-house Program on Basics Of Construction Skills on 20,21 & 22 Nov, 2019 at Mumbai Metro Participants: 71, Faculty: Martha Satheesh Kumar.

1-Day In-house Program on Feedback and Performance Dialogue on 20 Nov, 2019 at Chennai HQ. Participants: 27, Faculty: External Faculty.

3-Day In-house Program on Basics of Project Management during 20-22 Nov, 2019 at Mumbai. Participants: 31, Faculty: Tony Jacob.

3-Day In-house Program on EHS internal Auditor Training during 25-27 Nov, 2019 at Delhi. Participants: 19, Faculty: Suresh Ramachandran.

6-Day In-house Program on Certification programme for TBM Professional (CTP) during 25-30 Nov, 2019 at TEA Kanchipuram. Participants: 17, Faculty: Russel Robert Brown & External Faculty.

3-Day In-house Program on EAGLE during 26-28 Nov, 2019 at Chennai. Participants: 30, Faculty: Jayapriya.

December

1-Day In-house Program on WO Management & Sub Contractor Billing on 03 Dec, 2019 at MTHL PKG 1. Participants: 23, Faculty: External Faculty.

4-Day In-house Program on IOSH Managing Safely during 03 to 06 Dec, 2019 at AHMEDABAD. Participants: 17, Faculty: External Faculty.

5-Day In-house Program on Lead Auditor-ISO 45001 during 3-7 Dec, 2019 at Chennai HQ. Participants: 17, Faculty: External Faculty.

1-Day In-house Program on New Joiners Orientation on 04 Dec, 2019 at MTHL PKG 1. Participants: 8, Faculty: Internal Faculty.

1-Day In-house Program on Awareness Program on ISO 9001: 2015 QMS on 07 Dec, 2019 at Vizag. Participants: 26, Faculty: External Faculty.

1-Day In-house Program on Leadership Excellence Workshop on 10 Dec, 2019 at Cochin. Participants: 17, Faculty: External Faculty.

3-Day In-house Program on EAGLE during 10-12 Dec, 2019 at Mumbai. Participants: 25, Faculty: Jayapriya.

1-Day In-house Program on Feedback and Performance Dialogue on 11 Dec, 2019 at Chennai HQ. Participants: 17, Faculty: External Faculty.

2-Day In-house Program on Dynamo Training on 11 & 12 Dec, 2019 at IIT Kolkata. Participants: 4, Faculty: External Faculty.

11-Day In-house Program on Executive Development Programme during 11-21 Dec, 2019 at Chennai. Participants: 8, Faculty: External Faculty.

1-Day In-house Program on Feedback and Performance Dialogue on 12 Dec, 2019 at Chennai HQ. Participants: 14, Faculty: External Faculty.

2-Day In-house Program on Drive for Results on 12 & 13 Dec, 2019 at Chennai HQ. Participants: 18, Faculty: Benny Theodore.

10-Day In-house Program on Executive Development Programme during 27 Nov-6 Dec, 2019 at Mysuru. Participants: 10, Faculty: External Faculty.

2-Day In-house Program on STEP UP on 28 & 29 Nov, 2019 at Mumbai. Participants: 22, Faculty: External Faculty.

3-Day In-house Program on EHS internal Auditor Training during 28-30 Nov, 2019 at Chennai HQ. Participants: 13, Faculty: Suresh Ramachandran.

1-Day In-house Program on Rebar on 13 Dec, 2019 at KKNPP main Plant. Participants: 15, Faculty: Martha Satheesh Kumar.

1-Day In-house Program on Awareness Program on ISO 9001: 2015 QMS during 14 Dec, 2019 at Vizag. Participants: 17, Faculty: External Faculty.

3-Day In-house Program on Basics of Project Management during 16-18 Dec, 2019 at Delhi. Participants: 20, Faculty: Tony Jacob.

6-Day In-house Program on Supervisory Development Program during 16-21 Dec, 2019 at Chennai HQ. Participants: 22, Faculty: Internal Faculty.

2-Day In-house Program on OD - Leadership on 17 & 18 Dec, 2019 at KKNPP main Plant. Participants: 18, Faculty: Baibhav Prasad.

5-Day In-house Program on LEAD AUDITOR-ISO 14001 during 17-21 Dec, 2019 at Chennai HQ. Participants: 20, Faculty: External Faculty.

3-Day In-house Program on Basics of Project Management during 18-20 Dec, 2019 at Ishwar Gupta Project, Kolkata. Participants: 16, Faculty: Tony Jacob.

4-Day In-house Program on IOSH Managing Safely during 18-21 Dec, 2019 at Bhutan. Participants: 29, Faculty: External Faculty.

5-Day In-house Program on Emerging Project Leaders - B1-M01 during 18-22 Dec, 2019 at IIM TRICHY. Participants: 23, Faculty: IIM Faculty.

Two Batches of one-Day In-house Program on Quantity Estimation & Costing on 19 & 20 Dec, 2019 at DFC 1&2, Kothar, Jaipur DFCC 1 & 2 Project. Participants: 35, Faculty: External Faculty.

2-Day In-house Program on DC-3 Coaching Workshop on 19 & 20 Dec, 2019 at Chennai HQ. Participants: 19, Faculty: External Faculty.

2-Day In-house Program on Step Up - Executive Presence & Communication Skills Program on 19 & 20 Dec, 2019 at MTHL PKG-1. Participants: 20, Faculty: External Faculty.

2-Day In-house Program on Unlimited Success on 19 & 20 Dec, 2019 at Mumbai. Participants: 20, Faculty: Jayapriya.

1-Day In-house Program on Feedback and Performance Dialogue on 20 Dec, 2019 at Mumbai. Participants: 22, Faculty: External Faculty.

1-Day In-house Program on Feedback and Performance Dialogue on 21 Dec, 2019 at MTHL PKG-1. Participants: 25, Faculty: External Faculty.

Mentor Development Programme

With an objective of guiding the on their roles, 'ARISTA', an initiative on mentoring them was organized. About 38 Mentors were identified after a thorough discussion with the Project Managers & HR Team and they were trained on Effective Mentoring Skills in 2 batches. These Mentors are handling around 80 to 85 GET/PGETs as mentees.

The objective of the program is to direct the Trainees in the right path of excellence in their career and to promote better Trainees engagement, learning and growth.

Upon the completion of the Two-day Training Program, each of the Mentors were assigned with 2 – 3 Mentees from the same site. About 100 Trainees are being mentored through this initiative in 2019 – 2020.

Frontline Supervisors Trainees Programme

The Frontline Supervisors (FLS) Trainee Programme, a Strategic Initiative towards Lakshya, was launched in July 2013 completed 6 1/2 years. So far, 504 fresh ITIs were inducted who have undergone 12 months in-house programme as home-grown supervisors. It has blend of Four Months of Class room Training and Eight Months of On Job Training at Sites in various roles based on business requirements.

Batch Twenty of 39 FLS trainees had graduated on November 20, at HQ, Chennai. Mr. A.L.Sekar, Sr. VP-Special projects delivered convocation address for our FLS who completed their 12 months training and congratulated them. He urged them to move ahead

2-Day In-house Program on DC-4 Coaching Workshop on 23 & 24 Dec, 2019 at Chennai HQ. Participants: 7, Faculty: External Faculty.

1-Day In-house Program on Feedback and Performance Dialogue on 23 Dec, 2019 at Powai Gate 01. Participants: 15, Faculty: External Faculty.



learn more and contribute to the projects. All our Seniors from our IC were present to felicitate the batch toppers, module toppers, recognised the faculty, mentor who had helped the trainees in understanding the concept, sharing their knowledge in class room training.

The trainees have started their journey as Jr Charge-hand across various Pan India project sites in roles like formwork, quality, concrete and bridge civil works.



Participants of FLS B20 on Convocation Day Nov 20th, 2019

Step Up

Step Up at Mumbai was launched in Nov 2019 and we have covered 3 batches with 67 staff across sites in Mumbai region. The program aims at providing inputs on Key Leadership competencies such as Decision Making & Business Acumen, Customer Relationship, Communication & Corporate Etiquette. The program ended in

January 2020 with an Outbound Learning Module providing an experiential learning across the targetted competencies.

Step-up is a Leadership Development program aimed at building the Leadership Competencies of high pots in Tier 1 & 2. The program is spread across 4 modules with 20 days intervals.



Emerging Project Leaders (EPL)

Building a Pipeline of Project Leaders

As a Master Builder, Heavy Civil Infrastructure (HCI) IC has built more than just structures; it has built many largescale vital structures. Whether it is building state-of-the-art metro rail infrastructure in India and overseas, critical infrastructure for the nuclear industry, one of India's largest barrages at Medigadda or straddling the Panvel river with the tallest viaduct in Asia, HCI's creations have shaped the future.

In its quest for ensuring seamless project management, HCI IC has joined hands with the Indian Institute of Management, Trichy,

and developed a customized course – Emerging Project Leaders (EPL), for young professionals to orient and excel on the concepts and applications of project leader competencies. Further, EPL also provides a framework for role-based training enabling young engineering minds to take on the IC's growth strategy, lead mega projects and create a high performance environment. In line with L&T's thrust on innovation, the emerging leaders are also groomed to think ahead, develop capabilities to handle the challenges with agility and achieve the long-term organisational goals as envisioned in Lakshya 2021 & Perspective plan-2026.



Feedback & Performance Dialogue Workshop

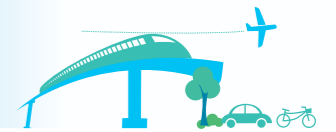
To orient and equip Senior leaders with necessary tools and skills to organise effective development discussions with their direct reports, thereby enhancing employee engagement and improve performance, one-day feedback and Performance dialogue workshop was organised, covering key objectives as:

1. To gain an understanding on the importance of development dialogue in the context of employee development
2. Evolve some of the best practices towards development discussions
3. Understand specific tools and skills to conduct development dialogues

Around 180 People Managers have been covered in 9 batches towards this initiative across various sites and offices.



Transportation Infrastructure IC



Participants of the Bridge Construction Programme held at Lonavala on Oct 14th – 19th, 2019



Participants of the Lab Supervisors' Induction (2019-20 batch) Programme held at Mumbai on Sept 3rd, 2019



Participants of the TFoundation Course on Quantity Surveying Programme held at Hyderabad on Aug 26th- Oct 1st, 2019



Participants of the Technical Competency Building programme for RBG GETs & PGETs held at Kanchipuram Nov 4th – Dec 6th, 2019

July

A Course in Highway Construction during July 3- 8, 2019 at LDA Lonavala; Participants: 26; Faculty: Various

Advanced Course on Curves during July 9-12 , 2019 at Kanchipuram ; Participants: 11; Faculty: Various

SWAGATAM during July 11 - 12, 2019 at Faridabad; Participants: 47; Faculty: Various

MS Excel on July 6 at CTP 3R ; Participants: 15; Faculty: External

Supervisory Development Programme on April 6, 2019 at BSRP; Participants: 22; Faculty: Various

Railway GET Orientation on July 5-6,2019 at Faridabad; Participants: 62; Faculty: Various

RREC GET Orientation on July 5-6,2019 at Mumbai; Participants: 25; Faculty: Various

Organized Success on July 13, 2019 at EMP 4; Participants: 20; Faculty: External

Strong Alone, Unstoppable Together on July 13, 2019 at Dholera; Participants: 19; Faculty: External

Strong Alone, Unstoppable Together on July 13, 2019 at CTP 14; Participants: 21; Faculty: External

Goal Setting - from Dreams to Action on July 13, 2019 at CP 204; Participants: 24; Faculty: External

UDAAN - DET Motivation programme on July 16-19, 2019 at LDA Lonavala; Participants: 30; Faculty: External

Lab Training LSC on July 1-10, 2019 at Ahmedabad; Participants: 23; Faculty: various

Achieve Your Potential on July 11, 2019 at Mumbai; Participants: 23; Faculty: External

Rigid Pavement Construction Techniques on July 13, 2019 at MNEP; Participants: 22; Faculty: External

UDAAN - DET Motivation programme during July 16 -1 9, 2019 at Jaipur; Participants: 24; Faculty: External

UDAAN - DET Motivation programme during July 16 -1 9, 2019 at Chennai; Participants: 31; Faculty: External

UDAAN - DET Motivation programme during July 16 -1 9, 2019 at Faridabad; Participants: 29; Faculty: External

UDAAN - DET Motivation programme during July 16 -1 9, 2019 at Ahmedabad; Participants: 29; Faculty: External

UDAAN - DET Motivation programme during July 16 -1 9, 2019 at Faridabad; Participants: 28; Faculty: External

ISD Conclaveon JULY 26-27, 2019 at LDA Lonavala; Participants: 36 Faculty: Various

Store Officers' Development Programme on July 26-27, 2019 at LDA Lonavala; Participants: 29;Faculty: Various

MS Excel on July 5, 2019 at Dholera ; Participants: 10; Faculty: External

Hot Mix Plant Operations, Maintenance & Safetyon July 27, 2019 at DARP; Participants: 20; Faculty: Darshan Joshi

Hot Mix Plant Operations, Maintenance & Safetyon July 27, 2019 at DARP; Participants: ; Faculty: Somnath Biswas

MS Excel on July 27, 2019 at EMP 16; Participants: 15; Faculty: External

Hazard Identification & Risk Assessment on July 20, 2019 at Pragati Maidan; Participants: 17 Faculty: External

Paison ki ABCD on July 19, 2019 at AKRP; Participants: 37; Faculty: External

Paison ki ABCD on July , 2019 at MNEP; Participants: 37; Faculty: External

Primavera On July 22-25, 2019 at Mumbai; Participants: 19; Faculty: External

Construction aspects of earthwork & granular layers in Flexible Pavement on July 19, 2019 Amaravathi; Participants: 21; Faculty: External

Goal Setting - from Dreams to Action on July 20, 2019 at CP 303; Participants: 30; Faculty: External

Goal Setting - from Dreams to Action on July 20, 2019 at Bidkin; Participants: 15; Faculty: External

Organized Success on July 13, 2019 at DEP; Participants: 21; Faculty: External

Rigid Pavement Construction Techniques on July 30,2019 at BBJRP; Participants:22; Faculty: External

Rigid Pavement Construction Techniques on July 20,2019 at HKRP; Participants:9; Faculty: External

RE Wall & Slope Stabilization Techniques on July 27,2019 at WBRP ; Participants:22; Faculty: External

You are the Message on July 20,2019 at BSRP; Participants:20; Faculty: External

Strong Alone, Unstoppable Together on July 13,2019 at STP 17; Participants:23; Faculty: External

Heartfulness Wellness Workshop on July 8,2019 at Chennai ; Participants:22; Faculty: External

Formwork Competency Building Program on July 16,2019 at Amaravathi; Participants:30; Faculty: Various

Lifestyle Modification & Stress Managementon July 20,2019 at BIAL ; Participants:23; Faculty: external

Goal Setting - from Dreams to Action on July 27,2019 at KKR; Participants:16; Faculty: external

Paison ki ABCD on July 27,2019 at Amaravathi; Participants:41; Faculty: external

Quality - Path to Excellence on July 29-30,2019 at Chennai; Participants:16; Faculty: external

Communication Capability Development Excellence on July 2,2019 at mumbai; Participants:3; Faculty: external

POSH Online Module on July 2,2019 at Online; Participants:125; Faculty: external

Construction aspects of earthwork & granular layers in Flexible Pavement on July 11,2019 at AKRP; Participants:13; Faculty: Annaji Rao

August

Essentials of Concrete Construction on Aug 5-10,2019 at LDA Lonavala; Participants:35; Faculty: external

Pile Foundation on Aug 17,2019 at DIAL; Participants:13; Faculty: external

Prestressing Techniques & Expansion Joints & Bearings for Bridges on Aug 10,2019 at MNEP; Participants:64; Faculty: external

Campus to Corporate on Aug 5-8,2019 at LDA Lonavala; Participants:35; Faculty: external

Campus to Corporate on Aug 5-8,2019 at Faridabad; Participants:80; Faculty: external

Strong Alone, Unstoppable Together on Aug 10,2019 BBJRP; Participants:19; Faculty: external

You are the Message on Aug 10,2019 at EMP 16; Participants:13; Faculty: external

Supervisory Development Programme on Aug 19-24,2019 at LDA Lonavala; Participants:27; Faculty: Various

Foundation Course on Quantity Surveying on Aug 26 – Oct 1,2019 at Hyderabad; Participants:30; Faculty: external

Quantity Surveying using Calquan on Aug 19-22,2019 at LDA Lonavala; Participants:13;Faculty: external

Technical Competency Building Programme RBG GETs & PGETs Batch 1 on Aug 12-Sep 13,2019 at Kanchipuram; Participants:24; Faculty: Various

Internal Auditor (ISO 9001:2015) on Aug 7-8,2019 at LDA Lonavala; Participants:23; Faculty: external

Formwork Competency Building Program on Aug 12-14,2019 at MVEP; Participants:26; Faculty: Various

DC 2 Development Program RT 1 on July 30,2019 at zoom; Participants:22; Faculty: external Batching Plant

on July 26,2019 at zoom; Participants:22; Faculty: external

Paison ki ABCD on July 20,2019 at CORE; Participants:14; Faculty: external

Stress Less on July 20,2019 at RVKREP; Participants:20; Faculty: external

Utility Shifting on July 30,2019 at DIAL; Participants:26; Faculty: external

Paison ki ABCD on July 27,2019 at DEP; Participants:14; Faculty: external

Concrete Production, Placement & Related Issues on Aug 17,2019 at WBRP; Participants:18; Faculty: external

Concrete Production, Placement & Related Issues on Aug 10,2019 at CP 303; Participants:13; Faculty: external

Concrete Production, Placement & Related Issues on Aug 10,2019 at AKRP; Participants:13; Faculty: external

SWAGATAM on Aug 12-13,2019 at LDA Lonavala; Participants:18; Faculty: Various

OHE Cantilevers & SED Checking on July 31 10,2019 at EMP 4; Participants:18; Faculty: Robert R & Benedict

Equipment Management Programme on Aug 26-31,2019 at LDA Lonavala; Participants:18; Faculty: Various

Paison ki ABCD on Aug 28,2019 at WBRP; Participants:22; Faculty: Various

Effective Cost Control & Contract Management on Aug 19-23,2019 at Mumbai; Participants:23;Faculty: Hiren Maniar & VTCS Rao

Paison ki ABCD on Aug 19-23,2019 at WBRP; Participants:19; Faculty: external

MS Excel on Aug 24,2019 at CTP 14; Participants:19; Faculty: external

Quality - Path to Excellence on Aug 26-27,2019 at KOLKATA; Participants:20; Faculty: external

Goal Setting - from Dreams to Action on Aug 17,2019 at STRC; Participants:26; Faculty: external

Rigid Pavement Construction Techniques on Aug 10,2019 at BIAL; Participants:17; Faculty: external

Concrete Production, Placement & Related Issues on Aug 17,2019 at KKR; Participants:15; Faculty: external

POSH Online Module Participants:196; Faculty: external

Strong Alone, Unstoppable Together on Aug 31,2019 at MVEP; Participants:19; Faculty: external

Stress Less on Aug 24,2019 at HKRP; Participants:12; Faculty: external

Goal Setting - from Dreams to Action on Aug 24,2019 at GSRP; Participants:18; Faculty: external

Pile Foundation on Aug 31,2019 at BSRP; Participants:17; Faculty: external

Mining Managers' Development Programme on Aug 30-31,2019 at LDA Lonavala; Participants:23; Faculty: various

EHS in Construction on Aug 22-23,2019 at AKRP; Participants:20; Faculty: various

DET Orientation on Aug 7,2019 at MUMBAI; Participants:24; Faculty: Various

TILOS on Aug 5-7,2019 at Chennai; Participants:24; Faculty: Ujjwal Kumar (IPM)

September

Project Accountant's Conference on Sep 6-7,2019 at LONAVALA; Participants:59; Faculty: Various

Organized Success on Sep 27,2019 at zoom; Participants:18; Faculty: external

Rigid Pavement Construction Techniques on Sep 27,2019 at MVEP; Participants:27; Faculty: external

BIM Autodesk on Sep 16-21,2019 at BIAL; Participants:5; Faculty: external

Managing Safely – IOSH on Sep 24-27,2019 at DIAL; Participants:14; Faculty: Subhamoy Maitra

DC 2 Development Program RT 3 on Sep 21,2019 at zoom; Participants:18; Faculty: external

Formwork Competency Building Program on Sep 11-12,2019 at MNEP; Participants:16; Faculty: internal

Concrete Production, Placement & Related Issues on Sep 14,2019 at DIAL; Participants:29; Faculty: external

Concrete Production, Placement & Related Issues on Sep 14,2019 at Dholera; Participants:8; Faculty: external

EHS in Construction on Sep 6-7,2019 at Dwarka; Participants:32; Faculty: external

L&T Equipment on Sep 4-7,2019 at DIAL; Participants:19; Faculty: external

Rigid Pavement Construction Techniques on Aug 31,2019 at RKJLR; Participants:23; Faculty: external

LEAP Wave 4 Connector 2 on Aug 31,2019 at LDA Lonavala; Participants:17; Faculty: Various

Leadership GRID - (BIC 2) on Aug 4-7,2019 at LDA Lonavala ; Participants:16; Faculty: external

Engineer Your Success V3 on Aug 21-25,2019 at mumbai; Participants:20; Faculty: Various

DC 2 Development Program RT 2 on Aug 27,2019 at zoom; Participants:17; Faculty: external

Behaviour Based Safety on Aug 17,2019 at RVKREP; Participants:20; Faculty: external

Paison ki ABCD on Aug 31 ,2019 at biidkin; Participants:28; Faculty: external

RE Wall & Slope Stabilization Techniques on Aug 10,2019 at MPRC; Participants:12; Faculty: external

You are the Message on Aug 10,2019 at MPRC; Participants:12; Faculty: external

MS Excel on Aug 17,2019 at EMP 4; Participants:; Faculty: external

Paison ki ABCD on Sep 21,2019 at Dholera; Participants:14; Faculty: external

Goal Setting - from Dreams to Action on Sep 28,2019 at STP 18; Participants:18; Faculty: Various

Supervisory Development Programme on Sep 23-28,2019 at LDA Lonavala; Participants:22; Faculty: various

Technical Competency Building Programme RREC GETs/PGETs on Sep 16-28,2019 at LDA Lonavala; Participants:60; Faculty: various

LSC - Technical Competency Building programme - Module 1 on Sep 3-13,2019 at mumbai; Participants:20; Faculty: external

Goal Setting - from Dreams to Action on Sep 7,2019 at FARIDABAD ; Participants:18; Faculty: external

MS Excel on Sep 28,2019 at BBJRP; Participants:19; Faculty: external

Asphalt Equipment on Sep 27,2019 at BSRP; Participants:13 ; Faculty: external

Stress Less on Sep 14,2019 at Pragati Maidan; Participants:18; Faculty: external

Strong Alone, Unstoppable Together on Sep 21,2019 at EMP 16; Participants:12; Faculty: external

You are the Message on Sep 21,2019 at CTP 3R; Participants:11; Faculty: external

Technical Competency Building Programme RBG GETs & PGETs Batch 2 on Sep 18-23,2019 at Kanchipuram; Participants:24; Faculty: VARIOUS

POSH Online Module; Participants:27; Faculty: external

RE Wall & Slope Stabilization Techniques on Sep 30,2019 at MNEP; Participants:16; Faculty: external

October

You are the Message on Oct 12,2019 at CP 303; Participants:18; Faculty: external

Technical Competency Building Programme RREC DET on Oct 10-22,2019 at LDA Lonavala; Participants:46; Faculty: external

Goal Setting - from Dreams to Action on Oct 12,2019 at HMRL; Participants:16; Faculty: external

Concrete Production, Placement & Related Issues

on Oct 12,2019 at CP 303; Participants:18; Faculty: external

Bituminous Layers in Flexible Pavements on Oct 15,2019 at KRP; Participants:15; Faculty: Annaji Rao

Construction aspects of earthwork & granular layers in Flexible Pavement on Oct 17,2019 at DEP; Participants:10; Faculty: Annaji Rao

Prestressing Techniques & Expansion Joints & Bearings for Bridges on Oct 12,2019 at MVEP; Participants:10; Faculty: external

Prestressing Techniques & Expansion Joints & Bearings for Bridges on Oct 22,2019 at DIAL; Participants:18; Faculty: external

Bridge Construction on Oct 14-19,2019 at LDA LONAVALA; Participants:23; Faculty: external

You are the Message on Oct 12,2019 at CP 303; Participants:18; Faculty: external

POSH Online Module ; Participants:105; Faculty: external

Lab Training LSC on Oct 3-13,2019 at Ahmedabad; Participants:18; Faculty: external

Prestressing Techniques & Expansion Joints & Bearings for Bridges on Oct 19,2019 at KKR; Participants:15; Faculty: external

Procurement Strategies and Inventory Management on Oct 18,2019 at Amaravathi; Participants:26; Faculty: INTERNAL

Effective Communication & Negotiation Strategies on Oct 18,2019 at Amaravathi; Participants:25; Faculty: INTERNAL

Project Costing & Control Strategies on Oct 19,2019 at Amaravathi 3; Participants:24; Faculty: INTERNAL

Contract Administration & Contract Management on Oct 19,2019 at Amaravathi 3; Participants:21; Faculty: INTERNAL

You are the Message on Sep 21,2019 at DWARKA; Participants:22; Faculty: external

TILOS on Sep 23-25,2019 at Vadodara; Participants:17; Faculty: external

Quality Assurance, Quality Control and QMS on Oct 16,2019 at Amaravathi 3; Participants:21; Faculty: INTERNAL

Hazard Identification & Risk Assessment on Oct 21,2019 at Amaravathi; Participants:21; Faculty: internal

Quarry & Crushing Operations on Oct 22,2019 at CP 303; Participants:19; Faculty: internal

Project Accountant's Functions on Oct 22,2019 at CP 303; Participants:27; Faculty: internal

Plant & Machinery Management on Oct 23,2019 at Amaravathi; Participants:27; Faculty: internal

Senior Accountants' Development Programme on Oct 24-25,2019 at Mumbai ; Participants:18; Faculty: various

You are the Message on Oct 19,2019 at MVEP; Participants:11; Faculty: external

You are the Message on Oct 14,2019 at GSRP; Participants:17; Faculty: external

Stress Less on Oct 5,2019 at AKRP; Participants:17; Faculty: external

Goal Setting - from Dreams to Action on Oct 19,2019 at DIAL ; Participants:21; Faculty: external

MS Excel on Oct 19,2019 at DEP; Participants:39; Faculty: external

MS Excel on Oct 12,2019 at MNEP; Participants:18; Faculty: external

Hazard Identification & Risk Assessment on Oct 23,2019 at CTP 3R; Participants:14; Faculty: Ajaya Kumar Das

Concrete Production, Placement & Related Issues on Oct 19,2019 at CP 303; Participants:7; Faculty: external

Bridge & RE Wall Construction on Oct 12-13,2019 at WBRP; Participants:19; Faculty: external

DC 2 Development Program RT 4 on Oct 19,2019 at ZOOM; Participants:19; Faculty: external

November

LEAP Wave 4 Connector 4 on Nov 4-8,2019 at LDA Lonavala; Participants:16; Faculty: external

RE Wall & Slope Stabilization Techniques on Nov 23,2019 at DIAL ; Participants:20; Faculty: external

Rigid Pavement Construction Techniques on Nov 16,2019 at MNEP; Participants:11; Faculty: external

ICWA/CA Development Programme

on Nov 18-19,2019 at LDA Lonavala; Participants:27; Faculty: external

Concrete Production, Placement & Related Issues on Nov 9,2019 at MPRC; Participants:7; Faculty: external

Organized Success on Nov 9,2019 at STP 17 ; Participants:16; Faculty: external

Goal Setting - from Dreams to Action on Nov 23,2019 at EMP 4 ; Participants:21; Faculty: external

MS Excel on Nov 16 ,2019 at MVEP ; Participants:12; Faculty: external

Stress Less on Nov 9,2019 at DEP ; Participants:19; Faculty: external

Stress Less on Nov 16,2019 at GSRP ; Participants:14; Faculty: external

You are the Message on Nov 23,2019 at BBJRP; Participants:23; Faculty: external

POSH Online Module; Participants:16; Faculty: external

Organized Success on Nov 23,2019 at Pragati Maidan ; Participants:20; Faculty: external

Heartfulness Wellness Workshop on Nov 2,2019 at Vijayawada; Participants:26; Faculty: VARIOUS

Lab Training LSC on Nov 1-7,2019 at Ahmedabad; Participants:23; Faculty: various

Technical Competency Building Programme RBG GETs & PGETs Batch 3 on Nov 4-6,2019 at Kanchipuram; Participants:21; Faculty: various

DC 2 Development Program RT 5 on Nov 5,2019 at zoom; Participants:23; Faculty: external

MS Excel on Nov 29-30,2019 at BSRP; Participants:17; Faculty: external

Rigid Pavement Construction Techniques on Nov 30,2019 at WBRP ; Participants:11; Faculty: Interna

Risk Management on Nov 21,2019 at Mumbai ; Participants:25; Faculty: External

December

MS Excel on Dec 21,2019 at BBJRP; Participants:23; Faculty: external

Rigid Pavement Construction Techniques on Dec 13-14,2019 at BBJRP; Participants:18; Faculty: external

Concrete Production, Placement & Related Issues on Dec 14,2019 at BBJRP; Participants:21; Faculty: external

Goal Setting - from Dreams to Action on Dec 21,2019 at WBRP ; Participants:11; Faculty: external

Strong Alone, Unstoppable Together on Dec 21,2019 at BSRP ; Participants:15; Faculty: external

Functional & Behavioural Inputs on Dec 16-31,2019 at Mysuru ; Participants:18; Faculty: various

Technical Competency Building Programme RBG GETs & PGETs Batch 4 on Dec 11-14,2019 at Kanchipuram ; Participants:11; Faculty: various

Strong Alone, Unstoppable Together on Dec 14,2019 at KKR ; Participants:22; Faculty: external

You are the Message on Dec 21,2019 at Amaravathi; Participants:22; Faculty: external

DC 2 Development Program RT 7 on Dec 07,2019 at zoom ; Participants:15; Faculty: external

DC 2 Development Program RT 8 on Dec 21,2019 at zoom ; Participants:17; Faculty: external

Precast Segmental Bridge Construction on Dec 6-7,2019 at DEP ; Participants:29; Faculty: external

Concrete Production, Placement & Related Issues on Dec 30,2019 at HKRP ; Participants:6; Faculty: external

Concrete Production, Placement & Related Issues on Dec 28,2019 at Cp204 ; Participants:10; Faculty: external

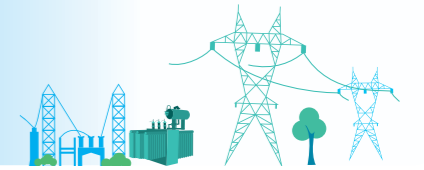
Stress Less on Dec 12,2019 at DIAL ; Participants:25; Faculty: External

Rigid Pavement Construction Techniques on Dec 28,2019 at MVEP ; Participants:11; Faculty: External

Formwork Competency Building Program on Dec 18-19,2019 at DIAL ; Participants:34; Faculty: Various

EHS in Construction on Dec 27-28,2019 at CTP 3R ; Participants:8; Faculty: Ajaya Kumar Das

Power Transmission & Distribution IC



Participants of the Training Program on Phygital Programme held at UAE on Jul 21st, 2019



Participants of the Training Program on Phygital Programme held at Oman on Aug 15th, 2019



Participants of the Training Program on Finance for non-finance Programme held at UAE on Nov 30th, 2019



Participants of the Training Program on Leadership & Motivation Programme held at UAE on Dec 6th - 7th, 2019

July

Training Programme on Cost Optimization across FAA Functions & adherence to SOPs at Dammam on July 03rd, 2019; Faculty: Mr. Rajashekar PC

New Joinee Induction Programme at UAE on 07th July 2019 and 31st October 2019

Workshop on Planning Formworks & Resource of Civil at Qatar on 13th July 2019; Faculty: Mr. Murali Kumar Voomithi

Training Programme Workshop on Performance Management held at Dammam EBG Office (KSA) on July 16th 2019; Faculty: Mr. Babu Vishwanathan

Performance Management Workshop held at Al-Mutla Project office on 18th July, 2019; Faculty: Mr. V. Babu

Phygital – ATL certification organized at UAE on 21st July 2019.

Phygital – ATL Certification at Oman on 21st Jul 2019 & 15th August 2019

Training programme on Safety at Construction Site at Qatar on 25th July 2019; Faculty: Mr. Reece Chahal & Mr. Proloy Kumar

August

Training Program on "Safety in Construction" organized at UAE on 03rd August 2019. Faculty: Mr. Vungarala Sreenivasulu

Phygital – ATL Certification at Oman on 21st Jul 2019 & 15th August 2019

September

Workshop on Digital Platform of Various Aspects at Qatar on 26th September 2019; Faculty: Mr. Susanta Chattopadhyaya

GET Orientation Programme held at Al Khobar Office (KSA) from Sep 02nd 2019 to Sep 7th, 2019;

Training Programme on Communication Skills held at Al Khobar Office (KSA) on Sep 09th, 2019; Faculty: Mr. Rajesh Mishra

Training Programme on Communication Skills held at Al Khobar Office (KSA) on Sep 10th, 2019; Faculty: Mr. Rajesh Mishra

October

Training Program on Security Information Systems organized at UAE on 19th October 2019. Faculty: Mr. K Balasubramanian

Training Program on EIP organized at UAE on 12th October 2019. Faculty: Mr. AN Rao

New Joinee Induction Programme at UAE on 07th July 2019 and 31st October 2019

Programme on Digital Initiatives held at Al-Mutla Project office on 16th October, 2019; Faculty: Mr. K. Chandrasekaran

Programme on Digital Initiatives held at Kuwait office on 17th October, 2019; Faculty: Mr. K. Chandrasekaran

November

Training Program on Contracts Management organized at UAE on 02nd November 2019. Faculty: Mr. Lawrence Larbi

Training Program on "Finance for non-finance" organized at UAE on 30th November 2019. Faculty: Mr. Swami Kalyanasundaram

Workshop on Safety at SS & Cable – Hazard & Risk Assessments at Qatar on 30th November 2019; Faculty: Mr. Reece Chahal & Mr. Amit Om Prakash

Workshop on Overview of EIP- ACE & JCR at Qatar on 16th November 2019; Faculty: Mr. Susanta Chattopadhyaya

December

Training Program on Leadership & Motivation organized at UAE during 6th & 7th December 2019. Faculty: Mr. Prasad / Ms. Deepshika from ECube Consultancy & Learning

Training programme on Working Capital Management at Qatar on 31st August 2019; Faculty: Mr. Santhana Krishnan

Training Programme on MS Internal Auditor Training ISO 14001 & 45001:2018 held at Alkhoar (KSA) on Aug 20th, 2019 to Aug 22nd, 2019; Faculty (External) : Mr Uzair Ahmed

Training Program on Finance for Non-Finance held at Al Khobar Office (KSA) on Sep 21st, 2019; Faculty: Mr. Rajashekar PC

Training Programme on QMS - ISO 9001:2015 Standards held at Al Khobar (KSA) on Sep 29th, 2019; Faculty: Mr. Murugan KS

Training programme on Finance for Non-Finance Executive at Qatar on 21st September 2019; Faculty: Mr. Santhana Krishnan

Programme on Effective Implementation of EIP held at Kuwait office on 19th October, 2019; Faculty: Mr. K. Chandrasekaran

Workshop on Basic of Civil Engineering ,Concreting & Finishing works at Qatar on 19th October 2019; Faculty: Mr. Tariq Dar

Workshop on Effective Usage of EIP Planning Module at Qatar on 31st October 2019; Faculty: Mr. Susanta Chattopadhyaya

Training Program on Hazard Identification & Cost of Accidents held at Al Khobar Office (KSA) on Oct 12th, 2019; Faculty: Mr. Rajeev RS

Training Program on Principle of Contract administration held at Riyadh Office (KSA) From Nov 13th to 14th, 2019; Faculty: Mr. Lawrence Boamah Larbi

Training Program on Principle of Contract administration held at Al Khobar Office (KSA) From Nov 16th to 17th 2019 Faculty: Mr. Lawrence Boamah Larbi

Programme on Finance for Non-Finance held at Al-Mutla Project office on 21st December, 2019; Faculty: Mr. C Surendran

Water & Effluent Treatment IC



Participants of the ASCEND Programme held at HQ Chennai on Aug 30th, 2019



Participants of Planning for Project Excellence Programme held at HQ Chennai on Aug 28th – 31st, 2019



Participants of the Managerial Excellence Programme held at Bhubaneswar on Sept. 12th – 13th, 2019

July

Effective Communication Skills at Hyderabad: July 2 - 3, 2019. Participants: 27; Faculty (Ext.): Ms. C. Jaya Lakshmi.

Orientation Programme for GET at HQ Chennai: July 3 - 4, 2019. Participants: 141; Faculty (Int.): M/s. J. Venkatesh, V. Dakshinamurthy, J. Suresh, Sibasis Mohapatra, V. Kandasamy, S. Dinesh, V. Devarajan, V. S. Raji, S. Ramasubramani, VSR Pratap, S.C. Sathish, Chandan Kumar Mohanty, Arun Venkadesh, K. Rajeevan, S. Viswanathan, K. Krishna Kumar.

Programme on Lifestyle Modification & Stress Management at Jaipur: July 4 - 5, 2019. Participants: 19; Faculty (Ext.): Mr. G. Vinod Kumar.

Programme on Formwork Management at Bhubaneswar: July 5 - 6, 2019. Participants: 28; Faculty (Int.): Mr. Narasimhan Ravi.

Safe Execution Engineer – Level 5 at Chennai: July 8 - 9, 2019. Participants: 30; Faculty (Int.): M/s. P. Balachander, B. Anandhan, M. Saravanan, S. Narayanan, Mohan Pandi.

Programme on Identification of Unsafe Acts & Conditions at HQ Chennai: July 10, 2019. Participants: 14; Faculty (Int.): Mr. S. Dinesh.

Safe Execution Engineer – Level 5 at Kolkata: July 10, 2019. Participants: 29; Faculty (Int.): M/s. Sunil Maharana, Abhijit Banerjee, Souvik Raha, Bapi Barik.

Safe Execution Engineer – Level 5 at Bhubaneswar: July 11 - 12, 2019. Participants: 43; Faculty (Int.): M/s. Satyajit Patra, Tapan Kumar Giri, Nikhlesh Kumar, Choudhury Nirmal Prasad Behera, Venkat Ravi Animesetti, Jyoti Sahu.

Supervisory Development Programme at Hyderabad: July 15 – 20, 2019. Participants: 26; Faculty (Int.): M/s. Dheeraj Gupta, J. Balaji, KTS Keerthy, Ramesh Nimmala, K Anand, Prathyusha VL, Govind Soma. M/s. (Ext.): Ms. Jaya Lakshmi.

Programme on Fabrication & Pipe Laying at Bangalore: July 16 – 17, 2019. Participants: 22; Faculty (Int.): Mr. Sivasankaran P.

Programme on 3D BIM Autodesk Civil (Basics) at HQ Chennai: July 16 - 17, 2019. Participants: 12; Faculty (Int.): Mr. R. Prasanth.

Programme on Deep Excavation at Indore: July 17 - 18, 2019. Participants: 21; Faculty (Int.): M/s. Markandeyulu Nuthikattu, Jagadeshwar.

Programme on Formwork at Chennai: July 18 - 19, 2019. Participants: 21; Faculty (Int.): Mr. N. Ravi.

Safe Execution Engineer – Level 5 at Indore: July 19 - 20, 2019. Participants: 19; Faculty (Int.): M/s. Manoj Kumar Mohapatra, P. Rajaguru, Divesh Prakash.

Programme on Creativity & Innovation at HQ Chennai: July 22 - 23, 2019. Participants: 29; Faculty (Ext.): Ms. Lata Gopati.

Internal Auditor Course (ISO 45001:2018 & ISO 14001:2015) at HQ Chennai: July 22 – 24, 2019. Participants: 22; Faculty (Ext.): Mr. R. Suresh.

Programme on Interpersonal Effectiveness at HQ Chennai: July 25 - 26, 2019. Participants: 29; Faculty (Ext.): Dr. Purnima Rao.

August

Programme on Project Management at Ahmedabad: August 1 - 2, 2019. Participants: 28; Faculty (Ext.): Prof. K. P. Reghunath from L&T IPM, Chennai.

Orientation Programme for PGET - EHS at HQ Chennai: August 1 - 3, 2019. Participants: 13; Faculty (Int.): M/s. Adapa Suguna, S. Dinesh, Anantha Prasanna Venkatesh, E. Kumaresan.

Safe Execution Engineer – Level 5 at Bhubaneswar: August 6 - 7, 2019. Participants: 37; Faculty (Int.): M/s. Satyajit Patra, Ananda Gangopadhyay, Einsten C B, Sujit Kumar Panda, Abhishek Sathua.

Programme on EIP Implementation for Planning at Hyderabad: August 7, 2019. Participants: 32; Faculty (Int.): M/s. Ananda Srinivasan, Prathyusha VL.

Programme on EIP Implementation for Accounts/Admin at Hyderabad: August 8, 2019. Participants: 48; Faculty (Int.): M/s. Ananda Srinivasan, Prathyusha VL.

Safe Execution Engineer – Level 5 at Jaipur: August 12 - 13, 2019.

Programme on Financial Management at Ahmedabad: July 25 - 26, 2019. Participants: 23; Faculty (Int.): M/s. G. Muthukrishnan, Keval Rajnikant Parikh, Nikhil H Harwani.

Session on IR at HQ Chennai: July 29 - 30, 2019. Participants: 62; Faculty (Ext.): Prof. P.K. Padhi.

Safe Execution Engineer – Level 5 at Kolkata: July 29 - 30, 2019. Participants: 22; Faculty (Int.): M/s. Sunil Maharana, T. Ashwin, Bapi Barik.

Safe Execution Engineer – Level 5 at Ahmedabad: July 29 - 30, 2019. Participants: 45; Faculty (Int.): M/s. Vikas Kumar Karmakar, Abhishek Kankan, Roopesha Kumar Jain, Bhanu Prakash Chaturvedi, Shipekar Amrut Yuvaraj.

Construction on Road Work at Kolkata: July 30, 2019. Participants: 28; Faculty (Int.): Mr. Anantha Hanumantharao Bulusu.

Safe Execution Engineer – Level 5 at Bhubaneswar: July 30 - 31, 2019. Participants: 42; Faculty (Int.): M/s. Venugopal S, Naidana Rama Krishna, Chandra Mouli Gatta, Kasapu Surendra, A. Praveen Kumar.

Programme on Operation & Maintenance at Jaipur: July 30 - 31, 2019. Participants: 29; Faculty (Int.): M/s. Karunakaran Vijayakumar, K. R. Suresh, Naveen Francis, Muruganbabu, B. Sivakumar, S. Dinesh, Pyush Anand.

Orientation Programme for PGET at HQ Chennai: July 30 - 31, 2019. Participants: 84; Faculty (Int.): M/s. R S Giri, G. Balasubramanian, K S Sudheesh Kumar, V. Devarajan, V. S. Raji, S. Ramasubramani, L Sakthivel, M. Balasubramani, Sreenath Daruri, Arun Venkadesh, Ananda Srinivasan, S. Viswanathan.

Participants: 20; Faculty (Int.): M/s. Rashmikant Chauhan, Y Ajit Kumar, Sachin Sharma, Dipenkumar Patoliya.

Programme on Quality Management System at Bhubaneswar: August 12 – 13, 2019. Participants: 55; Faculty (Int.): Mr. N. Nirapandian.

Safe Execution Engineer – Level 5 at Mumbai: August 13 - 14, 2019. Participants: 29; Faculty (Int.): M/s. Subrata Setua, Arjit Singh, S. Muralidharan, R B Ratnaparkhi, D Ganesh, Abhishek Kankan, Santosh Patil, Nalini Krishna, Akhilesh Singh.

Orientation Programme for DET at HQ Chennai: August 13 - 14, 2019. Participants: 156; Faculty (Int.): M/s. K. Krishna Kumar, J. Venkatesh, Nikesh Parsan, A. Saravana Kumar, V. Dakshinamurthy, G. Muralidharan, Imran Khan, S. Dinesh, R. Thilagaraj, Gaurav Kalia, A. Srinivasan, S. Viswanathan.

Orientation Programme for DET - EHS at HQ Chennai: August 16 - 17, 2019. Participants: 7; Faculty (Int.): M/s. S. Dinesh, E. Kumaresan, Minhaj Ahmed.

Safe Execution Engineer – Level 5 at CSTI, Attibele: August 16 - 17, 2019. Participants: 23; Faculty (Int.): M/s. Anandan B, Rethish B I, Narayanan A, Prasanna A, Madhukrishna Kintali, Madhiyazhagan A, Anoop B M.

Safe Execution Engineer – Level 5 at Indore: August 20 - 21, 2019. Participants: 39; Faculty (Int.): M/s. Manoj Kumar Mahapatra, P. Rajaguru, M. Sakthivel, Kishore Kalsangra.

Programme on Membrane Bioreactors at HQ Chennai: August 21, 2019. Participants: 20; Faculty (Int.): Mr. K. Jaikumar.

Programme on Productivity Improvement in Construction at HQ Chennai: August 22 - 23, 2019. Participants: 21; Faculty (Ext.): Prof. Sunil Kumar from L&T, IPM – Chennai.

Programme on P&M Systems & Procedures at Bhubaneswar: August 22 - 23, 2019. Participants: 25; Faculty (Int.): M/s. Naidana Rama Krishna, Ambika prasad Choudhry, Faculty (Ext.): M/s. Smruti Ranjan Das, Samir K Rout.

REVIT Training at HQ Chennai: August 26 - 28, 2019. Participants: 23; Faculty (Int.): M/s. P. S. Raghunathan, P.R. Arun Krishna.

Supervisory Development Programme at Bhubaneswar: August 26 -31, 2019. Participants: 36; Faculty (Int.): M/s. Koka Seshasai, S. Devanand, A. Srinivasan, Venugopal S, Vishal Kumar, Mohammad Shamshuddin Khan, Naidana Rama Krishna, Susil Kumar Parida,

September

Orientation Programme for EHS Trainees at HQ Chennai: September 4, 2019. Participants: 7; Faculty (Int.): M/s. K. Krishna Kumar, Saravanan P P, S P Sathish Kannan, S. Viswanathan.

Programme on Team Building at Pune: September 4 - 5, 2019. Participants :20; Faculty (Ext.): Mr. Biman Gandhi.

Safe Execution Engineer – Level 5 at Bhubaneswar: September 5 - 6, 2019. Participants :38; Faculty (Int.): M/s. Choudhary Nirmal Prasad Behera, Maddi Bharath Chandra, Naidana Rama Krishna, Bhabesh Prasad Kar, Abhishek Sathua.

Programme on Formwork Management at Indore: September 5 – 6, 2019. Participants :37; Faculty (Int.): M/s. N > Subramanian, Karthick S.

Orientation Programme for EHS Trainees at HQ Chennai: September 5 -7, 2019. Participants: 7; Faculty (Int.): M/s. Adapa Suguna, Anantha Prasanna, S. Dinesh, Minhaj Ahmed, Devashish Sinha.

Supervisory Development Programme at Jaipur: September 9 -14, 2019. Participants: 28; Faculty (Int.): M/s. Murali Mohan Murthy, G. Balachander, Rashmikant Chauhan, Vineet Kotwal, Vinay Kumar, Poonam K, Ankush Bansal, Govindarajan, Archana C, A Srinivasan, Hemkant Sharma,Shalil Kumar, Ashish Johri, Ashutosh Bargh.

Programme on Managerial Excellence at Bhubaneswar: September 12 – 13, 2019. Participants :26; Faculty (Ext.): Mr. G. D. Sharma.

Karthick Raja. R, Chakradhara Nayak, Arvind Chandhoke, Subramani RK, Hariharan K, Gautam Jain.

Supervisory Development Programme at CTEA Mysore: August 26 -31, 2019. Participants: 24; Faculty (Int.): M/s. D. Sundararajan, Sham Sankar, E.V. Rambau, Narasimhamesh Y, V. Balasubramanian, Anandan, Thara Ravikumar, Praveena, A. Srinivasan.

Planning for Project Excellence (Module 1) at HQ Chennai: August 28 - 31, 2019. Participants: 31; Faculty (Ext.): M/s. Prof. K.P. Reghunath, Prof. Tony Jacob from L&T, IPM – Chennai.

Safe Execution Engineer – Level 5 at Patna: August 29 - 30, 2019. Participants :41; Faculty (Int.): M/s. Sunil Kumar Maharana, Priyo Kumar Ghosh, Souvik Raha, Bapi Barik.

ASCEND Programme: MBTI Workshop at HQ Chennai: August 30, 2019. Participants: 38; Faculty (Ext.): M/s. Janaki Venkat, Sivakami S.

Safe Execution Engineer – Level 5 at Chennai: August 30 - 31, 2019. Participants :24; Faculty (Int.): M/s. Govind Soma, J. Dennis, Prasanth KP, Narayanan S.

Programme on Concrete Technology & Welding Technology at Chennai: August 30 - 31, 2019. Participants :18; Faculty (Int.): M/s. Srinivas Rao D, Suresh M.

Programme on Plant 3D at HQ Chennai: September 16 – 18, 2019. Participants :14; Faculty (Int.): Mr. Arun Venkadesh.

Programme on Productivity Improvement in Construction at Ahmedabad: September 18 - 19, 2019. Participants: 33; Faculty (Ext.): Prof. Sunil Kumar from L&T, IPM – Chennai.

Internal Auditors Course ISO 9001:2015 at Indore: September 19 - 20, 2019. Participants: 30; Faculty (Int.): Mr. S. Sundaram.

Safe Execution Engineer – Level 5 at Bhubaneswar: September 19 - 20, 2019. Participants :33; Faculty (Int.): M/s. Choudhary Nirmal Prasad Behera, Narayan Patra, Einstein C B, Sujit Kumar Panda.

Safe Execution Engineer – Level 5 at Indore: September 20 - 21, 2019. Participants :47; Faculty (Int.): M/s. Parthiban Mohan, Dinesh K, Manoj Kumar Mohapatra, Rajaguru P, Mukesh Batham.

Safe Execution Engineer – Level 5 at Bhubaneswar: September 20 - 21, 2019. Participants :45; Faculty (Int.): M/s. Venugopal S, Satyajit Patra, Chandra Mouli Gatta, Ayush Kumar, Prasanna Karmakar, Dhabaleswar Biswal.

Programme on Presentation Skills at HQ Chennai: September 23 – 24, 2019. Participants :19; Faculty (Ext.): Ms. Sharmila.

Programme on Planning Engineering at Pune: September 23 – 24, 2019. Participants :22; Faculty (Int.): Mr. Iqbal V A.

Programme on Lifestyle Modification & Stress Management at Hyderabad: September 24 – 25, 2019. Participants :22; Faculty (Ext.): Ms. Jayalakshmi C.

Programme on Understanding of Field Productivity at Bhubaneswar: September 25 – 26, 2019. Participants :38; Faculty (Ext.): Prof. Sunil Kumar from L&T, IPM – Chennai.

October

ASCEND (Module 2) at Chennai: October 14 - 15, 2019. Participants :18; Faculty (Ext.): Ms. Shaileswari Rao.

Safe Execution Engineer – Level 5 at Chennai: October 14 - 15, 2019. Participants :27; Faculty (Int.): M/s. P Balachander, J Venkatakrisnan, N Dinesh.

Programme on EIP Implementation for Planning at Kolkata: October 15, 2019. Participants: 22; Faculty (Int.): M/s. Sathish Kannan SP, Prathyusha VL.

Programme on EIP Implementation for Accounts/Admin: October 16, 2019. Participants: 26; Faculty (Int.): M/s. Ananda Srinivasan, Sathish Kannan SP.

ASCEND (Module 2) at Chennai: October 16 - 17, 2019. Participants :19; Faculty (Ext.): Ms. Shaileswari Rao.

Programme on Quality Management System at Tanzania: October 16, 2019. Participants: 22; Faculty (Int.): Mr. R. Thilagaraj.

Safe Execution Engineer – Level 5 at Kolkata: October 18 - 19, 2019. Participants :32; Faculty (Int.): M/s. Sunil Kumar Maharana, Ashwin T, Bapi Barik, Abhijit Rout.

November

Programme on QA QC Principles at Jaipur: November 7, 2019. Participants: 29; Faculty (Int.): M/s. C Govindarajan, Arindam Bhattacharjee.

Safe Execution Engineer – Level 5 at Pune: November 11 - 12, 2019. Participants: 27; Faculty (Int.): M/s. Pramod N Ghaywat, Dhanapal D, Siva Subramanian B, Paul Debashish, Amrut Shipekar, Diksha Dubey, Nelapudi Shravanthi, Poornima Zalte, Ashish Tekade, Aditya Shelar.

Programme on EIP Implementation for Planning at Hyderabad: November 12, 2019. Participants: 15; Faculty (Int.): M/s. Sathish Kannan SP, Prathyusha VL.

Programme on EIP Implementation for Accounts/Admin: November 13, 2019. Participants: 18; Faculty (Int.): M/s. Prathyusha VL, Sathish Kannan SP.

Supervisory Development Programme at Kolkata: November 11 -16, 2019. Participants: 19; Faculty (Int.): M/s. Amit Kar, K Anand, Ruma Gomes, A Srinivasan, Sunil Maharana, Naveen Nimrani, Swarup Sikdar, T. Nagarajan, Ramakrishna N, Ashim Dey, Vinod James, Neena Ghosh Roy, Soumik Das.

Safe Execution Engineer – Level 5 at Kolkata: September 26 - 27, 2019. Participants :18; Faculty (Int.): M/s. Sunil Kumar Maharana, Mukesh Kumar, Ashwin T, Bapi Barik.

Safe Execution Engineer – Level 5 at Ahmedabad: October 18 - 19, 2019. Participants: 39; Faculty (Int.): M/s. Vikas Kumar Karmakar, Roopesha Kumar Jain, Vineet Kotwal, Syed Ibrahim Mohamed Abdulla.

Planning for Project Excellence (Module 2) at HQ Chennai: October 21- 24, 2019. Participants: 26; Faculty (Ext.): M/s. Prof. K.P. Reghunath, Prof. M R Aravindan from L&T, IPM – Chennai.

Programme on Leadership Skills at Pune: October 22, 2019. Participants: 23; Faculty (Ext.): Mr. Sonal Aurora Das.

Programme on Civil 3D at HQ Chennai: October 22 - 23, 2019. Participants: 15; Faculty (Int.): Mr. R. Prasanth.

Session on Navisworks at HQ Chennai: October 25, 2019. Participants: 13; Faculty (Int.): Mr. K. Arun Venkadesh.

Safe Execution Engineer – Level 5 at Bhubaneswar: October 30 -31, 2019. Participants :44; Faculty (Int.): M/s. Choudhury Nirmal Prasad Behera, Murali, Suman Samal, Ashutosh Kr Dubey, Nikhelesh Kumar, Chitaranjan Dandapat.

Programme on Thomson Reuters ERM Platform at HQ Chennai: November 14, 2019. Participants: 25; Faculty (Ext.): M/s. Karthik V, Ashish Bhimrajka, Vivek Mishra.

Safe Execution Engineer – Level 5 at Jaipur: November 15 - 16, 2019. Participants: 26; Faculty (Int.): M/s. Rashmikant Chauhan, Dharmendra Kumar, Ramesh Kannan K, Sonu Verma, Mandeep Walia.

Phyigital Programme on Competency Certification in Creativity at HQ Chennai: November 18, 2019. Participants: 19.

EHSO Competence Training at Jaipur: November 18, 2019. Participants: 20; Faculty (Int.): M/s. Rashmikant Chauhan.

Safe Execution Engineer – Level 5 at Bhubaneswar: November 18 - 19, 2019. Participants :47; Faculty (Int.): M/s. Venugopal S, Naidana Rama Krishna, Manorajan Behera, Kasapu Surendra, Dhableswar Biswal, Abhishek Sathua.

Programme on Lifestyle Modification & Stress Management at Mumbai: November 18 - 19, 2019. Participants :23; Faculty (Ext.): Mr. Vinod Kumar.

Programme on HDPE Pipes at HQ Chennai: November 19, 2019. Participants :27; Faculty (Ext.): Mr. Anand Kale.

Programme on Basics of P&M at Bhubaneswar: November 20 - 21, 2019. Participants :41; Faculty (Int.): Mr. Gopal Krishna Roy.

Safe Execution Engineer – Level 5 at CSTI, ATTIBELE: November 25 - 26, 2019. Participants :21; Faculty (Ext.): M/s. B. Anandan, Shaik Hamidulla, A. Narayana, Madhukrishna Kintali, Madhiyazhagan A, Anoop B M,Surendar.

Safe Execution Engineer – Level 5 at Kolkata: November 27 - 28, 2019. Participants :37; Faculty (Int.): M/s. Sunil Kumar Maharana, Ujjal Kumar Jha, Bapi Barik, Sabari Bhaumik.

ENVI Software Training at HQ Chennai: November 28 - 29, 2019. Participants :6; Faculty (Ext.): Ms. Neha.

Programme on O&M at Hyderabad: November 28 – 29, 2019. Participants :23; Faculty (Int.): M/s. Karunakaran Vijayakumar,

December

Phyigital Programme on Competency Certification in People Orientation at HQ Chennai: December 4,2019. Participants :13.

Autodesk Dynamo Advanced Training at HQ Chennai: December 4 - 5, 2019. Participants: 13; Faculty (Ext.): Mr. Enrique Galicia.

Planning for Project Excellence (Module 3) at HQ Chennai: December 4- 7, 2019. Participants: 25; Faculty (Ext.): M/s. Prof. Hiren Maniar, Prof. Sunil Kumar from L&T, IPM – Chennai.

Phyigital Programme on Competency Certification in Creativity at HQ Chennai: December 5, 2019. Participants: 17.

Programme on EIP Plan & enhancement at Bhubaneswar: December 9, 2019. Participants :39; Faculty (Int.): Ms. VL Prathyusha

Session on ESR Software at HQ Chennai: December 16, 2019. Participants :24; Faculty (Ext.): Mr. Radhesg Prabhakar.

IMS Training for functional Department at HQ Chennai: December 17, 2019. Participants :30; Faculty (Int.): Mr. Anantha Prasanna Venkatesh.

Programme on Effective Negotiation skills at Jaipur: December 17 - 18, 2019. Participants :20; Faculty (Ext.): Dr. Ashish Johri.

Programme on EIP Plan & enhancement at Pune: December 18 - 19, 2019. Participants :26; Faculty (Int.): M/s. VL Prathyusha, A. Srinivasan.

Programme on Effective Communication Skills at Kolkata: December 20, 2019. Participants :20; Faculty (Ext.): Ms. Neena A Ghosh Roy.

Muruganbabu, V. Nagarajan, Keerthy KTS, K Kamaraj, VL Prathyusha, Syed Ibrahim, Manoj Kumar.

Electrical Training at HQ Chennai: November 29, 2019. Participants :28; Faculty (Ext.): M/s. Vijayanarayanan NS, Pavan Roplekar, Bina Mitra.

Programme on Personal Effectiveness at Bhubaneswar: November 30 – December 1, 2019. Participants :33; Faculty (Ext.): Mr. Arvind Chandhoke.

Safe Execution Engineer – Level 5 at Bhubaneswar: November 28 - 29, 2019. Participants :40; Faculty (Int.): M/s. Choudhury Nirmal Prasad, Ranbir Singh, Naidana Rama Krishna, Karthick Raja, Maddi Bharath Chandra, Bhaskar Sekhar Parichha.

Programme on Creativity & Innovation at HQ Chennai: December 20 - 21, 2019. Participants :27; Faculty (Ext.): Ms. Lata Gopati.

Safe Execution Engineer – Level 5 at Hyderabad: December 20 - 21, 2019. Participants :24; Faculty (Int.): M/s. P. Balachander, Mathivanan Palaniappan.

EHSO Competence Training at Kolkata: December 23, 2019. Participants :17; Faculty (Int.): Mr. Sunil Kumar Maharana.

Programme on Lifestyle Modification & Stress Management at HQ Chennai: December 23 - 24, 2019. Participants :20; Faculty (Ext.): Mr. Vinod Kumar.

Safe Execution Engineer – Level 5 at Ahmedabad: December 23 - 24, 2019. Participants :25; Faculty (Int.): M/s. Vikas Kumar Karmakar, Rajkumar M Muthiah, Vineet Kotwal, Roopesha Kumar Jain.

Programme on Design Tips for Execution at HQ Chennai: December 23 - 24, 2019. Participants :21; Faculty (Int.): M/s. Hemant Jaiswal, V. Pradeep.

Safe Execution Engineer – Level 5 at Kolkata: December 24 - 25, 2019. Participants :27; Faculty (Int.): M/s. Sunil Kumar Maharana, Tirth Raj Gupta, Bapi Barik.

Programme on P&M System & Procedures at Kolkata: December 26, 2019. Participants :12; Faculty (Int.): Mr. Naidana Rama Krishna.

Divisional Corporate



Participants of the Executive Development Programme held at Lonavla over July 30th - Aug 9th, 2019



Participants of the Strategic Thinking & Leadership Programme held at Delhi over Aug 12th - 14th, 2019



Participants of the Executive Development Programme held at Delhi over Sept 3rd - 13th, 2019



Participants of the Executive Development Programme held at Chennai over Nov 20th - 30th, 2019

July

10 Days - Executive Development Programme from 16th to 26th July, 2019 at Chennai. Participants : 36. Faculty – KREA University and Internal faculty.

10 Days - Executive Development Programme from 16th to 26th July, 2019 at Delhi. Participants: 33. Faculty – SCMS, Noida and Internal faculty.

3 Day – Experiential Learning on EHS from 15th to 17th July, 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 34. Faculty – Mr. D. Radhakrishnan, EHS Dept, B&F IC.

August

1 Day – Extension of Time & Delay Analysis and Dispute Management on 1st August, 2019 at Chennai. Participants: 41. Faculty – External .

10 Days - Executive Development Programme from 4th to 14th August, 2019 at Chennai. Participants : 38. Faculty – KREA University and Internal faculty.

3 Day – Effective EHS Planning, Risk Assessment, Control & Responses from 23rd to 25th July , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 29. Faculty – External

10 Days - Executive Development Programme from 30th July to 9th August 2019 at Lonavla. Participants: 35. Faculty – SIBM, Pune and Internal faculty.

3 Day – Managing Hot Work in Construction from 5th to 7th August , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 36. Faculty – External

3 Day – Managing Work at Height in Construction from 20th to 22nd August , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 36. Faculty – Mr. Rajalingam Basuvaraj, B&F

3 Day – Strategic Thinking & Leadership Programme from 12th to 14th August, 2019 at Delhi. Participants: 29. Faculty – External

September

10 Days - Executive Development Programme from 3rd to 13th September, 2019 at Delhi. Participants : 38. Faculty – SCMS, Noida and Internal faculty.

10 Days - Executive Development Programme from 10th to 20th September, 2019 at Mysuru. Participants : 39. Faculty – SIBM, Bengaluru and Internal faculty.

2 Day – Achieving Personal Excellence on 12th & 13th September, 2019 at Chennai. Participants: 30. Faculty – External .

10 Days - Executive Development Programme from 17th to 27th September, 2019 at Chennai. Participants : 40. Faculty – KREA University and Internal faculty.

October

10 Days - Executive Development Programme from 9th to 19th October, 2019 at Lonavla. Participants : 29. Faculty – SIBM, Pune and Internal faculty.

10 Days - Executive Development Programme from 15th to 25th October, 2019 at Chennai. Participants: 37. Faculty – KREA University and Internal faculty.

3 Day – Advance Excel Training Programme on 11th , 19th & 24th October, 2019 at Chennai. Participants: 23. Faculty – External .

2 Day – Excellence in Formwork & Scaffolding on 21st & 22nd October, 2019 at Chennai. Participants: 41. Faculty – Internal .

November

2 Day – Excellence in Formwork & Scaffolding on 25th & 26th November, 2019 at Panvel. Participants: 30. Faculty – Internal .

10 Days - Executive Development Programme from 12th to 22nd November, 2019 at Lonavla. Participants : 31. Faculty – SIBM, Pune and Internal faculty.

December

2 Day – PPA - HJA Certification Workshop on 23rd & 24th December , 2019 at Chennai. Participants: 13. Faculty – External .

4 Day – IOSH Managing Safely from 10th to 13th December , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 18. Faculty – Mr. Kamaraj, EHS Dept, B&F IC.

10 Days - Executive Development Programme from 3rd to 13th December, 2019 at Lonavla. Participants : 32. Faculty – SIBM, Pune and Internal faculty.

10 Days - Executive Development Programme from 20th to 30th August, 2019 at Mysuru. Participants : 33. Faculty – SIBM, Bengaluru and Internal faculty.

2 Day – Execution Excellence Through People Management on 20th & 21st September, 2019 at Mysuru. Participants: 19. Faculty – External .

1 Day – Workshop on Effective Performance Feedback on 16th September at Chennai. Participants: 23. Faculty – External

2 Day – Occupational Safety in Construction on 11th & 12th September , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 20. Faculty – Mr. D. Radhakrishnan, EHS Dept, B&F IC.

3 Day – Effective EHS Planning, Risk Assessment, Control & Responses from 23rd to 25th September , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 10. Faculty – Mr. Vijaya Sekar

2 Day – Personal & Organizational Effectiveness on 22nd & 23rd October, 2019 at Chennai. Participants: 35. Faculty – External .

2 Day – Understanding of Finance on 24th & 25th October, 2019 at Delhi. Participants: 18. Faculty – External

4 Day – IOSH Managing Safely from 28th to 31st October , 2019 at L&T's Safety Innovation School, Kanchipuram. Participants: 18. Faculty – Mr. Kamaraj, EHS Dept, B&F IC.

10 Days - Executive Development Programme from 29th October to 8th November, 2019 at Delhi. Participants : 30. Faculty – SCMS, Noida and Internal faculty.

10 Days - Executive Development Programme from 20th to 30th November, 2019 at Chennai. Participants : 39. Faculty – KREA University and Internal faculty.

10 Days - Executive Development Programme from 26th November to 6th December, 2019 at Mysuru. Participants : 29. Faculty – SIBM, Bengaluru and Internal faculty.

10 Days - Executive Development Programme from 11th to 21st December, 2019 at Chennai. Participants : 28. Faculty – KREA University and Internal faculty.

10 Days - Executive Development Programme from 17th to 27th December, 2019 at Mysuru. Participants : 29. Faculty – SIBM, Bengaluru and Internal faculty.

L&T GeoStructure



Participants of the Leadership Excellence in EHS programme



Participants of the Equipment User Awareness programme



Participants of the GET Orientation programme

July

GET Orientation programme at Head Qrts, on 1st July to 20th July 2019; Participants: 34; Faculty Member: In House Team, L&T GeoStructure

Behavior Based Safety at CMRL Site Chennai, on 27th July 2019; Participants: 17; Faculty Member: (External) from M/s Safety Catch

August

Work Life Balance at Head Qrts, on 30th & 31st August 2019; Participants: 24; Faculty Member: (External) Mr. Anto Vincent.

Orientation Programme for GCT/DET/PGET at Head Qrts, from 1st to 6th August 2019; Participants: 31; Faculty Member: In House Team, L&T GeoStructure

September

Equipment User Awareness Programme at P&M Yard Kanchipuram, on 13th September 2019; Participants: 16; Faculty Member: M/s Ravi N, Jayavel & Deepak Kumar, L&T GeoStructure

Know Your Operations: Dam Construction on 13th September

October

First Aid Programme at HQ Chennai, on 16th October 2019; Participants: 13; Faculty Member: (External) Dr. G. Jayaraj from Occupational Health Services

December

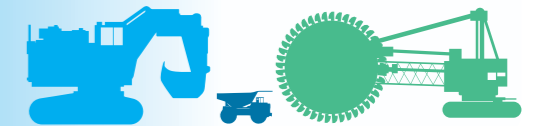
Leadership Excellence in EHS at HQ Chennai, on 07th December 2019; Participants: 15; Faculty Member: Mr. K P Ravinath, Head EHS, L&T GeoStructure

2019 at Design and Construction Runj Dam MP Project; Participants: 13; Faculty Member: M/s Sarasindhu Datta, Sathish Kumar, Narendarnath K, Palaniappan T, Puranathan A, K P Ravinath L&T GeoStructure

November

Riggers Training Program at MTHL Mumbai, on 24th November 2019; Participants: 15; Faculty Member: (External Faculty) Mr. Venkat from ASK EHS.

Metallurgical & Material Handling



Participants of the Operational Excellence through Equipment Digitalisation Programme held at Panvel on July 02nd – 04th, 2019



Participants of the Train the Trainers Programme held at CSTI Sreerampuron Aug 01st, 2019



Participants of the 3D BIM Inventor Programme held at EDRC Kolkata on Aug 26th- Aug 28th, 2019



Participants of the Variable Speed Drives - Selection & Troubleshooting programme held at EDRC Kolkata Sep 13th, 2019

July

Operational Excellence through Equipment Digitalisation; Location: Panvel; Faculty: Mr. Padmanaban K, External Mr. T.S. Thiruvengadam, External Mr. G Chandrasekhar; Date: 02-07-2019 to 04-07-2019; Participant: 17

Strategic Thinking; Location: Kansbahal; Faculty: External Faculty Dr. Surendra Das; Date: 05-07-2019; Participant: 19

GET Orientation; Location: Kolkata; Faculty: Internal; Date: 06-07-2019 to 10-07-2019; Participant: 19

Hydraulics; Location: Kansbahal; Faculty: Mr. Sanjib Roy; Date: 18-07-2019; Participant: 18

BIM Awareness Program; Location: Khargone; Faculty: Mr. ANTARA ROY; Date: 29-07-2019; Participant: 9

August

Train the Trainers Program; Location: CSTI Sreerampur; Faculty: Ms. Bandana Khanna; Date: 01-08-2019; Participant: 19

Bearing; Location: Kansbahal; Faculty: External Faculty Mr. Pranjal Singh from M/s SKF Bearings India Limited; Date: 06-08-2019; Participant: 15

Cost management concepts in EPC Projects; Location: Kolkata; Faculty: External Faculty Prof. Hiren Maniar from L&T IPM; Date: 13-08-2019 to 14-08-2019; Participant: 17

Caesar Training; Location: EDRC Kolkata; Faculty: External Faculty from Caesar; Date: 19-08-2019; Participant: 6

ISO 9001:2015 "Quality Management Systems"; Location: CSTI Sreerampur; Faculty: Mr. Sudipta Debnath; Date: 21-08-2019; Participant: 17

Welding Quality; Location: CSTI Sreerampur; Faculty: Mr. Sudipta Debnath; Date: 22-08-2019; Participant: 15

3D BIM Inventor; Location: EDRC Kolkata; Faculty: External faculty from BIM ACADEMY; Date: 26-08-2019 to 28-08-2019; Participant: 12

Civil Structural - Earth Quake Analysis & Design; Location: EDRC Kolkata; Faculty: Mr. Biplab Munshi & Mr. Md. Feradul Shaikh; Date: 30-08-2019; Participant: 13

Fluid Coupling- Precautions measures; Location: Kansbahal; Faculty: External Faculty Mr. Ranjit Kumar Mallik from Premium Transmission Pvt. Limited; Date: 30-08-2019; Participant: 17

September

Time Management; Location: Kolkata; Faculty: External Faculty Mr. Gautam Roy; Date: 06-09-2019; Participant: 23

Speciality Conveyors - Pipe Long Belt Ropecon Shiftable; Location: EDRC Kolkata; Faculty: Mr. Sankha Dasgupta, Mr. Shaik Abdul Afeej, Mr. M Manohar Reddy; Date: 12-09-2019; Participant: 23

Variable Speed Drives - Selection & Troubleshooting; Location: EDRC Kolkata; Faculty: Mr. Rittwik Khatua; Date: 13-09-2019; Participant: 15

Artificial Intelligence; Location: Kolkata; Faculty: External Faculty Mr. Indranil Sarker; Date: 16-09-2019; Participant: 27

Electro Hydraulics & application in Boom Placer & Batching Plant; Location: Dolvi Site; Faculty: External Faculty Mr. M. Srinivasan &

Mr. M Jothiswaran; Date: 18-09-2019 to 19-09-2019; Participant: 17

QMS Internal Auditor Course - ISO 9001:2015; Location: Kolkata; Faculty: Mr. Sudipta Debnath; Date: 24-09-2019 to 26-09-2019; Participant: 9

Civil Structural Design of Wagon Tippler Complex; Location: EDRC Kolkata; Faculty: Mr. Md. Mohd Merajuddin & Mr. Saswata Bhattacharya; Date: 25-09-2019; Participant: 19

Latest Emission Control Norms & Technologies in Steel Plant; Location: EDRC Kolkata; Faculty: Mr. Santanu Banik; Date: 30-09-2019; Participant: 31

October

Static & Dynamic Behaviour of Foundations for Motor, Gear Box and Machines; Location: EDRC Kolkata; Faculty: Mr. Udayan Roy; Date: 24-10-2019; Participant: 12

ERM System Portal; Location: Kolkata; Faculty: External Faculty; Date: 30-10-2019; Participant: 19

November

AVEVA ENGINEERING, DIAGRAM, INTEGRATION, INSTRUMENTATION, ELECTRICAL; Location: EDRC Kolkata; Faculty: Mr. Rashed Ahmed Mohammed Khurshed, Mr.

Koushik Ganguly; Date: 04-11-2019; Participant: 22

AVEVA E3D DESIGN, E3D DRAW; Location: EDRC Kolkata; Faculty:

Mr. Koushik Ganguly; Date: 05-11-2019; Participant: 18

Plastic Waste Management; Location: Kansbahal; Faculty: External Faculty Dr. Sabyasachi dash; Date: 09-11-2019; Participant: 12

Supervisory Development Programme; Location: The Westin - Rajarhat; Faculty: Internal & External; Date: 11-11-2019 to 16-11-2019; Participant: 29

Autodesk Dynamo Basics; Location: EDRC Kolkata; Faculty: External Faculty Mr. Enrique Galicia; Date: 28-11-2019 to 30-11-

2019; Participant: 12

P&M DET TRAINING; Location: EDRC Kolkata; Faculty: Internal; Date: 28-11-2019 to 30-11-2019; Participant: 03

Change Management; Location: Kansbahal; Faculty: External Faculty Prof. Subhas Chandra Parida; Date: 30-11-2019; Participant: 17

December

Behavioural Based Safety; Location: Dolvi Site; Faculty: External Faculty Mr. Josy Thoppil; Date: 03-12-2019; Participant: 18

Executive Development Programme (EDP); Location: Lemon Tree Hotel New Town; Faculty: Internal + External; Date: 16-12-2019 to 25-12-2019; Participant: 24



Participants of the Artificial Intelligence Programme held at Kolkata on Sep 16th, 2019



Participants of the QMS Internal Auditor Course - ISO 9001:2015 Programme held at Kolkata on Sep 24th - Sep 26th, 2019



Participants of the Static & Dynamic Behaviour of Foundations for Motor, Gear Box and Machines Programme held at EDRC Kolkata on Oct 10th, 2019



Participants of the Autodesk Dynamo Basics programme held at EDRC Kolkata Nov 28th - Nov 30th, 2019

EMPLOYEE NEWS

Buildings & Factories IC

New Joiners

Ms. SASIREKHA M NAIDU, SR. ENGINEERING MANAGER (CIVIL), EDRC (B&F) - HQ, CHENNAI

Mr. PARTHA SARATHI KUNDU, SR. ENGINEERING MANAGER (CIVIL), EDRC (B&F)-HQ, CHENNAI

Mr. DHARANIPATHY, CHIEF ENGINEERING MANAGER (CIVIL), EDRC (B&F)-HQ, CHENNAI

Mr. RAJESH S, SR. ENGINEERING MANAGER (ELEC), DELHI INTL. AIRPORT

Mr. ALLAVARAPU NAGESWARA RAO, CHIEF ENGINEERING MANAGER (CIVIL), EDRC (B&F)-HQ, CHENNAI

Mr. SHASHANK MISHRA, SR. ENGINEERING MANAGER (ELEC), MUMBAI

Promotions

Mr. KONDLE RAJESH BHAGWANRAO, HEAD RESIDENTIAL (SOUTH), HQ - CHENNAI

Mr. ASHUTOSH TRIPATHI, HEAD - FACTORIES, HQ - CHENNAI

Mr. SEKARAN S, CLUSTER PROJECT MANAGER, CHENNAI

Mr. MOHAMED ASLAM M, CHIEF PROJECT MANAGER, QATAR

Mr. SUDIPTA KUMAR BASU, CLUSTER PROJECT MANAGER, KOLKATA

Mr. PRASANTA KUMAR SAMAL, JGM (MECH), MUMBAI

Mr. ANANT SHEKDAR, PROJECT DIRECTOR, MUMBAI

Mr. BHASKARA REDDY C, JGM & HEAD-APTIDCO HOUSING PROJECTS (KRISHNA DIST), VIJAYAWADA

Mr. CHEKKA KRISHNA SOMARAJU, JGM & HEAD - EDRC (RESIDENTIAL BLDGS.), EDRC, HQ - CHENNAI

Mr. CHANDRAN A, PROJECT MANAGER, CHENNAI

Mr. PEER MOHAMED J, PROJECT MANAGER, CHENNAI

Mr. PADMANATHAN S, CHIEF ENGINEERING MANAGER (MECH), EDRC,

HQ - CHENNAI

Ms. KOWSALYA TS, SR. DGM (QA/QC), CHENNAI

Mr. RAVI V, SR. DGM (CIVIL), BANGALORE

Mr. SATISH PR, PROJECT MANAGER, MUMBAI

Mr. MARABATTINA JAGADISH, PROJECT MANAGER, HMRP

Mr. JAYAVEL N, SR. DGM (ACCOUNTS), MUMBAI

Mr. HEGDE PG, PROJECT MANAGER (CIVIL), DELHI

Mr. SANTANU GUHA, SR. DGM (CIVIL), BIAL

Mr. SUBHASIS PANJA, CLUSTER PROJECT MANAGER, LUCKNOW

Mr. SUNDHAR C, CHIEF ENGINEERING MANAGER (CIVIL), EDRC, HQ - CHENNAI

Mr. BIBHAS CHANDRA DAS, DGM (CIVIL), ODISHA

Mr. MANOJ KUMAR BINWAL, DGM (P&M), AHMEDABAD

Mr. GANAPATHY SUBRAMANIAN S, DGM (ACCOUNTS), HQ - CHENNAI

Mr. ARVIND KUMAR KUSHWAHA, PROJECT MANAGER, DELHI

Mr. KANNAN G, DGM (MECH), CHENNAI

Mr. BHOSLE AJAY PANDURANG, DGM (CIVIL), HIAL

Mr. VENKATACHALAPATHY P, DGM (CIVIL), SAUDI

Mr. Dr. SIVAKUMAR K, DGM (CIVIL), HQ - CHENNAI

Mr. SHIVASHANKARAI AH G, DGM (CIVIL), VIJAYAWADA

Mr. RAMGOPAL CHOWDARY P, CHIEF ENGINEERING MANAGER (CIVIL), EDRC, HQ - CHENNAI

Mr. RAJKUMAR M, CHIEF ARCHITECT, EDRC, HQ - CHENNAI

Mr. PRABHAKAR PA, DGM (CIVIL), VIJAYAWADA

Mr. DHAGUM RAGHU NANDAN, DGM (CIVIL), DELHI

Mr. Dr. SANJAI KUMAR SRIVASTVA, DGM

(EHS), DELHI

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Mr. ROOPESH KUMAR S, DGM (CIVIL), HQ - CHENNAI

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Mr. SATHISH YS, DGM (CIVIL), VIJAYAWADA

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Mr. PRAVEEN H V, DGM (DIGITAL), HQ - CHENNAI

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Mr. KARTHIKEYAN K, DGM (P&M), SRILANKA

Mr. VISHNUVARDHAN G, DGM (P&M), HQ - CHENNAI

Mr. AMIT GUPTA, PROJECT HEAD, DELHI

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Mr. DUDWADKAR DEEPAK PRALHAD, DGM (FINISHES), MUMBAI

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Mr. KARTHIKEYAN R, DGM (EHS), CHENNAI

Mr. KRISHNAN S, CHIEF ENGINEERING

MANAGER (MECH), EDRC, HQ - CHENNAI

Mr. RAMKUMAR K, DGM (CIVIL), OMAN

Mr. SUDIP MUKHERJEE, PROJECT HEAD, MUMBAI

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Mr. PRAKASH B, DGM (MECH), HIAL

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 Mr. BALAMURUGAN K,SR.MANAGER (CIVIL),HQ - CHENNAI
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 Ms. BHARANI K,MANAGER (PROCUREMENT),HQ - CHENNAI
 Ms. ABIRAMI A L,PRINCIPAL ARCHITECT,EDRC, HQ - CHENNAI
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 Mr. SHANMUGARAJ S,CONSTRUCTION MANAGER (ELEC),SAUDI
 Mr. BHABANI SANKAR MISHRA,MANAGER (STORES),KOLKATA
 Mr. ARUN PRADEEP R,MANAGER (ACCOUNTS),BANGALORE
 Mr. SETHILKUMAR K,MANAGER (PROCUREMENT),HQ - CHENNAI
 Mr. ABHINAV SEHGAL,MANAGER (HR),HQ - CHENNAI
 Mr. MANAS RANJAN DAS,MANAGER (EHS),KOLKATA
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 Mr. AZHAGIRI A,CONSTRUCTION MANAGER (ELEC),KOLKATA
 Mr. JEYAGANESH S,MANAGER - MEP,VIJAYAWADA
 Mr. TARUN KUMAR,MANAGER (MECH),DELHI
 Mr. VINOCHKUMAR A,CONSTRUCTION MANAGER (CIVIL),AHMEDABAD
 Mr. MOHAMMED SALEEM K,CONSTRUCTION MANAGER (ELEC),SAUDI
 Mr. SANDIP NATH,MANAGER (FINISHES),KOLKATA
 Mr. RAUT BHAGAWAN GOVINDRAO,MANAGER

(ACCOUNTS),SRILANKA	MANAGER (MECH),AHMEDABAD	MANAGER (CIVIL),CHENNAI	NARENDRA,CONSTRUCTION MANAGER (CIVIL),MUMBAI	Mr. DIPANKAR DEY,CONSTRUCTION MANAGER (ELEC),DELHI	Mr. SANJAY KUMAR,MANAGER (EHS),ODISHA
Mr. SATISH V,MANAGER (EHS),CHENNAI	Mr. SENTHIL VEL KUMAR S,CONSTRUCTION MANAGER (CIVIL),CHENNAI	Mr. PANCHAL NISHIT RAJENDRAKUMAR,CONSTRUCTION MANAGER (CIVIL),STATUE OF UNITY	Mr. MAHESH KUMAR BHUYAN,CONSTRUCTION MANAGER (CIVIL),GURGAON	Mr. ANKUR CHOPRA,CONSTRUCTION MANAGER (CIVIL),DELHI	Mr. VIDYASAGAR V,CONSTRUCTION MANAGER (CIVIL),QATAR
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 Mr. ASHOK KUMAR,ASST. CONSTRUCTION MANAGER (ELEC),DELHI
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 Ms. ANTARA ROYCHOWDHURY,ASST. MANAGER (MECH),KOLKATA
 Mr. INGALE SANJAY CHANDRAKANT,ASST. CONSTRUCTION MANAGER (CIVIL),MUMBAI
 Mr. AVINASH KUMAR TIWARI,ASST. CONSTRUCTION MANAGER (ELEC),DELHI
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 Mr. GURUSAMY ALIAS KUMAR S,ASST. ENGINEERING MANAGER (CIVIL),EDRC, HQ - CHENNAI
 Mr. DEBJYOTI GHOSH,ASST.

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Mr. ASHWIN K,SR. ENGINEER (MECH),BIAL	Mr. SUDHEESH V,ENGINEER (QA/ QC),BANGALORE	Mr. TUMMA VENKATA REDDY,ENGINEER (EHS),MUMBAI	Mr. BALAJEE B,ENGINEER (CIVIL),VIJAYAWADA	Mr. RAMESH KG,GENERAL FOREMAN (CIVIL),CHENNAI	Mr. ROHIT SHANTILAL MATHURBHAI,GENERAL FOREMAN (CIVIL),MUMBAI
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 Mr. VENKATESA PERUMAL P,SUPERVISOR (IR),CHENNAI
 Mr. ADITYA KUMAR,CHARGEHAND (P&M),BANGALORE
 Mr. MARUF KHALIFA,SR. CHARGEHAND (P&M),MUMBAI
 Mr. PRIYADEEP

CHAUDHURY,CHARGEHAND (MECH),KOLKATA
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 Mr. MURUGESAN S,SR. CHARGEHAND (PLUMBING),HQ - CHENNAI
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 Mr. VEDIYAPPAN S,ASST. SURVEYOR,BIAL
 Mr. VISU P,SR. CHARGEHAND (PLUMBING),VIJAYAWADA
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 Mr. PRAJESH A,SUPERVISOR (EHS),HIAL
 Mr. SURESH G L,CHARGEHAND (CIVIL),CHENNAI
 Mr. EDWIN SHAJI S,CHARGEHAND (CIVIL),BANGALORE
 Mr. WAGH MOHAN SURESH,CHARGEHAND (CIVIL),MUMBAI
 Mr. SHIB SANKAR MONDAL,SUPERVISOR (QA/QC),KOLKATA
 Mr. PINTU MONDAL,CHARGEHAND (P&M),KOLKATA
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 Mr. JAIKRISHNAN AJ,CHARGEHAND (CIVIL),MUMBAI
 Mr. VIJAYAKANTH R,CHARGEHAND (CIVIL),BANGALORE
 Mr. MAKESH KUMAR A,CHARGEHAND (CIVIL),CHENNAI
 Mr. BHUTE DAYARAM MANOHAR,CHARGEHAND (CIVIL),MUMBAI
 Mr. VINCENT D,CHARGEHAND (CIVIL),SRILANKA
 Mr. BAPAN DE,CHARGEHAND (CIVIL),SRILANKA

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 Mr. SUDHAKARAN C,DRIVER,BANGALORE
 Mr. RAJAMANICKAM K,FOREMAN (CIVIL),KOLKATA
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 Mr. WAJE VISHAL RAOSAHEB,JR. CHARGEHAND (P&M),MUMBAI
 Mr. POOPANDI P,JR.CHARGEHAND (P&M),KOLKATA

Absorbtion

Mr. GHARJALE RAMESHWAR DNYANOBA,ENGINEER (CIVIL),MUMBAI
 Mr. NEELAKANTAM MANIKANTA DURGA SAIRAM,ENGINEER (CIVIL),MUMBAI
 Mr. PACHIGOLLA CHANIKYA,ENGINEER (CIVIL),CHENNAI
 Mr. KOTHAMASU SAI MANIKANTA,ENGINEER (CIVIL),CHENNAI
 Mr. AJITHKUMAR RAVI,ENGINEER (CIVIL),CHENNAI
 Mr. IMTHIYAS AHAMMED P M,ENGINEER (CIVIL),CHENNAI
 Ms. STUTI SINGH,ARCHITECT,EDRC, HQ - CHENNAI
 Mr. NANI GOPAL DAS,ENGINEER (CIVIL),KOLKATA
 Mr. MD ADIL HAQUE,ENGINEER (MECH),ODISHA
 Mr. TUHIN RAJ,ENGINEER (ELEC),KOLKATA
 Mr. SWAPAN MAITY,ENGINEER (CIVIL),KOLKATA
 Mr. SOURAV TEWARY,ENGINEER (CIVIL),ODISHA
 Mr. ROUNAK DUTTA,ENGINEER (MECH),KOLKATA

Mr. SATADIP DAS,ENGINEER (CIVIL),ODISHA
 Mr. NAYAN MUKHERJEE,ENGINEER (ELEC),KOLKATA
 Mr. KRISHANU PRAMANIK,ENGINEER (CIVIL),KOLKATA
 Mr. SOURAV DALAI,ENGINEER (CIVIL),KOLKATA
 Mr. INDRANIL GOSWAMI,ENGINEER (CIVIL),KOLKATA
 Mr. RAHUL PATRA,ENGINEER (ELEC),MUMBAI
 Mr. NIKHIL MADHUKAR BANSODE,ENGINEER (CIVIL),MUMBAI
 Mr. AJAY AGATRAO GAWARE,ENGINEER (CIVIL),MUMBAI
 Mr. SUTAR ADINATH TANAJI,ENGINEER (CIVIL),MUMBAI
 Mr. SRIJAN HATI,ENGINEER (CIVIL),KOLKATA
 Mr. SONTU KHAN,ENGINEER (CIVIL),HIAL
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 Mr. PRAJWAL,ENGINEER (CIVIL),MUMBAI
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 Mr. VAIBHAV KUMAR SINGH,ENGINEER (CIVIL),DELHI
 Mr. CHIRAG SUTHAR,ENGINEER (CIVIL),DELHI
 Mr. SHYAM SUNDAR VERMA,ENGINEER (CIVIL),DELHI
 Mr. NAVEEN KUROLIYA,ENGINEER (CIVIL),DELHI
 Mr. MOHD. TAUSHIF NAWAZ,ENGINEER (CIVIL),DELHI
 Mr. AMIT UPADHYAY,ENGINEER (MECH),DELHI
 Mr. NIREESH KUMAR GUPTA,ENGINEER (CIVIL),DELHI
 Mr. SHUBHAM RAWAT,ENGINEER (CIVIL),DELHI
 Mr. ANIKESH SUDESH MHATRE,ENGINEER (MECH),MUMBAI
 Mr. VIMAL JOSEPH V V,ENGINEER (CIVIL),MUMBAI

Mr. MODILI HEMANTH,ENGINEER (ELEC),DELHI

Mr. MUHAMMED SHABIR,ENGINEER (CIVIL),MUMBAI

Mr. SHUBHAM KASHIRAM NIMBALKAR,ENGINEER (CIVIL),MUMBAI

Mr. YASH KESHAVRAO BAKAL,ENGINEER (ELEC),MUMBAI

Mr. PEKETI SRI SATYA SAI ANIL,ENGINEER (MECH),VIJAYAWADA

Mr. SOMNATH SAHOO,ENGINEER (CIVIL),MUMBAI

Absorbed from GCT

Ms. JAYASUDHA,SUPERVISOR - ACCOUNTS,HQ - CHENNAI

Mr. RISHABH SELOT,ACCOUNTS SUPERVISOR,MUMBAI

Mr. VARUNKRISHNA G,SUPERVISOR - ADMIN,HQ - CHENNAI

Mr. K RAVI KIRAN,SUPERVISOR - ADMIN,CHENNAI

Absorbed from GET

Mr. PALLE ANIL KUMAR REDDY,SR. ENGINEER (ELEC),CHENNAI

Mr. KUNAL SARMA,SR. ENGINEER(ELEC),KOLKATA

Mr. NIKHIL AWASTHI,SR. ENGINEER(MECH),KOLKATA

Ms. SUSHMITA SAHOO,SR. ENGINEER(CIVIL),KOLKATA

Mr. GYANESH KUMAR,SR.ENGINEER (CIVIL),KOLKATA

Mr. PRINCE KUMAR SAURAV,SR. ARCHITECH,KOLKATA

Mr. SAMPAD SAHA,SR. ENGINEER(CIVIL),KOLKATA

Mr. AJIN S,SR.ENGINEER (CIVIL),DELHI

Mr. DEEPAK KUMAR SHARMA,SR. ENGINEER (CIVIL),BANGALORE

Mr. VENNAVALLI VENU GOPAL,SR. ENGINEER (CIVIL),KOLKATA

Absorbed from PGET

Mr. DEEPAK KATHAIT,SR. DESIGN ENGINEER,DIAL

Mr. ARIF SARDAR,SR. DESIGN ENGINEER,DIAL

Mr. LALIT MOHANLAL NIRANIYA,SR. ENGINEER (CIVIL),MUMBAI

Ms. SUSHREETA SUBUDHI,SR.ENGINEER (CIVIL),MUMBAI

Mr. SAJU MOHAN M S,SR.ENGINEER (EHS),DIAL

Mr. ARKAPRABHA CHATTOPADHYAY,SR. ENGINEER (CIVIL),HQ - CHENNAI

Mr. TANVEER SINGH,SR.DESIGN ENGINEER (CIVIL),EDRC, HQ - CHENNAI

Mr. AYUSH MAHESHWARI,SR.DESIGN ENGINEER (CIVIL),EDRC, HQ - CHENNAI

Mr. SATYABRATA PATTNAYAK,SR. ENGINEER (CIVIL),EDRC, HQ - CHENNAI

Mr. PIYUSH KUMAR,SR.ENGINEER (CIVIL),EDRC, HQ - CHENNAI

Mr. SWAPNIL PUJARA,SR.DESIGN ENGINEER (MECH),EDRC, HQ - CHENNAI

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Ms. SWETHA G,SR.DESIGN ENGINEER (CIVIL),EDRC, HQ - CHENNAI

Mr. MUTHANNA P C,SR.ENGINEER (CIVIL),BANGALORE

Retirements

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Mr. SRINIVAS V,PROJECT DIRECTOR,OMAN

Mr. ASEREFALI KB,DEPUTY PROJECT DIRECTOR,SAUDI

Mr. RAVICHANDRAN K,HEAD-ISD (B&F),CHENNAI HEAD QRS.

Mr. ASOK KUMAR B,SR.DGM (MECH),CHENNAI HEAD QRS.

Mr. SHETE SATYAVAN DNYANDEV,PROJECT

MANAGER,AHMEDABAD

Mr. UTPAL GHOSH,DGM (P&M),CHENNAI

Mr. KISHOR ANKUSH CHALKE,DGM (PROCUREMENT),VIJAYAWADA

Mr. LAKSHMANAN S,DGM (STORES),QATAR

Mr. VERMA M L,DGM (INDUSTRIAL RELATIONS),DELHI

Mr. KAMESHWAR PD PANDIT,SR. CONSTRUCTION MANAGER (MECH),DELHI C17 PHASE-II

Mr. RANGARAJAN R,SR. MANAGER (ADMINISTRATION),CHENNAI HEAD QRS.

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Mr. SRIKANTH P,MANAGER (SYSTEMS),L&T FORMWORK-PONDY

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Mr. SUBHASH DAYARAM PATIL,GENERAL FOREMAN (P&M),HYDERABAD

Mr. SINGH JAGIR LAKHA BHAGAT,FOREMAN (ELEC),MUMBAI

Mr. EDWARD FERNANDIS,FOREMAN (CIVIL),MUMBAI

Mr. NIKAM DATTU PUNJARAM,OPERATOR,MUMBAI

Mr. LAHU NAMDEV CHAVAN,CHARGEHAND (P&M),MUMBAI

Water & Effluent Treatment IC

New Joiners

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Mr. S Velu, Ahmedabad

Mr. Sanjib Kumar Bhattacharya, Ahmedabad

Mr. Shivam Sachdeva, Ahmedabad

Mr. Vasa Sandeep, Ahmedabad

Mr. Vikas Dayal, Ahmedabad

Mr. Angad Kumar, Bengaluru

Mr. Anjanakumar J, Bengaluru

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Mr. Sripathy Gandhi, Bengaluru

Mr. Suman Kumar Giri, Bengaluru

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Mr. Anshul Verma, Bhopal

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Mr. Sumit Kumar, Bhopal

Mr. Suraj Kumar, Bhopal

Mr. Syed Shahid Ali, Bhopal

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Mr. Abhishek Kumar, Bhubaneswar

Mr. Anka Munendra Manyam, Bhubaneswar

Mr. Ashok Kumar, Bhubaneswar

Mr. Gajendran J, Bhubaneswar

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Mr. Jayanta Kumar Sahoo, Bhubaneswar

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Mr. Kurra Sai Pushkal Kanna, Bhubaneswar

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Mr. Muhammed Musthafa, Bhubaneswar

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Mr. Parameshwar Halder, Bhubaneswar

Mr. Podagatlapalli Pradeep, Bhubaneswar

Mr. Pratim Sett, Bhubaneswar

Mr. Priti Sankar Mahapatra, Bhubaneswar

Mr. Rahul, Bhubaneswar

Mr. Ritesh Gaur, Bhubaneswar

Mr. Sara Anil Kumar, Bhubaneswar

Mr. Sathesekumar Kanagaraj, Bhubaneswar

Mr. Satyendra Chauhan, Bhubaneswar

Mr. Shashi Shekhar, Bhubaneswar

Mr. Shreenivas S, Bhubaneswar

Mr. Sunil Kumar Singh, Bhubaneswar

Mr. Susobhan Khan, Bhubaneswar

Mr. Yogendra Singh, Bhubaneswar

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Mr. Baditha Varaprasad, Chennai

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Mr. K.Suresh, Chennai

Mr. Kannadhasan Mohan, Chennai

Mr. Nandarapu Praveen Kumar, Chennai

Mr. Piyushkumar Sathavara, Chennai

Mr. Ajay Yadav, Delhi

Mr. Dharm Veer Yadav, Delhi

Mr. Gaddam Srinivas, Delhi

Mr. Ilanchezhian S, Delhi

Mr. Imtiyaz Ahmad Lone, Delhi

Mr. Jagat Naresh Bhargva, Delhi

Mr. Konada Naveen, Delhi

Mr. M V Abijith, Delhi

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Mr. Niranjana Kumar, Delhi

Mr. Raju, Delhi

Mr. Ramagiri Santhosh, Delhi

Mr. Sabareesh N, Delhi

Ms. Seema Rawat, Delhi

Mr. Vikash Das, Delhi

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Mr. Abhimanyu Arya, Head Qrts

Mr. Amirtharajan A, Head Qrts

Mr. Amit Chaffle, Head Qrts

Mr. Anand, Head Qrts

Mr. Ananda Moy Bangal, Head Qrts

Ms. Annie Vinarasi Arulappan, Head Qrts

Mr. Anuj Sharma, Head Qrts

Mr. Arumugam Sathish Kumar, Head Qrts

Mr. Ashutosh Kumar Awasthi, Head Qrts

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Mr. Jayavarapu Vinod, Head Qrts
Mr. Kaari Jagadeeswara Rao, Head Qrts
Mr. Kanchipati Pavankumar, Head Qrts

Mr. Kandipalli Appala Raju, Head Qrts
Mr. Kandregula Gangadharan, Head Qrts
Mr. Karukonda Ajaykumar, Head Qrts
Mr. Kirlampalli Ramu, Head Qrts
Mr. Kommoji Ramachari, Head Qrts
Mr. Kommoju Ramuratna Santoshkumar, Head Qrts
Mr. Konatala Sunil Srinivas Kumar, Head Qrts
Mr. Kotyada Vinodsai Raja, Head Qrts
Mr. Lachipathula Santhosh, Head Qrts
Mr. Lanki Ramesh, Head Qrts
Mr. Manda Jai Surya Prakash, Head Qrts
Mr. Marothi Abhishek, Head Qrts
Mr. Meegada Vamsi Krishna, Head Qrts
Mr. Mohammed Shafiulla, Head Qrts
Mr. Mummidivarapu Satyanarayana, Head Qrts
Mr. Mummina Samminaidu, Head Qrts
Mr. Nammi Sai Sateesh, Head Qrts
Mr. Ommi Pavan Kumar, Head Qrts
Mr. Palivela Bhavani Sambasivarao, Head Qrts
Mr. Palla Gowrinaidu, Head Qrts
Mr. Patchikora Sombabu, Head Qrts
Mr. Pothula Vijay Kumar, Head Qrts
Mr. Ravada Demullu, Head Qrts
Mr. Romala Vinodh Kumar, Head Qrts
Mr. Samudrala Ganesh Kumar, Head Qrts
Mr. Sariki Yashod Pavan, Head Qrts
Mr. Singidi Bheemaganesh, Head Qrts
Mr. Sirusolla J Satyanarayana, Head Qrts
Mr. Somoju Ramakrishna, Head Qrts
Mr. Suravarapu Yaswanth, Head Qrts
Mr. Surisetti Suresh, Head Qrts
Mr. Thumpala Shankar, Head Qrts

New Responsibilities

Mr. E Maran, Head - P&M Operations, Head Qrts
Mr. T S Arun Kumar, Cluster Incharge - Water Business, Qatar

Promotions

Mr. Sridhar V S
Mr. Subbramaniyan C
Mr. Venkatesh J
Mr. Basavaraj
Mr. Baskar R
Mr. Mukesh Singh
Mr. Muthukrishnan G
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Mr. Srinivas D
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Mr. Dillip Kumar Sahoo
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Mr. Karthikeyan S
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Mr. Prabakaran K
Mr. Pradeep V G
Mr. Pradip Kumar Parida
Mr. Purani Purankumar Shivshanker
Mr. Rajesh M
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Mr. Venkatesh S
Mr. Vikas Kumar
Mr. Vipin Kumar
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Mr. Dharanidharan A V	Mr. Mukesh Kumar	Mr. Shailesh Kumar	Mr. Chollangi Harikrishna	Mr. Sivakumar V .	Mr. Manavalaperumal S
Mr. Dharmarajan K	Mr. Murugan R	Mr. Shakti Ranjan Naik	Mr. Dayanand Verma	Mr. Sourav Sarkar	Mr. Mani Rathinam K
Mr. Dhawale Pankaj Babanrao .	Mr. Muthuprakash K	Mr. Shashi Kant Singh	Mr. Dayanidhi T	Mr. Subash Murugan	Mr. Manivannan D
Mr. Dhruva Kumar S	Mr. Nagendra S	Mr. Sk Ali Miraj	Mr. Debanjan Adhikari	Ms. Subitha K S	Mr. Mohammad Furkhan Bagwan

Mr. Mopidevi Sai Veerendra
Mr. Muniyandi S
Mr. Muruganatham K
Mr. Muthuselvan R
Mr. Muthuvel S
Mr. Nabyandu Biswas
Mr. Naliyapara Abhishek Mahendrabhai .
Mr. Narendrababu Sunkara
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Mr. Parmar Sohankumar Hemantkumar
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Mr. Ranjith V .
Mr. Ranjithbass R
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Mr. Venu Gopal N

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Mr. Vignesh M
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 Mr. Nadakuduti Vamsikrishna
 Mr. Navneet Prajapati
 Mr. Parsaniya Vivekkumar
 Mr. Partha Dhara
 Mr. Parthkumar Kamleshkumar Prajapati
 Mr. Patel Parth
 Mr. Pedapati Vamsi Krishna
 Mr. Peddada Pavan Durga Prasad
 Mr. Pinapati William .
 Mr. Ponnappalli Goutham
 Mr. Pradeep Singh Rawat
 Mr. Pramod M
 Mr. Pranjal Sharma .
 Mr. Prasad Dilip Sanvatsarkar
 Mr. Pravin Prakash Jadhav
 Mr. Pritesh Pandurang Rane

Mr. Rajat Kumar
 Mr. Rathod Krunal
 Mr. Ravindra Pandurang Kale
 Mr. Rebanta Mondal
 Mr. Ritabrata Poria
 Mr. Ritik Soni .
 Mr. Rohit Arvind Dange
 Mr. Roshan Dubey
 Mr. Rushikesh Raju Dhotre
 Mr. Rushikesh Ramdas Pawar
 Mr. Sachin Mattu Nalawade
 Mr. Sagar Gupta
 Mr. Sagar Sunil Sinnur
 Mr. Sajith E
 Mr. Sanjay Duttamukhya
 Mr. Satyam Sharma
 Mr. Saurabh Singh
 Mr. Sayed Shahebaz Sayed Ilyas .
 Mr. Shaikh Mohd Arshad Mohd Ilyas
 Mr. Shobhit Dubey
 Mr. Shubham Ashok Rasam
 Mr. Shubham Kumar
 Mr. Sirimalla Vasu
 Mr. Somnath Sukul
 Mr. Sourav Karar
 Ms. Sreekutty V R
 Mr. Srihariharan Ravichandran

New Joiners

Mr.SATYAM CHAUDHARY,GRADUATE ENGINEER TRAINEE,UAIL-RAYAGADA(MMH)
 Mr.KODAVATI SANDEEP KUMAR,GRADUATE ENGINEER TRAINEE,DCPL, DOLVI(MMH)
 Mr.KRISHAN KUMAR YADAV,GRADUATE

Mr. Srisanath T
 Mr. Subhajit Das
 Mr. Subhendu Ghosal
 Mr. Subhojit Polley
 Mr. Suman Hazra
 Mr. Suman Mal .
 Mr. Suraj Balvant Survase
 Mr. Suraj Govind Jadhav
 Mr. Suraj Sanjay Wankhede
 Mr. Ujjal Bhuinya
 Mr. Undrajavarapu Ravi
 Mr. Utsab Addhya
 Mr. Vaibhov Gopalrao Chakole
 Mr. Vigneshwaran L
 Mr. Vishal Bharatrao Kunturkar
 Mr. Vishvesh Hasmukhbhai Jethva
 Mr. Vyankatesh Saraslal Gaygaye
 Mr. Wadalwar Rohit Bhagwanrao .
 Mr. Yadav Ujjavalkumar Amarbhai
 Mr. Yagnik Snehalkumar Rushbhkumar
 Mr. Yuvraj Kumar

GCT Absorptions

Mr. Adarsh
 Mr. Ajithkumar Palanisamy
 Mr. Akshay J Shetty

Mr. Cherian K Thomas
 Mr. Jeganatha Shivaji Ganesamoorthi
 Mr. Joseph J Nedumpara
 Mr. Joshua Abraham George
 Mr. Kannadhasan Kumaravel
 Mr. Naresh
 Mr. Nilanjan Chakraborty
 Mr. R Sakthivel
 Mr. S Kiran
 Mr. Sai Prasanna S
 Mr. Sarath Kumar P
 Mr. Suman Kumar .
 Mr. Swaminathan S .
 Mr. Vijayakumar
 Mr. Vinithkumar Palanisamy
 Mr. Zubair Ahamed Abdul Malick

Retirements

Mr. Ayyadurai M
 Mr. Kailash Prasad
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Mr.TINKU SINGH,CONSTRUCTION MANAGER (MECH),NTPC, TANDA,MMH

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Mr.NABANKUR DAS,ENGINEERING MANAGER (ELEC),EDRC, KOLKATA,MMH

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Mr.BISWANATH MUKHOPADHYAY,MANAGER (STORES),KANSBAHAL,MMH

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Mr.SURAJ SINGH,ASST.MANAGER
(ACCOUNTS),SAIL, EWS BHILAI,MMH

Mr.SAIKAT ROY,ASST. MANAGER
(MECH),EWL, KANCHEEPURAM,MMH

Mr.DIPAK DEY,ASST.MANAGER
(ACCOUNTS),DB POWER, WT,MMH

Mr.CHANDRA SHEKHAR,ASST.MANAGER
(EHS),CDQ, DOLVI,MMH

Mr.PARTHIBAN D,ASST. MANAGER
(MECH),EWL, KANCHEEPURAM,MMH

Mr.SIVAKUMAR K,ASST.MANAGER
(STORES),RIL-MHS, JAMNAGAR,MMH

Mr.GANESH P,ASST.CONSTRUCTION
MANAGER (MECH),HZL-SK MINES,
DARIBA,MMH

Mr.KAMATCHI SUNDARAM B,ASST.
CONSTRUCTION MANAGER (MECH),RSP-
HSM, ROURKELA,MMH

Mr.RABI SHANKAR PAL,ASST. MANAGER -
HUMAN RESOURCES,HQ, KOLKATA,MMH

Mr.ABHISHEK DAS,ASST.CONSTRUCTION
MANAGER (MECH),AHP, KHARGONE,MMH

Mr.KARTHICK M,ASST.CONSTRUCTION
MANAGER (MECH),DCPL, DOLVI,MMH

Mr.BIBEK RANJAN BHUNIA,ASST. CONSTRUCTION MANAGER (CIVIL),RSP-HSM, ROURKELA,MMH

Mr.MD MINHAJ AHMAD MALLICK,ASST. MANAGER (EHS),UAIL- RAYAGADA,MMH

Mr.DIPU K,ASST.MANAGER (ACCOUNTS),DCPL, DOLVI,MMH

Mr.APPAJI GEDDAM,ASST. MANAGER (P&M),DCPL, DOLVI,MMH

Mr.PUSHP RAJ SHARMA,ASST. CONSTRUCTION MANAGER (MECH),CHP,TANDA,MMH

Mr.DILLI BASKAR V,ASST. MANAGER (MECH),EWL, KANCHEEPURAM,MMH

Mr.BIJAYANTA SARKAR,ASST. CONSTRUCTION MANAGER (MECH),CHP, CHHABRA,MMH

Mr.DEEPUKRISHNAN,ASST.CONSTRUCTION MANAGER (MECH),DCPL, DOLVI,MMH

Mr.BANDARU CHANDRAMOULI,ASST. CONSTRUCTION MANAGER (MECH),UAIL- RAYAGADA,MMH

Mr.SANDIP MANDAL,ASST.CONSTRUCTION MANAGER (MECH),DCPL, DOLVI,MMH

Mr.VINAY,ASST. MANAGER (MECH)-QA & QC,IOCL, HALDIA,MMH

Mr.PRASANTA PAUL,ASST.MANAGER (CIVIL),CSTI-KONA,MMH

Mr.SNEHAL KUMAR S,ASST. CONSTRUCTION MANAGER (CIVIL),CHP,TANDA,MMH

Mr.AVIJIT BAG,ASST.CONSTRUCTION MANAGER (CIVIL),RSP-HSM, ROURKELA,MMH

Mr.MAINUL ALAM,ASST.CONSTRUCTION MANAGER (MECH),DCPL, DOLVI,MMH

Mr.ABINASH PANIGRAHI,ASST. MANAGER - HUMAN RESOURCES,HQ, KOLKATA,MMH

Mr.TANMOY BOXI,ASST.MANAGER (ACCOUNTS),BOKARO SLAB CASTER,MMH

Mr.TAPAN KUMAR DAS,ASST.ENGINEERING MANAGER (MECH),EDRC, KOLKATA,MMH

Mr.PASUPLETI KRANTHI KUMAR,ASST. MANAGER (MECH)-QA & QC,DCPL, DOLVI,MMH

Mr.KUNAL DWIVEDI,ASST. MANAGER (MECH),KANSBAHAL,MMH

Mr.FIROJ KHAN,ASST.CONSTRUCTION MANAGER (MECH),CHP, NIGAHI,MMH

Mr.PADHIYAR YOGESHKUMAR KUNDANLAL,ASST.CONSTRUCTION MANAGER (MECH),RIL-MHS, JAMNAGAR,MMH

Mr.PRAKASH RAJAK,EXECUTIVE - MANUFACTURING,KANSBAHAL,MMH

Mr.SYAMASUNDARA DAS ACHARI G,EXECUTIVE (INDUSTRIAL RELATIONS),BHILAI STEEL PLANT ,MMH

Mr.VASANTHAKUMARAN N,SR.ENGINEER (ELEC),SURATGARH,MMH

Mr.SARAVANAN A,SR.ENGINEER (MECH),JSW, BELLARY,MMH

Mr.MAHESWARAN T,SR.ENGINEER (CIVIL),DCPL, DOLVI,MMH

Mr.GULLIPALLI DEMUDUNAIDU,SR. ENGINEER (MECH),RSP-HSM, ROURKELA,MMH

Mr.TATIKONDA RAMESH,SR.ENGINEER (MECH),DCPL, DOLVI,MMH

Mr.NISHANT KUMAR,EXECUTIVE (INDUSTRIAL RELATIONS),HZL-SK MINES, DARIBA,MMH

Mr.SUBHANKAR BYABARTTA,SR.DESIGN ENGINEER (CIVIL),EDRC, KOLKATA,MMH

Mr.CHANDAN KUMAR SAH,EXECUTIVE (ACCOUNTS),TATA STEEL, KALINGA NAGAR,MMH

Mr.AJAI KUMAR PANDEY,EXECUTIVE (STORES),SAIL, GUA,MMH

Mr.SAROJA MAHAKUL,EXECUTIVE

(STORES),MCL BHUBANESWARI,MMH

Mr.ANWAR BASHA,EXECUTIVE (ACCOUNTS),BHILAI STEEL PLANT BF8,MMH

Mr.UMESH KUMAR,EXECUTIVE (INDUSTRIAL RELATIONS),DCPL, DOLVI,MMH

Mr.SUMAN ROY,SR.ENGINEER (STORES),HQ, KOLKATA,MMH

Mr.GOPABANDHU BEHERA,SR.ENGINEER (MECH),RSP-HSM, ROURKELA,MMH

Mr.VIVEK PV,EXECUTIVE (INDUSTRIAL RELATIONS),RSP-HSM, ROURKELA,MMH

Mr.ARABINDA BERA,SR.ENGINEER (CIVIL),DCPL, DOLVI,MMH

Mr.DUSHMANTA MOHANTY,SR.ENGINEER (MECH)-QA & QC,DCPL, DOLVI,MMH

Mr.SOUNDAPPAN R,SR.ENGINEER (P&M),P&M DEPO, KANSBAHAL,MMH

Mr.KHIROD KUMAR SAHUKAR,EXECUTIVE (ACCOUNTS),MCL BHUBANESWARI,MMH

Mr.IYAPPAN N,SR.ENGINEER (MECH),CHP, KHARGONE,MMH

Mr.SATHEESH G,SR.ENGINEER (EHS),DCPL, DOLVI,MMH

Mr.AVINASH S ANCHAN,SR.ENGINEER (EHS),DCPL, DOLVI,MMH

Mr.MANOJ KUMAR BERA,SR.DESIGN ENGINEER (ELEC),EDRC, KOLKATA,MMH

Mr.PRADEEP KUMAR NAYAK,EXECUTIVE - STORES & DESPATCH,KANSBAHAL,MMH

Mr.HARAPRASAD DASH,EXECUTIVE (STORES),RSP-HSM, ROURKELA,MMH

Mr.PRABHASH KUMAR DASH,SR.ENGINEER (MECH),BOKARO SLAB CASTER,MMH

Mr.JITENDRA NATH,SR.ENGINEER (MECH),UAIL- RAYAGADA,MMH

Mr.KILAPARTHI DHARMA RAO,SR. ENGINEER (CIVIL),CHP,TANDA,MMH

Mr.MANOJ TIKADAR,SR.ENGINEER (MECH),RSP-HSM, ROURKELA,MMH

Mr.NAKUL KUMAR,SR.ENGINEER (MECH)- QA & QC,HZL-SK MINES, DARIBA,MMH

Mr.DINESH KUMAR,SR.ENGINEER (MECH),NTPC, TANDA,MMH

Mr.GANESH KALITA,SR.ENGINEER (MECH),BOKARO SLAB CASTER,MMH

Mr.RENGANATHAN N,SR.ENGINEER (MECH),CHP, KHARGONE,MMH

Mr.ANUP BASAK,SR.ENGINEER (CIVIL),RSP-HSM, ROURKELA,MMH

Mr.ABHISHEK BHUKTA,SR.ENGINEER (MECH),UAIL- RAYAGADA,MMH

Mr.RAPARTHI SRINIVASA RAO,SR.ENGINEER (CIVIL),DB POWER, WT,MMH

Mr.KILAPARTI POTURAJU,SR.ENGINEER (CIVIL),CHP,TANDA,MMH

Mr.DOMANA RAJU,SR.ENGINEER (MECH),BHILAI STEEL PLANT BF8,MMH

Mr.BYROJU VINOD,SR.ENGINEER (MECH),UAIL- RAYAGADA,MMH

Mr.DHARMENDRA JENA,SR.ENGINEER (MECH),BHILAI STEEL PLANT BF8,MMH

Mr.SAIKAT MONDAL,SR.ENGINEER (MECH),UAIL- RAYAGADA,MMH

Mr.SHANMUGA SUNDARAM V,SR. ENGINEER (CIVIL),UAIL- RAYAGADA,MMH

Mr.ANTONY RAJ G,SR.ENGINEER (MECH),CHP, NIGRIE,MMH

Mr.SUDIPTA MAHAPATRA,SR.ENGINEER (MECH),KANSBAHAL,MMH

Mr.KARTHIK A,SR.ENGINEER (MECH)-QA & QC,UAIL- RAYAGADA,MMH

Mr.KHAGESWAR SETHI,EXECUTIVE - QUALITY ASSURANCE,KANSBAHAL,MMH

Mr.PATEL HEMANTKUMAR NATUBHAI,SR. ENGINEER (MECH),DCPL, DOLVI,MMH

Mr.MUKESH CHAKRADHARI,ENGINEER

(MECH),NTPC, TANDA,MMH

Mr.ABHIJIT BISWAS,ENGINEER (ELEC),AHP, KHARGONE,MMH

Mr.APURBA DAS,DESIGN ENGINEER (CIVIL),EDRC, KOLKATA,MMH

Mr.NAOREM JANESHWOR SINGH,DESIGN ENGINEER (ELEC),EDRC, KOLKATA,MMH

Mr.SURAJIT BAG,ENGINEER (ELEC),RSP-HSM, ROURKELA,MMH

Mr.SOURAV PAUL,ENGINEER (ELEC),RSP-HSM, ROURKELA,MMH

Mr.SANTU MONDAL,ENGINEER (CIVIL),DCPL, DOLVI,MMH

Mr.NUVVULA RAJESH,ENGINEER (MECH),UAIL- RAYAGADA,MMH

Mr.SANDIP SAMANTA,ENGINEER (CIVIL),RSP-HSM, ROURKELA,MMH

Mr.ELDHOSE KURIAKOSE,ENGINEER - SUPPLY CHAIN MANAGEMENT,KANSBAHAL,MMH

Mr.SOUVIK SAHA,ENGINEER - MANUFACTURING,KANSBAHAL,MMH

Mr.SOUMYA GOSWAMI,ENGINEER - CUSTOMER SERVICE (CRUSHING SYSTEMS),KANSBAHAL,MMH

Mr.SUPRIYA DAS,ENGINEER (ELEC),BOKARO SLAB CASTER,MMH

Mr.ARIJIT MONDAL,ENGINEER - TOWN ADMINISTRATION,KANSBAHAL,MMH

Mr.KARTICK MAJI,ENGINEER (CIVIL),UAIL- RAYAGADA,MMH

Mr.DEBOMAY SAMANTA,ENGINEER (MECH),KANSBAHAL,MMH

Mr.RAHUL RAJ,ASST. OFFICER (ACCOUNTS),SURATGARH,MMH

Mr.SURSEN SURIN,OFFICER - DESPATCH,KANSBAHAL,MMH

Mr.GORIPARTHI SIVA SAI KRISHNA,DESIGN ENGINEER (MECH),EDRC, KOLKATA,MMH

Mr.TANMAY BISWAS,ENGINEER (CIVIL),CSTI-KONA,MMH

Mr.SARAVANAMOORTHY P,ASST. OFFICER (ACCOUNTS),EWL, KANCHEEPURAM,MMH

Mr.SASANKA SEKHAR BOSE,GENERAL FOREMAN (MECH),DCPL, DOLVI,MMH

Mr.ANUP KUMAR BARUA,GENERAL FOREMAN (SURVEY),DCPL, DOLVI,MMH

Mr.ERIKIPATI RAMA RAO,FOREMAN-RIGGING,UAIL- RAYAGADA,MMH

Mr.VENUGOPAL C,STORES SUPERVISOR,NLC, NEYVELI,MMH

Mr.ANTONYTHOMAS K,GENERAL FOREMAN-PILING,UAIL- RAYAGADA,MMH

Mr.SANTOSH KUMAR POLAI,ASSISTANT FOREMAN (P&M),P&M DEPO, KANSBAHAL,MMH

Mr.SUJEET PRASAD,SR. MASTER CRANE OPERATOR,P&M DEPO, KANSBAHAL,MMH

Mr.SUTTI MAHESH MICHAEL,ASSISTANT FOREMAN (P&M),AHP, KHARGONE,MMH

Mr.SELVARAJ M,TECHNICAL SUPERVISOR,DCPL, DOLVI,MMH

Mr.JAYDEV MANNA,SENIOR D'MAN (CIVIL),EDRC, KOLKATA,MMH

Mr.SARAVANAN R,FOREMAN (ELEC),EWL, KANCHEEPURAM,MMH

Mr.SHAILENDRA KUMAR SHARMA,FOREMAN (MECH),DCPL, DOLVI,MMH

Mr.LINGAMU SANKARA RAO,ASSISTANT FOREMAN - RIGGING,MCL BHUBANESWARI,MMH

Mr.DIBYENDU MANNA,SENIOR D'MAN (CIVIL),EDRC, KOLKATA,MMH

Mr.TAPAS MALIK,ASSISTANT FOREMAN (SURVEY),RSP-HSM, ROURKELA,MMH

Mr.SASI PG,FOREMAN (MECH),DCPL, DOLVI,MMH

Mr.SANDIP SAMANTA,ASSISTANT FOREMAN (SURVEY),UAIL-RAYAGADA,MMH

Mr.RABINDRA NATH DAS,INSTRUCTOR,CSTI-KONA,MMH

Mr.PRASANNA KUMAR S A,SUPERVISOR (CARPENTRY),HZL-SK MINES, DARIBA,MMH

Mr.ABABINDA BHATTACHARYA,D'MAN-MECHANICAL,EDRC, KOLKATA,MMH

Mr.HARI RAJU V,SUPERVISOR (P&M),DCPL, DOLVI,MMH

Mr.SAEEDUR RAHMAN,ASSISTANT FOREMAN (ELEC),IOCL,PARADIP,MMH

Mr.DARA GORAI,SUPERVISOR - RIGGING,BOKARO SLAB CASTER,MMH

Mr.PRADIP HAIT,SUPERVISOR D'MAN (CIVIL),HQ, KOLKATA,MMH

Mr.POWLESH CHANGA,CRANE OPERATOR,DCPL, DOLVI,MMH

Mr.DEBA PRASAD CHAKRABORTY,SUPERVISOR (P&M),MCL BHUBANESWARI,MMH

Mr.SUJAN KUMAR SANTRA,EHS SUPERVISOR,BOKARO SLAB CASTER,MMH

Mr.PRAMOD KR SINGH,SUPERVISOR (CIVIL),RSP-HSM, ROURKELA,MMH

Mr.KRISHNA KUMAR CHAUDHARY,SUPERVISOR (MECH),DCPL, DOLVI,MMH

Mr.SATYENDRA KUMAR,ASST. SUPERVISOR (ELEC),CHP, KHANDWA,MMH

Mr.DILIP KUMAR MEHTA,SR. CHARGEHAND (P&M),UAIL-RAYAGADA,MMH

Mr.AYYAPPAN S,CRANE OPERATOR,DCPL, DOLVI,MMH

Mr.RAMESH KUMAR GUPTA,ASST. SUPERVISOR (CIVIL),MCL BHUBANESWARI,MMH

Mr.AMIT KOLEY,ASSISTANT D'MAN

(MECH.),EDRC, KOLKATA,MMH

Mr.ACHUTA KANHAR, JR. SUPERVISOR (MECHANIC),EXTERNAL HIRING, P&M,MMH

Mr.HIMANSHU KUMAR, JR. SUPERVISOR (MECHANIC),CHP, KHARGONE,MMH

Mr.AJIT BISWAL, JR. SUPERVISOR (P&M),DCPL, DOLVI,MMH

Mr.SUBHASH CHANDR, JR. SUPERVISOR (P&M),CHP,TANDA,MMH

Mr.GURJIT SINGH, JR. SUPERVISOR (RIGGING),DCPL, DOLVI,MMH

Mr.RAGHUVEER SINGH,TOWER CRANE OPERATOR,DCPL, DOLVI,MMH

Mr.MAHENDRA PANDIT,CHARGEHAND (CIVIL),DCPL, DOLVI,MMH

Mr.SREE KUMAR NAYAK,SR. CHARGEHAND,RSP-HSM, ROURKELA,MMH

Mr.SIVANANDHAM S,MECHANIC,P&M DEPO, KANSBAHAL,MMH

Mr.SIVAKUMAR S,MECHANIC,P&M DEPO, KANSBAHAL,MMH

Mr.MD SAYEED AKHTAR,SR. CHARGEHAND (P&M),DCPL, DOLVI,MMH

Mr.RAJESH PANDEY,SR. CHARGEHAND (MECH),SURATGARH,MMH

Mr.PREMKUMAR J,MECHANIC,DCPL, DOLVI,MMH

Mr.VIJAY KUMAR,TECHNICIAN,RSP-HSM, ROURKELA,MMH

Mr.BIBHUTI BHUSAN MOHARANA,OPERATOR,NTPC, TANDA,MMH

Mr.SUVENDU SENAPATI,TECHNICIAN,EDRC, KOLKATA,MMH

Mr.SUMANTA NASKAR,TECHNICIAN,EDRC, KOLKATA,MMH

Mr.AMIT KR DUTTA,SR. TECHNICIAN,EDRC, KOLKATA,MMH

Absorbed from GET

Mr.SUNNY KUMAR,SR.ENGINEER (CIVIL),DCPL, DOLVI MMH

Mr.SRIDHAR RANGANATHAN,SR.ENGINEER (MECH),KANCHEEPURAM MMH

Mr.KISHAN SINGH,SR.ENGINEER (MECH),KANSBAHAL MMH

Mr.MOHIT AGGARWAL,SR.ENGINEER (MECH),KANSBAHAL MMH

Mr.NIKHIL REDDY SHERI,SR.ENGINEER (MECH),KANSBAHAL MMH

Mr.ADITYA SINGH,SR.ENGINEER (MECH),KANSBAHAL MMH

Mr.ANDE GOVINDA RAO,SR.ENGINEER (MECH),KANSBAHAL MMH

Mr.ABHISHEK KUMAR SINGH,SR.ENGINEER (MECH),KANSBAHAL MMH

Absorbed from Contract

Mr. SUBHANKAR DAS, SUPERVISOR (ADMIN),HQ KOLKATA, MMH

Retirements

Mr.PACKIARAJ GNANADURAI K,MANAGER (SYSTEMS),KANCHEEPURAM,MMH

Mr.SOMARAJAN CV,GENERAL FOREMAN (MECH),DCPL, DOLVI,MMH

Mr.GAUTAM DATTA,MANAGER (MECH)-QA & QC,DCPL, DOLVI,MMH

Mr.KINKAR SINGHA RAY,FOREMAN (ELEC),NTPC-CHP, BARH,MMH

Mr.JAYA RAJAN VM,ASST. MANAGER (ACCOUNTS),AHP, KHARGONE,MMH

Mr.SANJIB GOSWAMI,HEAD - EDRC (BMH BU),EDRC, KOLKATA,MMH

Mr.MILIND S DESAI,DGM (ENGINEERING),KANSBAHAL,MMH

Mr.JAI PRAKASH SINGH,GENERAL FOREMAN (CIVIL),BOKARO,MMH

New Responsibilities

Mr.DEBASHISH KARMAKAR,HEAD - HR (WORKMEN),CSTI SREERAMPUR,MMH

Mr.PRAVEEN HAJARE,CONSTRUCTION DIRECTOR,MA'ADEN,MMH

Mr.NIRMALYA BARMAN,JGM (ENGINEERING), MA'ADEN-FINLAND,MMH

Mr.MD MEHERRIZWAN,DGM - EPC INTERFACE,MA'ADEN-FINLAND,MMH

Mr.MANIKANDESWARAN K,DGM - PLANNING & COST

CONTROL,MA'ADEN,MMH

Mr.SUTANU GANGULY,DGM (CIVIL),KERENDARI,MMH

Smart World & Communication

New Joiners

Mr. Korivi Gopala Rao, Deputy General Manager (Communication), Hyderabad

Mr. Shailesh Kumar, Deputy General Manager, Chennai Head Qrs.

Mr. Thadikamala Shyla Kumar, Dgm - Platform Analytics, Hyderabad

Mr. Syed Khaleel Ahmed, Practice Head - lot And Application Security, Chennai Head Qrs.

Mr. Jayakumar S, Deputy General Manager, Nagpur

Mr. Sathiyakeerthi, Sr. Manager - Platform Solutions Head, Hyderabad

Mr. Pentapati Naresh, Senior Manager, Hyderabad

Mr. Hemanta Kumar Sandhibigraha, Manager O&M, Bhubaneswar

Mr. Nikhil Sai Parupalli, Manager - Gis, Hyderabad

Mr. Vikas Bisshnoi, Manager - Design, Ahmedabad

Mr. Elavarasan, Manager - SCADA, Delhi

Mr. Sunil Sah, Manager - Server & Storage, Lucknow

Mr. Balijepalli Phanivenkata Ravi Kiran, Manager - NOC, Hyderabad

Mr. Lokesh K, Manager - Design, Bengaluru

Mr. Pathmaraj V, Manager - MPLS, Hyderabad

Mr. Manvendra Kumar Singh, Asst. Manager (Telecom), Ahmedabad

Mr. Bhagirath Sharma, Assistant Manager (City Incharge), Delhi

Mr. Manish Khetarpal, Assistant Manager (MDMS), Delhi

Mr. Nihar Ranjan Samantaray, Asst. Manager - System Admin, Bhubaneswar

Mr. Avijit Bail, Assistant Manager (Network), Delhi

Mr. Rohan Gawhad, Assistant Manager (Network), Jaipur

Mr. Jogula Yadagiri, Asst. Manager (Accounts), Chennai Head Qrs.

Mr. Mayank Pathak, Assistant Manager - Cloud, Bhubaneswar

Mr. Kotni Abhishek, Assistant Manager - Cloud, Bhubaneswar

Mr. Sandeep, Sr. Engineer - NOC, Ranchi

Mr. Devang Yogesh Patel, Sr. Engineer - Installation, Ahmedabad

Mr. A Bhargav Krishna, Sr. Engineer - Site, Jaipur

Mr. Narayana Settijayachandra, Sr. Engineer, Bhubaneswar

Mr. Dikshant Jeswani, Sr. Engineer, Chennai Head Qrs.

Mr. Ramu D, Executive - HR Systems, Chennai Head Qrs.

Ms. Vijayalakshmi, Sr. Engineer, Chennai

Mr. Ravi Kumar, Resident Engineer, Kolkata

Mr. Mithilesh Kumar Sah, Resident Engineer, Kolkata

Mr. Aryan Kumar, Resident Engineer, Kolkata

Promotions (M1-A & above)

Mr. Sachidananda Mishra, Sr. DGM (Contracts), Chennai Head Qrs.

Mr. Krishnan C, Project Manager, Chennai

Mr. Acharya Anand Shrikant, DGM - Human Resources, Mumbai

Mr. Sudhir Singh, Senior Manager, Mumbai

Mr. Sanjoy Debnath, Manager (Elec), Delhi

Mr. Jaganathan N, Sr. Manager (Elec), Chennai Head Qrs.

Mr. Sriharsha K, Sr. Manager (Administration), Delhi

Mr. Amol Mohan Panditrao, Sr. Manager - Business Planning, Mumbai

Mr. Vijaya Bhaskar Inakoti, Manager (Procurement), Chennai Head Qrs.

Mr. Kumar Vaibhav, Manager - Business Planning, Chennai Head Qrs.

Mr. Dilip Kumar Maloo, Manager - Finance & Accounts, Chennai Head Qrs.

Mr. Abhishek Kumar, Manager (Instrumentation), Lucknow

Ms. Kalabashini D, Manager (Instrumentation), Chennai Head Qrs.

Mr. Aravindhkumar B, Manager, Chennai Head Qrs.

Mr. Senthilkumar T S, Manager (Systems), Mumbai

Mr. Nedumaran R V, Manager - QA/QC, Chennai Head Qrs.

Mr. Dambhare Chetan Damodhar, Manager (EHS), Nagpur

Mr. Ravi Pratap Gond, Manager - Operations, Chennai Head Qrs.

Mr. MD Raja, Manager - Operations, Chennai Head Qrs.

Mr. Vijay Goyal, Manager - Operations, Jaipur

Mr. Prakash R, Manager - Human Resources, Chennai Head Qrs.

Mr. Kamal Sharma, Asst. Construction Manager (Elec), Jaipur

Mr. Anup Kumar, Asst. Manager (Elec), Delhi

Mr. Robin Hooda, Asst. Manager - Communication, Delhi

Mr. Shadab Ahmad, Asst. Manager, Nagpur

Mr. Vinothkannan N, Asst. Manager (Elec), Chennai Head Qrs.

Absorbed from PGET

Ms. Arti Mahore, Sr. Engineer (Systems), Chennai Head Qrs.

Mr. Ravi Ranjan Gautam, Sr. Engineer (Systems), Chennai Head Qrs.

Absorbed from GET

Ms. Surmeet Kaur Arora, Sr. Engineer (Elects. & Commn), Chennai Head Qrs.

Ms. Harsha Mittal, Sr. Engineer (Elects. & Commn), Chennai

Ms. Samriddha Sahu, Sr. Engineer (Elects. & Commn), Chennai Head Qrs.

Mr. Krishnakumar, Sr. Engineer (Elec), Chennai Head Qrs.

Mr. Omkar Verma, Sr. Engineer (Elec), Raipur

Mr. Mohit Gandhi, Sr. Engineer (Elec), Lucknow

Mr. Anurag Kumar, Sr. Engineer (Elects. & Commn), Delhi

Mr. Nikhil Gupta, Sr. Engineer (Systems), Ranchi

Mr. Debpriya, Sr. Engineer (Systems), Bhubaneswar

Mr. Yogendra Kumar, Sr. Engineer (Systems), Ahmedabad

Mr. Abdul Hameed Ansari, Sr. Engineer (Instrumentation), Delhi

Ms. Varsha Jain, Sr. Engineer (Instrumentation), Chennai Head Qrs.

Mr. Momin Abdul Subur, Sr. Engineer (Instrumentation), Nagpur

Mr. Pritam Somnath Mapare, Sr. Engineer (Instrumentation), Ranchi

Mr. Manohar Kumar, Sr. Engineer (EHS), Lucknow

Mr. Shyam Sunder, Sr. Engineer (Elec), Delhi

Absorbed from GCT

Mr. Pushant Jain, Supervisor - Accounts, Ahmedabad

L&T GeoStructure

New Joiners

Mr. Abhishek Sharma; Sr. Manager (Business Development); Delhi

Mr. Amit Kumar; Sr. Manager (QA/QC); MAA Ratangarh Multipurpose Project

Mr. Sathish Kumar M; Manager (EHS); CMRL Central Square Project

Mr. Chiranjib Das; Manager (QA/QC); MTHL Project - Package 1

Mr. Deepak Kumar Sinha; Manager (IR); MTHL Project - Package 1

Mr. Muthu; Asst. Manager (Civil); Ground Improvement and Civil Works For BPCL

Mr. Sivarama Krishna Natturi; Asst. Manager - Piling; Design and Construction of D wall for IndusInd Bank

Mr. Vembarasan Shanmugavelu; Asst. Manager (Planning); CMRL Korukkupet Station Works Project

Mr. Sathiya Kumar T; Asst. Manager (Piling);

CMRL Central Square Project

Mr. Trilochan Nayak; Asst. Manager (Stores); Design and Construction of D wall for IndusInd Bank

Mr. Link Prabhu R; Asst. Manager (Civil); Sea Water Intake Tangedco Uppur

Mr. Mohamed Idris; Asst. Manager (Civil); CMRL Central Square Project

Mr. Vivekanandan Rajendran; Asst. Manager (Civil); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. K S Venkat Raman; Asst. Manager (HR); Head Qrts

Mr. Nilanjan Sen; Asst. Manager (Piling); Design and Construction of D wall for IndusInd Bank

Mr. Bharathi Marshal; Asst. Manager (Mechanical); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Shaji Varghese; Asst. Manager (IR); MAA Ratangarh Multipurpose Project

Mr. Sivaraman; Asst. Manager (EHS); CMRL Central Square Project

Mr. Nilllohit Gayen; Sr. Engineer (Civil); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Ninganagoud C Patil; Sr. Design Engineer (Geotechnical); MAA Ratangarh Multipurpose Project

Mr. Sathish K; Engineer-Mechanical; Design and Construction of D wall for IndusInd Bank

Mr. Prattipati Suresh Kumar; Foreman (Elec)-P&M; Ground Improvement and Civil Works For BPCL

Mr. Marudhu M; Foreman (Carpentry); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Nagireddy Venkatrao; Asst. Foreman (Civil); Ground Improvement and Civil Works for BPCL

Mr. Selladurai K; Junior Foreman; Design and Construction of D wall for IndusInd Bank

Mr. Sivakumar J; Foreman (Carpentry); Head Qrts

Mr. Sridhar Gopi; Draughtsman; Head Qrts

Mr. Mansuri Mustak Mohammad; Surveyor; BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Mohamed Hussain S; Draughtsman - Electrical; Head Qrts

Mr. Vibin Mathew; Jr. Engineer (EHS); Cut and Cover Section at Korukkupet-UAA09

Mr. Ashish Kumar Singh; Post Graduate Engineer Trainee; Head Qrts

Mr. Aravind G; Post Graduate Engineer Trainee; Sea Water Intake Tangedco Uppur

Mr. Avula Mukesh; Post Graduate Engineer Trainee; Head Qrts

Mr. Gottipala Rajesh; Post Graduate Engineer Trainee; CMRL Central Square Project

Mr. Manne Balaji; Post Graduate Engineer Trainee; Head Qrts

Mr. Mohammed Haseeb Ullah Siddiqui; Post Graduate Engineer Trainee; Head Qrts

Mr. Mridul Chitranshi; Post Graduate Engineer Trainee; Head Qrts

Mr. Vivek Deep; Post Graduate Engineer Trainee; Head Qrts

Mr. Sagar Dhek; Post Graduate Engineer Trainee; Head Qrts

Mr. Praveen Nautiyal; Post Graduate Engineer Trainee; Head Qrts

Mr. Sooraj Krishna; Post Graduate Engineer Trainee; Head Qrts

Mr. Manish Kumar Yadav; Post Graduate Engineer Trainee; Head Qrts

Mr. Rahul Modak; Graduate Engineer Trainee; Construction of New Navigational Lock at Farakka

Mr. Arjun Chauhan; Graduate Engineer

Trainee; Design and Construction Runj Dam MP

Mr. Aviral Singhal; Graduate Engineer Trainee; MTHL Project - Package 1

Mr. Bodla Akhilesh; Graduate Engineer Trainee; CMRL Central Square Project

Mr. Sagar Bhargava; Graduate Engineer Trainee; Design and Construction of D wall for IndusInd Bank

Mr. Aditya Gaikwad; Graduate Engineer Trainee; Cut and Cover Section at Korukkupet-UAA09

Mr. Shreekant Kumar; Graduate Engineer Trainee; DCIS Piling and Stone column -Paradip Odisha

Mr. Sachin Kumar Kesarwani; Graduate Engineer Trainee; BHEL - Panki Kanpur - Piling Works

Mr. Vikash Kumar Pandit; Graduate Engineer Trainee; JSW II - EQ1 To EQ 3 Coal Berth

Mr. Naveen Shahi; Graduate Engineer Trainee; BHEL - Panki Kanpur - Piling Works

Mr. Badireddi Bhaskar Rao; Graduate Engineer Trainee; Ground Improvement and Civil Works for BPCL

Ms. Mili; Graduate Engineer Trainee; Head Qrts

Mr. Akshaj Shukla; Graduate Engineer Trainee; Design and Construction of D wall for IndusInd Bank

Mr. Manoj Kumar Bachina; Graduate Engineer Trainee; CMRL Central Square Project

Mr. Adithya Pazhoor Abraham; Graduate Engineer Trainee; Sea Water Intake Tangedco Uppur

Mr. Srimanthula Sai Sharan; Graduate Engineer Trainee; Cut and Cover Section At Korukkupet-UAA09

Mr. Ashutosh Saini; Graduate Engineer Trainee; MTHL Project - Package 1

Mr. Yogesh Kumar; Graduate Engineer Trainee; Design and Construction of D wall for IndusInd Bank

Mr. Denduluri Rama Sai Mohan Akhil; Graduate Engineer Trainee; Cut and Cover Section At Korukkupet-UAA09

Mr. Lakshmanraj Gopal; Graduate Engineer Trainee; CMRL Central Square Project

Ms. Chirakala Kavya Sree; Graduate Engineer Trainee; Head Qrts

Mr. Pratyush Gauri; Graduate Engineer Trainee; Construction of New Navigational Lock at Farakka

Mr. Kamireddy Parthasaradhi Reddy; Graduate Engineer Trainee; CMRL Central Square Project

Mr. Joe Jose; Graduate Engineer Trainee; MTHL Project - Package 1

Mr. Lerick Oswin Dsilva; Graduate Engineer Trainee; BHEL - Panki Kanpur - Piling Works

Mr. Pabboji Maneesh Kumar; Graduate Engineer Trainee; Head Qrts

Mr. Abhishek Arvind Kumar Yadav; Graduate Engineer Trainee; Construction of New Navigational Lock at Farakka

Mr. Ashik M Babu; Diploma Engineer Trainee; BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Asim Jana; Diploma Engineer Trainee; DCIS Piling and Stone column -Paradip Odisha

Mr. Vivek M; Diploma Engineer Trainee; Ground Improvement And Civil Works For BPCL

Mr. Athul Kumar CB; Diploma Engineer Trainee; Sea Water Intake Tangedco Uppur

Mr. Debajyoti Sen; Diploma Engineer Trainee; Construction of New Navigational Lock at Farakka

Mr. Kousik Mondal; Diploma Engineer Trainee; BHEL - Panki Kanpur - Piling Works

Mr. Nikhil Roy; Diploma Engineer Trainee; JSW II - EQ1 To EQ 3 Coal Berth

Mr. Vivek Agarwal; Diploma Engineer Trainee; Multi Modal IWT Terminal at Sahibganj

Mr. Sudip Mondal; Diploma Engineer Trainee; Multi Modal IWT Terminal at Sahibganj

Mr. Someshwar S; Diploma Engineer Trainee; Sea Water Intake Tangedco Uppur

Mr. Shanmuganathan S; Diploma Engineer Trainee; Sea Water Intake Tangedco Uppur

Mr. Moho Aquib Mohd Shafi Sheikh; Diploma Engineer Trainee; MTHL Project - Pkg 1

Mr. Rohit Lalji Yadav; Diploma Engineer Trainee; BHEL - Panki Kanpur - Piling Works

Mr. Paris M Babu; Diploma Engineer Trainee; JSW II - EQ1 to EQ 3 Coal Berth

Mr. Eteash Singla; Diploma Engineer Trainee; Multi Modal Iwt Terminal At Sahibganj

Mr. Gokul Prasanth P; Graduate Commercial Trainee; CMRL Korukkupet Station Works Project

Mr. Jose Tony George; Graduate Commercial Trainee; Head Qrts

Mr. Vishwas M; Graduate Commercial Trainee; BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Nitin Jose; Graduate Commercial Trainee; CMRL Central Square Project

Mr. Aravind G; Graduate Commercial Trainee; Sea Water Intake Tangedco Uppur

Promotion

Mr. Ravi N; DGM (P&M); Kanchipuram

Mr. Kuppili Chakrapani; DGM (Civil); MTHL Project - Package 1

Mr. Senthil Kumar A; Head - Procurement; Head Qrts

Mr. Francis Raja P; Sr. Manager - Contracts; Head Qrts

Mr. Channayya Gavimath; Manager (Stores); Head Qrts

Mr. Ranjan Kumar Mohanty; Manager-Electrical; Multi Modal Iwt Terminal at Sahibganj

Mr. Tarun Das; Manager - Execution; Multi Modal IWT Terminal at Sahibganj

Mr. Murugan Paramaguru; Manager (HR); Head Qrts

Mr. Sathish Kumar A; Engineering Manager - Design; Head Qrts

Mr. Ramakrishnan C; Engineering Manager - Design; Sea Water Intake Tangedco Uppur

Mr. Surender Bharti; Manager - Execution; DCIS Piling and Stone column -Paradip Odisha

Mr. Rishi Chopra; Manager (Procurement); Head Qrts

Mr. Vasanthan G; Manager (Civil); MTHL Project - Package 1

Mr. Indushekher Mukherjee; Manager-Electrical; Sea Water Intake Tangedco Uppur

Mr. Vasanthakumar C; Asst. Engineering Manager; Head Qrts

Mr. Karthikeyan P; Asst. Manager - Execution; Sea Water Intake Tangedco Uppur

Mr. Amit Mishra; Asst. Manager - Execution; Kalinga - Coal Terminal at Paradip Port

Mr. Surendra Kumar A; Asst. Engineering Manager; Design and Construction Runj Dam MP

Mr. Satheeshkumar M; Asst. Engineering Manager; Head Qrts

Mr. Prasanth Antony V; Asst. Manager (HR); Head Qrts

Mr. Kaval Chhabra; Asst. Manager - QA/QC; Construction of New Navigational Lock at Farakka

Mr. Rishabh Jain; Asst. Manager (Planning); BHEL - Panki Kanpur - Piling Works

Mr. Manas Pal; Asst. Manager (P&M); JSW II - EQ1 To EQ3 Coal Berth

Mr. Sakeer Babu K; Asst. Manager (EHS); MTHL Project - Package 1

Mr. Santosh Kumar Pradhan; Asst. Manager (Industrial Relations); Kalinga - Coal Terminal at Paradip Port

Mr. Samidoss J; Asst. Manager - Execution; Sea Water Intake Tangedco Uppur

Mr. Dhansingh Katre; Asst. Manager (Stores); MTHL Project - Package 1

Mr. Ashraf Ali; Asst. Manager (Stores); Design and Construction Runj Dam MP

Mr. Sandip Kumar Basu; Surveyor; Construction of New Navigational Lock at Farakka

Mr. Vijay Kumar; Executive (Accounts); BHEL - Panki Kanpur - Piling Works

Mr. Hemantha Kumar Rai S; Sr. Engineer (P&M); Kalinga - Coal Terminal at Paradip Port

Mr. Laxshmi Sagar N M; Executive (Accounts); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Tapas Kumar Panda; Asst. Officer (IR); Piling Works for Dhamra LNG Tank Foundation

Mr. Ramamoorthy G; General Foreman (Civil); CMRL Central Square Project

Mr. Sundaram S; General Foreman; Piling Works for Dhamra LNG Tank Foundation

Ms. Indumathi D; Draughtsperson; Head Qrts

Mr. Vijayakumar T; General Foreman-Carp; Design and Construction of Dwall for IndusInd Bank

Mr. Ashok Kumar Singh; Foreman (Civil); Cooling Water System Nabinagar - 3X660 MW

Mr. Hari Ram; Asst. Foreman (P&M); DCIS Piling and Stone column -Paradip Odisha

Mr. Shrikant Raut; Foreman (Civil); BHEL - Panki Kanpur - Piling Works

Mr. Sudipta Dutta; Surveyor; Piling Works for Dhamra LNG Tank Foundation

Mr. Muthiah Alias Irulappan M; Jr. Supervisor (Administration); BHEL - Ennore -Civil - Structural Work Pkg A

Absorption

Mr. Sourabh Uplenchwar; Sr. Engineer - QA/QC; Design and Construction Runj Dam MP

Mr. Kinshuk Batra; Sr. Engineer - Planning; BHEL - Panki Kanpur - Piling Works

Mr. Rachit Aeran; Sr. Engineer - Planning; Piling Works for Dhamra LNG Tank Foundation

Ms. Laya Mariam Pannikottu; Sr. Engineer (Civil); Head Qrts

Ms. Arya Krishna U; Sr. Engineer (QA/QC); Head Qrts

Mr. Vivek Kumar Jha; Sr. Engineer - Planning; JSW II - EQ1 To EQ 3 Coal Berth

Mr. Neeraj Kumar; Sr. Engineer - Digital; CMRL Central Square Project

Mr. Biswajit Mohanty; Sr. Engineer (QA/QC); DCIS Piling and Stonecolumn -Paradip Odisha

Mr. Swarup Nanda Tarai; Sr. Engineer - Execution; JSW II - EQ1 To EQ 3 Coal Berth

Mr. Soham Roy; Sr. Engineer - Planning; BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Chirag Jain; Sr. Engineer (Procurement); Multi Modal IWT Terminal At Sahibganj

Ms. Akila N; Sr. Engineer (Civil); Head Qrts

Mr. Satyapriya; Sr. Engineer - Execution; DCIS Piling and Stonecolumn -Paradip Odisha

Mr. Sidda Siva; Sr. Engineer (QA/QC); Piling Works for Dhamra LNG Tank Foundation

Mr. Dinakara Vamsi Pragallapati; Sr. Engineer (QA/QC); Ground Improvement and Civil Works for BPCL

Mr. Adarssh M; Sr. Engineer - Execution; Cut and Cover Section at Korukkupet-UAA09

Mr. Akshat Srivastava; Sr. Engineer - Planning; BHEL - Panki Kanpur - Piling Works

Mr. Vibhush V Dhar; Sr. Engineer - Planning; Head Qrts

Ms. Masha A; Sr. Engineer - Planning; Head Qrts

Mr. Vishal Bandhu; Sr. Engineer - Planning; MTHL Project - Package 1

Mr. Akhileshwar Kashyap; Sr. Engineer (Mech.) - QA/QC; Construction of New Navigational Lock at Farakka

Mr. Thomas John; Sr. Engineer (Design); Head Qrts

Mr. Gadi Swamy; Sr. Engineer (Design); Head Qrts

Mr. Vengateshwaran M P; Sr. Engineer (EHS); Ground Improvement and Civil Works for BPCL

Mr. Gobinathan Dhuraisamy; Sr. Engineer (Design); Head Qrts

Mr. Deepak Kumar Arumugam; Sr. Engineer - Planning; Design and Construction of D wall for IndusInd Bank

Ms. R. Ashritha; Supervisor (Accounts); Head Qrts

Mr. Himanshu Vinodrao Hadke; Engineer (P&M); MTHL Project - Package 1

Mr. Mohd Azeem; Engineer (P&M); BHEL - Panki Kanpur - Piling Works

Mr. Prithvi Sharma; Supervisor (Accounts); Kalinga - Coal Terminal at Paradip Port

Mr. Raja Shanmugam Bharath A; Engineer (Civil); BHEL - Ennore -Civil - Structural Work Pkg A

Mr. Sachin Sahebrao Korde; Engineer (P&M); JSW - Paradip - Construction of Iron Ore Berth

Mr. Saikat Mistry; Engineer (Civil); BHEL - Panki Kanpur - Piling Works

Mr. Shaloof Kurikkal Mancheri; Engineer (Civil); BHEL - Panki Kanpur - Piling Works

Mr. Uttam Kumar Nag Modak; Engineer (P&M); Multi Modal Iwt Terminal at Sahibganj

Mr. Somnath Das; Engineer (P&M); Kalinga - Coal Terminal at Paradip Port

Mr. Vijaya Sundar M; Engineer (P&M); Sea Water Intake Tangedco Uppur

Mr. Guhan N; Supervisor (Accounts); Cut and Cover Section at Korukkupet-UAA09

Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Jatiram Paliwal, Construction Manager (Civil) passed away on Dec 07th, 2019



Ms. Jyoti Sahu, Sr. Engineer (Elec), Rourkela WWS, Bhubaneswar passed away on Oct 18th, 2019

SNS receives CNBC-AWAAZ 'CEO of the Year' Award



L&T's CEO & MD, Mr. S. N. Subrahmanyam, was conferred the prestigious 'CEO of the Year - Private' Award at the second edition of CNBC-AWAAZ CEO Awards.

The eminent jury - led by Arundhati Bhattacharya, Shailesh Haribhakti, Pradeep Shah and Nilesh Shah - was unanimous on how, under the leadership of SNS, L&T has consistently excelled on parameters such as growth, capital efficiency and profitability. Accepting the Award, SNS stated that he was humbled to have been chosen as the best performing CEO of the private sector and would like to thank CNBC-AWAAZ for having recognized him with this award. He further added: "This truly is a testimony of the outstanding contribution of more than one lakh L&T-ites that has enabled the company to scale the heights it has reached today."

On behalf of SNS, the Award was received by Mr. Anupam Kumar (VP and Head - MMH SBU) from the CM of Chhattisgarh, Shri Bhupesh Baghel, on 7th February 2020 at Raipur. The CNBC-AWAAZ CEO Awards were instituted to recognize leaders who create and sustain entrepreneurial initiatives, develop best practices and carve out powerful businesses in the Indian economy.
